

2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response
				<p>The Sustainability Data Transparency Index - is maintained and developed by IRAS as an independent index that compliments ESG data disclosure. For more information on the framework and methodology see www.iras.co.za</p> <p>The aspects reported below are either reported directly as a GRI indicator, SDTI indicator or as a calculated indicator as highlighted by the darker shaded row, instead of in the IAR or other reports.</p>

Key	
	Reported with more detail in the IAR or other report/s as per the provided links
	Partially reported with specific response only
	Not reported/Not Applicable or Not measured

GRI G4 General Standard Disclosures

Strategy and Profile

Strategy and Analysis

G4-1	Statement from the most senior decision-maker of t...		<p>Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf</p>	<p>2016 has been a challenging year for the Altron group. Our leadership has dedicated significant time to reflect on the factors, both within and outside of our control, that have led to where we are today. We have critically evaluated past decisions taken and have agreed on a future strategy that capitalises on the strengths of this group, its people and its products and services. It is our belief that this critical reflection will lay the foundation for stabilisation and future growth. The group has embarked on a strategic repositioning to reduce exposure to the manufacturing sector and to divest non-core assets. We are firm in our belief that the course we have set for the group is sound, given the current business operating environment and our commitment to improving our capital allocation record. In exercising this strategy we are confident that changes made will stabilise the business, reduce risk and debt and, in doing so, free up capital to execute our strategy within our core business in the technology sector.</p>
G4-2	Provide a description of key impacts, risks, and o...		<p>Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf</p>	<p>2016 has been a challenging year for the Altron group. Our leadership has dedicated significant time to reflect on the factors, both within and outside of our control, that have led to where we are today. We have critically evaluated past decisions taken and have agreed on a future strategy that capitalises on the strengths of this group, its people and its products and services. It is our belief that this critical reflection will lay the foundation for stabilisation and future growth. The group has embarked on a strategic repositioning to reduce exposure to the manufacturing sector and to divest non-core assets. We are firm in our belief that the course we have set for the group is sound, given the current business operating environment and our commitment to improving our capital allocation record. In exercising this strategy we are confident that changes made will stabilise the business, reduce risk and debt and, in doing so, free up capital to execute our strategy within our core business in the technology sector.</p>

Organizational profile

G4-3	Report the name of the organization....	1	<p>Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf</p>	Allied Electronics Corporation Limited (Altron)
G4-4	Report the primary brands, products, and services....	2	<p>Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf</p>	<p>Altron is an investment holding company. Its principle subsidiaries, Allied Technologies Ltd. ("Altech"), Power Technologies (Pty) Ltd. ("Powertech") and Bytes Technology Group (Pty) Ltd. ("Bytes"), are invested in the power electronics, telecommunications, multi-media and information technology industries.</p> <p>JSE Sector Electrical Equipment (2733)</p>
G4-5	Report the location of the organization's headquar...		<p>Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf</p>	<p>Altron House, 4 Sherborne Road, Parktown, 2193 Johannesburg, Republic of South Africa</p>

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G4-6	Report the number of countries where the organizat...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	South Africa, Australia, Botswana, China, France, Germany, Hong Kong, India, Italy, Kenya, Lesotho, Mauritius, Mozambique, Namibia, Portugal, Spain, UAE, United Kingdom
G4-7	Report the nature of ownership and legal form....		Statutory report http://www.altron.com/iar2016/pdfs/2016_Altron_Statutory_Report.pdf	Allied Electronics Corporation Limited, Incorporated in the Republic of South Africa, (Registration number 1947/024583/06) JSE - listed - Share code: AEL ISIN: ZAE000191342, Share code: AEN ISIN: ZAE000191359
G4-8	Report the markets served (including geographic br...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	Altron is an investment holding company. Its principle subsidiaries, Allied Technologies Ltd. ("Altech"), Power Technologies (Pty) Ltd. ("Powertech") and Bytes Technology Group (Pty) Ltd. ("Bytes"), are invested in the power electronics, telecommunications, multi-media and information technology industries.
G4-9	Report the scale of the organization....		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	12 676 full time employees 25 businesses, 118 facilities, 18 countries R26 592 million revenue
G4-10	Report the total number of employees....		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	

Key
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South African Employees		African	Coloured	Indian	White	Foreign National	Male Total	African	Coloured	Indian	White	Foreign National	Female Total	Grand Total
		Altron Exco	1			5	1	7						
Top Management	3		4	42	1	50	2			7			9	59
Senior Management	17	13	32	240		302	12	5	15	40	1		73	375
Professionally Qualified, Experienced Specialists and Middle Management	180	83	120	675	12	1070	88	41	61	264	3		457	1527
Skilled Technical and academically qualified workers, Jnr. Manag, Supervisors etc	1508	469	446	1197	30	3650	1144	233	211	575	20		2183	5833
Semi-skilled and discretionary decision making	1500	449	130	109	4	2192	896	155	90	117	2		1260	3452
Unskilled and defined decision making	383	49	23	4	8	467	168	21	10	5	1		205	672
Sub-Total SA Permanent Employees	3592	1063	755	2272	56	7738	2310	455	387	1008	27		4187	11925
*Temporary Employees	72	1	3	26	1	103	52	3	3	29			87	190
Total South African Employees	3664	1064	758	2298	57	7841	2362	458	390	1037	27		4274	12115
Offshore Employees														
Management						57							29	86
Employees						434							231	665
Sub-Total Offshore Permanent Employees						491							260	751
Temporary Employees						21							18	39
Total Offshore Employees						512							278	790
Total Permanent Employees						8229							4447	12676
Total Temporary Employees						124							105	229

69	Total Number of Full Time Employees (FTE)	12 676
70	Total Number of Temporary employees	229
71	Total Number of Employees and Temporary Employees	12 905
72	Percentage of employees and contractors operating in South Africa	93.9%
76	Percentage of employees who are 'permanent'	98.2%

2016 Altron group GRI G4 (Core)

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G4-11	Report the percentage of total employees covered b...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	As at year-end, 15% of our total workforce was unionised and this was heavily concentrated in the manufacturing environments, including Altech UEC, Arrow Altech Distribution and Altron Power. The National Union of Metalworkers of South Africa (NUMSA), is the most predominant union, with 1 320 members (74% of the total unionised workforce). Other unions with bargaining rights include Federal Council of Retail and Allied Workers (FEDCRAW), Metal and Electrical Workers Union of South Africa (MEWUSA), South African Equity Workers Association (SAEWA), Solidarity and United Association of South Africa (UASA).																					
		77	Percentage of employees who belong to a Trade Union	14.88%																					
G4-12	Describe the organization's supply chain....		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	Our suppliers and partners are critical to our ability to meet customer requirements and to build and maintain our competitive advantage. Engaging with them helps Altron to manage its supply chain requirements, improve the quality of our products and services, negotiate competitive pricing, gain access to product technology and ensure that our supply chain reflects the same high standards of ethical behaviour.																					
G4-13	Report any significant changes during the reportin...		Annual financial statements http://www.altron.com/iar2016/pdfs/2016_Altron_Annual_Financial_Statement.pdf	<p>The table on the right lists the companies that were acquired, disposed of and have been classified as discontinued operations.</p> <table border="1"> <thead> <tr> <th>Acquisitions</th> <th>Disposals</th> <th>Discontinuations</th> </tr> </thead> <tbody> <tr> <td>Delter IT Services</td> <td>Aberdare Cables</td> <td>Altech Node</td> </tr> <tr> <td>HealthSoft</td> <td>Aberdare International</td> <td>Altech UEC</td> </tr> <tr> <td>Pinpoint Communications</td> <td>Alcon Marepha</td> <td>Altron Power</td> </tr> <tr> <td></td> <td>Altech Autopage</td> <td>Powertech Transformers</td> </tr> <tr> <td></td> <td>Dynamic Battery Services</td> <td></td> </tr> <tr> <td></td> <td>Powertech Africa</td> <td></td> </tr> </tbody> </table>	Acquisitions	Disposals	Discontinuations	Delter IT Services	Aberdare Cables	Altech Node	HealthSoft	Aberdare International	Altech UEC	Pinpoint Communications	Alcon Marepha	Altron Power		Altech Autopage	Powertech Transformers		Dynamic Battery Services			Powertech Africa	
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	Altech Autopage	Powertech Transformers																							
	Dynamic Battery Services																								
	Powertech Africa																								
Commitments to External Initiatives																									
G4-14	Report whether and how the precautionary approach ...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	Our operational priorities - The Altron group is in the midst of significant transition. We are in the process of re-evaluating, streamlining and transitioning the way we do business. Within the overarching guidance of our sustainable business strategy we are pursuing three operational priorities. These are intended to steer the group and its businesses towards a profitable, stable future. Altron has followed the process for defining the report as outlined within the Integrated Reporting framework <IR> and the GRI G4. The report content has been informed, amongst other aspects, by: the expectations of our stakeholders, our risk management process that further drivers together with our value drivers the identification of our most material issues, the requirements of King III and other regulations and legislation where applicable.																					
G4-15	List externally developed economic, environmental ...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	<ul style="list-style-type: none"> - King Code of Governance Principles (King III) - Black Economic Empowerment (BEE) Codes of Good Practice, as amended - B-BBEE Sector Charter: Information and Communication Technology (ICT) Charter - UN Global Compact - Paris Pledge for Action - We Mean Business - Commit to report climate change information in mainstream reports as a fiduciary duty - We Mean Business - Commit to responsible corporate engagement in climate policy 																					

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		12	Has the company made a CDP submission?	Yes - see: http://www.altron.com/sustainability/our-reports
		13	Has the company made a WDP submission?	Yes - see: http://www.altron.com/sustainability/our-reports
		14	Does the report contain a King III compliance checklist?	Yes - See page 32-36 of the Governance Report (http://www.altron.com/iar2016/static/pdfs/2016_Altron_Governance_Report.pdf)
G4-16	List memberships of associations (such as industry...		Governance report http://www.altron.com/iar2016/pdfs/2016_Altron_Governance_Report.pdf	<ul style="list-style-type: none"> - Member of Business Leadership South Africa (BLSA) - Member of the Manufacturing Circle - Member of the NBI (National Business Initiative) - Voluntary participation in the CDP Climate change programme - Voluntary participation in the CDP Water programme
		15	Is the company a signatory of the UN Global Compact?	Yes - see: https://www.unglobalcompact.org/what-is-gc/participants/499-Allied-Electronics-Corporation-Limited
		16	Is the company a signatory of any Industry-specific regulatory body (e.g.. ICMM) or the Equator Principles?	<ul style="list-style-type: none"> Yes - Member of Business Leadership South Africa (BLSA) - Member of the Manufacturing Circle - Member of the NBI (National Business Initiative) - Voluntary participation in the CDP Climate change programme - Voluntary participation in the CDP Water programme

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Identified Material Aspects and Boundaries

G4-17	Entities included in financial statements...		Annual financial statements http://www.altron.com/iar2016/pdfs/2016_Altron_Annual_Financial_Statement.pdf	The scope of the report includes all the business divisions, joint ventures, associates and foreign operations over which the Altron group exercises control. In 2016 this encompassed 118 facilities, fewer than the 154 reported on in 2014 and 2015 as a result of consolidations, closures and disposals. We have excluded small facilities with fewer than five staff on-site as their impact is deemed immaterial.
G4-18	Process for defining report boundaries and content...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	Our operational priorities - The Altron group is in the midst of significant transition. We are in the process of re-evaluating, streamlining and transitioning the way we do business. Within the overarching guidance of our sustainable business strategy we are pursuing three operational priorities. These are intended to steer the group and its businesses towards a profitable, stable future. Altron has followed the process for defining the report as outlined within the Integrated Reporting framework <IR> and the GRI G4. The report content has been informed, amongst other aspects, by: the expectations of our stakeholders, our risk management process that further drivers together with our value drivers the identification of our most material issues, the requirements of King III and other regulations and legislation where applicable.
G4-19	List all the material Aspects identified in the pr...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	Our operational priorities - The Altron group is in the midst of significant transition. We are in the process of re-evaluating, streamlining and transitioning the way we do business. Within the overarching guidance of our sustainable business strategy we are pursuing three operational priorities. These are intended to steer the group and its businesses towards a profitable, stable future. Altron has followed the process for defining the report as outlined within the Integrated Reporting framework <IR> and the GRI G4. The report content has been informed, amongst other aspects, by: the expectations of our stakeholders, our risk management process that further drivers together with our value drivers the identification of our most material issues, the requirements of King III and other regulations and legislation where applicable.

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G4-20	Descriptions of material aspect boundaries within ...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	Our risk focus for the next financial year will be on ensuring that the new processes that we are developing provide us with relevant and timely information so that we can monitor the risks facing the group and take swift action where required. As the group undergoes substantial change and refocus, our top risks are expected to evolve as well. The diagram on the right illustrates the key risks identified as well as their current trend.																																													
G4-21	Descriptions of material aspect boundaries outside...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	<table border="1"> <caption>Key Risks and Trends</caption> <thead> <tr> <th>Risk ID</th> <th>Risk Description</th> <th>Trend</th> </tr> </thead> <tbody> <tr><td>1</td><td>High debt levels</td><td>Increasing</td></tr> <tr><td>2</td><td>Disposal of discontinuing operations</td><td>Increasing</td></tr> <tr><td>3</td><td>Reputational risk</td><td>Increasing</td></tr> <tr><td>4</td><td>Broad margin pressure</td><td>Increasing</td></tr> <tr><td>5</td><td>Effectiveness of sales function</td><td>Increasing</td></tr> <tr><td>6</td><td>Customer concentration risk</td><td>Increasing</td></tr> <tr><td>7</td><td>Human capital – skills shortage and succession planning</td><td>Increasing</td></tr> <tr><td>8</td><td>Threat of international competition/disintermediation</td><td>Increasing</td></tr> <tr><td>9</td><td>Commoditisation of IT products and services</td><td>Increasing</td></tr> <tr><td>10</td><td>Impact of new B-BBEE codes</td><td>Decreasing</td></tr> <tr><td>11</td><td>Autopage disposal</td><td>Decreasing</td></tr> <tr><td>12</td><td>Labour unrest</td><td>Decreasing</td></tr> <tr><td>13</td><td>Cyber risk</td><td>Decreasing</td></tr> <tr><td>14</td><td>Network stability and performance</td><td>Decreasing</td></tr> </tbody> </table>	Risk ID	Risk Description	Trend	1	High debt levels	Increasing	2	Disposal of discontinuing operations	Increasing	3	Reputational risk	Increasing	4	Broad margin pressure	Increasing	5	Effectiveness of sales function	Increasing	6	Customer concentration risk	Increasing	7	Human capital – skills shortage and succession planning	Increasing	8	Threat of international competition/disintermediation	Increasing	9	Commoditisation of IT products and services	Increasing	10	Impact of new B-BBEE codes	Decreasing	11	Autopage disposal	Decreasing	12	Labour unrest	Decreasing	13	Cyber risk	Decreasing	14	Network stability and performance	Decreasing
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G4-22	Effect of any restatements of information provided...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	No material restatements were made during the past reports that will have a material impact on this year's report. Significant changes in size, structure and/or ownership of our operations are described in the company structure section. With respect to comparability all significant items are reported on a like-for-like basis with no major restatements.																																													
G4-23	Significant changes from previous reporting period...		Annual financial statements http://www.altron.com/iar2016/pdfs/2016_Altron_Annual_Financial_Statement.pdf	In line with accounting standards specific differentiation between continuing and discontinued operations, has been made in our financial report. Going forward the discontinued or non-core operations will in all likelihood not be included in the 2017 financial year report.																																													

