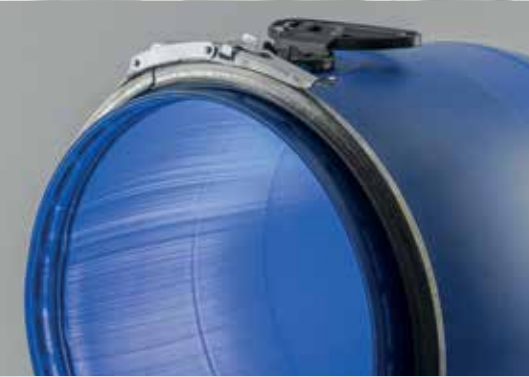


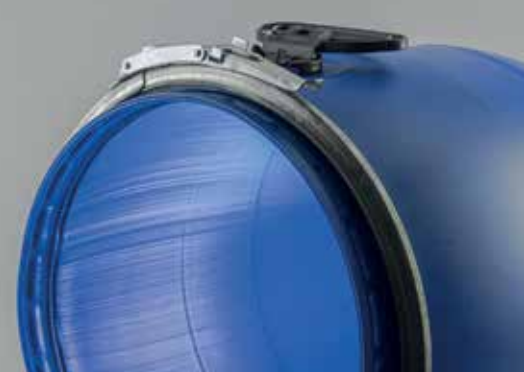


[www.nampak.com](http://www.nampak.com)





# 2016 SUSTAINABILITY REPORT





# Sustainability report

## About this report

This report provides an account of Nampak's economic, social and environmental performance and activities for the period 1 October 2015 to 30 September 2016. It provides more detailed information on certain aspects than does our integrated report, which is our principal communication to shareholders and other stakeholders interested in Nampak's ability to create value over time. <http://www.nampak.com/investor-Annual-Report.aspx>

We have an incremental approach to reporting on non-financial performance, aiming year-on-year to include greater, more pertinent detail on material economic, social and environmental indicators. The content is relevant to all divisions of Nampak. Some information, such as broad-based black economic empowerment and HIV/Aids, pertains only to the South African operations.

The process by which we define the contents of this report is based on a combination of:

- the material issues facing the business and the industry;
- issues identified as important by stakeholders;
- sustainability issues that may come to represent significant risks, opportunities or impacts for the group; and
- Nampak's own core competencies and the manner in which they could contribute to sustainable development.

It is our goal in future years to have the specific material sustainability data independently assured. In the 2016 financial year, Nampak's Environmental, Social and Corporate Governance (ESG) rating ensured it was included in FTSE/JSE Russell Responsible Investment Index Series. Nampak was included in the reserve group for potential promotion to the top 30 list of companies in the FTSE/Russell ESG Ratings.

## Sustainable development strategy

Nampak's packaging products contribute to the protection of goods, such as food and beverages, the prevention of their deterioration, and also enable easier transportation and handling of goods. Packaging helps give identity to products, promotes product brands and provides key product and safety information. These benefits have to be balanced with the generation of packaging waste, depletion of natural resources, the efficient use of energy and the company's carbon footprint.

The development of sustainable packaging is one of the main challenges facing the packaging industry. Nampak advances with due consideration to environmental efficiencies and recycling. Appropriate packaging of a product can extend the shelf-life of foods and beverages, thereby reducing the amount of food waste going to landfill thereby reducing greenhouse gas emissions.

## Sustainable packaging

Nampak recognises the role it has to play in providing products and services that minimise their impact on the environment and consumers. The group participates in extensive recycling initiatives and continues to invest significant time and resources into the development of more sustainable products largely through work done at our research and development facility.

Utilising Nampak R&D's expertise we have been successful in light-weighting many of our products:

Every new glass bottle manufactured in South Africa contains more than **40% cullet (recycled glass)**



Food cans are lighter **today** than they were a few years ago

The "Super shorty" beverage bottle closure is **33%** lighter than its predecessor

Nampak's "Infini" plastic bottle produced in the **United Kingdom** uses between **15%** and **21% less raw material**



Nampak's multi-layered milk bottle for long-life milk is **100% recyclable**



Aluminium beverage cans weigh on average **60% less** than tinplate cans



## Business ethics

As a public company with international interests, safeguarding the Nampak brand is of critical importance. We uphold the highest standards of ethics, trust and non-discrimination, and require compliance with the constitution and laws of the countries in which we operate. Nampak's leadership and employees are the face of the brand as set out in the group's code of conduct and business ethics which is approved by the board of directors and is applicable to all employees irrespective of the country in which they are based.

Nampak employs the services of Tip-offs Anonymous, an independent, confidential whistle-blowing service, as a means of reporting and investigating corruption, dishonesty, fraud and other inappropriate behaviour in the workplace. It is available for use by employees, customers, suppliers and shareholders. Cases of proven corruption, theft and fraud result in dismissal.

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In 2016, a total of 24 reports (compared with 22 in 2015) were received, which led to six disciplinary hearings (six in 2015) and one dismissal (six in 2015). A total of 33 forensic reviews (57 in 2015) were conducted during the year in addition to investigations as a result of Tip-Offs Anonymous reports. The reviews resulted in 12 disciplinary hearings (18 in 2015), which led to three dismissals (12 in 2015). The remaining reviews did not reveal substantial evidence of misconduct or irregularities.

Nampak supports the protection and furtherance of human rights and has policies and procedures in support thereof. There were no notifications of human rights abuses received during the year.

There have been no incidents of human trafficking, child labour or forced labour and these practices are prohibited in the group's policies.

Nampak's policy on competition legislation provides for compliance with all laws and does not allow any illegal or unethical practices in this regard. All managers are required to familiarise themselves with the Nampak competition policy which is regularly updated and distributed. There have been no legal actions in respect of anti-competitive behaviour, anti-trust and monopoly practices and there were no incidents of corruption during the year.

## Compliance

Nampak was not fined for any sustainability related non-compliance issues during the reporting period.

## Economic impact

The group has 51 manufacturing operations and in-plant facilities throughout South Africa and in a further 10 countries on the African continent, the United Kingdom and Ireland.

## Group value added statement for the year ended 30 September 2016.

	2016 R million	2015 R million
Net revenue	19 138.9	20 616.2
Paid and payable to raw material, goods and services	(12 411.4)	(14 968.7)
Value added	6 727.5	5 647.5
Investments income	0.1	0.6
Total wealth created	6 727.6	5 648.1
Applied as follows:		
Employee salaries and wages	3 122.7	3 419.2
Government:		
Taxation	199.1	(187.9)
Government levies	18.6	17.2
Property rates and taxes	23.7	29.8
Customs and excise duty	0.9	0.9
Cash grants and subsidies	-	-
Providers of capital:		
Financing costs/(income)	485.6	304.8
Dividends	569.8	943.9
Reinvestment for future growth:		
Depreciation and amortisation expense	911.7	811.8
Impairment costs	360.4	165.8
Minority interest	(132.1)	18.1
Retained profit for the year	1 167.2	124.5
Amounts collected on behalf of government		
Value added tax	705.4	846.1
PAYE	413.0	455.7
Unemployment insurance fund	13.7	14.2
NRST and royalties	24.1	25.4
Skills development levy	18.3	25.6
Other collections	43.3	62.7
National insurance	57.9	71.6
Collections on behalf of government	1 275.7	1 501.3

### Human capital

Through their expertise and experience our people enable us to operate our facilities safely, effectively and efficiently and contribute to us achieving our goals and objectives.

We have a comprehensive approach to managing our people and we are committed to addressing any inequalities in the workplace. We invest substantially in employee training and development.

Our culture is inclusive and we value diversity. Our people operate within a clearly defined governance framework and must adhere to the group's code of conduct and business ethics policy.

### Staff complement

Nampak has 6 678 permanent employees, with the majority being based in South Africa - the country of our headquarters and most of the operations. The following table shows our employee numbers as at 30 September 2016.

#### Permanent headcount at 30 September

	2016	2015
Metals	3 314	3 364
Glass	435	402
Plastics	2 036	2 000
Paper	702	741
Group services	191	156
<b>Total</b>	<b>6 678</b>	<b>6 663</b>

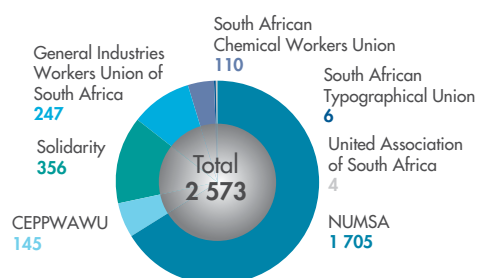
### Employee relations

Prior to restructuring and retrenchment in our Bevcan and DivFood businesses we held joint consultative discussions with NUMSA (National Union of Metalworkers of South Africa) and these progressed without any labour disputes.

