Bidcorp

Passionate about foodservice

GRI 2016

Contents

How to read this report

Bidcorp's annual integrated report 2016 and sustainable development report 2016 contain information relating to many of the GRI G4 disclosures, as detailed in this GRI G4 Index document. All page references are with reference to the Bidcorp annual integrated report 2016; a copy of which can be found online at www.bidcorpgroup.com.

The Bidcorp annual integrated report 2016 reports consolidated information gathered from the global spread of the group's divisions. Bidcorp's geographic reach encompasses over 35 countries on five continents. Due to the expanse of local geographic regulations, we only include limited material sustainability information in the annual integrated report. Additional information is available on request at a business level.

In line with the guidelines from the Integrated Reporting Committee of South Africa we have incorporated the relevant six capitals as a platform to inform our review. By using the Global Reporting Initiative (GRI) framework while striving for concise reporting, only information relevant to the specific Bidcorp environment is reported.

We stress that this report should be read together with the information available on the Bidcorp website (www.bidcorpgroup.com).

G4 indicator	Description	Chapters	Annual integrated report page numbers
	Strategy and governance		
G4-1	Statement from the most senior decision maker of the organisation. Provide a 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 organisation and the organisation's strategy for addressing sustainability.	Chairman's message Chief executive's report Chief financial officer's report Governance report Directors' report	10 12 16 36 – 44 47 – 52
G4-3	Name of the organisation.	About this report Front and bank cover Directors' report Glossary of terms and acronyms Administration	1 IFC/IBC 47 – 52 163 164
G4-4	Report the primary brands, products, and services.	Business model – delivering on our key ingredients Divisional reviews	4 – 5 22 – 31
G4-5	Location of the organisation's headquarters.	Global presence Our history Administration	IFC 2 – 3 164
G4-6	Report the number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report.	Global presence Our history Consolidated segmental analysis Interests in subsidiaries and associates Administration	IFC 2 – 3 121 – 126 134 – 136 164
G4-7	Nature of ownership and legal form	Global presence About this report Our history Chairman's message Chief executive's report Chief financial officer's report Governance report Directors' report Administration	IFC 1 2 – 3 10 12 16 36 – 44 47 – 52 164
G4-8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	Global presence Our history Consolidated segmental analysis Interests in subsidiaries and associates Administration	IFC 2 – 3 121 – 126 134 – 136 164
G4-9	Report the scale of the organisation, including: ▪ Total number of employees. ▪ Total number of operations. ▪ Net sales (for private sector organisations) or net revenues (for public sector organisations). ▪ Total capitalisation broken down in terms of debt and equity (for private sector organisations). ▪ Quantity of products or services provided.	Business model – delivering on our key ingredients Divisional reviews	4 – 5 22 – 31
G4-10	a. Report the total number of employees by employment contract and gender. b. Report the total number of permanent employees by employment type and gender. c. Report the total workforce by employees and supervised workers and by gender. d. Report the total workforce by region and gender. e. Report whether a substantial portion of the organisation's work is performed by workers who are legally recognised as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).	Business model – delivering on our key ingredients Divisional reviews Consolidated segmental analysis Sustainable development report Transformation report	4 – 5 22 – 31 126 164 164
G4-11	Report the percentage of total employees covered by collective bargaining agreement.	Sustainable development report Transformation report	164 164
G4-12	Describe organisation's supply chain.	Business model – delivering on our key ingredients Divisional reviews	4 – 5 22 – 31

G4 indicator	Description	Chapters	Annual integrated report page numbers
G4-13	Report any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain, including: ■ Changes in the location of, or changes in, operations, including facility openings, closings, and expansions. ■ Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organisations). ■ Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination.	Chief financial officer's report Divisional reviews Notes to the consolidated financial statements	16 22 – 31 68 – 120
G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	About this report Business model – delivering on our key ingredients Divisional reviews	1 4 – 5 22 – 31
G4-17	Operational structure of the organisation.	About this report Business model – delivering on our key ingredients Divisional reviews	1 4 – 5 22 – 31
G4-18	a. Explain the process for defining the report content and the aspect boundaries. b. Explain how the organisation has implemented the reporting principles for defining report content.	About this report Business model – delivering on our key ingredients Risks and opportunities Divisional reviews	1 4 – 5 6 – 7 22 – 31
G4-19	List all the material aspects identified in the process for defining report content.	About this report Business model – delivering on our key ingredients Risks and opportunities Divisional reviews	1 4 – 5 6 – 7 22 – 31
G4-20	For each material aspect, report the aspect boundary within the organisation, as follows: a. Report whether the aspect is material within the organisation b. If the aspect is not material for all entities within the organisation (as described in G4-17), select one of the following two approaches and report either: ■ The list of entities or groups of entities included in G4-17 for which the aspect is not material; or ■ The list of entities or groups of entities included in G4-17 for which the aspects are material. Report any specific limitation regarding the aspect boundary within the organisation.	About this report Business model – delivering on our key ingredients Divisional reviews Sustainable development report Transformation report Stakeholder engagement report	1 4 – 5 22 – 31 164 164 164
G4-21	For each material aspect, report the aspect boundary outside the organisation, as follows: Report whether the aspect is material outside of the organisation If the aspect is material outside of the organisation, identify the entities, groups of entities or elements for which the aspect is material. In addition, describe the geographical location where the aspect is material for the entities identified Report any specific limitation regarding the aspect boundary outside the organisation.	About this report Business model – delivering on our key ingredients Risks and opportunities Divisional reviews Stakeholder engagement report	1 4 – 5 6 – 7 22 – 31 164
G4-22	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement.	No restatements	
G4-23	Significant changes from previous reporting periods in the scope, boundary or measurement methods applied in the report.	No significant changes	
G4-28	Reporting period for information provided.	July 2015 to June 2016 for the year ended June 30 2016 About this report	 1
G4-29	Date of most recent previous report.	This is the inaugural annual integrated report for Bid Corporation Limited; after the listing and unbundling from The Bidvest Group Limited on May 30 2016.	
G4-30	Reporting cycle.	Annually About this report	 1
G4-31	Contact point for questions about the report or its contents.	Mr David Edward Cleasby Chief financial officer Mrs Ashley Kim Biggs Company secretary Administration	Inside back cover

