

# 2017 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 I Partially reported with specific response only Not reported/Not Applicable or Not measured
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 <a href="http://www.iras.co.za">www.iras.co.za</a> 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.					

## GRI G4 General Standard Disclosures

### Strategy and Profile

#### Strategy and Analysis

G4-1	Statement from the most senior decision-maker of t...		Message from leadership Integrated annual report <a href="http://www.altron.com/iar2017/">http://www.altron.com/iar2017/</a>	FY2017 was the year in which we started to fundamentally change the structure of the group. In FY2016 Altron committed to rationalising and refocusing its business in order to reduce overhead costs, streamline management and ultimately reduce its debt burden. We believe that we are well on our way to achieving those goals. Now, as we start to emerge from a challenging period of change in the group, with the benefit of additional equity capital and a new leadership, we will start to enter a new phase of growth in our chosen areas of business.
G4-2	Provide a description of key impacts, risks, and o...		Message from leadership Performance highlights Risk management Our performance Integrated annual report <a href="http://www.altron.com/iar2017/">http://www.altron.com/iar2017/</a>	We have almost completed the process of divesting our non-core assets in the manufacturing sector and the group is successfully repositioning itself as a smaller, leaner, ICT-focused business. We are confident that our new ICT-focused strategy is sound. Our improved approach to capital allocation has stabilised the business, reduced our risk and freed up capital for prudent investments, which will enable the new phase of growth. In addition, as the restructuring of the group has taken place, there has been a positive shift in management energy and we have been able to significantly increase management time spent on growing and moving forward to achieve improved performance in our core businesses. This upturn in energy and confidence has started to be reflected in our FY2017 results. Despite a challenging economic and political environment, there has been a satisfactory improvement in the group's overall performance...

#### Organizational profile

G4-3	Report the name of the organization....	1	About this report	Allied Electronics Corporation Limited (Altron)
G4-4	Report the primary brands, products, and services....	2	Integrated annual report	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. JSE Sector Electrical Equipment (2733)
G4-5	Report the location of the organization's headquar...		Altron Website	Altron House, 4 Sherborne Road, Parktown, 2193 Johannesburg, Republic of South Africa
G4-6	Report the number of countries where the organizat...		Global Footprint	South Africa, Australia, China, France, Germany, Portugal, Spain, UAE, UK, Botswana, Kenya, Lesotho, Mauritius, Mozambique, Namibia, Tanzania
G4-7	Report the nature of ownership and legal form....		Statutory Report	Allied Electronics Corporation Limited, Incorporated in the Republic of South Africa, (Registration number 1947/024583/06) JSE - listed - Share code: AEL ISIN: ZAE000191342
G4-8	Report the markets served (including geographic br...		Integrated annual report	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	10 219 full time employees 10 businesses, 103 facilities, 8 countries R19 717 million revenue
G4-10	Report the total number of employees....		Human Capital	

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	Male					Female					Female Total	Grand Total	2016 Grand Total	2015 Grand Total			
	African	Coloured	Indian	White	Foreign National	African	Coloured	Indian	White	Foreign National							
<b>South African Employees</b>																	
Altron Exco	1	-	-	7	-	8	-	-	-	-	-	-	8	7	7		
Top Management	1	-	2	35	5	43	1	-	-	2	-	3	46	59	74		
Senior Management	16	14	34	248	34	346	9	4	1	22	-	36	382	375	498		
Professionally Qualified, Experienced Specialists and Middle Management	151	104	121	725	242	1 343	37	54	37	97	2	227	1 570	1 527	1 844		
Skilled Technical and academically qualified workers, Jnr. Manag, Supervisors etc	1 273	397	394	899	359	3 322	67	624	145	202	11	1 049	4 371	5 833	5 123		
Semi-skilled and discretionary decision making	1 119	354	120	43	89	1 725	67	1 211	158	74	1	1 511	3 236	3 452	2 934		
Unskilled and defined decision making	56	4	10	1	3	74	14	54	7	21	-	96	170	672	626		
<b>Sub-Total SA Permanent Employees</b>	<b>2 617</b>	<b>873</b>	<b>681</b>	<b>1 958</b>	<b>732</b>	<b>6 861</b>	<b>195</b>	<b>1 947</b>	<b>348</b>	<b>418</b>	<b>14</b>	<b>2 922</b>	<b>9 783</b>	<b>11 925</b>	<b>11 106</b>		
*Temporary Employees	84	23	17	9	2	135	1	95	12	5	-	113	248	190	-		
<b>Total South African Employees</b>	<b>2 701</b>	<b>896</b>	<b>698</b>	<b>1 967</b>	<b>734</b>	<b>6 996</b>	<b>196</b>	<b>2 042</b>	<b>360</b>	<b>423</b>	<b>14</b>	<b>3 035</b>	<b>10 031</b>	<b>12 115</b>	<b>11 106</b>		
<b>Offshore Employees</b>																	
Management Employees						44						16	60	86	164		
						227						149	376	665	779		
<b>Sub-Total Offshore Permanent Employees</b>						<b>271</b>						<b>165</b>	<b>436</b>	<b>751</b>	<b>943</b>		
Temporary Employees						2						-	2	39	-		
<b>Total Offshore Employees</b>						<b>273</b>						<b>165</b>	<b>438</b>	<b>790</b>	<b>943</b>		
<b>Total Permanent Employees</b>						<b>7 132</b>						<b>3 087</b>	<b>10 219</b>	<b>12 676</b>	<b>12 049</b>		
<b>Total Temporary Employees</b>						<b>137</b>						<b>113</b>	<b>250</b>	<b>229</b>	<b>-</b>		
*Temporary employees - with contracts less than 3 months as per EEA2 definition												Total Workforce as at 28 Feb, 2017		<b>10 469</b>		<b>-13.11%</b>	
												% of group total		96%			
												% of group total		-53.76%			
												% of group total		-53.55%			
												% of group total		4%			
												% of group total		-15.19%			
												% of group total		-13.11%			

<b>69</b>	Total Number of Full Time Employees (FTE)	10 219
	Total Number of Full Time Employees (FTE) in South Africa	9 783
<b>70</b>	Total Number of Temporary employees	250
	Total Number of Temporary employees in South Africa	248
<b>71</b>	<b>Total Number of Employees and Temporary Employees</b>	<b>10 469</b>
<b>72</b>	<b>Percentage of employees and contractors operating in South Africa</b>	<b>95.8%</b>
<b>76</b>	<b>Percentage of employees who are 'permanent'</b>	<b>97.6%</b>

<b>G4-11</b>	Report the percentage of total employees covered b...		As at year-end, only 237 employees belong to a recognised trade-union.	
<b>77</b>	Percentage of employees who belong to a Trade Union			2.32%
<b>G4-12</b>	Describe the organization's supply chain....		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.	

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GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response
G4-13	Report any significant changes during the reportin...		Annual Financial Statements Organisational Review	<p>Disposals and closures</p> <ul style="list-style-type: none"> <li>- Powertech Africa disposed of effective 1 April 2016.</li> <li>- Effective 30 June 2016 Power Technologies disposed of 75% of its 70% equity interest in Aberdare Cables. Aberdare International also disposed of 100% of its equity interest in Aberdare Europe, including Cables de Comunicaciones Zaragoza, S.L. (Cablescom) and Alcobre Conductores Eléctricos, S.A. to Hengtong (HTGD), a leading Chinese power and fibre optic cable manufacturer, effective 30 June 2016. Powertech will retain a 17,5% shareholding in Aberdare Cables for a minimum of two years. The disposal did not include the group's 50% shareholding in the CBI Telecom Cables joint venture.</li> <li>- Strike Technologies was sold to Penbro Kelnick effective 30 June 2016.</li> <li>- Technology Integrated Solutions (TIS) was sold effective 1 November 2016.</li> <li>- NOR Paper, a division in Bytes Document Solutions, was closed and inventory sold off.</li> </ul>
<b>Commitments to External Initiatives</b>				
G4-14	Report whether and how the precautionary approach ...		Integrated annual report	<p>This integrated annual report (IAR) is the eighth published by Allied Electronics Corporation Limited (Altron). The report provides a holistic view of the group's strategy, performance and prospects, and outlines how we have created value for all of our stakeholders during the year in review. It also sets out the group's ambitions and objectives for the 2018 financial year and beyond.</p> <p>As always, our intention is to represent both financial and important non-financial aspects of performance in a balanced way, which we do through the framework of our four strategic value drivers: financial sustainability, human capital, products and services, and external relationships. In reporting in this integrated manner we hope to provide our stakeholders with all the information they require to make decisions regarding their continued interaction with our business. This year, to improve the fluidity of our reporting, we have included information regarding our relationships with our key stakeholder groups, how we engage with each of them, and how we respond to their interests and concerns within each section of "Our Performance", rather than in a separate section.</p> <p><b>REPORTING FRAMEWORKS</b></p> <p>Altron takes guidance on its operations and reporting from the King Report on Governance for South Africa 2016 (King III) and aligns its reporting with the Integrated Reporting Council's Integrated Reporting (iR) Framework and the core level of the Global Reporting Initiative's (GRI) G4 sustainability reporting guidelines.</p> <p>Our financial statements are produced in accordance with the International Financial Reporting Standards (IFRS) and comply with the JSE Listings Requirements as well as the requirements of the Companies Act of South Africa 2008.</p> <p><b>ASSURANCE</b></p> <p>Our annual financial statements are audited by KPMG who expressed an unmodified opinion thereon. Our B-BBEE rating was independently verified in June 2016 by Empowerdex, a SANAS-accredited service provider.</p> <p>As in 2016, the group has decided this year not to assure its environmental footprint and health and safety disclosures by a third party. We rely on our internal audit department to provide independent oversight over controls and data integrity as part of the normal health and safety audit process.</p>
G4-15	List externally developed economic, environmental ...		Integrated annual report	<ul style="list-style-type: none"> <li>- King Code of Governance Principles (King III)</li> <li>- Black Economic Empowerment (BEE) Codes of Good Practice, as amended</li> <li>- B-BBEE Sector Charter: Information and Communication Technology (ICT) Charter</li> <li>- UN Global Compact</li> <li>- We Mean Business - Commit to report climate change in formation in mainstream reports as a fiduciary duty</li> <li>- We Mean Business - Commit to responsible corporate engagement in climate policy</li> </ul>