Wage negotiations were successfully concluded at Glass and Liquid Paper. We are in consultation with NUMSA and other trade unions on the establishment of the Nampak Enterprise Bargaining Forum.

We are pleased to report that for a second year running that there no instances of industrial action during the year.

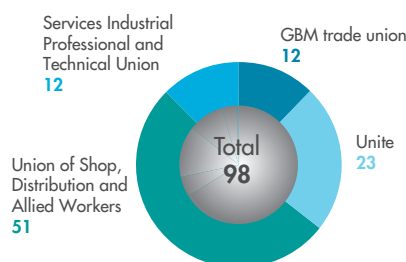
### South Africa – union membership



### Rest of Africa

Employees in Nampak operations in the rest of Africa, who make up 29% of our total employees base, are represented by eight trade unions. These include the Steel and Engineering Workers' Union of Nigeria, the Metals Products Senior Staff Association of Nigeria, the National Union of Publishing Printing and Paper Products Workers, National Engineering Workers' Union, Zimbabwe General Workers' Union, Zimbabwe Chemical Plastics and Allied Workers' Union, the Zambia Graphical and Allied Workers' Union and the Zambia Union of Technical and Administrative Workers.

### United Kingdom and Ireland – union membership



### Transformation

Transformation is imperative for the company to deliver an environment which is conducive to equality, fairness and transparency. We undertake to continually address within our employee base any inequalities present with regard to race, gender and disability and to accelerate progress through structured skills development programmes and injection of talent.

# Sustainability report

The Department of Trade and Industry introduced new Codes of Good Practice in 2016 and Nampak, like many other companies in South Africa, faces a significant downward adjustment to its B-BBEE contributor status in our B-BBEE rating. The Empowerdex audit of our B-BBEE score was not finalised by year-end and thus the Level 3 contributor status achieved during 2015 reflects the latest position. We continue to develop and implement strategies to improve this position. Our black representation at management levels was 55% which was at the targeted level.

Women represent 32% of our management in South Africa compared with our 2016 target of 35%.

In October 2015 our efforts were recognised by the Black Management Forum which awarded Nampak the "Most Progressive Company" award for our transformation performance.



## Ownership

In 2015, black ownership of Nampak Limited was 32.92% and black female ownership was 11.40%. The calculation of the 2016 statistics is in the process of being finalised.

Following the maturity of the B-BBEE ownership structure that was established in 2005 and matured in 2015 the group has been considering an appropriate approach to future black ownership.

## Employment equity (South Africa only)

Nampak's target is for 55% black representation at management levels in its South African operations. In 2016, the actual black management representation achieved in our continuing operations was 55%.

For 2016, our target was for 35% female management representation and we achieved 32%. We continue to grow our female representation through disciplined injection of talent with particular focus on graduates and apprentices. As a manufacturing organisation, we have typically been unable to attract and retain women in sufficient numbers and this has had a negative impact on our rating in this category.

The group's executive directors and members of management who fail to achieve their employment equity targets face a 15% discount in their incentive bonus payments.

Thalenta Mtshali was born in Osizweni, Madadeni, Newcastle and attended school at Thubelihle High School where he matriculated in 2004. He then went on to complete a BSc degree in electrical engineering at the University of Cape Town. He was the first person in his family to achieve a university degree.

In 2012 he joined the Nampak GDP as a graduate trainee at Nampak Cartons and Labels in Denver, Johannesburg and in 2014 was appointed as a Cold End technician at Nampak Glass. His responsibilities include the day-to-day running of the cold end of Furnace 3 but more importantly he has to verify that the glass packaging is of acceptable quality before it is despatched to our customers.

Thalenta says that the experience of the GDP has added a new set of values and has taught him how to be humble, to take time to listen to conflicting views and to learn from the wealth of experience that Nampak has to offer.



Vuyo Dlova spent the early part of her childhood in KwaThema, Springs before going to school at Sacred Heart College in Observatory, Johannesburg. She matriculated in 2002 and went on to complete a BASocSc degree in labour studies, organisational psychology and human resource management at the University of Cape Town.

In 2010 Vuyo joined Nampak Cartons & Labels as a trainee and was enrolled in the Nampak Graduate Development programme. She says that the GDP is a clear indication of Nampak's commitment to developing talent and that if you prove yourself by being open to the learning process your efforts will be recognised. After completing the GDP Vuyo was initially employed as an internal sales coordinator at Nampak Cartons & Labels and then went on to manage some large and important customer accounts. She was transferred to DivFood in Cape Town in 2013 and is currently customer service manager based at the DivFood Bellville warehouse.

She recently completed the Management Development Programme (MDP) which is run in partnership with GIBS (Gordon Institute of Business Science).



Jeandré van der Walt, a young artisan contracted to Nampak Glass was chosen to represent South Africa at the WorldSkills Competition in Sao Paolo, Brazil. He is an electrical apprentice artisan from Saj Competence Training Institute and works at Nampak Glass as an apprentice on a Chemical Industries Education Training (CHIETA) funded project. The WorldSkills Competition offers local skilled youth the opportunity to compete against peers from across the globe and Jeandré says that the experience he has gained at Nampak Glass has broadened his horizons and given him a better perspective of where he is heading with his career. It has also taught him that attitude makes all the difference towards facing problems and challenges.



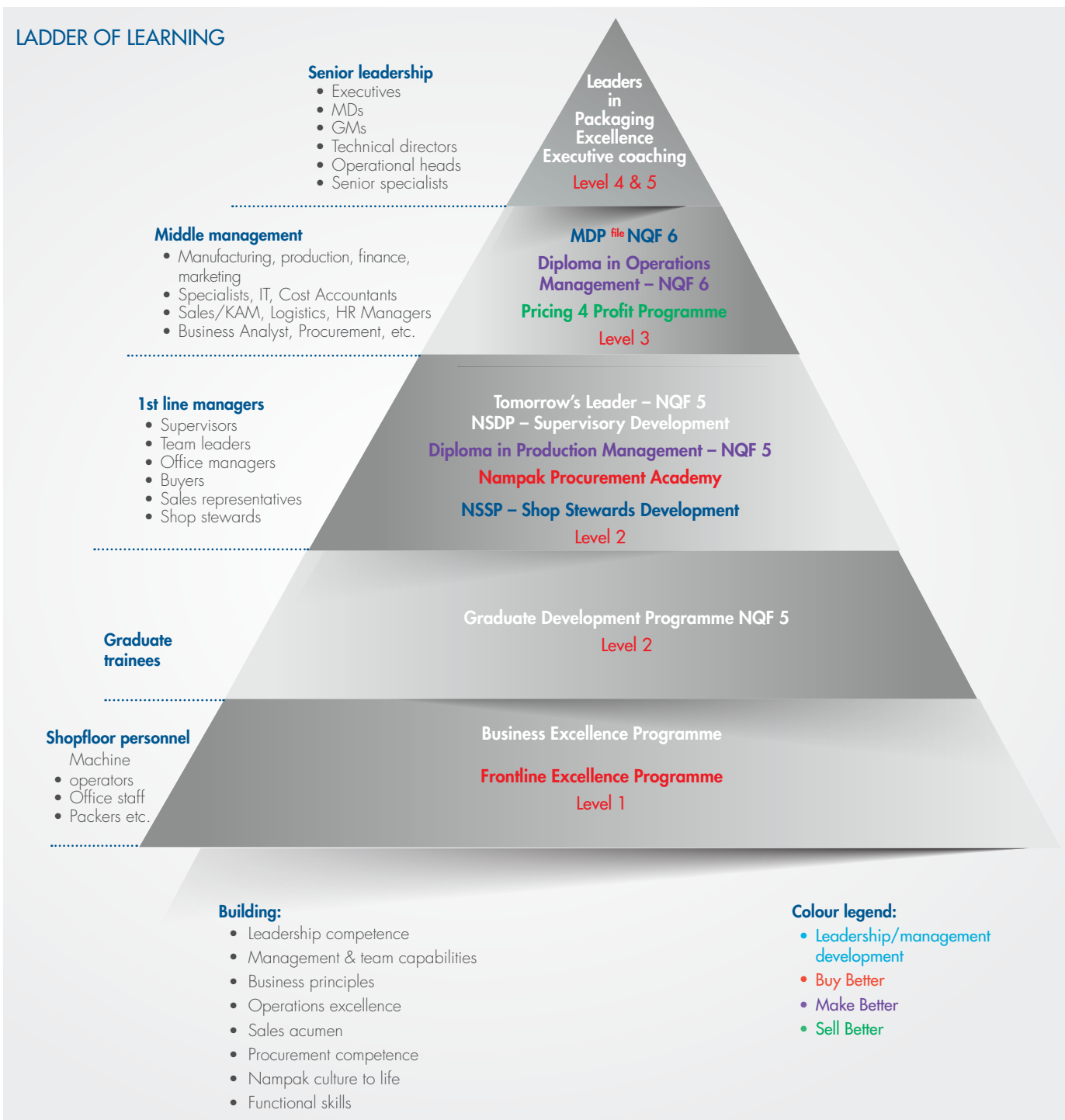
# Sustainability report

## People development

Nampak continues to run in-house training and development opportunities for managers, supervisors and other employees in the Group. The programmes are designed with input from leading universities and reputable training providers to meet national qualification framework requirements in South Africa and to ensure that the course content is updated and aligned to Nampak strategy and skills requirements. The courses have relevance in all countries and delegates from operations in the rest of Africa are encouraged to attend.

