



# GLOBAL REPORTING INITIATIVE (GRI) G3.1 CONTENT INDEX 2015

Reunert has prepared this report according to the Global Reporting Initiative's (GRI's) G3 guidelines, application level B. All section and page references refer to the Reunert Ltd integrated report 2015, which has been prepared to cover the most material information relevant to Reunert's ability to create and sustain value. Supplementary sustainability information such as policies, CDP climate change and water disclosure and carbon footprint are available in the sustainability section of our website <http://www.reunert.co.za/sustainability-intro.php>. In certain instances additional information is provided in the GRI index to provide supplementary detail and/or context.

## Key

DMA	Disclosure on Management Approach <sup>(1)</sup>
	Not included in the report
	Partially reported
	Fully reported
	Not applicable

<sup>(1)</sup> Improving disclosure on DMA will be a focus area in the 2016 report.

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### General standard disclosures – profile disclosures

Description	Section and page	Additional information	Level
<b>1. Strategy and Analysis</b>			
1.1 Statement from the most senior decision-maker of the organisation.	<ul style="list-style-type: none"> <li>Leadership reviews: Chairman's report – p6 – 7</li> <li>Leadership reviews: Joint CEO's and CFO's review – p8 – 12</li> </ul>	–	
1.2 Description of key impacts, risks, and opportunities.	<ul style="list-style-type: none"> <li>Reunert overview: How we create value – p16 – 18</li> <li>Strategy and risks: Strategic objectives – p26</li> <li>Strategy and risks: Key risks – p28 – 29</li> </ul>	–	
<b>2. Organisational Profile</b>			
2.1 Name of the organisation.	<ul style="list-style-type: none"> <li>Front cover</li> </ul>	Reunert Ltd	
2.2 Primary brands, products, and/or services.	<ul style="list-style-type: none"> <li>Reunert overview: Who we are – p14 – 15</li> <li>Reunert overview: How we are structured – p20 – 21</li> </ul>	–	
2.3 Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures.	<ul style="list-style-type: none"> <li>Reunert overview: How we are structured – p19 – 21</li> </ul>	–	
2.4 Location of organisation's headquarters.	<ul style="list-style-type: none"> <li>Reunert overview: Who we are – p14</li> </ul>	Headquarters: Woodmead, Sandton, South Africa.	
2.5 Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	<ul style="list-style-type: none"> <li>Reunert overview: Who we are – p14</li> <li>Reunert overview: Where we operate – p22 – 23</li> </ul>	–	
2.6 Nature of ownership and legal form.	<ul style="list-style-type: none"> <li>Reunert overview: Who we are – p14</li> </ul>	–	
2.7 Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	<ul style="list-style-type: none"> <li>Reunert overview: Who we are – p14</li> <li>Reunert overview: How we create value – p16 – 18</li> <li>Reunert overview: Where we operate – p22 – 23</li> <li>Reunert overview: How we are structured – p19 – 21</li> </ul>	–	
2.8 Scale of the reporting organisation.	<ul style="list-style-type: none"> <li>GRI content index</li> <li>Our salient features – IFC</li> <li>Reunert overview: Where we operate – p22 – 23</li> <li>Reunert overview: How we are structured – p19 – 21</li> </ul>	Reunert does not count the number of products or services in the group, due to the diverse nature of its business. However, descriptions of services and product groups are provided in the business model, and website links to the individual business units provide an overview of the scale of the organisation.	
2.9 Significant changes during the reporting period regarding size, structure, or ownership.	<ul style="list-style-type: none"> <li>About this report: reporting suite and frameworks – p2</li> <li>Performance reviews: ICT – p36</li> </ul>	–	
2.10 Awards received in the reporting period.	<ul style="list-style-type: none"> <li>GRI content index</li> </ul>	–	

