

GRI G3.1 Template (Please note indicators updated from GRI G3)

NI = Needs Improvement; NR - Not Required; NC = Not Covered; NA = Not Applicable

IAR = Integrated Annual Report; SR = Web Consolidated Sustainability Report; CGR = Full Corporate Governance Report

STANDARD DISCLOSURES PART I: Profile Disclosures

1. Strategy and Analysis

Profile Disclosure	Description	Reference	Section	Comments
1.1	Statement from the most senior decision-makers of the organization	17-19	Chair person and Chief Executive Officer's review	The Chairperson and the Chief Executive Officer are the most senior decision-maker at Ellies Holdings. A statement from Ellie Salkow as well as Wayne Samson, CEO, is included.
1.2	Description of key impacts, risks, and opportunities.	12, 37-39	Risk Management and Key Indicators	The significant risks, their impact and the response from Ellies Holdings is summarised in a risk management table. Key indicators for the Consumer Goods division as well as the Infrastructure division have been highlighted

2. Organisational Profile

Profile Disclosure	Description	Reference	Section	Comments
2.1	Name of the organization.	IFC, IFC	Front cover, Scope of this report	The registered name of the company is "Ellies Holdings Limited" and is listed and traded as such on the JSE.
2.2	Primary brands, products, and/or services.	5, 6, 8, 9	Group Overview	Ellies products and services is discussed in the group structure section per segment.
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.		4 Group Structure	A comprehensive group structure is provided, highlighting the breakdown of the two main divisions.
2.4	Location of organization's headquarters.	IFC, 71	Scope of this report and Corporate information	The business office address is given in this report as Village Deep, Johannesburg. However the company can also be contacted by way of its website.
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	7, 10	Ellies and Megatron geographical footprint	The areas where offices are present as well as where products/services are sold are stated for both the major divisions.
2.6	Nature of ownership and legal form.	46	Shareholders analysis table	Ellies is a JSE listed company. The breakdown of major shareholders/owners is discussed within the report.
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	4, 5-9	Group Structure and group overview	Markets served, by both the Consumer Goods division as well as the Infrastructure division, are disclosed in the group overview
2.8	Scale of the reporting organization.	4, 5-9, 24, 56-59	Group overview, Financial Highlights, Geographical	Scale of Ellies is defined by total revenue, number of employees, number of business offices and locations which is disclosed in the report.
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	4, 11 and 17-19	Milestones, Group Structure, CEO's report	The change in structure is disclosed in the report.
2.10	Awards received in the reporting period.	Supporting Documentation	GRI Table: Additional GRI Responses	Not applicable as no significant rewards were received in the year under review.

3. Report Parameters

Profile Disclosure	Description	Reference	Section	Comments
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	IFC	Scope of this report	The report covers the year of 01 May 2011 to 30 April 2012.
3.2	Date of most recent previous report (if any).	IFC	Scope of this report	The previous report was published in October 2011.
3.3	Reporting cycle (annual, biennial, etc.)	IFC	Scope of this report	The report states that the reporting cycle is annual.
3.4	Contact point for questions regarding the report or its contents.	IFC	Scope of this report	Primary contact person is Irwin Lipworth. His details are disclosed in the report. Keyter Rech Investor Solutions (Lynne Bothma) can also be contacted.
3.5	Process for defining report content.	IFC	Scope, Sustainability report	The financial statements were prepared according to International Financial Reporting Standards (IFRS), the requirements of the South African Companies Act and regulations of the JSE Limited (JSE). The Group has, for the first time, provided reporting guidance in accordance with the guidelines of the Global Reporting Initiative (GRI G3), the details of which are available on the website at www.elliesholdings.com .
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	3, 4, 7, 8	Group overview, Group Structure, Geographical Footprints	The report covers all of Ellies' activities for the period under review (01 May 2011 to 30 April 2012), as well as any joint venture activities, countries in which the divisions operate and their property portfolio.
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	GRI	GRI Table: Additional GRI Responses	Not applicable. No limitations on the scope or boundaries of this report were noted. All companies owned by Ellies in the reporting period are covered in the report.
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.		3 Group overview	Ellies joint venture with SkyVine is discussed.
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	GRI	GRI Table: Additional GRI Responses	Ellies has not previously measured data and the process is only just beginning within the organisation and therefore does require improvement. The Group acknowledges that improvement's need to take place.