Our Ladder of Learning expands the vision of leadership and management development, creating learning opportunities to approach both emerging and traditional business challenges using innovative ways and means.

We advocate a blended learning approach that combines intensive study blocks with peer/team contact and varied facilitation methodologies; allowing both formal and informal learning to take place.



The following table reflects the actual training courses held and the number of candidates that attended during the year.

Programme	Total candidates trained	Black %	Women %
Management Development Programme (MDP)	16	44	56
Tomorrow's Leader (TOM)	17	76	23
Supervisory Development	21	81	19
Graduate Development	26	100	58
Manufacturing Techniques	15	100	20
Business Excellence Programme	14	100	71

**Octavia Sizakele Ntuli describes her journey at Nampak – from cleaner to Quality Team Leader – as “incredible”. Listening to her story, one can only agree.**



“Nampak changed the way I feel, act and think,” says Octavia. “I now know where I am going.”

That was not the case 13 years ago when she stood outside the Nampak Liquid gates at Industria, hoping to get a job, any job. “I applied at Nampak because it was one of the leading companies making a difference to society so even though the position of cleaner that I was offered was not ideal, I was happy to be part of a great company. Anyway, I excelled at cleaning so why not give it a go, I thought.”

Cleaning was not the only thing Octavia was good at.

When she was asked during one of her breaks to relieve at the reception desk, others noticed her people skills and advised her to study to become a receptionist. Octavia did not wait for someone to help her; she enrolled at her own cost and graduated with a valued diploma. Soon thereafter, she was drawn to another piece of paper that would change her life: an advertisement for a Quality Inspector at the Nampak Liquid Industria factory. She again grasped the opportunity, applied and got the position. “Lucky me,” she says.

But luck had nothing to do with it.

“We saw in Octavia someone who was a passionate go-getter willing to learn new things and always open to challenges that would help her grow,” says Mthandeni Mkhize, Divisional Technical Director for Nampak Liquid.

In 2009 Octavia was promoted to Quality Administrator and in 2012 she was chosen to do the Nampak Supervisory Development Programme (NSDP). One year later she was promoted to her current position as Quality Team leader.

Quality has always fascinated Octavia and in her cleaning days she often wondered how a Quality Inspector was able to differentiate a good bottle from a bad one. “It requires a two-pronged approach,” she now says authoritatively. “Doing visual checks to spot any non-conforming qualities and conducting functional inspections.” Her current position is aligned to a lifelong drive to do things right. “As a child I was very neat at school and I received many awards for that. I suppose I was a perfectionist from a very young age.”

Now that she has the technical knowledge under her belt she is enjoying putting her people skills to work. “Interacting with different people – from the cleaners to senior management – gives me great pleasure. I also thoroughly enjoy motivating colleagues in my department as well as workers on the shopfloor.”

So, while her lifetime goal of becoming a teacher may not have been fulfilled, her drive to learn and share her skills has manifested in her current role. “I had always focused on teaching, but at Nampak I received the opportunity to teach in a different way as a Quality Team Leader. I have also enrolled in Nampak leadership courses, such as the NSDP and Tomorrow's Leader Programme (TOM), to enhance my leadership skills and so contribute further to my team's development.”

Octavia has a special role model at Nampak: Matseliso Masimula, training and development manager at Nampak Liquid. “She offers support in everything that I do, motivates me and also performs her job with passion and care.”

Matseliso, in turn, highlights one of the reasons why Octavia has been so successful: self-belief. “Octavia is a real example of what can happen if someone believes in you and if that one person is yourself you have already won half the battle.” For her, Octavia is a

# Sustainability report

role model for the generation starting work today. "She didn't let her circumstances hold her back and while she had lofty ideals of the kind of position she wanted, she was prepared to start at the very bottom and apply herself to every opportunity that came her way."

Biggest lesson learnt:

**I have learnt to respect, stay humble and trust my instincts.**

Words that describe you best:

**Goal-driven, motivator and hard worker.**

Last meal on earth.

**Samp and beef tripe.**

During the year, we spent R53.3 million on training and development in the group.

Since 2001, the South African divisions have received funds totalling R120 million from the Skills Education Training Authority (SETA) as a proportion of the skills development levy from the Fibre Processing and Manufacturing Sector Education and Training Authority (FP&M-SETA).

We have 176 people in our apprenticeship training, 157 men and 19 women. A further 20 apprenticeships were completed during the year.

Nampak was allocated R9 million in Discretionary Grants during this financial cycle by the FP&M-SETA to fund apprenticeships and learnership programmes. 21 people were enrolled for the Plastic Manufacturing learnership programme (NQF level 2) and 13 have successfully completed the programme. Furthermore, five Polymer Technology students were offered opportunities for In-service training.

Nampak Glass was awarded Full Accreditation Status for a period of five years as a Chemical Industries Education and Training Provider in terms of the SAQA Act of 1995 for the following qualification: National Certificate: Glass Forming NQF Level 03. Nampak Glass is the only company that has achieved this status in the Glass sector chemical industry in South Africa.

Nampak Glass registered 19 learners with CHIETA, 15% females are enrolled for Glass Forming NQF level 3 qualifications. Seven (7) of the glass forming trainees have completed their training programme and appointed as IS Operator. The other 12 glass forming trainees completed their theoretical component and are currently doing the practical component.

Nampak Glass was awarded Workplace Apprenticeship approval for both Mechanical and Electrical by CHIETA.

For the third time in five years, Nampak was a runner-up in the Top Graduate Employers of 2016. Among the criteria for selection, the graduates themselves vote for the best programme. Using the words of Nampak CEO, this is recognition of the careful planning, thought and hard work that Nampak puts into the programme. It proves that Nampak is right up there with the best in the world when it comes to developing human capital.

Nampak granted 40 bursaries towards studies where we envisage future skills constraints; in the fields of engineering, science, quality management, supply chain and to a lesser extent accounting/finance. The beneficiaries are children of employees and learners from Nampak Partnered Schools. On completion, the students are a source for divisions to recruit candidates for vacant positions and for the Graduate Development Programme.

We admitted 88 new entrants into the Nampak apprenticeship programme in 2016 taking the total to 176 apprentices.

## Remuneration and benefits

We determine remuneration structures after taking into account market practices and benchmarks in each of the countries in which we operate. Employees who are members of the bargaining units receive annual salary and benefit adjustments in line with agreements reached with the recognised trade unions.

Our permanent employees have access to a range of benefits and their participation in defined contribution retirement funding plans is compulsory. We provide employees optional benefits including medical aid, employee assistance programmes (EAP's) and educational assistance.

EAP's provide our staff and their immediate families with access to independent services to assist with personal and work-related problems through referral to appropriate external facilities, such as clinics, hospitals, community resources, childcare facilities, lawyers, psychologists and social workers. The EAP service is confidential, free and voluntary. Those employees, whose work performance has been negatively affected by personal difficulties, may also be referred to the EAP programme by their seniors.

## HIV/Aids

The uptake for voluntary counselling and testing for HIV/Aids in 2016 was 59% which was below the 80% recorded in 2015 but the counselling is offered on an annual basis and not all employees take up the offer each year.

## Occupational Health and Safety

Nampak complies with the occupation health and safety legislation and regulations in all jurisdictions in which it operates. A safe working environment is a core standard required by the group.

	Target 2017 <sup>2</sup>	Target 2016	Actual position 2016	Actual position 2015
Work-related fatalities	zero	zero	zero	zero
Non-work-related fatalities			2 fatalities	zero
Number of reportable injuries	Average of 5.3 per month	Average of 5.3 per month	Average of 5.3 per month	Average of 9.5 per month
Disabling injury frequency rate <sup>1</sup>	0.4	0.5	0.48	0.89

<sup>1</sup> Lost-time injury frequency rate per 200 000 hours worked.