G4 indicator	Description	Chapters	Annual integrated report page numbers
G4-32	Table identifying the location of the standard disclosures in the report a. Report the "in accordance" option the organisation has chosen. b. Report the GRI content index for the chosen option (see tables below). c. 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.	About this report Supplementary reports available	1 164
G4-33	Policy and current practice with regard to seeking external assurance for the report.	About this report Independent auditor's report	1 62
	Governance		
G4-34	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.	About this report Business model – delivering on our key ingredients Chief financial officer's report Board of directors Governance report	1 4 – 5 16 33 – 34 36 – 44
G4-56	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.	About this report Business model – delivering on our key ingredients Chief financial officer's report Governance report	1 4 – 5 16 36 – 44

G4 indicator	Description	Chapters	Annual integrated report page numbers
	Ethics and integrity		
G4-EC	Describe the organisation's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	About this report Business model – delivering on our key ingredients Chief financial officer's report Governance report Social and ethics committee report	1 4 – 5 16 36 – 44 59
G4-EC1	a. Report the direct economic value generated and distributed (EVG&D) on an accruals basis including the basic components for the organisation's global operations as listed below. If data is presented on a cash basis, report the justification for this decision and report the basic components as listed below: ■ Direct economic value generated: ■ Revenues ■ Economic value distributed: ■ Operating costs – Employee wages and benefits – Payments to providers of capital – Payments to government (by country) – Community investments – Economic value retained (calculated as "direct economic value generated" less "economic value distributed"). To better assess local economic impacts, report EVG&D separately at country, regional, or market levels, where significant. Report the criteria used for defining significance.	Global presence About this report Business model – delivering on our key ingredients Chief financial officer's report Divisional reviews Annual financial statements Consolidated segmental analysis	IFC 1 4 – 5 16 22 – 31 63 – 120 121 – 126
G4-EC2	Report risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure, including: ■ A description of the risk or opportunity and its classification as either physical, regulatory, or other ■ A description of the impact associated with the risk or opportunity ■ The financial implications of the risk or opportunity before action is taken ■ The methods used to manage the risk or opportunity ■ The costs of actions taken to manage the risk or opportunity.	Global presence About this report Business model – delivering on our key ingredients Divisional reviews Greenhouse gas report 2016 Sustainable development report 2016	IFC 1 4 – 5 22 – 31 164 164
G4-EC3	Coverage of defined benefit plan obligations Coverage of the organisation's defined benefit plan obligations a. Where the plan's liabilities are met by the organisation's general resources, report the estimated value of those liabilities. b. Where a separate fund exists to pay the plan's pension liabilities, report: ■ The extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them ■ The basis on which that estimate has been arrived at ■ When that estimate was made. c. Where a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage. d. Report the percentage of salary contributed by employee or employer. e. Report the level of participation in retirement plans (such as participation in mandatory or voluntary schemes, regional or country-based schemes, or those with financial impact).	Notes to the consolidated financial statements Note 25: Post-retirement obligations	68 – 120 96 – 99

G4 indicator	Description	Chapters	Annual integrated report page numbers
G4-EC4	Financial assistance from Government a. Report the total monetary value of financial assistance received by the organisation from governments during the reporting period, including, as a minimum: ▪ Tax relief and tax credits ▪ Subsidies ▪ Investment grants, research and development grants, and other relevant types of grants. Awards ▪ Royalty holidays ▪ Financial assistance from export credit agencies (ECAs) ▪ Financial incentives ▪ Other financial benefits received or receivable from any government for any operation b. Report the information above by country. c. Report whether, and the extent to which, the government is present in the shareholding structure.	No financial assistance was received from governments within the various Bidcorp jurisdictions	
G4-EC5	Ratios of standard entry-level wage by gender compared to local minimum wage at significant locations of operation a. When a significant proportion of the workforce is compensated based on wages subject to minimum wage rules, report the ratio of the entry-level wage by gender at significant locations of operation to the minimum wage. b. Report whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums could be used as a reference, report which minimum wage is being used. c. Report the definition used for “significant locations of operation”.	Data not available Global presence About this report Sustainable development report 2016	 IFC 1 164
G4-EC9	Proportion of spending on local suppliers at significant locations of operation a. Report the percentage of the procurement budget used for significant locations of operation spent on suppliers local to that operation (such as percentage of products and services purchased locally). b. Report the organisation’s geographical definition of “local”. c. Report the definition used for “significant locations of operation”.	Due to the diverse nature and geographical spread of the Bidcorp businesses, this information has not been gathered or reported on. Global presence About this report Sustainable development report 2016	 IFC 1 164
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation a. Report the percentage of senior management at significant locations of operation that are hired from the Local community. b. Report the definition of “senior management” used. c. Report the organisation’s geographical definition of “local”. d. Report the definition used for “significant locations of operation”.	Due to the diverse nature and geographical spread of the Bidcorp businesses, this information has not been gathered or reported on. Global presence About this report Sustainable development report 2016	 IFC 1 164
G4-EC7	Development and impact of infrastructure investments and services supported a. Report the extent of development of significant infrastructure investments and services supported. b. Report the current or expected impacts on communities and local economies. Report positive and negative impacts where relevant. c. Report whether these investments and services are commercial, in-kind, or pro bono engagements.	Due to the diverse nature and geographical spread of the Bidcorp businesses, this information has not been gathered or reported on. Global presence About this report Business model – delivering on our key ingredients Divisional reviews Sustainable development report 2016	 IFC 1 4 – 5 22 – 31 164

