

Sustainability report continued

GRI performance indicator table

The GRI performance indicator table reflects the GRI G4 reporter requirements that have been included in this report.

Index	Description	Information (document or web link)	Page(s)
Strategy and analysis			
G4-1	CEO statement	IR: Chairman's review	32, 34
G4-2	Impacts, risks and opportunities on stakeholders and financial performance	IR: Top risks and mitigations	24 – 29
Organisational profile			
G4-3	Name and reporting organisation	Nampak Limited	IFC
G4-4	Primary brands, products and services		IFC
G4-5	Location of headquarters and operating structure	Nampak House, Hampton Office Park, 20 Georgian Crescent East Bryanston 2191 South Africa	4, 5
G4-6	Geographical scope	IR: Where we operate	4, 5
G4-7	Nature of ownership and legal form		4
G4-8	Markets served, sectors served and profile of customers/beneficiaries, profile of customer base	IR: Where we operate	18, 19
G4-9	Scale of the reporting organisation including number of employees and operations	IR: Where we operate	4
G4-10	Number of employees by employment contract and by gender	IR	4, 21, 59
G4-11	Percentage of employees covered by collective bargaining agreements	SR	6
G4-12	Describe the organisation's supply chain (types, number of locations of suppliers including any sector-specific characteristics of the supply chain)	IR: How we allocate resources and create value	64
G4-13	Changes occurring within the reporting period regarding size, structure or ownership	IR: CEO report CFO review	34, 38
Commitments to external initiatives			
G4-14	How the precautionary approach/principle is addressed	Not reported	
G4-15	External economic, environmental and social charters or principles subscribed to/endorsed	IR: Our key relationships	23
G4-16	Membership of associations and national or international advocacy organisations	IR: Abridged corporate governance report	74

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Index	Description	Information (document or web link)	Page(s)
Identified material aspects and boundaries			
G4-17	Organisational structure	IR: Where we operate Our operating context	4.5, 18, 19
G4-18	How report content and aspect boundaries are defined and how organisation has implemented reporting principles	IR	IFC, 1
G4-19	List all material aspects identified in the process for defining report content	IR: About this report	1
G4-20	For each material aspect, report the aspect boundary outside of the organisation	IR: About this report	1
G4-21	For each material aspect, report the aspect boundary within the organisation	IR: About this report	1
G4-22	For each material aspect, report the aspect boundary outside of the organisation	IR: About this report	1
G4-23	Significant changes to report content/scope (material aspects) from previous reports	IR	IFC
Stakeholder engagement			
G4-24	List of stakeholder groups engaged by the organisation	IR: Our key relationships	20 – 23
G4-25	How are stakeholders identified	IR: Our key relationships	20
G4-26	Approaches to stakeholder engagement	IR: Our key relationships	20
G4-27	Stakeholder concerns and how the organisation has responded. Report the stakeholder groups that raised each concern	IR: Our key relationships	21 – 23
Report profile			
G4-28	Reporting period	1 October 2014 to 30 September 2015	IFC
G4-29	Date of most recent report	30 September 2015	IFC
G4-30	Reporting cycle	Annual	
G4-31	Contact point	IR: About this report	1
G4-32	"In-accordance" option chosen, GRI content index chosen, external assurance report	IR: About this report	1
G4-33	Policy and current practice on independent assurance, and whether the highest governance body is involved in seeking assurance for the sustainability report	IR: About this report	1

