

GRI benchmark	Page	Comment	
GENERAL PERFORMANCE INDICATORS			
1.1	Mission statement	2	
1.2	Chief executive's report	16, 48	Chief Executive's review
2.1	Name of organisation		Cover
2.2	Major products and services	IFC	Operational reviews
2.3	Operational structure	6	Group structure
2.4	Description of operating companies' business	28 – 43	Operational reviews
2.6	Nature of ownership	82 – 86	Shareholders
2.10	Contact information	197	Corporate administration
2.11	Reporting period	108 – 170	Annual Financial Statements
2.12	Date of most recent previous report		2005 annual report
2.13	Boundaries of report		Predominantly South Africa
2.14	Significant changes in size, structure, ownership or products/services that have occurred since the previous report	27 28 – 43	Chief Executive's review, Operational reviews
2.15	Basis for reporting	16 – 27 108 – 170	Chief Executive's review; Annual financial statements
2.16	Explanation of the nature and effect of any restatement	108 – 170	Annual Financial Statements
2.17	Decisions not to apply GRI principles or protocols		Not applicable
2.18	Criteria/definitions	108 – 170	Annual Financial Statements
2.19	Significant changes in measurement		Not applicable

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2.20/ 2.21	Policies and internal practices to enhance and provide assurance about the accuracy, completeness and reliability of the sustainability report	Policies available on request
2.22	Additional information and reports on sustainability	Corporate Communications
3.1	Governance structure	89 – 101 Corporate governance
3.2	Percentage board of directors that are independent non-executives	89 – 101 184 – 187 Corporate governance Directorate profile
3.3	Board member expertise	184 – 187 Directorate profile
3.4	Board level processes	89 – 101 Corporate governance
3.5	Link between executive compensation and objectives	102 – 107 Remuneration Report
3.6	Organisational structure and key responsibilities	8 – 9 93 Executive committee Corporate governance
3.7	Mission statement and code of conduct	46 Sustainability Report
3.8	Mechanisms for shareholders to provide comment	98 Annual general meetings Direct communication to the group
3.9	Major stakeholders	44 – 88 Sustainability Report
3.10	Stakeholder consultation	44 – 88 189 Sustainability Report Annual general meetings
3.11	Stakeholder information	98 44 – 88 Corporate governance Annual report; Interim report Sustainability Report
3.12	Use of stakeholder information	Annual report; Interim report

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3.13	Precautionary approach		Not applicable
3.14	Economic, environment and social charters	44 – 88	Sustainability Report
3.15	Industry and business associations	28 – 43	Operational reviews
3.16	Policies/systems to manage upstream and downstream impacts	44 –88	Sustainability Report
3.17	Approach to manage impacts	78 – 81	Sustainability Report – Environment
3.18	Decisions regarding locations and change in operations	28 – 43	Operational reviews
3.19	Programmes and procedures relating to economic and environmental performance:		
	– priority and target setting	44 –88	Sustainability Report
	– major programmes to improve performance	16 – 27	Chief Executive’s review
	– internal communication and training	62	Sustainability Report
	– performance monitoring	44 – 88	Sustainability Report
	– internal and external auditing	95 – 97	Corporate governance – risk management
	– senior management review	16 – 27 92, 111	Chief Executive’s review, Corporate governance, Directors’ Report
3.20	Certification status	50, 76	Sustainability Report

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ECONOMIC PERFORMANCE INDICATORS		
EC1	Revenue	127 Income statement
EC2	Geographic break-down of markets	158 - 161 Segment information
EC3	Cost of goods	131 Notes to financial statements
EC4	Percentage of contracts paid in accordance with terms	Not measured
EC5	Employment costs	51 Value-added statement
EC6	Distributions to providers of capital	51 131 Value-added statement Notes to financial statements
EC7	Increase/decrease in retained earnings	128 Statement of changes in equity
EC8	Taxes paid	51 Notes to financial statements
EC9	Subsidies received	Not disclosed
EC10	Donations to communities	56 - 61 Sustainability Report
EC11	Supplier breakdown	Not disclosed
EC12	Total spend on non-core infrastructure	Not disclosed
EC13	Organisation's direct economic impact	Not disclosed

GRI benchmark		Page	Comment
EN1	Total material use, other than water		
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		Limited impact – certain operations are ISO compliant, – see Sustainability Report pages 73 – 81
EN10	Significant air emissions by type		
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		

GRI benchmark		Page	Comment
EN16	Incidents of and fines for non-compliance associated with environmental issues	73	Sustainability Report
EN17	Initiatives to use renewable energy sources	n/a	
EN18	Energy consumption footprint of major products	73 – 81	Sustainability Report
EN19	Other direct (upstream/ downstream) energy use and implications	n/a	
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	n/a	
EN26	Changes to natural habitats	n/a	
EN27	Strategies for protecting and restoring native ecosystems and species in degraded areas	n/a	

