

Bidvest

Year ended 30 June 2018

GRI Content Index		GRI Standards		Information	Annual Integrated Report	Governance Report	Annual Financial Statements	Websites
Disclosure number		GRI Standards	Disclosure Title					
General Disclosures: Strategy and Analysis								
102-14	Statement from the most senior decision-maker of the organisation, such as CEO, chair, or equivalent senior position about the relevance of sustainability to the organization and its strategy for addressing sustainability.		Chairman's report. Chief executive officer's report.	Chairman's report (Pages 13 - 15); Chief executive officer's report (Pages 16 - 19)				www.bidvest.com
102-15	A description of key impacts, risks and opportunities.		Risks and opportunities. Corporate governance. Risk management.	Pages 29 - 31		Governance report (Pages 2 - 15, 32 - 34)		
General Disclosures: Organizational Profile								
102-1	Name of organisation		The Bidvest Group Limited appears on the bottom of every page throughout the report	Back cover, Administration			Back cover, Administration	www.bidvest.com
102-2	Activities, brands, products and services: (a) A description of the organisation's activities. (b) Primary brands, products and services, including an explanation of any products or services that are banned in certain markets		Integrated group overview, 30-year growth story. Business model. Divisional overviews	Pages 4 - 9, 38 - 51				http://www.bidvest.com/divisional-structure.php
102-3	Location of the organization's headquarters		Bidvest House, 18 Crescent Drive, Melrose Arch, 2196, South Africa	Administration page			Administration page	
102-4	Location of operations. Number of countries where the organization operates, and the names of countries, where it has significant operations and/or that are relevant to the topics covered in the report		Integrated view. Divisional overviews	Pages 4 - 5, 38 - 51				http://www.bidvest.com/divisional-structure.php
102-5	Nature of ownership and legal form		Administration page	Administration page			Administration page	
102-6	Markets served. Geographic locations where products and services are offered. Sectors served. (a) Types of customers and beneficiaries		Integrated group overview, Divisional overviews, Consolidated segmental analysis	Pages 4 - 5, 38 - 51, 52 - 55				www.bidvest.com
102-7	Scale of the organisation. (a) Number of employees. (b) Total number of operations. (c) Net sales (for private sector organizations) or net revenues (for public sector organizations). (d) Total capitalisation broken down in terms of debt and equity (for private sector organizations). (e) Quantity of products or services provided		Integrated group overview, Financial statements and notes, Chairman's report, CEO's report, CFO's review	Pages 4 - 5, 13 - 21			Pages 23 - 99	http://www.bidvest.com/financial-results-archive.php
102-8	Information on employees and other employees (a) Total number of employees by employment contract (permanent and temporary), by gender. (b) Total number of employees by employment contract (permanent and temporary), by region. (c) Total number of employees by employment type (full-time and part-time), by gender. (d) Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees. (e) Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries). (f) An explanation of how the data have been compiled, including any assumptions made.		Integrated group overview, Business model, External operating environment, Consolidated segmental analysis, Bidvest stewardship	Page 4 - 5, 8 - 11, 34 - 35			Pages 28 - 32	http://www.bidvest.com/strategic-business-model.php http://www.bidvest.com/divisional-structure.php http://www.bidvest.com/sustainability-overview.php
102-41	Percentage of total employees covered by collective bargaining agreements		Not reported at Group level					
102-9	A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products and services.		30-year growth story, Business model, External operating environment, Divisional overviews	Pages 6 - 11, 38 - 51				http://www.bidvest.com/divisional-structure.php
102-10	Significant changes to the organization's size, structure, ownership, or supply chain, including: (a) Changes in the location of, or changes in, operations, including facility openings, closings, and expansions. (b) Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations). (c) Changes to the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination		Integrated group overview, 30-year growth story, Business model, Interest in subsidiaries and associates	Pages 4 - 9			Pages 100 - 109	
102-11	Precautionary principle or approach. Whether or how the organization applies the Precautionary principle or approach		Integrated group overview, Governance - combined assurance	Pages 4 - 5, 26 - 28		Page 1		http://www.bidvest.com/sustainability-governance.php
102-12	External initiatives. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.		External operating environment, Bidvest stewardship, Bidvest Footprint, Stakeholders	Pages 10 - 11, 32 - 37		Pages 30 - 31		http://www.bidvest.com/sustainability-overview.php
102-13	Memberships of associations. A list of the main memberships of industry or other associations, and national or international advocacy organizations		Not reported at group level					
General Disclosures: Identified Material Aspects and Boundaries								
102-45	Entities included in the consolidated financial statements. (a) A list of all entities included in the organization's consolidated financial statements or equivalent documents. (b) Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.		Interests in subsidiaries and associates				Pages 100 - 109	
102-46	Defining report content and topic boundaries. (a) An explanation of the process for defining the report content and the topic boundaries. (b) An explanation of how the organization has implemented the reporting for defining report content.		30 years of Home-grown entrepreneurship, What we do, Our integrated report, Integrated group overview, Corporate Governance	Back of front cover; Pages 1 - 2, 4 - 5		Pages 1 - 15		
102-47	A list of material topics identified in the process for defining report content		Our Group risk management team and the associated materiality process has identified material aspects at the Group level. In addition, the divisions have their own material issues that they address, 30 years of Home-grown entrepreneurship, Governance, Divisional overviews, Bidvest stewardship.	Back of front cover; Pages 34 - 35, 38 - 51		Pages 32 - 37		
Management approach								
103-1	Explanation of the material topic and its Boundary (a) An explanation of why the topic is material. (b) The Boundary for the material topic, which includes a description of: (i) where the impacts occur; (ii) the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. (c) Any specific limitation regarding the topic Boundary		Our Group risk management team and the associated materiality process has identified material aspects at the Group level. In addition, the divisions have their own material issues that they address, About this report, Divisional overviews, Bidvest stewardship	Back of front cover; Pages 34 - 35, 38 - 51		Pages 27 - 30		http://www.bidvest.com/sustainability-overview.php
General Disclosures								
