OCEANA GROUP

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GLOBAL REPORTING INITIATIVE (GRI) III

G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2016 Response
STRATEGY AND ANALYSIS		
G4-1	CEO / Chair statement	See Message from the CEO, Sustainability Report (SR) page 10 and Chairman's statement, Integrated Report (IR) page 78.
G4-2	Provide a description of key impacts, risks, and opportunities	See section reviewing our Strategic context, SR page 6. Our approach to managing the key impacts, risks and opportunities is reviewed in the respective SR focus area chapters. Our risk management governance and practices are reviewed in the IR page 92. Further information on material risks are provided in the IR, page 32.
ORGANISATIONAL PROFILE		
G4-3	Report the name of the organization.	Oceana Group
G4-4	Report the primary brands, products, and services.	See Overview of our business, IR page 7 and Group at a glance, IR page 20-21.
G4-5	Report the location of the organization's headquarters.	Oceana House, 26 Jan Smuts Street, Foreshore, Cape Town
G4-6	Countries of operation	South Africa, the United States, Angola and Namibia. See Group at a glance page 20-21 of IR.
G4-7	Report the nature of ownership and legal form.	Oceana Group was incorporated in 1918 and is listed on the Johannesburg and Namibian Stock Exchanges. See Overview of our business, IR page 7.
G4-8	Report the markets served	Oceana Group markets its products globally. See Group at a glance, IR page 20-21
G4-9	Report the scale of the organization	See the following sections in the IR: Group at a glance pages 20-21, Group performance against strategy pages 36-41 , Divisional performance reviews, pages 55 -76: Lucky Star; Daybrook; BCP Horse mackerel and hake; Oceana lobster and squid, and CCS Logistics , and the Summarised group financial statements pages 102-113.

REGISTERED COMPANY NAME: Oceana Group Limited REGISTRATION NUMBER: 1939/001730/06
DIRECTORS: MA Brey (Chairman), FP Kuttel (CEO*), ZBM Bassa, PG de Beyer, NP Doyle, G Fortuin, LC Mac Dougall, S Pather, NV Simamane, I Soomra (CFO*)
COMPANY SECRETARY: JC Marais
(Executive Director *)

G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2016 Response
G4-10	Workforce scale and split	See Consolidated non financial data, SR pages 72-73 .
G4-11	Percentage of total employees covered by collective bargaining agreements	45% of the group's employees are members of a union.
G4-12	Describe the organization's supply chain.	See Our business model, IR pages 24; and How we create value IR page 26.
G4-13	Significant changes to organisation (size, structure, ownership, etc)	See About this report, SR page 2
G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Oceana is committed to integrating the 10 principles of the United Nations Global Compact into the strategy UNGC Oceana Group Communication on Progress Report 2016. The 'precautionary principle' is integrated throughout our environmental performance standards. Precautionary measures are reviewed in the SR, page 19
G4-15	List external initiatives signed up to	Oceana is a signatory to the United Nations Global Compact.
G4-16	List association memberships/participation	Fishing industry body, FishSA, created collectively to address and respond to issues of mutual concern. Participation in and membership of relevant industry bodies and associations, for example, Responsible Fishing Alliance (RFA); National Business Initiative; Black Management Forum; Global Chain Alliance; International Fishmeal and Fish oil Organisation. Signatory to the United Nations Global Compact. See Responsible fishing partnership, SR page 68
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
G4-17	Operational Structure of the organization.	The group's key divisions are Lucky star; Daybrook; BCP Horse mackerel and hake; Oceana lobster and squid; CCS Logistics. See Group profile, IR page 10.
G4-18	Details on report content and aspect boundaries.	Oceana has assessed materiality as part of the enterprise-wide risk identification and management system; see Risk management , IR pages 92, Addressing stakeholders' interests, IR page 30 , and Delivering on our strategy, IR page 8.
G4-19	All material Aspects identified in the process for defining report content.	An overview of our material sustainability focus areas is presented in the section reviewing our Strategic objectives, IR page 8.

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G4-20	Aspect Boundary within the organization	See About this report, SR page 2
G4-21	Aspect Boundary outside the organization.	As part of the process to determine the sustainable development material issues to be included in the SR, this is considered and covered in the SR. We will review the feasibility and merit of reporting more fully on this indicator and, if possible and appropriate, we will report in more detail on this issue in future.
G4-22	Restatements of information	There have been no significant restatements of data during the year.
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries.	See About this report, SR page 2
STAKEHOLDER ENGAGEMENT		
G4-24	Stakeholder groups engaged by the organization.	Oceana's key stakeholder groups are identified in the SR, page 7.
G4-25	How stakeholders were identified	See Addressing stakeholder interests, IR pages 30-31.
G4-26	Approach to stakeholder engagement	See Addressing stakeholder interests, IR pages 30-31.
G4-27	Topics and concerns raised and how they have been addressed	See Addressing stakeholder interests, IR pages 30-31.
REPORT PROFILE		
G4-28	Reporting period (such as fiscal or calendar year) for information provided	1 October 2015 to 30 September 2016
G4-29	Date of most recent report (if any)	2016
G4-30	Reporting cycle	Annual, see About this report, SR page 2
G4-31	Reporting contact	jillianm@oceana.co.za
GRI CONTENT INDEX		

