



Passionate about
foodservice

Sustainable development report 2016



This sustainable development report covering the year ended June 30 2016, is the inaugural report for the newly listed entity Bid Corporation Limited (Bidcorp, the company, the group). Bidcorp is committed to reporting integrated and transparent financial, economic, environmental, social and governance information from the four geographic divisions, consolidated into Bidcorp.

Environmental awareness is pivotal to a company that has a large international logistics footprint and for whom food and the agricultural value chain is vital for its prosperity. Bidcorp has a philosophy that green initiatives make for good business, efficiency too, and there are numerous examples of this throughout the company.

This report is intended to be read in conjunction with the Bidcorp annual integrated report 2016 and the 2016 annual financial statements, as well as a selection of other supplementary reports all available for download from within the online annual integrated report found on our website.

In compiling this report we have considered and utilised various reporting protocols. As with our annual integrated report, we have considered the application of the six capitals (as recommended by the International Integrated Reporting Council) in our thinking about sustainability.

Where this report predominantly covers the aspects related to human, social and relationship and natural capital, the annual integrated report offers detail about financial, manufacturing and intellectual capital.

The recommendations of King III and the Global Reporting Initiative (GRI) G4 guidelines form the basis for this report and any restatement of information is noted in the section concerned. This report is prepared in accordance with the GRI G4 Sustainability Reporting Guidelines. You can find the detailed GRI index on our online report.

All data is based on the best possible systems that are currently available to us and where applicable aligned with recognised standards.

We regard this reporting process as a valuable opportunity to engage with our stakeholder groups and to respond to issues that have been raised during the course of the year. Through our sustainable development report we aim to provide insight to our stakeholders in how we have progressed against our *Good Business Journey* targets and objectives, as well as provide an overview of the highlights, feedback and challenges we have experienced.

Foodservice reaches into homes and families worldwide. Within our group, each decentralised business makes its own social and sustainability contribution in its own way. It is impossible to itemise every intervention, but we can describe some projects and the general Bidcorp approach.

Bidcorp believes in partnership and alignment. Partnership with specialists in various areas ensures optimum impact and minimal duplication. Alignment ensures focus on national and international priorities. Many interventions dovetail with the UN's 17 sustainable development goals.

We welcome any feedback on our programme and reporting, and contact details for this purpose can be found on the inside back cover of the annual integrated report, or you are invited to e-mail: admin@bidcorp.co.za.

While Bidcorp is a substantial international business, it remains true to its South African heritage and the JSE listing is an exciting platform to share the next chapter in this success story. The focus as a standalone foodservice company will strengthen management's determination to continue generating and enhancing sustainable, long-term returns for all stakeholders.

Bidcorp's six capitals defined



Financial capital

The funding and financial resources available to and deployed by the group; including finance raised, revenue generated, interest income and funds reinvested.



Manufactured capital

The physical infrastructure used to sell products; includes distribution centres (owned and leased) and the IT systems throughout the business enabling us to procure, import, deliver and sell our products and services around the world.



Intellectual capital

Organisational knowledge, systems, protocols and intellectual property in particular the innovative cutting edge online customer and supplier interfaces being used internationally to simplify, streamline and create efficiencies in our business process end-to-end; providing us with our competitive advantage.



Human capital

The competencies, capabilities and experience of our employees and globally diverse management team, enabling us to implement our strategy, thereby creating value for our stakeholders.



Social and relationship capital

Stakeholder relationships and engagement making up the critical, long-term relationships that we have cultivated with customers, suppliers and business partners in developing our internationally recognised corporate reputation.



Natural capital

Environmental resources form the foundation of our products and services. Sourcing food products locally, delivering them efficiently and responsibly whilst protecting and enabling the long-term sustainability of food production.