102-48	Restatements of information: The effect of any restatements of information given in previous reports and the reasons for such restatements.		No significant changes					
102-49	Changes in reporting: Significant changes from previous reporting periods in the list of material topics and topic boundaries.		No significant changes					
102-40	List of stakeholder groups engaged by the organization. (a) Civil society. (b) Customers. (c) Employees and workers who are not employees. (d) Trade unions. (e) Local communities. (f) Shareholders and providers of capital. (g) Suppliers		Stakeholder relationships, Corporate governance	Pages 32 - 33		Pages 6, 30 - 31		www.bidvest.com
102-42	Identifying and selecting stakeholders. The basis for identifying and selecting stakeholders with whom to engage. (a) Defining its stakeholder groups. (b) Determining the groups with which to engage and not to engage		Social and ethics committee report, Stakeholder relationships	Pages 25, 32 - 33		Pages 8 - 9, 30 - 31		http://www.bidvest.com/board-members.php
102-43	Approach to stakeholder engagement. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.		Stakeholders relationships	Pages 32 - 33		Pages 30 - 31		
102-44	Key topics and concerns raised through stakeholder engagement: (a) How the organization has responded to key topics and concerns, including through its reporting. (b) The stakeholder groups that raised each of the key topics and concerns		Stakeholders relationships	Pages 32 - 33		Pages 30 - 31		
102-50	Reporting period for the information provided		July 2017 - June 2018					www.bidvest.com
102-51	Date of most recent report		Oct-17		Website			www.bidvest.com
102-52	Reporting cycle		Annually		Website			www.bidvest.com
102-53	Contact point for questions regarding the report		Investor relations: Ilze Roux, Administration page		Administration page		Administration page	

102-54	Report the 'in accordance with GRI Standards' option the organization has chosen. Report the GRI Content Index for the chosen option (see tables below). Report the reference to the External Assurance Report. If the report has been externally assured, GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.	Our integrated report	Page 2	Page 1		
102-55	GRI content index: (a) The GRI content index, which specifies each of the GRI standards used and lists all disclosures included in the report. For each disclosure, the content index shall include: (i) The number of the disclosures (for disclosures covered by the GRI Standards). (ii) The page number (s) or URL (s) where the information can be found, either within the report or in other published materials. (iii) If applicable, and where permitted, the reason (s) for omission when a required disclosure cannot be made. (b)	GRI Content Index	Supplementary documents on our website	Supplementary documents on our website	Supplementary documents on our website	www.bidvest.com
102-56	External assurance report. (a) A description of the organization's policy and current practice with regard to seeking external assurance for this report. (b) If the report has been externally assured: (i) A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained and any limitations of the assurance process. (ii) The relationship between the organization and the assurance provider. (iii) Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.	Our integrated report, External audit report	Pages 2, 56		Pages 2 - 7	
102-18	Governance structure: (a) Governance structure of the organization, including committees of the highest governance body. (b) Committees responsible for decision-making on economic, environmental and social topics	Committed to good governance, Governing structures and committees, Governance - combined assurance model, Stewardship	Pages 22 - 28	Pages 2 - 12, 30 - 37		http://www.bidvest.com/board-members.php
102-19	Delegating authority: Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees	Committed to good governance, Governing structures and committees, Governance - combined assurance model, Stewardship	Pages: 12, 22 - 28, 34 - 35	Pages 2 - 3, 35 - 37		http://www.bidvest.com/board-members.php http://www.bidvest.com/sustainability-overview.php
102-20	Executive level responsibility for economic, environmental and social topics. (a) Whether the organization has appointed an executive level position with responsibility for economic, environmental and social topics. (b) Whether post holders report directly to the highest governance body.	Committed to good governance, Governing structures and committees, Governance - combined assurance model, Stewardship	Pages 12, 22 - 28, 34 - 35	Pages 2 - 15, 35 - 37		http://www.bidvest.com/board-members.php http://www.bidvest.com/sustainability-overview.php
102-21	Consulting stakeholders on economic, environmental and social topics. (a) Processes for consultation between the stakeholders and the highest governance body on economic, environmental and social topics. (b) If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body.	Social and ethics committee report, Stakeholder relationships	Pages 25, 32 - 33	Pages 8 - 9, 30 - 31		http://www.bidvest.com/board-members.php
102-22	Composition of the highest governance body and its committees. (a) Executives or non-executives. (b) Independence. (c) Tenure on the governance body. (d) Number of each individuals with significant positions and committees and nature of the commitments. (e) Gender. (f) Membership of under-represented social groups. (g) Competencies related to economic, environmental and social topics. (h) Stakeholder representatives	Committed to good governance, Governing structures and committees	Pages 22 - 25	Pages 2 - 15		http://www.bidvest.com/board-members.php
102-23	Chair of the highest governance body. (a) Whether the chair of the highest governance body is also an executive officer in the organization. (b) If the chair is also an executive officer, describe his/her function within the organization's management and the reasons for this arrangement.	Committed to good governance, Governing structures and committees	Pages 22 - 25	Pages 2 - 15		http://www.bidvest.com/board-members.php
102-24	Nominating and selecting the highest governance body. (a) Nominations and selection processes for the highest governance body and its committees. (b) Criteria used for nominating and selecting highest governance body members, including whether and how: (i) stakeholders (including shareholders) are involved. (ii) diversity is considered. (iii) independence is considered. (iv) expertise and experience relating to economic, environmental and social topics	Committed to good governance, Governing structures and committees	Pages 22 - 25	Pages 2 - 15		http://www.bidvest.com/board-members.php
102-25	Conflicts of interest. (a) Processes for the highest governance body to ensure conflicts of interest are avoided and managed. (b) Whether conflicts of interest are disclosed to stakeholders, including, as a minimum: (i) Cross-board membership. (ii) Cross-shareholding with suppliers and other stakeholders. (iii) Existence of controlling shareholder. (iv) Related party disclosure	Committed to good governance, Governing structures and committees, Stewardship	Pages 22 - 25	Pages 2 - 15, 35 - 37		http://www.bidvest.com/board-members.php
