

Sustainability Data Transparency Index Table

The Sustainability Data Transparency Index (SDTI) is an evaluation tool developed by Integrated Reporting & Assurance Services, or 'IRAS' (www.iras.co.za), that is used to compare and contrast the presence of key environmental, social and governance (ESG) data in the annual reporting of JSE listed companies and key state owned enterprises. The SDTI contains 84 Environmental, Social and Governance (ESG) data points that are used to score data transparency – the presence of comparable quantitative data in public disclosures – as well as 50 unscored comments, calculated ratios and/or calculated totals that offer additional intercompany comparability.

NOTE: The indicators shaded in light grey in the table are not scored.

While the primary purpose of the SDTI is to assist companies improve the overall quality of their annual reporting to stakeholders, a secondary aim is to assist pension fund managers meet their responsibilities in terms of the Code for Responsible Investment in SA (CRISA) and Regulation 28 of the Pension Fund Act.

Compliance to the SDTI is neither required nor recommended by any industry and/or governance bodies (e.g., the JSE, the IIRC and/or the GRI). However, recent trends in reporting have demonstrated an increase in the need for companies to base their qualitative assertions regarding ESG performance on quantitative evidence. Having been launched in 2013 (with 2011 and 2012 data for ALL of the JSE listed companies present at that time), leading companies have already begun to adopt the SDTI as a useful tool for ensuring that their reporting includes responses to as many of the identified ESG data points as possible.

Illovo has chosen to voluntarily report against the SDTI as part of our annual reporting processes, to provide stakeholders with access to meaningful quantitative data which can be compared across companies and industries. The SDTI Score – the way in which IRAS determines levels of sustainability data transparency – is viewed as a useful measurement of our reporting performance, and demonstrates improvements in our reporting.

IRAS evaluated our 2014 SDTI score as **86.31%** which shows progress on our disclosures from our 2013 score (77.0%).

Note that page references refer to the 2015 Integrated Annual Report available on our website at www.illovosugar.com; whereas the other standalone reports are referenced with the following abbreviations: Annual Financial Statements – (FS); Human Capital Report – (HC); Climate Change and Environmental Impacts Report – (CC); Socio-economic Impact Report – (SE); Carbon Disclosure Project submission – (CDP).

		GRI G4 Indicator(s)	Response	Section	Page
Standard Disclosures					
1	Company Name	G4 -3	Illovo Sugar	FC	FC
2	Industry		Food & Beverage		
3	Stated reporting period of the report	G4 – 28	2015	FC	FC
4	Month of Financial Year End	G4 - 28	March	FC	FC
5	Is the report GRI-compliant?	G4 - 32	Yes	Scope of report	2
6	What Application Level has been declared?	G4 - 32	B+	Scope of report	2
7	Has the report been assured?	G4 - 33	Yes	Scope of report	2
8	If so, by whom?	G4 - 33	IRAS	Scope of report	2
9	Has the AA1000AS Assurance Standard been used by the assurance provider?	G4 - 33	Yes	Assurance statement	WEB
10	Has the ISAE3000 Assurance Standard been used by the assurance provider?	G4 - 33	No	N/A	N/A
11	Has the assurance provider identified specific data points that have been tested?	G4 - 33	Yes	Assurance statement	WEB
12	Has the company made a CDP submission?	G4 - 15	Yes	Our Stewardship	1 (CC)
13	Has the company made a WDP submission?	G4 - 15	Yes	Our Stewardship	1 (CC)
14	Does the report contain a King III compliance checklist?	G4 - 15	Yes	King III Index	68
15	Is the company a signatory of the UN Global Compact?	G4 - 16	Adheres to principles but not a signatory	Governance framework and accountability	61
16	Is the company a signatory of any Industry-specific regulatory body (e.g.. ICMM) or the Equator Principles?	G4 - 16	SASA	Export market prices	41
Labour					
17	Total Number of Employees	G4 - 10	33 014	Employment profile and statistics	3 (HC)
18	Total Number of Contractors	G4 - 10	10 000	Occupational safety	13 (HC)
19	Total Number of Employees and Contractors	G4 - 10	43 014		
20	Percentage of employees who are deemed 'HDSA'	G4 LA12	Not reported	N/A	N/A
21	Percentage of employees who are women	G4 LA12	11.22%	Employee profile and statistics	3 (HC)
22	Percentage of employees who are 'permanent'	G4 - 10	29.85%	Employment profile and statistics; Occupational safety	3 & 13 (HC)
23	Percentage of employees who belong to a Trade Union	G4 - 11	85.00%	Employee relations	7 (HC)
24	Employee Turnover (i.e., number of persons who departed relative to the total number of employees at year end)	G4 LA1 b)	4.80%	Permanent employees – Turnover	4 (HC)
25	Total Number of Person Hours Worked (PHW) - Reported		Not reported	N/A	N/A
26	Total Number of Person Hours Worked (HW) - Calculated (i.e., 1 824 HW multiplied		78 457 536		