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Description	Section and page	Additional information	Level
<b>3. Report Parameters</b>			
<b>3.1</b> Reporting period (e.g., fiscal/calendar year) for information provided.	<ul style="list-style-type: none"> <li>About this report: Reporting suite and frameworks – p2</li> </ul>	The reporting period covered by this report is 1 October 2014 to 30 September 2015.	
<b>3.2</b> Date of most recent previous report (if any).	<ul style="list-style-type: none"> <li>About this report: Reporting suite and frameworks – p2</li> </ul>	1 October 2013 to 30 September 2014.	
<b>3.3</b> Reporting cycle (annual, biennial, etc.)	<ul style="list-style-type: none"> <li>About this report: Reporting suite and frameworks – p2</li> </ul>	Annual	
<b>3.4</b> Contact point for questions regarding the report or its contents.	<ul style="list-style-type: none"> <li>Corporate information and administration – p116</li> </ul>	Carina de Klerk; carina@reunert.co.za or invest@reunert.co.za	
<b>3.5</b> Process for defining report content.	<ul style="list-style-type: none"> <li>About this report: Materiality – p3</li> </ul>	–	
<b>3.6</b> Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	<ul style="list-style-type: none"> <li>About this report: Scope and boundary – p2</li> </ul>	–	
<b>3.7</b> State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	<ul style="list-style-type: none"> <li>About this report: Scope and boundary – p2</li> </ul>	–	
<b>3.8</b> 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 organisations.	<ul style="list-style-type: none"> <li>About this report: Scope and boundary – p2</li> </ul>	–	
<b>3.9</b> 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.	<ul style="list-style-type: none"> <li>About this report: Reporting suite and frameworks – p2</li> <li>About this report: Assurance and data measurement – p3</li> </ul>	–	
<b>3.10</b> Explanation of the effect of any restatements 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).	<ul style="list-style-type: none"> <li>About this report: Assurance and data measurement – p3</li> </ul>	–	
<b>3.11</b> Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	<ul style="list-style-type: none"> <li>About this report: Assurance and data measurement – p3</li> </ul>	–	
<b>3.12</b> Table identifying the location of the Standard Disclosures in the report.	<ul style="list-style-type: none"> <li>About this report: Reporting suite and frameworks – p2</li> </ul>	This GRI content index: <a href="http://www.reunert.co.za/GRI-content-index.php#">http://www.reunert.co.za/GRI-content-index.php#</a>	
<b>3.13</b> Policy and current practice with regard to seeking external assurance for the report.	<ul style="list-style-type: none"> <li>GRI content index</li> <li>About this report: Assurance and data measurement – p3</li> </ul>	Non-financial information has not been externally assured.	

## Global Reporting Initiative (GRI) G3.1 content index 2015 continued

Description	Section and page	Additional information	Level
<b>4. Governance, Commitments, and Engagement</b>			
4.1 Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.	<ul style="list-style-type: none"> <li>Corporate governance and remuneration: Governance structure overview – p66 – 69</li> <li>Corporate governance and remuneration: Board committees and meeting attendance – p74</li> </ul>	–	
4.2 Indicate whether the Chair of the highest governance body is also an executive officer.	<ul style="list-style-type: none"> <li>Corporate governance and remuneration: Governance structure overview – p66</li> <li>Corporate governance and remuneration: Balance of power – p69</li> </ul>	–	
4.3 For organisations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	<ul style="list-style-type: none"> <li>Corporate governance and remuneration: Governance structure overview – p66</li> </ul>	–	
4.4 Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	<ul style="list-style-type: none"> <li>GRI content index</li> <li>Social and relationship capital review: Key relationships – p60 – 62</li> <li>Corporate governance and remuneration: Governance review – p69</li> <li>Corporate governance and remuneration: Whistle-blowing facility – p71</li> </ul>	<p>Various mechanisms exist through which employees and shareholders can provide input to the Reunert board:</p> <ul style="list-style-type: none"> <li>the whistle-blowing line;</li> <li>engagement with unions through formal channels;</li> <li>regular meetings between Reunert’s executive directors and business unit management;</li> <li>monthly communications sessions between the business units’ managing directors and finance directors and the head office executives; and</li> <li>regular engagement with investors, including management meetings and investor presentations.</li> </ul> <p>In addition, business units may have their own mechanisms such as grievance procedures and workers’ forums.</p>	
4.5 Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organisation’s performance (including social and environmental performance).	<ul style="list-style-type: none"> <li>Corporate governance and remuneration: Remuneration committee report – p86 – 91</li> </ul>	–	
4.6 Processes in place for the highest governance body to ensure conflicts of interest are avoided.	<ul style="list-style-type: none"> <li>Reunert overview: Code of ethics – p14</li> <li>Corporate governance and remuneration: Conflict of interest – p72</li> </ul>	–	