<sup>2</sup> The target for 2017 has been set at 0.4%. The performance measurement will commence on 1 October 2016.

<sup>3</sup> The fatality is still being investigated by the Department of Labour. The cause of the fatality was an explosion in an oil circuit breaker which resulted in two contractors and two employees being severely injured, one of the contractors eventually succumbed to his injuries and passed away a week later. The two employees are still being treated for their injuries with one only expected to return to duties next year in January.

<sup>4</sup> The non-work-related fatalities were caused by a vehicle driven by a contractor whose brakes failed and collided with a private vehicle resulting in the deaths of a mother and her son. Nampak has provided financial assistance to the family of the deceased.

The Nampak Group Risk Control Standards cover facilities in Africa and the United Kingdom and Ireland. Willis SA Limited, Nampak's insurance and risk management partner, provides assurance on the implementation of the standards through its "Willis blue" programme and includes annual visits by Willis to each operation. Divisions also conduct their own self-audits of the risk control standards which are then subject to a peer audit by Nampak's risk control practitioners. The United Kingdom facilities have implemented a tailored health and safety audit system to comply with their insurance requirements.

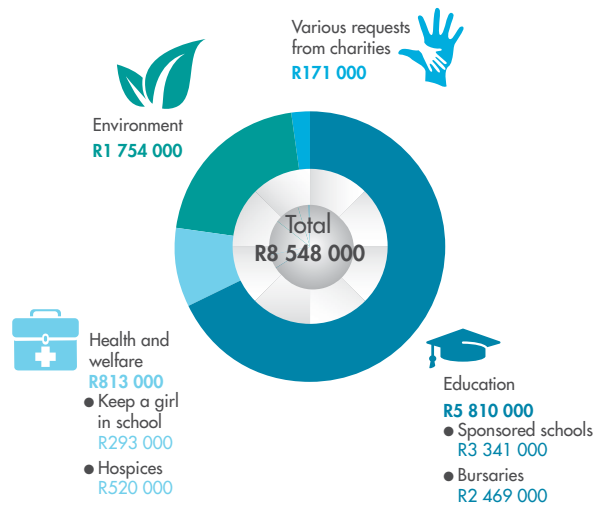
In addition to the risk control standards, 16 operations are certified for OSHAS 18001 or a similar external review.

In Nigeria, the Lagos State Environmental Protection Agency requires health, safety and environmental audits of Nampak on a bi-annual basis. Accredited consultants Fatmahal Environmental Services Limited also perform monthly checks. Bevcan Nigeria achieved ISO 14001 certification in 2016.

## Corporate social investment

Nampak's corporate social investment policy and practices have been in place for a number of years. This has resulted in meaningful long-term relationships with key schools and the broader communities located near our factories. We aim to make a meaningful difference and therefore have adopted a focused approach to our activities which are largely centred on youth development. We also provide general support to the communities through donations to various hospices and other charities.

The group has a target of allocating 1% of its profit after tax to corporate social investment. During 2016, just over R8.5 million was spent in South Africa in the following categories:



### Education

#### Bursaries

Nampak's bursary scheme, which has operated successfully for many years, provides assistance to high-potential learners for continuing education at tertiary institutions. Being a manufacturing organisation, we allocate bursary funds to those learners who are studying towards science, engineering, supply chain and accounting degrees. Wherever possible, we offer bursars vocational work experience at our operations. Recently qualified graduates are able to apply to join our graduate development programme. We currently support 40 bursars, 14 women and 26 men. Six bursary holders completed studies in 2016, three men and three women. Of the six, three are currently enrolled on our graduate development programme.

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## Nampak's partnered schools

Nampak's school partnering programme is now in its 14th year. We carefully select the secondary schools chosen for this initiative. They are in areas close to the group's South African factories where it is likely that employees' children will attend. We fund the upgrading and equipping of libraries, science laboratories, computer classrooms and general security. We provide teachers with an opportunity to enhance their skills and improve their own qualifications.

The schools that we currently support are:

- Amogelang High School in Soshanguve, Gauteng
- Lebohang High School in Bojpatong, Gauteng
- Lethulwazi High School in Vosloorus, Gauteng
- Nkumbulo High School in Kwa-Thema, Gauteng
- Swelihle High School in Umlazi, KwaZulu-Natal
- Belhar High School in Belhar, Western Cape
- Luhlaza High School in Khayelitsha, Western Cape

Nampak appoints an employee as a champion for each school. These school champions are responsible for engaging regularly with the principal, teachers and school governing bodies. These sessions provide an opportunity for feedback and also ensure that the programmes are adding value in the correct areas.

Our ultimate goal is to provide career opportunities within Nampak for learners either directly from school or through further education support. Our criteria for awarding bursaries to learners in our sponsored schools include the academic performance of candidates during their matric year, with particular emphasis on mathematics, science and accounting, as well as the potential of such student for future management positions within Nampak. There are currently 23 students from our partnered schools who are studying with the assistance of bursaries granted by us.

We plan to continue our involvement by growing the number of schools partnerships as funding allows.

## "Keep a girl in school" programme

During 2014, we launched our "keep a girl in school" initiative. Feminine hygiene products were purchased and delivered to the schools on a monthly basis. The schools have reported reduced absenteeism as a direct result of this initiative. We continued this programme in 2015 and 2016.

## Hospices

In 2016, Nampak donated R520 000 to six hospices around the country for their work in caring for terminally ill people, including some of Nampak's employees and family members.

## Environment

### Eco-Schools

Nampak has for many years been the principal funder of the National WESSA Eco-Schools programme in South Africa. We have also introduced the Eco-Schools programme into our partnered schools. This programme is designed to encourage curriculum-based action for a healthy environment and to support sustainable development. It is an internationally recognised award scheme that accredits schools that are making a commitment to continuously improving their school's environment.

There are currently 777 schools registered for the programme.

### Eco-Schools, South Africa, hosts the NOM!

The Eco-Schools programme is run in 62 countries internationally. Each year the Eco-School operators in each country (in South African this is WESSA) get together to discuss the environmental issues which concern us all globally. The National Operators Meeting (NOM) is held each year in a different country and this year WESSA are hosting the conference in Gauteng. It is the first time that this conference is being held in the Southern Hemisphere.

In order for many of the delegates to get a good understanding of how Eco-Schools is managed in South Africa, a nation-wide competition is held with all Eco-Schools to submit their environmental work in poster format. 20 posters were professionally designed and then uploaded to a Facebook page and all Eco-Schools were asked to visit our page and vote for their favourite. The educators at the five winning schools have been invited to NOM where the posters will be displayed and the educators will have an opportunity to discuss their environmental work with Eco-School delegates from all over the world. This is a huge honour, never been done before at a NOM meeting and our educators are very excited!

Represented alongside is a poster from three of the five winning schools.

For more information see

[www.wessa.org.za/what-we-do/Eco-Schools.htm](http://www.wessa.org.za/what-we-do/Eco-Schools.htm)

[www.facebook.com/pages/Wessa-Eco-Schools-South-Africa/142930950255](https://www.facebook.com/pages/Wessa-Eco-Schools-South-Africa/142930950255)





# DANVILLE PARK GIRLS' HIGH SCHOOL

Hi we are the Environmental facet.

Our school Danville Park Girls' High, in Durban North, KwaZulu-Natal Province, is passionate about educating environmentally conscious students. We have incorporated environmental issues into the curriculum in most learning areas. Our facet is run by Environmental Prefects and Monitors but the whole school is involved.



## ECO-CODE

Save our planet's resources -  
Reduce, Reuse, Recycle  
and Repair

### ACTION

Every year 8-11 Life Sciences pupils visit the Marimoull Landfill Site and do a waste management project in their homes. The trip brings home the message of excessive waste and the importance of recycling and reusing. A pit was staked in assembly on waste and a library display reinforced the waste crisis. Recycling bins were set up for cans, paper, plastic, glass, batteries, and computer cartridges. A weekly inter-class paper recycling competition stimulates rivalry for a term prize and an annual trophy. Organic waste from the tuck shop and egg boxes from Consumer Studies are fermed into compost in the worm farm. Danville participates annually in the International Coastal Clean-up. Most pupils have tablets; notices are sent to parents on the Communicator and responses are placed on eDMODO for pupils that reducing the need for paper. Pupils reuse waste to make pollages and water pumps in Technology and biological models in Natural Sciences.