Stakeholder Engagement

G4-24	List of stakeholder groups engaged by the organiza...		Governance report http://www.altron.com/iar2016/pdfs/2016_Altron_Governance_Report.pdf	The group's key stakeholders have been identified as Employees, Shareholders & Investors, Government & Regulatory bodies, Customers, Suppliers & Strategic Partnerships and Others (incl. associated stakeholders & communities, media, unions, institutions and NGOs).
G4-25	Basis for identification and selection of stakehol...		Governance report http://www.altron.com/iar2016/pdfs/2016_Altron_Governance_Report.pdf	Our stakeholders inform our material focus areas and are therefore closely linked to the group's strategy. We gather their feedback on an ongoing basis through various channels. This is considered, prioritised and, where appropriate, incorporated into the way we do business. In the section on Stakeholder Engagement we provide detail on our relationship with key stakeholder groups and how we respond to their greatest areas of interest and concern.
G4-26	Approach to stakeholder engagement...		Governance report http://www.altron.com/iar2016/pdfs/2016_Altron_Governance_Report.pdf	Our stakeholders inform our material focus areas and are therefore closely linked to the group's strategy. We gather their feedback on an ongoing basis through various channels. This is considered, prioritised and, where appropriate, incorporated into the way we do business. In the section on Stakeholder Engagement we provide detail on our relationship with key stakeholder groups and how we respond to their greatest areas of interest and concern.
G4-27	Topics raised during stakeholder engagements...		Governance report http://www.altron.com/iar2016/pdfs/2016_Altron_Governance_Report.pdf	Each stakeholder grouping has raised specific aspects highlighted under areas of concern and each concern has been responded to.

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Report Profile

G4-28	Reporting period (such as fiscal or calendar year)...	3	Annual financial statements http://www.altron.com/iar2016/pdfs/2016_Altron_Annual_Financial_Statement.pdf	2016 Financial Year (1 March, 2015 to 29 February, 2016)
		4	Month of Financial Year End	February
G4-29	Date of most recent previous report (if any)....		Annual financial statements http://www.altron.com/iar2016/pdfs/2016_Altron_Annual_Financial_Statement.pdf	2015 Financial Year (1 March, 2014 to 28 February, 2015)
G4-30	Reporting cycle (such as annual, biennial)....		Annual financial statements http://www.altron.com/iar2016/pdfs/2016_Altron_Annual_Financial_Statement.pdf	Annual reporting of full year results, with half-year financial results presented in August of each year (6 months cycle)
G4-31	Contact point for questions regarding the report o...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	info@altron.com - www.altron.com See: http://www.altron.com/contact/head-office-contacts
G4-32	Report the 'in accordance' option the organization...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	In accordance: Core No formal external assurance has been sought for this year's report. However, where specific items have been assured individually they have been indicated as such in the column next to each indicator, and may include both an external provider or where relevant has been provided some level of assurance through our internal audit department.
		5	Is the report GRI-compliant?	Yes, self declared
		6	What Application Level has been declared?	G4 In accordance (Core)
G4-33	Report the organization's policy and current pract...		Governance report http://www.altron.com/iar2016/pdfs/2016_Altron_Governance_Report.pdf	<p>During this financial year, no formal external assurance has been sought for this year's integrated annual report. However, where specific items have been assured individually they have been indicated as such in the column next to each indicator, and may include both an external provider or where relevant has been provided some level of assurance through our internal audit department.</p> <p>For specific elements such as B-BBEE, external review (assurance) has been sought and addresses a number of elements such as workplace profiles and other non-financial aspects. This rating is done formally through a SANAS accredited ratings agency.</p> <p>The group's internal audit function has also been increasingly become involved in the review of controls with regards to non-financial aspects of reporting, including energy consumption, environmental reporting and health and safety. As part of the auditing process, the controls are reviewed as well as the reporting of data into existing systems used for annual reporting.</p> <p>The group's external auditors also review the IAR in conjunction with the financial statements, although it does not constitute a formal assurance review.</p> <p>The disposal of the group's manufacturing operations and cost saving have been a primary driver for the inclusion of a formal assurance review this year.</p>
		7	Has the report been assured?	No
		8	If so, by whom?	N/A
		9	Has the AA1000AS Assurance Standard been used by the assurance provider?	N/A

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		10	Has the ISAE3000 Assurance Standard been used by the assurance provider?	N/A	Reported with more detail in the IAR or other report/s as per the provided links
		11	Has the assurance provider identified specific data points that have been tested?	N/A	Partially reported with specific response only
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Governance and Ethics

Governance

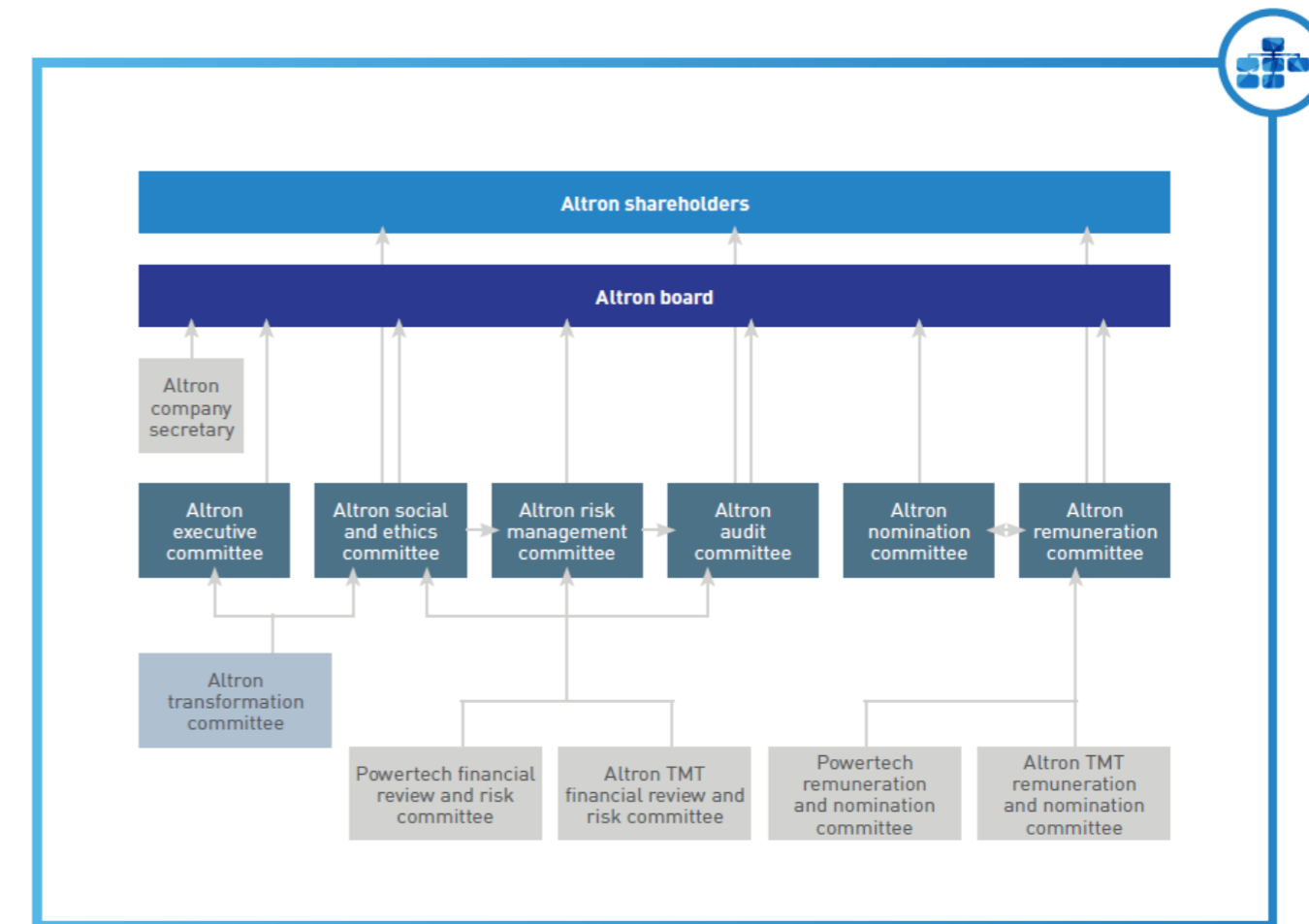
G4-34	Governance structure of the organization, includin...	
G4-35	Process for delegating authority for sustainabilit...	

Governance report
http://www.altron.com/iar2016/pdfs/2016_Altron_Governance_Report.pdf

Governance report
http://www.altron.com/iar2016/pdfs/2016_Altron_Governance_Report.pdf

Altron's approach to governance is founded on the premise that a successful business requires strong controls, meaningful structures and unwavering commitment to ethical conduct in order to reach its full potential. We remain steadfast in our pursuit of these objectives and in 2016 are confident that governance at Altron continues to be held in high regard. This helps us to mitigate risk, ensure accountability and deliver against our strategy and objectives.

The Altron social and ethics committee is responsible for monitoring, overseeing and discharging certain statutory and other obligations required



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G4-36	High-level accountability for sustainability topic...		Governance report http://www.altron.com/iar2016/pdfs/2016_Altron_Governance_Report.pdf	Ultimately the Altron Board is accountable for sustainability topics, informed by the Altron executive committee, Altron risk management committee and the Altron social and ethics committee.
G4-37	Processes for consultation between stakeholders an...		Governance report http://www.altron.com/iar2016/pdfs/2016_Altron_Governance_Report.pdf	Our stakeholders inform our material focus areas and are therefore closely linked to the group's strategy. We gather their feedback on an ongoing basis through various channels. This is considered, prioritised and, where appropriate, incorporated into the way we do business. In the section on Stakeholder Engagement we provide detail on our relationship with key stakeholder groups and how we respond to their greatest areas of interest and concern.
G4-38	Composition of the board and its committees ...		Governance report http://www.altron.com/iar2016/pdfs/2016_Altron_Governance_Report.pdf	<p>ALTRON BOARD OF DIRECTORS</p> <ul style="list-style-type: none"> - Dr WP Venter : Non-executive chairman (WM, 82) - Mr RE Venter : Chief executive (WM, 56) - Mr NJ Adami : Independent Non-executive director (WM, 62) - Mr MC Berzack : Non-executive director (WM, 67) - Mr GG Gelinck : Independent Non-executive director (BM, 67) - Mr MJ Leeming : Lead Independent director (WM, 73) - Ms SN Mabaso-Koyana : Independent Non-executive director (BF, 47) - Dr PM Maduna : Independent Non-executive director (BM, 64) - Mr JRD Modise : Independent Non-executive director (BM, 50) - Ms DNM Mokhobo : Independent Non-executive director (BF, 68) - Mr AMR Smith : Chief financial officer and finance director (WM, 47) - Mr SN Susman : Independent Non-executive director (WM, 66) <p>ALTRON PRESCRIBED OFFICERS</p> <ul style="list-style-type: none"> - Mr NM Kayton : Chief executive officer of Powertech (WM) - Mr AG Johnston : Group company secretary (WM) - Dr WH Oosthuysen : Group executive: Strategy and Technology (WM) - Mr LM Savage : Group executive: Telecommunications & Multimedia (WM)
		51	Number of Board Members	13
		52	Number of Board Members who are Non-Executive	9
		53	Percentage of Board Members who are Non-Executive	69.2%
		54	Number of Board Members who are deemed 'Independent'	8
		55	Percentage of Board Members who are deemed 'Independent'	61.5%
		56	Number of Board Members who are deemed 'HDSA'	5
		57	Percentage of Board Members who are deemed 'HDSA'	38.5%
		58	Number of Board Members who are Women	2
		59	Percentage of Board Members who are Women	15.4%
		60	Average Length of Executive Director Service (in years)	15
		61	Average Length of Non-Executive Director Service (in years)	10.8

Key
■ Reported with more detail in the IAR or other report/s as per the provided links
■ Partially reported with specific response only
■ Not reported/Not Applicable or Not measured

2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response	Score
		62	Average Length of Director (full Board) Service (in years)		12.3
		63	Average Age of Directors (in years)		62.5
		64	Overall Board and Committee Meeting attendance.		86.4%
		65	Auditor Remuneration: % of Non-audit Fees		11.4%
		66	Length of Current Auditor's service		35
G4-39	Whether the Chair of the highest governance body i...		Governance report http://www.altron.com/iar2016/pdfs/2016_Altron_Governance_Report.pdf	<p>We have established a clear balance of power and authority at board level that ensures that no one director has unfettered power. Dr Bill Venter, our non-executive chairman, is supported by Mr Mike Leeming, the group's lead independent non-executive director, to ensure adequate independence.</p> <p>The Chairman is responsible for, among other things:</p> <ul style="list-style-type: none"> • the overall effectiveness of the board and its committees; • ensuring that the board provides effective leadership, maintains ethical standards and is responsible, accountable, fair and transparent; and • ensuring that strategies are developed and implemented with the aim of achieving sustainable economic, social and environmental performance. 	
		67	Independence of Board Chairman		No
		68	Number of Prescribed Officers		4
G4-40	Nomination and selection processes for the board a...		Governance report http://www.altron.com/iar2016/pdfs/2016_Altron_Governance_Report.pdf	The Altron nomination committee is responsible for identifying and evaluating suitable candidates for appointment to the Altron board and ensuring effective succession planning. The committee reviews succession plans twice a year, which is particularly important in a family business	
G4-41	Board conflicts of interest...		Governance report http://www.altron.com/iar2016/pdfs/2016_Altron_Governance_Report.pdf	The Altron nomination committee is responsible for identifying and evaluating suitable candidates for appointment to the Altron board and ensuring effective succession planning, ensuring that the appointment of Altron's directors is transparent and governed by the formal procedures set out in the committee's mandate and terms of reference and the board charter, reviewing and testing the independence of the non-executive directors annually.	
G4-42	Highest governance body's and senior executives' r...		Governance report http://www.altron.com/iar2016/pdfs/2016_Altron_Governance_Report.pdf	Ultimately the Altron Board is accountable for sustainability topics, informed by the Altron executive committee, Altron risk management committee and the Altron social and ethics committee.	
G4-43	Board knowledge of sustainability topics...		Governance report http://www.altron.com/iar2016/pdfs/2016_Altron_Governance_Report.pdf	The Altron social and ethics committee is responsible for monitoring, overseeing and discharging certain statutory and other obligations required of a social and ethics committee in terms of the Companies Act and otherwise, on behalf of the Altron group. The primary role of the committee, is to assist the board by supporting, advising and providing guidance on the effectiveness or otherwise of management's efforts in respect of social, ethics and sustainable development-related matters	