Bid Corporation Limited

High-level overview of the key elements of our business

		United Kingdom	Europe	Emerging Markets	Australasia	Bidcorp consolidated	
Customers (numbers)		51 814	103 532	72 070	70 768	298 184	
Products (SKUs)		35 567	120 126	56 309	99 912	311 914	
Distribution vehicles		1 895	1 276	757	916	4 844	
Distribution centres	Total DCs	55	54	80	70	259	
	m ²	305 885	476 229	243 924	228 857	1 254 895	
Employees	Total	8 654	6 050	5 720	4 049	24 473	100%
	Sales	1 087	1 081	1 367	748	4 283	18%
	Procurement	81	180	157	108	526	2%
	Warehouse	3 436	2 664	1 775	1 802	9 677	40%
	Distribution	2 821	1 628	1 239	905	6 593	27%
	Admin/management	1 229	497	1 182	486	3 394	13%
Sales analysis							
Product segmentation	Total	100%	100%	100%	100%	100%	
	Frozen	32%	32%	41%	42%	36%	
	Chilled	26%	34%	21%	26%	27%	
	Ambient	38%	29%	35%	28%	33%	
	Non-food	4%	5%	3%	4%	4%	
Market segmentation	Total	100%	100%	100%	100%	100%	
	Logistics	43%	13%	–	13%	22%	
	Chain/group	42%	21%	28%	16%	29%	
	Independent/street	15%	57%	64%	66%	44%	
	Retail	–	8%	4%	1%	3%	
	Other	–	1%	3%	4%	2%	
Own brand	Own brand	10%	18%	11%	15%	13%	
	Supplier brand	90%	82%	89%	85%	87%	

Sustainable development performance 2016

BIDCORP CONSOLIDATED		July 2013 to June 2014	July 2014 to June 2015	July 2015 to June 2016
Social				
Corporate citizenship				
Total CSI/social spend contributions	ZAR	9 906 267	7 356 877	8 495 989
Labour information				
Number of lost-time injuries (one shift or more lost) LTI	Whole number	1 230	1 276	1 267
Number of person hours worked – total	Whole number	37 466 880	40 434 893	43 087 942
LTIFR per 200 000	Number	7	6	6
Number of fatalities (during work or as a result of work)	Whole number	–	2	–
Staff representation				
Total employees	Whole number	20 985	23 198	23 137
Total employees – female	Whole number	5 642	6 217	6 084
Total employees – male	Whole number	15 343	16 981	17 053
Training, learnerships and employee bursaries – total costs	ZAR	18 352 459	24 459 236	30 468 770
Environmental				
Fuels				
Biodiesel (hydro-treated vegetable oil) – usage	litre	–	–	36 063
Biodiesel (methyle ester) – usage	litre	3 249 394	2 701 663	n/a
Coal – usage	kg	–	–	n/a
Diesel (excluding biodiesel) – usage	litre	48 716 212	63 242 359	66 706 566
Gasoline (petrol) – usage	litre	4 134 477	3 207 763	3 595 554
HFO (heavy fuel oil) – usage	litre	n/a	n/a	n/a
IFO (intermediate fuel oil) usage	litre	n/a	n/a	n/a
LNG (liquefied natural gas) – usage	kg	1 593 782	1 600 129	1 455 271
LPG (liquefied petroleum gas) – usage	kg	144 880	162 428	89 926
Other such as butane, propane, etc – usage	kg	1 014 886	295 970	230 776
Total water – usage	kilolitre	831 353	1 043 453	1 033 732
Scope 1	tonnes CO ₂	144 479	178 065	187 090
Biodiesel (hydro-treated vegetable oil)	kg CO ₂	–	–	1
Biodiesel (methyle ester)	tonnes CO ₂	64	54	n/a
Butane	tonnes CO ₂	3 349	977	762
Coal	tonnes CO ₂	–	–	n/a
Diesel	tonnes CO ₂	127 229	165 166	174 213
Gasoline	tonnes CO ₂	9 083	7 047	7 899
LNG	tonnes CO ₂	4 327	4 344	3 951
LPG	tonnes CO ₂	426	478	264
Methane	tonnes CO ₂	n/a	n/a	n/a
Nitrous oxide	tonnes CO ₂	n/a	n/a	n/a

