

GRI CONTENT

ANNEXURE 3

GRI benchmark	Comment	Page number
General performance indicators		
1.1	Mission statement	<i>Sustainability Report</i> 26
1.2	Chief Executive report	<i>Chief Executive's Review</i> 12 – 17
2.1.	Name of organisation	<i>Cover</i> Inside cover
2.2	Major products and services	<i>Operational Reviews</i> 18 – 24
2.3	Operational structure	<i>Group Structure</i> 4
2.4	Description of operating companies' business	<i>Operational Reviews</i> 18 – 24
2.6	Nature of ownership	<i>Shareholders</i> 29 – 32
2.10	Contact information	<i>Corporate Administration</i> 120
2.11	Reporting period	<i>Annual Financial Statements</i> 61 – 102,120
2.12	Date of most recent previous report	<i>2004 Annual Report</i> Not applicable
2.13	Boundaries of report	<i>Predominantly South Africa</i>
2.14	Significant changes in size, structure, ownership or products/services that have occurred since the previous report	<i>Group Structure, Chairman's Review, Chief Executive's Review, Operational Reviews</i> 4, 8 – 11 12 – 17 18 – 24
2.15	Basis for reporting	<i>Chief Executive's Review, Annual Financial Statements</i> 12 – 17 61 – 102
2.16	Explanation of the nature and effect of any restatement	<i>Annual Financial Statements</i> 61 – 102
2.17	Decision not to apply GRI principles or protocols	<i>Not applicable</i>
2.18	Criteria/definitions	<i>Annual Financial Statements</i> 61 – 102
2.19	Significant changes in measurement	<i>Not applicable</i> Not applicable
2.20/	Policies and internal practices to enhance and provide assurance about the accuracy, completeness and reliability of the sustainability report	<i>Policies available on request</i>
2.22	Additional information and reports on sustainability	<i>Corporate Communications</i>
3.1	Governance structure	<i>Corporate Governance Statement</i> 48 – 54
3.2	Percentage board of directors that are independent non-executive	<i>Corporate Governance Statement</i> 48 – 54, 110 – 112
3.3	Board member expertise	<i>Directors' Profiles</i> 110 – 112
3.4	Board level processes	<i>Corporate Governance Statement</i> 48 – 54
3.5	Link between executive compensation and objectives	<i>Remuneration Report</i> 55
3.6	Organisational structure and key responsibilities	<i>Executive Committee</i> 6, 50
3.7	Mission statement and code of conduct	<i>Sustainability Report</i> 26
3.8	Mechanisms for shareholders to provide comment	<i>Annual General Meetings Direct Communication to the group</i>
3.9	Major stakeholders	<i>Sustainability Report</i> 26 – 47
3.10	Stakeholder consultation	<i>Annual General Meeting Sustainability Report</i> 26 – 47
3.11	Stakeholder information	<i>Annual Report, Interim Report. Sustainability Report</i> 26 – 47
3.12	Use of stakeholder information	<i>Annual Report, Interim Report</i>
3.13	Precautionary approach	<i>Not applicable</i>
3.14	Economic, environmental and social charters	<i>Sustainability Report</i> 26 – 47
3.15	Industry and business associations	<i>Operational Reviews</i> 18 – 24
3.16	Policies/systems to manage upstream and downstream impacts	<i>Sustainability Report</i> 26 – 47

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ANNEXURE 3 (continued)

GRI benchmark	Comment	Page number
General performance indicators (continued)		
3.17	Approach to manage impacts	<i>Sustainability Report – Environment</i> 44 – 47
3.18	Decisions regarding locations and change in operations	<i>Operational Reviews</i> 18 – 24
3.19	Programmes and procedures relating to economic and environmental performance:	
	– priority and target-setting	<i>Sustainability Report</i> 26 – 47
	– major programmes to improve performance	<i>Chief Executive's Review</i> 12
	– internal communication and training	<i>Sustainability Report</i> 26 – 47
	– performance monitoring	<i>Sustainability Report</i> 26 – 47
	– internal and external auditing	<i>Risk management</i> 51
	– senior management review	<i>Chief Executive's Review, Directors' Report</i> 12, 61
3.20	Certification status	<i>Sustainability Report</i> 45
Economic performance indicators		
EC1	Revenue	<i>Income Statement</i> 71
EC2	Geographic break-down of markets	<i>Segment Information</i> 98 – 99
EC3	Cost of goods	<i>Notes to Financial Statements</i> 75
EC4	Percentage of contracts paid in accordance with terms	<i>Not measured</i>
EC5	Employment costs	<i>Value Added Statement</i> 28
EC6	Distributions to providers of capital	<i>Notes to Financial Statements</i> 75
EC7	Increase/decrease in retained earnings	<i>Statement of Changes in Equity</i> 72
EC8	Taxes paid	<i>Notes to Financial Statements</i> 75
EC9	Subsidies received	<i>Not disclosed</i>
EC10	Donations to communities	<i>Not disclosed</i>
EC11	Supplier breakdown	<i>Not disclosed</i>
EC12	Total spend on non-core infrastructure	<i>Not disclosed</i>
EC13	Organisation's indirect economic impact	<i>Not disclosed</i>
EN1	Total material use, other than water	<i>Limited impact – certain operations are ISO compliant – see Sustainability Report, pgs 44 – 47.</i>
EN2	Percentage of materials used that are wastes from sources external to the reporting organisation	
EN3	Direct energy use	
EN4	Indirect energy use	
EN5	Total water use	
EN6	Location and size of land owned, leased or managed in biodiversity rich habitats	
EN7	Description of the major impacts on biodiversity	
EN8	Greenhouse gas emissions	
EN9	Use and emissions of ozone-depleting substances	