Key	
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■	Partially reported with specific response only
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2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response
G4-44	Board performance with respect to governance of su...		Governance report http://www.altron.com/iar2016/pdfs/2016_Altron_Governance_Report.pdf	<p>The board recognises the importance of a sound system of internal control, which supports the achievement of the Altron group’s policies, aims and objectives while ensuring compliance with statutory duties and responsibilities. It acknowledges its overall responsibility for the Altron group’s system of internal controls. This includes the establishment of an appropriate control environment and framework and a review of the effectiveness, adequacy and integrity of this system. The board recognises the importance of a sound system of internal control, which supports the achievement of the Altron group’s policies, aims and objectives while ensuring compliance with statutory duties and responsibilities. It acknowledges its overall responsibility for the Altron group’s system of internal controls. This includes the establishment of an appropriate control environment and framework and a review of the effectiveness, adequacy and integrity of this system.</p>
G4-45	Board role in the identification and management of...		Governance report http://www.altron.com/iar2016/pdfs/2016_Altron_Governance_Report.pdf	<p>Summary of key focus areas during FY2016</p> <ul style="list-style-type: none"> • developed and oversaw the implementation of a revised strategy for the group; • focused on the disposal of non-core assets of the group and closed the Altech Node business; • focused on realising value for shareholders and other stakeholders by consolidating the various head offices and reducing expenses; • commenced with the transition from a family-managed business to an independent management structure; and • amended Altron’s memorandum of incorporation to ensure that it is aligned with the revised JSE Listings Requirements and updated the rules of The Altron 2009 Share Plan to align with the new Companies Act.
G4-46	Board role in reviewing risk management processes...		Governance report http://www.altron.com/iar2016/pdfs/2016_Altron_Governance_Report.pdf	<p>The board met on five separate occasions during the 2015/16 financial year, of which one was a special purpose board meeting. In addition to these board meetings, the board also held a full day strategy session, as well as monthly teleconference calls to, inter alia, monitor the group’s progress against its revised strategy disclosed to shareholders in April 2015 including the disposal of non-core assets.</p>
G4-47	Frequency of the board’s review of sustainability ...		Governance report http://www.altron.com/iar2016/pdfs/2016_Altron_Governance_Report.pdf	<p>Altron Board assisted by the Altron social and ethics committee and the group company secretary</p>
G4-48	Highest committee or position that formally review...		Governance report http://www.altron.com/iar2016/pdfs/2016_Altron_Governance_Report.pdf	<p>The Altron social and ethics committee is responsible for monitoring, overseeing and discharging certain statutory and other obligations required of a social and ethics committee in terms of the Companies Act and otherwise, on behalf of the Altron group. The primary role of the committee, is to assist the board by supporting, advising and providing guidance on the effectiveness or otherwise of management’s efforts in respect of social, ethics and sustainable development-related matters.</p>
G4-49	Process for communicating critical concerns to the...		Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf	<p>Legislation, codes of best practice and ethics Whistle-blowing Labour and human rights Environment, incl health and safety - Reported 1 fatality during the year</p>
G4-50	Nature and total number of critical concerns that ...		Remuneration report http://www.altron.com/iar2016/pdfs/2016_Alton_Remuneration%20Report.pdf	<p>The Altron Group Remuneration Policy (“the policy”), places an emphasis on rewarding consistent and sustainable individual and corporate performance in the short, medium and long-term.</p>
G4-51	Remuneration policies for the board and senior exe...			

Key

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2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response
G4-52	Process for determining remuneration...		Remuneration report http://www.altron.com/iar2016/pdfs/2016_Alton_Remuneration%20Report.pdf	<ul style="list-style-type: none"> The interests of senior executives are aligned with the interests of shareholders and with the business strategy as formulated by the board, through the linking of remuneration to sustainable individual performance through the utilisation of performance-based rewards to drive corporate performance. The company is committed to communication and ensuring that all stakeholders are aware of the policy. Remuneration practices seek to reinforce, encourage and promote superior performance through short and long-term incentives. The company adopts remuneration practices which reward consistent and sustainable individual and corporate performance. High-performing employees are rewarded for the contribution they make to the company and/ or Altron group. To achieve effective cost management, the company manages guaranteed pay levels using total cost of employment (TCOE). Performance management is directly linked to either TCOE or annual STI bonuses. All STI bonuses are discretionary and no individual has any right to be paid an annual incentive bonus.
G4-53	Stakeholders' views on remuneration...		Remuneration report http://www.altron.com/iar2016/pdfs/2016_Alton_Remuneration%20Report.pdf	We updated our remuneration practices and policies based on engagement with stakeholders. In particular, changes include modifications to more closely incentivise performance, bringing executive salaries in alignment with shareholders' interest. For more information, see our remuneration report online.
G4-54	Ratio of the annual total compensation for the org...		Remuneration report http://www.altron.com/iar2016/pdfs/2016_Alton_Remuneration%20Report.pdf	
G4-55	Ratio of percentage increase in annual total compe...		Remuneration report http://www.altron.com/iar2016/pdfs/2016_Alton_Remuneration%20Report.pdf	

Key

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Ethics and Integrity

G4-56	Describe the organization's values, principles, st...		Governance report http://www.altron.com/iar2016/pdfs/2016_Alton_Governance_Report.pdf	<p>Altron is committed to embedding a strong ethical culture in its businesses and maintaining good corporate governance structures. In 2015, we developed a group ethics strategy. The strategy is aligned with our mission, vision and values and aims to build and maintain a high-trust working environment for employees and high-trust relationships with all stakeholders. It will be submitted for approval by our social and ethics committee in May 2016. Altron also maintains its existing ethics office with its dedicated ethics officer, who facilitates a one-on-one forum to assist employees who have ethical dilemmas.</p> <p>Ongoing group-wide communication featuring Altron's ethics-related policies, statistics on the consequences of misconduct and maintaining awareness around the fact that unreasonable profit pressure may result in employees acting unethically, is also being used to maintain ethical awareness in Altron through the Altron intranet and internal newsletters and magazines. These communication initiatives also reinforce Altron's zero tolerance policy towards crime and all forms of unethical conduct.</p> <p>Our policies are publically available at: http://www.altron.com/about/group-overview/policies-and-procedures</p>
G4-57	Report the internal and external mechanisms for se...		Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Alton_Social&Ethics_Report.pdf	Altron provides an anonymous whistle-blowing facility to employees and external stakeholders via an independently-run hotline. Tips can also be submitted via phone, fax and email. All tip-offs are actively investigated, followed up and resolved. Altron's ethics office also has a secure email address that employees can use to report unethical behaviour or to seek advice and guidance on ethical dilemmas. This email address is only accessible to the chief ethics officer. Any material risks that are identified in the register are elevated to the Altron risk management committee for further deliberation per the risk management report.

2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response
G4-58	Report the internal and external mechanisms for re...		Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf	Altron provides an anonymous whistle-blowing facility to employees and external stakeholders via an independently-run hotline. Tips can also be submitted via phone, fax and email. All tip-offs are actively investigated, followed up and resolved. Altron's ethics office also has a secure email address that employees can use to report unethical behaviour or to seek advice and guidance on ethical dilemmas. This email address is only accessible to the chief ethics officer. Any material risks that are identified in the register are elevated to the Altron risk management committee for further deliberation per the risk management report.

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Specific Standard Disclosures

Economic

Economic Performance

G4-DMA			Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	<p>The Altron group is currently comprised of 25 businesses and the majority of these follow a business-to-business model. Generally, our businesses can be grouped into two areas: technology, multimedia and information technology (Altron TMT) and power electronics with a significant manufacturing element (Altron Power).</p> <p>Our business model is therefore comprised of the inputs that enable us to compete and deliver in these areas, the activities we undertake in doing so, the outputs of these efforts and the ultimate outcomes reaped as a result.</p> <p>Our stakeholders inform our material focus areas and are therefore closely linked to the group's strategy. We gather their feedback on an ongoing basis through various channels. This is considered, prioritised and, where appropriate, incorporated into the way we do business. In this section we provide detail on our relationship with key stakeholder groups and how we respond to their greatest areas of interest and concern.</p> <p>The group continues to identify two core material issues related to financial sustainability, namely profitable growth and capital cost and efficiency. In the 2016 financial year, however, we added a third material issue, "rationalising and refocusing the business". It is our belief that refocusing the business will enable a marked improvement in capital and cost efficiency and enable the group to invest for profitable growth. We view this third material issue to be temporary in nature and likely to fall away once the strategic repositioning of the group has been completed.</p>
G4-EC1	Direct economic value generated and distributed...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	<p>While financial results are an obvious outcome there are other important outcomes that are derived from our operations. These are apparent in the group's distribution of value and include:</p> <ul style="list-style-type: none"> • Distribution of wealth, skills and experience to our employees which, in turn, flows through to dependent structures, such as families and community • Client and customer satisfaction which, in turn, creates demand for our products and services and strengthens our brand and reputation • Payment of taxes and thereby contributing to the country's economic and social well-being • Upliftment of the communities in which we operate through corporate social investment initiatives and contributions linked to company profitability
		17	Rand Value of Total Revenue Generated	R26 592 350 317
		18	Rand Value of Total Revenue Generated per Full Time Employee	R2 097 850
		19	Percentage of Revenue Generated in South Africa	79%
		20	Rand Value of Net Profit Generated	-R1 101 528 632

2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response	Key
		21	Rand Value of Net Profit per Employee		-R86 899
		22	Percentage of Net Profit After Tax Generated in South Africa		0%
		23	Rand Value of Total Compensation Paid to Employees and Contractors, including wages and benefits		R5 033 000 000
		24	Average Compensation per Employee and Contractors (Rands)		R390 004
		25	Total Rand Value of Compensation Paid to Executive Directors - Excluding Gains Realised from LTIP Awards		R37 446 000
		26	Average Compensation per Executive Director (Rands) - Excluding Gains on the Exercise of Share Options		R9 361 500
		27	Ratio of Average Compensation paid to Executive Directors relative to Average Compensation Paid to Employees - Excluding LTIP		24.00
		28	Total Rand Value of Gains Realised from LTIP Awards - Executive Directors		R0
		29	Average Compensation per Executive Director (Rands) - Including 'Gains Realised from LTIP Awards'		R9 361 500
		30	Ratio: Average Compensation paid to Executive Directors relative to Average Compensation Paid to Employees - Including LTIP		24.00
		31	Total Compensation Paid to Prescribed Officers - Excluding Gains Realised from LTIP Awards		R17 584 000
		32	Average Compensation per Executive Director & Prescribed Officers - Excluding Gains Realised on LTIP Awards		R6 878 750
		33	Ratio: Average Executive Directors & Prescribed Officers Compensation relative to Average Employee Compensation - Excluding LTIP		17.64
		34	Total Rand Value Gains on the Exercise of Share Options - Prescribed Officers		R0
		35	Average Compensation per Executive Director & Prescribed Officers - Including 'Gains Realised on LTIP Awards'		R6 878 750
		36	Ratio: Average Executive Directors & Prescribed Officers relative to Average Employee Compensation - Including LTIP		17.64
		37	Ratio of Net Profit After Tax per Employee to Average Compensation per Employee		-0.22
		41	Rand Value of Total Taxes Paid, inclusive of VAT, Income Tax, Royalties, Rates & Taxes, and all other payments to Government		R270 095 000
		42	Percentage of Total Taxes Paid in South Africa		70%
		43	Rand Value of Funds Invested in Research & Development		R163 400 000
		44	Rand Value of Dividends Paid to Shareholders		R0
		45	Rand Value of Earnings Retained		R2 731 000 000

2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response	Key ■ Reported with more detail in the IAR or other report/s as per the provided links ■ Partially reported with specific response only ■ Not reported/Not Applicable or Not measured
		46	Ratio of Payments to Employees relative to Dividends paid to Shareholders	-	
		47	Ratio of Payments to Government relative to Dividends paid to Shareholders	-	
		48	Current Assets	R11 643 000 000	
		49	Current Liabilities	R8 997 000 000	
		50	Current Ratio	1.29	
		130	Rand Value of Corporate Social Investment (CSI) / Socioeconomic Development (SED) expenditures - Reported	R10 400 000	
		131	Percentage of Total CSI/SED Spend in South Africa	100%	
		132	Rand Value of CSI/SED Spend on Arts, Sports & Culture	R0	
		133	Rand Value of CSI/SED Spend on Basic Needs & Social Development, including Nutrition and/or Feeding Programmes	R1 020 869	
		134	Rand Value of CSI/SED Spend on Education	R0	
		135	Rand Value of CSI/SED Spend in Environmental Management Projects (NEW)	R0	
		136	Rand Value of CSI/SED Spend on Health, including HIV/AIDS	R101 061	
		137	Rand Value of CSI/SED Spend on Infrastructure Development	R0	
		138	Rand Value of CSI/SED Spend on Other	R9 278 070	
		139	Rand Value of CSI/SED Spend on Skills Development, including Adult Basic Education & Training (ABET)	R0	
		140	Rand Value of CSI/SED Spend on Small Business Development Projects (NEW)	R0	
		141	Total Rand Value of CSI/SED Spend - Calculated	R10 400 000	
		142	Variance between Total CSI/SED Spend Reported...versus Calculated - Rands	R0	
		143	Variance between Total CSI/SED Spend Reported...versus Calculated - Percentage	0%	
		144	CSI Spend as a percentage of Net Profit after Tax (NPAT)	-0.94%	
		146	Rand Value of Enterprise Development Spend (i.e. support for small business)	R29 350 099	
G4-EC2	Financial implications and other risks and opportu...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	During the reporting period the board took the decision to refocus the group into a technology business, thereby removing Altron from the business of manufacturing. Our technology businesses have generally been consistent performers over the last few years and are well positioned strategically. The group's commitment to exit the manufacturing sector will significantly impact its environmental impact going forward. These discontinued operations comprise in excess of 75% of the group's current environmental footprint. While our impact will be significantly less our commitment to environmental initiatives will receive the same – or greater – focus going forward.	