102-26	Role of highest governance body in setting purpose, values and strategy. Highest governance body's and senior executives roles in the development, approval and updating of the organization's purpose, value or mission statements, strategies, policies and goals related to economic, environmental and social topics	Committed to good governance, Governing structures and committees, Stewardship	Pages 22 - 25	Pages 2 - 15, 35 - 37		http://www.bidvest.com/board-members.php
102-27	Collective knowledge of highest governance body. Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics	Committed to good governance, Corporate governance, Stewardship.	Pages 22 - 25	Pages 2 - 15, 35 - 37		http://www.bidvest.com/board-members.php
102-28	Evaluating the highest governance body's performance. (a) Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental and social topics. (b) Whether such evaluation is independent or not, and its frequency. (c) Whether such evaluation is a self-assessment. (d) Actions taken in responses to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including as a minimum, changes in membership and organisational practice.	Committed to good governance, Governing structures and committees, Stewardship	Pages 22 - 25	Pages 2 - 15, 35 - 37		http://www.bidvest.com/board-members.php
102-29	Identifying and managing economic, environmental, and social impacts. (a) Highest governance body's role in identifying and managing economic, environmental and social topics and their impacts, risks and opportunities - including its role in the implementation of due diligence processes. (b) Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social topics and their impacts, risks and opportunities.	Chairman's report, CEO report, CFO's review, Committed to good governance, Business model	Pages 8 - 9, 13 - 23	Pages 2 - 15		http://www.bidvest.com/index.php http://www.bidvest.com/strategic-business-model.php http://www.bidvest.com/board-members.php
102-30	Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social issues	Committed to good governance, Governance - combined assurance model, Risks and opportunities	Pages 22 - 23, 26 - 31	Pages 32 - 34		http://www.bidvest.com/board-members.php
102-31	Review of economic, environmental, and social topics. Frequency of the highest governance body's review of the economic, environmental and their impacts, risks and opportunities	Committed to good governance, Stewardship, Risks & Opportunities	Pages 22 - 23, 29 - 31, 34 - 35	Pages 2 - 15, 35 - 37		http://www.bidvest.com/board-members.php http://www.bidvest.com/sustainability-overview.php
102-32	Highest governance body's role in sustainability reporting: The highest committee or position that formally reviews and approved the organization's sustainability report and ensures that all material topics were answered.	Committed to good governance, Stewardship	Pages 22 - 23, 34 - 35	Pages 2 - 15, 35 - 37		http://www.bidvest.com/board-members.php http://www.bidvest.com/sustainability-overview.php
102-33	Process for communicating critical concerns to the highest governance body	Committed to good governance, Board committees quarterly meetings: Risk committee, Social & Ethics committee	Pages 18 - 25	Pages 2 - 15, 35 - 37		http://www.bidvest.com/board-members.php
102-34	Nature and total number of critical concerns: (a) Total number and nature of critical concerns that were communicated to the highest governance body. (b) Mechanism (s) used to address and resolve critical concerns	Corporate governance		Pages 2 - 15		http://www.bidvest.com/board-members.php
102-35	Remuneration policies: (a) Remuneration policies for the highest governance body and senior executives for the following types of remuneration: (i) Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares. (ii) Sign-on bonuses or recruitment incentive payments. (iii) Termination payments. (iv) Clawbacks. (v) Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives and all other employees. (b) How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental and social policies.	Remuneration report		Pages 16 - 29		www.bidvest.com
102-36	Process for determining remuneration: (a) Process for determining remuneration. (b) Whether remuneration consultants are involved in determining remuneration and whether they are independent of management. (c) Any other relationships that the remuneration consultants have with the organization.	Remuneration report		Pages 16 - 29		www.bidvest.com

102-37	Stakeholders' involvement in remuneration. (a) How stakeholders' views are sought and taken into account regarding remuneration. (b) If applicable, the results of votes on termination policies and proposals.	Remuneration report		Pages 16 - 29		www.bidvest.com
102-38	Annual total compensation ratio.	Not reported at Group level				
102-39	Percentage increase in annual total compensation ratio	Not reported at Group level				
General Disclosures: Ethics and Integrity						
102-16	A description of the organisation's values, principles, standards and norms of behaviour.	30 years of Homegrown Entrepreneurship, Our integrated report, Integrated group overview, Governance - combined assurance model	Back of front cover; Pages 2, 4 - 5, 26 - 31	Page 1		
102-17	Mechanisms for advice and concerns about ethics. A description of internal and external mechanisms for: (i) Seeking advice about ethical and lawful behaviour, and organizational integrity. (ii) Reporting concerns about unethical or unlawful behaviour, and organizational integrity	Integrated group overview, Committed to good corporate governance, Governance - combined assurance model	Pages 4 - 5, 22 - 23, 26 - 28	Pages 1 - 15		http://www.bidvest.com/board-members.php
Management Approach						
103-2	The management approach and its components: (a) An explanation of how the organization manages the topic. (b) A statement of the purpose of the management approach. (c) A description of the following, if the management approach includes that component: (i) Policies (ii) Commitments (iii) Goals and targets (iv) Responsibilities (v) Resources (vi) Grievance mechanisms (vii) Specific actions, such as processes, projects, programs and initiatives	Integrated group overview, Governance - combined assurance model	Pages 4 - 5, 26 - 28	Page 1		
103-3	Evaluation of the management approach. (a) An explanation of how the organization evaluates the management approach, including: (i) the mechanisms for evaluating the effectiveness of the management approach. (ii) the results of the evaluation of the management approach, (iii) any related adjustments to the management approach	Integrated group overview, Governance - combined assurance model	Pages 4 - 5, 26 - 28	Page 1		
Economic Performance						
201-1	Ratios of standard entry level wage by gender compared to local minimum wage: (a) When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage. (b) When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage. (c) Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used. (d) The definition used for 'significant locations of operation'	Integrated group overview, Governance - combined assurance model	Pages 13 - 21, 57 - 69		Pages 14 - 99	www.bidvest.com