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G4-32	Report the 'in accordance' option, content index, external assurance	See About this report, SR page 2 This document, available on the Oceana website - www.oceana.co.za
ASSURANCE		
G4-33	External assurance policy, practice and scope	See About this report, SR page 2, and External audit assurance, SR page 82
GOVERNANCE		
G4-34	Governance structure of the organisation	See governance sections in IR: Our leadership: Directorate, page 82 ; Our leadership: Executive committee, pages 84 Our leadership: Executive committee ; board committees, pages 89-90 ; see section in SR reviewing Sustainability governance and management Page 63-65
G4-35	Process for delegating authority for SHEC from the highest governance body to senior executives and other employees	See Corporate Governance, IR page 86-90 and Oceana SR Page 63-65. Oceana's commitment to good governance is further reviewed on our website section on Compliance.
G4-36	Executive leadership structures around sustainability topics	See Corporate Governance, IR page 86-90 and Oceana SR Page 63-65
G4-37	Processes for consultation between stakeholders and the board on sustainability topics	See section Addressing stakeholder interests, IR pages 30-33. We use various consultation processes and information is fed back to the board via the board committees, reviewed in the IR, pages 88-89.
G4-38	Composition of the highest governance body and its committees	Details are provided in the IR: Oceana's Directorate, page 82, and board committees, pages 89-90.
G4-39	Report whether the chair of the highest governance body is also an executive officer	The chairman, Mustaq Ahmed Brey is a non-executive director. See Our leadership: Directorate, IR page 82.
G4-40	Nomination and selection processes for the board and its committees	The remuneration and nominations committee uses the policy on selection and appointment of directors to review board members' qualifications, competence, gender, diversity and independence, as part of the assessment.

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G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed.	Directors and employees are required to observe the highest ethical standards in conducting the group's business. The core principles underpinning Oceana's approach to corporate governance are reviewed in the IR, page 86. The directors and senior management are required to submit a list of other directorships and interests in contracts with Oceana.
G4-42	Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	This is covered in the review of our sustainability governance in the SR, page 63, and in the Corporate Governance section of the IR, page 86.
G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	This is reviewed in our IR, page 89-90 (http://oceana-integratedreport.co.za/ir_2016//governance/corporate-governance.php). Continuing professional development (CPD) of individual directors is encouraged, however, the company does not implement specific in-house programmes to address this. Directors are expected to attend to this requirement according to their profession's prescriptions, through attendance at seminars, presentations and workshops, and by following business reporting in the media.
G4-44	Processes for evaluation of the board and steps taken to address findings	Formal evaluations of the performance of the board, its committees and individual directors were carried out during the year. Currently the board is not evaluated on its environmental/social/economic performance; however, appraisals do include these criteria. See Board Evaluation, IR page 89
G4-45	Report the board's role in the identification and management of SD issues and the role of external consultation	The Social, ethics and transformation (SET) committee is mandated to direct and oversee the company's activities relating to social and economic development, corporate citizenship, the environment, health and safety, and labour and employment issues. See IR page 99 . We use various consultation processes to ensure that information is fed back to the board via the board committees. See our sustainability governance structures, SR page 36
G4-46	Board's role in reviewing the effectiveness of the organisation's risk management processes for SR	The SET committee has board oversight of sustainability. See sustainability governance structures, Oceana SR page 63, and IR page 99.

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G4-47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	The SET committee's charter requires a minimum of two meetings per year, which were duly held and fully attended by all members.
G4-48	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.	The board reviews the sustainable development report. The SET committee has board oversight of sustainability. See Sustainability governance SR page 63 and IR page 99 Social Ethics and Transformation Committee
G4-49	Report the process for communicating critical concerns to the highest governance body.	Our group risk assessment process ensures that the board receives information regarding our critical concerns. See Managing our material risks, IR page 30. Through various consultation mechanisms, board committees feed information to the board. See Addressing stakeholder interests, IR page 30, and Sustainability governance, SR page 63.
G4-50	Nature and total number of critical concerns that were communicated to the board	The most material issues are communicated throughout the SR, as are the responses to these issues. Further information is provided in the review of reporting mechanisms in the IR, page 92.
G4-51	Remuneration policies for the highest governance body and senior executives	The remuneration and nominations committee considers compensation and performance of the board. See Remuneration, IR page 94
G4-52	Process for determining remuneration.	The board has delegated the responsibility for remuneration to the remuneration and nomination committee. See Remuneration, IR page 94.
G4-53	Details on how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	We use various consultation processes and information is fed back to the board via its board committees. The section Addressing stakeholder interests, IR page 30, includes a list of our core stakeholder groups, how we engage with them, their expectations, and our response.
G4-54	Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total	We do not report publicly on this ratio.

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	compensation for all employees (excluding the highest-paid individual) in the same country.	
G4-55	Ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	We do not report publicly on this ratio.
ETHICS AND INTEGRITY		
G4-56	Describe the organization's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.	The Oceana values are outlined on our website. The business code of conduct and ethics and other ethical leadership principles and mechanisms are reported in the IR, page 86. See the Oceana Code of Business Conduct and Ethics.
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organizational integrity, such as helplines or advice lines.	Whistle Blowers is an independent information gathering company, which offers an anonymous and secure platform for whistle-blowing http://oceana.co.za/governance/whistleblowers/
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	Whistle Blowers is an independent information gathering company, which offers an anonymous and secure platform for whistle-blowing http://oceana.co.za/governance/whistleblowers/
ASPECT: ECONOMIC PERFORMANCE		
G4-DMA	Disclosure on Management Approach	Economic performance is reviewed in the following sections: Summarised consolidated financial statements, IR page 102; Value Added Statement, IR page 11; How we create value, IR page 26.
G4-EC1	Direct economic value generated and distributed	See our Value Added Statement, IR page 11