2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response
G4-EC3	Coverage of the organization's defined benefit pla...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	The latest estimate of the scheme was done on 31 December, 2015 (Interim actuarial valuation) and stood at R235 million (1.92%). The employer contributes on average 12.5% of salary of employees. Participation is mandatory.
G4-EC4	Financial assistance received from government...			Not measured

Key	
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Market Presence

G4-DMA			Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	Altron has a direct presence in 18 countries, including South Africa, on four continents through its various businesses. The majority of our revenue and headcount (94%), however, are derived from the local market in South Africa where the group is headquartered. Our human capital strategy is to attract and retain the best talent, create an environment conducive to innovation and job satisfaction, and provide training to help employees excel in their roles. We ensure that transformation is overseen and managed from the top through a group transformation committee chaired by the group executive: corporate affairs. Management of human capital has transitioned to a shared services model in which the function is held centrally but administered at a business level. Human capital shared services reports directly to the group executive: human capital who in turn reports to the group executive: corporate affairs. Within the human capital structure sit newly created specialist functions including transformation, talent management, recruitment and administration. These provide targeted guidance to the operations, ensuring good governance, sound policies and procedures. Engagement with our employees is critical to our ability to create a collaborative and transparent company culture. Our employees are also our most valuable asset and ambassadors of our brand and it is therefore essential that we take their recommendations into careful consideration. We receive both formal and informal feedback from our workforce through a wide array of channels. These include staff events and meetings, electronic communications, training and awareness initiatives, suggestion boxes, roadshows and site visits, intranet and other collaboration tools. In the year ahead there will be an increased focus on internal communications initiatives that address staff concerns and reinforce positive developments and strategic progress. Furthermore, we are implementing an internal change communications programme to address morale and create strategic alignment across the group.
G4-EC5	Ratios of standard entry level wage by gender comp...		Remuneration report http://www.altron.com/iar2016/pdfs/2016_Alton_Remuneration%20Report.pdf	
G4-EC6	Proportion of senior management hired from the loc...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	184 employees where hired from the local community where the group has a presence for senior management positions

Indirect Economic Impacts

G4-DMA			Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	Altron's socioeconomic development expenditure (SED) is managed through its corporate social investment (CSI) programme. We use our expertise in ICT to focus on projects that are technology-related, ensuring that we have the maximum positive impact while raising interest in the sector. Our focus is primarily on the training and development of unemployed people through projects close to our operations. This helps us to maintain a close relationship with the beneficiaries and NGOs with whom we partner.
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2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response
G4-EC7	Development and impact of infrastructure investmen...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	<p>In 2016 we invested R10,4 million (2015: R10,7 million) in our communities. This investment included an initiative to build a second multimedia training centre in the Johannesburg suburb of Alexandra (Alex). The group funded the building of the first such centre in KwaMashu in KwaZulu-Natal. Together, the KwaMashu and Alex training centres form the backbone of the group's ambition to train and develop marketable ICT skills in unemployed people. This SED strategy aligns with our human capital plan to establish a pipeline of talented and skilled young people that are capable and interested in entering the ICT industry. As a result, our investment addresses the compelling need for social upliftment in our communities while providing the basis for improved equitable employment in the medium to long term. While it is not a material business issue, investing in our communities is an important demonstration of our company values and is closely linked to our social licence to operate.</p>
		145	Does the report include a comprehensive discussion of returns on CSI?	No
G4-EC8	Significant indirect economic impacts, including t...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	<p>Our stakeholders inform our material focus areas and are therefore closely linked to the group's strategy. We gather their feedback on an ongoing basis through various channels. This is considered, prioritised and, where appropriate, incorporated into the way we do business. In this section we provide detail on our relationship with key stakeholder groups and how we respond to their greatest areas of interest and concern.</p>
Procurement Practices				
G4-DMA			Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	<p>Our suppliers and partners are critical to our ability to meet customer requirements and to build and maintain our competitive advantage. Engaging with them helps Altron to manage its supply chain requirements, improve the quality of our products and services, negotiate competitive pricing, gain access to product technology and ensure that our supply chain reflects the same high standards of ethical behaviour. Engagement with our strategic partners and suppliers is conducted through formal mechanisms such as service level agreements, audits, tender responses, one-on-one meetings and site visits. It also takes place through more informal forums such as conferences, trade shows and company events, business associations, product training and media releases.</p> <p>Areas of concern</p> <ul style="list-style-type: none"> • Business continuity - Contract negotiations, regular face-to-face engagement and written correspondence • Collaboration opportunities with strategic partners - Form partnerships to find solutions that mutually benefit both parties • SMME development requirements - Regular assessment of product quality and on-time delivery • Price and margin - Recognition and rewarding of good suppliers <p>Altron's 2017 focus will be on remaining and/or becoming a preferred supplier to our strategic partners. Furthermore, we expect to gain volume discounts through in-depth supply chain management. In all our engagements with suppliers and strategic partners we will maintain awareness of high ethical standards within Altron.</p>
G4-EC9	Proportion of spending on local suppliers at signi...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	<p>A significant proportion of our procurement expenditure in 2016 went to our strategic partners, most of whom are major international corporations. This challenge will increase as the group moves away from manufacturing in favour of the technology sector. Altron is currently undertaking an exercise to engage with its suppliers and identify those that are black-owned and empowered. Our goal is to channel our spend to suppliers with a minimum of level four empowerment.</p> <p>Specific details with regards to our spend with our suppliers will be provided once our B-BBEE ratings have been concluded.</p>

Key	
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	Not reported/Not Applicable or Not measured

2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response	Key
		38	Rand Value of Total Discretionary/Measured Spend		Not reported
		39	Rand Value of Historically Disadvantaged South African (HDSA) Procurement Spend		Not reported
		40	HDSA Procurement Spend: Percentage of Total Measured Spend		0%

Key
Reported with more detail in the IAR or other report/s as per the provided links
Partially reported with specific response only
Not reported/Not Applicable or Not measured

Environmental Materials

G4-DMA				Broadly speaking, our business falls within two spheres: technology and manufacturing; however, we are currently in the process of transitioning out of the latter sphere and by the end of the 2016 financial year we expect to be repositioned solely in the technology sector. In the coming year, as the group completes its transition out of the manufacturing environment, we expect our procurement profile to shift substantially away from commodities in favour of more value-adding technology and products. At present this indicator is not measured	
G4-EN1	Materials used by weight or volume...		N/A	Not measured	
G4-EN2	Percentage of materials used that are recycled inp...		N/A	Not measured	

Energy

G4-DMA			Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	The primary source of Altron’s environmental impact – particularly with regard to electricity, water and waste – is from our manufacturing operations within Altron Power. Improving these impacts is important to the group, not only to “do the right thing” as a good corporate citizen, but also because more efficient use of natural resources can be a significant source of cost savings and risk mitigation.	
G4-EN3	Energy consumption within the organization...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	The total energy consumption for the group was 557 725 GJ (447 196 GJ - for electricity consumed, 110 529 GJ - for other fuels combusted)	
		106	Total Direct Energy Consumption (Gigajoules, GJ) – i.e., from fuels burned		110 529
		108	Total Indirect Energy Consumption (Gigajoules, GJ) – i.e., from electricity consumed		447 196
		110	Total Electricity Consumption (MWh)		124 221
		112	Total Energy Consumption in Gigajoules - calculated		557 725
		113	Does the company report a target for electricity consumption, or reductions, against a specific denominator (e.g. per PHW)	No - targets are being revised due to scope and boundary changes	
		114	Does the company report a target for total energy consumption or reductions, against a specific denominator (e.g. per PHW)	No - targets are being revised due to scope and boundary changes	

2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response	
G4-EN4	Energy consumption outside of the organization...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	Not measured	
G4-EN5	Energy intensity...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	8.755 GJ per FTE per annum	
		107	Total Direct Energy Consumed per person hour worked (MJ / HW)		4.70
		109	Total Indirect Energy Consumed per person hour worked (MJ / HW)		19.00
		111	Total Electricity Consumed per person hour worked (MWh / HW)		0.01
G4-EN6	Reduction of energy consumption...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	The reduction comes as a result of a combination of factors. Energy- and cost-saving measures such as the installation of a photovoltaic solution at Powertech Systems Integration's offices in Pretoria helped to reduce our footprint. The scaling back and closure of certain factories' operations also meant that we consumed less electricity and therefore emitted less than in previous years.	
G4-EN7	Reductions in energy requirements of products and ...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	The telecommunications and multimedia and electronics division's strategy going forward is to use relevant technology to benefit its customers by creating efficiencies for them, reducing their costs and making their businesses better so that they can grow and prosper. R&D will continue to be an important enabler of this, as will the commitment of our people and the spirit of innovation throughout the group. Our investment in organic and inorganic growth will be focused on businesses in the growth stages of their maturity cycle, reigniting our incubation function.	

Key	
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Water

G4-DMA			Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	The primary source of Altron's environmental impact – particularly with regard to electricity, water and waste – is from our manufacturing operations within Altron Power. Improving these impacts is important to the group, not only to “do the right thing” as a good corporate citizen, but also because more efficient use of natural resources can be a significant source of cost savings and risk mitigation.	
G4-EN8	Total water withdrawal by source...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	Municipal Water - 351 668kl Borehole/groundwater - 7 673kl Waste Water - 42 317kl	
		121	Total Water Consumption (Kilolitres, or Kl)		409 909
		122	Average Volume of Water (Litres) Consumed per Person Hour Worked (l/HW)		17.41
		123	Does the company report a target for water consumption, or reduction, against a specific denominator (e.g. per PHW)	No - targets are being revised due to scope and boundary changes	

2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response
G4-EN9	Water sources significantly affected by withdrawal...		N/A	All our facilities are located within municipal or demarcated as industrial or business zones within city borders. As far as we are aware none of these facilities have a direct impact on any water body or area that has been classified as biodiverse.
G4-EN10	Percentage and total volume of water recycled and ...		N/A	Not measured

Key

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Biodiversity

G4-DMA			N/A	All our facilities are located within municipal or demarcated as industrial or business zones within city borders. As far as we are aware none of these facilities have a direct impact on any water body or area that has been classified as biodiverse.
G4-EN11	Operational sites owned, leased, managed in, or ad...		N/A	
G4-EN12	Description of significant impacts of activities, ...		N/A	
G4-EN13	Habitats protected or restored...		N/A	
G4-EN14	Total number of IUCN Red List species and national...		N/A	

Emissions

G4-DMA			<p>The primary source of Altron’s environmental impact – particularly with regard to electricity, water and waste – is from our manufacturing operations within Altron Power. Improving these impacts is important to the group, not only to “do the right thing” as a good corporate citizen, but also because more efficient use of natural resources can be a significant source of cost savings and risk mitigation.</p> <p>Energy and emission management Altron’s total carbon footprint (encompassing scopes one, two and three emissions), declined 11% to 142 203 tonnes carbon dioxide equivalent (tCO₂e) (2015: 159 935 tCO₂e). Scope two emissions (derived from electricity purchased), particularly from our manufacturing operations in Altron Power, continue to represent the greatest proportion (76%) of our total emissions. The group consumed 124 221 MWh during the year, down 8% from 134 934 MWh in 2015. Of this, 81% (100 209 MWh) was consumed by Altron Power. The reduction comes as a result of a combination of factors. Energy- and cost-saving measures such as the installation of a photovoltaic solution at Powertech Systems Integration’s offices in Pretoria helped to reduce our footprint. The scaling back and closure of certain factories’ operations also meant that we consumed less electricity and therefore emitted less than in previous years. Overall the emissions per full-time employee decreased to 11,2 tCO₂e (2015: 13,27 tCO₂e), due to a combination of efficiency measures, reduced production in the manufacturing facilities and a 13% increase in headcount within the Altron TMT operations. With the discontinuation and/or disposal of the remaining manufacturing businesses over the coming year, we expect our carbon emissions to reduce substantially in the coming year. This will necessitate a review of our reduction targets going forward.</p>	
		115	Total Carbon Emissions (Tons of Carbon Dioxide equivalents, CO ₂ e) - calculated	142 202.52

2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	14 497.64 tCO ₂ e
		116	Carbon Emissions - Scope 1	14 497.64
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Sc...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	120 431.11 tCO ₂ e
		117	Carbon Emissions - Scope 2	120 431.11
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Sco...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	7 273.77 tCO ₂ e
		118	Carbon Emissions - Scope 3	7 273.77
G4-EN18	Greenhouse gas (GHG) emissions intensity...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	11.2 tCO ₂ e per FTE
		119	Average Volume of Carbon Emissions per Person Hour Worked (Tons CO₂e / HW)	0.01
		120	Does the company report a target for carbon emissions, or reduction, against a specific denominator (e.g. per PHW)	No - targets are being revised due to scope and boundary changes
G4-EN19	Reduction of greenhouse gas (GHG) emissions...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	Overall the emissions per full-time employee decreased to 11,2 tCO ₂ e (2015: 13,27 tCO ₂ e), due to a combination of efficiency measures, reduced production in the manufacturing facilities and a 13% increase in headcount within the Altron TMT operations.
G4-EN20	Emissions of ozone-depleting substances (ODS)...		N/A	Not measured
G4-EN21	NO _x , SO _x , and other significant air emissions...		N/A	Not measured

Key	
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2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response	Key
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Key
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Effluents and Waste

G4-DMA			<p>Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf</p>	<p>The primary source of Altron’s environmental impact – particularly with regard to electricity, water and waste – is from our manufacturing operations within Altron Power. Improving these impacts is important to the group, not only to “do the right thing” as a good corporate citizen, but also because more efficient use of natural resources can be a significant source of cost savings and risk mitigation.</p> <p>The group and its businesses are governed by South Africa’s Waste Management Act, No. 5 of 2008 in its management and disposal of waste streams. We remain committed to recycling as much waste as possible, thereby limiting the amount that is sent to landfill. This also helps us to reduce waste disposal costs as outlined within our waste management policy statement available on our public website (http://www.altron.com/sustainability/our-reports).</p> <p>Our operations have initiatives in place to encourage our employees to dispose of paper, glass, plastic and electronic waste in dedicated recycling bins. In total the group recycled 5 299 tonnes of hazardous and non-hazardous waste during the year – 34% of all waste generated (15 607 tonnes). By comparison 29% (4 486 tonnes) was sent to landfill. This is a 97% increase from 2015 (2 276 tonnes) and can be attributed to improved record-keeping and reporting across the group.</p> <p>The Powertech group’s battery recovery activities account for 99% of all hazardous waste generated in the group.</p>	
G4-EN22	Total water discharge by quality and destination...		<p>Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf</p>	A total of 35 179kl of water discharged as sewage has been reported.	
G4-EN23	Total weight of waste by type and disposal method...		<p>Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf</p>		

	Waste Type	Composting	Reuse	Recycling	Recovery	Incineration (or use as fuel)	Landfill	On-site storage	Other Waste	Total
Altron Management Services	General Waste	-	-	10	-	-	26	-	-	36
		-	-	219	83	-	532	24	-	858
		14	316	4 741	365	169	2 337	-	174	8 116
Altron TMT Powertech Group	Hazardous Waste	-	-	14	-	-	8	-	-	22
		-	-	315	4 566	38	1 582	-	73	6 574
		14	316	5 299	5 015	207	4 486	24	247	15 607

124	Total Volume of Non-Hazardous Waste Disposed (Tons)	9 010
125	Average Volume of Non-Hazardous Waste per Person Hour Worked (Tons / HW)	0.0004

2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response	
		126	Total Volume of Hazardous Waste Disposed (Tons)		6 597
		127	Average Volume of Hazardous Waste per Person Hour Worked (Tons / HW)		0.0003
		128	Total Volume of Waste sent for Recycling (Tons)		5 299
		129	Percentage of Waste disposed of that is sent for recycling		34%
G4-EN24	Total number and volume of significant spills...			No significant spills reported during this financial year	
G4-EN25	Weight of transported, imported, exported, or trea...		N/A	We do not transport waste	
G4-EN26	Identity, size, protected status, and biodiversity...		N/A	All our facilities are located within municipal or demarcated as industrial or business zones within city borders. As far as we are aware none of these facilities have a direct impact on any water body or area that has been classified as biodiverse.	