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Index	Description	Information (document or web link)	Page(s)
Governance			
G4-34	Governance structure including the highest governance committees, and committees responsible for decision making on economic, environment, and social impacts	IR: Abridged corporate governance report	66
G4-35	Process for delegating authority for sustainability topics from the highest governance body to senior executives and other employees	IR: Abridged corporate governance report	66
G4-36	Executive level position/s with responsibility for sustainability topics including reporting lines to highest governance body	IR: Abridged corporate governance report	69
G4-37	Process for consultation between stakeholders and highest governance body on sustainability topics	IR: Abridged corporate governance report	66
G4-38	Report the composition of the highest body and its committees by: <ul style="list-style-type: none"> - executive or non-executive - independence - tenure on the governance body - number of each individual's other significant positions and commitments, and the nature of the commitments - gender - membership of under-represented social groups - competences relating to economic, environmental and social impacts - stakeholder representation 	IR: Abridged corporate governance report	67 - 69
G4-39	Is chairman of the highest governance body also an executive officer?	IR: Abridged corporate governance report	66
G4-40	Nomination and selection process for highest governing body and committees including criteria such as diversity, independence, and expertise for nominations and selections	IR: Abridged corporate governance report	66
G4-41	Process followed by the board for managing conflicts of interest	IR: Abridged corporate governance report	66
G4-42	Highest governance body's role in development, and approval of organisation's value statements, policies and strategies related to sustainability	IR: Abridged corporate governance report	66
G4-43	Measures taken to develop and enhance board's knowledge of sustainability	IR: Abridged corporate governance report	66
G4-44	Process of evaluating board's sustainability performance and actions taken in response to evaluations	IR: Abridged corporate governance report	71
G4-45	Board's oversight of sustainability	IR: Abridged corporate governance report	66
G4-46	Board's role in reviewing effectiveness of risk management processes	IR: Abridged corporate governance report	71 - 73
G4-47	Report the frequency of the board's review of economic, environmental and social impacts, risks and opportunities	IR: Abridged corporate governance report	71 - 73
G4-48	Highest committee or position that approves sustainability report and ensures all material aspects are covered	IR: Abridged corporate governance report	71 - 73
G4-49	Process for communicating critical concerns to the board	IR: Abridged corporate governance report	71 - 73
G4-50	Nature and number of critical concerns communicated to the board, and mechanisms used to resolve	IR: Abridged corporate governance report	71 - 73
G4-51	Report on remuneration policies for highest governance body and senior executives, and describe the link between remuneration and leadership performance	IR: Remuneration report	81
G4-52	Process for determining remuneration	IR: Remuneration report	81
G4-53	How are stakeholders' views taken into account regarding remuneration	IR: Remuneration report	80
G4-54	Ratio of total annual compensation for organisation's highest paid individual in each country to median annual total compensation for all employees (excluding highest paid) in that country	Not available	n/a
G4-55	Ratio and percentage increase in annual total compensation for organisation's highest paid individual in each country to median percentage increase for all employees (excluding highest paid) in that country	Not available	n/a

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Index	Description	Information (document or web link)	Page(s)
Ethics and integrity			
G4-56	Organisation's values, principles, standards, norms of behaviour and codes of conduct/ethics	IR: Social, ethics and transformation committee report	78, 79
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behaviour	IR: Social, ethics and transformation committee report	78, 79
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, escalations, and whistleblowing	IR: Social, ethics and transformation committee report	78, 79
Category: economic Aspect: economic performance			
	Disclosure on management approach	IR: CFO's review	36 – 42
G4-EC1	Direct economic value generated and distributed (revenues, operating costs, wages, benefits, loans)	IR: CFO's review	36 – 42
G4-EC2	Climate change related financial implications and risks and opportunities	IR: Our material risks and opportunities	25, 29
G4-EC3	Defined benefit obligations coverage	IR: Our material risks and opportunities	29
G4-EC4	Financial assistance from government	IR: Our key relationships	23
Category: economic Aspect: market presence			
	Disclosure on management approach		
G4-EC5	Ratios of standard entry-level wage compared to local minimum wage (by gender)	Not reported	n/a
G4-EC6	Proportions of senior management hired from local communities	Not reported	n/a
Category: economic Aspect: indirect economic impacts			
	Disclosure on management approach		
G4-EC7	Extent and impact of development of significant infrastructure investments and services and whether they are commercial, in kind, or pro bono engagements	IR: How we allocate resources and create value	57
G4-EC8	Significant indirect economic impacts, including extent of impacts	Not reported	n/a
Category: economic Aspect: procurement practices			
	Disclosure on management approach		
G4-EC9	Policies, practices, and proportion of spending on locally based suppliers	IR: Our key relationships	22, 64
Category: environmental Aspect: materials			
	Disclosure on management approach		
G4-EN2	Materials used: weight/volume	IR: How we allocate resources and create value	64

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Index	Description	Information (document or web link)	Page(s)
Category: environmental			
Aspect: energy			
Disclosure on management approach			
G4—EN3	Energy consumption within the organisation	IR: How we allocate resources and create value	58
G4—EN4	Energy consumption outside of the organisation	IR: How we allocate resources and create value	n/a
G4—EN5	Energy intensity ratio	IR: How we allocate resources and create value	58
G4—EN6	Reduction of energy consumption (as a result of conservation and efficiency initiatives)	IR: How we allocate resources and create value	58
G4—EN7	Reductions in energy requirements of products and services	IR: How we allocate resources and create value	58
Category: environmental			
Aspect: water			
Disclosure on management approach			
G4—EN8	Total water withdrawal by source	IR: How we allocate resources and create value	58
G4—EN9	Water sources significantly affected by withdrawal of water	Not reported	n/a
G4—EN10	Percentage and total volume of water recycled and reused	Not reported	n/a
Category: environmental			
Aspect: biodiversity			
Disclosure on management approach			
G4—EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	None	n/a
G4—EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	None	n/a
G4—EN13	Habitats protected or restored	n/a	
G4—EN14	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	n/a	
Category: environmental			
Aspect: emissions			
Disclosure on management approach			
G4—EN15	Direct GHG emissions (scope 1)	IR: How we allocate resources and create value	58
G4—EN16	Energy indirect GHG emissions (scope 2)	IR: How we allocate resources and create value	58
G4—EN17	Other indirect GHG emissions (scope 3)	IR: How we allocate resources and create value	58
G4—EN18	GHG emissions intensity	IR: How we allocate resources and create value	58
G4—EN19	Reduction of GHG emissions	IR: How we allocate resources and create value	58
G4—EN20	Emissions of ozone depleting substances (ODS)	IR: How we allocate resources and create value	58
G4—EN21	NO _x , SO _x , and other significant air emissions	Not reported	n/a
Category: environmental			
Aspect: effluents and waste			
Disclosure on management approach			
G4—EN22	Total water discharge by quality and destination	Not reported	n/a
G4—EN23	Total weight of waste by type and disposal method	Not reported	n/a
G4—EN24	Total number and volume of significant spills	No significant spills reported	
G4—EN25	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	Not reported	n/a
G4—EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organisation's discharges of water and runoff	Not reported	n/a