G4 indicator	Description	Chapters	Annual integrated report page numbers
G4-EC8	Significant indirect economic impacts, including the extent of impacts a. Report examples of the significant identified positive and negative indirect economic impacts the organisation has. These may include: - Changing the productivity of organisations, sectors, or the whole economy - Economic development in areas of high poverty - Economic impact of improving or deteriorating social or environmental conditions - Availability of products and services for those on low incomes - Enhancing skills and knowledge among a professional community or in a geographical region - Jobs supported in the supply chain or distribution chain - Stimulating, enabling, or limiting foreign direct investment - Economic impact of change in location of operations or activities - Economic impact of the use of products and services b. Report the significance of the impacts in the context of external benchmarks and stakeholder priorities, Such as national and international standards, protocols, and policy agendas.	Due to the diverse nature and geographical spread of the Bidcorp businesses, this information has not been gathered or reported on. Global presence About this report Divisional reviews Stakeholder engagement report	 IFC 1 22 – 31 164

G4 indicator	Description	Chapters	Annual integrated report page numbers
	Environment indicators		
G4-EN1	Materials used by weight or volume a. Report the total weight or volume of materials that are used to produce and package the organisation's primary products and services during the reporting period, by: - Non-renewable materials used - Renewable materials used	Due to the diverse nature and geographical spread of the Bidcorp businesses, this information has not been gathered or reported on. Global presence About this report Divisional reviews Sustainable development report 2016	IFC 1 22 – 31 164
G4-EN2	Percentage of materials used that are recycled materials a. Report the percentage of recycled input materials used to manufacture the organisation's primary products and services.	Due to the diverse nature and geographical spread of the Bidcorp businesses, this information has not been gathered or reported on. Global presence About this report Divisional reviews Greenhouse gas report 2016 Sustainable development report 2016	IFC 1 22 – 31 164 164
G4-EN3	Direct energy consumption by primary source. Energy consumption within the organisation. a. Report total fuel consumption from non-renewable sources in joules or multiples, including fuel types used. b. Report total fuel consumption from renewable fuel sources in joules or multiples, including fuel types used. c. Report in joules, watt-hours or multiples, the total: - Electricity consumption - Heating consumption - Cooling consumption - Steam consumption d. Report in joules, watt-hours or multiples, the total: - Electricity sold - Heating sold - Cooling sold - Steam sold e. Report total energy consumption in joules or multiples. f. Report standards, methodologies, and assumptions used. g. Report the source of the conversion factors used.	Global presence About this report Divisional reviews Greenhouse gas report 2016 Sustainable development report 2016	IFC 1 22 – 31 164 164
G4-EN4	Indirect energy consumption by primary source. Energy consumption outside of the organisation. a. Report energy consumed outside of the organisation, in joules or multiples. b. Report standards, methodologies, and assumptions used. c. Report the source of the conversion factors used.	Limited reporting disclosures on Scope 3 emissions About this report Divisional reviews Greenhouse gas report 2016 Sustainable development report 2016	 1 22 – 31 164 164
G4-EN5	Energy intensity a. Report the energy intensity ratio. b. Report the organisation-specific metric (the ratio denominator) chosen to calculate the ratio. c. Report the types of energy included in the intensity ratio: fuel, electricity, heating, cooling, steam, or all. d. Report whether the ratio uses energy consumed within the organisation, outside of it or both.	About this report Divisional reviews Greenhouse gas report 2016 Sustainable development report 2016	1 22 – 31 164 164

G4 indicator	Description	Chapters	Annual integrated report page numbers
G4-EN6	Energy saved due to conservation and efficiency improvements G4 – Reduction of energy consumption a. Report the amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples. b. Report the types of energy included in the reductions: fuel, electricity, heating, cooling, and steam. c. Report the basis for calculating reductions in energy consumption such as base year or baseline, and the rationale for choosing it. d. Report standards, methodologies, and assumptions used.	Reported in isolated instances; further information is available on an individual business basis and can be provided on request. About this report Divisional reviews Greenhouse gas report 2016 Sustainable development report 2016	 1 22 – 31 164 164
G4-EN7	Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives. a. Report the reductions in the energy requirements of sold products and services achieved during the Reporting period, in joules or multiples. b. Report the basis for calculating reductions in energy consumption such as base year or baseline, and the rationale for choosing it. c. Report standards, methodologies, and assumptions used.	Reported in isolated instances; further information is available on an individual business basis and can be provided on request. About this report Divisional reviews Greenhouse gas report 2016 Sustainable development report 2016	 1 22 – 31 164 164
G4-EN8	Total water withdrawal by source. a. Report the total volume of water withdrawn from the following sources: ■ Surface water, including water from wetlands, rivers, lakes, and oceans ■ Ground water ■ Rainwater collected directly and stored by the organisation ■ Waste water from another organisation ■ Municipal water supplies or other water utilities. b. Report standards, methodologies, and assumptions used	Reported water usage refers only to municipal water provided and used in the year under review. About this report Divisional reviews Greenhouse gas report 2016 Sustainable development report 2016	 1 22 – 31 164 164
G4-EN9	Water sources significantly affected by withdrawal of water a. Report the total number of water sources significantly affected by withdrawal by type: ■ Size of water source ■ Whether or not the source is designated as a protected area (nationally or internationally) ■ Biodiversity value (such as species diversity and endemism, total number of protected species) ■ Value or importance of water source to local communities and indigenous peoples. b. Report standards, methodologies, and assumptions used.	Not reported About this report	 1
G4-EN10	Percentage and total volume of water recycled and reused a. Report the total volume of water recycled and reused by the organisation. b. Report the total volume of water recycled and reused as a percentage of the total water withdrawal reported under Indicator G4-EN8. c. Report standards, methodologies, and assumptions used.	Not reported About this report	 1