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Products and Services

G4-DMA				<p>Altron aims to deliver innovative products and services to its customers by offering end-to-end solutions that draw on the collective strength of our businesses. Doing so gives us a unique understanding of the market and is an important source of competitive advantage. However, maintaining this advantage requires that we stay at the forefront of technology, anticipating disruptive trends and opportunities, and adapting to our ever shifting operating environment. We aim to achieve this through investment in the two most material issues: innovation and research and development (R&D), and our product and service offerings.</p> <p>Many of the sectors in which we compete are characterised by frequent – and potentially disruptive – technological advances. Many of Altron’s companies have competed in these fast-paced, innovative environments for decades and are well suited to deliver on the demands of their customers. However, there is no room for complacency and we are conscious that we need to continually evolve and improve our products and services or risk their becoming rapidly obsolete.</p> <p>In the coming year Altron plans to complete its transition away from the manufacturing environment. This will entail the sale of the remaining Altron Power businesses to reduce debt levels and refocus the business. Our new portfolio of products and services will be more technology aligned and R&D will therefore be more important than ever. Digitalisation is expected to present both great opportunity and risk for Altron, and will be a significant source of disruption in the broader business environment. The information technology division will need to play an important role in helping clients migrate to the cloud while carefully balancing the digitalisation of our product and service portfolio as well as our own internal systems. As South Africa strives for digital inclusion, supporting the roll-out of major broadband networks and infrastructure will be an important source of growth for Altron. This will require investment in the right technology and partnerships to deliver cost-effective and innovative solutions. We are also continuing our support of financial technology (fintech) companies through the well-established relationships we have with the banking industry. The group also expects to take a “back-to-basics” approach in 2016, focusing on satisfying our customers, eradicating inefficiencies and using technology to improve productivity.</p>	
G4-EN27	Extent of impact mitigation of environmental impac...		N/A	Not measured	
G4-EN28	Percentage of products sold and their packaging ma...		N/A	Not measured	

2016 Altron group GRI G4 (Core)

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Key

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Compliance

G4-DMA			Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf	At Altron ethics isn't just about compliance; our approach to ethical business is based on a foundation of actions and behaviour. Our values provide the guidance to ensure we put ethics into action. At a board level oversight is provided by the group social and ethics committee (SEC). The SEC is supported by the group ethics officer, who is registered with the Ethics Institute of South Africa. Altron, its businesses and its employees are guided by the Altron Code of Ethics and Corporate Code of Conduct. An abridged version of these is included in all suppliers' contracts and terms and conditions, and service providers are expected to abide by the same level of ethics that we uphold in our own operations. The code of ethics is also available to employees on the group's dedicated ethics website and the company website. In addition, we regularly feature topics related to ethics in company publications and periodic ethics competitions to create awareness across the group. Ultimately the board, together with the chief executive (CE), is responsible for the ethical culture of the group. They are supported by the social and ethics committee and ethics office.
G4-EN29	Monetary value of significant fines and total numb...		Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf	The group did not incur any fines at group level during the year, nor were any material fines incurred by any subsidiaries.

Transport

G4-DMA			N/A	Not measured
G4-EN30	Significant environmental impacts of transporting ...		N/A	Not measured

Overall

G4-DMA			Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	<p>The group's commitment to exit the manufacturing sector will significantly impact its environmental impact going forward. These discontinued operations comprise in excess of 75% of the group's current environmental footprint. While our impact will be significantly less our commitment to environmental initiatives will receive the same – or greater – focus going forward.</p> <p>Our reduction targets will have to be reviewed and aligned with the new structure of the group in the year ahead. In doing so consideration is being given to the Science Based Targets joint initiative by the CDP, the UN Global Compact (UNGC), the World Resources Institute (WRI) and World Wildlife Fund (WWF). This initiative provides guidance to companies to align their targets with the level of decarbonisation required to keep global temperature increase below two degrees Celsius compared to pre-industrial temperatures. We believe that opportunity exists to focus our environmental efforts to align better to our industry peers.</p> <p>As such we will explore more relevant and appropriate metrics and indicators within the technology sector, whereas we previously applied generic indicators to obtain a common view across the group. Similarly, we will be focusing on addressing the most material aspects of our environmental footprint across the group's value chain, including the impact of our supply chain as well as the delivery, use and disposal of products and services.</p>
G4-EN31	Total environmental protection expenditures and in...			We are in the process of refining our environmental expenditure data

2016 Altron group GRI G4 (Core)

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Supplier Environmental Assessment

G4-DMA			Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	<p>Our suppliers and partners are critical to our ability to meet customer requirements and to build and maintain our competitive advantage. Engaging with them helps Altron to manage its supply chain requirements, improve the quality of our products and services, negotiate competitive pricing, gain access to product technology and ensure that our supply chain reflects the same high standards of ethical behaviour.</p> <p>Engagement with our strategic partners and suppliers is conducted through formal mechanisms such as service level agreements, audits, tender responses, one-on-one meetings and site visits.</p> <p>Altron's 2017 focus will be on remaining and/or becoming a preferred supplier to our strategic partners. Furthermore, we expect to gain volume discounts through in-depth supply chain management. In all our engagements with suppliers and strategic partners we will maintain awareness of high ethical standards within Altron.</p> <p>Furthermore, we have developed a supply chain framework to maintain business continuity and manage potential risks within the group's value chain. This framework is based on three pillars: managing business risks and opportunities; realising efficiencies; and creating sustainable products, all within the backdrop of our four sustainable business strategy value drivers.</p>
G4-EN32	Percentage of new suppliers that were screened usi...			233 suppliers have been screened using environmental criteria
G4-EN33	Significant actual and potential negative environm...			No impacts reported

Environmental Grievance Mechanisms

G4-DMA			Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	<p>In our rapidly evolving markets, relationships with key external stakeholders help us to gain access to opportunities, mitigate risk and provide the products, services and solutions our customers require. Maintaining relations with investors, clients and customers, government and parastatals, strategic partners and suppliers are therefore essential. Limiting the environmental impact of our operations is also important in retaining our reputation as a good corporate citizen.</p> <p>Altron and its businesses depend on their relationships with various external stakeholders in order to meet their obligations and operate smoothly. These are managed at both a group and business level as required</p>
G4-EN34	Number of grievances about environmental impacts f...			No grievances have been reported.

2016 Altron group GRI G4 (Core)

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Social

Labour Practices and Decent Work

Employment

G4-DMA			<p>Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf</p>	<p>Altron’s human capital comprises our people – the workforce that brings our strategy to life. Our human capital strategy is to attract and retain the best talent, create an environment conducive to innovation and job satisfaction, and provide training to help employees excel in their roles. We ensure that transformation is overseen and managed from the top through a group transformation committee chaired by the group executive: corporate affairs. Management of human capital has transitioned to a shared services model in which the function is held centrally but administered at a business level. Human capital shared services reports directly to the group executive: human capital who in turn reports to the group executive: corporate affairs. Within the human capital structure sit newly created specialist functions including transformation, talent management, recruitment and administration. These provide targeted guidance to the operations, ensuring good governance, sound policies and procedures.</p> <p>As at year-end Altron employed 12 676 permanent staff, up 5% from 2015 (12 049). While our workforce at Altron Power contracted 7% as a result of the closure and downsizing of certain operations, this was more than off-set by the acquisition of Inter-Active Technologies by Bytes People Solutions, leading to a 13% growth in staffing for Altron TMT. At 8 709 employees, Altron TMT employs the greatest proportion (69%) of our employees. Altron Power, by comparison, employs 31%. The reduction in the Altron Corporate headcount from 2015 is due to the transfer of employees previously within the corporate head office into the group’s shared services division within Altron TMT.</p>
G4-LA1	Total number and rates of new employee hires and e...		<p>Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf</p>	<p>Even amidst a challenging period for the group its employees remain loyal to the organisation. Overall employee turnover at a group level was 1,9%, up from 1,6% in 2015. We believe this marginal increase to be due to organisational changes in a number of businesses within the group.</p>
		78	<p>Employee Turnover (i.e., number of persons who departed relative to the total number of employees at year end)</p>	1.90%
G4-LA2	Benefits provided to full-time employees that are ...		<p>Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf</p>	<p>The majority of the group’s full-time employees receive or have access to the following benefits - Life insurance, health care insurance, Disability and invalidity coverage, Parental leave, Retirement provision, Stock ownership.</p> <p>Whereas stock options have been a long-standing component of incentivising management performance, the sharp decline in Altron’s share price has reduced the efficacy of this incentive. However, despite this, top management has largely remained in-seat during the year. All permanent employees are members of a medical aid programme that gives them access to a variety of benefits designed to prevent and manage a range of serious illnesses and diseases including HIV/Aids and tuberculosis. Many of our operations offer employees health risk assessments and lifestyle coaching through annual wellness days.</p>
G4-LA3	Return to work and retention rates after parental ...		<p>Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf</p>	<p>Even amidst a challenging period for the group its employees remain loyal to the organisation. Overall employee turnover at a group level was 1,9%, up from 1,6% in 2015. We believe this marginal increase to be due to organisational changes in a number of businesses within the group.</p>

2016 Altron group GRI G4 (Core)

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Key	
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Labour/Management Relations

G4-DMA			<p>Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf</p>	<p>Altron’s human capital comprises our people – the workforce that brings our strategy to life. Our human capital strategy is to attract and retain the best talent, create an environment conducive to innovation and job satisfaction, and provide training to help employees excel in their roles. We ensure that transformation is overseen and managed from the top through a group transformation committee chaired by the group executive: corporate affairs. Management of human capital has transitioned to a shared services model in which the function is held centrally but administered at a business level. Human capital shared services reports directly to the group executive: human capital who in turn reports to the group executive: corporate affairs. Within the human capital structure sit newly created specialist functions including transformation, talent management, recruitment and administration. These provide targeted guidance to the operations, ensuring good governance, sound policies and procedures.</p> <p>As at year-end, 15% of our total workforce was unionised and this was heavily concentrated in the manufacturing environments, including Altech UEC, Arrow Altech Distribution and Altron Power. The National Union of Metalworkers of South Africa (NUMSA), is the most predominant union, with 1 320 members (74% of the total unionised workforce). Other unions with bargaining rights include Federal Council of Retail and Allied Workers (FEDCRAW), Metal and Electrical Workers Union of South Africa (MEWUSA), South African Equity Workers Association (SAEWA), Solidarity and United Association of South Africa (UASA). Altron is part of the Steel and Engineering Industries Federation of Southern Africa (SEIFSA) bargaining council that consists of over 400 employers. During wage negotiations our employees occasionally go on strike as part of a broader exercise for reasons outside of our control.</p>
G4-LA4	Minimum notice periods regarding operational chang...			<p>Notice periods for operational changes vary from 4 - 8 weeks for retrenchments, short time, outsourcing, and/or technological changes</p>

Occupational Health and Safety

G4-DMA			<p>Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf</p>	<p>Our most significant health and safety risks are related to our manufacturing operations, primarily within Altron Power. Nevertheless, we take the responsibility to safeguard our employees’ well-being seriously across the group. This is because maintaining a safe, healthy workforce enables our employees – and therefore our businesses – to meet their full potential with fewer absences. All permanent employees are members of a medical aid programme that gives them access to a variety of benefits designed to prevent and manage a range of serious illnesses and diseases including HIV/Aids and tuberculosis. Many of our operations offer employees health risk assessments and lifestyle coaching through annual wellness days. Within the manufacturing environment, four operations (Aberdare Cables, Powertech Batteries, Powertech Systems Integrators and Powertech Transformers) are OHSAS 18001 certified.</p> <p>Although any injury on duty is regrettable, we are pleased that the number declined from 96 in 2015 to 86 this year. We do, however, sincerely regret having to report the passing away of Mr Bonginkosi Clement Masondo, a technician employed by Bytes Managed Solutions, whilst he was performing work on duty. We extend our heartfelt condolences to his family and colleagues.</p>
G4-LA5	Percentage of total workforce represented in forma...			<p>Approximately 243 employees participates in health & safety committees across the group.</p>

2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response	Key ■ Reported with more detail in the IAR or other report/s as per the provided links ■ Partially reported with specific response only ■ Not reported/Not Applicable or Not measured
G4-LA6	Type of injury and rates of injury, occupational d...		Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf	Although any injury on duty is regrettable, we are pleased that the number declined from 96 in 2015 to 86 this year. We do, however, sincerely regret having to report the passing away of Mr Bonginkosi Clement Masondo, a technician employed by Bytes Managed Solutions, whilst he was performing work on duty. We extend our heartfelt condolences to his family and colleagues. Lost time injuries - 86 Occupational diseases - 2 Lost days reported - 1 744 Missed/absentee days - 28 992 Fatalities - 1	
		79	Total Number of Person Hours Worked (PHW) - Reported		23 538 720
		80	Total Number of Person Hours Worked (HW) - Calculated (i.e., 1 824 HW multiplied by total workforce at year end)		23 538 720
		81	Variance in HW reported, versus calculated (percentage)		-
		86	Total number of Person Days lost due to Absenteeism		28 992
		87	Percentage of Total Person Days lost due to Absenteeism - Calculated or Reported		1.0%
		88	Total number of Person Days lost due to Industrial Action (i.e., strike action)		-
		89	Percentage of Total Person Days lost due to Industrial Action - Calculated or Reported		0.0%
		90	Number of Fatalities (i.e., injuries on duty leading to death...excluding the deaths of workers not occurring 'at work')		1
		91	Number of First Aid Cases (FACs, i.e., injuries on duty leading to minor treatments, such as a plaster or a pain tablet)		-
		92	Number of Medical Treatment Cases (MTCs, i.e., injuries on duty leading to medical treatment, but no lost days)		-
		93	Number of Lost Time Injuries (LTIs, i.e., injuries on duty leading to at least one lost day)		86
		94	Total Number of Recordable Injuries, including MTCs, LTIs and Fatalities - Reported		1
		95	Total Number of Recordable Injuries, including MTCs, LTIs and Fatalities - Calculated		87