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G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Addressing the impacts of climate change on the business is a material issue and issues are raised in various sections of the SR. Our climate change risk areas and adaptation measures are reviewed in the SR page 50. See Oceana SR. A detailed assessment of the risks and opportunities of climate change is available in our 2016 CDP submission, available at www.cdproject.net. A key issue is the variation in availability of marine resources due to human action.
G4-EC3	Coverage of the organization's defined benefit plan obligations	Details are provided in the Annual Financial Statement 2016 - defined contribution plans on page 8 and note 26, page 47.
G4-EC4	Financial assistance received from government	Not material. We do not receive any significant financial assistance from government.
ASPECT: MARKET PRESENCE		
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	We are committed to providing competitive and fair wages and believe that we do so at all our operations. All employees in the bargaining unit are paid in line with an agreement which includes minimum rates of pay. Currently we do not collect the required data; we plan to do so in the future.
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	Oceana is committed to the Employment Equity Act 55 and is committed to ongoing localisation regarding our hiring policies. See section on Promoting transformation and localisation in the SR, page 32-35 Oceana SR.
ASPECT: INDIRECT ECONOMIC IMPACTS		
G4-DMA	Disclosure on Management Approach	Information is provided in: the Value Added Statement, IR page 11 How we create value, IR page 26; Strategic context. See Oceana SR page 6-8.
G4-EC7	Development and impact of infrastructure investments and services supported	The Oceana Foundation was launched in 2011 to consolidate the overall CSI expenditure by the group. Our contribution is reviewed in the section A positive impact on communities, See Oceana SR page 56-59

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G4-EC8	Significant indirect economic impacts, including the extent of impacts	Information is provided in the following sections: Value Added Statement, IR page How we create value, IR page 26-27); Strategic context, see Oceana SR page 6-8.
ASPECT: PROCUREMENT PRACTICES		
G4-DMA	Disclosure on Management Approach	See Our business model and How we create value, IR page 24-27
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	R4,9 billion spent on preferential procurement with R2,1 billion BEE suppliers in South Africa (95.8% of total measured spend)
ASPECT: RESERVES		
ENVIRONMENTAL		
ASPECT: MATERIALS		
G4-DMA	Disclosure on Management Approach	Our approach to managing environmental issues is reviewed in the section Managing environmental impacts, see Oceana SR pages 40-53, and sustainability governance section of the Oceana SR, page 64
G4-EN1	Materials used by weight or volume	See Resource usage data, see Oceana SR page 82.
G4-EN2	Percentage of materials used that are recycled input materials	Currently very little of our primary packaging contains recycled material. Food integrity is of prime importance and we are unable to use recycled content in certain products. Lobster and horse mackerel carton packing boxes use recycled material. The hake and can carton packaging material uses 15% recycled material. A percentage of the metals used in the manufacturing process of the Lucky Star cans and lids are from recycled material. The percentage varies per batch received and has not been quantified.
ASPECT: ENERGY		
G4-DMA	Disclosure on Management Approach	Our approach to managing environmental issues is reviewed in the SR section on sustainability governance, see Oceana SR page 64, and section on Managing environmental impacts, see Oceana SR page 42-48.

G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2016 Response
G4-EN3	Energy consumption within the organisation	See detail on energy consumption in the resources usage data table, see Oceana SR page 48
G4-EN4	Energy consumption outside the organisation	See detail on energy consumption in the resources usage data table, see Oceana SR page
G4-EN5	Energy intensity	A review of our performance is provided in our online Oceana Carbon Footprint 2016, notably Sections 1.6 and 2.2.
G4-EN6	Reduction of energy consumption	See section on environmental performance targets, see Oceana SR page 42 and our Oceana Carbon Footprint 2016
G4-EN7	Reductions in energy requirements of products and services	A review of our performance is provided in our Oceana Carbon Footprint 2016
ASPECT: WATER		
G4-DMA	Disclosure on Management Approach	See SR sections: Water conservation and reduced water pollution, see Oceana SR pages 50-51 and our principal environmental risks, see Oceana SR page 45
G4-EN8	Total water withdrawal by source	Oceana's total municipal water usage was 2 000 763 kilolitres. See water management data, see Oceana SR page 78.
G4-EN9	Water sources significantly affected by withdrawal of water	All of Oceana's water requirements are sourced from municipal supplies.
G4-EN10	Percentage and total volume of water recycled and reused	Water consumption in relation to production output is monitored monthly against production targets. Oceana does not currently measure its water recycling and reuse.
ASPECT: BIODIVERSITY		
G4-DMA	Disclosure on Management Approach	See section on Our value chain activities, IR page 26 and managing our principal environmental risks, see Oceana SR page 45. Oceana's South African Commercial fishing rights measured against the Southern African Sustainable Seafood Initiative is reviewed in the see Oceana SR page 18.