G4 indicator	Description	Chapters	Annual integrated report page numbers
G4-EN11	Location and size of land owned, leased, managed in or adjacent to, protected areas and areas of high biodiversity value outside protected areas a. Report the following information for each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas: ■ Geographic location ■ Subsurface and underground land that may be owned, leased, or managed by the organisation ■ Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas ■ Type of operation (office, manufacturing or production, or extractive) ■ Size of operational site in km^2 ■ Biodiversity value characterised by: – The attribute of the protected area or high biodiversity value area outside the protected area (terrestrial, freshwater, or maritime ecosystem) – Listing of protected status (such as IUCN Protected Area Management Categories 67, Ramsar Convention 78, national legislation)	Bidcorp's global operations are not based in biodiversity protected areas; therefore this is not monitored or reported on. Global presence About this report	IFC 1
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas. a. Report the nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following: ■ Construction or use of manufacturing plants, mines, and transport infrastructure ■ Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources) ■ Introduction of invasive species, pests, and pathogens ■ Reduction of species ■ Habitat conversion ■ Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level). b. Report significant direct and indirect positive and negative impacts with reference to the following: ■ Species affected ■ Extent of areas impacted ■ Duration of impacts ■ Reversibility or irreversibility of the impacts.	Bidcorp's global operations are not based in biodiversity protected areas; therefore this is not monitored or reported on. Global presence About this report	IFC 1
G4-EN13	Habitats protected or restored.	Bidcorp's global operations do not have a significant impact on the environments within which they operate that would warrant this level of review; therefore this is not monitored or reported on. Global presence About this report	IFC 1
G4-EN14	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk. a. Report the 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: ■ Critically endangered ■ Endangered ■ Vulnerable ■ Near threatened ■ Least concern.	Bidcorp's global operations do not have a significant impact on the environments within which they operate that would warrant this level of review; therefore this is not monitored or reported on. Global presence About this report	IFC 1

G4 indicator	Description	Chapters	Annual integrated report page numbers
G4-EN15	Total direct and indirect greenhouse gas. a. Report gross direct (Scope 1) GHG emissions in tonnes of CO_2 equivalent, independent of any GHG trades, such as purchases, sales, or transfers of offsets or allowances. b. Report gases included in the calculation (whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, or all). c. Report biogenic CO_2 emissions in tonnes of CO_2 equivalent separately from the gross direct (Scope 1) GHG emissions. d. Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Report standards, methodologies, and assumptions used. f. Report the source of the emission factors used and the global warming potential (GWP) rates used or a Reference to the GWP source. g. Report the chosen consolidation approach for emissions (equity share, financial control, operational control).	About this report Business model – delivering on our key ingredients Divisional reviews Greenhouse gas report 2016 Sustainable development report 2016	1 4 – 5 22 – 31 164 164
G4-EN16	(GHG) emissions by weight a. Report gross energy indirect (Scope 2) GHG emissions in tonnes of CO_2 equivalent, independent of any GHG trades, such as purchases, sales, or transfers of offsets or allowances. b. Report gases included in the calculation, if available. c. Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions. d. Report standards, methodologies, and assumptions used. e. Report the source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source, if available. f. Report the chosen consolidation approach for emissions (equity share, financial control, operational control).	About this report Business model – delivering on our key ingredients Divisional reviews Greenhouse gas report 2016 Sustainable development report 2016	1 4 – 5 22 – 31 164 164
G4-EN17	Other relevant indirect greenhouse gas emissions by weight a. Report gross other indirect (Scope 3) GHG emissions in tonnes of CO_2 equivalent, excluding indirect emissions from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the organisation (these indirect emissions are reported in indicator G4-EN16). Exclude any GHG trades. b. Report gases included in the calculation, if available. c. Report biogenic CO_2 emissions in tonnes of CO_2 equivalent separately from the gross other indirect (Scope 3) GHG emissions. d. Report other indirect (Scope 3) emissions categories and activities included in the calculation. e. Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions. f. Report standards, methodologies, and assumptions used. g. Report the source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source, if available.	Greenhouse gas report 2016 Sustainable development report 2016	164 164

G4 indicator	Description	Chapters	Annual integrated report page numbers
G4-EN18	Greenhouse gas emissions intensity a. Report the GHG emissions intensity ratio. b. Report the organisation-specific metric (the ratio denominator) chosen to calculate the ratio. c. Report the types of GHG emissions included in the intensity ratio: direct (Scope 1), energy indirect (Scope 2), or other indirect (Scope 3). d. Report gases included in the calculation.	About this report Business model – delivering on our key ingredients Divisional reviews Greenhouse gas report 2016 Sustainable development report 2016	1 4 – 5 22 – 31 164 164
G4-EN19	Initiatives to reduce greenhouse gas emissions and reductions achieved a. Report the amount of GHG emissions reductions achieved as a direct result of initiatives to reduce Emissions, in metric tons of CO_2 equivalent. b. Report gases included in the calculation (whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, or all). c. Report the chosen base year or baseline and the rationale for choosing it. d. Report standards, methodologies, and assumptions used. e. Report whether the reductions in GHG emissions occurred in direct (Scope 1), energy indirect (Scope 2), or other indirect (Scope 3) emissions.	Global presence About this report Business model – delivering on our key ingredients Divisional reviews Greenhouse gas report 2016 Sustainable development report 2016	IFC 1 4 – 5 22 – 31 164 164
G4-EN20	Emissions of ozone-depleting substances by weight a. Report production, imports, and exports of ODS in tonnes of CFC-11 equivalent. b. Report substances included in the calculation. c. Report standards, methodologies, and assumptions used. d. Report the source of the emission factors used.	Not reported About this report	 1
G4-EN21	NO, SO, and other significant air emissions by type and weight a. Report the amount of significant air emissions, in kilograms or multiples for each of the following: ▪ NOX ▪ SOX ▪ Persistent organic pollutants (POP) ▪ Volatile organic compounds (VOC) ▪ Hazardous air pollutants (HAP) ▪ Particulate matter (PM) ▪ Other standard categories of air emissions identified in relevant regulations. b. Report standards, methodologies, and assumptions used. c. Report the source of the emission factors used.	Not reported About this report	 1
G4-EN22	Total water discharge by quality and destination a. Report the total volume of planned and unplanned water discharges by: ▪ Destination ▪ Quality of the water including treatment method ▪ Whether it was reused by another organisation. b. Report standards, methodologies, and assumptions used.	Not material in the context of Bidcorp operations being foodservices including warehousing, some distribution and customer services About this report Business model – delivering on our key ingredients	 1 4 – 5