## Global Reporting Initiative (GRI) G3.1 content index 2015 continued

Description	Section and page	Additional information	Level
4.7 Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organisation's strategy on economic, environmental, and social topics.	<ul style="list-style-type: none"> <li>Corporate governance and remuneration: Board appointments and induction of new directors – p69 – 70</li> </ul>	–	
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.	<ul style="list-style-type: none"> <li>Our salient features: Reunert goals – p1</li> <li>Reunert overview: Code of ethics – p14</li> <li>Corporate governance and remuneration: Board charter – p69</li> </ul>	Corporate governance on website: <a href="http://www.reunert.co.za/about-corporate-governance.php">http://www.reunert.co.za/about-corporate-governance.php</a>	
4.9 Procedures of the highest governance body for overseeing the organisation'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.	<ul style="list-style-type: none"> <li>Corporate governance and remuneration: Ethics and regulatory compliance – p71</li> <li>Corporate governance and remuneration: Social, ethics and transformation committee – p77</li> <li>Corporate governance and remuneration: Social, ethics and transformation committee report: p94 – 95</li> </ul>	–	
4.10 Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	<ul style="list-style-type: none"> <li>Corporate governance and remuneration: Board evaluation – p70</li> </ul>	The board and its committees monitor the performance of the business units with respect to economic, environmental, and social performance. The combined performance of the group and the board against these areas (as per the relevant principles of the King III Code of Governance) can be found online at <a href="http://www.reunert.co.za/King-III-application-register.php">http://www.reunert.co.za/King-III-application-register.php</a> .	
4.11 Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	<ul style="list-style-type: none"> <li>Corporate governance and remuneration: Social, ethics and transformation committee report: p94 – 95</li> <li>United Nations Global Compact overview: p115</li> </ul>	–	
4.12 Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	<ul style="list-style-type: none"> <li>GRI content index</li> <li>Human capital review: B-BBEE overview – p50</li> <li>Human capital review: Human rights – p54</li> <li>United Nations Global Compact overview – p115</li> </ul>	The United Nations Global Compact, the United Nations Universal Declaration of Human Rights and the International Labour Organisation's core labour standards guide our business conduct.	
4.13 Memberships in associations (such as industry associations) and/or national/international advocacy organisations in which the organisation: <ul style="list-style-type: none"> <li>has positions in governance bodies;</li> <li>participates in projects or committees;</li> <li>provides substantive funding beyond routine membership dues; and</li> <li>views membership as strategic.</li> </ul>	<ul style="list-style-type: none"> <li>Social and relationship capital review: Key relationships – p60 – 62</li> </ul>	Limited membership and participation at strategic levels.	
4.14 List of stakeholder groups engaged by the organisation.	<ul style="list-style-type: none"> <li>Social and relationship capital review: Key relationships – p60 – 62</li> </ul>	–	

## Global Reporting Initiative (GRI) G3.1 content index 2015 continued

Description	Section and page	Additional information	Level
4.15 Basis for identification and selection of stakeholders with whom to engage.	<ul style="list-style-type: none"> <li>GRI content index</li> <li>Social and relationship capital review: Key relationships – p60 – 62</li> </ul>	Reunert does not follow a formal stakeholders' programme due to the decentralised nature of the group. Stakeholders are those individuals or groups that have an impact on Reunert and its business units. The matrix on page 60 demonstrates the different classification of the group's key stakeholders based on their power and interest. The group's risk management processes also assists in identifying key stakeholders and their concerns.	
4.16 Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	<ul style="list-style-type: none"> <li>Social and relationship capital review: Key relationships – p61 – 62</li> </ul>	–	
4.17 Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting.	<ul style="list-style-type: none"> <li>Social and relationship capital review: Key relationships – p61 – 62</li> </ul>	–	

### Standard disclosures – performance indicators

#### Category: Economic

DMA	Disclosure on Management Approach	<ul style="list-style-type: none"> <li>Our salient features: Material matters – p1</li> <li>Chairman's report: Strategy overview – p7</li> <li>Strategy and risk: Strategy development – p24</li> <li>Natural capital review – p56 – 57</li> <li>Remuneration committee report: Reunert's remuneration philosophy and structure – p86</li> <li>Human capital review: Transformation strategy – p48</li> <li>Social and relationship capital review – p60</li> </ul>	–	
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#### Aspect: Economic Performance

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.	<ul style="list-style-type: none"> <li>Our salient features – IFC</li> <li>Reunert overview: Our business model – p16 – 17</li> <li>Reunert overview: Value-added statement – p18</li> </ul>	–	
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	<ul style="list-style-type: none"> <li>Natural capital review – Climate change – p57</li> </ul>	–	