G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2016 Response
G4-EN11	Operational sites owned, leased, managed in, or adjacent to protected areas (PAs) and areas of high biodiversity value outside PAs	Many of Oceana's factories are located near to the high water mark. We take care to ensure that nesting birds are not disturbed and that birds' nests are removed by SANCCOB before maintenance on roofs is undertaken. Oceana owns 4,2871 ha in Lambert's Bay, 626,9157 ha in St Helena Bay, 4,4023 ha in Hout Bay, 0,464 ha in Humansdorp and 3.9 ha in Laaiplek. Oceana leases 2,1170 ha in Hout Bay, 3,8142 ha in St Helena Bay, 4,6381 ha in Lambert's Bay, 0,3173 ha in Jacobs Bay, 1.07 ha in Laaiplek, 1.2 ha in V&A Waterfront, 0.3 in Saldanha Bay, 0.2 ha in Kommetjie and 0,1438 ha in Elands Bay.
G4-EN12	Description of significant impacts of activities, products etc. on biodiversity in protected areas, and areas of high biodiversity value outside PAs	Oceana's environmental control system requires an Environmental Management Plan (EMP) to be in place. Our EMPs are aligned with the location of the respective operation and its impact on biodiversity. Scientific reports refer to an ecosystem approach to fishing to minimise our impacts on biodiversity. We consider each of our unique fisheries and scientific reports are commissioned on each, which are available on our website. We work with the Department of Agriculture, Forestry and Fisheries and independent scientists funded by the industry.
G4-EN13	Habitats protected or restored	Oceana has limited impact on natural habitats. Where spillages occur, they are contained and remedial action taken as necessary. Operations avoid interfering with nesting sea birds. At sea our hake vessels take measures to protect the sea bird population and implement our Bird Mitigation Plan. Oceana adheres to Marine Protected Areas as well as closed areas regulations. Oceana works with all relevant scientific working groups to participate in habitat protection strategies. Oceana is a founder member of the Responsible Fisheries Alliance (RFA), and has partnered with WWF-SA, Birdlife South Africa other fishing companies in the RFA to promote an ecosystem approach to fisheries management.
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	The African penguin is on the IUCN red list. The ecosystem approach to management of this fishery incorporates the needs of penguins. Commercial fishing rights are measured against the SASSI green list. At sea, our by-catch is managed by our permits and we have a Bird Mitigation Plan.
ASPECT: EMISSIONS		

G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2016 Response
G4-DMA	Disclosure on Management Approach	See the sections in the SR: Environmental performance targets, see Oceana SR page 42; and Control and reduce atmospheric emissions, see Oceana SR page 47-50.
G4-EN15	Direct greenhouse gas (ghg) emissions (scope 1)	More detail can be found in our 2016 Carbon Disclosure Project (CDP) response available online at www.cdproject.net and in our Oceana Carbon Footprint 2016 report.
G4-EN16	Energy indirect greenhouse gas (ghg) emissions (scope 2)	More detail can be found in our 2016 Carbon Disclosure Project (CDP) response available online at www.cdproject.net and in our Oceana Carbon Footprint 2016 report
G4-EN17	Other indirect greenhouse gas (ghg) emissions (scope 3)	More detail can be found in our 2016 Carbon Disclosure Project (CDP) response available online at www.cdproject.net and in our Oceana Carbon Footprint 2016 report
G4-EN18	GHG emissions intensity	See GHG emission product intensity table, see Oceana SR page 78
G4-EN19	Reduction in GHG emissions	Oceana has set short-term, medium-term and long-term targets for GHG emissions reduction - see environmental performance targets, Oceana SR page 42. Further detail can be found in the 2016 CDP response available online at www.cdproject.net and in our most recent Oceana Carbon Footprint 2016 report on our website.
G4-EN20	Emissions of ozone-depleting substances (ODS)	Oceana Freon emissions totalled 72 606 tCO2e. See our Oceana Carbon Footprint 2016 report
G4-EN21	NOx, SOx and other significant emissions	N_2O and CH_4 emissions were 1 084 tons and 6 793 tons respectively. See breakdown in our Oceana Carbon Footprint 2016 report. Currently we do not report on boiler stack emissions or odorous emissions.
ASPECT: EFFLUENTS AND WASTE		
G4-DMA	Disclosure on Management Approach	Oceana is committed to the responsible management and disposal of waste, and to decreasing the amount of waste generated by our operations and products. See sections in SR on environmental performance targets, see Oceana SR page 42, and Reduce waste, see Oceana SR page 52-53
G4-EN22	Water discharge	Currently we do not collect data for this performance indicator. Where water is discharged into the ocean, samples are tested and results are sent to the Department of Water Affairs.

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G4-EN23	Waste by type and disposal method	Oceana reports partially on this indicator. Total waste disposed of this year was 14 010 tonnes of which 1545 tonnes was hazardous waste and the remainder sent to municipal landfills. 54% of waste generated was recycled. See waste data tables, see Oceana SR page 79. Oceana's activities do not generate or involve transportation, storage or trade in hazardous waste that requires special treatment.
G4-EN24	Significant spills	Oceana did not record any significant spills during the review period.
G4-EN25	Hazardous waste	Oceana disposed of 1545 tonnes of hazardous waste. The group does not import, export, treat or ship internationally any hazardous waste.
G4-EN26	Biodiversity affected by runoff	We do not "significantly affect" water bodies through discharges of water and runoff. We submitted nine coastal water discharge applications to the DEA and in the interim the monitoring of discharge quality continues. Each operation discharges water individually. Particulars are provided in the SR section Responsible usage and disposal of water, see Oceana SR page 51.
ASPECT: PRODUCTS AND SERVICES		
G4-DMA	Disclosure on Management Approach	Addressed in the section Food security and the marine resource, see Oceana SR page 14-20
G4-EN27	Mitigation of environmental impacts of products and services	Our activities aimed at reducing waste generation and responsible disposal of waste are reviewed in the Oceana SR, pages 52-53
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	Oceana measures partially against this parameter. 85% of lobster sales in polystyrene boxes is recycled by the importers. We do not reclaim any packaging (other than lobster), whether its sold locally or internationally.
ASPECT: COMPLIANCE		
G4-DMA	Disclosure on Management Approach	The company remains committed to ensuring compliance with all laws and regulations. The compliance portfolio is managed by the group company secretary. The board receives a quarterly compliance report which includes briefings on changes in policy. During the year, the SET committee received various reports on ethics and compliance. Our engagements with government and regulatory authorities are reviewed in