3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	GRI	GRI Table: Additional GRI Responses	No restatements were made in this report.
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	GRI	GRI Table: Additional GRI Responses	No significant changes were noted in the scope, boundary or measurement methods applied in the report.
3.12	Table identifying the location of the Standard Disclosures in the report.	Supporting Documentation	GRI Table: Additional GRI Responses	The GRI Indicator table serves to provide interested stakeholders with the information required to determine where indicator-specific information can be found.
3.13	Policy and current practice with regard to seeking external assurance for the report.	IFC, 40-41	Scope, Sustainability report	Ellies did not source external assurance on the integrated annual report aside from financial assurance from PFK (Jhb) Inc. This 2012 Integrated Annual Report is the first to include a comprehensive Sustainability Report.
4. Governance, Commitments, and Engagement				
Profile Disclosure	Description	Reference	Section	Comments
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	31- 40	Corporate Governance - Risk Management, Board committees and attendance; Corporate governance statement; King III compliance Matrix	The mandates and committee composition for the various Ellies committees are highlighted in the Corporate Governance a report. The age and gender of each member is disclosed in the Directorate section of the report.
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	32	Corporate Governance report, Board of Directors	The report discloses that the Chair Ellie Salkow is an executive director.
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	32	Corporate Governance	The report states that the board comprises of one non-executive director, 3 independent non-executive directors and one lead independent non-executive director.
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	29 - 30	Stakeholder engagement, interaction with shareholders	All stakeholders are afforded necessary means to communicate with Ellies either through the website, 1:1 meetings or through the Investor Solutions team (Keyter Rech), as per the Administration section of the report. Various means of stakeholder engagement is disclosed in the report.
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	34	Corporate Governance - Remuneration Committee	The remuneration policy and philosophy is determined according to best practices in the market place
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	52	Director's report	During the period under review none of the Directors had any interest in any contract or arrangement entered into by the Company or its subsidiaries.
4.7	Process for determining the composition, qualifications and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	14, 15, 32, 33	Board of Directors and Corporate Governance	This is reported through the descriptions of the directors and in the Corporate Governance review.
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	7, 40, 41	Vision and mission, sustainability	The vision and mission are disclosed in the report. The sustainability section of the report states the need to implement procedures and principles relevant to economic, environmental and social performance in the future.
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	40, 41	Sustainability report	As no procedures have been implemented in the Group, this is not applicable.
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	31 - 36	Corporate Governance Report	The Board reviews process and procedures on a regular basis.

4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.			As no principles are currently in place, this is not applicable.
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.			The report has been in line with the GRI Guidelines. The Group will formally subscribe to the GRI Guidelines in the future periods.
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	27, 42	Stakeholder engagement and Corporate Social Investment	The Group has disclosed stakeholders, corporate social investment projects.
4.14	List of stakeholder groups engaged by the organization.	27	Stakeholder engagement	The relevant stakeholders are disclosed in in the stakeholder engagement section of the report.
4.15	Basis for identification and selection of stakeholders with whom to engage.	27	Stakeholder engagement	Disclosed in the stakeholder engagement section of the report.
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	27	Stakeholder engagement	Disclosed in the stakeholder engagement section of the report.
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	27	Stakeholder engagement	Disclosed in the stakeholder engagement section of the report.
STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)				
G3 DMA	Description	Reference	Section	Comments
DMA EC	Disclosure on Management Approach EC	40	Sustainability report	The management approach to EC is disclosed in the sustainability section of the report.
DMA EN	Disclosure on Management Approach EN	40	Sustainability report	The management approach to EN is disclosed in the sustainability section of the report.
DMA LA	Disclosure on Management Approach LA	40	Sustainability report	The management approach to LA is disclosed in the sustainability section of the report.
DMA HR	Disclosure on Management Approach HR	40	Sustainability report	The management approach to HR is disclosed in the sustainability section of the report.
DMA SO	Disclosure on Management Approach SO	40	Sustainability report	The management approach to SO is disclosed in the sustainability section of the report.
DMA PR	Disclosure on Management Approach PR	40	Sustainability report	The management approach to PR is disclosed in the sustainability section of the report.
STANDARD DISCLOSURES PART III: Performance Indicators				
Economic				
Performance Indicator	Description	Reference	Section	Explanation
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	24, 40	Wealth distribution and Sustainability Report	An indication of wealth distributed between employees, providers of capital and taxation is indicated in the value added statement as part of the sustainability report.
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	40	Sustainability Report	Climate change had no direct effect on the group's activities.
EC3	Coverage of the organization's defined benefit plan obligations.	N/A	N/A	This indicator is not covered in the report.
EC4	Significant financial assistance received from government.	40	Sustainability report	No financial assistance was received from Government.
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	N/A	N/A	This indicator is not covered in the report.
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	40	Sustainability	A pie graph depicting product procurement is provided.
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	40	Sustainability report	Ellies employees are hired from the surrounding communities and promoted from within the organisation.
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	N/A	N/A	This indicator is not covered in the report.
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	N/A	N/A	This indicator is not covered in the report.
Environmental				
Performance Indicator	Description	Reference	Section	Comments
EN1	Materials used by weight or volume.	N/A	N/A	This indicator is not covered in the report.
EN2	Percentage of materials used that are recycled input materials.	N/A	N/A	This indicator is not covered in the report.
EN3	Direct energy consumption by primary energy source.	40	Sustainability report	Ellies does not measure its energy consumption however have changed all lights to energy-efficient lights.