G4 indicator	Description	Chapters	Annual integrated report page numbers
G4-EN23	Total weight of waste by type and disposal method a. Report the total weight of hazardous and non-hazardous waste, by the following disposal methods: ▪ Reuse ▪ Recycling ▪ Composting ▪ Recovery, including energy recovery ▪ Incineration (mass burn) ▪ Deep well injection ▪ Landfill ▪ On-site storage ▪ Other (to be specified by the organisation). b. Report how the waste disposal method has been determined: ▪ Disposed of directly by the organisation or otherwise directly confirmed ▪ Information provided by the waste disposal contractor ▪ Organisational defaults of the waste disposal contractor.	Not material in the context of Bidcorp operations being foodservices including warehousing, some distribution and customer services About this report Business model – delivering on our key ingredients	 1 4 – 5
G4-EN24	Total number and volume of significant spills a. Report the total number and total volume of recorded significant spills. b. For spills that were reported in the organisation's financial statements, report the additional following information for each such spill: ▪ Location of spill ▪ Volume of spill ▪ Material of spill, categorised 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) – Other (to be specified by the organisation). c. Report the impacts of significant spills.	Not applicable to the Bidcorp operations being foodservices including warehousing, some distribution and customer services About this report Business model – delivering on our key ingredients	 1 4 – 5
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally a. Report the total weight for each of the following: ▪ Hazardous waste transported ▪ Hazardous waste imported ▪ Hazardous waste exported ▪ Hazardous waste treated. b. Report the percentage of hazardous waste shipped internationally.	Not applicable to the Bidcorp operations being foodservices including warehousing, some distribution and customer services About this report Business model – delivering on our key ingredients	 1 4 – 5
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and run off a. Report water bodies and related habitats that are significantly affected by water discharges based on the criteria described in the compilation section below, adding information on: ▪ Size of water body and related habitat ▪ Whether the water body and related habitat is designated as a protected area (nationally or internationally) ▪ Biodiversity value (such as total number of protected species).	Not applicable to the Bidcorp operations being foodservices including warehousing, some distribution and customer services About this report Business model – delivering on our key ingredients	 1 4 – 5
G4-EN27	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	Individual businesses have their own initiatives in place; due to the geographic spread of the Bidcorp operations we do not consolidate and report this at a Group level. More information on a particular business operation can be provided on request. About this report Business model – delivering on our key ingredients	 1 4 – 5

G4 indicator	Description	Chapters	Annual integrated report page numbers
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category.	Individual businesses have their own initiatives in place; due to the geographic spread of the Bidcorp operations we do not consolidate and report this at a Group level. More information on a particular business operation can be provided on request. About this report Business model – delivering on our key ingredients Divisional reviews Greenhouse gas report 2016 Sustainable development report 2016	 1 4 – 5 22 – 31 164 164
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Not reported About this report	 1
G4-EN30	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	Limited to reporting on fuel usage Business model – delivering on our key ingredients Divisional reviews Greenhouse gas report 2016 Sustainable development report 2016	 4 – 5 22 – 31 164 164
G4-EN34	Number of grievances about environmental impacts filed, addressed and resolved through formal grievance mechanisms	Not reported About this report	 1

G4 indicator	Description	Chapters	Annual integrated report page numbers
	Social labour practices and decent work		
G4-LA1	Total number and rate of employee turnover by age group, gender, and region a. Report the total number and rate of new employee hires during the reporting period, by age group, gender and region. b. Report the total number and rate of employee turnover during the reporting period, by age group, gender and region.	Gender reported Business model – delivering on our key ingredients Divisional reviews Transformation report Sustainable development report 2016	 4 – 5 22 – 31 164 164
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations a. Report the benefits which are standard for full-time employees of the organisation but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: ▪ Life insurance ▪ Healthcare ▪ Disability and invalidity coverage ▪ Parental leave ▪ Retirement provision ▪ Stock ownership ▪ Others. b. Report the definition used for “significant locations of operation”.	High level, overall benefits have been reported on a consolidated basis for Bidcorp. Individual businesses have their own initiatives in place; due to the geographic spread of the Bidcorp operations we do not consolidate and report this at a Group level. More information on a particular business operation can be provided on request. About this report Notes to the consolidated financial statements Note 25: Post-retirement obligations	 1 68 – 120 96 – 99
G4 LA3	Return to work and retention rates after parental leave, by gender a. Report the total number of employees that were entitled to parental leave, by gender. b. Report the total number of employees that took parental leave, by gender. c. Report the total number of employees who returned to work after parental leave ended, by gender. d. Report the total number of employees who returned to work after parental leave ended who were still employed 12 months after their return to work, by gender. e. Report the return to work and retention rates of employees who took parental leave, by gender.	Not reported About this report	 1
G4-LA4	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements a. Report the minimum number of weeks’ notice typically provided to employees and their elected representatives prior to the implementation of significant operational changes that could substantially affect them. b. For organisations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	Due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, we have not consolidated or reported on this at a group level. Individual businesses have their own policies in place. More information on a particular business operation can be provided on request. About this report	 1
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety a. Report the level at which each formal joint management-worker health and safety committee typically operates within the organisation. b. Report the percentage of the total workforce represented in formal joint management-worker health and safety committees.	Due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, we have not consolidated or reported on this at a group level. Individual businesses have their own policies in place. More information on a particular business operation can be provided on request. About this report	 1