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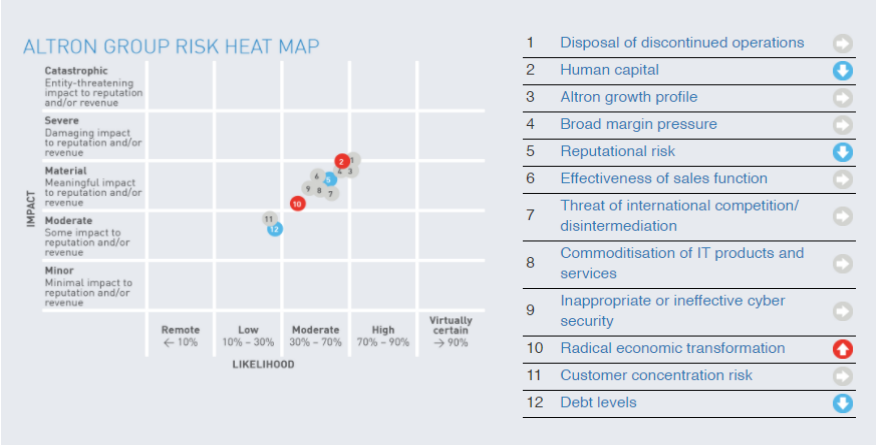
GRI Indicator	Indicator Description	SDTI Indicator	More detail provided in the following sections of the IAR or other reports	Specific response
		<b>12</b>	Has the company made a CDP submission?	Yes - see: <a href="http://www.altron.com/sustainability/our-reports">http://www.altron.com/sustainability/our-reports</a>
		<b>13</b>	Has the company made a WDP submission?	Yes - see: <a href="http://www.altron.com/sustainability/our-reports">http://www.altron.com/sustainability/our-reports</a>
		<b>14</b>	Does the report contain a King III compliance checklist?	Yes - the Governance Report
<b>G4-16</b>	List memberships of associations (such as industry...		Governance report	<ul style="list-style-type: none"> <li>- Member of Business Leadership South Africa (BLSA)</li> <li>- Member of the Manufacturing Circle</li> <li>- Member of the NBI (National Business Initiative)</li> <li>- Voluntary participation in the CDP Climate change programme</li> <li>- Voluntary participation in the CDP Water programme</li> </ul>
		<b>15</b>	Is the company a signatory of the UN Global Compact?	Yes - see: <a href="https://www.unglobalcompact.org/what-is-gc/participants/499-Allied-Electronics-Corporation-Limited">https://www.unglobalcompact.org/what-is-gc/participants/499-Allied-Electronics-Corporation-Limited</a>
		<b>16</b>	Is the company a signatory of any Industry-specific regulatory body (e.g.. ICMM) or the Equator Principles?	<ul style="list-style-type: none"> <li>- Member of Business Leadership South Africa (BLSA)</li> <li>- Member of the Manufacturing Circle</li> <li>- Member of the NBI (National Business Initiative)</li> <li>- Voluntary participation in the CDP Climate change programme</li> <li>- Voluntary participation in the CDP Water programme</li> </ul>

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### Identified Material Aspects and Boundaries

<b>G4-17</b>	Entities included in financial statements...	Annual financial statements	The scope of the report includes all the business divisions, joint ventures, associates and foreign operations over which the Altron group exercises control. In 2017 this encompassed 103 facilities, fewer than the 118 reported on in 2016 as a result of continued consolidations, closures and disposals. We have excluded small facilities with fewer than five staff on-site as their impact is deemed immaterial for environmental footprint reporting.
<b>G4-18</b>	Process for defining report boundaries and content...	Integrated annual report	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.
<b>G4-19</b>	List all the material Aspects identified in the pr...	Integrated annual report	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.

# 2017 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
G4-20	Descriptions of material aspect boundaries within ...		Risk Management	Risk management at Altron is about safeguarding our ability to create value for all of our stakeholders and is carried out within the governance structures of the group. Operational risk identification, management and reporting are achieved via a bottom-up approach. Risks are then managed strategically in a top-down approach emanating from the board.
G4-21	Descriptions of material aspect boundaries outside...		Risk Management	 <p><b>ALTRON GROUP RISK HEAT MAP</b></p> <p>The heat map plots 12 risks based on their impact (Y-axis) and likelihood (X-axis). The Y-axis ranges from Minimal to Catastrophic, and the X-axis ranges from Remote to Virtually certain. Risks 1-12 are listed in the legend to the right of the map.</p> <ul style="list-style-type: none"> <li>1 Disposal of discontinued operations</li> <li>2 Human capital</li> <li>3 Altron growth profile</li> <li>4 Broad margin pressure</li> <li>5 Reputational risk</li> <li>6 Effectiveness of sales function</li> <li>7 Threat of international competition/disintermediation</li> <li>8 Commoditisation of IT products and services</li> <li>9 Inappropriate or ineffective cyber security</li> <li>10 Radical economic transformation</li> <li>11 Customer concentration risk</li> <li>12 Debt levels</li> </ul>
G4-22	Effect of any restatements of information provided...		Integrated annual report	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	In line with accounting standards specific differentiation between continuing and discontinued operations, has been made in our financial report.
<b>Stakeholder Engagement</b>				
G4-24	List of stakeholder groups engaged by the organiza...		Integrated annual report	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...		Integrated annual report	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.

## 2017 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
G4-26	Approach to stakeholder engagement...		Integrated annual report	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...		Integrated annual report	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	2017 Financial Year (1 March, 2016 to 28 February, 2017)
		4	Month of Financial Year End	February
G4-29	Date of most recent previous report (if any)....		Annual financial statements	2017 Financial Year (1 March, 2016 to 28 February, 2017)
G4-30	Reporting cycle (such as annual, biennial)....		Annual financial statements	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	info@altron.com - www.altron.com See: <a href="http://www.altron.com/contact/head-office-contacts">http://www.altron.com/contact/head-office-contacts</a>
G4-32	Report the 'in accordance' option the organization...		Integrated annual report	In accordance: <b>Core</b> 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)

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G4-33	Report the organization's policy and current pract...		Governance report	<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>
		<b>7</b>	Has the report been assured?	No
		<b>8</b>	If so, by whom?	N/A
		<b>9</b>	Has the AA1000AS Assurance Standard been used by the assurance provider?	N/A
		<b>10</b>	Has the ISAE3000 Assurance Standard been used by the assurance provider?	N/A
		<b>11</b>	Has the assurance provider identified specific data points that have been tested?	N/A

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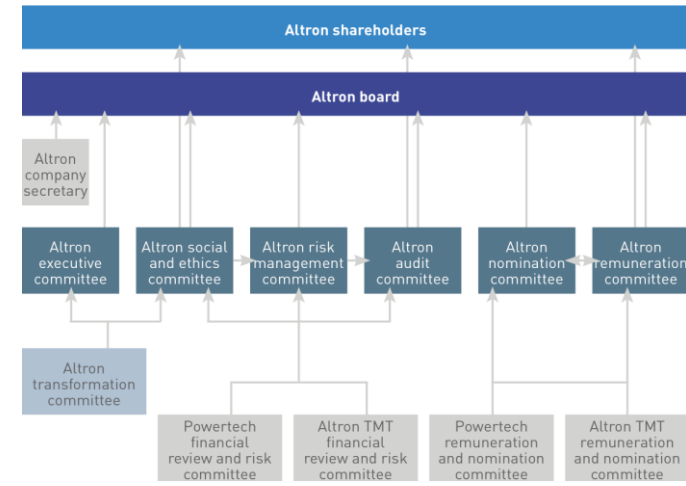
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## Governance and Ethics

### Governance

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

Governance report	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.
Integrated annual report	



G4-36	High-level accountability for sustainability topic...	
G4-37	Processes for consultation between stakeholders an...	

Social and Ethics report	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.
Governance report	
Governance report	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.