EN4	Indirect energy consumption by primary source.	N/A	N/A	This indicator is not covered in the report.
EN5	Energy saved due to conservation and efficiency improvements.	N/A	N/A	This indicator is not covered in the report.
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	20, 40	Project Power Save case study and Sustainability Report	Ellies has implemented an "Energy Efficient Office" and was involved in the Project Power Save contract with Eskom.
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	N/A	N/A	This indicator is not covered in the report.
EN8	Total water withdrawal by source.	40	Sustainability report	Water consumption from municipal sources is not measured.
EN9	Water sources significantly affected by withdrawal of water.	40	Sustainability	No water sourced are significantly affected by the withdrawal of water by Ellies operations.
EN10	Percentage and total volume of water recycled and reused.	N/A	N/A	This indicator is not covered in the report.
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	40	Sustainability Report	No operations have a negative impact on any protected areas.
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	40	Sustainability	There is no impact on biodiversity.
EN13	Habitats protected or restored.	40	Sustainability	Operations do not have an impact on habitats and therefore do not need to be protected or restored.
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	40	Sustainability	There are no strategies in place and no intention to implement strategies.
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	40	Sustainability report	No IUCN Red List Species habitats are affected by operations.
EN16	Total direct and indirect greenhouse gas emissions by weight.	40	Sustainability report	The group does not measure, nor does it plan to start measuring, its direct and indirect greenhouse gas emissions.
EN17	Other relevant indirect greenhouse gas emissions by weight.	N/A	N/A	This indicator is not covered in the report.
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	N/A	N/A	This indicator is not covered in the report.
EN19	Emissions of ozone-depleting substances by weight.	N/A	N/A	This indicator is not covered in the report.
EN20	NOx, SOx, and other significant air emissions by type and weight.	N/A	N/A	This indicator is not covered in the report.
EN21	Total water discharge by quality and destination.	N/A	N/A	This indicator is not covered in the report.
EN22	Total weight of waste by type and disposal method.	N/A	N/A	This indicator is not covered in the report.
EN23	Total number and volume of significant spills.	N/A	N/A	This indicator is not covered in the report.
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	N/A	GRI Table: Additional GRI Responses	This indicator is not covered in the report.
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	N/A	N/A	This indicator is not covered in the report.
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	N/A	N/A	This indicator is not covered in the report.
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	N/A	N/A	This indicator is not covered in the report.
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	N/A	N/A	This indicator is not covered in the report.
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	N/A	N/A	This indicator is not covered in the report.
EN30	Total environmental protection expenditures and investments by type.	N/A	N/A	This indicator is not covered in the report.
Social: Labour Practices and Decent Work				
Performance Indicator	Description	Reference	Section	Comments
LA1	Total workforce by employment type, employment contract, and region broken down by gender .	6	Group overview	Ellies provides the breakdown per race and gender of the workforce. More information on the breakdown per gender across employment type will be given in future periods.
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	N/A	N/A	This indicator is not covered in the report.
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations. NB: The GRI has indicated that there is "Revised Content", but it is unclear what has been revised.	N/A	N/A	This indicator is not covered in the report.
LA4	Percentage of employees covered by collective bargaining agreements.	N/A	N/A	This indicator is not covered in the report.