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		the section on Addressing stakeholder interests, IR page 30. Our environmental management and compliance is reviewed in the Oceana SR, page 46.
G4-EN29	Environmental fines and sanctions	No environmental related penalties or fines were payable during the reporting period.
ASPECT: TRANSPORT		
G4-DMA	Disclosure on Management Approach	Our approach to managing environmental issues is reviewed in the section on sustainability governance, see Oceana SR page 63, and in the review of our principal environmental risks, see Oceana SR page 44-45 Oceana monitors and reports publicly on any recorded significant logistic incidents.
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	This year there were no significant environmental impacts associated with the transportation of our products and materials (e.g. from spillages), other than those associated with the energy use and GHG emissions arising from transportation.
ASPECT: OVERALL		
G4-DMA	Disclosure on Management Approach	It is a business imperative to minimise our environmental impact in order to protect the environment and maintain our right to operate. Our approach to managing environmental impacts is reviewed, see Oceana SR page 40-5, and in the review of our sustainability governance, see Oceana SR page 63
G4-EN31	Environmental investments	Oceana is a member of the Responsible Fishing Alliance; we annually contribute R80 000 for membership. Details of our environmental expenditure is provided in our 2016 Oceana Carbon Footprint 2016 report.
SUPPLIER ENVIRONMENTAL ASSESSMENT		

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G4-DMA	Disclosure on Management Approach	It is a business imperative to minimise our environmental impact in order to protect the environment and maintain our right to operate. While our most significant impacts relate to our direct activities, we recognise the need to manage relevant environmental impacts throughout our value chain. Unsafe environmental practices by our suppliers in respect of raw materials, product and services have been identified as one of the top environmental risks. See principal environmental risks, see Oceana SR page 45. We enforce a supplier code of conduct, which includes relevant environmental clause. The dissemination and signing of our supplier code of conduct by all our suppliers has been undertaken over the past two years.
G4-EN32	New suppliers screened using environmental criteria	Oceana does not currently measure and report on this parameter.
G4-EN33	Supply chain environmental impacts	The required key performance measurements are not in place to enable measurement and reporting on this parameter. Oceana's revised Procurement policy, effective from 1 February 2016, includes a commitment to ensuring responsible environmental practices in our supply chain.
ENVIRONMENTAL GRIEVANCE MECHANISM		
G4-DMA	Disclosure on Management Approach	Oceana takes any concerns regarding environmental violations by the company or its suppliers seriously. All operations are required to identify and report on environmental incidents. Our Whistle Blowers facility is in place to facilitate the confidential reporting of alleged incidents. Divisional websites provide contact details and helpline numbers. At our Hout Bay fishmeal plant, we have a dedicated website for stakeholders to register any complaints; all complaints are logged with regulating authorities.
G4-EN34	Environmental grievances	Environmental grievances are recorded and managed as required at a facility level. Incidents are reported quarterly to the group. The Lucky Star odour and noise complaints are logged in a complaints register which is periodically submitted to licensing authorities. See Responsible management of odour and stack emissions, see Oceana SR page 47
LABOUR PRACTICES AND DECENT WORK		
ASPECT: EMPLOYMENT		

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G4-DMA	Disclosure on Management Approach	Our approach to managing labour issues is reviewed in our Oceana SR section on sustainability governance, page 63; and Oceana SR chapter on Creating jobs and investing in people, page 22-30
G4-LA1	Number and rate of new employee hires and turnover	Our annual voluntary labour turnover was 5.7%. Oceana reports levels of turnover by reason, see Oceana SR page 45, and not by age, gender and region.
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operations.	Oceana does not currently report specifically on this parameter. This information is available on request.
G4-LA3	Return to work and retention rates after parental leave, by gender.	We do not report specifically on the link between turnover rates and parental leave as this is not seen as being material, and the relatively low voluntary turnover figures would suggest this to be the case.
ASPECT: LABOUR/MANAGEMENT RELATIONS		
G4-DMA	Disclosure on Management Approach	Our approach to managing labour relations is reviewed in the IR sections: Addressing stakeholder interests, page 30, and Building trusted relationships, page 50.
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	We have systems in place aimed at ensuring effective dialogue and relations with all employee representative groups across our operations. Oceana adheres to all labour legislation relevant to the countries in which it operates.
ASPECT: OCCUPATIONAL HEALTH AND SAFETY		
G4-DMA	Disclosure on Management Approach	Our approach to managing occupational health and safety is reviewed in our SR sections: sustainability governance, see Oceana SR page 63, and Ensuring health and safety of workers, see Oceana SR page 29 Our approach to Managing our material risks is reviewed in the IR, page 32.
G4-LA5	Workforce represented in health and safety committees	Health and safety committees are in place in line with the requirements of the Occupational Health and Safety Act. See section on Ensuring health and safety of workers, see Oceana SR page 29.

G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2016 Response
G4-LA6	Rates of injury, occupational disease, lost days, absenteeism, and work-related fatalities	The Group Disabling Injury Frequency Rate (DIFR) was 0.9. See DIFR by Division, see Oceana SR page 73. See Absenteeism by division, Oceana SR page 73.
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	Our activities do not present high risks of occupational disease. Occupational health and safety risks are reviewed in the section on "Ensuring health and safety of workers", see Oceana SR page 29. We offer our employees onsite occupational health practitioners and medical insurance, as well as an employee assistance programme.
G4-LA8	Health and safety topics covered in agreements with trade unions	We report partially against this parameter. Recognition agreements with the unions in the Lucky Star and BCP divisions cover health and safety issues.
ASPECT: TRAINING AND EDUCATION		
G4-DMA	Disclosure on Management Approach	Our approach to managing employee training and skills development is reviewed in our sustainability governance section, see Oceana SR page 63, and in the section Skills development and training, see Oceana SR page 26-27. Our approach to Managing our material risks is reviewed in the IR, page 32.
G4-LA9	Average hours of training per year per employee, by gender, and by employee category.	Oceana has not reported on this parameter this year. This information is available on request.
G4-LA10	Programs for skills management managing career endings	Oceana's programmes for skills management and development are reviewed in the section Skills development and training, Oceana SR page 26-27.
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	During the year, more than 90% of our middle managers attended the performance management programme. As a result, more than 95% of our non-bargaining unit employees completed individual performance agreements. We do not report by gender and by employee category for this parameter.
ASPECT: DIVERSITY AND EQUAL OPPORTUNITY		
G4-DMA	Disclosure on Management Approach	See the review of our sustainability governance - employee consultative forums, see Oceana SR page 64

