

GLOBAL REPORTING INITIATIVE (GRI) III

G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
STRATEGY AND ANALYSIS			
G4-1	Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organizations strategy for addressing sustainability.	Strategy and Analysis	This is addressed in the Message from the CEO, Sustainability Report (SR) page 5, and Chairman's statement , Integrated Report (IR) page 69.
G4-2	Provide a description of key impacts, risks, and opportunities in two concise narratives: 1) The organisation's key impacts on sustainability and effects on stakeholders 2) Impact of sustainability trends on the long-term prospects of the organisation	Strategy and Analysis	Oceana's Strategic focus areas are highlighted in the SR, page 8, and our approach to managing the key impacts, risks and opportunities is reviewed in the respective focus area chapters. Management of our Key environmental risks is reviewed in the SR, page 10-12. Our Risk management governance and practices are reviewed in the IR page 82. Further information on Material risks is provided in the IR, page 30.
ORGANISATIONAL PROFILE			
G4-3	Report the name of the organization.	Organisational Profile	Oceana Group; see section Company overview ,SR page 3
G4-4	Report the primary brands, products, and services.	Organisational Profile	Oceana's fishing business consists of canned fish, fishmeal, fish oil, lobster, horse mackerel, squid and hake. Oceana also operates a cold storage business and a french fry business. See Company overview , SR page 3, and Group at a glance , IR page 15.
G4-5	Report the location of the organization's headquarters.	Organisational Profile	Oceana House, 25 Jan Smuts Street, Foreshore, Cape Town
G4-6	Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	Organisational Profile	During the review period Oceana had operations in South Africa, Namibia and the United States. See Group at a glance IR page 15.
G4-7	Report the nature of ownership and legal form.	Organisational Profile	Oceana Group was incorporated in 1918 and is listed on the Johannesburg and Namibian Stock Exchanges. See Group profile , IR page 4.



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G4-8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	Organisational Profile	Oceana Group markets its products globally. See Group at a glance , IR page 15-18.
G4-9	Report the scale of the organization, including: <ul style="list-style-type: none"> • Total number of employees • Total number of operations • Net sales (for private sector organizations) or net revenues (for public sector organizations) • Total capitalization broken down in terms of debt and equity (for private sector organizations) • Quantity of products or services provided 	Organisational Profile	See the following sections in the IR: The Group at a glance pages 15-18, Group performance against strategy pages 38-39, Divisional performance reviews pages 54 -67 (Lucky star; Daybrook; Horse mackerel; Hake; Oceana lobster, squid and French fries; CCS Logistics) , and the Condensed group financial statements pages 88-93.
G4-10	a. Report the total number of employees by employment contract and gender. b. Report the total number of permanent employees by employment type and gender. c. Report the total workforce by employees and supervised workers and by gender. d. Report the total workforce by region and gender. e. Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).	Organisational Profile	See Consolidated non-financial data , SR pages 45-46. During the year, 82 employees moved from fixed-term to seasonal within one of our divisions.
G4-11	Report the percentage of total employees covered by collective bargaining agreements.	Organisational Profile	61% of the group's employees are members of a union.
G4-12	Describe the organization's supply chain.	Organisational Profile	See Business model and operating context , IR pages 20-23.



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COMPANY SECRETARY: JC Marais

(Executive Director *)

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G4-13	<p>a. Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including:</p> <ul style="list-style-type: none"> • Changes in the location of, or changes in, operations, including facility openings, closings, and expansions • Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) • Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination 	Organisational Profile	See About this report SR page 2.
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.	Organisational Profile	Oceana is committed to integrating the 10 principles of the United Nations Global Compact into the strategy. The 'precautionary principle' is integrated throughout our environmental performance standards.
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	Organisational Profile	Oceana is a signatory to the United Nations Global Compact
G4-16	<p>List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization:</p> <ul style="list-style-type: none"> • Holds a position on the governance body • Participates in projects or committees • Provides substantive funding beyond routine membership dues • Views membership as strategic 	Organisational Profile	See Understanding our stakeholders' interests- other businesses and business bodies IR page 28.

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17	<p>a. List all entities included in the organization's consolidated financial statements or equivalent documents.</p> <p>b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.</p>	Identified Material Aspects and Boundaries	The group's key divisions are Lucky star; Daybrook; Blue Continent Products; Oceana lobster; Calamari Fishing; Lamberts Bay Foods and CCS Logistics. See Group at a glance , IR pages 15-18.
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G4-18	<p>a. Explain the process for defining the report content and the Aspect Boundaries.</p> <p>b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.</p>	Identified Material Aspects and Boundaries	Oceana has assessed materiality as part of the enterprise-wide risk identification and management system; see Risk management , IR pages 82, Understanding our stakeholders' interest IR page 28, and Our business strategy , SR page 8.
G4-19	a. List all the material Aspects identified in the process for defining report content.	Identified Material Aspects and Boundaries	An overview of our material sustainability focus areas is presented in the section Our business strategy , SR page 8.
G4-20	<p>For each material Aspect, report the Aspect Boundary within the organization, as follows:</p> <ul style="list-style-type: none"> • Report whether the Aspect is material within the organization • If the Aspect is not material for all entities within the organization (as described in G4-17), select one of the following two approaches and report either: <ul style="list-style-type: none"> – The list of entities or groups of entities included in G4-17 for which the Aspect is not material or – The list of entities or groups of entities included in G4-17 for which the Aspects is material • Report any specific limitation regarding the Aspect Boundary within the organization 	Identified Material Aspects and Boundaries	See About this report SR page 2.
G4-21	<p>For each material Aspect, report the Aspect Boundary outside the organization, as follows:</p> <ul style="list-style-type: none"> • Report whether the Aspect is material outside of the organization • If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified • Report any specific limitation regarding the Aspect Boundary outside the organization 	Identified Material Aspects and Boundaries	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.



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G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	Identified Material Aspects and Boundaries	There have been no significant restatements of data during the year other than the restatement of earnings per share calculation for the prior year which results from the rights offer in September 2015, which was required by IAS 33 (Earnings per share) as disclosed in note 9 of the annual financial statements, IR page 95 Notes to the condensed group financial statements .
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	Identified Material Aspects and Boundaries	See About this report ,SR page 2.

STAKEHOLDER ENGAGEMENT

G4-24	Provide a list of stakeholder groups engaged by the organization.	Stakeholder Engagement	Stakeholder groups who have a material influence on our activities include: employees; government and regulators; investors and shareholders; suppliers and service providers; customers and the diverse communities in which we operate.
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	Stakeholder Engagement	See Understanding our stakeholders' interests , IR pages 28-29.
G4-26	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	Stakeholder Engagement	See Understanding our stakeholder's interests ,IR pages 28-29.
G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	Stakeholder Engagement	See Understanding our stakeholders' interests ,IR pages 28-29.

REPORT PROFILE

G4-28	Reporting period (such as fiscal or calendar year) for information provided	Report Profile	1 October 2014 to 30 September 2015
G4-29	Date of most recent report (if any)	Report Profile	2014
G4-30	Reporting cycle	Report Profile	Annual, see About this report ,SR page 2.
G4-31	Provide the contact point for questions regarding the report or its contents	Report Profile	jillianm@oceana.co.za



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GRI CONTENT INDEX			
G4-32	a. Report the 'in accordance' option the organization has chosen. b. Report the GRI Content Index for the chosen option (see tables below). c. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.	GRI Content Index	This document, available on the Oceana website - www.oceana.co.za
ASSURANCE			
G4-33	a. Report the organization's policy and current practice with regard to seeking external assurance for the report. b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. c. Report the relationship between the organization and the assurance providers. d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.	Assurance	See About this report ,SR page 2.
GOVERNANCE			
G4-34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	Governance	See governance sections in IR: the directorate page 72 ; executive committee ,pages 74, board committees pages 78-79 ; SR Page 36-38 Sustainability Report .
G4-35	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees,	Governance	See Corporate Governance , IR page 76-80 and SR Page 36-38 Sustainability Report 2015 .
G4-36	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics and whether post holders report directly to the highest governance body	Governance	See Corporate Governance , IR page 76-80 and SR Page 36-38 Sustainability Report 2015 .