LA5	Minimum notice period's regarding significant operational changes, including whether it is specified in collective agreements.	N/A	N/A	This indicator is not covered in the report.
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	N/A	N/A	This indicator is not covered in the report.
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and gender . Adjusted Data Requirement: - Injury rate (IR) for total workforce (total employees plus supervised workers) by region and gender . - Injury rate (IR) for independent contractors working on-site to whom the reporting organization is liable for the general safety of the working environment by region and gender . - Occupational diseases rate (ODR) for total workforce (total employees plus supervised workers) by region and gender . - Lost day rate (LDR) for total workforce (total employees plus supervised workers) by region and gender . - Lost day rate (LDR) for independent contractors working on-site to whom the reporting organization is liable for the general safety of the working environment by region and gender . - Absentee rate (AR) for independent contractors working on-site to whom the reporting organization is liable for the general safety of the working environment by region and gender . - Absolute number of fatalities for total workforce (total employees plus supervised workers) by region and gender . - Absolute number of fatalities for independent contractors working on-site to whom the reporting organization is liable for the general safety of the working environment by region	N/A	N/A	This indicator is not covered in the report.
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	N/A	N/A	This indicator is not covered in the report.
LA9	Health and safety topics covered in formal agreements with trade unions.	N/A	N/A	
LA10	Average hours of training per year per employee by gender and by employee category. Adjusted Data Requirement: - Average number of training per year per gender.	N/A	N/A	This indicator is not covered in the report.
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	N/A	N/A	This indicator is not disclosed in the report.
LA12	Percentage of employees receiving regular performance and career development reviews by gender . Adjusted Data Requirement: - The percentage of total employees (from LA1) by gender who received a formal performance appraisal and review during the reporting period.	N/A	N/A	The performance review process is disclosed in the sustainability report.
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender , age group, minority group membership, and other indicators of diversity. Adjusted Data Requirement: - For the identified minority and age groups, report the percentage of employees by gender .	N/A	N/A	This indicator is not disclosed in the report.
LA14	Ratio of basic salary of men to women by employee category. Adjusted Data Requirement: Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation .	N/A	N/A	This indicator is not disclosed in the report.
LA15	Return to work and retention rates after parental leave, by gender.	N/A	N/A	This indicator is not disclosed in the report.
Social: Human Rights				
Performance Indicator	Description	Reference	Section	Comments
HR1	Percentage and total number of significant investment agreements and contracts that include human rights clauses or that have undergone human rights screening.	N/A	N/A	This indicator is not disclosed in the report.

	<p>Adjusted Data Requirement:</p> <ul style="list-style-type: none"> - Total number of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening. - Percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening. 			
HR2	<p>Percentage of significant suppliers, contractors, and other business partners that have undergone human rights screening and actions taken.</p> <p>Adjusted Data Requirement:</p> <ul style="list-style-type: none"> - Percentage of contracts with significant suppliers and contractors that included clauses or screening on human rights. - Percentage of contracts with significant suppliers, contractors and other business partners that were either declined or imposed performance conditions, or were subject to other actions as a result of human rights screening. 	N/A	N/A	This indicator is not disclosed in the report.
HR3	<p>Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.</p> <p>NB: The GRI has indicated that there is "Revised Content", but it is unclear what has been revised.</p>	N/A	N/A	This indicator is not disclosed in the report.
HR4	Total number of incidents of discrimination and corrective actions taken.	41	Sustainability report	No incidents of discrimination were noted in the period.
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	41	Sustainability report	No incidents were noted in the period.
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.	41	Sustainability report	No incidents were noted in the period.
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour.	N/A	N/A	This indicator is not disclosed in the report.
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	N/A	N/A	This indicator is not disclosed in the report.
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	N/A	N/A	This indicator is not disclosed in the report.
HR10	<p>Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.</p> <p>Details of New Indicator: Aspect = Assessment</p> <ul style="list-style-type: none"> - Total number of operations, by country. - Total number of operations that have undergone human rights reviews or human rights impact assessments, by country. - Percentage of operations that have undergone human rights reviews or human rights impact assessments, by country. 	N/A	N/A	This indicator is not disclosed in the report.
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	N/A	N/A	This indicator is not disclosed in the report.