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G4-38	Composition of the board and its committees ...		Governance report	<p>As at 28 February, 2017</p> <p><b>ALTRON BOARD OF DIRECTORS</b></p> <ul style="list-style-type: none"> <li>- DR WP (BILL) VENTER, Non-executive chairman, WM, 83</li> <li>- MJ (MIKE) LEEMING, Lead independent director of Altron, WM, 74</li> <li>- RE (ROBERT) VENTER, Chief executive, WM, 57</li> <li>- MC (MYRON) BERZACK, Non-executive director, WM, 68</li> <li>- GG (GRANT) GELINK, Independent non-executive director, BM, 68</li> <li>- DR PM (PENUELL) MADUNA, Independent non-executive director, BM, 65</li> <li>- JRD (JACOB) MODISE, Independent non-executive director, BM, 51</li> <li>- DNM (DAWN) MOKHOBHO, Independent non-executive director, BF, 69</li> <li>- AMR (ALEX) SMITH, Chief financial officer and financial director, WM, 48</li> <li>- SN (SIMON) SUSMAN, Non-executive director, WM, 67</li> </ul> <p><b>ALTRON PRESCRIBED OFFICERS</b></p> <ul style="list-style-type: none"> <li>- Mr A Holden : Group executive: Information Technology (WM)</li> <li>- Mr NM Kayton : Chief executive officer of Powertech (WM)</li> <li>- Dr WH Oosthuysen : Group executive: Strategy and Technology (WM)</li> <li>- Mr LM Savage : Group executive: Telecommunications &amp; Multimedia (WM)</li> <li>- Mr WK Groenewald: Group Company Secretary</li> </ul>
		51	Number of Board Members	10
		52	Number of Board Members who are Non-Executive	8
		53	Percentage of Board Members who are Non-Executive	80%
		54	Number of Board Members who are deemed 'Independent'	6
		55	Percentage of Board Members who are deemed 'Independent'	60%
		56	Number of Board Members who are deemed 'HDSA'	4
		57	Percentage of Board Members who are deemed 'HDSA'	40%
		58	Number of Board Members who are Women	1
		59	Percentage of Board Members who are Women	10%
		60	Average Length of Executive Director Service (in years)	15
		61	Average Length of Non-Executive Director Service (in years)	15
		62	Average Length of Director (full Board) Service (in years)	15
		63	Average Age of Directors (in years)	65
		64	Overall Board and Committee Meeting attendance.	81%
		65	Auditor Remuneration: % of Non-audit Fees	4%
		66	Length of Current Auditor's service	36

**Key**

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# 2017 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
G4-39	Whether the Chair of the highest governance body i...		Governance report	<p>We have established a clear balance of power and authority at board level that ensures that no one director has unfettered power. Throughout the year, the board was led by Dr Bill Venter, our non-executive chairman, and supported by Mr Mike Leeming, the group's lead independent non-executive director, to ensure adequate independence.</p> <p>At year-end, Dr WP Venter retired as Altron Chairman and assumed a non-executive director position on the Altron board (as Chairman Emeritus), while Mr MJ Leeming was appointed Altron independent non-executive Chairman with effect from 1 March 2017.</p>
		67	Independence of Board Chairman	No
		68	Number of Prescribed Officers	5
G4-40	Nomination and selection processes for the board a...		Governance report	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	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	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	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
G4-44	Board performance with respect to governance of su...		Governance report	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.
G4-45	Board role in the identification and management of...		Governance report	<p>The risk management committee's role is to assist the board with the discharge of its duties regarding the identification of risks and opportunities and the assessment of the effectiveness of risk management throughout the Altron group. The range of risks considered by this committee is guided by our four core value drivers, which include financial sustainability, human capital, products and services and external relationships. To achieve this, the committee:</p> <ul style="list-style-type: none"> <li>oversees the governance of risk in conjunction with the social and ethics committee, which includes the application of the Altron group's risk</li> </ul>

**Key**

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# 2017 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
G4-46	Board role in reviewing risk management processes...		Governance report	<p>management framework and its system of internal controls (further explained in Altron's risk management report contained in the integrated annual report) and coordinates Altron's risk management and assurance efforts;</p> <ul style="list-style-type: none"> <li>• establish a common understanding of the body of risks that the Altron group needs to address if it is to achieve its corporate objectives;</li> <li>• reviews and confirms the Altron group's levels of risk tolerance and its risk profile at least twice a year;</li> <li>• monitors the perceived effectiveness of the Altron group's existing controls, which includes the external verification of our risks by a range of independent assurers; and</li> <li>• monitors external developments relating to corporate accountability, including emerging and potential risks. Refer to the risk management report in the integrated annual report.</li> </ul>
G4-47	Frequency of the board's review of sustainability ...		Governance report	<p>The board met on 10 separate occasions during the 2017 financial year, of which six were special purpose board meetings. In addition to these, the board also held two strategy sessions, as well as a number of teleconference calls to, inter alia, monitor the group's progress against its strategy disclosed to shareholders in 2015 of the disposal of non-core assets and reducing borrowings.</p> <p>The social and ethics committee met twice during the 2017 financial year. It convenes additional meetings as and when required.</p>
G4-48	Highest committee or position that formally review...		Governance report	Altron Board assisted by the Altron social and ethics committee and the group company secretary
G4-49	Process for communicating critical concerns to the...		Governance report	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.
G4-50	Nature and total number of critical concerns that ...		Governance report	<p>Key focus areas during FY2017</p> <ul style="list-style-type: none"> <li>• continued to review and where applicable address the Altron group's employment equity and other BEE targets;</li> <li>• continued monitoring the group's approach to anti-corruption and bribery and its standing in terms of the 10 Principles of the UNGC;</li> <li>• monitored the group-wide policy dealing with donations (including political donations), charitable givings and sponsorships;</li> <li>• developed a group-wide ethics framework;</li> <li>• continued monitoring the group's approach to respecting human rights and preserving the natural environment; and</li> <li>• confirmed that the Altron social and ethics committee is the designated committee which will perform the functions required by Regulation 43 of the Companies Act in respect of Altron TMT, Powertech and their subsidiaries.</li> </ul> <p>Key focus areas during FY2018</p> <ul style="list-style-type: none"> <li>• continue monitoring the group's approach to anti-corruption and bribery and its standing in terms of the 10 Principles of the UNGC;</li> <li>• roll-out group-wide ethics training including anti-bribery and corruption training;</li> <li>• monitor the group's donations and charitable givings policy particularly in the context of upcoming local elections;</li> <li>• oversee the continued implementation and roll-out of the ethics framework for the Altron group; and</li> <li>• conduct a social and ethics committee self-evaluation exercise in line with the restructuring of the committee during the year</li> </ul>

**Key**  
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# 2017 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
G4-51	Remuneration policies for the board and senior exe...		Remuneration report	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.
G4-52	Process for determining remuneration...		Remuneration report	REMUNERATION POLICY IN OVERVIEW In line with King IV, the Altron Group Remuneration Policy ("the policy") is designed with the aim to attract, motivate, reward and retain individuals who contribute to sustainable and consistent corporate performance and the promotion of the achievement of strategic objectives, positive outcomes and an ethical culture and responsible corporate citizenship in the short, medium and long term. Altron is in the process of reviewing its remuneration policy to take account of the new focus of the group as well as the views of its recently introduced equity investor, Value Capital Partners. This review will include a consideration of the pay mix, including a potential shift of emphasis to variable pay and a further strengthening of the alignment with shareholders.
G4-53	Stakeholders' views on remuneration...		Remuneration report	Altron did not engage formally with shareholders or stakeholders during the year due to the internal focus of the executive team and some changes in personnel. We were pleased with our 98% vote in favour of our remuneration policy at our previous AGM, and did not make any policy changes during the year. Going forward, the new shareholders will be actively engaged concerning any changes in remuneration policies.
G4-54	Ratio of the annual total compensation for the org...		Remuneration report	
G4-55	Ratio of percentage increase in annual total compe...		Remuneration report	

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## Ethics and Integrity

G4-56	Describe the organization's values, principles, st...		Governance report	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 with our own workplace but the external risk remains and continues to impact our business.
G4-57	Report the internal and external mechanisms for se...		Governance report	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.
G4-58	Report the internal and external mechanisms for re...		Governance report	Altron provides an anonymous whistle-blowing facility to employees and external stakeholders via an independentlyrun 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 2017, we received 22 tip-offs (2016: 26), the vast majority of which have been dealt with in terms of the relevant resolution structures within the group. Our whistle-blowing guidelines policy outlines the procedures for reporting suspected instances of corruption and ensures that employees are not unfairly penalised for raising their concerns/distresses. 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 within the workplace. This email address is only accessible to the ethics officer.