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G4-37	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, explain to whom and any feedback processes to the highest governance body.	Governance	An overview of Oceana's stakeholder engagement activities is provided in the IR, pages 28-29 Understanding our stakeholders' interests . We use various consultation processes and information is fed back to the board via the board committees, see IR pages 77-79.
G4-38	Report the composition of the highest governance body and its committees by: <ul style="list-style-type: none"> • Executive or non-executive • Independence • Tenure on the governance body • Number of each individual's significant other positions and commitments, and the nature of the commitments • Gender • Membership of under represented social groups • Competencies relating to economic, environmental and social impacts • Stakeholder representation 	Governance	Details are provided in the IR: Oceana's Directorate page 72, and board committees page 74-87.
G4-39	Report whether the chair of the highest governance body is also an executive officer (and if so, his or her function within the organisation's management and the reasons for this arrangement)	Governance	The chairman, Mustaq Ahmed Brey is a non-executive director. See Directorate , IR page 72.
G4-40	Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members, including: <ul style="list-style-type: none"> • Whether and how diversity is considered • Whether and how independence is considered • Whether and how expertise and experience relating to economic, environmental and social topics are considered • Whether and how stakeholders (including shareholders) are involved 	Governance	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	<p>Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum:</p> <ul style="list-style-type: none"> • Cross-board membership • Cross-shareholding with suppliers and other stakeholders • Existence of controlling shareholder • Related party disclosures 	Governance	<p>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 76 . The directors and senior management are required to submit a list of other directorships and interests in contracts with Oceana.</p>
G4-42	<p>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.</p>	Governance	<p>This is covered in the review of our sustainability governance in the SR, page 36, and in the corporate governance section of the IR, page 76.</p>
G4-43	<p>Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.</p>	Governance	<p>This is reviewed in our IR, page 78 under Governance . 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.</p>
G4-44	<p>a. Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a self-assessment.</p> <p>b. Report actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organizational practice</p>	Governance	<p>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 78.</p>



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G4-45	a. Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes. b. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities.	Governance	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. 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	Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	Governance	The SET committee has board oversight of sustainability. See Sustainability governance , SR page 36 and Corporate governance ,IR page 87.
G4-47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	Governance	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.	Governance	The board reviews the sustainable development report. The SET committee has board oversight of sustainability. See Sustainability governance SR page 36 and SET committee , IR page 87.
G4-49	Report the process for communicating critical concerns to the highest governance body.	Governance	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 Understanding our stakeholders' interests IR page 28, and Sustainability governance SR page 36.
G4-50	Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	Governance	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 82.



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G4-51	<p>a. Report the remuneration policies for the highest governance body and senior executives for the below types of remuneration:</p> <ul style="list-style-type: none"> • Fixed pay and variable pay: <ul style="list-style-type: none"> – Performance-based pay – Equity-based pay – Bonuses – Deferred or vested shares • Sign-on bonuses or recruitment incentive payments • Termination payments • Clawbacks • Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees <p>b. Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.</p>	Governance	The remuneration and nominations committee considers compensation and performance of the board. See Remuneration IR page 84.
G4-52	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.	Governance	The board has delegated the responsibility for remuneration to the remuneration and nomination committee. See, Remuneration IR page 84.
G4-53	Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	Governance	We use various consultation processes and information is fed back to the board via its board committees. The section Understanding our stakeholders' interests IR page 28 includes a list of our core stakeholder groups, how we engage with them, their expectations, and our response.
G4-54	Report the ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	Governance	We do not report publicly on this ratio.



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G4-55	Report the 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.	Governance	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.	Ethics and Integrity	The Oceana values are reported in the SR, page 3. The business code of conduct and ethics and other ethical leadership principles and mechanisms are reported under Corporate governance in the IR, page 76.
G4-57	Report the internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organizational integrity, such as helplines or advice lines.	Ethics and Integrity	Whistle Blowers is an independent information gathering company, which offers an anonymous and secure platform for whistle-blowing. See Whistle Blowers .
G4-58	Report the 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.	Ethics and Integrity	Whistle Blowers is an independent information gathering company, which offers an anonymous and secure platform for whistle-blowing. See Whistle Blowers .

ASPECT: ECONOMIC PERFORMANCE

G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐ The mechanisms for evaluating the effectiveness of the management - approach ☐ The results of the evaluation of the management approach ☐ Any related adjustments to the management approach 	Economic Performance	Economic performance is reviewed in the following sections: Condensed group financial statements IR page 88; Value Added Statement , IR page 3, How we create value IR page 22 Measuring Oceana's societal and economic contributions SR page 9. The status of fish stocks is discussed in the SR section Food security and the marine resource page 14, and the scientific status of fish stocks is published on our website (a summary is provided in the Appendix of the SR).
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G4-EC1	<p>DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED</p> <p>a. Report the direct economic value generated and distributed (EVG&D) on an accruals basis including the basic components for the organization's global operations as listed below. If data is presented on a cash basis, report the justification for this decision and report the basic components as listed below:</p> <ul style="list-style-type: none"> • Direct economic value generated: <ul style="list-style-type: none"> – Revenues – Economic value distributed – Operating costs – Payments to local communities as part of land use agreements, not including land purchases – Employee wages and benefits – Payments to providers of capital – Community investments • Economic value retained (calculated as 'Direct economic value generated' less 'Economic value distributed') • Report countries of operation that are either candidate to or compliant with the Extractive Industries Transparency Initiative (EITI) <p>b. To better assess local economic impacts, report EVG&D separately at country, regional, or market levels, where significant. Report the criteria used for defining significance.</p>	Economic Performance	See our Value Added Statement IR page 3.
G4-EC2	<p>FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES FOR THE ORGANIZATION'S ACTIVITIES DUE TO CLIMATE CHANGE</p> <p>Report risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure, including:</p> <ul style="list-style-type: none"> • A description of the risk or opportunity and its classification as either physical, regulatory, or other • A description of the impact associated with the risk or opportunity • The financial implications of the risk or opportunity before action is taken • The methods used to manage the risk or opportunity • The costs of actions taken to manage the 	Economic Performance	Addressing the impacts of climate change on the business is a material issue and issues are raised in various sections of the SR. A detailed assessment of the risks and opportunities of climate change is available in our 2015 CDP submission, available at www.cdproject.net . A key issue is the variation in availability of marine resources due to human action. Changes in ocean temperature could mean that fish stocks perish and operations would need to be relocated. We recognise extreme weather can cause damage to operations. An electronic monthly reporting system for energy costs and environmental expenditure is scheduled for implementation in the 2016 reporting year.



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	risk or opportunity		
G4-EC3	<p>COVERAGE OF THE ORGANIZATION'S DEFINED BENEFIT PLAN OBLIGATIONS</p> <p>a. Where the plan's liabilities are met by the organization's general resources, report the estimated value of those liabilities.</p> <p>b. Where a separate fund exists to pay the plan's pension liabilities, report:</p> <ul style="list-style-type: none"> • The extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them • The basis on which that estimate has been arrived at • When that estimate was made <p>c. Where a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage.</p> <p>d. Report the percentage of salary contributed by employee or employer.</p> <p>e. Report the level of participation in retirement plans (such as participation in mandatory or voluntary schemes, regional or country-based schemes, or those with financial impact).</p>	Economic Performance	Details are provided in the Annual Financial Statements 2015 - defined benefit plan on page 8 and note 28, page 41.
G4-EC4	<p>FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT</p> <p>a. Report the total monetary value of financial assistance received by the organization from governments during the reporting period, including, as a minimum:</p> <ul style="list-style-type: none"> • Tax relief and tax credits • Subsidies • Investment grants, research and development grants, and other relevant types of grants • Awards • Royalty holidays • Financial assistance from Export Credit Agencies (ECAs) • Financial incentives • Other financial benefits received or receivable from any government for any operation <p>b. Report the information above by country.</p>	Economic Performance	Not material. We do not receive any significant financial assistance from government.



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G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
	c. Report whether, and the extent to which, the government is present in the shareholding structure.		

ASPECT: MARKET PRESENCE

G4-EC5	<p>RATIOS OF STANDARD ENTRY LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE AT SIGNIFICANT LOCATIONS OF OPERATION</p> <p>a. When a significant proportion of the workforce is compensated based on wages subject to minimum wage rules, report the ratio of the entry level wage by gender at significant locations of operation to the minimum wage.</p> <p>b. Report whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums could be used as a reference, report which minimum wage is being used.</p> <p>c. Report the definition used for 'significant locations of operation'.</p>	Market Presence	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	<p>PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY AT SIGNIFICANT LOCATIONS OF OPERATION</p> <p>a. Report the percentage of senior management at significant locations of operation that are hired from the local community.</p> <p>b. Report the definition of 'senior management' used.</p> <p>c. Report the organization's geographical definition of 'local'.</p> <p>d. Report the definition used for 'significant locations of operation'.</p> <p>e. In significant areas of operations, report proportion of the facilities total workforce from the local community.</p>	Market Presence	Oceana is committed to the Employment Equity Act 55 and is committed to on-going localisation regarding our hiring policies. See section on Promoting transformation and localisation in the SR, page 22-25.