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Index	Description	Information (document or web link)	Page(s)
Category: environmental			
Aspect: products and services			
G4-EN27	Disclosure on management approach Extent of impact mitigation of environmental impacts of products and services	Not reported	n/a
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	IR: How we allocate resources and create value	58, 64
Category: environmental			
Aspect: compliance			
G4-EN29	Disclosure on management approach Describe the approach to managing and reporting on compliance (with environmental laws and regulations) Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	IR: How we allocate resources and create value Website: Corporate governance report	58 n/a
Category: environmental			
Aspect: transport			
G4-EN30	Disclosure on management approach Significant environmental impacts of transporting products and other goods and materials for the organisation's operations, and transporting members of the workforce.	Not reported	n/a
Category: environmental			
Aspect: overall			
G4-EN31	Disclosure on management approach Total environmental protection expenditure and investments by type	Not reported	n/a
Category: environmental			
Aspect: supplier environmental assessment			
G4-EN32	Disclosure on management approach Percentage of new suppliers that were screened using environmental criteria	Not reported	n/a
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	None reported	n/a
Category: environmental			
Aspect: environmental grievance mechanisms			
G4-EN34	Disclosure on management approach Number of grievance about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	None reported	n/a
Category: social – labour practices and decent work			
Aspect: employment			
G4-LA1	Disclosure on management approach Number and rates of employee hires and turnover, by age group, gender, and region	SR	10
G4-LA2	Benefits provided to full-time employees that are not provided to temporary/part-time employees, by significant locations of operations	SR	10
G4-LA3	Return to work and retention rates after parental leave, by gender	Not reported	n/a
Category: social – labour practices and decent work			
Aspect: labour/management relations			
G4-LA4	Describe the approach to management of labour relations and how this is reported on Report minimum notice periods regarding significant operational changes as well as whether these are specified in collective agreements	SR IR: How we allocate resources and create value	6 62

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Index	Description	Information (document or web link)	Page(s)
Category: social – labour practices and decent work			
Aspect: occupational health and safety			
	Describe the approach to managing and reporting on occupational health and safety within the organisation		
G4–IA5	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	IR: How we allocate resources and create value	62
G4–IA6	Type of injury and rates of injury, occupational diseases, lost days, absenteeism, and total number of work-related fatalities by region and gender	IR: How we allocate resources and create value	59
G4–IA7	Workers with high incidence or high risk of diseases related to their occupation	Not reported	n/a
G4–IA8	Health and safety topics covered in formal agreements with trade unions	Not reported	n/a
Category: social – labour practices and decent work			
Aspect: training and education			
	Disclosure on management approach		
G4–IA9	Average hours of training per employee per year (by gender and employee category)	SR	49
G4–IA10	Report on the type and scope of programmes implemented for employee skills management and lifelong learning	SR	8
G4–IA11	Percentage of employees receiving regular performance and career development reviews, by gender and employee category	IR: How we allocate resources and create value	59
Category: social – labour practices and decent work			
Aspect: diversity and equal opportunity			
	Describe the approach to managing and reporting on diversity and equal opportunity		
G4–IA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age, and other indicators of diversity	IR: Social, ethics and transformation committee report	78
	Describe the approach to management of equal remuneration for women and men, and how this is reported on		
G4–IA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operations	Not reported	n/a
		Not reported	n/a
Category: social – labour practices and decent work			
Aspect: equal remuneration for men and women			
	Describe the approach to management of equal remuneration for women and men, and how this is reported on		
G4–IA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operations	Not reported	n/a