AUSTRALASIA		July 2013 to June 2014	July 2014 to June 2015	July 2015 to June 2016
Social				
Corporate citizenship				
Total CSI/social spend contributions	ZAR	–	–	n/a
Labour information				
Number of lost-time injuries (one shift or more lost) LTI	Whole number	151	320	337
Number of person hours worked – total	Whole number	6 638 799	7 323 006	7 534 661
LTIFR per 200 000	Number	5	9	9
Number of fatalities (during work or as a result of work)	Whole number	–	–	n/a
Staff representation				
Total employees	Whole number	3 964	4 113	4 037
Total employees – female	Whole number	1 089	1 092	1 042
Total employees – male	Whole number	2 875	3 021	2 995
Training, learnerships and employee bursaries – total costs	ZAR	1 480 364	1 105 271	1 698 663
Environmental				
Fuels				
Biodiesel (hydro-treated vegetable oil) – usage	litre	–	n/a	n/a
Biodiesel (methyle ester) – usage	litre	4 833	5 473	n/a
Coal – usage	kg	–	n/a	n/a
Diesel (excluding biodiesel) – usage	litre	8 069 296	8 354 621	8 733 167
Gasoline (petrol) – usage	litre	815 158	809 761	742 534
HFO (heavy fuel oil) – usage	litre	n/a	n/a	n/a
IFO (intermediate fuel oil) usage	litre	n/a	n/a	n/a
LNG (liquefied natural gas) – usage	kg	–	n/a	n/a
LPG (liquefied petroleum gas) – usage	kg	97 986	108 203	62 030
Other such as butane, propane, etc – usage	kg	–	n/a	n/a
Total water – usage	kilolitre	206 228	220 696	227 751
Scope 1	tonnes CO ₂	23 153	23 917	24 622
Biodiesel (hydro-treated vegetable oil)	kg CO ₂	–	n/a	n/a
Biodiesel (methyle ester)	tonnes CO ₂	0	0	n/a
Butane	tonnes CO ₂	–	n/a	n/a
Coal	tonnes CO ₂	–	n/a	n/a
Diesel	tonnes CO ₂	21 074	21 819	22 808
Gasoline	tonnes CO ₂	1 791	1 779	1 631
LNG	tonnes CO ₂	–	n/a	n/a
LPG	tonnes CO ₂	288	318	182
Methane	tonnes CO ₂	n/a	n/a	n/a
Nitrous oxide	tonnes CO ₂	n/a	n/a	n/a

UNITED KINGDOM		July 2013 to June 2014	July 2014 to June 2015	July 2015 to June 2016
Social				
Corporate citizenship				
Total CSI/social spend contributions	ZAR	3 129 052	1 853 926	558 726
Labour information				
Number of lost-time injuries (one shift or more lost) LTI	Whole number	216	288	383
Number of person hours worked – total	Whole number	12 573 932	13 827 824	16 572 236
LTIFR per 200 000	Number	3	4	5
Number of fatalities (during work or as a result of work)	Whole number	–	–	n/a
Staff representation				
Total employees	Whole number	7 099	8 827	9 168
Total employees – female	Whole number	1 707	1 947	1 983
Total employees – male	Whole number	5 392	6 880	7 185
Training, learnerships and employee bursaries – total costs	ZAR	666 841	843 152	529 946
Environmental				
Fuels				
Biodiesel (hydro-treated vegetable oil) – usage	litre	–	–	36 063
Biodiesel (methyle ester) – usage	litre	3 244 561	2 696 190	n/a
Coal – usage	kg	–	n/a	n/a
Diesel (excluding biodiesel) – usage	litre	24 923 199	37 815 359	41 417 924
Gasoline (petrol) – usage	litre	510	166	250
HFO (heavy fuel oil) – usage	litre	n/a	n/a	n/a
IFO (intermediate fuel oil) usage	litre	n/a	n/a	n/a
LNG (liquefied natural gas) – usage	kg	177 672	229 337	0
LPG (liquefied petroleum gas) – usage	kg	–	–	n/a
Other such as butane, propane, etc – usage	kg	8 590	–	3 200
Total water – usage	kilolitre	194 390	306 610	282 452
Scope 1	tonnes CO ₂	65 666	99 436	108 180
Biodiesel (hydro-treated vegetable oil)	kg CO ₂	–	–	1
Biodiesel (methyle ester)	tonnes CO ₂	64	53	n/a
Butane	tonnes CO ₂	28	–	11
Coal	tonnes CO ₂	–	n/a	n/a
Diesel	tonnes CO ₂	65 090	98 760	108 168
Gasoline	tonnes CO ₂	1	0	1
LNG	tonnes CO ₂	482	623	0
LPG	tonnes CO ₂	–	–	n/a
Methane	tonnes CO ₂	n/a	n/a	n/a
Nitrous oxide	tonnes CO ₂	n/a	n/a	n/a