ASPECT: INDIRECT ECONOMIC IMPACTS



REGISTERED COMPANY NAME: Oceana Group Limited REGISTRATION NUMBER: 1939/001730/06

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COMPANY SECRETARY: JC Marais
(Executive Director *)

G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Indirect Economic Impacts	<p>Information is provided in the: Value Added Statement , IR page 3 ; How We Create Value, IR page 22 ; Oceana's societal and economic contributions SR page 9</p> <p>The status of fish stocks is discussed in the SR section, Food security and the marine resources pages 14 , and the scientific status of fish stocks is published on our website (a summary is provided in the appendix of the SDR).</p>
G4-EC7	<p>DEVELOPMENT AND IMPACT OF INFRASTRUCTURE INVESTMENTS AND SERVICES SUPPORTED</p> <p>a. Report the extent of development of significant infrastructure investments and services supported.</p> <p>b. Report the current or expected impacts on communities and local economies. Report positive and negative impacts where relevant.</p> <p>c. Report whether these investments and services are commercial, in-kind, or pro bono engagements.</p>	Indirect Economic Impacts	<p>See the section Measuring Oceana's societal and economic contribution and Value added ten-year trend SR page 9. The Oceana Foundation was launched in 2011 to consolidate the overall CSI expenditure by the group. See SR section Oceana's support – our impact on CSI beneficiaries , pages 32.</p>
G4-EC8	<p>SIGNIFICANT INDIRECT ECONOMIC IMPACTS, INCLUDING THE EXTENT OF IMPACTS</p> <p>a. Report examples of the significant identified positive and negative indirect economic impacts the organization has. These may include:</p> <ul style="list-style-type: none"> • Changing the productivity of organizations, sectors, or the whole economy • Economic development in areas of high poverty • Economic impact of improving or deteriorating social or environmental conditions • Availability of products and services for those on low incomes • Enhancing skills and knowledge amongst a professional community or in a geographical region • Jobs supported in the supply chain or distribution chain • Stimulating, enabling, or limiting foreign 	Indirect Economic Impacts	<p>Information is provided in the following sections: Value added statement IR page 3; Our value chain: activities and impacts IR page 20; How we deliver social value, SR page 4.</p>



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G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
	<p>direct investment</p> <ul style="list-style-type: none"> Economic impact of change in location of operations or activities Economic impact of the use of products and services <p>b. Report the significance of the impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.</p>		

ASPECT: PROCUREMENT PRACTICES

G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> The mechanisms for evaluating the effectiveness of the management - approach The results of the evaluation of the management approach Any related adjustments to the management approach 	Procurement Practices	The internal audit approved plan for 2015 included the review of raw fish procurement. See, Our business model: How we create value IR page 22.
G4-EC9	<p>PROPORTION OF SPENDING ON LOCAL SUPPLIERS AT SIGNIFICANT LOCATIONS OF OPERATION</p> <p>a. Report the percentage of the procurement budget used for significant locations of operation spent on suppliers local to that operation (such as percentage of products and services purchased locally).</p> <p>b. Report the organization's geographical definition of 'local'.</p> <p>c. Report the definition used for 'significant locations of operation'.</p>	Procurement Practices	R2.1 billion spent on preferential procurement with BEE suppliers (93.4% of total measured spend).

ASPECT: RESERVES

ENVIRONMENTAL

ASPECT: MATERIALS



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(Executive Director *)

G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Materials	Our approach to managing environmental issues is reviewed in the Sustainability governance section of the SR, page 36 and section Operational efficiency through environmental management , pages 26-30. Sustainability Report 2015 .
G4-EN1	<p>MATERIALS USED BY WEIGHT OR VOLUME</p> <p>a. Report the total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:</p> <ul style="list-style-type: none"> • Non-renewable materials used • Renewable materials used 	Materials	See Resource usage data SR page 56.
G4-EN2	<p>PERCENTAGE OF MATERIALS USED THAT ARE RECYCLED INPUT MATERIALS</p> <p>a. Report the percentage of recycled input materials used to manufacture the organization's primary products and services.</p>	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	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Energy	Our approach to managing environmental issues is reviewed in the Sustainability governance section of the SR, page 36, and in the section on Energy and GHG emission management SR page 27 Oceana consumed 2341 terajoules of energy during the review period.
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G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-EN3	<p>ENERGY CONSUMPTION WITHIN THE ORGANIZATION</p> <p>a. Report total fuel consumption from non-renewable sources in joules or multiples, including fuel types used.</p> <p>b. Report total fuel consumption from renewable fuel sources in joules or multiples, including fuel types used.</p> <p>c. Report in joules, watt-hours or multiples, the total:</p> <ul style="list-style-type: none"> • Electricity consumption • Heating consumption • Cooling consumption • Steam consumption <p>d. Report in joules, watt-hours or multiples, the total:</p> <ul style="list-style-type: none"> • Electricity sold • Heating sold • Cooling sold • Steam sold <p>e. Report total energy consumption in joules or multiples.</p> <p>f. Report standards, methodologies, and assumptions used.</p> <p>g. Report the source of the conversion factors used.</p>	Energy	See detail on energy consumption in the Resources usage data table, SR page 56.
G4-EN4	<p>ENERGY CONSUMPTION OUTSIDE OF THE ORGANIZATION</p> <p>a. Report energy consumed outside of the organization, in joules or multiples. b. Report standards, methodologies, and assumptions used.</p> <p>c. Report the source of the conversion factors used.</p>	Energy	See detail on energy consumption in the Resources usage data table, SR page 56.
G4-EN5	<p>ENERGY INTENSITY</p> <p>a. Report the energy intensity ratio.</p> <p>b. Report the organization-specific metric (the ratio denominator) chosen to calculate the ratio.</p> <p>c. Report the types of energy included in the intensity ratio: fuel, electricity, heating, cooling, steam, or all.</p> <p>d. Report whether the ratio uses energy consumed within the organization, outside of it or both.</p>	Energy	A review of our performance is provided in our online Carbon Footprint 2015 Section 2.1 Direct Emissions and Section 2.2 Indirect Emissions



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G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-EN6	<p>REDUCTION OF ENERGY CONSUMPTION</p> <p>a. Report the amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.</p> <p>b. Report the types of energy included in the reductions: fuel, electricity, heating, cooling, and steam.</p> <p>c. Report the basis for calculating reductions in energy consumption such as base year or baseline, and the rationale for choosing it.</p> <p>d. Report standards, methodologies, and assumptions used.</p>	Energy	See the review of our Energy and GHG emission management in the SR, page 26 and our Carbon Footprint 2015 on our website.
G4-EN7	<p>REDUCTIONS IN ENERGY REQUIREMENTS OF PRODUCTS AND SERVICES</p> <p>a. Report the reductions in the energy requirements of sold products and services achieved during the reporting period, in joules or multiples.</p> <p>b. Report the basis for calculating reductions in energy consumption such as base year or baseline, and the rationale for choosing it.</p> <p>c. Report standards, methodologies, and assumptions used.</p>	Energy	A review of our performance is provided in our Carbon Footprint 2015 on our website.

ASPECT: WATER

G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Water	See SR sections: Water management on page 29 and our Key environmental risks on page 10 Sustainability Report 2015 .
G4-EN8	<p>TOTAL WATER WITHDRAWAL BY SOURCE</p> <p>a. Report the total volume of water withdrawn from the following sources:</p> <ul style="list-style-type: none"> • Surface water, including water from wetlands, rivers, lakes, and oceans • Ground water • Rainwater collected directly and stored by the organization • Waste water from another organization • Municipal water supplies or other water 	Water	Oceana's total municipal water usage was 909 538 kilolitres. See Water management SR page 29.



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G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
	utilities b. Report standards, methodologies, and assumptions used.		
G4-EN9	WATER SOURCES SIGNIFICANTLY AFFECTED BY WITHDRAWAL OF WATER a. Report the total number of water sources significantly affected by withdrawal by type: <ul style="list-style-type: none"> • Size of water source • Whether or not the source is designated as a protected area (nationally or internationally) • Biodiversity value (such as species diversity and endemism, total number of protected species) • Value or importance of water source to local communities and indigenous peoples b. Report standards, methodologies, and assumptions used.	Water	All of Oceana's water requirements are sourced from municipal supplies.
G4-EN10	PERCENTAGE AND TOTAL VOLUME OF WATER RECYCLED AND REUSED a. Report the total volume of water recycled and reused by the organization. b. Report the total volume of water recycled and reused as a percentage of the total water withdrawal reported under Indicator G4-EN8. c. Report standards, methodologies, and assumptions used.	Water	Oceana does not currently measure its water recycling and reuse.