*Under development

n/a Not applicable

GRI benchmark		Page	Comment
EN28	Number of IUCN Red List species with habitats in areas affected by operations	n/a	
EN29	Business units currently operating or planning operations in or around protected or sensitive areas	n/a	
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	n/a	
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		not measured
EN34	Significant environmental impacts of transportation used for logistical purposes	*	
EN35	Total environment expenditure by type	*	

*Under development
n/a Not applicable

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GRI benchmark	Page	Comment	
SOCIAL PERFORMANCE INDICATORS			
Labour practices			
LA1	Breakdown of workforce	63	Sustainability Report
LA2	Employment creation and average revenue	51	Value-added statement
LA3	Trade Union representation	99	Corporate governance
LA4	Policy and procedures involving information, consultation and negotiation with employees over changes in the reporting organisation's operations	99	Corporate governance
LA5	Occupational accidents and diseases	73	Sustainability Report – SHE
LA6	Health and Safety Committees	74	Sustainability Report – SHE
LA7	Injury, lost days and absentee rates	*	
LA8	HIV/Aids policies or programmes	67	Sustainability Report
LA9	Training per employee level, gender and ethnic split	*	
LA10	Equal opportunity policies or programmes and the monitoring thereof	64 100	Sustainability Report Corporate governance
LA11	Composition of senior management and corporate governance bodies	89 – 101	Corporate governance
LA12	Employee benefits beyond those legally mandated		Not disclosed
LA13	Provision for formal worker representation in decision-making	99	Corporate governance

*Under development

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LA14	Compliance with the ILO guidelines for occupational health management systems	73 – 81	Sustainability Report – SHE
LA15	Formal agreements with trade unions covering health and safety at work and proportion of workforce covered by such agreements	96 – 97	Corporate governance
LA16	Programmes to support the continued employability of employees and to manage career developments	62 – 66 100	Sustainability Report Corporate governance
LA17	Policies and programmes for skills management	62 – 66 100	Sustainability Report Corporate governance

Human rights

HR1	Policies, guidelines, corporate structure and procedures to deal with all aspects of human rights	99	Corporate governance
HR2	Evidence of consideration of human rights impacts as part of investment and procurement	47	Corporate code of conduct
HR3	Policies and procedures to evaluate and address human rights performance within the supply chain and contractors	47	Corporate code of conduct
HR4	Global policy procedures/ programmes preventing all forms of discrimination in operations	100	Corporate governance

*Under development

GRI benchmark		Page	Comment
HR5	Freedom of association policy	99	Corporate governance statement
HR6	Child labour policy	}	Human rights are recognised and observed in all of Altron's internal policies
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		

Society

S01	Policies to manage impacts on communities	56 - 61	Sustainability Report
S02	Policy/procedures for addressing bribery and corruption	47 97	Corporate code of conduct Corporate governance

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S03	Description of policy, procedures/management systems for managing political lobbying and contributions		Government, regulatory authority
S04	Awards received	49	Chief Executive's review
S05	Money paid to political parties	47	Corporate code of conduct Articles of association
S06	Court decisions regarding cases pertaining to anti-trust and monopoly regulations		No court cases instituted against Altron
S07	Policies/procedures for preventing anti-competitive behaviour		Procedures are in place at the operating company level

Product responsibility

PR1	Policy for preserving customer health and safety during use of products and services	}	
PR2	Policy/procedures related to product information and labelling		
PR3	Policy/procedures relating to consumer privacy		Internal policies are in place at the operating company level
PR4	Non-compliance with customer health and safety regulations		
PR5	Complaints upheld by regarding the health and safety of products and services		

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GRI benchmark		Page	Comment
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		Internal policies are in place at the operating company level
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		

Corporate social responsibility management

CSR1	Social elements of CSR policy	56 – 61	Sustainability Report
CSR2	Structure and relevant CSR responsibilities	56 – 61	Sustainability Report
CSR3	CSR audit	*	
CSR4	Procedures for handling issues sensitive to stakeholders	98	Corporate governance
CSR5	Non-compliance incidents with any law or regulatory code of conduct	95	Corporate governance – risk management
CSR6	Stakeholder dialogue and involvement procedures	98	Corporate governance

*Under development

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Internal social performance		
INT1	Social responsibility issues covered in the human resources policies	59 Sustainability Report
INT2	Staff turnover	63 Corporate governance – Employment Equity/Workforce profile
INT3	Employee satisfaction	*
INT4	Remuneration of senior management and board of directors	102 – 107 Remuneration Report
INT5	Bonuses that contain additional sustainability elements	Not applicable
INT6	Ratio of female to male salaries, including bonuses, per hierarchy level	*
INT7	Employee profile per hierarchy level	*
Performance to society		
SOC1	Contributions to charitable causes, community investments and commercial sponsorships	56 – 61 Sustainability Report
SOC2	Economic value added	51 Sustainability Report Value-added statement
Suppliers		
SUP1	Policies/procedures to screen suppliers' social performance	52 – 55 BBBEE – Sustainability Report
SUP2	Supplier satisfaction	*

*Under development