G4 indicator	Description	Chapters	Annual integrated report page numbers
G4-LA6	Rates of injury, occupational diseases, lost days, and absenteeism, number of work-related fatalities by region a. Report types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities, for the total workforce (that is, total employees plus supervised workers), by: ■ Region ■ Gender. b. Report types of injury, IR, ODR, LDR, AR and work-related fatalities for independent contractors working on-site to whom the organisation is liable for the general safety of the working environment, by: ■ Region ■ Gender. c. Report the system of rules applied in recording and reporting accident statistics.	This has been partially reported; due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, individual businesses have their own reporting mechanisms in place. More information on a particular business operation can be provided on request. About this report Divisional reviews Transformation report Sustainable development report 2016	 1 22 – 31 164 164
G4-LA7	Education, training, counselling, prevention, and risk control programmes in place to assist workforce members, their families, or community members regarding serious diseases	This has been partially reported; due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, individual businesses have their own reporting mechanisms in place. More information on a particular business operation can be provided on request. About this report Divisional reviews Transformation report Sustainable development report 2016	 1 22 – 31 164 164
G4-LA8	Health and safety topics covered in formal agreements with trade unions a. Report whether formal agreements (either local or global) with trade unions cover health and safety. b. If yes, report the extent, as a percentage, to which various health and safety topics are covered by these agreements.	Due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, we have not consolidated or reported on this at a group level. Individual businesses have their own policies in place. More information on a particular business operation can be provided on request. About this report	 1
G4-LA9	Average hours of training per year per employee by employee category a. Report the average hours of training that the organisation's employees have undertaken during the reporting period, by: ■ Gender ■ Employee category.	This has been partially reported; due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, individual businesses have their own reporting mechanisms in place. More information on a particular business operation can be provided on request. About this report Divisional reviews Transformation report Sustainable development report 2016	 1 22 – 31 164 164
G4-LA10	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings a. Report on the type and scope of programmes implemented and assistance provided to upgrade employee skills. b. Report on the transition assistance programmes provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	This has been partially reported; due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, individual businesses have their own reporting mechanisms in place. More information on a particular business operation can be provided on request. About this report Divisional reviews Transformation report Sustainable development report 2016	 1 22 – 31 164 164
G4-LA11	Percentage of employees receiving regular performance and career development reviews a. Report the percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	This has been partially reported; due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, individual businesses have their own reporting mechanisms in place. More information on a particular business operation can be provided on request. About this report Business model – delivering on our key ingredients Divisional reviews Transformation report Sustainable development report 2016	 1 4 – 5 22 – 31 164 164

G4 indicator	Description	Chapters	Annual integrated report page numbers
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity a. Report the percentage of individuals within the organisation's governance bodies in each of the following diversity categories: ■ Gender ■ Age group: under 30 years old, 30 to 50 years old, over 50 years old ■ Minority groups ■ Other indicators of diversity where relevant. b. Report the percentage of employees per employee category in each of the following diversity categories: ■ Gender ■ Age group: under 30 years old, 30 to 50 years old, over 50 years old ■ Minority groups ■ Other indicators of diversity where relevant.	About this report Business model – delivering on our key ingredients Chief financial officer's report Board of directors Governance report	1 4 – 5 16 33 – 34 36 – 44
G4-LA13	Ratio of basic salary of men to women by employee category Social performance indicators – human rights.	About this report Business model – delivering on our key ingredients Chief financial officer's report Board of directors Governance report Directors' curricula vitae	1 4 – 5 16 33 – 34 36 – 44 60 – 61
G4-LA14	Percentage of new suppliers that were screened using labour practices criteria a. Report the percentage of new suppliers that were screened using labour practices criteria.	Due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, we have not consolidated or reported on this at a group level. Individual businesses have their own policies in place. More information on a particular business operation can be provided on request. About this report Sustainable development report 2016	 1 164
G4-LA15	Significant actual and potential negative impacts for labour practices in the supply chain and actions taken a. Report the number of suppliers subject to impact assessments for labour practices. b. Report the number of suppliers identified as having significant actual and potential negative impacts for labour practices. c. Report the significant actual and potential negative impacts for labour practices identified in the supply chain. d. Report the percentage of suppliers identified as having significant actual and potential negative impacts for labour practices with which improvements were agreed upon as a result of assessment. e. Report the percentage of suppliers identified as having significant actual and potential negative impacts for labour practices with which relationships were terminated as a result of assessment, and why.	Due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, we have not consolidated or reported on this at a group level. Individual businesses have their own policies in place. More information on a particular business operation can be provided on request. About this report	 1
G4-LA16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms a. Report the total number of grievances about labour practices filed through formal grievance mechanisms during the reporting period. b. Of the identified grievances, report how many were: ■ Addressed during the reporting period ■ Resolved during the reporting period. c. Report the total number of grievances about labour practices filed prior to the reporting period that were resolved during the reporting period.	Due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, we have not consolidated or reported on this at a group level. Individual businesses have their own policies in place. More information on a particular business operation can be provided on request. About this report	 1

G4 indicator	Description	Chapters	Annual integrated report page numbers
	Social: Human rights		
G4-HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening a. Report the total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening. b. Report the definition of "significant investment agreements" used by the organisation.	Due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, we have not consolidated or reported on this at a group level. Individual businesses have their own policies in place. More information on a particular business operation can be provided on request. About this report	 1
G4-HR10	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, we have not consolidated or reported on this at a group level. Individual businesses have their own policies in place. More information on a particular business operation can be provided on request. About this report	 1
G4-HR2	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 a. Report the 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. Report the percentage of employees in the reporting period trained in human rights policies or procedures concerning aspects of human rights that are relevant to operations.	Due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, we have not consolidated or reported on this at a group level. Individual businesses have their own policies in place. More information on a particular business operation can be provided on request. About this report Transformation report Sustainable development report 2016	 1 164 164
G4-HR3	Total number of incidents of discrimination and actions taken a. Report the total number of incidents of discrimination during the reporting period. b. Report the status of the incidents and the actions taken with reference to the following: ■ Incident reviewed by the organisation ■ Remediation plans being implemented ■ Remediation plans have been implemented and results reviewed through routine internal management review processes ■ Incident no longer subject to action.	This is monitored on an ongoing basis; and has been set out as a zero-tolerance event in the Bidcorp Code of Ethics. Governance report Social and ethics committee report Code of Ethics	 36 – 44 59 164
G4-HR4	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 a. Report operations and suppliers in which employee rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: ■ Type of operation (such as manufacturing plant) and supplier ■ Countries or geographical areas with operations and suppliers considered at risk. b. Report measures taken by the organisation in the reporting period intended to support rights to exercise freedom of association and collective bargaining.	Not reported – there have been no reported instances of such activity in any of the Bidcorp global operations that we are aware of. About this report Code of Ethics	 1 164

