

Global Reporting Initiative (GRI) G4 disclosure Index

Eqstra's 2014 Integrated Annual Report and Sustainable Development Report contain information relating to many of the GRI G4 disclosures, as detailed below:

1. General Standard Disclosures

Indicator number	Indicator description	Page reference
Section: Strategy & Analysis		
G4-1	CEO and Chairperson's Review	Integrated Annual Report pages 34 to 36
G4-2	Key impacts, risks, and opportunities	Online supplementary section pages 11 to 14. See also the material issues section of the Integrated Annual Report, pages 24 to 32
Section: organisational Profile		
G4-3	Organisation name	Integrated Annual Report front cover
G4-4	Primary brands, products, and services	Integrated Annual Report pages 7 to 11. For more detail see the divisional reviews in the Integrated Annual Report, pages 58 to 75
G4-5	Headquarters location	Integrated Annual Report inside back cover
G4-6	Where the organisation operates	Integrated Annual Report page 9. For more detail see the divisional reviews in the Integrated Annual Report, pages 58 to 75
G4-7	Nature of ownership and legal form	Integrated Annual Report pages 115 to 117
G4-8	Markets served	Integrated Annual Report pages 7-11. For more detail see the divisional reviews in the Integrated Annual Report, pages 58 to 75
G4-9	Scale of the organisation	Integrated Annual Report pages 3 and 44
G4-10	Total number of employees by type	Online supplementary section page 24
G4-11	Collective bargaining agreements	Relevant information is contained in the divisional reviews in the Integrated Annual Report, pages 58 to 75
G4-12	Supply chain description	Relevant information is contained in the divisional reviews in the Integrated Annual Report, pages 58 to 75
G4-13	Organisational changes during the reporting period	See the CEO and Chairperson's review on pages 34 to 36 of the Integrated Annual Report, and the divisional reviews in the Integrated Annual Report, pages 58 to 75
G4-14	Precautionary principle	Online supplementary section pages 11 to 14
G4-15	External charters, principles, or other initiatives	Relevant information is included in the stakeholder engagement section on pages 20 to 22 of the online supplementary section
G4-16	Membership associations	Relevant information is included in the stakeholder engagement section on pages 20 to 22 of the online supplementary section
Section: Identified Material Aspects & Boundaries		
G4-17	Entities included in financial statements	Integrated Annual Report pages 98 to 107
G4-18	Process for defining report boundaries and content	Integrated Annual Report inside front cover and online supplementary section pages 16 to 18
G4-19	Material aspects included in the report	Integrated Annual Report pages 24 to 32 and online supplementary section pages 16 to 18
G4-20	Descriptions of material aspect boundaries within the organisation	Integrated Annual Report pages 24 to 32 and online supplementary section pages 16 to 18
G4-21	Descriptions of material aspect boundaries outside the organisation	Relevant information is included in the stakeholder engagement section on pages 20 to 22 of the online supplementary section
G4-22	Restatements	n/a
G4-23	Changes from previous reports in terms of scope and/or boundaries	n/a - this is the company's first report under GRI's G4 guidelines
Section: Stakeholder Engagement		
G4-24	Stakeholder groups	Online supplementary section pages 20 to 22
G4-25	How stakeholders were identified	Online supplementary section pages 20 to 22
G4-26	Approach to stakeholder engagement	Online supplementary section pages 20 to 22
G4-27	Topics raised during stakeholder engagements	Online supplementary section pages 20 to 22
Section: Report Profile		
G4-28	Reporting period	1 July 2013 - 30 June 2014
G4-29	Date of most recent report	The previous report was published on 28 September 2013
G4-30	Reporting cycle	Annual
G4-31	Report contact	K Du Plooy 011 966 2000 or kduplooy@eqstra.co.za
G4-32	"In accordance" option, GRI Index and report assurance	n/a - Eqstra does not yet have the systems in place to comply fully with the GRI's G4 guidelines
G4-33	Policy regarding report assurance	The assurance statement relating to the annual financial statements is contained on pages 80 to 81 of the Integrated Annual Report. Assurance has not been undertaken for other sustainability performance indicators
Section: Governance		
G4-34	Governance structure of the organisation	Online supplementary section pages 1 to 10
Section: Ethics & Integrity		
G4-56	Code of conduct	Online supplementary section page 19

2. Specific Standard Disclosures and sector disclosures

Page 18 of the online supplementary section gives details of the sustainability topics and indicators deemed to be material for the 2014 financial year. Where these correspond to GRI G4 aspects and indicators, the aspect, indicator and the page reference are recorded below.

Relevant GRI Aspect(s)	Relevant GRI indicator(s)	Indicator description(s)	Page reference
Economic performance	G4: EC1	Economic value generated and distributed	Integrated Annual Report page 45
	G4: EC2	Financial implications of climate change	Contract mining and plant rental divisional review pages 70 to 75
Indirect economic impacts	G4: EC8	Significant indirect impacts	Online supplementary report page 19
Energy	G4: EN3	Energy consumption	Online supplementary report page 29
Water	G4: EN8	Water withdrawal	Online supplementary report page 29
Emissions	G4: EN17	Indirect GHG emissions (scope 3)	Online supplementary report page 29
Effluents and waste	G4: EN23	Total weight of waste by type ¹	Online supplementary report page 29
Compliance	G4: EN29	Fines and non-monetary sanctions for non-compliance with environmental laws and regulations	No material fines or non-monetary sanctions were recorded during the year under review
Employment	G4: LA1	New employees and employee turnover ²	Relevant information is contained in the divisional reviews in the Integrated Annual Report, pages 58 to 75
Occupational health and safety	G4: LA6	Rates of injury	Relevant information is contained in the divisional reviews in the Integrated Annual Report, pages 58 to 75
Training and education	G4: LA10	Programmes for skills development and lifelong learning	Online supplementary report pages 23 to 29 and 31 to 36
Diversity and equal opportunity	G4: LA12	Composition of governance bodies and employees ²	Integrated Annual Report pages 4 to 6 and online supplementary information page 24
Non-discrimination	G4: HR3	Incidents of discrimination	Online supplementary report page 19
Freedom of Association and collective bargaining	G4: HR4	Operations and suppliers at risk	No operations were identified to be at risk of violation of these rights. Supplier screening is not undertaken at this stage
Child labour	G4: HR5	Operations and suppliers at risk	No operations were identified to be at risk of violation of these rights. Supplier screening is not undertaken at this stage
Forced or compulsory labour	G4: HR6	Operations and suppliers at risk	No operations were identified to be at risk of violation of these rights. Supplier screening is not undertaken at this stage