## Global Reporting Initiative (GRI) G3.1 content index 2015 continued

Description	Section and page	Additional information	Level
<b>EC3</b> Coverage of the organisation's defined-benefit plan obligations.	<ul style="list-style-type: none"> <li>GRI content index</li> <li>Audited annual financial statements: Note 28: Retirement benefit information – p67</li> </ul>	<ul style="list-style-type: none"> <li>In line with the group's policy of providing retirement benefits to its employees, 79% (2014: 79%) of employees belong to various retirement schemes. Industrial legislation requires that certain employees are members of designated industry schemes. At year-end 16% (2014: 9%) of the group's employees were members of such schemes, most notably the Engineering Industries Pension Fund and Metal Industries Provident Fund. The total employer contributions for the year to these funds amounted to R10 million (2014: R6 million).</li> <li>In total, 30% (2014: 40%) of the group's total employees are members of the Reunert Retirement Fund, which consists of both the Reunert Pension Fund and Reunert Provident Fund. The drop in membership relates mostly to the discontinued operation. The Reunert Retirement Fund is a defined-contribution plan, apart from death benefits that are paid by the Pension Fund, which is registered in terms of the Pension Funds Act, 1956. The total employer contribution to this fund amounted to R60 million (2013: R72 million).</li> <li>The remaining 33% (2014: 30%) of the group's total employees who are not members of the abovementioned schemes, participate in other benefit plans, which consist of 14 defined-contribution plans. All of these funds are subject to the Pension Funds Act, 1956. The total employer contributions to these funds amounted to R52 million (2014: R48 million).</li> </ul>	
<b>EC4</b> Significant financial assistance received from government.	<ul style="list-style-type: none"> <li>GRI content index</li> </ul>	No significant financial assistance is received from government.	

## Global Reporting Initiative (GRI) G3.1 content index 2015 continued

Description	Section and page	Additional information	Level
<b>Aspect: Market Presence</b>			
<b>EC5</b> Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	<ul style="list-style-type: none"> <li>GRI content index</li> </ul>	Reunert pays wages that meet or exceed the legally required wages or, where no wage law exists, the local industry standard. The human rights policy is available <a href="http://www.reunert.co.za/human-rights-policy.php">http://www.reunert.co.za/human-rights-policy.php</a>	Yellow
<b>EC6</b> Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	<ul style="list-style-type: none"> <li>Human capital review: Transformation strategy – p48 – 50</li> <li>Social and relationship capital review: Enterprise and supplier development – p64</li> </ul>	–	Yellow
<b>EC7</b> Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	<ul style="list-style-type: none"> <li>GRI content index</li> <li>Human capital review: p48 – 53</li> </ul>	For purposes of GRI reporting, “local” is defined as black South Africans.	Green
<b>Aspect: Indirect Economic Impacts</b>			
<b>EC8</b> Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	<ul style="list-style-type: none"> <li>GRI content index</li> <li>Social and relationship capital review: Corporate social investment – p63 – 64</li> </ul>	Some corporate social responsibility investment is geared towards infrastructure investments; i.e. schools or improvement of housing conditions.	Green
<b>EC9</b> Understanding and describing significant indirect economic impacts, including the extent of impacts.	<ul style="list-style-type: none"> <li>How we create value: Our business model – p17</li> <li>Social and relationship capital review – p60 – 64</li> </ul>	–	Yellow
<b>Category: Environmental</b>			
<b>DMA</b> Disclosure on Management Approach	<ul style="list-style-type: none"> <li>GRI content index</li> <li>Natural capital review – p56</li> </ul>	All material environmental indicators have been identified and baseline data gathered for 2015, from which goals will be set in 2016.	Green
<b>Aspect: Materials</b>			
<b>EN1</b> Materials used by weight or volume.	<ul style="list-style-type: none"> <li>GRI content index</li> <li>Performance reviews: Electrical engineering: Performance overview – p32</li> <li>Natural capital review – p56</li> </ul>	Data on materials used are not disclosed publicly but are measured and have been included in CO <sub>2</sub> calculations.	Yellow
<b>EN2</b> Percentage of materials used that are recycled input materials.	<ul style="list-style-type: none"> <li>GRI content index</li> </ul>	Due to the diverse nature of the products manufactured by Reunert’s business units we are unable to provide a group-wide calculation of recycled input materials, however the total number is minimal and virgin materials are used in the majority of cases.	Yellow