# 2017 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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## Specific Standard Disclosures

### Economic

#### Economic Performance

G4-DMA			Integrated annual report	<p>The Altron group comprises 10 businesses within our core telecommunications and information technology operations. Only a small part of Altech Netstar deals directly with the consumer, whereas the rest of the group follows a business-to-business model. The value we create as a group is dependent on various resources and relationships, as well as being subject to shifts in our external operating environment.</p> <p>Altron's sustainable business model is built around four value drivers that drive our strategy and our performance. These drivers – and the material issues they are comprised of – are at the core of our business strategy, informing how we do business. They are:</p> <ul style="list-style-type: none"> <li>• financial sustainability;</li> <li>• human capital;</li> <li>• products and services; and</li> <li>• external relationships.</li> </ul> <p>We rely on a number of inputs, each relating to one or more of our value drivers, to enable us to conduct our business activities and create value for all of our stakeholders. The capitals model provides a useful framework to demonstrate if and how the sustainable business strategy utilises and grows each of the six "capitals" on which business is dependent over the long term.</p>
G4-EC1	Direct economic value generated and distributed...		Integrated annual report	<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"> <li>• Distribution of wealth, skills and experience to our employees which, in turn, flows through to dependent structures, such as families and community</li> <li>• Client and customer satisfaction which, in turn, creates demand for our products and services and strengthens our brand and reputation</li> <li>• Payment of taxes and thereby contributing to the country's economic and social well-being</li> <li>• Upliftment of the communities in which we operate through corporate social investment initiatives and contributions linked to company profitability</li> </ul> <p>R19,7 billion in revenue                      Headline earnings of 71 cents per share                      4,3% improvement in EBITDA margin                      A total cost saving of approximately R120 million achieved                      Debt levels reduced 42% year-on-year and 50% from peak borrowing levels                      433 internal promotions                      47 employees graduated or completed programmes through the Bill Venter Academy                      Altron remains at the forefront of cutting-edge technological solutions                      Efficient delivery of an innovative suite of products, services and solutions in a customised manner that is relevant and beneficial to our customers                      Improvement in share price                      Client and customer satisfaction which, in turn, creates demand for our products and services and strengthens our brand and reputation                      Growth in overall revenues from strategic accounts, particularly in the telecommunications and government sectors                      Upliftment of the communities in which we operate through corporate social investment initiatives</p>

## 2017 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	
		17	Rand Value of Total Revenue Generated		R19 717 396 057
		18	Rand Value of Total Revenue Generated per Full Time Employee		R1 929 484
		19	Percentage of Revenue Generated in South Africa		72%
		20	Rand Value of Net Profit Generated		-R302 000 000
		21	Rand Value of Net Profit per Employee		-R29 553
		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		R4 476 000 000
		24	Average Compensation per Employee and Contractors (Rands)		R427 548
		25	Total Rand Value of Compensation Paid to Executive Directors - Excluding Gains Realised from LTIP Awards		R30 222 000
		26	Average Compensation per Executive Director (Rands) - Excluding Gains on the Exercise of Share Options		R15 111 000
		27	Ratio of Average Compensation paid to Executive Directors relative to Average Compensation Paid to Employees - Excluding LTIP		35.34
		28	Total Rand Value of Gains Realised from LTIP Awards - Executive Directors		R2 373 000
		29	Average Compensation per Executive Director (Rands) - Including 'Gains Realised from LTIP Awards'		R16 297 500
		30	Ratio: Average Compensation paid to Executive Directors relative to Average Compensation Paid to Employees - Including LTIP		38.12
		31	Total Compensation Paid to Prescribed Officers - Excluding Gains Realised from LTIP Awards		R36 877 000
		32	Average Compensation per Executive Director & Prescribed Officers - Excluding Gains Realised on LTIP Awards		R9 585 571
		33	Ratio: Average Executive Directors & Prescribed Officers Compensation relative to Average Employee Compensation - Excluding LTIP		22.42
		34	Total Rand Value Gains on the Exercise of Share Options - Prescribed Officers		R479 000
		35	Average Compensation per Executive Director & Prescribed Officers - Including 'Gains Realised on LTIP Awards'		R9 993 000
		36	Ratio: Average Executive Directors & Prescribed Officers relative to Average Employee Compensation - Including LTIP		23.37
		37	Ratio of Net Profit After Tax per Employee to Average Compensation per Employee		-0.07

Key	
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## 2017 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
		<b>41</b>	Rand Value of Total Taxes Paid, inclusive of VAT, Income Tax, Royalties, Rates & Taxes, and all other payments to Government	R201 889 000
		<b>42</b>	Percentage of Total Taxes Paid in South Africa	70%
		<b>43</b>	Rand Value of Funds Invested in Research & Development	R220 500 000
		<b>44</b>	Rand Value of Dividends Paid to Shareholders	R0
		<b>45</b>	Rand Value of Earnings Retained	R2 356 000 000
		<b>46</b>	<b>Ratio of Payments to Employees relative to Dividends paid to Shareholders</b>	-
		<b>47</b>	<b>Ratio of Payments to Government relative to Dividends paid to Shareholders</b>	-
		<b>48</b>	Current Assets	R6 735 000 000
		<b>49</b>	Current Liabilities	R5 552 000 000
		<b>50</b>	<b>Current Ratio</b>	<b>1.21</b>
		<b>130</b>	Rand Value of Corporate Social Investment (CSI) / Socioeconomic Development (SED) expenditures - Reported	R8 400 000
		<b>131</b>	Percentage of Total CSI/SED Spend in South Africa	100%
		<b>132</b>	Rand Value of CSI/SED Spend on Arts, Sports & Culture	R0
		<b>133</b>	Rand Value of CSI/SED Spend on Basic Needs & Social Development, including Nutrition and/or Feeding Programmes	R0
		<b>134</b>	Rand Value of CSI/SED Spend on Education	R8 400 000
		<b>135</b>	Rand Value of CSI/SED Spend in Environmental Management Projects (NEW)	R0
		<b>136</b>	Rand Value of CSI/SED Spend on Health, including HIV/AIDS	R0
		<b>137</b>	Rand Value of CSI/SED Spend on Infrastructure Development	R0
		<b>138</b>	Rand Value of CSI/SED Spend on Other	R0
		<b>139</b>	Rand Value of CSI/SED Spend on Skills Development, including Adult Basic Education & Training (ABET)	R0
		<b>140</b>	Rand Value of CSI/SED Spend on Small Business Development Projects (NEW)	R0

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# 2017 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
		<b>141</b>	Total Rand Value of CSI/SED Spend - Calculated		<b>R8 400 000</b>
		<b>142</b>	Variance between Total CSI/SED Spend Reported...versus Calculated - Rands		R0
		<b>143</b>	Variance between Total CSI/SED Spend Reported...versus Calculated - Percentage		0%
		<b>144</b>	CSI Spend as a percentage of Net Profit after Tax (NPAT)		-2.78%
		<b>146</b>	Rand Value of Enterprise Development Spend (i.e. support for small business)		R0
<b>G4-EC2</b>	Financial implications and other risks and opportu...		Integrated annual report	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.	
<b>G4-EC3</b>	Coverage of the organization's defined benefit pla...		Integrated annual report	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.	
<b>G4-EC4</b>	Financial assistance received from government...			Not measured	
<b>Market Presence</b>					
<b>G4-DMA</b>			Integrated annual report	Following the group's rationalisation, Altron has reduced its global presence. However, the group retains a direct presence in eight (2016: 18) countries, including South Africa. In addition, our strategic partnerships with leading international technology companies gives us access to leading technology capabilities and products from across the world, including Asia, Europe and North America. The majority of our revenue (71%) and headcount (96%) are derived from the local market in South Africa where the group is headquartered. Looking forward, we intend to expand our top-performing businesses to different countries and continents. We will, however, manage the risk of doing so by proceeding cautiously; ensuring that we test foreign markets and follow our customers.	
<b>G4-EC5</b>	Ratios of standard entry level wage by gender comp...		Remuneration report		
<b>G4-EC6</b>	Proportion of senior management hired from the loc...		Integrated annual report	All employees where hired from the local community where the group has a presence for senior management positions	



# 2017 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><b>Indirect Economic Impacts</b></p>				
G4-DMA			Integrated annual report	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-EC7	Development and impact of infrastructure investmen...		Integrated annual report	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.
		<b>145</b>	Does the report include a comprehensive discussion of returns on CSI?	No
G4-EC8	Significant indirect economic impacts, including t...		Integrated annual report	Building on our success, in October 2016 we established a second training centre based on the same model, in Soweto, Gauteng. We had planned to install a centre in Alexandra, but relocated to Soweto following a land-claim eviction order in June 2016, which was disappointing. Nevertheless, our new centre, which is based in the Soweto Empowerment Zone at the Old Putco Building in Diepkloof, has been operational since October 2016 and we look forward to another 50 graduates completing our programme in the latter part of 2017.
<p><b>Procurement Practices</b></p>				
G4-DMA			Integrated annual report	Enterprise and supplier development Procurement is a prioritised area in the new ICT Sector Code and one that remains a challenge for Altron as the group procures the majority of its products through its international strategic partners. Locally we continue to channel our procurement spend to suppliers whose empowerment score is a minimum of Level 4, and in this respect we are satisfied with our performance. We recognise that room for improvement exists, however, and we aim to focus on encouraging and supporting black enterprises.
G4-EC9	Proportion of spending on local suppliers at signi...		Integrated annual report	A significant proportion of our procurement expenditure in 2017 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.
		<b>38</b>	Rand Value of Total Discretionary/Measured Spend	R3 775 000 000
		<b>39</b>	Rand Value of Historically Disadvantaged South African (HDSA) Procurement Spend	R3 676 000 000
		<b>40</b>	HDSA Procurement Spend: Percentage of Total Measured Spend	97%