ASPECT: BIODIVERSITY

G4-DMA	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: <ul style="list-style-type: none"> ☑The mechanisms for evaluating the effectiveness of the management - approach ☑The results of the evaluation of the management approach ☑Any related adjustments to the management approach 	Biodiversity	See Our value chain: activities and impacts IR page 20-21 and Managing our key environmental risks , SR page 10. Oceana's South African Commercial fishing rights measured against the Southern African Sustainable Seafood Initiative is reviewed in the SR page 17 Sustainability Report 2015 .
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G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-EN11	<p>OPERATIONAL SITES OWNED, LEASED, MANAGED IN, OR ADJACENT TO, PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS</p> <p>a. Report the following information for each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas:</p> <ul style="list-style-type: none"> • Geographic location • Subsurface and underground land that may be owned, leased, or managed by the organization • Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas • Type of operation (office, manufacturing or production, or extractive) • Size of operational site in km² • Biodiversity value characterized by: <ul style="list-style-type: none"> – The attribute of the protected area or high biodiversity value area outside the protected area (terrestrial, freshwater, or maritime ecosystem) – Listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation) 	Biodiversity	<p>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.</p>



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G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-EN12	<p>DESCRIPTION OF SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS, AND SERVICES ON BIODIVERSITY IN PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS</p> <p>a. Report the nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:</p> <ul style="list-style-type: none"> • Construction or use of manufacturing plants, mines, and transport infrastructure • Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources) • Introduction of invasive species, pests, and pathogens • Reduction of species • Habitat conversion • Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level) <p>b. Report significant direct and indirect positive and negative impacts with reference to the following:</p> <ul style="list-style-type: none"> • Species affected • Extent of areas impacted • Duration of impacts • Reversibility or irreversibility of the impacts 	Biodiversity	<p>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.</p>
G4-EN13	<p>HABITATS PROTECTED OR RESTORED</p> <p>a. Report the size and location of all habitat protected areas or restored areas, and whether the success of the restoration measure was or is approved by independent external professionals.</p> <p>b. Report whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures.</p> <p>c. Report on the status of each area based on its condition at the close of the reporting period.</p> <p>d. Report standards, methodologies, and assumptions used.</p>	Biodiversity	<p>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.</p> <p>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.</p>



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G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-EN14	<p>TOTAL NUMBER OF IUCN RED LIST SPECIES AND NATIONAL CONSERVATION LIST SPECIES WITH HABITATS IN AREAS AFFECTED BY OPERATIONS, BY LEVEL OF EXTINCTION RISK</p> <p>a. Report the total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk: Critically endangered; Endangered; Vulnerable; Near threatened; Least concern</p>	Biodiversity	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-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Emissions	See the review of our Energy and GHG emission management in the SR, page 26, and the review of our Climate change risk and resilience/adaptability SR page 28.
G4-EN15	<p>DIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 1)</p> <p>a. Report gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent, independent of any GHG trades, such as purchases, sales, or transfers of offsets or allowances.</p> <p>b. Report gases included in the calculation (whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all).</p> <p>c. Report biogenic CO2 emissions in metric tons of CO2 equivalent separately from the gross direct (Scope 1) GHG emissions.</p> <p>d. Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>e. Report standards, methodologies, and assumptions used.</p> <p>f. Report the source of the emission factors used and the global warming potential</p>	Emissions	More detail can be found in our 2015 Carbon Disclosure Project (CDP) response available online at www.cdproject.net and in our most recent Carbon Footprint report on our website.



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G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
	<p>(GWP) rates used or a reference to the GWP source.</p> <p>g. Report the chosen consolidation approach for emissions (equity share, financial control, operational control).</p>		
G4-EN16	<p>ENERGY INDIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 2)</p> <p>a. Report gross energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent, independent of any GHG trades, such as purchases, sales, or transfers of offsets or allowances.</p> <p>b. Report gases included in the calculation, if available.</p> <p>c. Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>d. Report standards, methodologies, and assumptions used.</p> <p>e. Report the source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source, if available.</p> <p>f. Report the chosen consolidation approach for emissions (equity share, financial control, operational control).</p>	Emissions	<p>More detail can be found in our 2015 Carbon Disclosure Project (CDP) response available online at www.cdproject.net and in our most recent Carbon Footprint report on our website.</p>



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G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-EN17	<p>OTHER INDIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 3)</p> <p>a. Report gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent, excluding indirect emissions from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the organization (these indirect emissions are reported in Indicator G4-EN16). Exclude any GHG trades, such as purchases, sales, or transfers of offsets or allowances.</p> <p>b. Report gases included in the calculation, if available.</p> <p>c. Report biogenic CO2 emissions in metric tons of CO2 equivalent separately from the gross other indirect (Scope 3) GHG emissions.</p> <p>d. Report other indirect (Scope 3) emissions categories and activities included in the calculation.</p> <p>e. Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>f. Report standards, methodologies, and assumptions used.</p> <p>g. Report the source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source, if available</p>	Emissions	More detail can be found in our 2015 Carbon Disclosure Project (CDP) response available online at www.cdproject.net and in our most recent Carbon Footprint Report on our website.
G4-EN18	<p>GREENHOUSE GAS (GHG) EMISSIONS INTENSITY</p> <p>a. Report the GHG emissions intensity ratio.</p> <p>b. Report the organization-specific metric (the ratio denominator) chosen to calculate the ratio.</p> <p>c. Report the types of GHG emissions included in the intensity ratio: direct (Scope 1), energy indirect (Scope 2), other indirect (Scope 3).</p> <p>d. Report gases included in the calculation.</p>	Emissions	See GHG emission product intensity table, SR page 52.



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G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-EN19	<p>REDUCTION OF GREENHOUSE GAS (GHG) EMISSIONS</p> <p>a. Report the amount of GHG emissions reductions achieved as a direct result of initiatives to reduce emissions, in metric tons of CO2 equivalent.</p> <p>b. Report gases included in the calculation (whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all).</p> <p>c. Report the chosen base year or baseline and the rationale for choosing it.</p> <p>d. Report standards, methodologies, and assumptions used.</p> <p>e. Report whether the reductions in GHG emissions occurred in direct (Scope 1), energy indirect (Scope 2), other indirect (Scope 3) emissions.</p>	Emissions	Oceana has set short-term, medium-term and long-term targets for GHG emissions reduction. See Environmental efficiency targets SR page 26 Further detail can be found in the 2015 CDP response available online at www.cdproject.net and in our most recent Carbon Footprint report on our website.
G4-EN20	<p>EMISSIONS OF OZONE-DEPLETING SUBSTANCES (ODS)</p> <p>a. Report production, imports, and exports of ODS in metric tons of CFC-11 equivalent.</p> <p>b. Report substances included in the calculation.</p> <p>c. Report standards, methodologies, and assumptions used.</p> <p>d. Report the source of the emission factors used.</p>	Emissions	Oceana Freon emissions were 36 482 kg. See our Carbon Footprint report on our website.
G4-EN21	<p>NOX, SOX, AND OTHER SIGNIFICANT AIR EMISSIONS</p> <p>a. Report the amount of significant air emissions, in kilograms or multiples for each of the following:</p> <ul style="list-style-type: none"> • NOX • SOX • Persistent organic pollutants (POP) • Volatile organic compounds (VOC) • Hazardous air pollutants (HAP) • Particulate matter (PM) <p>• Include emissions from both major mobile sources and on-site stationary sources.</p> <p>• Other standard categories of air emissions identified in relevant regulations</p> <p>b. Report standards, methodologies, and assumptions used.</p> <p>c. Report the source of the emission factors used.</p>	Emissions	N ₂ O and CH ₄ emissions were 1 110 tons and 4 578 tons respectively. See breakdown in our Carbon Footprint report on our website. Currently we do not report on boiler stack emissions or odorous emissions.