201-2	Financial implications and other risks and opportunities due to climate change. (a) Risks and opportunities posed by climate change that have the potential to generate substantive changes to operations, revenue or expenditure, including: (i) A description of the risk or opportunity and its classification as either as physical regulatory or either. (ii) A description of the impact associated with the risk or opportunity. (iii) The financial implications of the risk or opportunity before action is taken. (iv) The methods used to manage the risk or opportunity. (v) The costs of actions taken to manage the risk or opportunity.	Stakeholder relationships, Stewardship	Pages 32 - 37	Pages 30 - 31, 35 - 37		http://www.bidvest.com/sustainability-overview.php
201-3	Defined benefit plan obligations and other retirement plans. (a) If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities. (b) If a separate fund exists to pay the plan's pension liabilities: (i) The extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them. (ii) The basis on which that estimate has been arrived at. (iii) When that estimate was made. (c) If a fund was set up to pay the plan's premium liabilities is not fully covered, explain the strategy if any, adopted by the employer to work towards the full coverage and the timescale, if any by which the employee hopes to achieve full coverage. (d) Percentage of salary contributed by employee or employer. (e) Level of participation in retirement plans, such as participation in mandatory or voluntary scheme, regional or country-based schemes or those with financial impact	Notes to annual financial statements			Pages 33 - 92	www.bidvest.com
201-4	Financial assistance received from government. (a) Total monetary value of financial assistance received by the organization from any government during the reporting period, including: (i) Tax relief and tax credits. (ii) Subsidies. (iii) Investment grants, research and development grants and other relevant types of grant. (iv) Awards. (v) Royalty holidays. (vi) Financial assistance from Export Credit Agencies (ECAs) (vii) financial incentives, (viii) Other financial benefits received or receivable from any government for any operations (b) The information by country. (c) Whether and the extent to which any government is present in the shareholding structure.	Not applicable				
Market Presence						
202-1	Ratios of standard entry level wage by gender compared to local minimum wage: (a) When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage. (b) When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage. (c) Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used. (d) The definition used for 'significant locations of operation'.	Not reported at Group level				
202-2	Proportion of senior management hired from the local community. (a) Percentage of senior management at significant locations of operations that are hired from the local community. (b) A definition used for "senior management". (c) The organization's geographical definition of "local". (d) The definition used for "significant locations of operation"	Stewardship	Pages 34 - 37			http://www.bidvest.com/divisional-information.php Page numbers: http://www.bidvest.com/sustainability-transformation.php http://www.bidvest.com/pdf/bee/empowerdex-bidvest-group-limited-verification-report.pdf
Indirect Economic Impacts						
203-1	Infrastructure investments and services supported. (a) Extent of development of significant infrastructure investment and services supported. (b) Current or expected impacts on communities and local economies, including positive and negative impacts where relevant. (c) Whether these investments and services are commercial, in-kind, or pro-bono engagements	Chairman's report, CEO report, CFO review, divisional overviews	Pages 13 - 21, 38 - 51			http://www.bidvest.com/sustainability-transformation.php http://www.bidvest.com/divisional-structure.php
203-2	Significant indirect economic impacts. (a) Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts. (b) Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols and policy agendas.	Risks & opportunities, Business model	Pages 8 - 9, 29 - 31	Pages 32 - 34		http://www.bidvest.com/index.php
Procurement Practices						
204-1	Proportion of spending on local suppliers. (a) Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operations (such as percentage of products and services purchased locally). (b) The organization's geographical definition of "local". (c) The definition used for "significant locations of operation".	Not reported at Group level				
Environmental: Materials						
301-1	Materials used by weight or volume (a) Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by: (i) non-renewable materials used; (ii) renewable materials used.	Not reported at Group level				
301-2	Recycled input materials used. Percentage of recycled input materials used to manufacture the organization's primary products and services	Not reported at Group level				
Environmental: Energy						

302-1	<p>Energy consumption within the organization:</p> <p>(a) Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.</p> <p>(b) Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.</p> <p>(c) In joules, watt-hours or multiples, the total:</p> <p>(i) electricity consumption</p> <p>(ii) heating consumption</p> <p>(iii) cooling consumption</p> <p>(iv) steam consumption</p> <p>(d) In joules, watt-hours or multiples, the total:</p> <p>(i) electricity sold</p> <p>(ii) heating sold</p> <p>(iii) cooling sold</p> <p>(iv) steam sold</p> <p>(e) Total energy consumption within the organization, in joules or multiples.</p> <p>(f) Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>(g) Source of the conversion factors used.</p>	Stewardship	Pages 34 - 37		http://www.bidvest.com/sustainability-overview.php
302-2	<p>Energy consumption outside of the organization.</p> <p>(a) Energy consumption outside of the organization, in joules or multiples.</p> <p>(b) Standards, methodologies, assumptions and / or calculation tools used.</p> <p>(c) Source of the conversion factors used.</p>	Not reported at Group level			
302-3	<p>Energy intensity.</p> <p>(a) Energy ratio for the organization.</p> <p>(b) Organisation-specific metric (the denominator) chosen to calculate the ratio.</p> <p>(c) Types of energy included in the intensity ratio, whether fuel, electricity, heating, cooling, steam or all.</p> <p>(d) Whether the ratios uses energy consumption within the organisation, outside of it or both</p>	Stewardship	Pages 34 - 37		http://www.bidvest.com/sustainability-overview.php
302-4	<p>Reduction of energy consumption:</p> <p>(a) Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.</p> <p>(b) Types of energy included in the reductions, whether fuel, electricity, heating, cooling, steam or all.</p> <p>(c) Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.</p> <p>(d) Standards, methodologies, assumptions and / or calculation tools used.</p>	Stewardship, Divisional overviews	Pages 34 - 51		http://www.bidvest.com/sustainability-overview.php
302-5	<p>Reductions in energy requirements of products and services.</p> <p>(a) Reductions in energy requirements of solid products and services achieved during the reporting period, in joules or multiples.</p> <p>(b) Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.</p> <p>(c) Standards, methodologies, assumptions, and / or calculations used.</p>	Stewardship, Divisional overviews	Pages 34 - 51		http://www.bidvest.com/sustainability-overview.php
Environmental: Water					