Key	
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<span style="background-color: #fff2cc; border: 1px solid #ccc; padding: 2px;"> </span>	Partially reported with specific response only
<span style="background-color: #f4cccc; border: 1px solid #ccc; padding: 2px;"> </span>	Not reported/Not Applicable or Not measured

# 2017 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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## Environmental

### Materials

<b>G4-DMA</b>				<p>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 mid 2018 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.</p> <p>At present this indicator is not measured</p>
<b>G4-EN1</b>	Materials used by weight or volume...		N/A	Not measured
<b>G4-EN2</b>	Percentage of materials used that are recycled inp...		N/A	Not measured

### Energy

<b>G4-DMA</b>			Integrated annual report	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.
<b>G4-EN3</b>	Energy consumption within the organization...			The total energy consumption for the group was 557 725 GJ (447 196 GJ - for electricity consumed, 110 529 GJ - for other fuels combusted)
		<b>106</b>	Total Direct Energy Consumption (Gigajoules, GJ) – i.e., from fuels burned	38 735
		<b>108</b>	Total Indirect Energy Consumption (Gigajoules, GJ) – i.e., from electricity consumed	310 307
		<b>110</b>	Total Electricity Consumption (MWh)	86 196
		<b>112</b>	<b>Total Energy Consumption in Gigajoules - calculated</b>	<b>349 043</b>
		<b>113</b>	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
		<b>114</b>	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
<b>G4-EN4</b>	Energy consumption outside of the organization...		Integrated annual report	Not measured

## 2017 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
G4-EN5	Energy intensity...		Integrated annual report		Reported with more detail in the IAR or other report/s as per the provided I
					34 GJ per FTE per annum
		107	Total Direct Energy Consumed per person hour worked (MJ / HW)		2.03
		109	Total Indirect Energy Consumed per person hour worked (MJ / HW)		16.25
		111	Total Electricity Consumed per person hour worked (MWh / HW)		0.0045
G4-EN6	Reduction of energy consumption...		Integrated annual report	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	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.	

### Water

G4-DMA			Integrated annual report	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.  <b>Water management</b> More than three-quarters (74%) of the 409 909kl water withdrawn by the group in 2016 was consumed by Altron Power. Total consumption declined 19% from 2015 (507 283kl), again due to reduction measures such as closing taps, identifying and repairing leaks, and decreased production and consolidation of facilities. In the latter half of our 2016 financial year South Africa experienced water shortages as a result of a severe drought experienced across the country. Some of our manufacturing operations were impacted by the water restrictions; however, many processes rely on closed-loop systems in which water is recycled back into the system rather than discharged. This has helped to shield the operations from the full impact of the restrictions.	
G4-EN8	Total water withdrawal by source...		Integrated annual report	Municipal Water - 351 668kl Borehole/groundwater - 7 673kl Waste Water - 42 317kl	
		121	Total Water Consumption (Kilolitres, or Kl)		276 547
		122	Average Volume of Water (Litres) Consumed per Person Hour Worked (l/HW)		14.48
		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	

# 2017 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
<b>Biodiversity</b>				
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	
<b>Emissions</b>				
G4-DMA			Integrated annual report	<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><b>Energy and emission management</b>                      The group’s carbon footprint, including Scopes one, two and three greenhouse gas (GHG) emissions, declined by 26% in 2017 (2016: -11%). However, this was mainly due to the exit of Powertech Cables from the group in June 2016, as well as the closure of offshore branches within Altech UEC. Scope two emissions (from electricity purchased) remains the greatest proportion (83%) of the group’s total emissions. In total the group consumed 86 196 MWh during the year, 31% down from the 124 221 MWh consumed in 2016. Again, this reduction is due to the disposal and exit of noncore manufacturing operations.</p>
		115	Total Carbon Emissions (Tons of Carbon Dioxide equivalents, CO2e) - calculated	104 934

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

# 2017 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
<b>G4-EN15</b>	Direct greenhouse gas (GHG) emissions (Scope 1)...	<b>116</b>	Integrated annual report	6786 tCO <sub>2</sub> e
<b>G4-EN16</b>	Energy indirect greenhouse gas (GHG) emissions (Sc...	<b>117</b>	Integrated annual report	87360 tCO <sub>2</sub> e
<b>G4-EN17</b>	Other indirect greenhouse gas (GHG) emissions (Sco...	<b>118</b>	Integrated annual report	10788 tCO <sub>2</sub> e
<b>G4-EN18</b>	Greenhouse gas (GHG) emissions intensity...		Integrated annual report	11.2 tCO <sub>2</sub> e per FTE
		<b>119</b>	<b>Average Volume of Carbon Emissions per Person Hour Worked (Tons CO<sub>2</sub>e / HW)</b>	<b>0.01</b>
		<b>120</b>	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
<b>G4-EN19</b>	Reduction of greenhouse gas (GHG) emissions...		Integrated annual report	Overall the emissions per full-time employee decreased to 11,2 tCO <sub>2</sub> e (2015: 13,27 tCO <sub>2</sub> 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.
<b>G4-EN20</b>	Emissions of ozone-depleting substances (ODS)...		N/A	Not measured
<b>G4-EN21</b>	NOx, SOx, and other significant air emissions...		N/A	Not measured

**Key**  
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# 2017 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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  Reported with more detail in the IAR or other report/s as per the provided IAR  
  Partially reported with specific response only  
  Not reported/Not Applicable or Not measured

## Effluents and Waste

G4-DMA			Integrated annual report	<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.</p> <p>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 (<a href="http://www.altron.com/sustainability/our-reports">http://www.altron.com/sustainability/our-reports</a>).</p> <p>Municipal waste sent to landfill remains a generic waste type across all our operations and reduced 40% in 2017 (due to loss of non-core operations). Since 96% of the group’s total waste is produced by non-core operations, our total waste figure rose in 2017 as a result of Altron Power’s total waste increasing from 14 960 tonnes to 21 422 tonnes. This was mostly due to the business’s disposal of hazardous waste generated through Powertech’s battery recovery activities. We continue to encourage recycling of waste, especially glass, paper, plastic and metals within our office environments.</p>																																																																		
G4-EN22	Total water discharge by quality and destination...		Integrated annual report	Not measured																																																																		
G4-EN23	Total weight of waste by type and disposal method...		Integrated annual report	<table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th colspan="2"></th> <th>Composting</th> <th>Reuse</th> <th>Recycling</th> <th>Recovery</th> <th>Incineration (or)</th> <th>Landfill</th> <th>On-site storage</th> <th>Other Waste</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Altron Management Services</td> <td>General Waste</td> <td>0</td> <td>0</td> <td>3</td> <td>0</td> <td>0</td> <td>11</td> <td>0</td> <td>0</td> <td>14</td> </tr> <tr> <td>Altron TMT</td> <td>General Waste</td> <td>0</td> <td>0</td> <td>585</td> <td>0</td> <td>0</td> <td>389</td> <td>0</td> <td>2</td> <td>976</td> </tr> <tr> <td>Powertech Group</td> <td>General Waste</td> <td>21</td> <td>243</td> <td>1 638</td> <td>339</td> <td>131</td> <td>1 560</td> <td>0</td> <td>2</td> <td>3 935</td> </tr> <tr> <td>Powertech Group</td> <td>Hazardous Waste</td> <td>0</td> <td>0</td> <td>108</td> <td>16 881</td> <td>7</td> <td>492</td> <td>0</td> <td>0</td> <td>17 487</td> </tr> <tr> <td colspan="2"><b>Total</b></td> <td><b>21</b></td> <td><b>243</b></td> <td><b>2 334</b></td> <td><b>17 220</b></td> <td><b>138</b></td> <td><b>2 452</b></td> <td><b>0</b></td> <td><b>4</b></td> <td><b>22 412</b></td> </tr> </tbody> </table>			Composting	Reuse	Recycling	Recovery	Incineration (or)	Landfill	On-site storage	Other Waste	Total	Altron Management Services	General Waste	0	0	3	0	0	11	0	0	14	Altron TMT	General Waste	0	0	585	0	0	389	0	2	976	Powertech Group	General Waste	21	243	1 638	339	131	1 560	0	2	3 935	Powertech Group	Hazardous Waste	0	0	108	16 881	7	492	0	0	17 487	<b>Total</b>		<b>21</b>	<b>243</b>	<b>2 334</b>	<b>17 220</b>	<b>138</b>	<b>2 452</b>	<b>0</b>	<b>4</b>	<b>22 412</b>
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124	Total Volume of Non-Hazardous Waste Disposed (Tons)			4 925																																																																		
125	Average Volume of Non-Hazardous Waste per Person Hour Worked (Tons / HW)			0.0003																																																																		
126	Total Volume of Hazardous Waste Disposed (Tons)			17 487																																																																		
127	Average Volume of Hazardous Waste per Person Hour Worked (Tons / HW)			0.0009																																																																		
128	Total Volume of Waste sent for Recycling (Tons)			2 334																																																																		
129	Percentage of Waste disposed of that is sent for recycling			10%																																																																		

# 2017 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-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.

**Key**

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## Products and Services

G4-DMA			Integrated annual report	South Africa has always been a volatile environment in which to do business – but that brings with it opportunity. It is important that Altron remains ready to respond to those opportunities and to our customers’ evolving digital needs and demands. We do this through smart acquisitions, recognising where needs arise for a service or competency, and through delivering efficiencies. Our strategic partnerships enable us to offer a wide variety of innovative, custom-packaged solutions to our customers in our product and service offerings, while limiting the costs and risks associated with developing our own technology.
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