## Global Reporting Initiative (GRI) G3.1 content index 2015 continued

Description	Section and page	Additional information	Level
<b>Aspect: Energy</b>			
<b>EN3</b> Direct energy consumption by primary energy source.	<ul style="list-style-type: none"> <li>Natural capital review – p58</li> </ul>	Carbon report: <a href="http://www.reunert.co.za/sustainability-carbon-footprint-reports.php">http://www.reunert.co.za/sustainability-carbon-footprint-reports.php</a>	Green
<b>EN4</b> Indirect energy consumption by primary source.	<ul style="list-style-type: none"> <li>Natural capital review – p58</li> </ul>	Carbon report: <a href="http://www.reunert.co.za/sustainability-carbon-footprint-reports.php">http://www.reunert.co.za/sustainability-carbon-footprint-reports.php</a>	Green
<b>EN5</b> Energy saved due to conservation and efficiency improvements.	<ul style="list-style-type: none"> <li>Natural capital review – p56</li> <li>Natural capital review: Energy – 59</li> </ul>	All material environmental indicators have been identified and baseline data gathered for 2015, from which goals will be set in 2016.	Yellow
<b>EN6</b> Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives.	<ul style="list-style-type: none"> <li>Natural capital review: Climate change – p57</li> </ul>	–	Yellow
<b>EN7</b> Initiatives to reduce indirect energy consumption and reductions achieved.	<ul style="list-style-type: none"> <li>Natural capital review – p56</li> <li>Natural capital review: Energy – p59</li> </ul>	Detailed information on reductions due to these initiatives are not available.	Yellow
<b>Aspect: Water</b>			
<b>EN8</b> Total water withdrawal by source.	<ul style="list-style-type: none"> <li>Natural capital review: Water – p59</li> </ul>	Carbon report: <a href="http://www.reunert.co.za/sustainability-carbon-footprint-reports.php">http://www.reunert.co.za/sustainability-carbon-footprint-reports.php</a>	Green
<b>EN9</b> Water sources significantly affected by withdrawal of water.	<ul style="list-style-type: none"> <li>Natural capital review: Water – p59</li> </ul>	Carbon report: <a href="http://www.reunert.co.za/sustainability-carbon-footprint-reports.php">http://www.reunert.co.za/sustainability-carbon-footprint-reports.php</a>	Green
<b>EN10</b> Percentage and total volume of water recycled and reused.	<ul style="list-style-type: none"> <li>Natural capital review: Water – p59</li> </ul>	Carbon report: <a href="http://www.reunert.co.za/sustainability-carbon-footprint-reports.php">http://www.reunert.co.za/sustainability-carbon-footprint-reports.php</a>	Green
<b>Aspect: Biodiversity</b>			
<b>EN11</b> Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	<ul style="list-style-type: none"> <li>GRI content index</li> </ul>	None of our operations are located in protected areas.	Green
<b>EN12</b> Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	<ul style="list-style-type: none"> <li>GRI content index</li> </ul>	Not applicable	Blue
<b>EN13</b> Habitats protected or restored.	<ul style="list-style-type: none"> <li>GRI content index</li> </ul>	Not applicable	Blue
<b>EN14</b> Strategies, current actions, and future plans for managing impacts on biodiversity.	<ul style="list-style-type: none"> <li>GRI content index</li> </ul>	Not applicable	Blue
<b>EN15</b> Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	<ul style="list-style-type: none"> <li>GRI content index</li> </ul>	None of our operations', direct activities threatens IUCN Red Listed or conservation-listed species.	Green

## Global Reporting Initiative (GRI) G3.1 content index 2015 continued

Description	Section and page	Additional information	Level
<b>Aspect: Emissions, Effluents, and Waste</b>			
<b>EN16</b> Total direct and indirect greenhouse gas emissions by weight.	<ul style="list-style-type: none"> <li>Natural capital review – Carbon disclosure – p58</li> </ul>	Carbon report: <a href="http://www.reunert.co.za/sustainability-carbon-footprint-reports.php">http://www.reunert.co.za/sustainability-carbon-footprint-reports.php</a>	Green
<b>EN17</b> Other relevant indirect greenhouse gas emissions by weight.	<ul style="list-style-type: none"> <li>Natural capital review – Carbon disclosure – p58</li> </ul>	Carbon report: <a href="http://www.reunert.co.za/sustainability-carbon-footprint-reports.php">http://www.reunert.co.za/sustainability-carbon-footprint-reports.php</a>	Green
<b>EN18</b> Initiatives to reduce greenhouse gas emissions and reductions achieved.	<ul style="list-style-type: none"> <li>Natural capital review – Carbon disclosure – p58</li> <li>Natural capital review – Energy – p59</li> </ul>	Carbon report: <a href="http://www.reunert.co.za/sustainability-carbon-footprint-reports.php">http://www.reunert.co.za/sustainability-carbon-footprint-reports.php</a>  Intensity ratios have been reported.  All material environmental indicators have been identified and baseline data gathered for 2015, from which goals will be set in 2016.	Yellow
<b>EN19</b> Emissions of ozone-depleting substances by weight.	<ul style="list-style-type: none"> <li>–</li> </ul>	Carbon report: <a href="http://www.reunert.co.za/sustainability-carbon-footprint-reports.php">http://www.reunert.co.za/sustainability-carbon-footprint-reports.php</a>	Green
<b>EN20</b> NOx, SOx, and other significant air emissions by type and weight.	<ul style="list-style-type: none"> <li>–</li> </ul>	Carbon report: <a href="http://www.reunert.co.za/sustainability-carbon-footprint-reports.php">http://www.reunert.co.za/sustainability-carbon-footprint-reports.php</a>	Green
<b>EN21</b> Total water discharge by quality and destination.	<ul style="list-style-type: none"> <li>Data not available</li> </ul>	–	Red
<b>EN22</b> Total weight of waste by type and disposal method.	<ul style="list-style-type: none"> <li>–</li> </ul>	Carbon report: <a href="http://www.reunert.co.za/sustainability-carbon-footprint-reports.php">http://www.reunert.co.za/sustainability-carbon-footprint-reports.php</a>	Green
<b>EN23</b> Total number and volume of significant spills.	<ul style="list-style-type: none"> <li>Natural capital review: Environmental management systems and regulatory requirements – p56</li> </ul>	–	Green
<b>EN24</b> 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.	<ul style="list-style-type: none"> <li>GRI content index</li> </ul>	None of the group's waste is deemed hazardous under the Basel Convention and none of our waste is transported internationally.	Green
<b>EN25</b> Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff.	<ul style="list-style-type: none"> <li>GRI content index</li> </ul>	No water bodies and related habitats are impacted by discharges or run-offs from Reunert as all waste water is captured through municipal sewage systems.	Green
<b>Aspect: Products and Services</b>			
<b>EN26</b> Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	<ul style="list-style-type: none"> <li>Natural capital review: Climate change – p57</li> </ul>	–	Yellow
<b>EN27</b> Percentage of products sold and their packaging materials that are reclaimed by category.	<ul style="list-style-type: none"> <li>Data not available</li> </ul>	–	Red

