

# IMPERIAL SUSTAINABLE DEVELOPMENT REPORT 2015

## LOCATION OF GLOBAL REPORTING INITIATIVE (GRI) GENERAL STANDARD INDICATORS IN OUR REPORTING

Indicator number	Indicator description	Relevant sections in our Sustainable Development Report website	Relevant sections in our Sustainable Development Summary Report	Relevant sections in our Integrated Annual Report	External assurance	Explanatory notes
<b>STRATEGY &amp; ANALYSIS</b>						
G4-1	Statement from the most senior decision maker of the organisation	Website/leadership messages	Statement from the CEO and the Chairman of the Social, Ethics and Sustainability committee, pages 2 to 5	Statement from the CEO and the Chairman, pages 40 to 45	No	
G4-2	Key impacts, risks, and opportunities	Website/leadership messages and Website/strategy	Our strategy, pages 6 to 9	Our strategy, pages 12 to 19 Our key risks, pages 20 to 21	No	
<b>ORGANISATIONAL PROFILE</b>						
G4-3	Organisation name	Website/landing page	Front cover	Front cover	No	
G4-4	Primary brands, products, and services	Website/ourbusinessprofile	About us, inside front cover and page 1	Our business model, pages 8 to 9. Detailed information broken down by division is included in the divisional reviews, pages 56 to 81	No	
G4-5	Location of headquarters of the organisation	Website/ourbusinessprofile	About us, inside front cover and page 1	Driving the parenting advantage, page 1	No	
G4-6	Number of countries of operation and names	Website/ourpeople	About us, inside front cover and page 1	Driving the parenting advantage, page 1	No	
G4-7	Nature of ownership and legal form	Website/ourbusinessprofile	About us, inside front cover and page 1	Summarised financial statements, pages 144 to 146	No	
G4-8	Markets served	Website/ourbusinessprofile	About us, inside front cover and page 1	Our business model, pages 8 to 9. Detailed information broken down by division is included in the divisional reviews, pages 56 to 81	No	
G4-9	Scale of the organisation	Website/ourbusinessprofile	About us, inside front cover and page 1	Driving the parenting advantage, page 1. Our performance, pages 6 to 7	No	

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<b>G4-10</b>	Total number of employees by: <ul style="list-style-type: none"> <li>&gt; Employment contract and gender</li> <li>&gt; Employment type and gender</li> <li>&gt; Employees and supervised workers and gender</li> <li>&gt; Region and gender</li> <li>&gt; Reliance on self-employed workers or contractors</li> <li>&gt; Seasonal or other variations in employee numbers</li> </ul>	Website/ourpeople	n/a	n/a	No	Employment data by contract and employment type is not included in this report as there is only a very low number of part-time or fixed-term contract employees in the group. Employment data by region, gender and level is included for South Africa only. If contract workers are used in South Africa, they are generally sourced from internal labour brokers. There are no material seasonal variations in employee numbers.
<b>G4-11</b>	Percentage of employees covered by collective bargaining agreements	n/a	n/a	n/a	No	This information is not available at present. However we intend to put systems in place to collate this data from the next reporting period.
<b>G4-12</b>	Description of the organisation's supply chain	Website/ourbusinessprofile/oursupplychain	About us, inside front cover and page 1	Our business model, pages 8 to 9 Detailed information broken down by division is included in the divisional reviews, pages 56 to 81	No	
<b>G4-13</b>	Organisational changes during the reporting period	n/a	n/a	Business combinations during the year, pages 138 to 139	No	
<b>G4-14</b>	Application of the precautionary principle or approach	Website/environmentalimpact	Minimising our environmental impact, pages 22 to 22	n/a	No	
<b>G4-15</b>	External charters, principles, or other initiatives	None	n/a	n/a	No	
<b>G4-16</b>	Membership associations	Website/downloads/governmentandregulators	n/a	n/a	No	

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<b>IDENTIFIED MATERIAL ASPECTS &amp; BOUNDARIES</b>						
<b>G4-17</b>	Entities included in financial statements	n/a	n/a	The most principal subsidiaries are listed in the Annual Financial Statements, pages 82 to 85 (note 39)	No	
<b>G4-18</b>	Process for defining report boundaries and content	Website/aboutthisreport	About us, inside front cover and page 1. Our strategy, pages 6 to 9	Our material issues, pages 28 to 32	No	
<b>G4-19</b>	Material aspects included in the report	Website/GRIindex/materialGRIaspects	n/a	Our material issues, pages 28 to 32	No	
<b>G4-20</b>	Descriptions of material aspect boundaries within the organisation	Website/GRIindex/materialGRIaspects	n/a	Our material issues, pages 28 to 32	No	
<b>G4 - 21</b>	Descriptions of material aspect boundaries outside the organisation	Website/GRIindex/materialGRIaspects	n/a	Our material issues, pages 28 to 32	No	
<b>G4-22</b>	Restatements	Data relating to water purchased from municipalities has been restated for 2014. Our systems and processes for measuring and collating non-financial data are continuously being refined. In the course of reviewing these processes we identified errors made in collating 2014 data.				
<b>G4-23</b>	Changes from previous reports in terms of scope and/or boundaries	There has been no material change in the scope or boundary of the report from previous years. This is the first report the group has undertaken against G4 guidelines			No	

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<b>STAKEHOLDER ENGAGEMENT</b>						
G4-24	Stakeholder groups	Website/Socialimpact/ourkeyrelationships	Our key relationships, pages 12 to 13	Our key relationships, pages 22 to 27	No	
G4-25	How stakeholders were identified	Website/Socialimpact/ourkeyrelationships	Our key relationships, pages 12 to 13	Our key relationships, pages 22 to 27	No	
G4-26	Approach to stakeholder engagement	Website/Socialimpact/ourkeyrelationships	Our key relationships, pages 12 to 13	Our key relationships, pages 22 to 27	No	Stakeholder engagement is undertaken on an ongoing basis and not specifically as part of the report preparation process
G4-27	Topics raised during stakeholder engagements	Website/Socialimpact/ourkeyrelationships and relevant downloads	Our key relationships, pages 12 to 13	Our key relationships, pages 22 to 27	No	
<b>REPORT PROFILE</b>						
G4-28	Reporting period	Financial year ended 30 June 2015			No	
G4-29	Date of most recent report	September 2014			No	
G4-30	Reporting cycle	Annual			No	
G4-31	Report contact	M. R. Sharfuddin. Email: sustainabledevelopment@imperial.co.za			No	
G4-32	"In accordance" option, GRI Index and report assurance	Core option			No	
G4-33	Policy regarding report assurance	Website/aboutthisreport	About us, inside front cover and page 1	n/a	No	
<b>GOVERNANCE</b>						
G4-34	Governance structure of the organisation	n/a	Governance, pages 14 to 15	Corporate governance report, pages 82 to 99	No	
<b>ETHICS &amp; INTEGRITY</b>						
G4-56	Code of conduct	n/a	n/a	Corporate governance report, pages 82 to 99	No	