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COMPANY SECRETARY: JC Marais
(Executive Director *)

G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
ASPECT: EFFLUENTS AND WASTE			
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☑The mechanisms for evaluating the effectiveness of the management - approach ☑The results of the evaluation of the management approach ☑Any related adjustments to the management approach 	Effluents and Waste	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 the review of our Waste management SR page 29.
G4-EN22	<p>TOTAL WATER DISCHARGE BY QUALITY AND DESTINATION</p> <p>a. Report the total volume of planned and unplanned water discharges by:</p> <ul style="list-style-type: none"> • Destination • Quality of the water including treatment method • Whether it was reused by another organization <p>b. Report standards, methodologies, and assumptions used.</p>	Effluents and Waste	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.
G4-EN23	<p>TOTAL WEIGHT OF WASTE BY TYPE AND DISPOSAL METHOD</p> <p>a. Report the total weight of hazardous and non-hazardous waste, by the following disposal methods:</p> <ul style="list-style-type: none"> • Reuse • Recycling • Composting • Recovery, including energy recovery • Incineration (mass burn) • Deep well injection • Landfill • On-site storage • Other (to be specified by the organization) <p>b. Report how the waste disposal method has been determined:</p> <ul style="list-style-type: none"> • Disposed of directly by the organization or otherwise directly confirmed • Information provided by the waste disposal contractor • Organizational defaults of the waste disposal contractor 	Effluents and Waste	Oceana reports partially on this indicator. The quality of our waste data recording and reporting has improved. Total waste disposed of this year was 8699 tonnes of which 51kg was hazardous waste and the remainder sent to municipal landfills. See Waste data SR page 53 .Oceana’s activities do not generate or involve transportation, storage or trade in hazardous waste that requires special treatment.



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G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-EN24	<p>TOTAL NUMBER AND VOLUME OF SIGNIFICANT SPILLS</p> <p>a. Report the total number and total volume of recorded significant spills. (<i>Significant = hydrocarbon spill > 100 barrels released in the environment; any hydrocarbon spill into a sensitive environment, any non-hydrocarbon spill that environmental relevance (eg toxicity, salinity etc)</i>)</p> <p>b. For spills that were reported in the organization's financial statements, report the additional following information for each such spill:</p> <ul style="list-style-type: none"> • Location of spill • Volume of spill • Material of spill, categorized by: <ul style="list-style-type: none"> – Oil spills (soil or water surfaces) – Fuel spills (soil or water surfaces) – Spills of wastes (soil or water surfaces) – Spills of chemicals (mostly soil or water surfaces) – Other (to be specified by the organization) – Include spillage of tailings, slimes, or other significant process materials. <p>c. Report the impacts of significant spills.</p> <p>d. Report follow-up to incidents including a description of actions taken to reduce number and seriousness of spills, even at a level before emergency procedures are required.</p>	Effluents and Waste	Oceana did not record any significant spills during the review period.
G4-EN25	<p>WEIGHT OF TRANSPORTED, IMPORTED, EXPORTED, OR TREATED WASTE DEEMED HAZARDOUS UNDER THE TERMS OF THE BASEL CONVENTION ANNEX I, II, III, AND VIII, AND PERCENTAGE OF TRANSPORTED WASTE SHIPPED INTERNATIONALLY</p> <p>a. Report the total weight for each of the following:</p> <ul style="list-style-type: none"> • Hazardous waste transported • Hazardous waste imported • Hazardous waste exported • Hazardous waste treated <p>b. Report the percentage of hazardous waste shipped internationally.</p>	Effluents and Waste	Oceana disposed of 51kg of hazardous waste. The group does not import, export, treat or ship internationally any hazardous waste.



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G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-EN26	<p>IDENTITY, SIZE, PROTECTED STATUS, AND BIODIVERSITY VALUE OF WATER BODIES AND RELATED HABITATS SIGNIFICANTLY AFFECTED BY THE ORGANIZATION'S DISCHARGES OF WATER AND RUNOFF</p> <p>a. Report water bodies and related habitats that are significantly affected by water discharges based on the criteria described in the Compilation section below, adding information on:</p> <ul style="list-style-type: none"> • Size of water body and related habitat • Whether the water body and related habitat is designated as a protected area (nationally or internationally) • Biodiversity value (such as total number of protected species) 	Effluents and Waste	<p>We do not “significantly affect” water bodies through discharges of water and runoff.</p> <p>Each operation discharges water individually: The St Helena Bay Water Quality Trust completes an annual benthic survey. Hout Bay discharges all water to the municipal sewers. Lamberts Bay French Fries plant has a potential impact on the sea with the starch in effluent discharged into the sea. Walvis Bay has its own effluent plant. No environmental data was reported for Daybrook for the financial year ending 2015.</p>

ASPECT: PRODUCTS AND SERVICES

G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Products and Services	Addressed in the section on Food security and the marine resource , SR page 14.
G4-EN27	<p>EXTENT OF IMPACT MITIGATION OF ENVIRONMENTAL IMPACTS OF PRODUCTS AND SERVICES</p> <p>a. Report quantitatively the extent to which environmental impacts of products and services have been mitigated during the reporting period.</p> <p>b. If use-oriented figures are employed, report the underlying assumptions regarding consumption patterns or normalization factors.</p>	Products and Services	Our activities aimed at Minimising waste generation and responsible disposal of waste are reviewed in the SR, page 29 .Our Lucky Star cans, hake, horse mackerel and lobster packaging material has “please recycle” on the labels. From time to time we run marketing campaigns on how to re-use our products.
G4-EN28	<p>PERCENTAGE OF PRODUCTS SOLD AND THEIR PACKAGING MATERIALS THAT ARE RECLAIMED BY CATEGORY</p> <p>a. Report the percentage of reclaimed products and their packaging materials for each product category.</p> <p>b. Report how the data for this Indicator has been collected.</p>	Products and Services	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.



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G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
ASPECT: COMPLIANCE			
G4-DMA	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: <input type="checkbox"/> The mechanisms for evaluating the effectiveness of the management - approach <input type="checkbox"/> The results of the evaluation of the management approach <input type="checkbox"/> Any related adjustments to the management approach	Compliance	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. During the year, the SET committee received various reports on ethics and compliance. Our engagements with government and regulatory authorities is reviewed in the section on Understanding our stakeholders interests , IR page 28. Our approach to ensuring Environmental compliance is reviewed in the SR, page 37.
G4-EN29	MONETARY VALUE OF SIGNIFICANT FINES AND TOTAL NUMBER OF NON-MONETARY SANCTIONS FOR NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS a. Report significant fines and non-monetary sanctions in terms of: Total monetary value of significant fines; Total number of non-monetary sanctions; Cases brought through dispute resolution mechanisms b. Where organizations have not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient.	Compliance	No such instances to report.
ASPECT: TRANSPORT			
G4-DMA	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: <input type="checkbox"/> The mechanisms for evaluating the effectiveness of the management - approach <input type="checkbox"/> The results of the evaluation of the management approach <input type="checkbox"/> Any related adjustments to the management approach	Transport	Our approach to managing environmental issues is reviewed in the section on Sustainability governance , SR page 36, and in the review of our Key environmental risks , SR page 10. Oceana monitors and reports publicly on any recorded significant logistic incidents.



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G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-EN30	<p>SIGNIFICANT ENVIRONMENTAL IMPACTS OF TRANSPORTING PRODUCTS AND OTHER GOODS AND MATERIALS FOR THE ORGANIZATION'S OPERATIONS, AND TRANSPORTING MEMBERS OF THE WORKFORCE</p> <p>a. Report the significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce. Where quantitative data is not provided, report the reason.</p> <p>b. Report how the environmental impacts of transporting products, members of the organization's workforce, and other goods and materials are mitigated.</p> <p>c. Report the criteria and methodology used to determine which environmental impacts are significant.</p>	Transport	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	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Overall	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 issues is reviewed in section Operational efficiency through environmental management , SR page 26, and in the review of our sustainability governance, SR page 36 Sustainability Report 2015 .
G4-EN31	<p>TOTAL ENVIRONMENTAL PROTECTION EXPENDITURES AND INVESTMENTS BY TYPE</p> <p>a. Report total environmental protection expenditures by:</p> <ul style="list-style-type: none"> • Waste disposal, emissions treatment, and remediation costs • Prevention and environmental management costs 	Overall	Oceana is a member of the Responsible Fishing Alliance; we annually contribute R50 000 for membership. Details of our environmental expenditures is provided in our 2015 Carbon Footprint report on our website.
SUPPLIER ENVIRONMENTAL ASSESSMENT			