### RESULTS

A spring Clean day resulted in second hand clothes and e-waste being collected and directed to the Red Cross and an e-waste recycler respectively. We will make about R2500 this year from paper recycling. Our green business, Originally Made Green (OMG), the Environmental Facet and Charity Committee spearheaded the resale drive making products from waste. During 67 Minutes for Mandela Day the whole school participated. This year we converted 300 old socks to stuffed toys, used gift wrap into 400 tea bag tags, 360 stray buttons into earrings, 210 toilet rolls and 50 cans into 120 pencil holders, 40 used tea bags into greeting cards and 30 peanut butter jars to bread tag collectors for the Wheelchairs project. We also converted 40 2l coke bottles into gift boxes. Certain products were donated to Tafta and Wiley House, and others will be sold at our annual Market Day for Mowley HelpLine. We anticipate a profit of R850 from selling our products.

### REFLECTIONS

We have a realistic understanding of waste management. We have redirected a large proportion of waste from school and home to recycling or reuse rather than an unsustainable landfill. Each one of us can make a difference by not sitting back and waiting for others to act. Danville girls are the face of a new generation, showing passionate commitment to ensuring the health of our planet as we Reduce, Reuse and Recycle.



**O.M.G.**  
Originally  
Made Green

Danville's green business



# Sustainability report

In addition to the above our operations in the rest of Africa also provided assistance to the communities in which they operate. In Kenya we contributed to the conservation of the Aberdare forest and provided funding towards a maternity wing and a children's hospital. We supported many projects in Zimbabwe including sponsoring disadvantaged children with their education and supporting the St Charles Lwanga Parish in Ruwa. In Malawi we contributed towards tree planting and providing an environmental science laboratory machine at the local Polytechnical College.

## Enterprise development

### Mthembu Tissue Converters

Nampak's work to help develop enterprises dates back to 2004 when we helped Thembinkosi "General" Mthembu establish Mthembu Tissue Converters in KwaZulu-Natal.

Mthembu had been employed with Nampak in Durban for 24 years before being retrenched and starting his own business. The opportunity entailed Mthembu taking over the tissue factory in Durban, which Nampak had been running unsatisfactorily due to uncompetitive wage rates, among other constraints. Besides committing to being Mthembu Tissue's biggest customer, Nampak entered into a supplier agreement that consisted of providing Mthembu Tissue with paper on consignment. Nampak also sold to Mthembu Tissue, on favourable terms, the equipment for the business, with a five-year repayment period.

To date, he has replaced about 70% of the machines that were originally bought from Nampak, and the new machines have helped improve efficiencies in the business.

Mthembu Tissue has grown into a very successful standalone venture, has purchased its own premises and now employs more than 100 people, more than double the number it started with. Our involvement with this project terminated with the disposal of Nampak Tissue.

### Last Drop Juice (Pty) Ltd

During 2015, we got involved in Last Drop Juice (Pty) Ltd – a Soweto-based producer of pulp based fruit juices, packaged in containers purchased from Nampak.

The business was started four years previously by two entrepreneurs with limited means – Sizwe Dladla and Bonginkosi Mteku. Later another entrepreneur, Robert Young, joined them. Over time, the business grew into a preferred supplier for several canteens and shops around Johannesburg. Their main barrier to growth was that their manufacturing process was dependent on the manual labour of the entrepreneurs who did everything, from blending the juice, to final packaging by hand. The business simply could not afford a bottling machine.

During one of Bonginkosi's trips to purchase stock from Nampak Liquid Plastics, Nampak's Michelle Stead learned that the manufacturing process was entirely manual. This motivated Michelle to see how Nampak's Enterprise and Supplier Development (ESD) programme could assist this small business.

After a series of meetings and assessments, the refurbishment and donation of a filling machine was approved. It became evident that a tank was also needed, which Nampak is also providing to Last Drop Juice.

In 2016 we assisted Last Drop Juice to secure new premises in Dobsonville, Soweto.

### TIN-PAC Promotional Packaging

In the Western Cape, Nampak supported Dikeledi Mosime, who took over the decorative tin business from Nampak Divfood. Based in Epping, TIN-PAC Promotional Packaging was founded in 2012. The business was previously part of the Nampak stable but a decision was taken to close it as it was no longer viable for Nampak to remain invested in this business.

When Dikeledi was retrenched in 2012, she contacted a factory manager at Nampak whom she happened to be mentoring at the time, in order to let him know about her retrenchment and her plans to start her own business. He recognised that as a strong, black woman, she could be a valuable addition to Nampak's leadership team and he put her in touch with the group human resources director at Nampak.

She went through a number of interviews with Nampak in order to secure the opportunity, and was very careful to assess whether the opportunity was the right fit for her. She did her own due diligence and also visited Nampak's decorative tin plant in Epping in order to better understand the opportunity.

By re-opening the plant, TIN-PAC was able to re-hire 12 of the 14 employees who were retrenched when the plant was closed. TIN-PAC now rents the 400m<sup>2</sup> factory from which they operate, as well as the equipment from Nampak. According to Dikeledi, the support provided by Nampak has proved to be invaluable. We assisted with the factory installation, and provided technical support and advice to TIN-PAC, including valuable leads to gain access to markets. Nampak supported her through seconding the production manager, who had previously worked for Nampak.

TIN-PAC manufactures and distributes a range of promotional, decorative, tin-ware packaging for businesses in the fast moving consumer goods sector.

Dikeledi is the sole owner of the business, making TIN-PAC a 100% black, woman-owned business.

We continue to seek opportunities to sustainably increase our participation in enterprise development activities. The disposal of the Nampak Sacks division was also concluded within the principles of Supplier and Enterprise Development.

## ENVIRONMENT

### Environmental management

Nampak strives to create packaging that is balanced in terms of providing product protection and preservation to products, is cost-effective, creates maximum consumer appeal and at the same time takes into account environmental responsibility.

### Policy

Nampak is a diverse packaging company engaged in the production of metal, glass, plastic and paper packaging for food, beverage and a variety of other end-use markets. The company operates in Africa and Europe.

The management and staff are committed to ensuring that Nampak is an environmentally responsible company and believes that integrated actions that we take within our operations to conserve natural resources and protect the environment make sound business sense.

These commitments are achieved by operating an effective environmental management system in order to:

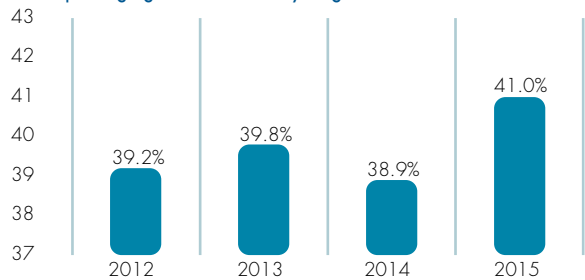
- Comply with the requirements of ISO 14001:2004;
- Identify and comply with relevant legislative requirements, internal standards, as well as the requirements of our stakeholders;
- Improve our environmental performance through establishing a framework for measurable and appropriate objectives and targets, regular monitoring and environmental audits;
- Promote environmental awareness, both internally and externally, through training and proactive communication with stakeholders;
- Prevent pollution and continually improve our performance through focusing on the following aspects of our operations:
  - Increasing our energy efficiency and reducing our greenhouse gas (GHG) emissions as a commitment to managing our impact on climate change
  - Minimising and recycling of waste generated by our operations as well as post-consumer waste
  - Reducing resource use through light-weighting, and
- Conserving water resources;
- Provide the necessary financial and human resources at board and divisional level to give effect to this environmental policy; and
- Communicate the policy to our staff, contractors and other stakeholders.

This policy is reviewed on an annual basis to ensure that it remains appropriate to our business.

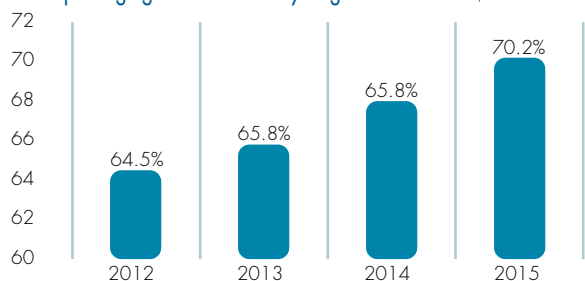
### Industry recycling achievements

The charts below show the percentage collection of each major type of packaging material over the past four years (2016 not available at time of publication of this report):

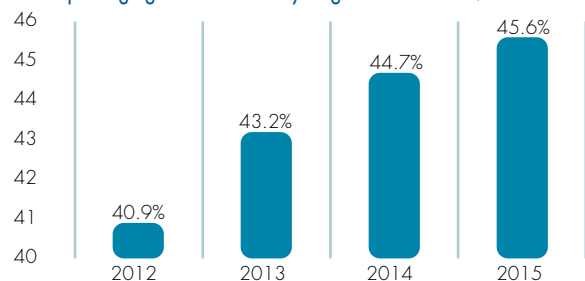
Glass packaging collected for recycling in South Africa (% of tonnes consumed)



Metal packaging collected for recycling in South Africa (% of tonnes consumed)



Plastic packaging collected for recycling in South Africa (% of tonnes consumed)



Source: Packaging SA



# Sustainability report



## Operational risk management

Nampak is committed to complying with the law in all our operations to minimise our risks and impacts by developing robust and documented systems to measure, monitor and communicate environmental performance both within operations and to the broader community. The group's approach to operational risk management is underpinned by the Willis Blue in-house risk management programme. In addition, in certain operations, we have an environmental management system based on the ISO 14001:2004. In smaller operations which employ fewer than 60 employees and where ISO 14001:2004 certification has not

been obtained, regular peer assessment has been integrated into the Willis Blue risk control operational reviews.