2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response	
		96	Fatal Injury Frequency Rate (FIFR, i.e., number of Fatalities per 200 000 person hours worked) - Reported		87
		97	Fatal Injury Frequency Rate (FIFR, i.e., number of Fatalities per 200 000 person hours worked) - Calculated		0.01
		98	Lost Time Injury Frequency Rate (LTIFR, i.e., Number of LTIs per 200 000 person hours worked) - Reported		-
		99	Lost Time Injury Frequency Rate (LTIFR, i.e., Number of LTIs per 200 000 person hours worked) - Calculated		0.73
		100	Total Recordable Injury Frequency Rate (TRIFR) - Reported		-
		101	Total Recordable Injury Frequency Rate (TRIFR) - Calculated		0.74
		102	Does the company report a LTIFR and/or TRIFR target?		No
		103	Total Number of Employees & Contractors receiving Voluntary Counselling and Testing (VCT) for HIV/AIDS (i.e., counselled)		N/A
		104	Total Number of Employees & Contractors Tested for HIV/AIDS		N/A
		105	HIV/AIDS Prevalence Rate amongst employees		N/A
G4-LA7	Workers with high incidence or high risk of diseases...			2 incidents of occupational diseases reported for the year	
G4-LA8	Health and safety topics covered in formal agreeme...			Not measured directly, but all facilities have health and safety representation and meetings are held regularly	

Key

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2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response
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Training and Education - see Training spend summary at the end of this table

G4-DMA			<p>Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf</p>	<p>Sourcing and developing people with the right skills is critical to our ability to innovate. In South Africa the pool of black talent, particularly in the technology sector, is limited as a result of the country's educational legacy. Altron is committed to the ongoing development of its people and will strive to meet its targets in terms of spend as a percentage of payroll. The group invested R86,5 million (2015: R110 million) in training overall, of which 84% (R72 million) was spent developing black talent (2015: R83 million). A large proportion of this expenditure is channelled through Bytes People Solutions (BPS), a division of Altron TMT. BPS, in addition to providing training for external customers, also maintains a pipeline of promising suitably qualified candidates. These candidates are then skilled in various areas of ICT and, once qualified, are placed within the group's operations where need exists for entry-level skills.</p> <p>Our employees embody the group's innovative, entrepreneurial spirit and are a key factor in its success. As Altron shifts its focus towards the IT space the essential skills and experience of its workforce will be even more critical. It is therefore essential that we continue to invest in and nurture our people in order to meet our strategic objectives.</p> <p>Core skills and talent management - Altron continues to invest in the skills and development of its people through training opportunities and deliberate and ongoing performance feedback. Our skills requirements vary across our divisions, but in the technology areas in which we are focusing in the future, our priority is on the core skills pertinent to our various operational needs and objectives. We recruit new talent based on – among other things – their experience in these areas. Employee skill levels are continually upgraded through a variety of skills development interventions as technology changes dictate. This is largely accomplished through the Bill Venter Academy. The academy is managed through Bytes People Solutions and focuses on four strategic areas:</p> <ul style="list-style-type: none"> • Management and leadership development • Sales enablement • Customer service • Scarce and specialised skills
G4-LA9	Average hours of training per year per employee by...		<p>Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf</p>	On average, each full-time permanent employee in South Africa received 135 hours of training in 2016 at an average cost of R7 215.
		82	Total number of employees trained, including internal and external training interventions	-
		83	Percentage of Employees Trained in South Africa	-
		84	Rand Value of Employee Training Spend	R86 456 636
		85	Percentage of Training Spend in South Africa	100%

2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response
G4-LA10	Programs for skills management and lifelong learning...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	<p>Our employees embody the group’s innovative, entrepreneurial spirit and are a key factor in its success. As Altron shifts its focus towards the IT space the essential skills and experience of its workforce will be even more critical. It is therefore essential that we continue to invest in and nurture our people in order to meet our strategic objectives.</p> <p>Core skills and talent management - Altron continues to invest in the skills and development of its people through training opportunities and deliberate and ongoing performance feedback. Our skills requirements vary across our divisions, but in the technology areas in which we are focusing in the future, our priority is on the core skills pertinent to our various operational needs and objectives. We recruit new talent based on – among other things – their experience in these areas. Employee skill levels are continually upgraded through a variety of skills development interventions as technology changes dictate. This is largely accomplished through the Bill Venter Academy. The academy is managed through Bytes People Solutions and focuses on four strategic areas:</p> <ul style="list-style-type: none"> • Management and leadership development • Sales enablement • Customer service • Scarce and specialised skills
G4-LA11	Percentage of employees receiving regular performance reviews...			Approximately 52% of all salaried staff have received performance reviews during the year (32% male, 20% female)

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Diversity and Equal Opportunity

G4-DMA			Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	<p>Our human capital strategy is to attract and retain the best talent, create an environment conducive to innovation and job satisfaction, and provide training to help employees excel in their roles. We ensure that transformation is overseen and managed from the top through a group transformation committee chaired by the group executive: corporate affairs.</p> <p>Business context In South Africa transformation is a business imperative. Having conducted business in the country for more than 51 years, Altron embraces its long-standing commitment to empowerment. Our approach to transformation is founded on three objectives:</p> <ul style="list-style-type: none"> • Licence to operate: Many significant clients and customers consider our B-BBEE performance when deciding whether to award important tenders and contracts. • Being a proactive corporate citizen: Altron embraces the ideals and goals of our country and is proud to be a leader in transformation. • Diversity as a catalyst for innovation: Transformation means bringing together a mix of skills, experiences, cultures and races. These can help build an innovative environment ripe for success while breaking historical barriers that inhibit our core principles. <p>Management control including employment equity: Black representation at top and senior levels of management remain a key focus area at Altron. As with our peers, Altron notes the challenge of transformation and is committed to diversifying the workforce. A number of factors do, however, affect our ability to make short-term, meaningful change:</p> <ul style="list-style-type: none"> • Downscaling our operations means that we are not able to bring in many new employees at present. • Turnover at Altron is quite low, particularly among senior leadership, many of whom have been with the company for multiple decades. Few departures mean few opportunities to fill roles with black candidates. As positions become available, however, we are committed to sourcing black talent, where possible. In 2016, 67% of internal promotions were black individuals. • Scarce skills in the IT and engineering field, particularly among black candidates, makes sourcing qualified leaders a challenge.
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2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response	
G4-LA12	Composition of governance bodies and breakdown of ...		Governance report http://www.altron.com/iar2016/pdfs/2016_Altron_Governance_Report.pdf	Composition of the following governance bodies are discussed in detail in the Governance report: <ul style="list-style-type: none"> • The Altron board • Executive committee • Audit committee • Altron remuneration committee • Altron nomination committee • Social and ethics committee • Risk management committee 	
		73	Percentage of employees who are deemed 'HDSA'		72.0%
		74	Percentage of management deemed 'HDSA'		25.0%
		75	Percentage of employees who are women		35.1%

Key

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Equal Remuneration for Women and Men

G4-DMA			Remuneration report http://www.altron.com/iar2016/pdfs/2016_Alton_Remuneration%20Report.pdf	<p>The company is committed to a remuneration philosophy that is applied consistently throughout the Altron group, and one which focuses on rewarding consistent and sustainable individual and corporate performance. This remuneration policy covers the total pay for all senior executives, senior managers and other employees, which forms one component of the Altron group's Total Reward – Employee Value Proposition</p> <p>The Altron group's approach towards remuneration aims to ensure that an appropriate balance is achieved between:</p> <ul style="list-style-type: none"> • the interests of shareholders; • operational and strategic requirements; and • providing attractive and appropriate remuneration packages to senior executives, senior managers and other employees. <p>The remuneration practices of the Altron group have been structured to be competitive in the rapidly evolving industry in which it operates and to ensure that it can attract, motivate, reward and retain high-calibre people, with above-average industry ability and the leadership potential to effectively run the Altron group.</p> <p>Among the primary objectives of the remuneration policy is the need to:</p> <ul style="list-style-type: none"> • reinforce, encourage and promote superior performance; • direct employees' energies and activities towards key business goals; • achieve the most effective returns (employee productivity) for total employee spend; • address diverse employee needs across differing cultures; • enhance overall the simplicity, transparency and credibility of all senior executives remuneration; and • ensure fair and equitable remuneration practices. 																													
G4-LA13	Ratio of basic salary and remuneration of women to...		Remuneration report http://www.altron.com/iar2016/pdfs/2016_Alton_Remuneration%20Report.pdf	<table border="1"> <thead> <tr> <th>Average male to female salary ratio</th> <th>2016</th> <th>2015</th> <th>2014</th> </tr> </thead> <tbody> <tr> <td>Top Management</td> <td>1.7:1</td> <td>1.7:1</td> <td>1.2:1</td> </tr> <tr> <td>Senior Management</td> <td>1.3:1</td> <td>1.1:1</td> <td>1.0:1</td> </tr> <tr> <td>Middle Management</td> <td>1.1:1</td> <td>1.1:1</td> <td>1.3:1</td> </tr> <tr> <td>Junior Management</td> <td>1.1:1</td> <td>1.1:1</td> <td>1.1:1</td> </tr> <tr> <td>Semi-skilled and discretionary decision making</td> <td>1.6:1</td> <td>1.1:1</td> <td>1.2:1</td> </tr> <tr> <td>Unskilled and defined decision making</td> <td>1.2:1</td> <td>1.2:1</td> <td>1.4:1</td> </tr> </tbody> </table>	Average male to female salary ratio	2016	2015	2014	Top Management	1.7:1	1.7:1	1.2:1	Senior Management	1.3:1	1.1:1	1.0:1	Middle Management	1.1:1	1.1:1	1.3:1	Junior Management	1.1:1	1.1:1	1.1:1	Semi-skilled and discretionary decision making	1.6:1	1.1:1	1.2:1	Unskilled and defined decision making	1.2:1	1.2:1	1.4:1	
Average male to female salary ratio	2016	2015	2014																														
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Middle Management	1.1:1	1.1:1	1.3:1																														
Junior Management	1.1:1	1.1:1	1.1:1																														
Semi-skilled and discretionary decision making	1.6:1	1.1:1	1.2:1																														
Unskilled and defined decision making	1.2:1	1.2:1	1.4:1																														

2016 Altron group GRI G4 (Core)

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Supplier Assessment for Labour Practices

G4-DMA			<p>Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf</p>	<p>Our suppliers and partners are critical to our ability to meet customer requirements and to build and maintain our competitive advantage. Engaging with them helps Altron to manage its supply chain requirements, improve the quality of our products and services, negotiate competitive pricing, gain access to product technology and ensure that our supply chain reflects the same high standards of ethical behaviour. Engagement with our strategic partners and suppliers is conducted through formal mechanisms such as service level agreements, audits, tender responses, one-on-one meetings and site visits.</p> <p>Altron's 2017 focus will be on remaining and/or becoming a preferred supplier to our strategic partners. Furthermore, we expect to gain volume discounts through in-depth supply chain management. In all our engagements with suppliers and strategic partners we will maintain awareness of high ethical standards within Altron.</p> <p>Furthermore, we have developed a supply chain framework to maintain business continuity and manage potential risks within the group's value chain. This framework is based on three pillars: managing business risks and opportunities; realising efficiencies; and creating sustainable products, all within the backdrop of our four sustainable business strategy value drivers.</p> <p>During 2016, the Social and ethics committee focused on and monitored Altron's activities in respect of a number of matters including, inter alia: B-BBEE, human rights and labour, the workplace environment, products and services, environmental safety and protection, sustainability, the marketplace, the social environment including the group's expenditure on donations and charitable givings, various legislation and codes of good practice, as well as ethics, including the group's ethics awareness initiatives.</p> <p>Altron's legal department continues to ensure that all legal agreements concluded between the Altron group and its suppliers and customers contain appropriate clauses dealing with ethical behaviour and adherence to Altron's code of ethics and code of conduct, as well as Altron's policy on human rights and labour. Altron is also satisfied that it is materially compliant with the relevant consumer protection legislation in South Africa.</p>
G4-LA14	Percentage of new suppliers that were screened usi...			347
G4-LA15	Significant actual and potential negative impacts ...			No impacts reported

Labour Practices Grievance Mechanisms

G4-DMA			<p>Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf</p>	<p>Corruption is an unfortunate reality of the South African business environment. Businesses and individuals are exposed to fraud, bribery and other unethical behaviour and in some instances unwillingness to participate in these activities can even limit opportunity. We take ethics extremely seriously at Altron because our reputation is critical to our ability to secure the trust and business of our clients, to our ability to attract and retain talented employees and to form successful partnerships. We take a zero-tolerance stance on bribery, fraud and corruption within our own workplace but the external risk remains, and continues to impact our business.</p> <p>Altron provides an anonymous whistle-blowing facility to employees and external stakeholders via an independently run hotline. Tip-offs can also be submitted via phone, fax and e-mail. All tip-offs are actively investigated, followed up and resolved. Our whistle-blowing guidelines policy outlines the procedures for reporting suspected instances of corruption and ensures that employees are not penalised for coming forward. Altron's ethics office also has a secure e-mail address that employees can use to report unethical behaviour or to seek advice and guidance on ethical dilemmas. This e-mail address is only accessible to the chief ethics officer.</p>
G4-LA16	Number of grievances about labour practices filed,...		<p>Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf</p>	In 2016 we received 26 tip-offs (2015: 29). Of these, 85% appeared to be either false or no evidence could be found to substantiate the claims. In the remaining cases one criminal charge was laid and six dismissals took place.