## Global Reporting Initiative (GRI) G3.1 content index 2015 continued

Description	Section and page	Additional information	Level
<b>Aspect: Compliance</b>			
EN28 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	<ul style="list-style-type: none"> <li>Natural capital review: Environmental management systems and regulatory requirements – p56</li> </ul>	No significant fines during the year for environmental non-compliance.	
<b>Aspect: Transport</b>			
EN29 Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	<ul style="list-style-type: none"> <li>GRI content index</li> </ul>	<p>Reunert has started tracking third-party transport but data is currently incomplete.</p> <p>Transport is currently not deemed to have a significant impact.</p>	
<b>Aspect: Overall</b>			
EN30 Total environmental protection expenditures and investments by type.	<ul style="list-style-type: none"> <li>Data not available</li> </ul>	–	
<b>Category: Social</b>			
<b>Sub-category: Labour Practices and Decent Work</b>			
DMA Disclosure on Management Approach	<ul style="list-style-type: none"> <li>Human capital review – p48</li> <li>Human capital review: Labour relations – p53</li> <li>Human capital review: Occupational health and safety – p55</li> </ul>	–	
<b>Aspect: Employment</b>			
LA1 Total workforce by employment type, employment contract, and region.	<ul style="list-style-type: none"> <li>Human capital review: Workforce profile – p52</li> </ul>	–	
LA2 Total number and rate of employee turnover by age group, gender, and region.	<ul style="list-style-type: none"> <li>Performance reviews: Electrical engineering at a glance – p30</li> <li>Performance reviews: ICT at a glance – p36</li> <li>Performance reviews: Applied electronics at a glance – p42</li> <li>Human capital review: Workforce profile – p52</li> </ul>	–	
LA3 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	<ul style="list-style-type: none"> <li>Data not available</li> </ul>	–	
LA3 Return to work and retention rates after parental leave, by gender.	<ul style="list-style-type: none"> <li>Data not available</li> </ul>	–	
<b>Aspect: Labour/Management Relations</b>			
LA4 Percentage of employees covered by collective bargaining agreements.	<ul style="list-style-type: none"> <li>Human capital review: Labour relations – p53</li> </ul>	–	
LA5 Minimum notice periods regarding significant operational changes, including whether it is specified in collective agreements.	<ul style="list-style-type: none"> <li>Information not disclosed</li> </ul>	–	