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Index	Description	Information (document or web link)	Page(s)
Category: social – labour practices and decent work Aspect: supplier assessment for labour practices			
G4–LA14	Disclosure on management approach Percentage of new suppliers that were screened using labour practices criteria	Not reported	61, 62 n/a
G4–LA15	Significant actual and potential negative impacts for labour practices in the supply chain and action taken	Not reported	n/a
Category: social – labour practices and decent work Aspect: labour practices grievance mechanisms			
G4–LA16	Disclosure on management approach Number of grievances about labour practices filed, addressed, resolved, through formal grievance mechanisms	IR: How we allocate resources and create value	61, 62
Category: social – human rights Aspect: investment			
G4–HR1	Disclosure on management approach Total number and percentage of significant investment agreements and contracts that include human rights clauses or that have undergone human rights screening	IR: How we allocate resources and create value	61, 62
G4–HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	IR: How we allocate resources and create value	61, 62
Category: social – human rights Aspect: non – discrimination			
G4–HR3	Disclosure on management approach Number of incidents of discrimination and action taken	Not reported	n/a
Category: social – human rights Aspect: freedom of association and collective bargaining			
G4–HR4	Disclosure on management approach Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at risk, and details of the measures taken to support these rights	IR: How we allocate resources and create value	59
Category: social – human rights Aspect: child labour			
G4–HR5	Disclosure of management approach Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour	No child labour employed	n/a

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Index	Description	Information (document or web link)	Page(s)
Category: social – human rights Aspect: forced or compulsory labour			
G4–HR6	Disclosure of management approach Operations and 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	No incidents of forced or compulsory labour	n/a
Category: social – human rights Aspect: security practices			
G4–HR7	Disclosure of management approach Percentage of security personnel trained in the organisation's human rights policies or procedures that are relevant to operations	Included in Code of ethics and Business conduct	n/a
Category: social – human rights Aspect: forced or compulsory labour			
G4–HR8	Disclosure of management approach Total number of incidents of violations involving rights of indigenous people and actions taken	None reported	n/a
Category: social – human rights Aspect: assessment			
G4–HR9	Disclosure of management approach Total number and percentage of operations that have been subject to human rights reviews or impact assessments	Not reported	n/a
Category: social – human rights Aspect: supplier human rights assessment			
G4–HR10	Disclosure of management approach Percentage of new suppliers that were screened using human rights criteria	Not reported	n/a
G4–HR11	Disclosure of management approach Significant actual and potential negative human rights impacts in the supply chain and actions taken	Not reported	n/a
Category: society Aspect: local communities			
G4–SO1	Disclosure on management approach Operations with significant actual and potential negative impacts on local communities	IR: How we allocate resources and create value	62
G4–SO2	Disclosure on management approach Operations with significant actual and potential negative impacts on local communities	Not reported	n/a

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Index	Description	Information (document or web link)	Page(s)
Category: society			
Aspect: anti-corruption			
	Disclosure on management approach		
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	IR: Abridged corporate governance report	71
G4-SO4	Communication and training on anti-corruption policies and procedures	IR: Abridged corporate governance report	71
G4-SO5	Confirmed incidents of corruption and actions taken	IR: Abridged corporate governance report	71
Category: society			
Aspect: public policy			
	Disclosure on management approach		
G4-SO6	Total value of political contributions by country and recipient/beneficiary	No political contributions were paid as per group policy	n/a
Category: society			
Aspect: anti-competitive behaviour			
	Disclosure on management approach		
G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	IR: Abridged corporate governance report	71
Category: society			
Aspect: compliance			
	Disclosure on management approach		
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	IR: Abridged corporate governance report	71
Category: society			
Aspect: supplier assessment for impacts on society			
	Disclosure on management approach		
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Not reported	n/a
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	Not reported	n/a
Category: society			
Aspect: grievance mechanisms for impacts on society			
	Disclosure on management approach		
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	Not reported	n/a
Category: product responsibility			
Aspect: customer health and safety			
	Disclosure on management approach		
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	IR: How we allocate resources and create value	63
G4-PR2	Number of incidents of regulatory non-compliance concerning health and safety impacts of products and services during their lifecycle, by type of outcome	IR: How we allocate resources and create value	63

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Index	Description	Information (document or web link)	Page(s)
Category: product responsibility Aspect: product and service labelling			
	Disclosure on management approach		
G4-PR3	Type of product and service information required by the organisation's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements	IR: How we allocate resources and create value	63
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	Not reported	n/a
G4-PR5	Results of surveys measuring customer satisfaction	Not reported	n/a
G4-PR6	Sale of banned or disputed products	Not reported	n/a
Category: product responsibility Aspect: marketing communications			
	Disclosure on management approach		
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotions, and sponsorship, by type of outcome	No incidents to report	n/a
Category: product responsibility Aspect: customer privacy			
	Describe the approach to management and reporting of customer privacy		
G4-PR8	Number of substantiated complaints regarding breaches of customer privacy and losses of customer data	IR: Social, ethics and transformation committee report	79
Category: product responsibility Aspect: compliance			
	Disclosure on management approach		
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	IR: Abridged corporate governance report	71