303-1	<p>Water withdrawal by source.</p> <p>(a) Total volume of water withdrawal, with a breakdown by the following sources:</p> <p>(i) Surface water, including water from wetlands, rivers, lakes and oceans.</p> <p>(ii) Groundwater.</p> <p>(iii) Rainwater collected directly and stored by the organization.</p> <p>(iv) Waste water from another organisation.</p> <p>(v) Municipal water supplies or other public or private water utilities.</p> <p>(b) Standards, methodologies and assumption used.</p>	Stewardship, Divisional overviews	Pages 34 - 51		http://www.bidvest.com/sustainability-overview.php
303-2	<p>Water sources significantly affected by withdrawal of water.</p> <p>(a) For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information:</p> <p>(i) Size of the water source.</p> <p>(ii) Whether the source is designated as a nationally or internationally protected area.</p> <p>(iii) Biodiversity value (such as species diversity and endemism and total number of protected species).</p> <p>(iv) Value or importance of the water source to local communities and indigenous people.</p> <p>(b) Standards, methodologies and assumptions used</p>	Stewardship, Divisional overviews	Pages 34 - 51		http://www.bidvest.com/sustainability-overview.php
303-3	<p>Water recycled and reused:</p> <p>(a) Total volume of water recycled and reused by the organisation.</p> <p>(b) Total volume of water recycled and reused as a percentage of the total water withdrawal.</p> <p>(c) Standards, methodologies and assumptions used</p>	Stewardship, Divisional overviews	Pages 34 - 51		http://www.bidvest.com/sustainability-overview.php
Environmental: Biodiversity					
304-1	<p>Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.</p> <p>(a) For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information:</p> <p>(i) Geographic location.</p> <p>(ii) Subsurface and underground land that may be owned, leased or managed by the organisation.</p> <p>(iii) Position in relation to the protected areas, (in the area, adjacent to, or containing portions of the protected areas) or the high biodiversity value area outside protected areas.</p> <p>(iv) Type of operation (office, manufacturing or production or extractive).</p> <p>(v) Size of operational site in km2 (or another unit, if appropriate).</p> <p>(vi) Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater or maritime ecosystem).</p> <p>(vii) Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).</p>	Most of our operations are not in biodiversity protected areas. Bidvest Tank Terminals is the exception, Divisional overviews	Refer to divisional overview for Bidvest Freight, pages 40 - 41		http://www.bidvest.com/bidvest-industrial-freight.php
304-2	<p>Significant impacts of activities, products, and services on biodiversity.</p> <p>(a) Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:</p> <p>(i) Construction or use of manufacturing plants, mines, and transport infrastructure.</p> <p>(ii) Pollution or use of manufacturing of substances that do not naturally occur in the habitat from point and non-point sources)</p> <p>(iii) Introduction to invasive species, pests and pathogens.</p> <p>(iv) Reduction of species.</p> <p>(v) Habitat conversion.</p> <p>(vi) Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level).</p> <p>(b) Significant direct and indirect positive and negative impacts with reference to the following:</p> <p>(i) Species affected.</p> <p>(ii) Extent of areas impacted.</p> <p>(iii) Duration of impacts.</p> <p>(iv) Reversibility of the impacts.</p>	Not applicable			
304-3	<p>Habitats protected or restored:</p> <p>(a) Size and location of all habitat areas protected or restored and whether the success of the restoration measure was or is approved by independent external professionals.</p> <p>(b) Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organisation has overseen and implement restoration or protection measures.</p> <p>(c) Status of each area based on its condition at the close of the reporting period.</p> <p>(d) Standards, methodologies and assumptions used.</p>	Not reported at Group level			
304-4	<p>IUCN Red List species and national conservation list species with habitats in areas affected by operations.</p> <p>(a) Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organisation, by level of extinction risk</p> <p>(i) Critically endangered.</p> <p>(ii) Endangered.</p> <p>(iii) Vulnerable.</p> <p>(iv) Near threatened</p> <p>(v) Least concern</p>	Not applicable			
Environmental: Emissions					
305-1	<p>Direct (Scope 1) GHG emissions:</p> <p>(a) Gross direct (Scope 1) GHG emissions in metric tonnes of CO2 equivalent.</p> <p>(b) Gases included in the calculation, whether CO₂, CH₄, N₂O, HFCs, PFCs or all)</p> <p>(c) Biogenic CO₂ emissions in metric ton of CO₂ equivalent.</p> <p>(d) Base year for the calculation, if applicable, including:</p> <p>(i) the rationale for choosing it.</p> <p>(ii) emissions in the base year.</p> <p>(iii) the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>(e) Source of the emission factors and the global warming potential (GWP) rates used or a reference to the GWP source.</p> <p>(f) Consolidation approach for emissions, equity share, financial control or operational control.</p> <p>(g) Standards, methodologies, assumptions and / or calculations tools used.</p>	Stewardship, Divisional overviews	Pages 34 - 51		http://www.bidvest.com/sustainability-overview.php

305-2	<p>Energy indirect (Scope 2) GHG Emissions:</p> <p>(a) Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.</p> <p>(b) If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.</p> <p>(c) If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.</p> <p>(d) Base year for the calculation, if applicable, including:</p> <p>(i) The rationale for choosing it.</p> <p>(ii) Emissions in the base year.</p> <p>(iii) The context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>(e) Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>(f) Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>(g) Standards, methodologies, assumptions, and/or calculation tools used.</p>	Not reported at Group level			
305-3	<p>Other indirect (Scope 3) GHG Emissions</p> <p>(a) Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent.</p> <p>(b) If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.</p> <p>(c) Biogenic CO₂ emissions in metric tons of CO₂ equivalent.</p> <p>(d) Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.</p> <p>(e) Base year for the calculation, if applicable, including:</p> <p>(i) The rationale for choosing it.</p> <p>(ii) Emissions in the base year.</p> <p>(iii) The context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>(f) Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>(g) Standards, methodologies, assumptions, and/or calculation tools used.</p>	Not reported at Group level			
305-4	<p>GHG emissions intensity:</p> <p>(a) GHG emissions intensity ratio for the organisation.</p> <p>(b) Organisation-specific metric (the denominator) chosen to calculate the ratio.</p> <p>(c) Types of GHG emissions included in the intensity ratio; whether direct (Scope 1) energy indirect (Scope 2) and/or other indirect (Scope 3).</p> <p>(d) Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.</p>	Not reported at Group level			