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G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Supplier Environmental Assessment	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 suppliers in respect of raw materials, product and services has been identified as part of the top environmental risk. See key Environmental Risks , SR page 10. We enforce a supplier code of conduct, which includes relevant environmental clause, as part of our approach to managing environmental issues, see SR page 26 Sustainability Report 2015 .
G4-EN32	<p>PERCENTAGE OF NEW SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL CRITERIA</p> <p>a. Report the percentage of new suppliers that were screened using environmental criteria.</p>	Supplier Environmental Assessment	Oceana does not currently measure and report on this parameter.
G4-EN33	<p>SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN</p> <p>a. Report the number of suppliers subject to environmental impact assessments.</p> <p>b. Report the number of suppliers identified as having significant actual and potential negative environmental impacts.</p> <p>c. Report the significant actual and potential negative environmental impacts identified in the supply chain.</p> <p>d. Report the percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.</p> <p>e. Report the percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.</p>	Supplier Environmental Assessment	The required key performance measurements are not in place to enable and 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



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G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☑The mechanisms for evaluating the effectiveness of the management - approach ☑The results of the evaluation of the management approach ☑Any related adjustments to the management approach 	Environmental Grievance Mechanisms	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 telephone line in for residents to register any complaints; all calls are investigated and logged with regulating authorities.
G4-EN34	<p>NUMBER OF GRIEVANCES ABOUT ENVIRONMENTAL IMPACTS FILED, ADDRESSED, AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS</p> <p>a. Report the total number of grievances about environmental impacts filed through formal grievance mechanisms during the reporting period.</p> <p>b. Of the identified grievances, report how many were:</p> <ul style="list-style-type: none"> • Addressed during the reporting period • Resolved during the reporting period <p>c. Report the total number of grievances about environmental impacts filed prior to the reporting period that were resolved during the reporting period.</p>	Environmental Grievance Mechanisms	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 the respective licensing authorities. See Responsible management of odour and stack emissions , SR page 29.
ASPECT: EMPLOYMENT			
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☑The mechanisms for evaluating the effectiveness of the management - approach ☑The results of the evaluation of the management approach ☑Any related adjustments to the management approach 	Employment	Our approach to managing labour issues is reviewed in our Sustainability governance section, SR page 36 , and in our material focus area, Investing in our people , SR page 18 , and Optimising our operations , IR page 43.



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G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-LA1	<p>TOTAL NUMBER AND RATES OF NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER BY AGE GROUP, GENDER AND REGION</p> <p>a. Report the total number and rate of new employee hires during the reporting period, by age group, gender and region.</p> <p>b. Report the total number and rate of employee turnover during the reporting period, by age group, gender and region.</p>	Employment	Our annual voluntary labour turnover was 3.3%. Oceana reports levels of turnover by reason (see SR page 45 Sustainability Report 2015 and not by age, gender and region.)
G4-LA2	<p>BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES, BY SIGNIFICANT LOCATIONS OF OPERATION</p> <p>a. Report the benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: Life insurance; Health care; Disability and invalidity coverage; Parental leave; Retirement provision; Stock ownership; Others</p> <p>b. Report the definition used for 'significant locations of operation'.</p>	Employment	Oceana does not currently report specifically on this parameter. This information is available on request.
G4-LA3	<p>RETURN TO WORK AND RETENTION RATES AFTER PARENTAL LEAVE, BY GENDER</p> <p>a. Report the total number of employees that were entitled to parental leave, by gender.</p> <p>b. Report the total number of employees that took parental leave, by gender.</p> <p>c. Report the total number of employees who returned to work after parental leave ended, by gender.</p> <p>d. Report the total number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work, by gender.</p> <p>e. Report the return to work and retention rates of employees who took parental leave, by gender.</p>	Employment	We do not report specifically on the link between turnover rates and parental leave as this is not seen as being material, and the low voluntary turnover figures would suggest this to be the case.

ASPECT: LABOUR/MANAGEMENT RELATIONS



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G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Labour/Management Relations	Our approach to managing labour relations is reviewed in the section Building trust with our stakeholders - employees SR page 35.
G4-LA4	<p>MINIMUM NOTICE PERIODS REGARDING OPERATIONAL CHANGES, INCLUDING WHETHER THESE ARE SPECIFIED IN COLLECTIVE AGREEMENTS</p> <p>a. Report the minimum number of weeks' notice typically provided to employees and their elected representatives prior to the implementation of significant operational changes that could substantially affect them.</p> <p>b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.</p>	Labour/Management Relations	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	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Occupational Health and Safety	Our approach to managing occupational health and safety is reviewed in our Sustainability governance section, SR page 37, and in the review of the material focus area, Investing in our people - health and safety , SR page 20. Our approach to Managing our material risks is reviewed in the IR, page 30.



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(Executive Director *)

G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-LA5	<p>PERCENTAGE OF TOTAL WORKFORCE REPRESENTED IN FORMAL JOINT MANAGEMENT–WORKER HEALTH AND SAFETY COMMITTEES THAT HELP MONITOR AND ADVISE ON OCCUPATIONAL HEALTH AND SAFETY PROGRAMS</p> <p>a. Report the level at which each formal joint management-worker health and safety committee typically operates within the organization.</p> <p>b. Report the percentage of the total workforce represented in formal joint management-worker health and safety committees.</p>	Occupational Health and Safety	Health and safety committees are in place in line with the requirements of the Occupational Health and Safety Act. See section on Investing in our people - health and safety , SR page 20.
G4-LA6	<p>TYPE OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND TOTAL NUMBER OF WORK-RELATED FATALITIES, BY REGION AND BY GENDER</p> <p>a. Report types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities, for the total workforce (that is, total employees plus supervised workers), by: Region; Gender</p> <p>b. Report types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities for independent contractors working on-site to whom the organization is liable for the general safety of the working environment, by: Region; Gender</p> <p>c. Report the system of rules applied in recording and reporting accident statistics.</p> <p>d. Provide a description of each accident resulting in a fatality, and actions taken following the accident. These may be aggregated where the causes of accidents or the actions taken are similar.</p>	Occupational Health and Safety	The Group Disabling Injury Frequency Rate (DIFR) was 0,7. See DIFR graph by Division, SR page 47 Sustainability Report 2015 . Oceana's aggregate rate of absenteeism was 2.5%. See Absenteeism by division IR page 44.
G4-LA7	<p>WORKERS WITH HIGH INCIDENCE OR HIGH RISK OF DISEASES RELATED TO THEIR OCCUPATION</p> <p>a. Report whether there are workers who are involved in occupational activities who have a high incidence or high risk of specific diseases.</p>	Occupational Health and Safety	Our activities do not present high risks of occupational disease. Occupational health and safety risks are reviewed in the section on Investing in our people - health and safety , SR page 20. We offer our employees onsite occupational health practitioners and medical insurance, as well as an employee assistance programme.



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G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-LA8	<p>HEALTH AND SAFETY TOPICS COVERED IN FORMAL AGREEMENTS WITH TRADE UNIONS</p> <p>a. Report whether formal agreements (either local or global) with trade unions cover health and safety.</p> <p>b. If yes, report the extent, as a percentage, to which various health and safety topics are covered by these agreements.</p>	Occupational Health and Safety	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	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Training and Education	Our approach to managing occupational health and safety is reviewed in our 36 Sustainability governance section, SR page , and in the review of the material focus area, Investing in our people - skills development and talent pipeline SR page 19 . Our approach to Managing our material risks is reviewed in the IR, page 30.
G4-LA9	<p>AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE BY GENDER, AND BY EMPLOYEE CATEGORY</p> <p>a. Report the average hours of training that the organization's employees have undertaken during the reporting period, by:</p> <ul style="list-style-type: none"> • Gender • Employee category 	Training and Education	See Average hours of training per employee in South Africa SR page 46 . We report average hours of training by employee category and not by gender.
G4-LA10	<p>PROGRAMS FOR SKILLS MANAGEMENT AND LIFELONG LEARNING THAT SUPPORT THE CONTINUED EMPLOYABILITY OF EMPLOYEES AND ASSIST THEM IN MANAGING CAREER ENDINGS</p> <p>a. Report on the type and scope of programs implemented and assistance provided to upgrade employee skills.</p> <p>b. Report on the transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.</p>	Training and Education	Oceana's programmes for skills management and development are reviewed in the section Investing in our people - skills development and talent pipeline SR page 19.