		GRI G4 Indicator(s)	Response	Section	Page
	by total workforce at year end)				
27	Variance in HW reported, versus calculated (percentage)		N/A		
28	Total number of employees trained, including internal and external training interventions		27 283	Employees receiving skills development training – Excludes Safety training	6 (HC)
29	Rand Value of Employee Training Spend		R70 000 000	Talent and skills development – Excludes Safety training costs	6 (HC)
30	Total number of Person Days lost due to Absenteeism	G4 LA6	Not reported	N/A	N/A
31	Percentage of Total Person Days lost due to Absenteeism - Calculated or Reported				
32	Total number of Person Days lost due to Industrial Action (i.e., strike action)		42 640	Employee relations	7 (HC)
33	Percentage of Total Person Days lost due to Industrial Action - Calculated or Reported			Appendix III	81
Economic					
34	Rand Value of Total Revenue Generated	G4 EC1	R13 267 000 000	Summary consolidated income statement	93
35	Rand Value of Total Revenue Generated per Employee		401 860		
36	Rand Value of Net Profit Generated	G4 EC1	R943 800 000	Summary consolidated income statement	93
37	Rand Value of Net Profit per Employee		28 588		
38	Rand Value of Total Compensation Paid to Employees and Contractors, including wages and benefits	G4 EC1	R2 565 000 000	Value-added statement; Remuneration and benefits	26; 8 (HC)
39	Average Compensation per Employee and Contractors (Rands)		77 700		
40	Total Rand Value of Compensation Paid to Executive Directors - Excluding Gains on the Exercise of Share Options	G4 EC1	R20 632 000	Compensation of directors/prescribed officers	78
41	Average Compensation per Executive Director (Rands) - Excluding Gains on the Exercise of Share Options		5 158 000		
42	Ratio of Average Compensation paid to Executive Directors relative to Average Compensation Paid to Employees - Excluding 'Gains'		66.4		
43	Total Rand Value of Gains on the Exercise of Share Options - Executive Directors	G4 EC1	0	Compensation of directors/prescribed officers	78
44	Average Compensation per Executive Director (Rands) - Including 'Gains on the exercise of share options'		5 518 000		
45	Ratio: Average Compensation paid to Executive Directors relative to Average		66.4		

		GRI G4 Indicator(s)	Response	Section	Page
	Compensation Paid to Employees - Including 'Gains'				
46	Total Compensation Paid to Prescribed Officers - Excluding Gains on the Exercise of Share Options	G4 EC1	0	Compensation of directors/prescribed officers	78
47	Average Compensation per Executive Director & Prescribed Officers - Excluding Gains on the Exercise of Share Options		N/A		
48	Ratio: Average Executive Directors & Prescribed Officers Compensation relative to Average Employee Compensation - Excluding Gains		N/A		
49	Total Rand Value Gains on the Exercise of Share Options - Prescribed Officers	G4 EC1	0	Compensation of directors/prescribed officers	78
50	Average Compensation per Executive Director & Prescribed Officers - Including 'Gains on share options exercised'		N/A		
51	Ratio: Average Executive Directors & Prescribed Officers relative to Average Employee Compensation - Including 'Gains'		N/A		
52	Ratio of Net Profit After Tax per Employee to Average Compensation per Employee		0.4		
53	Rand Value of Total Discretionary/Measured Spend		R2 081 000 000	Procurement	5 (SE)
54	Rand Value of Historically Disadvantaged South African (HDSA) Procurement Spend		R1 740 000 000	Procurement	5 (SE)
55	HDSA Procurement Spend: Percentage of Total Measured Spend	G4 EC9			
56	Rand Value of Total Taxes Paid, inclusive of VAT, Income Tax, Royalties, Rates & Taxes, and all other payments to Government	G4 EC1	R965 000 000	Value-added statement	26
57	Rand Value of Funds Invested in Research & Development		R11 700 000	Technology, research and development	4 (CC)
58	Rand Value of Dividends Paid to Shareholders	G4 EC1	R575 900 000	Summary consolidated statement of changes in equity	96
59	Rand Value of Earnings Retained	G4 EC1	R593 800 000	Summary consolidated statement of changes in equity	96
60	Ratio of Payments to Employees relative to Dividends paid to Shareholders			8.1	
61	Ratio of Payments to Government relative to Dividends paid to Shareholders			1.0	
CSI/SED Expenditures					
62	Rand Value of Corporate Social Investment (CSI) / Socioeconomic Development (SED) expenditures - Reported	G4 EC1	R23 400 000	Corporate social investment	14 (SE)
63	Rand Value of CSI/SED Spend on Education	G4 EC1	R6 700 000	Corporate social investment	14 (SE)
64	Rand Value of CSI/SED Spend on Skills Development, including Adult Basic Education & Training (ABET)	G4 EC1	R300 000	Corporate social investment	14 (SE)