305-5	<p>Reductions of GHG emissions:</p> <p>(a) GHG emissions reduced as a result of reduction initiatives, in metric tons of CO₂ equivalent.</p> <p>(b) Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.</p> <p>(c) Base year or baseline, including the rationale for choosing it.</p> <p>(d) Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).</p> <p>(e) Standards, methodologies, assumptions, and/or calculation tools used.</p>	Stewardship	Pages 34 - 35		www.bidvest.com
305-6	<p>Emissions of ozone-depleting substances (ODS)</p> <p>(a) Production imports and exports of ODS in metric tonnes of CFC-11 (trichlorofluoromethane) equivalent.</p> <p>(b) Substances included in the calculation.</p> <p>(c) Source of the emission factors used.</p> <p>(d) Standards, methodologies, assumptions, and/or calculation tools used.</p>	Not reported at Group level			
305-7	<p>Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions.</p> <p>(a) Significant air emissions in kilograms or multiples for each of the following:</p> <p>(i) NO_x</p> <p>(ii) SO_x</p> <p>(iii) Persistent organic pollutants (POP)</p> <p>(iv) Volatile organic compounds (VOC)</p> <p>(v) Hazardous air pollutants (HAP)</p> <p>(vi) Particulate matter (PM)</p> <p>(vii) Other standard categories of air emissions identified in relevant regulations.</p> <p>(b) Sources of the emission factors used.</p> <p>(c) Standards, methodologies, assumptions and/or calculation tool used.</p>	Not reported at Group level			
Environmental: Effluents and Waste					
306-1	<p>Water discharge by quality and destination.</p> <p>(a) Total volume of planned and unplanned water discharges by:</p> <p>(i) destination.</p> <p>(ii) quality of the water, including treatment method.</p> <p>(iii) whether the water was reused by another organisation.</p> <p>(b) Standards, methodologies and assumptions used.</p>	The only water intensive business in the Group is Bidvest Laundries, Stewardship	Pages 35 - 36		https://www.bidvestlaundrygroup.co.za/
306-2	<p>Waste by type and disposal method.</p> <p>(a) Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable:</p> <p>(i) Reuse</p> <p>(ii) Recycling</p> <p>(iii) Composting</p> <p>(iv) Recovery, including energy recovery</p> <p>(v) Incineration (mass burn)</p> <p>(vi) Deep well injection</p> <p>(vii) Landfill</p> <p>(viii) On-site storage</p> <p>(ix) Other (to be specified by the organization)</p> <p>(b) Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable:</p> <p>(i) Reuse</p> <p>(ii) Recycling</p> <p>(iii) Composting</p> <p>(iv) Recovery, including energy recovery</p> <p>(v) Incineration (mass burn)</p> <p>(vi) Deep well injection</p> <p>(vii) Landfill</p> <p>(viii) On-site storage</p> <p>(ix) Other (to be specified by the organization)</p> <p>(c) How the waste disposal method has been determined:</p> <p>(i) Disposed of directly by the organization, or otherwise directly confirmed</p> <p>(ii) Information provided by the waste disposal contractor</p> <p>(iii) Organizational defaults of the waste disposal contractor</p>	Stewardship	Pages 35 - 36		www.bidvest.com
306-3	<p>Significant spills</p> <p>(a) Total number and total volume of recorded significant spills.</p> <p>(b) The following additional information for each spill that was reported in the organization's financial statements:</p> <p>(i) Location of spill;</p> <p>(ii) Volume of spill;</p> <p>(iii) Material of spill, categorized by: oil spills (soil or water surfaces), fuel spills (soil or water surfaces), spills of wastes (soil or water surfaces), spills of chemicals (mostly soil or water surfaces), and other (to be specified by the organization).</p> <p>(c) Impacts of significant spills</p>	No significant spills reported. Not reported at Group level			
306-4	<p>Transport of hazardous waste:</p> <p>(a) Total weight for each of the following:</p> <p>(i) Hazardous waste transported</p> <p>(ii) Hazardous waste imported</p> <p>(iii) Hazardous waste exported</p> <p>(iv) Hazardous waste treated</p> <p>(b) Percentage of hazardous waste shipped internationally.</p> <p>(c) Standards, methodologies and assumptions used.</p>	Stewardship	Page 35		
306-5	<p>Water bodies affected by water discharges and/or runoff:</p> <p>(a) Water bodies and related habitats that are significantly affected by water discharges and/or runoff, including information on:</p> <p>(i) The size of the water body and related habitat;</p> <p>(ii) Whether the water body and related habitat is designated as a nationally or internationally protected area;</p> <p>(iii) The biodiversity value, such as total number of protected species.</p>	Not reported at Group level			
Environmental: Materials					
301-3	<p>Reclaimed products and their packaging materials:</p> <p>(a) Percentage of reclaimed products and their packaging materials for each product category.</p> <p>(b) How the data for this disclosure have been collected.</p>	Not available			
Environmental Compliance					
307-1	<p>Non-compliance with environmental laws and regulations:</p> <p>(a) Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of:</p> <p>(i) Total monetary value of significant fines;</p> <p>(ii) Total number of non-monetary sanctions;</p> <p>(iii) Cases brought through dispute resolution mechanisms.</p> <p>(b) If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient.</p>	Not available			
Supplier Environmental Assessment					
308-1	<p>New suppliers that were screened using environmental criteria:</p> <p>Percentage of new suppliers that were screened using environmental criteria</p>	Not reported			

308-2	Negative environmental impacts in the supply chain and actions taken: (a) Number of suppliers assessed for environmental impacts. (b) Number of suppliers identified as having significant actual and potential negative environmental impacts, with which relationships were terminated as a result of assessment and why. (c) Significant actual and potential negative environmental impacts identified in the supply chain. (d) Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment. (e) Percentage of suppliers identified as having significant actual and potential negative	Not reported				
Management approach						
103-2	The management approach and its components: (a) An explanation of how the organization manages the topic. (b) A statement of the purpose of the management approach. (c) A description of the following, if the management approach includes that component: (i) Policies (ii) Commitments (iii) Goals and targets. (iv) Responsibilities (v) Resources (vi) Grievance mechanisms (vii) Specific actions, such as processes, projects, programs and initiatives.	Committed to good governance, Governance - combined assurance model	Pages 26 - 28, 34 - 35	Pages 2 - 15, 35 - 37		http://www.bidvest.com/board-members.php http://www.bidvest.com/ethics-line.php http://www.bidvest.com/pdf/code-ethics/code-of-ethics.pdf
Employment						
401-1	New employee hires and employee turnover: (a) Total number and rate of new employee hires during the reporting period, by age group, gender and region. (b) Total number and rate of employee turnover during the reporting period, by age group, gender and region	Stewardship, Consolidated segmental reports	Pages 34 - 35, 52 - 54		Pages 28 - 32	www.bidvest.com
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees: (a) Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others. (b) The definition used for 'significant locations of operation'	Notes to annual financial statements			Pages 33 - 92	www.bidvest.com