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COMPANY SECRETARY: JC Marais (Executive Director *)

G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-LA11	<p>PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS, BY GENDER AND BY EMPLOYEE CATEGORY</p> <p>a. Report the percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.</p>	Training and Education	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	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/>The mechanisms for evaluating the effectiveness of the management - approach <input checked="" type="checkbox"/>The results of the evaluation of the management approach <input checked="" type="checkbox"/>Any related adjustments to the management approach 	Diversity and Equal Opportunity	See the review of our Sustainability governance - employee consultative forums , SR page 37.
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G4-LA12	<p>COMPOSITION OF GOVERNANCE BODIES AND BREAKDOWN OF EMPLOYEES PER EMPLOYEE CATEGORY ACCORDING TO GENDER, AGE GROUP, MINORITY GROUP MEMBERSHIP, AND OTHER INDICATORS OF DIVERSITY</p> <p>a. Report the percentage of individuals within the organization's governance bodies in each of the following diversity categories:</p> <ul style="list-style-type: none"> • Gender • Age group: under 30 years old, 30-50 years old, over 50 years old • Minority groups • Other indicators of diversity where relevant <p>b. Report the percentage of employees per employee category in each of the following diversity categories:</p> <ul style="list-style-type: none"> • Gender • Age group: under 30 years old, 30-50 years old, over 50 years old • Minority groups • Other indicators of diversity where relevant 	Diversity and Equal Opportunity	Oceana's Employment equity by occupational level is provided in the SR, page 46 Our performance against our employment equity percentage targets is provided in the IR, page 40 under Driving Transformation and Localisation . The composition of our board and Directorate is provided in the IR, pages 72-73. The composition of the board committees and Corporate Governance is provided in the IR pages 78-79.
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ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN



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COMPANY SECRETARY: JC Marais

(Executive Director *)

G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Equal Remuneration for Women and Men	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	<p>RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN BY EMPLOYEE CATEGORY, BY SIGNIFICANT LOCATIONS OF OPERATION</p> <p>a. Report the ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.</p> <p>b. Report the definition used for 'significant locations of operation'.</p>	Equal Remuneration for Women and Men	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	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Supplier Assessment for Labour Practices	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 , SR page 18 in the Sustainability Report 2015 . Further detail is provided in our UNGC COP 2015 on our website. A dedicated procurement manager is responsible for implementing a process to standardise the supplier selection process and incorporating the evaluation of labour practices with suppliers who are considered high risk.
G4-LA 14	<p>PERCENTAGE OF NEW SUPPLIERS THAT WERE SCREENED USING LABOUR PRACTICES CRITERIA</p> <p>a. Report the percentage of new suppliers that were screened using labour practices criteria.</p>	Supplier Assessment for Labour Practices	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.



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COMPANY SECRETARY: JC Marais
(Executive Director *)

G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-LA15	<p>SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE IMPACTS FOR LABOUR PRACTICES IN THE SUPPLY CHAIN AND ACTIONS TAKEN</p> <p>a. Report the number of suppliers subject to impact assessments for labour practices.</p> <p>b. Report the number of suppliers identified as having significant actual and potential negative impacts for labour practices.</p> <p>c. Report the significant actual and potential negative impacts for labour practices identified in the supply chain.</p> <p>d. Report the percentage of suppliers identified as having significant actual and potential negative impacts for labour practices with which improvements were agreed upon as a result of assessment.</p> <p>e. Report the percentage of suppliers identified as having significant actual and potential negative impacts for labour practices with which relationships were terminated as a result of assessment, and why.</p>	Supplier Assessment for Labour Practices	Currently not measured and reported. We have, appointed a dedicated Procurement Manager, who will be responsible for implementing a process to standardise the supplier selection process and incorporating the evaluation of health and safety, child labour and environmental aspects with suppliers who are considered high risk.

ASPECT: LABOUR PRACTICES GRIEVANCE MECHANISMS

G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Labour Practices Grievance Mechanisms	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 is a well established grievance mechanism. Our staff consultative forums have evolved and now address grievance management, disciplinary procedures and measures to address inappropriate behaviour at the work environment.
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G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-LA16	<p>NUMBER OF GRIEVANCES ABOUT LABOUR PRACTICES FILED, ADDRESSED, AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS</p> <p>a. Report the total number of grievances about labour practices filed through formal grievance mechanisms during the reporting period.</p> <p>b. Of the identified grievances, report how many were:</p> <ul style="list-style-type: none"> • Addressed during the reporting period • Resolved during the reporting period <p>c. Report the total number of grievances about labour practices filed prior to the reporting period that were resolved during the reporting period.</p>	Labour Practices Grievance Mechanisms	There were two grievances reported during the reporting period; both were resolved during the same period.
ASPECT: INVESTMENT			
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Investment	See responsibilities in the section on SET Committee , IR page 87 and Respecting human rights SR page 18. A head of procurement has been appointed to manage the implementation of the group's human right's policy in the supply chain.
G4-HR1	<p>TOTAL NUMBER AND PERCENTAGE OF SIGNIFICANT INVESTMENT AGREEMENTS AND CONTRACTS THAT INCLUDE HUMAN RIGHTS CLAUSES OR THAT UNDERWENT HUMAN RIGHTS SCREENING</p> <p>a. Report the total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.</p> <p>b. Report the definition of 'significant investment agreements' used by the organization.</p>	Investment	The roll out of our supplier code of conduct, which includes human rights and sustainability clauses, commenced in May and will be implemented over a period of two years. As part of this process we will record our performance against this parameter.



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COMPANY SECRETARY: JC Marais (Executive Director *)

G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-HR2	<p>TOTAL HOURS OF EMPLOYEE TRAINING ON HUMAN RIGHTS POLICIES OR PROCEDURES CONCERNING ASPECTS OF HUMAN RIGHTS THAT ARE RELEVANT TO OPERATIONS, INCLUDING THE PERCENTAGE OF EMPLOYEES TRAINED</p> <p>a. Report the total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations.</p> <p>b. Report the percentage of employees in the reporting period trained in human rights policies or procedures concerning aspects of human rights that are relevant to operations.</p>	Investment	All employees are provided with ethics awareness, which includes general awareness on human rights issues. Our human rights policy is being implemented across all our operations. We do not measure the total hours of training.
ASPECT: NON-DISCRIMINATION			
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Non-Discrimination	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 87 and 18 Respecting human rights , SR page . 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.
G4-HR3	<p>TOTAL NUMBER OF INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN</p> <p>a. Report the total number of incidents of discrimination during the reporting period.</p> <p>b. Report the status of the incidents and the actions taken with reference to the following:</p> <ul style="list-style-type: none"> • Incident reviewed by the organization • Remediation plans being implemented • Remediation plans have been implemented and results reviewed through routine internal management review processes • Incident no longer subject to action 	Non-Discrimination	Oceana experienced no incidents of discrimination during the reporting period.



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COMPANY SECRETARY: JC Marais (Executive Director *)

G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
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ASPECT: Freedom of Association and Collective Bargaining

G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐ The mechanisms for evaluating the effectiveness of the management - approach ☐ The results of the evaluation of the management approach ☐ Any related adjustments to the management approach 	Freedom of Association and Collective Bargaining	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 , SR page 18, and Building trust with our stakeholders - employees SR page 35.
G4-HR4	<p>OPERATIONS AND SUPPLIERS IDENTIFIED IN WHICH THE RIGHT TO EXERCISE FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING MAY BE VIOLATED OR AT SIGNIFICANT RISK, AND MEASURES TAKEN TO SUPPORT THESE RIGHTS</p> <p>a. Report operations and suppliers in which employee rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of:</p> <ul style="list-style-type: none"> ☐ Type of operation (such as manufacturing plant) and supplier ☐ Countries or geographical areas with operations and suppliers considered at risk <p>b. Report measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.</p> <p>c. Report how the organisation's freedom of association policy is implemented in practice.</p>	Freedom of Association and Collective Bargaining	No such operations have been formally identified within the group.

ASPECT: CHILD LABOUR



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COMPANY SECRETARY: JC Marais (Executive Director *)

G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Child Labour	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 , SR page 18 . 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	<p>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</p> <p>a. Report operations and suppliers considered to have significant risk for incidents of:</p> <ul style="list-style-type: none"> • Child labour • Young workers exposed to hazardous work <p>b. Report operations and suppliers considered to have significant risk for incidents of child labour either in terms of:</p> <ul style="list-style-type: none"> • Type of operation (such as manufacturing plant) and supplier • Countries or geographical areas with operations and suppliers considered at risk <p>c. Report measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labour.</p>	Child Labour	No operations or suppliers were found to have significant risk of child labour.