## Compliance

G4-DMA			Integrated annual report	Conducting business ethically and protecting against fraud and corruption is an important part of how we earn and preserve the trust of our stakeholders. All businesses in South Africa are to some extent exposed to bribery, fraud, corruption and other unethical behaviour, and Altron is no exception. As such, we ensure that we conduct our business according to the strictest ethical code and do our utmost to create a safe and transparent working environment.
G4-EN29	Monetary value of significant fines and total numb...		Integrated annual report	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	<p>Going into 2018 we will continue to prioritise our relationships with each of our external stakeholders, communicating with them regularly to understand their needs and continuing to create value through mutual benefit.</p> <p>Every year, we commit to serving our clients and engaging with our suppliers in the professional, individual, expert manner that they have come to associate with the Altron brand and 2018 will be no different. In the coming year we will continue to pursue new partnerships to enable delivery of cloud services, big data analytics and data visualisation to our customers. Our investors will remain an important priority, and we will continue to prioritise their interests and to engage regularly and openly with them. In terms of our environmental impacts, we believe that improving our footprint is important to the group, not only 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, for us and our customers.</p> <p>As we continue to move our focus away from manufacturing and towards our service-based operations, we expect that our footprint will naturally continue to decline and this will become a less material issue to the group as a whole. Going forward we will also be able to explore more relevant and appropriate environmental metrics and indicators within the ICT sector, where we have previously applied generic indicators to obtain a common view across the group.</p>
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# 2017 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-EN31	Total environmental protection expenditures and in...			We are in the process of refining our environmental expenditure data

**Key**

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## Supplier Environmental Assessment

G4-DMA			Integrated annual report	<p>While our primary technology partnerships are important we continue to engage with a significant base of non-strategic suppliers across the group. These suppliers remain critical to our ability to fulfil our obligations to our customers and clients.</p> <p>As we have moved out of our noncore manufacturing operations, our procurement profile has shifted substantially, away from commodities and raw materials, towards more value-adding technology and products. Many of these requirements can be met only by overseas suppliers, specifically as OEMs, although we look for local suppliers wherever possible.</p>
G4-EN32	Percentage of new suppliers that were screened usi...			No suppliers 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	<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.



# 2017 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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Reported with more detail in the IAR or other report/s as per the provided IAR
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## Social

### Labour Practices and Decent Work

#### Employment

G4-DMA			Integrated annual report	<p>Altron is founded on its people, who are the driving force behind our success as a group. As we continue to streamline our operations, our human capital remains an important priority.</p> <p>In 2017 Altron's goal in this respect remained unchanged: to build and maintain a diverse, loyal, performance-driven workforce that is innovative and effective and which reflects Altron's collaborative values and culture.</p> <p>Our three material focus areas within human capital address these key issues: transformation, human resources and company culture.</p> <p>We value superior intellectual capital and we work to attract and retain talented, skilled employees from diverse backgrounds. In return we prioritise our employees' satisfaction and well-being and support their ongoing learning and professional development. In this way we aim to promote a stable, effective workforce that is able to drive the future growth of the group.</p> <p>Regular and candid engagement with our employees is critical to our ability to create and maintain a collaborative company culture and to ensure the happiness of our workforce. This has been particularly important during the recent times of challenge and change faced by the group, where job security has been a key concern amongst our employees. As our most important asset, our employees' feedback is encouraged and carefully considered in how we operate.</p>
G4-LA1	Total number and rates of new employee hires and e...		Integrated annual report	Our group turnover rate remained very low at 1,9% (2016: 1,64%), with a marginal year-on-year increase due to organisational changes. This represents a strong record for the group, particularly in the technology space where turnover rates tend to be relatively high, and during a period of restructure.
		<b>78</b>	Employee Turnover (i.e., number of persons who departed relative to the total number of employees at year end)	1.90%
G4-LA2	Benefits provided to full-time employees that are ...		Integrated annual report	<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 ...		Integrated annual report	Our group turnover rate remained very low at 1,9% (2016: 1,64%), with a marginal year-on-year increase due to organisational changes. This represents a strong record for the group, particularly in the technology space where turnover rates tend to be relatively high, and during a period of restructure.

# 2017 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	<b>Key</b> <span style="color: green;">■</span> Reported with more detail in the IAR or other report/s as per the provided IAR <span style="color: yellow;">■</span> Partially reported with specific response only <span style="color: red;">■</span> Not reported/Not Applicable or Not measured
<b>Labour/Management Relations</b>					
G4-DMA			Integrated annual report	Altron operates in a scarce skills environment, which is currently being exacerbated by difficult economic conditions. In addition, as we focus exclusively on the technology side of our business, developing and nurturing ICT and technology-related core skills and creating skilled talent pipelines from which we can draw is more critical than ever. This is not only fundamental to our long-term human capital strategy; it is also our responsibility as an active corporate citizen (see our skills development performance in relation to our B-BBEE targets).	
G4-LA4	Minimum notice periods regarding operational chang...			Notice periods for operational changes vary from 4 - 8 weeks for retrenchments, short time, outsourcing, and/or technological changes	
<b>Occupational Health and Safety</b>					
G4-DMA			Integrated annual report	A safe, healthy, happy workforce is a productive and effective workforce. While on-the-job safety poses a much lower risk to the group following the exit of our manufacturing operations, ensuring our employees' well-being remains of utmost importance. In 2017, as part of our group centralisation and shared services processes, we implemented a standardised employee wellness and benefits system. Every employee is now registered with ICAS (Independent Counselling and Advisory Services, a division of AXA PPP), an employee wellbeing programme that provides counselling, guidance, and otherwise facilitates and assists employees with their day-to-day wellness. All permanent employees are also part of a medical aid programme with access to a variety of benefits.	
G4-LA5	Percentage of total workforce represented in forma...			Approximately 200 employees participates in health & safety committees across the group.	
G4-LA6	Type of injury and rates of injury, occupational d...		Integrated annual report	The number of injuries reported this year was 66, down from last year's 86. No fatalities were reported during this year.  Lost time injuries - 66 Occupational diseases - 2 Lost days reported - 550 Missed/absentee days - 16 185 Fatalities - 0	

## 2017 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
		79	Total Number of Person Hours Worked (PHW) - Reported	19 095 456
		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	16 185
		87	Percentage of Total Person Days lost due to Absenteeism - Calculated or Reported	0.7%
		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')	-
		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)	66
		94	Total Number of Recordable Injuries, including MTCs, LTIs and Fatalities - Reported	-
		95	Total Number of Recordable Injuries, including MTCs, LTIs and Fatalities - Calculated	66
		96	Fatal Injury Frequency Rate (FIFR, i.e., number of Fatalities per 200 000 person hours worked) - Reported	66
		97	Fatal Injury Frequency Rate (FIFR, i.e., number of Fatalities per 200 000 person hours worked) - Calculated	-
		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	0.69
		100	Total Recordable Injury Frequency Rate (TRIFR) - Reported	-

Key	
	Reported with more detail in the IAR or other report/s as per the provided I
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	Not reported/Not Applicable or Not measured

# 2017 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
		<b>101</b>	<b>Total Recordable Injury Frequency Rate (TRIFR) - Calculated</b>		<b>0.69</b>
		<b>102</b>	Does the company report a LTIFR and/or TRIFR target?		No
		<b>103</b>	Total Number of Employees & Contractors receiving Voluntary Counselling and Testing (VCT) for HIV/AIDS (i.e., counselled)		N/A
		<b>104</b>	Total Number of Employees & Contractors Tested for HIV/AIDS		N/A
		<b>105</b>	HIV/AIDS Prevalence Rate amongst employees		N/A
<b>G4-LA7</b>	Workers with high incidence or high risk of diseases...			2 incidents of occupational diseases reported for the year	
<b>G4-LA8</b>	Health and safety topics covered in formal agreeme...			Not measured directly, but all facilities have health and safety representation and meetings are held regularly	

## Training and Education - see Training spend summary at the end of this table

<b>G4-DMA</b>			Integrated annual report	<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"> <li>• Management and leadership development</li> <li>• Sales enablement</li> <li>• Customer service</li> <li>• Scarce and specialised skills</li> </ul>
<b>G4-LA9</b>	Average hours of training per year per employee by...		Integrated annual report	On average, each full-time permanent employee in South Africa received 48 hours of training in 2016 at an average cost of R8 944.

# 2017 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
		<b>82</b>	Total number of employees trained, including internal and external training interventions		-
		<b>83</b>	Percentage of Employees Trained in South Africa		-
		<b>84</b>	Rand Value of Employee Training Spend		R87 498 319
		<b>85</b>	Percentage of Training Spend in South Africa		100%
<b>G4-LA10</b>	Programs for skills management and lifelong learni...		Integrated annual report	<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"> <li>• Management and leadership development</li> <li>• Sales enablement</li> <li>• Customer service</li> <li>• Scarce and specialised skills</li> </ul>	
<b>G4-LA11</b>	Percentage of employees receiving regular performa...			Approximately 50% of all salaried staff have received performance reviews during the year.	