G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2016 Response
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.	Our performance against our employment equity percentage targets is provided in the Oceana SR, page 34 composition of our board is provided in the IR, pages 82-83. The composition of the board committees is provided in the IR pages 89-90.
ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN		
G4-DMA	Disclosure on Management Approach	All remuneration practices are guided by our remuneration policy. Equal pay is provided for both men and women in line with the skills, position and relevant experience and is guided by the remunerations policy. It is company policy not to discriminate on the grounds of gender.
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	This is not currently reported. Oceana's Human Resources management principles are based on equal opportunity and non-discrimination. As a signatory to the UNGC, Oceana upholds the core principles contained in the 1998 Declaration on Fundamental Principles and Rights at Work, including (in this context) the principle relating to non-discrimination on the basis of gender.
ASPECT: SUPPLIER ASSESSMENT FOR LABOUR PRACTICES		
G4-DMA	Disclosure on Management Approach	Oceana has committed to uphold all rights in relation to labour as embedded within UNGC principles that incorporate the ILO provisions. See Respecting Human Rights, see Oceana SR page 28. Further detail is provided in our UNGC COP 2016 on our website. A dedicated procurement manager is responsible for implementing a process to standardise the supplier selection process and incorporate the evaluation of labour practices with suppliers who are considered high risk.
G4-LA 14	New suppliers that were screened using labour practices criteria	Currently not measured and reported. We have, appointed a dedicated Procurement Manager, who is responsible for implementing a process to standardise the supplier selection process and incorporating the evaluation of health and safety, child labour and environmental aspects into our engagement with suppliers who are considered high risk.
G4-LA15	Negative impacts for labour practices in the supply chain	Currently not measured and reported. We have a dedicated Procurement Manager who is responsible for implementing a process to standardise the supplier selection process and incorporate the evaluation of health and safety, child labour and environmental aspects with suppliers who are considered high risk.

G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2016 Response
ASPECT: LABOUR PRACTICES GRIEVANCE MECHANISMS		
G4-DMA	Disclosure on Management Approach	Oceana has committed to uphold all rights in relation to labour as embedded within UNGC principles that incorporate the ILO provisions. Our Whistle Blowers hotline http://oceana.co.za/governance/whistleblowers/ is a well-established reporting mechanism. Our staff consultative forums have evolved and now address grievance management, disciplinary procedures and measures to address inappropriate behaviour at the work environment.
G4-LA16	Grievances about labour practices	There were no grievances reported during the reporting period, which were resolved during the same period.
ASPECT: INVESTMENT		
G4-DMA	Disclosure on Management Approach	See responsibilities in the section on SET committee, IR page 99 and Respecting human rights, see Oceana SR page 28. A head of procurement manages the implementation of the group's human rights policy in the supply chain.
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that have undergone human rights screening.	The roll out of our supplier code of conduct, which includes human rights and sustainability clauses, commenced in May 2015 and will be implemented over a period of two years. As part of this process we will record our performance against this parameter.
G4-HR2	Employee training on human rights	All employees are provided with ethics awareness training, which includes general awareness on human rights issues. Our human rights policy is applied across all our operations in Angola, Namibia, South Africa and the United States. We do not measure the total hours of training.
ASPECT: NON-DISCRIMINATION		
G4-DMA	Disclosure on Management Approach	Oceana has committed to uphold all rights in relation to labour as embedded within UNGC principles that incorporate the ILO provisions. See responsibilities in the section on SET committee, IR page 99 and Respecting human rights, see Oceana SR page 28. Our Leadership Essentials programme for line managers includes a focus on minimising discrimination in our recruitment practices. This ensures that managers are trained to understand the company's anti-discrimination policies.

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G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2016 Response
G4-HR3	Incidents of discrimination	Oceana experienced no incidents of discrimination during the reporting period.
ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
G4-DMA	Disclosure on Management Approach	Freedom of association and collective bargaining are fundamental rights. Oceana has committed to uphold all rights in relation to labour as embedded within UNGC principles that incorporate the ILO provisions. See the review of our approach to Respecting human rights, see Oceana SR page 28 and Building trusted relationships, IR page 50
G4-HR4	Significant risk of freedom of association in operations and suppliers	No such operations have been formally identified within the group.
ASPECT: CHILD LABOUR		
G4-DMA	Disclosure on Management Approach	Oceana has committed to uphold all rights in relation to labour as embedded within UNGC principles that incorporate the ILO provisions. See Respecting Human Rights, see Oceana SR page 28. A dedicated procurement manager is responsible for implementing a process to standardise the supplier selection process and incorporating the evaluation of child labour with suppliers who are considered high risk.
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour.	No operations or suppliers were found to have significant risk of child labour.
ASPECT: FORCED OR COMPULSORY LABOUR		
G4-DMA	Disclosure on Management Approach	Oceana has committed to uphold all rights in relation to labour as embedded within UNGC principles that incorporate the ILO provisions. See Respecting Human Rights, see Oceana SR page 28. Oceana's Head of Procurement oversees compliance in our supply chain.
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour	Our operations do not pose such a risk. Our supplier code of conduct includes child and forced labour clauses.
ASPECT: SECURITY PRACTICES		

