



Grindrod Annual Report 2012 – GRI Reference Table

Grindrod has, since 2005, adopted the Global Reporting Initiative (GRI) framework and guidelines for sustainability reporting. In terms of the extent to which the GRI's G3.1 Guidelines have been adopted in its sustainability reporting, Grindrod has a self-declared B level of GRI application. What this means is that Grindrod has provided full disclosure on all the GRI profile disclosure criteria, has provided management approach disclosures for each Indicator Category, and has reported fully on more than 20 Core Performance Indicators (across the prescribed range of indicator categories).

N/A – Not Applicable to the business

NR – Not Reported

Disclosures and Indicators		Comments or page reference
1. Strategy and Analysis		
1.1	Statement from the most senior decision-maker of the organization	26, 27
1.2	Description of key impacts, risks, and opportunities	6-11, 70-75
2. Organizational Profile		
2.1	Name of the organization	1, 133
2.2	Primary brands, products, and/or services	36-67
2.3	Operational structure of the organization	6-8
2.4	Location of organization's headquarters	133
2.5	Number of countries where the organization operates	12, 13
2.6	Nature of ownership and legal form	133
2.7	Markets served	12, 13
2.8	Scale of the reporting organization	4-8
2.9	Significant changes during the reporting period	4, 5
2.10	Awards received in the reporting period.	xxx
3. Report Parameters		
3.1	Reporting period	Jan - Dec
3.2	Date of most recent previous report (if any)	2011
3.3	Reporting cycle (annual, biennial, etc.)	Annual
3.4	Contact point for questions regarding the report or its contents	133
3.5	Process for defining report content	1, 103
3.6	Boundary of the report	103
3.7	State any specific limitations on the scope or boundary of the report	Scope description - website
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities and outsourced operations	Scope description - website
3.9	Data measurement techniques and the bases of calculations	103, see also CDP submission

3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement	Environmental KPI tables on website
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report	N/A
3.12	Table identifying the location of the Standard Disclosures in the report	This table
3.13	Policy and current practice with regard to seeking external assurance for the report	1, 93
4. Governance, Commitments, and Engagement		
4.1	Governance structure	76-83
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	No
4.3	Number of members of the highest governance body that are independent and/or non-executive	11 of 16
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	16-19
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives and the organization's performance	86-92
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided	76, 77, 79
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics	77, 78
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation	81, 96-99, 102-104
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance	77, 78
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance	76, 77
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization	Scope description - website
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses	1, 65, 103
4.13	Memberships in significant and influential associations	19
4.14 – 4.17	Stakeholder engagement	16-19
Economic Indicators		
Economic performance		
EC1	Direct economic value generated and distributed	33
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	75, 109
EC3	Coverage of the organization's defined benefit plan obligations	84-92, 96-98
EC4	Significant financial assistance received from government	None
Market presence		
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation	NR
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation	17, 47, 50
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation	97
Indirect economic impacts		
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement	100
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts	100
Environmental Indicators		
Materials		
EN1	Materials used by weight or volume	N/A. No mining or manufacturing
EN2	Percentage of materials used that are recycled input materials	N/A. No mining or manufacturing
Energy		
EN3	Direct energy consumption by primary energy source	106-108, KPI

		tables on website
EN4	Indirect energy consumption by primary source	106-108, KPI tables on website
EN5	Energy saved due to conservation and efficiency improvements	106-108
EN6	Initiatives to provide energy-efficient or renewable energy based products and services	106-108
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	106-108
Water		
EN8	Total water withdrawal by source	105, 106, KPI tables on website
EN9	Water sources significantly affected by withdrawal of water	N/A
EN10	Percentage and total volume of water recycled and reused	105, 106, KPI tables on website
Biodiversity		
EN11, EN 12	Description of impacts on biodiversity	104, 105
EN13	Habitats protected or restored.	104, 105
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity	104, 105
EN15	Number of endangered species affected by operations	N/A
Emissions, effluents and waste		
EN16	Total direct and indirect greenhouse gas emissions by weight	106-108, KPI tables on website
EN17	Other relevant indirect greenhouse gas emissions by weight	106-108, KPI tables on website
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	106-108, 106-108, KPI tables on website
EN19	Emissions of ozone-depleting substances by weight	106-108, KPI tables on website
EN20	NOx, SOx, and other significant air emissions by type and weight	106, 107, KPI tables on website
EN21	Total water discharge by quality and destination	105, 106, KPI tables on website
EN22	Total weight of waste by type and disposal method	106, KPI tables on website
EN23	Total number and volume of significant spills	105, None significant
EN24	Transport of hazardous waste	104
EN25	Identity, size, protected status, and biodiversity value of water bodies significantly affected by the reporting organization's discharges of water and runoff	N/A
Products and services		
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	104, 105
EN27	Percentage of products sold and their packaging materials that are reclaimed by category	N/A
Compliance		
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	86, None significant
Transport		
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations	85-88

Overall		
EN30	Total environmental protection expenditures and investments by type.	NR
Social: Labor Practices and Decent Work		
Employment		
LA1	Total workforce by employment type, employment contract, and region.	96, 97
LA2	Total number and rate of employee turnover by age group, gender, and region	NR
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees	95
Labor/management relations		
LA4	Percentage of employees covered by collective bargaining agreements.	96
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements	NR
Occupational health and safety		
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees	NR
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region	99
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases	99
LA9	Health and safety topics covered in formal agreements with trade unions	NR
Training and education		
LA10	Average hours of training per year per employee by employee category	NR
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	97, 98
LA12	Percentage of employees receiving regular performance and career development reviews	97, 98
Diversity and equal opportunity		
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	97
LA14	Ratio of basic salary of men to women by employee category	NR
Social: Human Rights		
Diversity and equal opportunity		
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening	NR
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken	NR
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	NR
Non-discrimination		
HR4	Total number of incidents of discrimination and actions taken	None
Freedom of association and collective bargaining		
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights	None
Child labor		
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor	None
Forced and compulsory labor		
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor	None
Security practices		
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations	NR
Indigenous rights		
HR9	Total number of incidents of violations involving rights of indigenous people	None
Social: Society		
Community		
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting	NR
Corruption		
SO2	Percentage and total number of business units analyzed for risks related to corruption	NR
SO3	Percentage of employees trained in organization's anti-corruption policies/procedures	NR
SO4	Actions taken in response to incidents of corruption.	None required
Public policy		
SO5	Public policy positions and participation in public policy development and lobbying	

SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	Zero
Anti-competitive behavior		
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None
Compliance		
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	None
Social: Product Responsibility		
Customer health and safety		
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures	NR
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes	N/A
Product and service labelling		
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	NR
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	None
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	17, 80
Marketing communications		
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship	NR
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications	None
Customer privacy		
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	None
Compliance		
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	None