GRI benchmark	Comment	Page number
Economic performance indicators (continued)		
EN10 Significant air emissions by type	<div data-bbox="911 1108 1230 1187" data-label="Text"> <p><i>Limited impact – certain operations are ISO compliant – see Sustainability Report, pgs 44 – 47.</i></p> </div>	
EN11 Total amount of waste by type and destination		
EN12 Significant discharges to water by type		
EN13 Significant spills of chemicals, oils and fuels		
EN14 Significant environmental impacts of principal products and services		
EN15 Percentage of weight of products sold that is reclaimable versus the percentage that is actually reclaimed		
EN16 Incidents of and fines for non-compliance associated with environmental issues		
EN17 Initiatives to use renewable energy sources		
EN18 Energy consumption footprint of major products		
EN19 Other direct (upstream/downstream) energy use and implications		
EN20 Water sources and related ecosystems/habitats significantly affected by use of water		
EN21 Annual withdrawals of ground and surface water		
EN22 Total recycling and re-use of water		
EN23 Total amount of land owned, leased or managed for production activities or extractive use		
EN24 Amount of impermeable surface as a percentage of land purchased or leased		
EN25 Impacts of activities on protected and sensitive areas		
EN26 Changes to natural habitats		
EN27 Strategies for protecting and restoring native ecosystems and species in degraded areas		
EN28 Number of IUCN Red List species with habitats in areas affected by operations		
EN29 Business units currently operating or planning operations in or around protected or sensitive areas		
EN30 Other relevant indirect greenhouse gas emissions		
EN31 All production, transport, import or export of any waste deemed hazardous under the terms of the Basel Convention		
EN32 Water sources and related ecosystems/Habitats significantly affected by discharges of water and runoff		
EN33 Performance of suppliers relative to environmental components or programmes and procedures		
EN34 Significant environmental impacts of transportation used for logistical purposes		
EN35 Total environment expenditure by type		

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ANNEXURE 3 (continued)		
GRI benchmark	Comment	Page number
Social performance indicators		
<i>Labour practices</i>		
LA1	Breakdown of workforce	<i>Corporate Governance Statement</i> 53
LA2	Employment creation and average revenue	<i>Information system being developed to measure this</i> 51 – 54
LA3	Trade union representation	<i>Not disclosed</i>
LA4	Policy and procedures involving information, consultation and negotiation with employees over changes in the reporting organisation's operations	<i>Corporate Governance Statement</i> 48
LA5	Occupational accidents and diseases	<i>Environment</i> 44 – 47
LA6	Health and safety committees	<i>Environment</i> 44 – 47
LA7	Injury, lost days and absentee rates	<i>Information system being developed to measure this</i>
LA8	HIV/Aids policies or programmes	<i>Sustainability Report</i> 41
LA9	Training per employee level, gender and ethnic split	<i>Information system being developed to measure this</i> 51
LA10	Equal opportunity policies or programmes, and the monitoring thereof	<i>Information system being developed to measure this</i> 51
LA11	Composition of senior management and corporate governance bodies	<i>Corporate Governance Statement</i> 48 – 54
LA12	Employee benefits beyond those legally mandated	<i>Not disclosed</i>
LA13	Provision for formal worker representation in decision-making	<i>Corporate Governance Statement</i> 48
LA14	Compliance with the ILO Guidelines for Occupational Health Management Systems	<i>Environment</i> 44 – 47
LA15	Formal agreements with trade unions covering health and safety at work and proportion of workforce covered by such agreements	<i>Information system being developed to measure this</i> 51
LA16	Programmes to support the continued employability of employees and to manage career developments	<i>Corporate Governance Statement</i> 48
LA17	Policies and programmes for skills management	<i>Corporate Governance Statement</i> 48