G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2016 Response
G4-DMA	Disclosure on Management Approach	This is addressed as part of our risk management practices, IR page 92.
G4-HR7	Security personnel trained in the organization's human rights policies	All security personnel receive training in Oceana's code of business conduct and ethics, and the group's human rights policy.
ASPECT: INDIGENOUS RIGHTS		
G4-DMA	Disclosure on Management Approach	Our approach to managing ethics and human rights issues in general is reviewed in the section on our sustainability governance, see Oceana SR page 63, and the section Respecting human rights, see Oceana SR page 28.
G4-HR8	Total number of incidents of violations involving rights of indigenous people and actions taken.	No incidents reported during the year under review.
ASPECT: ASSESSMENT		
G4-DMA	Disclosure on Management Approach	Our approach to managing ethics and human rights issues in general is reviewed in the section on our sustainability governance see Oceana SR page 63 and the section Respecting human rights, see Oceana SR page 28
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	In 2016, we undertook an assessment of our compliance in terms of the requirements of the UN Global Compact Self-Assessment Tool and we achieved 79% with the applicable human rights indicators. Based on the findings of the UN assessment tool, we are implementing a plan of continual improvement. See our UNGC COP 2016 on our website for further information.
ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT		
G4-DMA	Disclosure on Management Approach	Our approach to managing ethics and human rights issues in general is reviewed in the section on our sustainability governance, see Oceana SR page, and the section Respecting human rights, see Oceana SR page 28. A dedicated procurement manager is responsible for implementing a process to standardise the supplier selection process and overseeing supply chain compliance with the group's human right's policy. The dissemination and sign off of the group Supplier Code of Conduct by all our suppliers is being undertaken over the two year period May 2015 to May 2017.

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G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2016 Response
G4-HR10	New suppliers screened for human rights	Not currently measured and reported. The roll out of our supplier code of conduct, which includes human rights and sustainability clauses commenced in May 2015 and full implementation is expected by May 2017. As part of this process we plan to measure our performance against this parameter.
G4-HR11	Human rights impacts in the supply chain	Not currently measured and reported. The roll out of our supplier code of conduct, which includes human rights and sustainability clauses commenced in May 2015, with full implementation expected by May 2017. As part of this process we plan to measure our performance against this parameter.
ASPECT: HUMAN RIGHTS GRIEVANCE MECHANISMS		
G4-DMA	Disclosure on Management Approach	Our approach to managing human rights issues in general is reviewed in the section on our sustainability governance, see Oceana SR page 63, and the section Respecting human rights, see Oceana SR page 28 Our Whistle Blowers hotline is a well established grievance mechanism. The staff consultative forums have evolved and now address grievance management, disciplinary procedures and measures to address human rights infringements in the workplace. A head of procurement has been appointed to oversee the implementation of the group's human right's policy in our supply chain.
G4HR-12	Grievances about human rights impacts	No such grievances have been reported this year.
SOCIETY		
ASPECT: LOCAL COMMUNITIES		
G4-DMA	Disclosure on Management Approach	Our ability to operate can be impacted by the communities in which our facilities are located. It is vital to the company's sustainability that we maintain good relations with community members. We have established community engagement channels at our major operations where community issues are raised and addressed. Our approach to managing social issues is reviewed in our sustainability governance section, see Oceana SR page 63, and in the review of our social and relationship capital, IR page 26.

G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2016 Response
G4-SO1	Local community engagement, impact assessments and development programs	All our operations have some degree of community engagement. Impact assessments are done as and when needed for projects, leading to development programs where necessary. Incidents of our impact on communities are illustrated in the section A positive impact on communities; see Oceana SR pages 56-61.
G4-SO2	Negative impacts on local communities	We do not measure the percentage of operations with significant actual and potential negative impacts on local communities. Our principal challenge relates to community complaints about odour from fishmeal factories, notably at our Hout Bay factory (which meets emissions guidelines).
ASPECT: ANTI-CORRUPTION		
G4-DMA	Disclosure on Management Approach	Ethical leadership is a core principle underpinning our approach to corporate governance, IR page 86. Oceana's SET committee oversees our anti-corruption, ethics and compliance activities and performance, IR page 87. Further information on our anti-corruption practices is provided in our on our website. Oceana has reviewed and updated its anti-bribery and corruption policy by way of a supplementary policy dealing with global anti-corruption and bribery. The Oceana Code of Business Conduct and Ethics is available on our website.
G4-SO3	Risks related to corruption	All our operations are monitored for fraudulent activity and corruption including suppliers. No specific corruption related risks have been identified.
G4-SO4	Communications and training on anti-corruption	The group's code of business conduct and ethics is distributed to all new employees on joining the group and there are regular refresher sessions that address the key items covered by the Code. The group also subscribes to online compliance training for nominated employees, which includes a module on anti-bribery and corruption. A total of 77 employees completed the training this year. Our whistle blowers programme forms part of this training. For further information see the Oceana UNGC COP 2016.
G4-SO5	Confirmed incidents of corruption	During the year and through the Whistle Blowers programme, a total of 58 calls were received requiring no action, two matters were reported requiring investigation and no evidence of fraud were discovered. No staff were dismissed as a result of non compliance with the anti corruption policy.