Nampak also ensures that it meets customer manufacturing requirements through participation in over 40 customer specific site audits as well as making sure that it holds the requisite certification for quality and food safety. More recently, certain operations have been subject to SEDEX audits which address our ethical and responsible approach in the supply chain.

The table below is a summary of standards participation and audits during 2016:

	 Metals	 Glass	 Plastics	 Paper
Quality	12		21	5
Environment	8	1	11	
Food safety	8	1	22	1
Energy		1		
Health & Safety	6	1	9	
Ethical and responsible supply chain audits	4			1
Primary packaging for medicine products	1			

## Climate change

Climate change represents both risks and opportunities for us. For a holding company as diverse as Nampak, with interests in metals, glass, plastics and paper, and with 51 manufacturing sites, our facilities are susceptible to risks ranging from shortages of resources, severe weather events to logistics interruptions.

As a packaging supplier, we are indirectly exposed to the same risks and opportunities as our suppliers and customers. These are assessed and deliberated in various forms of engagement with our stakeholders and form part of risk assessments undertaken by the divisions.

A summary of the key risks and opportunities are set out below:

Climate change trends	Resultant risks and opportunities	Nampak's response
Food security as a result of shifts in agriculture	<ul style="list-style-type: none"> <li>Changes in crop yields as a result of changes in the weather patterns as well as the impact of changing ocean currents could impact the availability of fish stocks and the associated demand for packaging</li> </ul>	<ul style="list-style-type: none"> <li>Comprehensive production forecasting in consultation with customers</li> <li>Nampak's research and development facility continues to work with customers to extend the shelf-life of food and beverages thereby reducing waste to landfill</li> </ul>
Higher temperatures	<ul style="list-style-type: none"> <li>Increased demand for beverages resulting in increased demand for packaging</li> </ul>	<ul style="list-style-type: none"> <li>Nampak's beverage products would benefit from any increased demand</li> </ul>
Raw material shortages	<ul style="list-style-type: none"> <li>Steady design and testing of lighter weight products</li> <li>Increased focus on recycling opportunities and changing to more recyclable raw material options</li> </ul>	<ul style="list-style-type: none"> <li>Nampak's research and development facility continues to develop and test light-weighting packaging solutions</li> <li>Develop opportunities to use more recycled materials in packaging products</li> </ul>
Water scarcity and availability	<ul style="list-style-type: none"> <li>Many customers are reliant on sustainable supplies of quality water to produce food and beverages which could impact the demand for packaging</li> <li>Nampak also relies on water in its manufacturing processes</li> </ul>	<ul style="list-style-type: none"> <li>Engage with customers to establish understanding of the potential impacts in order to inform the group's strategy</li> <li>Review opportunities for incorporating water saving solutions into our manufacturing process. A water harvesting system operates at the third glass furnace and a water treatment plant has been installed at our second beverage can line in Angola</li> <li>Glass have installed a borehole to reduce reliance on municipality-supplied water</li> </ul>

## Energy

We appreciate the worldwide concerns regarding global warming and aim to systematically reduce our energy intensity and carbon emissions. Identifying and implementing energy-reduction opportunities reduces our reliance on energy purchased from Eskom and contributes to contain costs. Energy purchased from Eskom remains the largest component (66%) of Nampak's greenhouse gas (GHG) emissions. In the rest of Africa, we place more reliance on other sources of energy including gas, diesel and petrol.

## Measurement

Nampak continues to report our carbon footprint using the Greenhouse Gas Protocol – Corporate Accounting and Reporting Standard. Carbon Calculated performs this calculation, using data provided by our divisions and the report is independently verified according to the ISO 14064-3 International Standard for GHG verifications. The reporting period is aligned with the group's financial reporting period.

## Emissions (scope 1 and 2) intensity (tCO<sub>2</sub> per million rand revenue)

	2016	2015
Metals	18.37	21.27
Glass	145.15	211.80
Plastics	25.28	26.45
Paper	5.75	8.88

## Target

We include energy targets in the key performance indicators for responsible senior management. Performance against these targets forms part of the individual performance measures that determine annual salary increases and incentive bonus payments.

In 2014, we established a new five-year target that requires a 10% reduction in our energy intensity efficiency ratios by 2019. At the end of 2016, energy intensity tCO<sub>2</sub>e per million rand revenue (scope 1 and 2) had reduced to 28.67 from 34.04 in 2014.

## Water

Nampak recognises that many industries across the supply chain of packaged products face challenges related to water scarcity and we evaluate the associated risks to our sustainability during risk assessments.

The bulk of Nampak's water usage takes place in the production of beverage cans and in the glass manufacturing process.

To reduce our reliance on municipal water, a water harvesting system was installed at Nampak Glass during construction of the third glass furnace in 2014. The closed-loop system has a 1 176kl water harvest tank which filters out particles and other waste to a skip and circulates the water through the system for reuse. This eliminates the need to continuously draw water from municipal sources.

During the year under review, Nampak Glass installed a borehole that will supply both process and grey water. It also embarked on a water awareness and optimisation programme that is designed to achieve significant savings.

## Water consumption (Ml) by substrate

	2016	2015
Metals	1 046.87	1 219.39
Glass	363.46	432.45
Paper	32.91	43.07
Plastics	200.44	196.11

The decreased consumption in our Metals substrate is a result of the installation of more efficient aluminium lines.

The decreased consumption at our Glass operation is as a result of our investment in the water harvesting system in 2014 even though volumes increased as the third furnace came into operation.

## Standards and governance

We use local and global standards, protocols and guidelines to report on how we are addressing our sustainable and responsible business performance.

We reference the following sustainability standards when measuring our performance:

- King Code on Governance (King III)
- FTSE/JSE Responsible Investment Index Series
- FTSE Russell ESG rating
- United Nations Global Reporting Index
- International Integrated reporting Council (IIRC) Six Capitals
- United Nations Global Compact
- International Labour Organisation
- UN Protect, Respect and Remedy Framework for Business and Human Rights
- CDP

# Sustainability report

## GRI performance indicator table

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

Index	Description	Information (document or web link)	Page(s)
<b>STRATEGY AND ANALYSIS</b>			
G4-1	CEO statement	IR: Chairman's review	8, 22
G4-2	Impacts, risks and opportunities on stakeholders and financial performance	IR: Top risks and mitigations	31 – 35
<b>ORGANISATIONAL PROFILE</b>			
G4-3	Name and reporting organisation	Nampak Limited	IFC
G4-4	Primary brands, products and services	Primary and secondary packaging products Customer support services provided by Nampak's Research & Development facilities	IFC, 26
G4-5	Location of headquarters and operating structure	Nampak House, Hampton Office Park, 20 Georgian Crescent East Bryanston 2191 South Africa	3
G4-6	Geographical scope	IR: Where we operate	3
G4-7	Nature of ownership and legal form		3
G4-8	Markets served, sectors served and profile of customers/beneficiaries, profile of customer base	IR: Where we operate	3
G4-9	Scale of the reporting organisation including number of employees and operations	IR: Where we operate	2, 3
G4-10	Number of employees by employment contract and by gender	IR	3, 12, 20
G4-11	Percentage of employees covered by collective bargaining agreements	SR	3
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	10 – 19
G4-13	Changes occurring within the reporting period regarding size, structure or ownership	IR: CEO report CFO review	22 and 36
<b>COMMITMENTS TO EXTERNAL INITIATIVES</b>			
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	20, 21
G4-16	Membership of associations and national or international advocacy organisations	IR: Abridged corporate governance report	68
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>			
G4-17	Organisational structure	IR: Where we operate	3
G4-18	How report content and aspect boundaries are defined and how organisation has implemented reporting principles	IR	IFC
G4-19	List all material aspects identified in the process for defining report content	IR: About this report	IFC
G4-20	For each material aspect, report the aspect boundary outside of the organisation	IR: About this report	IFC
G4-21	For each material aspect, report the aspect boundary within the organisation	IR: About this report	IFC
G4-22	For each material aspect, report the aspect boundary outside of the organisation	IR: About this report	IFC