## Diversity and Equal Opportunity

<b>G4-DMA</b>			Integrated annual report	<p>Transformation remains a key challenge, particularly in terms of management control and employment equity. While there is no “overnight fix” to this, we will continue investing in our mid- to longterm strategies to diversify the group. Immediately, we intend to continue to invest in skills development – a top area of focus for Altron – and to increase our commitment to supplier development. This too will take time and, like many aspects of empowerment, will be made more challenging by the new ICT Sector Codes, but we believe that we are on the right path to achieving our transformation targets. We will continue to prioritise and to support our people – through professional development, upskilling and career guidance, as well as by ensuring their wellness and satisfaction at work. Going forward it is important that we continue to communicate with all our staff regarding our discontinued operations and to support those who are directly affected. It is also critical that we motivate and drive the human capital within our continuing operations, which, although healthy, are themselves operating under difficult market conditions.</p> <p>We believe that our employees like to work for Altron: it is an exciting business, with a bright future and it is important to us that our people are an active part of our journey as a group. We will continue to prioritise our people, keeping them informed, motivated, remunerated and including them in the prospects of the business.</p>	
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# 2017 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	<p>Composition of the following governance bodies are discussed in detail in the Governance report:</p> <ul style="list-style-type: none"> <li>• The Altron board</li> <li>• Executive committee</li> <li>• Audit committee</li> <li>• Altron remuneration committee</li> <li>• Altron nomination committee</li> <li>• Social and ethics committee</li> <li>• Risk management committee</li> </ul>	
		73	Percentage of employees who are deemed 'HDSA'		68%
		74	Percentage of management deemed 'HDSA'		19%
		75	Percentage of employees who are women		30%

**Key**

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

## Equal Remuneration for Women and Men

G4-DMA			Remuneration report	<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"> <li>• the interests of shareholders;</li> <li>• operational and strategic requirements; and</li> <li>• providing attractive and appropriate remuneration packages to senior executives, senior managers and other employees.</li> </ul> <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"> <li>• reinforce, encourage and promote superior performance;</li> <li>• direct employees' energies and activities towards key business goals;</li> <li>• achieve the most effective returns (employee productivity) for total employee spend;</li> <li>• address diverse employee needs across differing cultures;</li> <li>• enhance overall the simplicity, transparency and credibility of all senior executives remuneration; and</li> <li>• ensure fair and equitable remuneration practices.</li> </ul>	
G4-LA13	Ratio of basic salary and remuneration of women to...		Remuneration report	TBA	

# 2017 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**

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

## Supplier Assessment for Labour Practices

<b>G4-DMA</b>			Social and ethics committee report	<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>
<b>G4-LA14</b>	Percentage of new suppliers that were screened usi...			No suppliers reviewed
<b>G4-LA15</b>	Significant actual and potential negative impacts ...			No impacts reported

## Labour Practices Grievance Mechanisms

<b>G4-DMA</b>			Social and ethics committee report	<p>Conducting business ethically and protecting against fraud and corruption is an important part of how we earn and preserve the trust of our stakeholders. Businesses in South Africa are to some extent exposed to bribery, fraud, corruption and other unethical behaviour, and Altron is no exception. As such, we ensure that we conduct our business according to the strictest ethical code and do our utmost to create a safe, transparent working environment.</p> <p>The Altron board, together with the Chief Executive, is responsible for the ethical culture of the group, with support and oversight provided by the group social and ethics committee (SEC). Altron is committed to embedding a strong ethical culture in its businesses and maintaining good corporate governance structures. The Altron social and ethics committee facilitates Altron's approach in this regard and it offers the group a structured forum for the monitoring, measuring and reporting of the ethics and certain other non-financial aspects of Altron's business. The committee works within the framework set out in Regulation 43 of the Companies Act No 71 of 2008, as amended, (Companies Act) and the King Report on Governance for South Africa 2009 (King III).</p>
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# 2017 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-LA16	Number of grievances about labour practices filed,...		Social and ethics committee report	In 2017, we received 22 tip-offs (2016: 26), and these have been dealt with in terms of the relevant resolution structures within the group. 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. Altron's internal audit function also compiled the Tip-off Tim register which the committee discussed and reviewed. 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. Fortunately, no incidences were reported in the year under review which required the risk management committee's attention.

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

## Human Rights

### Investment

G4-DMA			Social and ethics committee report	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. The committee will continue to monitor this aspect during the following year.
G4-HR1	Total number and percentage of significant investm...		Social and ethics committee report	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.  Not measured currently
G4-HR2	Total hours of employee training on human rights p...		Social and ethics committee report	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.

### Non-discrimination

G4-DMA			Social and ethics committee report	Conducting business ethically and protecting against fraud and corruption is an important part of how we earn and preserve the trust of our stakeholders. Businesses in South Africa are to some extent exposed to bribery, fraud, corruption and other unethical behaviour, and Altron is no exception. As such, we ensure that we conduct our business according to the strictest ethical code and do our utmost to create a safe, transparent working environment.  The Altron board, together with the Chief Executive, is responsible for the ethical culture of the group, with support and oversight provided by the group social and ethics committee (SEC). Altron is committed to embedding a strong ethical culture in its businesses and maintaining good corporate governance structures. The Altron social and ethics committee facilitates Altron's approach in this regard and it offers the group a structured forum for the monitoring, measuring and reporting of the ethics and certain other non-financial aspects of Altron's business. The committee works within the framework set out in Regulation 43 of the Companies Act No 71 of 2008, as amended, (Companies Act) and the King Report on Governance for South Africa 2009 (King III).
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# 2017 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-HR3	Total number of incidents of discrimination and co...		Social and ethics committee report	In 2017, we received 22 tip-offs (2016: 26), and these have been dealt with in terms of the relevant resolution structures within the group. 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. Altron's internal audit function also compiled the Tip-off Tim register which the committee discussed and reviewed. 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. Fortunately, no incidences were reported in the year under review which required the risk management committee's attention.

<b>Key</b>
<span style="background-color: #d9ead3; border: 1px solid #ccc; display: inline-block; width: 10px; height: 10px;"></span> Reported with more detail in the IAR or other report/s as per the provided I
<span style="background-color: #fff2cc; border: 1px solid #ccc; display: inline-block; width: 10px; height: 10px;"></span> Partially reported with specific response only
<span style="background-color: #f4cccc; border: 1px solid #ccc; display: inline-block; width: 10px; height: 10px;"></span> Not reported/Not Applicable or Not measured

## Freedom of Association and Collective Bargaining

G4-DMA			Social and ethics committee report	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.

## Child Labour

G4-DMA			Social and ethics committee report	For 2017 reporting period, the 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. The committee will continue to monitor and report on these areas however, greater emphasis will be placed on matters identified as material in the following year. The committee revised its reporting strategy during the period under review to align the requirements stipulated in Regulation 43 of the Companies Act and King III, with Altron's sustainable business strategy and the material issues facing the group.
G4-HR5	Operations and suppliers identified as having sign...			No operations or suppliers identified during this reporting period.

## Forced or Compulsory Labour

G4-DMA			Social and ethics committee report	For 2017 reporting period, the 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. The committee will continue to monitor and report on these areas however, greater emphasis will be placed on matters identified as material in the following year. The committee revised its reporting strategy during the period under review to align the requirements stipulated in Regulation 43 of the Companies Act and King III, with Altron's sustainable business strategy and the material issues facing the group.
G4-HR6	Operations and suppliers identified as having sign...			No operations or suppliers identified during this reporting period.

# 2017 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	Reported with more detail in the IAR or other report/s as per the provided I
■	Partially reported with specific response only
■	Not reported/Not Applicable or Not measured

## Security Practices

G4-DMA			Social and ethics committee report	For 2017 reporting period, the 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. The committee will continue to monitor and report on these areas however, greater emphasis will be placed on matters identified as material in the following year. The committee revised its reporting strategy during the period under review to align the requirements stipulated in Regulation 43 of the Companies Act and King III, with Altron’s sustainable business strategy and the material issues facing the group.
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.