401-3	Parental leave: (a) Total number of employees that were entitled to parental leave, by gender. (b) Total number of employees that took parental leave, by gender. (c) Total number of employees that returned to work in the reporting period after parental leave ended, by gender. (d) Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. (e) Return to work and retention rates of employees that took parental leave, by gender	Not reported at Group level				
Labour / Management Relations						
402-1	Minimum notice periods regarding operational changes: (a) Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them. (b) For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiations are specified in collective agreements	Not reported at Group level				
Occupational Health and Safety						
403-1	Workers representation in formal joint management-worker health and safety committees: (a) The level at which each formal joint management-worker health and safety committee typically operates within the organization. (b) Percentage of workers whose work, or workplace, is controlled by the organization, that are represented by formal joint management-worker health and safety committees	Not reported at Group level				
403-2	Types of injury and rates of injury, occupational diseases, lost days and absenteeism and number of work-related fatalities: (a) Types of injury, injury rate (IR), occupational disease rate (ODR), lost day rate (LDR), absentee rate (AR), and work-related fatalities, for all employees, with a breakdown by: (i) Region; (ii) Gender. (b) Types of injury, injury rate (IR), and work-related fatalities, for all workers (excluding employees) whose work, or workplace, is controlled by the organization, with a breakdown by: (i) Region; (ii) Gender. (c) The system of rules applied in recording and reporting accident statistics.	Stewardship	Pages 34 - 35			http://www.bidvest.com/sustainability-overview.php
403-3	Workers with high incidence or high risk of diseases related to their occupation: (a) Whether there are workers whose work, or workplace, is controlled by the organization, involved in occupational activities who have a high incidence or high risk of specific diseases.	Not available				
403-4	Health and safety topics covered in formal agreements and trade unions: (a) Whether formal agreements (either local or global) with trade unions cover health and safety. (b) If so, the extent, as a percentage, to which various health and safety topics are covered by these agreements.	Not reported at Group level				
Training and Education						
404-1	Average hours of training that the organization's employees have undertaken. (i) Gender. (ii) Employee category	Stewardship	Pages 34 - 35			http://www.bidvest.com/sustainability-overview.php
404-2	Programs for upgrading employee skills and transition assistance programs. (a) Type and scope of programs implemented and assistance provided to upgrade employee skills. (b) Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	Stewardship, Divisional overviews	Pages 34 - 35, 38 - 51			http://www.bidvest.com/sustainability-overview.php
404-3	Percentage of total employees by gender and by employee category who received regular performance and career development reviews during this reporting period.	Not reported at Group level				
Diversity and Equal Opportunity						
405-1	Diversity of governance bodies and employees: (a) Percentage of individuals within the organization's governance bodies in each of the following diversity categories: (i) Gender (ii) Age group under 30 years, 30-50 years old and over 50 years old. (iii) Other indicators of diversity where relevant (such as minority or vulnerable groups). (b) Percentage of employees per employee category in each of the following diversity categories: (i) Gender. (ii) Age group under 30 years old, 30-50 years old and over 50 years old. (iii) Other indicators of diversity where relevant (such as minority or vulnerable groups)	Committed to good governance, Stewardship	Pages 22 - 25, 34 - 35	Pages 2 - 15, 35 - 37		http://www.bidvest.com/board-members.php http://www.bidvest.com/strategic-business-model.php
405-2	Ratio of basic salary and remuneration of women to men	Not reported at Group level				
Supplier Social Assessment						
414-1	New suppliers that were screened using social criteria:	Not reported at Group level				
414-2	Negative social impacts in the supply chain and actions taken	Not available				
Human Rights Assessment						
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening. (a) Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening. (b) The definition used for "significant investment agreement".	Not available				
412-2	Employee training on human rights policies or procedures. (a) Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations. (b) Percentage of employees training during the reporting period in human rights that are relevant to operations	Not available				
Non-discrimination						
406-1	Incidents of discrimination and corrective actions taken	Not reported at Group level				
Freedom of Association and Collective Bargaining						
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk.	None				
Child Labour						
408-1	Operations and suppliers at significant risk for incidents of child labor	None				
Forced or Compulsory Labour						
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	None				
Security Practices						

410-1	Security personnel trained in human rights policies or procedures. (a) Percentage of security personnel who have received training in the organization's human rights policies or specific procedures and their application to security. (b) Whether training requirements also apply to third-party organizations providing security personnel.	Not reported at Group level				
Rights of Indigenous People						
411-1	Incidents of violations involving rights of indigenous peoples. (a) Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period. (b) Status of the incidents and actions taken with the reference to the following: (i) Incident reviewed by the organization. (ii) Remediation plans being implemented. (iii) Remediation plans that have been implemented, with results reviewed through routine internal management review processes. (iv) Incident no longer subject to action.	Bidvest code of ethics. Not reported at Group level		Pages 36 - 37		http://www.bidvest.com/ethics-line.php
Human Rights Assessment						
412-1	Operations that have been subject to human rights reviews or impact assessments	None				
Management approach						
103-2	Diversity of governance bodies and employees: (a) Percentage of individuals within the organization's governance bodies in each of the following categories: (i) Gender (ii) Age group under 30 years, 30-50 years old and over 50 years old. (iii) Other indicators of diversity where relevant (such as minority or vulnerable groups). (b) Percentage of employees per employee category in each of the following diversity categories: (i) Gender (ii) Age group under 30 years old, 30-50 years old and over 50 years old. (iii) Other indicators of diversity where relevant (such as minority or vulnerable groups)	Committed to good governance	Pages 22 - 25	Pages 2 - 3		http://www.bidvest.com/executive-directors.php http://www.bidvest.com/non-executive-directors.php http://www.bidvest.com/board-members.php http://www.bidvest.com/strategic-business-model.php