2016 Altron group GRI G4 (Core)

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Human Rights

Investment

G4-DMA			<p>Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf</p>	<p>During 2016, the Social and ethics committee focused on and monitored Altron’s activities in respect of a number of matters including, inter alia: B-BBEE, human rights and labour, the workplace environment, products and services, environmental safety and protection, sustainability, the marketplace, the social environment including the group’s expenditure on donations and charitable givings, various legislation and codes of good practice, as well as ethics, including the group’s ethics awareness initiatives.</p> <p>Altron’s legal department continues to ensure that all legal agreements concluded between the Altron group and its suppliers and customers contain appropriate clauses dealing with ethical behaviour and adherence to Altron’s code of ethics and code of conduct, as well as Altron’s policy on human rights and labour. Altron is also satisfied that it is materially compliant with the relevant consumer protection legislation in South Africa.</p> <p>Given that Altron has an international footprint it is also subject to international laws, and more recently the UK Modern Slavery Act (2015) with emphasis on the prevention of slavery and trafficking activities within the supply chain. In line with this the group has put into place a supplier conduct policy and a slavery and human trafficking statement, which are available on the group’s public website.</p>
G4-HR1	Total number and percentage of significant investm...		<p>Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf</p>	<p>Altron’s legal department continues to ensure that all legal agreements concluded between the Altron group and its suppliers and customers contain appropriate clauses dealing with ethical behaviour and adherence to Altron’s code of ethics and code of conduct, as well as Altron’s policy on human rights and labour. Altron is also satisfied that it is materially compliant with the relevant consumer protection legislation in South Africa.</p> <p>Not measured currently</p>
G4-HR2	Total hours of employee training on human rights p...		<p>Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf</p>	<p>Altron did not introduce any new and formal group-wide training initiatives during the year for existing employees and rather took a decision to maintain its existing code of ethics training programme for new employees in the new employee induction programmes. In the following year, Altron intends implementing its formal ethics strategy for the group which will cover ongoing ethics educational initiatives for the group and will be aligned with Altron’s sustainable business strategy.</p> <p>Altron’s internal audit department conducted an employee survey to gauge perceptions and awareness of the group’s code of ethics, reporting misconduct, the role of management, the role of staff and the group’s culture of ethics. While overall perceptions have declined marginally from the previous survey conducted in 2015, they nevertheless indicate that our employees are generally aware of and satisfied with ethics at Altron.</p>

2016 Altron group GRI G4 (Core)

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Non-discrimination

G4-DMA			Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf	Altron, its businesses and its employees are guided by the Altron Code of Ethics and Corporate Code of Conduct. An abridged version of these is included in all suppliers' contracts and terms of conditions and service providers are expected to abide by the same level of ethics that we uphold in our own operations. The Code of Ethics is also available to employees on the group's dedicated ethics website. In addition, we regularly feature topics related to ethics in company publications and periodic ethics competitions encourage staff to contribute to the Code of Ethics. In 2015, we developed a group ethics strategy which was approved by the committee on 12 May 2016. The strategy is aligned with our mission, vision and values and aims to build and maintain a high-trust working environment for employees and high-trust relationships with all stakeholders. Altron also maintains its existing ethics office with its dedicated ethics officer, who facilitates a one-on-one forum to assist employees who have ethical dilemmas.
G4-HR3	Total number of incidents of discrimination and co...		Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf	Altron provides an anonymous whistleblowing facility to employees and external stakeholders via an independently-run hotline. Tip-offs can also be submitted via phone, fax and email. All tip-offs are actively investigated, followed up and resolved by the internal audit department. In 2016, we received 26 tip-offs (2015: 29). Of these, 85% appeared to be either false or no evidence could be found to substantiate the claims. In the remaining cases, one criminal charge was laid and six dismissals took place.

Freedom of Association and Collective Bargaining

G4-DMA			Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf	All Altron employees have the freedom to belong to recognised bargaining councils, in accordance with the Labour Relations Act of South Africa and the UNGC Principles. Altron is confident that human rights in the Altron group are dealt with in accordance with its policy on human rights and labour. This policy was updated and approved by the Altron board during the year and Altron is currently developing a process to improve the way in which it regularly monitors and observes its behaviour in terms of human rights.
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights			No operations or suppliers identified during this reporting period.

2016 Altron group GRI G4 (Core)

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Child Labour

G4-DMA			<p>Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf</p>	<p>During 2016, the Social and ethics committee focused on and monitored Altron’s activities in respect of a number of matters including, inter alia: B-BBEE, human rights and labour, the workplace environment, products and services, environmental safety and protection, sustainability, the marketplace, the social environment including the group’s expenditure on donations and charitable givings, various legislation and codes of good practice, as well as ethics, including the group’s ethics awareness initiatives.</p> <p>Altron’s legal department continues to ensure that all legal agreements concluded between the Altron group and its suppliers and customers contain appropriate clauses dealing with ethical behaviour and adherence to Altron’s code of ethics and code of conduct, as well as Altron’s policy on human rights and labour. Altron is also satisfied that it is materially compliant with the relevant consumer protection legislation in South Africa.</p> <p>Given that Altron has an international footprint it is also subject to international laws, and more recently the UK Modern Slavery Act (2015) with emphasis on the prevention of slavery and trafficking activities within the supply chain. In line with this the group has put into place a supplier conduct policy and a slavery and human trafficking statement, which are available on the group’s public website.</p>
G4-HR5	Operations and suppliers identified as having sign...			No operations or suppliers identified during this reporting period.

Forced or Compulsory Labour

G4-DMA			<p>Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf</p>	<p>During 2016, the Social and ethics committee focused on and monitored Altron’s activities in respect of a number of matters including, inter alia: B-BBEE, human rights and labour, the workplace environment, products and services, environmental safety and protection, sustainability, the marketplace, the social environment including the group’s expenditure on donations and charitable givings, various legislation and codes of good practice, as well as ethics, including the group’s ethics awareness initiatives.</p> <p>Altron’s legal department continues to ensure that all legal agreements concluded between the Altron group and its suppliers and customers contain appropriate clauses dealing with ethical behaviour and adherence to Altron’s code of ethics and code of conduct, as well as Altron’s policy on human rights and labour. Altron is also satisfied that it is materially compliant with the relevant consumer protection legislation in South Africa.</p> <p>Given that Altron has an international footprint it is also subject to international laws, and more recently the UK Modern Slavery Act (2015) with emphasis on the prevention of slavery and trafficking activities within the supply chain. In line with this the group has put into place a supplier conduct policy and a slavery and human trafficking statement, which are available on the group’s public website.</p>
G4-HR6	Operations and suppliers identified as having sign...			No operations or suppliers identified during this reporting period.

Security Practices

2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response
G4-DMA			<p>Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf</p>	<p>During 2016, the Social and ethics committee focused on and monitored Altron’s activities in respect of a number of matters including, inter alia: B-BBEE, human rights and labour, the workplace environment, products and services, environmental safety and protection, sustainability, the marketplace, the social environment including the group’s expenditure on donations and charitable givings, various legislation and codes of good practice, as well as ethics, including the group’s ethics awareness initiatives.</p> <p>Altron’s legal department continues to ensure that all legal agreements concluded between the Altron group and its suppliers and customers contain appropriate clauses dealing with ethical behaviour and adherence to Altron’s code of ethics and code of conduct, as well as Altron’s policy on human rights and labour. Altron is also satisfied that it is materially compliant with the relevant consumer protection legislation in South Africa.</p> <p>Given that Altron has an international footprint it is also subject to international laws, and more recently the UK Modern Slavery Act (2015) with emphasis on the prevention of slavery and trafficking activities within the supply chain. In line with this the group has put into place a supplier conduct policy and a slavery and human trafficking statement, which are available on the group’s public website.</p>
G4-HR7	Percentage of security personnel trained in the or...			The majority of security personnel are from external suppliers to the group and are subject to contractual agreements that includes adherence to human rights policies and conditions.

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- Not reported/Not Applicable or Not measured

Indigenous Rights

G4-DMA			<p>Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf</p>	<p>During 2016, the Social and ethics committee focused on and monitored Altron’s activities in respect of a number of matters including, inter alia: B-BBEE, human rights and labour, the workplace environment, products and services, environmental safety and protection, sustainability, the marketplace, the social environment including the group’s expenditure on donations and charitable givings, various legislation and codes of good practice, as well as ethics, including the group’s ethics awareness initiatives.</p> <p>Altron’s legal department continues to ensure that all legal agreements concluded between the Altron group and its suppliers and customers contain appropriate clauses dealing with ethical behaviour and adherence to Altron’s code of ethics and code of conduct, as well as Altron’s policy on human rights and labour. Altron is also satisfied that it is materially compliant with the relevant consumer protection legislation in South Africa.</p> <p>Given that Altron has an international footprint it is also subject to international laws, and more recently the UK Modern Slavery Act (2015) with emphasis on the prevention of slavery and trafficking activities within the supply chain. In line with this the group has put into place a supplier conduct policy and a slavery and human trafficking statement, which are available on the group’s public website.</p>
G4-HR8	Total number of incidents of violations involving ...			No incidents reported

2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response	Key
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Key

- Reported with more detail in the IAR or other report/s as per the provided links
- Partially reported with specific response only
- Not reported/Not Applicable or Not measured

Assessment

G4-DMA				<p>During 2016, the Social and ethics committee focused on and monitored Altron’s activities in respect of a number of matters including, inter alia: B-BBEE, human rights and labour, the workplace environment, products and services, environmental safety and protection, sustainability, the marketplace, the social environment including the group’s expenditure on donations and charitable givings, various legislation and codes of good practice, as well as ethics, including the group’s ethics awareness initiatives.</p> <p>Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf</p> <p>Altron’s legal department continues to ensure that all legal agreements concluded between the Altron group and its suppliers and customers contain appropriate clauses dealing with ethical behaviour and adherence to Altron’s code of ethics and code of conduct, as well as Altron’s policy on human rights and labour. Altron is also satisfied that it is materially compliant with the relevant consumer protection legislation in South Africa.</p> <p>Given that Altron has an international footprint it is also subject to international laws, and more recently the UK Modern Slavery Act (2015) with emphasis on the prevention of slavery and trafficking activities within the supply chain. In line with this the group has put into place a supplier conduct policy and a slavery and human trafficking statement, which are available on the group’s public website.</p>
G4-HR9	Total number and percentage of operations that hav...			No operations reported to be subject to reviews or assessments

Supplier Human Rights Assessment

G4-DMA				<p>During 2016, the Social and ethics committee focused on and monitored Altron’s activities in respect of a number of matters including, inter alia: B-BBEE, human rights and labour, the workplace environment, products and services, environmental safety and protection, sustainability, the marketplace, the social environment including the group’s expenditure on donations and charitable givings, various legislation and codes of good practice, as well as ethics, including the group’s ethics awareness initiatives.</p> <p>Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf</p> <p>Altron’s legal department continues to ensure that all legal agreements concluded between the Altron group and its suppliers and customers contain appropriate clauses dealing with ethical behaviour and adherence to Altron’s code of ethics and code of conduct, as well as Altron’s policy on human rights and labour. Altron is also satisfied that it is materially compliant with the relevant consumer protection legislation in South Africa.</p> <p>Given that Altron has an international footprint it is also subject to international laws, and more recently the UK Modern Slavery Act (2015) with emphasis on the prevention of slavery and trafficking activities within the supply chain. In line with this the group has put into place a supplier conduct policy and a slavery and human trafficking statement, which are available on the group’s public website.</p>
G4-HR10	Percentage of new suppliers that were screened usi...			347
G4-HR11	Significant actual and potential negative human ri...			No impacts reported

2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response
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Human Rights Grievance Mechanisms

G4-DMA			Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf	<p>During 2016, the Social and ethics committee focused on and monitored Altron’s activities in respect of a number of matters including, inter alia: B-BBEE, human rights and labour, the workplace environment, products and services, environmental safety and protection, sustainability, the marketplace, the social environment including the group’s expenditure on donations and charitable givings, various legislation and codes of good practice, as well as ethics, including the group’s ethics awareness initiatives.</p> <p>Altron’s legal department continues to ensure that all legal agreements concluded between the Altron group and its suppliers and customers contain appropriate clauses dealing with ethical behaviour and adherence to Altron’s code of ethics and code of conduct, as well as Altron’s policy on human rights and labour. Altron is also satisfied that it is materially compliant with the relevant consumer protection legislation in South Africa.</p> <p>Given that Altron has an international footprint it is also subject to international laws, and more recently the UK Modern Slavery Act (2015) with emphasis on the prevention of slavery and trafficking activities within the supply chain. In line with this the group has put into place a supplier conduct policy and a slavery and human trafficking statement, which are available on the group’s public website.</p>
G4-HR12	Number of grievances about human rights impacts fi...			No grievances reported

Society

Local Communities

G4-DMA			Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	Altron’s socioeconomic development expenditure (SED) is managed through its corporate social investment (CSI) programme. We use our expertise in ICT to focus on projects that are technology-related, ensuring that we have the maximum positive impact while raising interest in the sector. Our focus is primarily on the training and development of unemployed people through projects close to our operations. This helps us to maintain a close relationship with the beneficiaries and NGOs with whom we partner.
G4-SO1	Percentage of operations with implemented local co...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	In 2016 we invested R10,4 million (2015: R10,7 million) in our communities. This investment included an initiative to build a second multimedia training centre in the Johannesburg suburb of Alexandra (Alex). The group funded the building of the first such centre in KwaMashu in KwaZulu-Natal. Together, the KwaMashu and Alex training centres form the backbone of the group’s ambition to train and develop marketable ICT skills in unemployed people. This SED strategy aligns with our human capital plan to establish a pipeline of talented and skilled young people that are capable and interested in entering the ICT industry. As a result, our investment addresses the compelling need for social upliftment in our communities while providing the basis for improved equitable employment in the medium to long term. While it is not a material business issue, investing in our communities is an important demonstration of our company values and is closely linked to our social licence to operate. Altron’s CSI policy provides the group companies with implementation guidance for their individual SED programmes, including monitoring and evaluation and local adaptation.
G4-SO2	Operations with significant actual or potential ne...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	The Alex Multimedia Training Centre is scheduled for completion in 2017. As the group is in a period of scaling down and divesting non-strategic businesses, we are conscious of the impact that this can have on our relationships with local communities. Our manufacturing operations, for example, each have well-established relationships with the surrounding communities through CSI, local employment and other types of arrangements. As these businesses are sold we are confident that the next owners will maintain similar relationships, as they are of great strategic significance. In some instances, such as the sale of Aberdare Cables, Altron is maintaining a small share in the business for the short term, in part to help the new owners to navigate these important relationships.