Index	Description	Information (document or web link)	Page(s)
G4-23	Significant changes to report content/scope (material aspects) from previous reports	IR	IFC
<b>STAKEHOLDER ENGAGEMENT</b>			
G4-24	List of stakeholder groups engaged by the organisation	IR: Our key relationships	20, 21
G4-25	How are stakeholders identified	IR: Our key relationships	20, 21
G4-26	Approaches to stakeholder engagement	IR: Our key relationships	20, 21
G4-27	Stakeholder concerns and how the organisation has responded. Report the stakeholder groups that raised each concern	IR: Our key relationships	
<b>REPORT PROFILE</b>			
G4-28	Reporting period	1 October 2015 to 30 September 2016	IFC
G4-29	Date of most recent report	30 September 2016	IFC
G4-30	Reporting cycle	Annual	
G4-31	Contact point	IR: About this report	IFC
G4-32	"In-accordance" option chosen, GRI content index chosen, external assurance report	IR: About this report	IFC
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	IFC
<b>GOVERNANCE</b>			
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	68
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	68
G4-36	Executive level position/s with responsibility for sustainability topics including reporting lines to highest governance body	IR: Abridged corporate governance report	68
G4-37	Process for consultation between stakeholders and highest governance body on sustainability topics	IR: Abridged corporate governance report	68
G4-38	Report the composition of the highest body and its committees by: <ul style="list-style-type: none"> <li>• executive or non-executive</li> <li>• independence</li> <li>• tenure of the governance body</li> <li>• number of each individual's other significant positions and commitments, and the nature of the commitments</li> <li>• gender</li> <li>• membership of under-represented social groups</li> <li>• competences relating to economic, environmental and social impacts</li> <li>• shareholder representation</li> </ul>	IR: Abridged corporate governance report  Not reported  Annual financial statements	68   9
G4-39	Is chairman of the highest governance body also an executive officer?	IR: Abridged corporate governance report	68 – 73
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	68 – 73
G4-41	Process followed by the board for managing conflicts of interest	IR: Abridged corporate governance report	68 – 73

# Sustainability report

Index	Description	Information (document or web link)	Page(s)
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	68 – 73
G4-43	Measures taken to develop and enhance board's knowledge of sustainability	IR: Abridged corporate governance report	68 – 73
G4-44	Process of evaluating board's sustainability performance and actions taken in response to evaluations	IR: Abridged corporate governance report	68 – 73
G4-45	Board's oversight of sustainability	IR: Abridged corporate governance report	68 – 73
G4-46	Board's role in reviewing effectiveness of risk management processes	IR: Abridged corporate governance report	68 – 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	68 – 73
G4-48	Highest committee or position that approves sustainability report and ensures all material aspects are covered	IR: Abridged corporate governance report	68 – 73
G4-49	Process for communicating critical concerns to the board	IR: Abridged corporate governance report	68 – 73
G4-50	Nature and number of critical concerns communicated to the board, and mechanisms used to resolve	IR: Abridged corporate governance report	68 – 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	78 – 89
G4-52	Process for determining remuneration	IR: Remuneration report	78 – 89
G4-53	How are stakeholders' views taken into account regarding remuneration	IR: Remuneration report	78 – 89
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	Nampak has commenced a process of establishing its Gini coefficient versus the National Remchannel benchmark	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	Nampak has commenced a process of establishing its Gini coefficient versus the National Remchannel benchmark	n/a
<b>ETHICS AND INTEGRITY</b>			
G4-56	Organisation's values, principles, standards, norms of behaviour and codes of conduct/ethics	IR: Where we operate Social, ethics and transformation committee report	3, 30
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behaviour	IR: Social, ethics and transformation committee report	30
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, escalations, and whistle-blowing	IR: Social, ethics and transformation committee report	30
<b>CATEGORY: ECONOMIC</b>			
<b>ASPECT: Economic performance</b>			
	<b>Disclosure on management approach</b>	IR: CFO's review	36
G4-EC1	Direct economic value generated and distributed (revenues, operating costs, wages, benefits, loans)	IR: CFO's review IR: Sustainability report	36
G4-EC2	Climate change related financial implications and risks and opportunities	IR: Our material risks and opportunities	31
G4-EC3	Defined benefit obligations coverage	IR: Our material risks and opportunities	31
G4-EC4	Financial assistance from government	IR: Our key relationships	19

Index	Description	Information (document or web link)	Page(s)
<b>CATEGORY: ECONOMIC</b>			
<b>ASPECT: Market presence</b>			
	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
<b>CATEGORY: ECONOMIC</b>			
<b>ASPECT: Indirect economic impacts</b>			
	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	10
G4-EC8	Significant indirect economic impacts, including extent of impacts	Not reported	n/a
<b>CATEGORY: ECONOMIC</b>			
<b>ASPECT: Procurement practices</b>			
	Disclosure on management approach		
G4-EC9	Policies, practices, and proportion of spending on locally based suppliers	IR: Our key relationships	19
<b>CATEGORY: ENVIRONMENTAL</b>			
<b>ASPECT: Materials</b>			
	Disclosure on management approach		
G4-EN2	Materials used: weight/volume	IR: How we allocate resources and create value	10
<b>CATEGORY: ENVIRONMENTAL</b>			
<b>ASPECT: Energy</b>			
	Disclosure on management approach		
G4-EN3	Energy consumption within the organisation	IR: How we allocate resources and create value	10
G4-EN4	Energy consumption outside of the organisation	IR: How we allocate resources and create value	10
G4-EN5	Energy intensity ratio	IR: How we allocate resources and create value	10
G4-EN6	Reduction of energy consumption (as a result of conservation and efficiency initiatives)	IR: How we allocate resources and create value	10
G4-EN7	Reductions in energy requirements of products and services	IR: How we allocate resources and create value	10
<b>CATEGORY: ENVIRONMENTAL</b>			
<b>ASPECT: Water</b>			
	<b>Disclosure on management approach</b>		
G4-EN8	Total water withdrawal by source	IR: How we allocate resources and create value	10
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

# Sustainability report

Index	Description	Information (document or web link)	Page(s)
<b>CATEGORY: ENVIRONMENTAL</b>			
<b>ASPECT: Biodiversity</b>			
	Disclosure on management approach		
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected 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	
GN-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	
<b>CATEGORY: ENVIRONMENTAL</b>			
<b>ASPECT: Emissions</b>			
	Disclosure on management approach		
G4-EN15	Direct GHG emissions (Scope 1)	IR: How we allocate resources and create value	10
G4-EN16	Energy indirect GHG emissions (Scope 2)	IR: How we allocate resources and create value	10
G4-EN17	Other indirect GHG emissions (Scope 3)	IR: How we allocate resources and create value	10
G4-EN18	GHG emissions intensity	IR: How we allocate resources and create value	10
G4-EN19	Reduction of GHG emissions	IR: How we allocate resources and create value	10
G4-EN20	Emissions of ozone depleting substances (ODS)	IR: How we allocate resources and create value	10
<b>CATEGORY: ENVIRONMENTAL</b>			
<b>ASPECT: Effluents and waste</b>			
	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
<b>CATEGORY: ENVIRONMENTAL</b>			
<b>ASPECT: Products and services</b>			
	Disclosure on management approach		
G4-EN27	Extent of impact of environmental impacts of products and services	IR: Operational reviews	59 – 67
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	IR: How we allocate resources and create value IR: Operational reviews	10 59 – 67

Index	Description	Information (document or web link)	Page(s)
<b>CATEGORY: ENVIRONMENTAL</b>			
<b>ASPECT: Compliance</b>			
	Describe the approach to managing and reporting on compliance (with environmental laws and regulations)	IR: How we allocate resources and create value	10
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Website: Corporate governance report	n/a
<b>CATEGORY: ENVIRONMENTAL</b>			
<b>ASPECT: Transport</b>			
	Disclosure on management approach		
G4-EN30	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
<b>CATEGORY: ENVIRONMENTAL</b>			
<b>ASPECT: Overall</b>			
	Disclosure on management approach		
G4-EN31	Total environmental protection expenditure and investments by type	Not reported	n/a
<b>CATEGORY: ENVIRONMENTAL</b>			
<b>ASPECT: Supplier environmental assessment</b>			
	Disclosure on management approach		
G4-EN32	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
<b>CATEGORY: ENVIRONMENTAL</b>			
<b>ASPECT: Environmental grievance mechanisms</b>			
	Disclosure on management approach		
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	None reported Tip-Offs Anonymous and Group executive committee	n/a
<b>CATEGORY: SOCIAL – LABOUR PRACTICES AND DECENT WORK</b>			
<b>ASPECT: Employment</b>			
	Disclosure on management approach		
G4-LA1	Number and rates of employee hires and turnover, by age group, gender, and region	SR	8
G4-LA2	Benefits provided to full-time employees that are not provided to temporary/part-time employees, by significant locations of operations	SR	8
G4-LA3	Return to work and retention rates after parental leave, by gender	Not reported	n/a
<b>CATEGORY: SOCIAL – LABOUR PRACTICES AND DECENT WORK</b>			
<b>ASPECT: Labour/management relations</b>			
	Describe the approach to management of labour relations and how this is reported on	SR	3
G4-LA4	Report minimum notice periods regarding significant operational changes as well as whether these are specified in collective agreements	IR: How we allocate resources and create value	10