## Global Reporting Initiative (GRI) G3.1 content index 2015 continued

Description	Section and page	Additional information	Level
<b>Aspect: Occupational Health and Safety</b>			
<b>LA6</b> Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes.	<ul style="list-style-type: none"> <li>Data not available</li> </ul>	–	
<b>LA7</b> Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	<ul style="list-style-type: none"> <li>Performance reviews: Electrical engineering at a glance – p30</li> <li>Performance reviews: ICT at a glance – p36</li> <li>Performance reviews: Applied electronics at a glance – p42</li> <li>Human capital review: Occupational health and safety – p55</li> </ul>	Information is only reported by business unit and not by gender.	
<b>LA8</b> Education, training, counselling, prevention, and risk-control programmes in place to assist workforce members, their families, or community members regarding serious diseases.	<ul style="list-style-type: none"> <li>Human capital review: Occupational health and safety – p55</li> </ul>	–	
<b>LA9</b> Health and safety topics covered in formal agreements with trade unions.	<ul style="list-style-type: none"> <li>Information not disclosed</li> </ul>	–	
<b>Aspect: Training and Education</b>			
<b>LA10</b> Average hours of training per year per employee by employee category.	<ul style="list-style-type: none"> <li>Human capital review: Developing our employees – p51</li> </ul>	Refer to table 1 in this index for training cost per race and gender.	
<b>LA11</b> Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	<ul style="list-style-type: none"> <li>GRI content index</li> </ul>	<ul style="list-style-type: none"> <li><b>General training:</b> Learning is an ongoing cycle. Accordingly, we regularly send our employees on general, internal, business-related courses to enhance their current skill sets with generic soft skills.</li> <li><b>Technical/specialist training:</b> These initiatives are specific to the requirements of each of our diverse businesses and are delivered on an ongoing basis to ensure that we have the required expertise within the group.</li> <li><b>Management development:</b> In the current year we added a new management development programme to our general suite of training programmes. This gives our employees the ability to work independently, within teams to the benefit of the organisation's goals.</li> </ul>	
<b>LA12</b> Percentage of employees receiving regular performance and career development reviews.	<ul style="list-style-type: none"> <li>Information not disclosed</li> </ul>	–	

## Global Reporting Initiative (GRI) G3.1 content index 2015 continued

Description	Section and page	Additional information	Level
<b>Aspect: Diversity and Equal Opportunity</b>			
<b>LA13</b> Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	<ul style="list-style-type: none"> <li>Human capital review: Workforce profile – p52</li> <li>Corporate governance and remuneration: Governance structure overview – p67</li> </ul>	–	
<b>Aspect: Equal Remuneration for Women and Men</b>			
<b>LA14</b> Ratio of basic salary of men to women by employee category.	<ul style="list-style-type: none"> <li>Information not disclosed</li> </ul>	–	
<b>Sub-category: Human rights</b>			
<b>DMA</b> Disclosure on Management Approach	<ul style="list-style-type: none"> <li>Human capital review: Human rights – p54</li> </ul>	<a href="http://www.reunert.co.za/human-rights-policy.php">www.reunert.co.za/human-rights-policy.php</a>	
<b>Aspect: Investment and Procurement Practices</b>			
<b>HR1</b> Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	<ul style="list-style-type: none"> <li>Human capital review: Human rights – p54</li> </ul>	<a href="http://www.reunert.co.za/human-rights-policy.php">www.reunert.co.za/human-rights-policy.php</a>	
<b>HR2</b> Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	<ul style="list-style-type: none"> <li>Data not available</li> </ul>	–	
<b>HR3</b> 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.	<ul style="list-style-type: none"> <li>Human capital review: Human rights – p54</li> </ul>	<a href="http://www.reunert.co.za/human-rights-policy.php">www.reunert.co.za/human-rights-policy.php</a>	
<b>Aspect: Non-discrimination</b>			
<b>HR4</b> Total number of incidents of discrimination and actions taken.	<ul style="list-style-type: none"> <li>Governance review: Ethics and regulatory compliance – p71</li> <li>Human capital review: Human rights – p54</li> </ul>	–	
<b>Aspect: Freedom of Association and Collective Bargaining</b>			
<b>HR5</b> Operations 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.	<ul style="list-style-type: none"> <li>Human capital review: Human rights – p54</li> </ul>	<a href="http://www.reunert.co.za/human-rights-policy.php">www.reunert.co.za/human-rights-policy.php</a>	
<b>Aspect: Abolition of Child Labour</b>			
<b>HR6</b> Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.	<ul style="list-style-type: none"> <li>Human capital review: Human rights – p54</li> </ul>	<a href="http://www.reunert.co.za/human-rights-policy.php">www.reunert.co.za/human-rights-policy.php</a>	

## Global Reporting Initiative (GRI) G3.1 content index 2015 continued

Description	Section and page	Additional information	Level
<b>Aspect: Prevention of Forced and Compulsory Labour</b>			
HR7 Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour.	• Human capital review: Human rights – p54	<a href="http://www.reunert.co.za/human-rights-policy.php">www.reunert.co.za/human-rights-policy.php</a>	Green
<b>Aspect: Security Practices</b>			
HR8 Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.	• Data not available	Security services are outsourced.	Yellow
<b>Aspect: Indigenous Rights</b>			
HR9 Total number of incidents of violations involving rights of indigenous people and actions taken.	• Human capital review: Human rights – p54	No incidents reported	Green
<b>Aspect: Assessment</b>			
HR10 Percentage and total number of operations that have been subject – to human rights reviews and/or impact assessments		No assessments or reviews completed.	Green
<b>Aspect: Remediation</b>			
HR11 Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	• GRI content index	No grievances relating to human rights violations have been reported	Green
<b>Sub-category: Society</b>			
<b>DMA</b> Disclosure on Management Approach	–	–	Yellow
<b>Aspect: Local Communities</b>			
SO1 Nature, scope, and effectiveness of any programmes and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	–	Not material for Reunert	Blue
SO9 Operations with significant potential or actual negative impacts on local communities.	–	Not material for Reunert	Blue
SO10 Prevention or mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	–	Not material for Reunert	Blue