2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response
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Key

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Anti-corruption

G4-DMA			Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf	Corruption is an unfortunate reality of the South African business environment. Businesses and individuals are exposed to fraud, bribery and other unethical behaviour and in some instances unwillingness to participate in these activities can even limit opportunity. We take ethics extremely seriously at Altron because our reputation is critical to our ability to secure the trust and business of our clients, to our ability to attract and retain talented employees and to form successful partnerships. We take a zero-tolerance stance on bribery, fraud and corruption within our own workplace but the external risk remains, and continues to impact our business
G4-SO3	Total number and percentage of operations assessed...			Although not reported on all operations are continually monitored through internal controls for incidences of crime and/or corrupt practices.
G4-SO4	Communication and training on anti-corruption poli...		Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf	Ongoing group-wide communication featuring Altron's ethics-related policies, statistics on the consequences of misconduct and maintaining awareness around the fact that unreasonable profit pressure may result in employees acting unethically, is also being used to maintain ethical awareness in Altron through the Altron intranet and internal newsletters and magazines. These communication initiatives also reinforce Altron's zero tolerance policy towards crime and all forms of unethical conduct.
G4-SO5	Confirmed incidents of corruption and actions take...		Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf	Altron provides an anonymous whistleblowing facility to employees and external stakeholders via an independently-run hotline. Tip-offs can also be submitted via phone, fax and email. All tip-offs are actively investigated, followed up and resolved by the internal audit department. In 2016, we received 26 tip-offs (2015: 29). Of these, 85% appeared to be either false or no evidence could be found to substantiate the claims. In the remaining cases, one criminal charge was laid and six dismissals took place.

Public Policy

G4-DMA			Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	In our rapidly evolving markets, relationships with key external stakeholders help us to gain access to opportunities, mitigate risk and provide the products, services and solutions our customers require. Maintaining relations with investors, clients and customers, government and parastatals, strategic partners and suppliers are therefore essential. Limiting the environmental impact of our operations is also important in retaining our reputation as a good corporate citizen. Doing business with the public sector can be lucrative, but has presented challenges related to corruption, long lead times and unpredictability
G4-SO6	Total value of political contributions by country ...		Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf	The Social and ethics committee is satisfied that, in accordance with Altron's memorandum of incorporation, no political donations (whether direct or indirect) were made during the year under review.

Anti-competitive Behaviour

G4-DMA			Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf	In our rapidly evolving markets, relationships with key external stakeholders help us to gain access to opportunities, mitigate risk and provide the products, services and solutions our customers require. Maintaining relations with investors, clients and customers, government and parastatals, strategic partners and suppliers are therefore essential. Limiting the environmental impact of our operations is also important in retaining our reputation as a good corporate citizen. Doing business with the public sector can be lucrative, but has presented challenges related to corruption, long lead times and unpredictability
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2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response
G4-SO7	Total number of legal actions for anti-competitive...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	Aberdare Cables, together with a number of other electrical power cable companies, are still the subject of a Competition Commission investigation into alleged cartel conduct. Since the commencement of the investigation, Aberdare Cables' management has co-operated fully and has also undertaken its own internal review. As a result, Aberdare Cables submitted a formal leniency application to the Commission, in terms of their Corporate Leniency Policy. Given that the company continues to fully comply with the Commission's requirements as set out in the conditional immunity agreement, Aberdare Cables does not anticipate incurring any fines or penalties. The group did not incur any fines at group level during the year, nor were any material fines incurred by any subsidiaries.

Key

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Compliance

G4-DMA			Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	Our engagement with government and regulatory bodies helps the group to anticipate, influence and plan for policy and legislation decisions and maintain legal compliance. As the public sector is also a significant source of business for the group, it also helps us to ensure customer satisfaction and increase new business. At Altron ethics isn't just about compliance; our approach to ethical business is based on a foundation of actions and behaviour. Our values provide the guidance to ensure we put ethics into action. At a board level oversight is provided by the group social and ethics committee (SEC). The SEC is supported by the group ethics officer, who is registered with the Ethics Institute of South Africa
G4-SO8	Monetary value of significant fines and total numb...		Social and ethics committee report http://www.altron.com/iar2016/pdfs/2016_Altron_Social&Ethics_Report.pdf	The group did not incur any fines at group level during the year, nor were any material fines incurred by any subsidiaries.

Supplier Assessment for Impacts on Society

G4-DMA			Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	Our suppliers and partners are critical to our ability to meet customer requirements and to build and maintain our competitive advantage. Engaging with them helps Altron to manage its supply chain requirements, improve the quality of our products and services, negotiate competitive pricing, gain access to product technology and ensure that our supply chain reflects the same high standards of ethical behaviour. Procurement poses one of the biggest challenges for the group to maintain its B-BBEE status going forward. A significant proportion of our procurement expenditure in 2016 went to our strategic partners, most of whom are major international corporations. This challenge will increase as the group moves away from manufacturing in favour of the technology sector. Altron is currently undertaking an exercise to engage with its suppliers and identify those that are black-owned and empowered. Our goal is to channel our spend to suppliers with a minimum of level four empowerment.
G4-SO9	Percentage of new suppliers that were screened usi...			All local suppliers are required to submit a B-BBEE rating certificate which includes a component of review and assurance of its own social impact on society.
G4-SO10	Significant actual and potential negative impacts ...			No negative impacts on society have been reported

Grievance Mechanisms for Impacts on Society

G4-DMA			Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	As a good corporate citizen Altron and through its involvement through investments within the communities within which it operates, we continue to be cognisant of our direct impact on society. This manifests typically as investment within the local communities, but also through the deployment of our products and services and has a direct impact on the groups reputation and brand.
G4-SO11	Number of grievances about impacts on society file...			No grievances about negative impacts on society have been reported

2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response
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Product Responsibility

Customer Health and Safety

G4-DMA			Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	Our clients and customers are the key drivers of our business. They are as diverse as the products and services we provide, ranging from private individuals to large multinational corporations and government bodies. We strive to meet their various needs through our products, services and solutions. An important outcome envisaged in the rationalisation of the business is our ability to present a more unified, holistic front to our customers and clients. As the silos between our continuing operations are broken down and the spirit of collaboration developed, we are well positioned to deliver end-to-end solutions that address our clients' needs more holistically.
G4-PR1	Percentage of significant product and service cate...			No product categories reported during this year for health and safety impacts
G4-PR2	Total number of incidents of non-compliance with r...			No incidents about non-compliance have been reported

Product and Service Labelling

G4-DMA			N/A	
G4-PR3	Type of product and service information required b...		N/A	Not measured
G4-PR4	Total number of incidents of non-compliance with r...			No incidents about non-compliance have been reported
G4-PR5	Results of surveys measuring customer satisfaction		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	<p>The telecommunications and multimedia and electronics division gauges its customers' satisfaction rates through calls and surveys. As a result of its client-centric philosophy the division received few complaints during the year. In addition, customers have direct access to the division's operations executive if they feel that their experience with the business has not lived up to expectations.</p> <p>The information technology division gauges client satisfaction via independent customer surveys as well as constant monitoring and customer feedback, particularly regarding the level of service achieved against expectations. The division found that many of the same pressures it faced are also being experienced by its clients. As they evolve in line with this dynamic environment it is essential that we anticipate their changing needs and demonstrate our continued relevance and value. It is also important that we maintain our relationship with the client even as the key points of contact change.</p> <p>The nature of Altron Power's commoditised and highly competitive market means that customer service is particularly important. This means meeting their expectations, particularly in terms of delivering the right products to the required quality at a reasonable price. During the year, Altron Power maintained strong relationships with its large private customers. For more on how the division and the rest of the group engaged with the public sector, see Government and parastatals.</p>

2016 Altron group GRI G4 (Core)

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Key	
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Marketing Communications

G4-DMA			Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	Understanding the needs of our customers, clients and consumers helps our businesses to understand and respond to new trends, improve our reputation and trust among these groups and better ensure customer satisfaction. In doing so we can more effectively retain our customers and market our products and services. Customers, clients and consumers engage with us through our call centres, periodic surveys, key customer forums, one-on-one meetings, training sessions and roadshows and site visits. They have access to further information through our website, newsletters, networking forums and other events. Altron's goal is to be more client-centric moving forward and, in doing so, retain its key customers. We will increase our direct engagement and communication with customers to allay fears and address concerns about Altron's future and strategy. We will focus on key deliverables and enhance Altron's digital footprint.
G4-PR6	Sale of banned or disputed products...			No products that are banned or subject to stakeholder questions or public debate are sold by the group.
G4-PR7	Total number of incidents of non-compliance with r...			No incidents report in the year under review

Customer Privacy

G4-DMA			Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	Altron's internal audit department supports the identification and mitigation of control risks through their ongoing internal audits on the group's financial systems, computer systems, production efficiencies, health safety and environmental, security and ethics processes. During this reporting period a centralised business risk department was created within Altron group services to assist in developing and implementing an adequate risk reporting framework into all relevant departments, divisions and services within the group. The department will be responsible for the continuous monitoring and assessment of material risks as well as ensuring that risk mitigation strategies are timeously actioned and brought to within acceptable levels. The Social and ethics committee is also satisfied that Altron has appointed a chief information officer to address matters relating to the Protection of Personal Information Act (POPI) when it becomes law, as well as overseeing the implementation of the Promotion of Access to Information Act (PAIA) in the group.
G4-PR8	Total number of substantiated complaints regarding...			No incidents were reported in the year under review

Compliance

G4-DMA			Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	Our engagement with government and regulatory bodies helps the group to anticipate, influence and plan for policy and legislation decisions and maintain legal compliance. As the public sector is also a significant source of business for the group, it also helps us to ensure customer satisfaction and increase new business. At Altron ethics isn't just about compliance; our approach to ethical business is based on a foundation of actions and behaviour. Our values provide the guidance to ensure we put ethics into action. At a board level oversight is provided by the group social and ethics committee (SEC). The SEC is supported by the group ethics officer, who is registered with the Ethics Institute of South Africa
G4-PR9	Monetary value of significant fines for non-compli...		Integrated annual report http://www.altron.com/iar2016/pdfs/2016_Altron_Integrated_Annual_Report.pdf	The group did not incur any fines at group level during the year, nor were any material fines incurred by any subsidiaries.

2016 Altron group GRI G4 (Core)

GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response
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Additional Aspects

Certification

OHSAS	OHSAS 18001 Occupational Health and Safety	
ISO	ISO 9001	
ISO	ISO 14001	
ISO	ISO 27001	
	Other	

	ISO 14000 Environmental management	OHSAS 18001 Occupational Health and Safety	ISO 50001 Energy management	ISO 27001 Information security management	ISO 9001 Quality management	PCI DSS Payment Card Industry Data Security Stan
Arrow Altech Distribution					✓	
Bytes Document Solutions					✓	
Bytes Systems Integration					✓	
Bytes Managed Solutions					✓	
Altech Card Solutions				✓		✓
Bytes People Solutions					✓	
Bytes Software Servcies (UK)	✓				✓	
Powertech Transformers	✓	✓				
Aberdare Cables	✓	✓	✓		✓	
Cables de Comunicaciones, Zaragoza S.L. Spain	✓				✓	
Alcobre Condutores Electricos S.A., Portugal					✓	
Crabtree Electrical Accessories					✓	
Powertech Batteries, Automotive (Willard & SABAT)	✓	✓			✓	
Powertech System Integrators	✓	✓			✓	
	6	4	1	1	12	1

2016 Altron group GRI G4 (Core)

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Training

HC	Training spend

Total AMOUNT spent on training and skills development for all employees
 Headcount (SA Employees)
 Average training spend per SA employee
 Total AMOUNT spent on training/skills development of BLACK employees
 Total AMOUNT spent on training/skills development of BLACK FEMALE employees
 Total AMOUNT spent on training/skills development of DISABLED BLACK FEMALE employees

Total NUMBER of apprenticeships
 Total NUMBER of BLACK apprenticeships
 Total NUMBER of BLACK FEMALE apprentices

Total NUMBER of learnerships
 Total NUMBER of BLACK learnerships
 Total NUMBER of BLACK FEMALE learnerships
 Total NUMBER of DISABLED BLACK learnerships
 Total NUMBER of DISABLED BLACK FEMALE learnerships

Total NUMBER of experiential trainees
 Total NUMBER of BLACK experiential trainees
 Total NUMBER of BLACK FEMALE experiential trainees

Total NUMBER of bursars
 Total NUMBER of BLACK bursars
 Total NUMBER of BLACK FEMALE bursars
 Total AMOUNT Spent on Bursaries

Total NUMBER of employees on Educational Assistance
 Total NUMBER of BLACK employees that are receiving Educational Assistance
 Total NUMBER of BLACK FEMALE employees that are receiving Educational Assistance
 Total AMOUNT spent on Educational Assistance

Total NUMBER of training hours (LA9)

Total NUMBER of Altron Young Presidents Club members (excl Alumni members)
 Total NUMBER of BLACK AYPC members
 Total NUMBER of BLACK FEMALE AYPC members

Total NUMBER of Bill Venter Academy enrollments
 Total NUMBER of BLACK Bill Venter Academy enrollments
 Total NUMBER of BLACK FEMALE Bill Venter Academy enrollments

	2014.YR	2015.YR	2016.YR	Change	Corporate	Altron TMT	Powertech
R	68 720 958	R 110 331 084	R 86 456 636	-22%	R 229 649	R 42 070 574	R 44 156 413
	11 924	11 106	12 676	14%	40	8 709	3 927
	5 763	9 934	21 816	120%	5 741	4 831	11 244
R	51 867 792	R 82 299 145	R 72 170 956	-12%	R 60 502	R 31 937 966	R 40 172 488
R	20 529 121	R 29 388 272	R 24 336 122	-17%	R 58 232	R 9 500 023	R 14 777 867
R	3 615 945	R 9 229 458	R 5 877 676	-36%	R -	R 2 874 315	R 3 003 361
	96	105	87	-17%	-	3	84
	83	93	84	-10%	-	3	81
	12	21	28	33%	-	1	27
	590	786	623	-21%	-	399	224
	474	707	667	-6%	-	443	224
	252	380	405	7%	-	259	146
	135	183	150	-18%	-	89	61
	92	152	122	-20%	-	69	53
	130	95	324	241%	-	234	90
	126	93	323	247%	-	234	89
	54	40	168	320%	-	140	28
	94	139	44	-68%	-	33	11
	47	91	36	-60%	-	28	8
	26	48	16	-67%	-	14	2
R	1 801 499	R 3 614 196	R 1 546 891	-57%	R -	R 872 996	R 673 895
	382	168	361	115%	-	282	79
	254	137	171	25%	-	117	54
		2	56	2700%	-	37	19
R	4 460 219	R 2 136 525	R 2 671 453	25%	R -	R 1 310 746	R 1 360 707
	238 462	320 777	1 606 820	401%	-	1 284 210	322 610
	49	66	42	-36%	9	13	20
	8	20	15	-25%	3	5	7
	4	7	5	-29%	-	2	3
	485	603	93	-85%	-	80	13
	121	352	53	-85%	-	43	10
	42	157	13	-92%	-	12	1