		GRI G4 Indicator(s)	Response	Section	Page
65	Rand Value of CSI/SED Spend on Health, including HIV/AIDS	G4 EC1	R3 900 000	Corporate social investment	14 (SE)
66	Rand Value of CSI/SED Spend on Basic Needs & Social Development, including Nutrition and/or Feeding Programmes	G4 EC1	0	Corporate social investment	14 (SE)
67	Rand Value of CSI/SED Spend on Infrastructure Development	G4 EC1	R2 400 000	Corporate social investment	14 (SE)
68	Rand Value of CSI/SED Spend on Arts, Sports & Culture	G4 EC1	R8 400 000	Corporate social investment	14 (SE)
69	Rand Value of CSI/SED Spend on Other	G4 EC1	R1 700 000	Corporate social investment	14 (SE)
70	Total Rand Value of CSI/SED Spend - Calculated		23 400 000		
71	Variance between Total CSI/SED Spend Reported...versus Calculated - Rands		0		
72	Variance between Total CSI/SED Spend Reported...versus Calculated – Percentage		0.0%		
73	CSI Spend as a percentage of Net Profit after Tax (NPAT)		2.5%		
74	Does the report include a comprehensive discussion of returns on CSI?	G4 EC7	Partial	Corporate social investment	12 - 17 (SE)
75	Rand Value of Enterprise Development Spend (i.e. support for small business)	G4 EC1	29 600 000	Corporate social investment	14 (SE)
Environmental					
76	Total Direct Energy Consumption (Gigajoules, GJ) – i.e., from fuels burned	G4 EN3 a)	34 798 502	Direct energy consumption by primary energy source (GJ)	11 (CC)
77	Total Direct Energy Consumed per person hour worked (MJ / HW)	G4 EN5	443.53		
78	Total Indirect Energy Consumption (Gigajoules, GJ) – i.e., from electricity consumed	G4 EN3 c)	936 674	Total indirect energy consumption by primary source (GJ)	11 (CC)
79	Total Indirect Energy Consumed per person hour worked (MJ / HW)	G4 EN5	11.94		
80	Total Electricity Consumption (MWh)	G4 EN3 c)	260 395	Total indirect energy consumption by primary source (GJ)	11 (CC)
81	Total Electricity Consumed per person hour worked (MWh / HW)	G4 EN5	0.003		
82	Total Energy Consumption in Gigajoules - calculated	G4 EN3 e)	35 735 176		
83	Does the company report a target for electricity consumption, or reductions, against a specific denominator (e.g. per PHW)		No	N/A	N/A
84	Does the company report a target for total energy consumption or reductions, against a specific denominator (e.g. per PHW)		Yes – Partial	Strategic and operational accountability	24
85	Total Carbon Emissions (Tons of Carbon Dioxide equivalents, CO ₂ e) - calculated		518 138	GHG and air emissions	14-15 (CC)
87	Carbon Emissions - Scope 1	G4 EN15	377 796	GHG and air emissions	14 (CC)
88	Carbon Emissions - Scope 2	G4 EN16	120 029	GHG and air emissions	14 (CC)
89	Carbon Emissions - Scope 3	G4 EN17	60 314	GHG and air emissions	15 (CC)
90	Average Volume of Carbon Emissions per Person Hour Worked (Tons CO ₂ e/ HW)	G4 EN18	0.007		