## Indigenous Rights

G4-DMA			Social and ethics committee report	For 2017 reporting period, the 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. The committee will continue to monitor and report on these areas however, greater emphasis will be placed on matters identified as material in the following year. The committee revised its reporting strategy during the period under review to align the requirements stipulated in Regulation 43 of the Companies Act and King III, with Altron’s sustainable business strategy and the material issues facing the group.
G4-HR8	Total number of incidents of violations involving ...			No incidents reported

## Assessment

G4-DMA			Social and ethics committee report	For 2017 reporting period, the 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. The committee will continue to monitor and report on these areas however, greater emphasis will be placed on matters identified as material in the following year. The committee revised its reporting strategy during the period under review to align the requirements stipulated in Regulation 43 of the Companies Act and King III, with Altron’s sustainable business strategy and the material issues facing the group.
G4-HR9	Total number and percentage of operations that hav...			No operations reported to be subject to reviews or assessments

# 2017 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	Reported with more detail in the IAR or other report/s as per the provided I
Key	Partially reported with specific response only
Key	Not reported/Not Applicable or Not measured

## Supplier Human Rights Assessment

G4-DMA			Social and ethics committee report	For 2017 reporting period, the 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. The committee will continue to monitor and report on these areas however, greater emphasis will be placed on matters identified as material in the following year. The committee revised its reporting strategy during the period under review to align the requirements stipulated in Regulation 43 of the Companies Act and King III, with Altron’s sustainable business strategy and the material issues facing the group.
G4-HR10	Percentage of new suppliers that were screened usi...			No operations reported to be subject to reviews or assessments
G4-HR11	Significant actual and potential negative human ri...			No impacts reported

## Human Rights Grievance Mechanisms

G4-DMA			Social and ethics committee report	For 2017 reporting period, the 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. The committee will continue to monitor and report on these areas however, greater emphasis will be placed on matters identified as material in the following year. The committee revised its reporting strategy during the period under review to align the requirements stipulated in Regulation 43 of the Companies Act and King III, with Altron’s sustainable business strategy and the material issues facing the group.
G4-HR12	Number of grievances about human rights impacts fi...			No grievances reported

# 2017 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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<b>Key</b>	Reported with more detail in the IAR or other report/s as per the provided IAR
	Partially reported with specific response only
	Not reported/Not Applicable or Not measured

## Society

### Local Communities

<b>G4-DMA</b>			Integrated annual report	Previously, our corporate social investment (CSI) was operated at a business level and supported by a group CSI policy. In 2017 we established a committee within Altron TMT, which administers the entire group's CSI spending within one central fund. This allows us to identify and invest in larger projects with higher impact potential and enables us to better monitor and measure the outcomes and impacts of our investments.
<b>G4-SO1</b>	Percentage of operations with implemented local co...		Integrated annual report	This year our multimedia ICT training centre in KwaMashu, KwaZulu-Natal has continued to perform exceptionally well in its fifth year of operation. Each year the centre accepts 50 unemployed youths from the surrounding areas into a 12-month full-time learnership programme, which provides training in end-user computer and ICT skills. Altron funds the cost of the training and the operation of the centres, as well as a stipend for each learner. Every year more than 95% of the programme graduates are employed – either absorbed into Altron's own operations, or into external roles within the neighbouring industry. This year 100% of our graduates found employment with a major retailer. Building on our success, in October 2016 we established a second training centre based on the same model, in Soweto, Gauteng. We had planned to install a centre in Alexandra, but relocated to Soweto following a land-claim eviction order in June 2016, which was disappointing. Nevertheless, our new centre, which is based in the Soweto Empowerment Zone at the Old Putco Building in Diepkloof, has been operational since October 2016 and we look forward to another 50 graduates completing our programme in the latter part of 2017.
<b>G4-SO2</b>	Operations with significant actual or potential ne...		Integrated annual report	This year our multimedia ICT training centre in KwaMashu, KwaZulu-Natal has continued to perform exceptionally well in its fifth year of operation. Each year the centre accepts 50 unemployed youths from the surrounding areas into a 12-month full-time learnership programme, which provides training in end-user computer and ICT skills. Altron funds the cost of the training and the operation of the centres, as well as a stipend for each learner. Every year more than 95% of the programme graduates are employed – either absorbed into Altron's own operations, or into external roles within the neighbouring industry. This year 100% of our graduates found employment with a major retailer. Building on our success, in October 2016 we established a second training centre based on the same model, in Soweto, Gauteng. We had planned to install a centre in Alexandra, but relocated to Soweto following a land-claim eviction order in June 2016, which was disappointing. Nevertheless, our new centre, which is based in the Soweto Empowerment Zone at the Old Putco Building in Diepkloof, has been operational since October 2016 and we look forward to another 50 graduates completing our programme in the latter part of 2017.

### Anti-corruption

<b>G4-DMA</b>			Social and ethics committee report	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
<b>G4-SO3</b>	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.

# 2017 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-SO4	Communication and training on anti-corruption poli...		Social and ethics committee report	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	In 2017, we received 22 tip-offs (2016: 26), and these have been dealt with in terms of the relevant resolution structures within the group. 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. Altron's internal audit function also compiled the Tip-off Tim register which the committee discussed and reviewed. 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. Fortunately, no incidences were reported in the year under review which required the risk management committee's attention.

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

## Public Policy

G4-DMA			Social and ethics committee report	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	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	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-SO7	Total number of legal actions for anti-competitive...		Social and ethics committee report	No new developments with regards to the Aberdare Cables investigation into alleged cartel conduct matter have arisen. We await the Competition Commission's conclusion on the matter with the other affected parties and we continue to fully comply with the Commission's requirements as set out in the conditional immunity agreement, and do 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.

# 2017 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 <span style="color: green;">■</span> Reported with more detail in the IAR or other report/s as per the provided IAR <span style="color: yellow;">■</span> Partially reported with specific response only <span style="color: red;">■</span> Not reported/Not Applicable or Not measured
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## Compliance

G4-DMA			Social and ethics committee report	<p>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.</p> <p>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</p>
G4-SO8	Monetary value of significant fines and total numb...		Social and ethics committee report	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	<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>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 2017 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.</p>
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	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

## Product Responsibility

### Customer Health and Safety

G4-DMA			Integrated annual report	<p>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.</p> <p>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.</p>
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# 2017 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-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

Key	
<span style="background-color: #d9ead3; border: 1px solid black; display: inline-block; width: 10px; height: 10px;"></span>	Reported with more detail in the IAR or other report/s as per the provided I
<span style="background-color: #fff2cc; border: 1px solid black; display: inline-block; width: 10px; height: 10px;"></span>	Partially reported with specific response only
<span style="background-color: #f4cccc; border: 1px solid black; display: inline-block; width: 10px; height: 10px;"></span>	Not reported/Not Applicable or Not measured

## 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	In 2017 we again conducted client satisfaction surveys at operational level, which enabled us to gauge our customers' needs and to be more proactive and forwardlooking in our relationships with our clients and customers. Most of the Altron business divisions measure the quality of their client relationships using the Net Promoter Score (NPS), which provides an overall measure as to how likely clients and customers are to recommend a business based on their relationship or a recent interaction with a company. This year we were particularly proud of MediSwitch, which scored a NPS of 85%, and of Altech Netstar, which received a NPS of 81%, a notable improvement from the previous year's 72%. Bytes Document Solutions (BDS) received a NPS of 54%, down from the previous year's 63%, which decline is being addressed by the operational management of BDS.

## Marketing Communications

G4-DMA			Integrated annual report	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			Social and ethics committee report	Altron has appointed an information officer to address matters relating to information governance within the context of the Protection of Personal Information Act No 4 of 2013 (POPIA) when it becomes fully enacted, as well as overseeing the implementation of the Promotion of Access to Information Act No 2 of 2000 (PAIA) across the group.
G4-PR8	Total number of substantiated complaints regarding...			No incidents were reported in the year under review

# 2017 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 I
					Partially reported with specific response only
					Not reported/Not Applicable or Not measured

## Compliance

G4-DMA			Social and ethics committee report	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 .
G4-PR9	Monetary value of significant fines for non-compli...		Social and ethics committee report	The group did not incur any fines at group level during the year, nor were any material fines incurred by any subsidiaries.

## Training

HC	Training spend	
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Total AMOUNT spent on training and skills development for all employees  
 Headcount (Permanent 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 apprenticeships

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	2017.YR	Change	Corporate	Altron TMT	Powertech
R	68 720 958	R 110 331 084	R 86 456 636	R 87 498 319	1.20%	R 314 138	R 52 425 073	R 34 759 108
	11 924	11 106	12 676	9 783	-23%	57	8 025	1 701
R	5 763	R 9 934	R 6 820	R 8 944	31%	R 5 511	R 6 533	R 20 435
R	51 867 792	R 82 299 145	R 72 170 956	R 73 276 537	2%		R 42 130 660	R 31 145 877
R	20 529 121	R 29 388 272	R 24 336 122	R 30 138 030	24%		R 19 273 119	R 10 864 911
R	3 615 945	R 9 229 458	R 5 877 676	R 15 886 000	170%		R 14 676 962	R 1 209 038
	96	105	87	88	1%		14	74
	83	93	84	84	0%		13	71
	12	21	28	23	-18%		2	21
	590	786	623	453	-27%		217	236
	474	707	667	910	36%		674	236
	252	380	405	506	25%		359	147
	135	183	150	226	51%		180	46
	92	152	122	136	11%		102	34
	130	95	324	92	-72%		32	60
	126	93	323	87	-73%		28	59
	54	40	168	25	-85%		5	20
	94	139	44	57	30%		46	11
	47	91	36	46	28%		37	9
	26	48	16	8	-50%		6	2
R	1 801 499	R 3 614 196	R 1 546 891	R 272 604	-82%		R 170 770	R 101 834
	382	168	361	266	-26%		202	64
	254	137	171	165	-4%		123	42
		2	56	74	32%		57	17
R	4 460 219	R 2 136 525	R 2 671 453	R 3 597 090	35%		R 2 560 106	R 1 036 984
	238 462	320 777	1 606 820	493 983	-69%		242 527	251 456
	49	66	42	20	-52%		20	
	8	20	15	7	-53%		7	
	4	7	5	2	-60%		2	
	485	603	93	34	-63%		34	
	121	352	53	20	-62%		20	
	42	157	13	3	-77%		3	