EUROPE		July 2013 to June 2014	July 2014 to June 2015	July 2015 to June 2016
Social				
Corporate citizenship				
Total CSI/social spend contributions	ZAR	3 862 056	3 890 173	4 177 896
Labour information				
Number of lost-time injuries (one shift or more lost) LTI	Whole number	115	85	92
Number of person hours worked – total	Whole number	7 453 714	8 381 040	8 501 617
LTIFR per 200 000	Number	3	2	2
Number of fatalities (during work or as a result of work)	Whole number	–	–	n/a
Staff representation				
Total employees	Whole number	4 583	4 982	5 174
Total employees – female	Whole number	1 327	1 463	1 524
Total employees – male	Whole number	3 256	3 519	3 650
Training, learnerships and employee bursaries – total costs	ZAR	7 472 404	10 950 539	16 530 158
Environmental				
Fuels				
Biodiesel (hydro-treated vegetable oil) – usage	litre	–	–	n/a
Biodiesel (methyle ester) – usage	litre	–	–	n/a
Coal – usage	kg	–	–	n/a
Diesel (excluding biodiesel) – usage	litre	8 962 829	10 097 293	10 534 237
Gasoline (petrol) – usage	litre	902 504	795 680	807 395
HFO (heavy fuel oil) – usage	litre	n/a	n/a	n/a
IFO (intermediate fuel oil) usage	litre	n/a	n/a	n/a
LNG (liquefied natural gas) – usage	kg	798 561	937 984	900 861
LPG (liquefied petroleum gas) – usage	kg	–	–	n/a
Other such as butane, propane, etc – usage	kg	1 006 296	295 970	227 576
Total water – usage	kilolitre	137 603	139 764	155 364
Scope 1	tonnes CO ₂	30 879	31 642	32 482
Biodiesel (hydro-treated vegetable oil)	kg CO ₂	–	–	n/a
Biodiesel (methyle ester)	tonnes CO ₂	–	–	n/a
Butane	tonnes CO ₂	3 321	977	751
Coal	tonnes CO ₂	–	–	n/a
Diesel	tonnes CO ₂	23 408	26 370	27 512
Gasoline	tonnes CO ₂	1 983	1 748	1 774
LNG	tonnes CO ₂	2 168	2 547	2 446
LPG	tonnes CO ₂	–	–	n/a
Methane	tonnes CO ₂	n/a	n/a	n/a
Nitrous oxide	tonnes CO ₂	n/a	n/a	n/a

EMERGING MARKETS		July 2013 to June 2014	July 2014 to June 2015	July 2015 to June 2016
Social				
Corporate citizenship				
Total CSI/social spend contributions	ZAR	2 915 158	1 612 778	3 759 367
Labour information				
Number of lost-time injuries (one shift or more lost) LTI	Whole number	748	583	455
Number of person hours worked – total	Whole number	10 800 435	10 903 023	10 479 428
LTIFR per 200 000	Number	14	11	9
Number of fatalities (during work or as a result of work)	Whole number	–	2	–
Staff representation				
Total employees	Whole number	5 339	5 276	4 758
Total employees – female	Whole number	1 519	1 715	1 535
Total employees – male	Whole number	3 820	3 561	3 223
Training, learnerships and employee bursaries – total costs	ZAR	8 732 850	11 560 274	11 710 002
Environmental				
Fuels				
Biodiesel (hydro-treated vegetable oil) – usage	litre	–	–	n/a
Biodiesel (methyle ester) – usage	litre	–	–	n/a
Coal – usage	kg	–	–	n/a
Diesel (excluding biodiesel) – usage	litre	6 760 887	6 975 085	6 021 238
Gasoline (petrol) – usage	litre	2 416 306	1 602 156	2 045 375
HFO (heavy fuel oil) – usage	litre	n/a	n/a	n/a
IFO (intermediate fuel oil) usage	litre	n/a	n/a	n/a
LNG (liquefied natural gas) – usage	kg	617 549	432 808	554 410
LPG (liquefied petroleum gas) – usage	kg	46 894	54 225	27 896
Other such as butane, propane, etc – usage	kg	–	–	n/a
Total water – usage	kilolitre	293 132	376 382	368 165
Scope 1	tonnes CO ₂	24 780	23 071	21 806
Biodiesel (hydro-treated vegetable oil)	kg CO ₂	–	–	n/a
Biodiesel (methyle ester)	tonnes CO ₂	–	–	n/a
Butane	tonnes CO ₂	–	–	n/a
Coal	tonnes CO ₂	–	–	n/a
Diesel	tonnes CO ₂	17 657	18 216	15 725
Gasoline	tonnes CO ₂	5 309	3 520	4 494
LNG	tonnes CO ₂	1 677	1 175	1 505
LPG	tonnes CO ₂	138	159	82
Methane	tonnes CO ₂	n/a	n/a	n/a
Nitrous oxide	tonnes CO ₂	n/a	n/a	n/a