G4 indicator	Description	Chapters	Annual integrated report page numbers
G4-HR5	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour a. Report operations and suppliers considered to have significant risk for incidents of: ■ Child labour ■ Young workers exposed to hazardous work. b. Report operations and suppliers considered to have significant risk for incidents of child labour either in terms of: ■ Type of operation (such as manufacturing plant) and supplier ■ Countries or geographical areas with operations and suppliers considered at risk. c. Report measures taken by the organisation in the reporting period intended to contribute to the effective abolition of child labour.	Not reported – there have been no reported instances of such activity in any of the Bidcorp global operations that we are aware of. About this report Code of Ethics	 1 164
G4-HR6	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour a. Report operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: ■ Type of operation (such as manufacturing plant) and supplier ■ Countries or geographical areas with operations and suppliers considered at risk b. Report measures taken by the organisation in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labour.	Not reported – there have been no reported instances of such activity in any of the Bidcorp global operations that we are aware of. About this report Code of Ethics	 1 164
G4-HR7	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations a. Report the percentage of security personnel who have received formal training in the organisation's human rights policies or specific procedures and their application to security. b. Report whether training requirements also apply to third-party organisations providing security personnel.	Due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, we have not consolidated or reported on this at a group level. Individual businesses have their own policies in place. More information on a particular business operation can be provided on request. About this report	 1
G4-HR8	Total number of incidents of violations involving rights of indigenous people and actions taken a. Report the total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period. b. Report the status of the incidents and actions taken with reference to: ■ Incident reviewed by the organisation ■ Remediation plans being implemented ■ Remediation plans have been implemented and results reviewed through routine internal management review processes ■ Incident no longer subject to action.	Not reported – there have been no reported instances of such activity in any of the Bidcorp global operations that we are aware of. Governance report Social and ethics committee report Code of Ethics	 36 – 44 59 164
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments. Report the total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.	Not reported – there have been no reported instances of such activity in any of the Bidcorp global operations that we are aware of. Code of Ethics	 164

G4 indicator	Description	Chapters	Annual integrated report page numbers
G4-HR11	Percentage of new suppliers that were screened using human rights criteria a. Report the number of suppliers subject to human rights impact assessments. b. Report the number of suppliers identified as having significant actual and potential negative human rights Impacts. c. Report the significant actual and potential negative human rights impacts identified in the supply chain. d. Report the percentage of suppliers identified as having significant actual and potential negative human rights impacts with which improvements were agreed upon as a result of assessment. e. Report the percentage of suppliers identified as having significant actual and potential negative human rights impacts with which relationships were terminated as a result of assessment, and why.	This has been partially reported; due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, individual businesses have their own reporting mechanisms in place. More information on a particular business operation can be provided on request. About this report Divisional reviews Transformation report Sustainable development report 2016	 1 22 – 31 164 164
G4-HR12	Number of grievances about human rights impacts filed, addressed and resolved through formal grievance mechanisms a. Report the total number of grievances about human rights impacts filed through formal grievance mechanisms during the reporting period. b. Of the identified grievances, report how many were: ▪ Addressed during the reporting period ▪ Resolved during the reporting period. c. Report the total number of grievances about human rights impacts filed prior to the reporting period that were resolved during the reporting period.	Not reported – there have been no reported instances of such activity in any of the Bidcorp global operations that we are aware of. Governance report Social and ethics committee report Code of Ethics	 36 – 44 59 164

G4 indicator	Description	Chapters	Annual integrated report page numbers
	Social performance indicators		
G4-SO1	Nature, scope, and effectiveness of any programmes and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting a. Report the percentage of operations with implemented local community engagement, impact assessments, and development programmes, including the use of: ■ Social impact assessments, including gender impact assessments, based on participatory processes ■ Environmental impact assessments and ongoing monitoring ■ Public disclosure of results of environmental and social impact assessments ■ Local community development programmes based on local communities' needs ■ Stakeholder engagement plans based on stakeholder mapping ■ Broad-based local community consultation committees and processes that include vulnerable groups ■ Works councils, occupational health and safety committees and other employee representation bodies to deal with impacts ■ Formal local community grievance processes.	This has been partially reported; due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, individual businesses have their own reporting mechanisms in place. More information on a particular business operation can be provided on request. About this report Divisional reviews Transformation report Sustainable development report 2016	 1 22 – 31 164 164
G4- SO2	Operations with significant actual and potential negative impacts on local communities a. Report operations with significant actual and potential negative impacts on local communities, including: ■ The location of the operations ■ The significant actual and potential negative impacts of operations.	Not considered material to the Bidcorp Group; community specific information is collated at each business site and can be made available on request. About this report Divisional reviews Stakeholder engagement report	 1 22 – 31 164
G4-SO3	Percentage and total number of business units analysed for risks related to corruption a. Report the total number and percentage of operations assessed for risks related to corruption. b. Report the significant risks related to corruption identified through the risk assessment.	This is monitored on an ongoing basis; and has been set out as a zero-tolerance event in the Bidcorp Code of Ethics. Governance report Social and ethics committee report Code of Ethics	 36 – 44 59 164
G4-SO4	Percentage of employees trained in organisation's anti-corruption policies and procedures a. Report the total number and percentage of operations assessed for risks related to corruption. b. Report the significant risks related to corruption identified through the risk assessment.	This is monitored on an ongoing basis; and has been set out as a zero-tolerance event in the Bidcorp Code of Ethics. Each business entity will have their own unique initiatives to ensure anti-corruption messages are communicated and will have monitoring and reporting measures in place. The ethics hotline is internationally available and used by all businesses where necessary. Governance report Social and ethics committee report Code of Ethics Administration	 36 – 44 59 164 IBC
G4-SO5	Actions taken in response to incidents of corruption a. Report the total number and nature of confirmed incidents of corruption. b. Report the total number of confirmed incidents in which employees were dismissed or disciplined for corruption. c. Report the total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. d. Report public legal cases regarding corruption brought against the organisation or its employees during the reporting period and the outcomes of such cases.	This is monitored on an ongoing basis; and has been set out as a zero-tolerance event in the Bidcorp Code of Ethics. Each business entity will have their own unique initiatives to ensure anti-corruption messages are communicated and will have monitoring and reporting measures in place. The ethics hotline is internationally available and used by all businesses where necessary. Global presence Governance report Social and ethics committee report Code of Ethics Administration	 IFC 36 – 44 59 164 IBC