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Index	Description	Information (document or web link)	Page(s)
<b>CATEGORY: SOCIAL – LABOUR PRACTICES AND DECENT WORK</b>			
<b>ASPECT: Occupational health and safety</b>			
	Describe the approach to managing and reporting on occupational health and safety within the organisation		
G4-LA5	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	10
G4-LA6	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	10
G4-LA7	Workers with high incidence of diseases related to their occupation	Not reported	n/a
G4-LA8	Health and safety topics covered in formal agreements with trade unions	Not reported	n/a
<b>CATEGORY: SOCIAL – LABOUR PRACTICES AND DECENT WORK</b>			
<b>ASPECT: Training and Education</b>			
	Disclosure on management approach		
G4-LA9	Average hours of training per employee per year (by gender and employee category)	SR	6, 7
G4-LA10	Report on the type and scope of programmes implemented for employee skills management and lifelong learning	SR	6, 7
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and employee category	IR: How we allocate resources and create value	10
<b>CATEGORY: SOCIAL – LABOUR PRACTICES AND DECENT WORK</b>			
<b>ASPECT: Diversity and equal opportunity</b>			
	Describe the approach to managing and reporting on diversity and equal opportunity	IR: Social, ethics and transformation committee report	30
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age, and other indicators of diversity	Not reported	n/a
	Describe the approach to management of equal remuneration for women and men, and how this is reported on	Not reported	n/a
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operations	Not reported	n/a
<b>CATEGORY: SOCIAL – LABOUR PRACTICES AND DECENT WORK</b>			
<b>ASPECT: Equal remuneration for men and women</b>			
	Describe the approach to management of equal remuneration for women and men, and how this is reported on		
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operations	Not reported	n/a

Index	Description	Information (document or web link)	Page(s)
<b>CATEGORY: SOCIAL – LABOUR PRACTICES AND DECENT WORK</b>			
<b>ASPECT: Supplier assessment for labour practices</b>			
	Disclosure on management approach		
G4-LA14	Percentage of new suppliers that were screened using labour practices criteria	Not reported	n/a
G4-LA15	Significant actual and potential negative impacts for labour practices in the supply chain and action taken	Not reported	n/a
<b>CATEGORY: SOCIAL – LABOUR PRACTICES AND DECENT WORK</b>			
<b>ASPECT: Labour practices grievance mechanisms</b>			
	Disclosure on management approach		
G4-LA16	Number of grievances about labour practices filed, addressed, resolved, through formal grievance mechanisms	IR: Key relationships	20
<b>CATEGORY: SOCIAL – HUMAN RIGHTS</b>			
<b>ASPECT: Investment</b>			
	Disclosure on management approach	Performance monitored by the social, ethics and transformation committee	
G4-HR1	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	10
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	10
<b>CATEGORY: SOCIAL – HUMAN RIGHTS</b>			
<b>ASPECT: Non-discrimination</b>			
	Disclosure on management approach	Performance monitored by the social, ethics and transformation committee	
G4-HR3	Number of incidents of discrimination and action taken	Not reported	n/a
<b>CATEGORY: SOCIAL – HUMAN RIGHTS</b>			
<b>ASPECT: Freedom of association and collective bargaining</b>			
	Disclosure on management approach	Global agreement signed with NUMSA	
G4-HR4	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	10
<b>CATEGORY: SOCIAL – HUMAN RIGHTS</b>			
<b>ASPECT: Child labour</b>			
	Disclosure of management approach	Global agreement signed with NUMSA	
G4-HR5	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
<b>CATEGORY: SOCIAL – HUMAN RIGHTS</b>			
<b>ASPECT: Forced or compulsory labour</b>			
	Disclosure of management approach	Included in code of ethics and business conduct [insert website address]	
G4-HR6	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
<b>CATEGORY: SOCIAL – HUMAN RIGHTS</b>			

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Index	Description	Information (document or web link)	Page(s)
<b>ASPECT: Security practices</b>			
	Disclosure of management approach	Report by social, ethics and transformation committee [www.nampak.com]	n/a
G4-HR7	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
<b>CATEGORY: SOCIAL – HUMAN RIGHTS</b>			
<b>ASPECT: Forced or compulsory labour</b>			
	Disclosure of management approach	Included in code of ethics and business conduct	n/a
G4-HR8	Total number of incidents of violations involving rights of indigenous people and actions taken	None reported	n/a
<b>CATEGORY: SOCIAL – HUMAN RIGHTS</b>			
<b>ASPECT: Assessment</b>			
	Disclosure of management approach	Review of all reported incidents and actions taken at each Social, ethics and transformation committee meeting as well as at the risk and sustainability committee meeting	
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews and impact assessments	None reported	n/a
<b>CATEGORY: SOCIAL – HUMAN RIGHTS</b>			
<b>ASPECT: Supplier human rights assessment</b>			
	Disclosure of management approach		
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Not reported	n/a
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	Not reported	n/a
<b>CATEGORY: SOCIETY</b>			
<b>ASPECT: Local communities</b>			
	Disclosure on management approach		
G4-SO1	Operations with significant actual and potential negative impacts on local communities	IR: How we allocate resources and create value	10
G4-SO2	Operations with significant actual and potential negative impacts on local communities	Not reported	n/a
<b>CATEGORY: SOCIETY</b>			
<b>ASPECT: Anti-corruption</b>			
	Disclosure on management approach	Included in code of ethics and business conduct [www.nampak.com] Tip-offs Anonymous	
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	IR: Abridged corporate governance report	68
G4-SO4	Communication and training on anti-corruption policies and procedures	IR: Abridged corporate governance report	68
G4-SO5	Confirmed incidents of corruption and actions taken	IR: Abridged corporate governance report	68
<b>CATEGORY: SOCIETY</b>			

Index	Description	Information (document or web link)	Page(s)
<b>ASPECT: Public policy</b>			
	Disclosure on management approach	The board of Nampak does not support donations or support for any political parties in any jurisdiction	
G4-SO6	Total value of political contributions by country and recipient/beneficiary	No political contributions were paid as per group policy	n/a
<b>CATEGORY: SOCIETY</b>			
<b>ASPECT: Anti-competitive behaviour</b>			
	Disclosure on management approach	Group policy in place. All managers must sign and confirm that they have read and understood the contents. Questions of understanding or clarity are dealt with by the group's legal adviser or ethics officer	
G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	IR: Abridged corporate governance report	68
<b>CATEGORY: SOCIETY</b>			
<b>ASPECT: Compliance</b>			
	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	68
<b>CATEGORY: SOCIETY</b>			
<b>ASPECT: Supplier assessment for impacts on society</b>			
	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
<b>CATEGORY: SOCIETY</b>			
<b>ASPECT: Grievance mechanisms for impacts on society</b>			
	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
<b>CATEGORY: PRODUCT RESPONSIBILITY</b>			
<b>ASPECT: Customer health and safety</b>			
	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	10
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	10
<b>CATEGORY: PRODUCT RESPONSIBILITY</b>			

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Index	Description	Information (document or web link)	Page(s)
<b>ASPECT: Product and service labelling</b>			
	Disclosure on management approach	Nampak's logo appears on all its primary packaging making it traceable to the company and its original production site Nampak's research and development facilities assist customers with monitoring packaging and product performance against required standards	
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	10
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
<b>CATEGORY: PRODUCT RESPONSIBILITY</b>			
<b>ASPECT: Marketing communications</b>			
	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 reported	n/a
<b>CATEGORY: PRODUCT RESPONSIBILITY</b>			
<b>ASPECT: Customer privacy</b>			
	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	30
<b>CATEGORY: PRODUCT RESPONSIBILITY</b>			
<b>ASPECT: Compliance</b>			
	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	68