Details of New Indicator: Aspect = Remediation

- Total number of grievances related to human rights filed through formal organizational grievance mechanisms during the reporting period.
- Total number of addressed grievances related to human rights from those filed in the reporting period, broken down by internal stakeholders.
- Total number of addressed grievances related to human rights from those filed in the reporting period, broken down by external stakeholders.
- For grievances filed by an individual or group of people and not an organization: total number of addressed grievances related to human rights from those filed in the reporting period, broken down by gender, minority group membership and other indicators of diversity.
- Total number of resolved grievances related to human rights from those filed in the reporting period, broken down by internal stakeholders.
- Total number of resolved grievances related to human rights from those filed in the reporting period, broken down by external stakeholders.
- For grievances filed by an individual or group of people and not an organization: total number of resolved grievances related to human rights from those filed in the reporting period, broken down by gender, minority group membership and other indicators of diversity.
- Total number of grievances related to human rights addressed and resolved during the reporting period that were filed before the reporting period, broken down by, broken down by internal stakeholders.
- Total number of grievances related to human rights addressed and resolved during the reporting period that were filed before the reporting period, broken down by, broken down by external stakeholders.
- For grievances filed by an individual or group of people and not an organization: total number of grievances related to human rights addressed and resolved during the reporting period that were filed before the reporting period, broken down by, broken down by gender, minority group membership and other indicators of diversity.

Social: Society				
Performance Indicator	Description	Reference	Section	Explanation
SO1	<p>Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.</p> <p>Details of New Aspect = Local Communities Percentage of operations with implemented local community engagement, impact assessments, and development programs:</p> <ul style="list-style-type: none"> - Percentage of operations with implemented local community engagement, impact assessments, and development programs including, but not limited to, the use of social impact assessments, including gender impact assessments, based on participatory processes. - Including, but not limited to, environmental impact assessments and on-going monitoring. - Including, but not limited to, public disclosure of results of environmental and social impact assessments - Including, but not limited to, local community development programs based on local communities' needs. - Including, but not limited to, stakeholder engagement plans based on stakeholder mapping. - Including, but not limited to, broad based local community consultation committees and processes that include vulnerable groups. - Including, but not limited to, works councils, occupational health and safety committees and other employee representation bodies to deal with impacts. - Including, but not limited to, formal local community grievance processes. 	41, 42, 43	Sustainability report and CSI Report	The Group as a whole has various social responsibility programmes providing services and financial assistant to the local community.
SO2	Percentage and total number of business units analysed for risks related to corruption.		41 Sustainability report	Corruption is a practice not tolerated in the Group.
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	N/A	N/A	This indicator is not reported on in the report.
SO4	Actions taken in response to incidents of corruption.	N/A	N/A	This indicators in not reported on in the report
SO5	Public policy positions and participation in public policy development and lobbying.	N/A	N/A	This indicator is not reported on in the report.
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	41	Sustainability	No donations were made to any political parties, politicians or institutions.

SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	41	Sustainability Report	No incidents of anti-competitive behaviour were reported.
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	41	Sustainability Report	No fines were issued for non-compliance.
SO9	Operations with significant potential or actual negative impacts on local communities. Details of New Indicator: Aspect = Local communities - Operations and associated communities with significant potential or actual negative impacts. - Location of the operations with significant potential or negative impacts. - Potential or actual negative impacts of operations.	N/A	N/A	This indicator is not reported on in the report.
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities. Details of New Indicator: Aspect = Local communities - Whether, for the significant potential and actual negative impacts reported in SO9: prevention and mitigation measures were implemented. - Whether, for the significant potential and actual negative impacts reported in SO9: prevention and mitigation measures were implemented in order to: remediate non-compliance with laws or regulations. - Whether, for the significant potential and actual negative impacts reported in SO9: prevention and mitigation measures were implemented in order to: maintain compliance with laws or regulations. - Whether, for the significant potential and actual negative impacts reported in SO9: prevention and mitigation measures were implemented in order to: achieve a standard beyond legal compliance. - Whether, for the significant potential and actual negative impacts reported in SO9: prevention and mitigation objectives were achieved or not.	N/A	N/A	This indicator is not reported on in the report.
Social: Product Responsibility				
Performance Indicator	Description	Reference	Section	Comments
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	N/A	N/A	This indicator was not reported on in this report.
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	N/A	N/A	This indicator was not reported on in this report.
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	N/A	N/A	This indicator was not reported on in this report.
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	N/A	N/A	This indicator was not reported on in this report.
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction. NB: The GRI has indicated that there is "Revised Content", but it is unclear what has been revised.	N/A	N/A	This indicator was not reported on in this report.
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship. NB: The GRI has indicated that there is "Revised Content", but it is unclear what has been revised.	N/A	N/A	This indicator was not reported on in this report.
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	N/A	N/A	This indicator was not reported on in this report.
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	N/A	N/A	This indicator was not reported on in this report.
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	N/A	N/A	This indicator was not reported on in this report.