## Global Reporting Initiative (GRI) G3.1 content index 2015 *continued*

Description	Section and page	Additional information	Level
<b>Aspect: Corruption</b>			
<b>SO2</b> Percentage and total number of business units analysed for risks related to corruption.	<ul style="list-style-type: none"> <li>GRI content index</li> <li>Corporate governance and remuneration: Ethics and regulatory compliance – p71</li> </ul>	All business units are analysed for risks related to corruption.	
<b>SO3</b> Percentage of employees trained in organisation's anti-corruption policies and procedures.	<ul style="list-style-type: none"> <li>Governance review: Compliance training – p72</li> </ul>	–	
<b>SO4</b> Actions taken in response to incidents of corruption.	<ul style="list-style-type: none"> <li>Corporate governance and remuneration: Ethics and regulatory compliance – p71</li> </ul>	No major incidents of collusion, bribery, fraud or theft were reported.	
<b>Aspect: Public Policy</b>			
<b>SO5</b> Public policy positions and participation in public policy development and lobbying.	<ul style="list-style-type: none"> <li>Information not disclosed</li> </ul>	–	
<b>SO6</b> Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	<ul style="list-style-type: none"> <li>Corporate governance and remuneration: Donations and gifts – p72</li> </ul>	–	
<b>Aspect: Anti-competitive Behaviour</b>			
<b>SO7</b> Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	–	No legal action for any anti-competitive behaviour has been brought against the group during the past financial year.	
<b>Aspect: Compliance</b>			
<b>SO8</b> Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	–	No fines or sanctions for non-compliance with laws and regulations in the financial year.	
<b>Sub-category: Product responsibility</b>			
<b>DMA</b> Disclosure on Management Approach	<ul style="list-style-type: none"> <li>Reunert overview: How we are structured – p19</li> <li>Reunert overview: Product quality – p15</li> <li>Performance review: Electrical engineering – p33</li> </ul>	–	
<b>Aspect: Customer Health and Safety</b>			
<b>PR1</b> 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.	<ul style="list-style-type: none"> <li>Reunert overview: Product quality – p15</li> </ul>	–	
<b>PR2</b> 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.	<ul style="list-style-type: none"> <li>GRI content index</li> </ul>	No incidents of non-compliance have been reported.	

## Global Reporting Initiative (GRI) G3.1 content index 2015 continued

Description	Section and page	Additional information	Level
<b>Aspect: Product and Service Labelling</b>			
<b>PR3</b> Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	<ul style="list-style-type: none"> <li>Information not disclosed</li> </ul>	–	
<b>PR4</b> Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	<ul style="list-style-type: none"> <li>GRI content index</li> </ul>	No incidents of non-compliance have been reported.	
<b>PR5</b> Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	<ul style="list-style-type: none"> <li>GRI content index</li> <li>Performance reviews: Information and communications technologies: Customer satisfaction – p38</li> </ul>	A limited number of customer satisfaction surveys have been conducted in identified priority areas. Internal improvement actions have been identified.	
<b>Aspect: Marketing Communications</b>			
<b>PR6</b> Programmes for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	<ul style="list-style-type: none"> <li>Human capital review: Workforce profile – p52</li> </ul>	–	
<b>PR7</b> Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	<ul style="list-style-type: none"> <li>GRI content index</li> </ul>	No incidents of non-compliance have been reported.	
<b>Aspect: Customer Privacy</b>			
<b>PR8</b> Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	<ul style="list-style-type: none"> <li>GRI content index</li> <li>Corporate governance and remuneration: Consumer protection and privacy – p72</li> <li>Corporate governance and remuneration: Consumer protection – p95</li> </ul>	No incidents of breaches of customer privacy or losses of customer data have been reported.	
<b>Aspect: Compliance</b>			
<b>PR9</b> Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	<ul style="list-style-type: none"> <li>GRI content index</li> </ul>	No incidents of non-compliance have been reported.	



## Global Reporting Initiative (GRI) G3.1 content index 2015 continued

### Appendix 1

#### Training spend summary for 2015

Rm	African	Coloured	Indian	White	Total
Male	15,9	2,0	2,4	4,7	25,0
Female	8,3	0,9	0,8	0,9	10,9
<b>Total</b>	24,2	2,9	3,2	5,6	35,9

Breakdown excludes franchise and overseas operations' training spend. Group centralised expenditure is also not included in this table.