G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2016 Response
		No penalties were paid as a result of settlements in relation to corruption.
ASPECT: PUBLIC POLICY		
G4-DMA	Disclosure on Management Approach	See Engaging with government and regulatory officials, IR page 51. A new portfolio was created this year to drive a more proactive approach to managing the group's reputation and inputs on government policy, headed up by the group stakeholder engagement and public policy manager.
G4-SO6	Political contributions	Oceana has a policy not to support or to make any donations to political parties
ASPECT: ANTI-COMPETITIVE BEHAVIOUR		
G4-DMA	Disclosure on Management Approach	Corruption and anti-competitive behaviour are both managed through our business code of conduct and ethics. Oversight is provided by the SET committee, IR page 99.
G4-SO7	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	There were no such legal actions during the review period.
ASPECT: COMPLIANCE		
G4-DMA	Disclosure on Management Approach	The company remains committed to ensuring compliance with all laws and regulations. The compliance portfolio is managed by the group strategic services director. The board receives a quarterly compliance report which includes briefings on changes in policy. The group compliance policy is available on our website.
G4-SO8	Fines for non-compliance with laws	Details are provided in the section on compliance with laws and regulations, IR page 88.
ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY		
G4-DMA	Disclosure on Management Approach	In addition to managing the social impacts of our activities, we recognise the importance of assessing and, where appropriate, addressing any significant social impacts of our suppliers. A dedicated procurement manager is responsible for implementing a process to standardise the supplier selection process and oversee the management of social impacts in our supply chain. Board oversight is provided by the SET committee, IR page 99. The dissemination and sign off of the group Supplier Code of Conduct by all our suppliers has been undertaken over a two year period (May 2015-May 2017).

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G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2016 Response
G4-SO9	New suppliers screened for impacts on society	Oceana does not currently measure and report on this parameter.
G4-SO10	Negative impacts on society in the supply chain	Oceana does not currently measure and report on this parameter.
ASPECT: GRIEVANCE MECHANISMS FOR IMPACTS ON SOCIETY		
G4-DMA	Disclosure on Management Approach	We recognise the importance of responding effectively to community grievances relating to our activities, to ensure we build and maintain trusted relations. We have established community engagement channels at our major operations where community issues are raised and addressed. Our Whistle Blowers hotline is a well-established reporting mechanism. A customer complaints line exists and results are discussed for the Lucky Star products.
G4-SO11	Grievances about impacts on society	Oceana records and reports on the number of odour complaints received from our fish meal factories. Through our Hout Bay Fish Factory website we also report on incidents which are deemed abnormal. The nature of filed grievances is available on request.
PRODUCT RESPONSIBILITY		
ASPECT: CUSTOMER HEALTH AND SAFETY		
G4-DMA	Disclosure on Management Approach	Oceana recognises food safety as a business risk. Internal systems, third party audits, product recall processes and a proactive media engagement strategy are in place. See Ensuring food safety standards along the supply chain, see Oceana SR page 17.
G4-PR1	Health and safety impact assessments of products and services	Our full product range is continuously reviewed to establish where products may have to be assessed for health and safety impacts for improvement.
G4-PR2	Non-compliance concerning the health and safety impacts of products and services	There were no incidents this year in which we received written notification of a noncompliance from the regulatory authorities.
ASPECT: PRODUCT AND SERVICE LABELLING		
G4-DMA	Disclosure on Management Approach	All our food products are governed by strict food safety laws and the Consumer Protection Act and these are highly regulated. Products exported to Europe must comply with EU food regulations. A customer complaints line exists and results

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G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2016 Response
		are discussed for the Lucky Star products.
G4-PR3	Product and service information required for labelling	All our food products are governed by strict food safety laws and the Consumer Protection Act and these are highly regulated. Products exported to Europe must comply with EU food regulations.
G4-PR4	Non-compliance with regulations concerning product and service labelling	There were no such incidents during the review period.
G4-PR5	Results of surveys measuring customer satisfaction	Lucky Star brand rated fifth in the Sunday Times TNS Top Brands survey in South Africa (2016).
ASPECT: MATERIALS STEWARDSHIP		
G4-DMA	Disclosure on Management Approach	Renewable natural resources are material; see What we do, IR page 7. The consumption of non-renewable materials is reported in the resource usage table, see Oceana SR page 48; our approach to ensuring responsible materials stewardship is reviewed in the sustainability governance section, see Oceana SR page 63, and environmental management section, see Oceana SR page 40
ASPECT: MARKETING COMMUNICATIONS		
G4-DMA	Disclosure on Management Approach	The SET committee is responsible for consumer relationships, including advertising, public relations and compliance with consumer protection law. The committee's responsibilities are reviewed in the IR, page 99.
G4-PR6	Sale of banned or disputed products	Oceana respects all international treaties and we do not sell any banned products.
G4-PR7	Non-compliance with regulations concerning marketing communications	There were no such incidents during the review period.
ASPECT: CUSTOMER PRIVACY		
G4-DMA	Disclosure on Management Approach	The SET committee is responsible for consumer relationships, including advertising, public relations and compliance with consumer protection law. The committee's responsibilities are reviewed in the IR, page 99

G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2016 Response
G4-PR8	Complaints regarding breaches of customer privacy and losses of customer data	There were no such complaints during the review period.
ASPECT: COMPLIANCE		
G4-DMA	Disclosure on Management Approach	Our approach to ensuring compliance on impacts of our products is provided in our sustainability governance review, see Oceana SR page 63. The Group compliance policy is available on our website
G4-PR9	Fines for non-compliance with laws and regulations concerning products and services	No environmental or health and safety related penalties or fines were payable during the reporting period.