GRI benchmark	Comment	Page number
<i>Human rights</i>		
HR1 Policies, guidelines, corporate structure and procedures to deal with all aspects of human rights	<i>Human rights are recognised and observed in all of Altron's internal policies</i>	
HR2 Evidence of consideration of human rights impacts as part of investment and procurement		
HR3 Policies and procedures to evaluate and address human rights performance within the supply chain and contractors		
HR4 Global policy and procedures/programmes preventing all forms of discrimination in operations		
HR5 Freedom of association policy		
HR6 Child labour policy		
HR7 Forced and compulsory labour policy		
HR8 Employee training on policies and practices concerning all aspects of human rights relevant to operations		
HR9 Appeal practices		
HR10 Non-retaliation policy and employee grievance system		
HR11 Human rights training for security personnel		
HR12 Description of policies, guidelines and procedures to address the needs of indigenous people		
HR13 Description of jointly managed community grievance mechanisms/authority		
HR14 Share of operating revenues from the area of operations that are redistributed to local communities		

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ANNEXURE 3 (continued)		
GRI benchmark	Comment	Page number
Society		
SO1	Policies to manage impacts on communities	<i>Social Investment</i> 36 – 41
SO2	Policy/procedures for addressing bribery and corruption	<i>Corporate Code of Conduct</i> 26
SO3	Description of policy, procedures/management systems for managing political lobbying and contributions	<i>Government, Regulatory Authorities</i>
SO4	Awards received	<i>Chief Executive's Review, Operational Reviews</i> 12 – 17 18 – 24
SO5	Money paid to political parties	<i>Corporate Code of Conduct</i> 26
SO6	Court decisions regarding cases pertaining to anti-trust and monopoly regulations	<i>No court cases instituted against Altron</i>
SO7	Policies/procedures for preventing anti-competitive behaviour	<i>Not disclosed but procedures are in place at the operating company level</i>
Product responsibility		
PR1	Policy for preserving customer health and safety during use of products and services	<i>Internal policies are in place at the operating company level</i>
PR2	Policy/procedures related to product information and labelling	
PR3	Policy/procedures relating to consumer privacy	
PR4	Non-compliance with customer health and safety regulations	
PR5	Complaints upheld regarding the health and safety of products and services	
PR6	Voluntary code compliance, product labels or awards with respect to social and environmental responsibility	
PR7	Non-compliance concerning product information and labelling	
PR8	Policies/procedures and mechanisms related to customer satisfaction	
PR9	Policies/procedures for adherence to standards and voluntary codes related to advertising	
PR10	Breaches of advertising and marketing regulations	
PR11	Complaints regarding breaches of consumer privacy	

GRI benchmark	Comment	Page number
Financial services guidelines		
<i>Corporate social responsibility management</i>		
CSR1 Social elements of CSR Policy	<i>Social Investment</i>	36 – 41
CSR2 Structure and relevant CSR responsibilities	<i>Social Investment</i>	36 – 41
CSR3 CSR audit	<i>Social Investment</i>	36 – 41
CSR4 Procedures for handling issues sensitive to stakeholders	<i>Sustainability Report</i>	26
CSR5 Non-compliance incidents with any law or regulatory code of conduct	<i>Risk Management</i>	51
CSR6 Stakeholder dialogue and involvement procedures	<i>Sustainability Report</i>	26
<i>Internal social performance</i>		
INT1 Social responsibility issues covered in the human resources policies	<i>Information system being developed to measure this</i>	51
INT2 Staff turnover	<i>Corporate Governance Statement – Employment Equity</i>	53
INT3 Employee satisfaction	<i>Information system being developed to measure this</i>	51
INT4 Remuneration of senior management and board of directors	<i>Remuneration Report</i>	55
INT5 Bonuses that contain additional sustainability elements	<i>Not applicable</i>	
INT6 Ratio of female to male salaries, including bonuses, per hierarchy level	} <i>Information system being developed to measure this</i>	51
INT7 Employee profile per hierarchy level		53
<i>Performance to society</i>		
SOC1 Contributions to charitable causes, community investments and commercial sponsorships	} <i>Social Investment</i>	36 – 41
SOC2 Economic value added		28
<i>Suppliers</i>		
SUP1 Policies/procedures to screen suppliers' social performance	} <i>BEE Report</i>	33
SUP2 Supplier satisfaction		