Local Communities						
413-1	Operations with local community engagement, impact assessments, and development programs: (a) Percentage of operations with implemented local community engagement, impact assessments, and/or development programs including the use of: (i) social impact assessments, including gender impact assessments based on participatory processes. (ii) environmental impact assessments and ongoing monitoring. (iii) public disclosure of results of environmental and social impact assessments. (iv) local community development programs based on total communities needs. (v) stakeholder engagement plans based on stakeholder mapping. (vi) broad-based local community consultation committees and processes that include vulnerable groups. (vii) works councils, occupational health and safety committees with other worker representative bodies to deal with impact. (viii) formal local community grievance processes	Stakeholders relationships, Stewardship	Pages 32 - 37	Pages 30 - 31, 35 - 37		http://www.bidvest.com/sustainability-transformation.php
413-2	Operations with significant actual and potential negative impacts on local communities: (i) the location of the operations. (ii) the significant, actual and potential negative impacts of operations.	Not reported from Group level				
Anti-corruption						
205-1	Operations assessed for risks related to corruption. (a) Total number and percentage of operations assessed for risks related to corruption. (b) Significant risks related to corruption identified through the risk assessment	None but monitored. Governance - combined assurance model, Stewardship	Pages 8 - 9, 26 - 28	Pages 2 - 15, 35 - 37		https://www.bidvest.co.za/pdf/code-ethics/anti-corruption-poster.pdf
205-2	Communication and training about anti-corruption policies and procedures. (a) Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region. (b) Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region. (c) Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations. (d) Total number and percentage of governance body members that have received training on anti-corruption broken down by region. (e) Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region	Code of Ethics, Stakeholder relationships	Pages 32 - 33	Pages 30 - 31, 35 - 37		http://www.bidvest.com/sustainability-transformation.php http://www.bidvest.com/sustainability-governance.php http://www.bidvest.com/pdf/code-ethics/code-of-ethics.pdf https://www.bidvest.co.za/pdf/code-ethics/anti-corruption-poster.pdf
205-3	Confirmed incidents of corruption and actions taken. (a) Total number and nature of confirmed incidents of corruption. (b) Total number of confirmed employees dismissed or disciplined for corruption. (c) Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. (d) Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	None but monitored. Stewardship, Committed to good governance, Ethics line	Pages 22 - 23, 26 - 28	Pages 2 - 15, 35 - 37		http://www.bidvest.com/sustainability-transformation.php http://www.bidvest.com/sustainability-governance.php http://www.bidvest.com/pdf/code-ethics/code-of-ethics.pdf https://www.bidvest.co.za/pdf/code-ethics/anti-corruption-poster.pdf
Public Policies						
415-1	Political contributions	None				
Anti-competitive Behaviour						
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None				
Socio-economic Compliance						
419-1	Non-compliance with laws and regulations in the social and economic area: (a) Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of: (i) total monetary value of significance fines. (ii) Total number of non-monetary sanctions. (iii) Cases brought through dispute resolution mechanisms. (b) If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient. (c) The context against which significant fines and non-monetary sanctions were incurred.	None				
Customer Health and Safety						
414-1	New suppliers that were screened using social criteria: (a) Percentage of new suppliers that were screened using social criteria	Not reported at Group level				
414-2	Negative social impacts in the supply chain and actions taken: (a) Number of suppliers assessed for social impacts. (b) Number of suppliers identified as having significant actual and potential negative social impacts. (c) Significant actual and potential negative social impacts identified in the supply chain. (d) Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment. (e) Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why	Not reported at Group level				
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not reported				
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services: (a) Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by: (i) incidents of non-compliance with regulations resulting in a fine or penalty; (ii) incidents of non-compliance with regulations resulting in a warning; (iii) incidents of non-compliance with voluntary codes. (b) If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	Not reported at Group level				
Marketing and Labelling						
417-1	Requirements for product and service information and labelling: (a) Whether each of the following types of information is required by the organization's procedures for products and services informations and labelling: (i) The sourcing of the products and services. (ii) Content, particularly with regard to substances that might products an environmental impact. (iii) Safe use of the products and services. (iv) Disposal of the products and environmental or social impacts.	Not reported at Group level				
417-2	Incidents of non-compliance concerning product and service information and labelling	Not reported				
417-3	Incidents of non-compliance concerning marketing communications: (a) Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by: (i) incidents of non-compliance with regulations resulting in a fine or penalty; (ii) incidents of non-compliance with regulations resulting in a warning; (iii) incidents of non-compliance with voluntary codes. (b) If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient	Not reported				
Customer Privacy						

418-1	<p>Substantiated complaints concerning breaches of customer privacy and losses of customer data:</p> <p>(a) Total number of substantiated complaints received concerning breaches of customer privacy categorized by:</p> <p>(i) complaints received from outside parties and substantiated by the organization.</p> <p>(ii) complaints from regulatory bodies.</p> <p>(b) Total number of identified leaks, thefts and loss of customer data.</p> <p>(c) If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.</p>	None. Governance - combined assurance model	Pages 26 - 27	Page 1	https://www.bidvest.co.za/sustainability-governance.php
419-1	<p>Non-compliance with laws and regulations in social and economic area:</p> <p>(a) Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:</p> <p>(i) total monetary value of significant fines;</p> <p>(ii) total number of non-monetary sanctions;</p> <p>(iii) cases brought through dispute resolution mechanisms.</p> <p>(b) If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient.</p> <p>(c) The context against which significant fines and non-monetary sanctions were incurred.</p>	Not reported at Group level			