		GRI G4 Indicator(s)	Response	Section	Page
91	Does the company report a target for carbon emissions, or reduction, against a specific denominator (e.g. per PHW).	G4 EN19	Yes – 20% reduction per tonnes produced (2011)	GHG and air emissions	4 CDP, 13 (CC)
92	Total Water Consumption (Kilolitres, or KI)	G4 EN8	994 354 000	Total abstraction	6 (CC)
93	Average Volume of Water (Litres) Consumed per Person Hour Worked (l/HW)		12 674		
94	Does the company report a target for water consumption, or reduction, against a specific denominator (e.g. per PHW).		Not reported	N/A	N/A
95	Total Volume of Non-Hazardous Waste Disposed (Tons)	G4 EN23	6 360		
96	Average Volume of Non-Hazardous Waste per Person Hour Worked (KG / HW)		0.081		
97	Total Volume of Hazardous Waste Disposed (Tons)	G4 EN23/ EN25	929		
98	Average Volume of Hazardous Waste per Person Hour Worked (KG / HW)		0.012		
99	Total Volume of Waste sent for Recycling/Re-use (Tons)	G4 EN23	5 939	Waste	16 (CC)
100	Percentage of Waste disposed of that is sent for recycling		44.9%	Waste	16 (CC)
Health and Safety					
101	Number of Fatalities (i.e., injuries on duty leading to death...excluding the deaths of workers not occurring 'at work')	G4 LA6	2	Occupational safety – Includes contractors	13-14 (HC)
102	Number of First Aid Cases (FACs, i.e., injuries on duty leading to minor treatments, such as a plaster or a pain tablet)	G4 LA6	489	Occupational safety – Excludes contractors	13-14 (HC)
103	Number of Medical Treatment Cases (MTCs, i.e., injuries on duty leading to medical treatment, but no lost days)	G4 LA6	131	Occupational safety – Includes contractors	13-14 (HC)
104	Number of Lost Time Injuries (LTIs, i.e., injuries on duty leading to at least one lost day)	G4 LA6	53	Occupational safety – Includes contractors (16)	13-14 (HC)
105	Total Number of Recordable Injuries, including MTCs, LTIs and Fatalities - Reported	G4 LA6	186	Occupational safety – Partial inclusion of contractors	13-14 (HC)
106	Total Number of Recordable Injuries, including MTCs, LTIs and Fatalities - Calculated				
107	Fatal Injury Frequency Rate (FIFR, i.e., number of Fatalities per 200 000 person hours worked) - Reported	G4 LA6	0.003	Occupational safety – Excludes contractors	13-14 (HC)
108	Fatal Injury Frequency Rate (FIFR, i.e., number of Fatalities per 200 000 person hours worked) - Calculated		0.005		
109	Lost Time Injury Frequency Rate (LTIFR, i.e., Number of LTIs per 200 000 person hours worked) - Reported	G4 LA6	0.100	Occupational safety – Excludes contractors	13-14 (HC)
110	Lost Time Injury Frequency Rate (LTIFR, i.e., Number of LTIs per 200 000 person hours worked) - Calculated		0.125		

		GRI G4 Indicator(s)	Response	Section	Page
111	Total Recordable Injury Frequency Rate (TRIFR) - Reported	G4 LA6	0.450	Occupational safety – Excludes contractors	13-14 (HC)
112	Total Recordable Injury Frequency Rate (TRIFR) - Calculated		0.464		
113	Does the company report a LTIFR and/or TRIFR target?		Yes – DIFR target of 0.25 for 2014/2015	Occupational safety	13 (HC)
114	Total Number of Employees & Contractors receiving Voluntary Counselling and Testing (VCT) for HIV/AIDS (i.e., counselled)		17 239	Occupational safety	14 (HC)
115	Total Number of Employees & Contractors Tested for HIV/AIDS		9 783	Occupational safety	14 (HC)
116	HIV/AIDS Prevalence Rate amongst employees		21.00%	Occupational safety	14 (HC)
Governance					
117	Number of Board Members	G4 - 38	14	Directorate	34 - 35
118	Number of Board Members who are Non-Executive	G4 - 38	10	Directorate	34 - 35
119	Percentage of Board Members who are Non-Executive		71.4%		
120	Number of Board Members who are deemed 'Independent'	G4 - 38	7	Directorate	34 - 35
121	Percentage of Board Members who are deemed 'Independent'		50.0%		
122	Number of Board Members who are deemed 'HDSA'	G4 - 38	4	Directorate	34 - 35
123	Percentage of Board Members who are deemed 'HDSA'		28.6%		
124	Number of Board Members who are Women	G4 - 38	1	Directorate	34 - 35
125	Percentage of Board Members who are Women		7.1%		
126	Average Length of Executive Director Service (in years)	G4 - 38	6.55	Directorate	34 - 35
127	Average Length of Non-Executive Director Service (in years)	G4 - 38	10.60	Directorate	34 - 35
128	Average Length of Director (full Board) Service (in years)	G4 - 38	9.44	Directorate	34 - 35
129	Average Age of Directors (in years)	G4 LA12	55.07	Directorate	34 - 35
130	Overall Board and Committee Meeting attendance.		89.36%	Corporate governance report	63
131	Auditor Remuneration: % of Non-audit Fees		11.98%	5. Operating profit/(loss)	26 (FS)
132	Auditor's Rotation Period / Length of Current Auditor's service				
133	Independence of Board Chairman	G4 - 39	Yes	Directorate	34
134	Number of Prescribed Officers		0	Compensation of directors/prescribed officers	78