G4 indicator	Description	Chapters	Annual integrated report page numbers
G4-S06	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country a. Report the total monetary value of financial and in-kind political contributions made directly and indirectly by the organisation by country and recipient/ beneficiary. b. Report how the monetary value of in-kind contributions was estimated, if applicable.	No such donations made. Code of Ethics	 164
G4-SO7	Total number of legal actions for anti- competitive behavior, anti-trust, and monopoly practices and their outcomes a. Report the total monetary value of financial and in-kind political contributions made directly and indirectly by the organisation by country and recipient/ beneficiary. b. Report how the monetary value of in-kind contributions was estimated, if applicable.	No such actions reported. Code of Ethics	 164
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations a. Report significant fines and non-monetary sanctions in terms of: ▪ Total monetary value of significant fines ▪ Total number of non-monetary sanctions ▪ Cases brought through dispute resolution mechanisms. b. If the organisation has not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient. c. Report the context against which significant fines and non-monetary sanctions were incurred.	No such instances reported. Code of Ethics	 164
G4 SO9	Percentage of new suppliers that were screened using criteria for impacts on society a. Report the percentage of new suppliers that were screened using criteria for impacts on society.	Due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, we have not consolidated or reported on this at a group level. Individual businesses have their own policies in place. More information on a particular business operation can be provided on request. About this report Transformation report Sustainable development report 2016	 1 164 164
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken a. Report the number of suppliers subject to assessments for impacts on society. b. Report the number of suppliers identified as having significant actual and potential negative impacts on society. c. Report the significant actual and potential negative impacts on society identified in the supply chain. d. Report the percentage of suppliers identified as having significant actual and potential negative impacts on society with which improvements were agreed upon as a result of assessment. e. Report the percentage of suppliers identified as having significant actual and potential negative impacts on society with which relationships were terminated as a result of assessment, and why.	Due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, we have not consolidated or reported on this at a group level. Individual businesses have their own policies in place. More information on a particular business operation can be provided on request. About this report Transformation report Sustainable development report 2016	 1 164 164

G4 indicator	Description	Chapters	Annual integrated report page numbers
G4- SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms a. Report the total number of grievances about impacts on society filed through formal grievance mechanisms during the reporting period. b. Of the identified grievances, report how many were: ■ Addressed during the reporting period ■ Resolved during the reporting period c. Report the total number of grievances about impacts on society filed prior to the reporting period that were resolved during the reporting period.	Due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, we have not consolidated or reported on this at a group level. Individual businesses have their own policies in place. More information on a particular business operation can be provided on request. About this report Transformation report Sustainable development report 2016	 1 164 164

G4 indicator	Description	Chapters	Annual integrated report page numbers
	Social performance indicators – product responsibility		
G4-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.	Due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, we have not consolidated or reported on this at a group level. Individual businesses have their own policies in place. More information on a particular business operation can be provided on request. About this report Business model – delivering on our key ingredients Sustainable development report 2016	 1 4 – 5 164
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services, by type of outcomes.	Not reported – there have been no reported instances of such activity in any of the Bidcorp global operations that we are aware of. About this report Risks and opportunities	 1 6 – 7
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	Due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, we have not consolidated or reported on this at a group level. Individual businesses have their own policies in place. More information on a particular business operation can be provided on request. About this report Risks and opportunities	 1 6 – 7
G4-PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, we have not consolidated or reported on this at a group level. Individual businesses have their own policies in place. More information on a particular business operation can be provided on request. About this report Business model – delivering on our key ingredients Risks and opportunities	 1 4 – 5 6 – 7
G4-PR6	Programmes for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, we have not consolidated or reported on this at a group level. Individual businesses have their own policies in place. More information on a particular business operation can be provided on request. About this report Business model – delivering on our key ingredients Risks and opportunities Audit and risk committee report	 1 4 – 5 6 – 7 53 – 55
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion.	Due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, we have not consolidated or reported on this at a group level. Individual businesses have their own policies in place. More information on a particular business operation can be provided on request. About this report Business model – delivering on our key ingredients Risks and opportunities Audit and risk committee report	 1 4 – 5 6 – 7 53 – 55
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, we have not consolidated or reported on this at a group level. Individual businesses have their own policies in place. More information on a particular business operation can be provided on request. About this report Audit and risk committee report Administration	 1 53 – 55 IBC
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products.	Due to the decentralised nature of the business model and the spread of geographies and legal jurisdictions, we have not consolidated or reported on this at a group level. Individual businesses have their own policies in place. More information on a particular business operation can be provided on request. About this report Business model – delivering on our key ingredients Risks and opportunities Audit and risk committee report	 1 4 – 5 6 – 7 53 – 55