ASPECT: FORCED OR COMPULSORY LABOUR

G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Forced or Compulsory Labour	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 SR page 18 Oceana's Head of Procurement oversees compliance in our supply chain.
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G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-HR6	<p>OPERATIONS AND SUPPLIERS IDENTIFIED AS HAVING SIGNIFICANT RISK FOR INCIDENTS OF FORCED OR COMPULSORY LABOUR, AND MEASURES TO CONTRIBUTE TO THE ELIMINATION OF ALL FORMS OF FORCED OR COMPULSORY LABOUR</p> <p>a. Report operations and suppliers considered to have significant risk for incidents of forced or compulsory labour either in terms of:</p> <ul style="list-style-type: none"> • Type of operation (such as manufacturing plant) and supplier • Countries or geographical areas with operations and suppliers considered at risk <p>b. Report measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labour.</p>	Forced or Compulsory Labour	Not material as our operations do not pose such a risk. Our supplier code of conduct includes child and forced labour clauses.

ASPECT: SECURITY PRACTICES

G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Security Practices	This is addressed as part of our 82 Risk management practices, IR page.
G4-HR7	<p>PERCENTAGE OF SECURITY PERSONNEL TRAINED IN THE ORGANIZATION'S HUMAN RIGHTS POLICIES OR PROCEDURES THAT ARE RELEVANT TO OPERATIONS</p> <p>a. Report the percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security.</p> <p>b. Report whether training requirements also apply to third party organizations providing security</p>	Security Practices	All security personnel receive training in Oceana's code of business conduct and ethics, and the group's human rights policy.

ASPECT: INDIGENOUS RIGHTS



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COMPANY SECRETARY: JC Marais
(Executive Director *)

G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Indigenous Rights	Our approach to managing ethics and human rights issues in general is reviewed in the section on our Sustainability governance , SR page 36 , and the section Respecting human rights , SR page 18.
G4-HR8	<p>TOTAL NUMBER OF INCIDENTS OF VIOLATIONS INVOLVING RIGHTS OF INDIGENOUS PEOPLES AND ACTIONS TAKEN</p> <p>a. Report the total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period.</p> <p>b. Report the status of the incidents and actions taken with reference to:</p> <ul style="list-style-type: none"> • Incident reviewed by the organization • Remediation plans being implemented • Remediation plans have been implemented and results reviewed through routine internal management review processes • Incident no longer subject to action 	Indigenous Rights	No incidents reported during the year under review.
ASPECT: ASSESSMENT			
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Assessment	Our approach to managing ethics and human rights issues in general is reviewed in the section on our Sustainability governance , SR page 36 , and the section Respecting human rights SR page 18.



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COMPANY SECRETARY: JC Marais (Executive Director *)

G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-HR9	<p>TOTAL NUMBER AND PERCENTAGE OF OPERATIONS THAT HAVE BEEN SUBJECT TO HUMAN RIGHTS REVIEWS OR IMPACT ASSESSMENTS</p> <p>a. Report the total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.</p>	Assessment	In 2015 we reassessed our human rights compliance at our South African and Namibian operations in terms of the requirements of the Human Rights Compliance Assessment (HRCA), developed by the Human Rights and Business Project at the Danish Institute for Human Rights. See our UNGC COP 2015 on our website for further information on this process and our progress made on the action plan identified in 2014. A follow up assessment will be undertaken in 2016 and will include Oceana's new operations in Angola and the United States.

ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT

G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Supplier Human Rights Assessment	Our approach to managing ethics and human rights issues in general is reviewed in the section on our Sustainability governance , SR page 36 , and the section Respecting human rights , SR page 18 . 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 will be undertaken over a two year period.
G4-HR10	<p>PERCENTAGE OF NEW SUPPLIERS THAT WERE SCREENED USING HUMAN RIGHTS CRITERIA</p> <p>a. Report the percentage of new suppliers that were screened using human rights criteria.</p>	Supplier Human Rights Assessment	Not currently measured and reported. The roll out of our supplier code of conduct, which includes human rights and sustainability clauses commenced in May and will be implemented over a period of two years. As part of this process we plan to measure our performance against this parameter.



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COMPANY SECRETARY: JC Marais

(Executive Director *)

G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-HR11	<p>SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE HUMAN RIGHTS IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN</p> <p>a. Report the number of suppliers subject to human rights impact assessments.</p> <p>b. Report the number of suppliers identified as having significant actual and potential negative human rights impacts.</p> <p>c. Report the significant actual and potential negative human rights impacts identified in the supply chain.</p> <p>d. Report the percentage of suppliers identified as having significant actual and potential negative human rights impacts with which improvements were agreed upon as a result of assessment.</p> <p>e. Report the percentage of suppliers identified as having significant actual and potential negative human rights impacts with which relationships were terminated as a result of assessment, and why.</p>	Supplier Human Rights Assessment	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 will be implemented over a period of two years. As part of this process we plan to measure our performance against this parameter.

ASPECT: HUMAN RIGHTS GRIEVANCE MECHANISMS

G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Human Rights Grievance Mechanisms	Our approach to managing human rights issues in general is reviewed in the section on our Sustainability governance , SR page 36, and the section Respecting human rights , SR page 18 . 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.
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COMPANY SECRETARY: JC Marais (Executive Director *)

G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4HR-12	<p>NUMBER OF GRIEVANCES ABOUT HUMAN RIGHTS IMPACTS FILED, ADDRESSED, AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS</p> <p>a. Report the total number of grievances about human rights impacts filed through formal grievance mechanisms during the reporting period.</p> <p>b. Of the identified grievances, report how many were:</p> <ul style="list-style-type: none"> • Addressed during the reporting period • Resolved during the reporting period <p>c. Report the total number of grievances about human rights impacts filed prior to the reporting period that were resolved during the reporting period.</p>	Human Rights Grievance Mechanisms	No such grievances have been reported this year.

ASPECT: LOCAL COMMUNITIES

G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☑The mechanisms for evaluating the effectiveness of the management - approach ☑The results of the evaluation of the management approach ☑Any related adjustments to the management approach 	Local Communities	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, SR page 36 , and in the review of our Social value propositions , SR page 6.
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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	Aspect	Oceana's 2015 Response
G4-SO1	<p>COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS</p> <p>a. Report the percentage of operations with implemented local community engagement, impact assessments, and development programs, including the use of:</p> <ul style="list-style-type: none"> • Social impact assessments, including gender impact assessments, based on participatory processes • Environmental impact assessments and ongoing monitoring • Public disclosure of results of environmental and social impact assessments • Local community development programs based on local communities' needs • Stakeholder engagement plans based on stakeholder mapping • Broad based local community consultation committees and processes that include vulnerable groups • Works councils, occupational health and safety committees and other employee representation bodies to deal with impacts • Formal local community grievance processes <p>b. Report whether there are programs in place for assessing the impacts of operations on local communities</p> <ul style="list-style-type: none"> • Community economic development planning processes, including sources of community income, community access to services and social infrastructure, access to capital and natural resources, and access to further education and skills training. • Co-ordination with other agencies, for example on poverty alleviation and natural resource management. • Procedures for identifying and protecting subsistence-related resources of local communities, including water, plants, and wildlife. • Measures of community health and well-being, including prevalence of cultural practices and associations. 	Local Communities	<p>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 Building trust with our stakeholders, SR pages 31-34.</p>



G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-SO2	<p>PERCENTAGE OF OPERATIONS WITH SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE IMPACTS ON LOCAL COMMUNITIES</p> <p>a. Report operations with significant actual and potential negative impacts on local communities, including:</p> <ul style="list-style-type: none"> • The location of the operations • The significant actual and potential negative impacts of operations 	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.
ASPECT: ANTI-CORRUPTION			
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Anti-corruption	Ethical leadership is a core principle underpinning our approach to corporate governance, IR page 76. 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 UNGC COP 2015 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.
G4-SO3	<p>TOTAL NUMBER AND PERCENTAGE OF OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION AND THE SIGNIFICANT RISKS IDENTIFIED</p> <p>a. Report the total number and percentage of operations assessed for risks related to corruption.</p> <p>b. Report the significant risks related to corruption identified through the risk assessment.</p>	Anti-corruption	All our operations are monitored for fraudulent activity and corruption including suppliers. No specific corruption related risks have been identified.



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COMPANY SECRETARY: JC Marais (Executive Director *)

G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-SO4	<p>COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES</p> <p>a. Report the total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.</p> <p>b. Report the total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.</p> <p>c. Report the total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region.</p> <p>d. Report the total number and percentage of governance body members that have received training on anti-corruption, broken down by region.</p> <p>e. Report the total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.</p>	Anti-corruption	<p>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 2015 on our website.</p>
G4-SO5	<p>CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN</p> <p>a. Report the total number and nature of confirmed incidents of corruption.</p> <p>b. Report the total number of confirmed incidents in which employees were dismissed or disciplined for corruption.</p> <p>c. Report the total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.</p> <p>d. Report public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.</p>	Anti-corruption	<p>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.</p>

ASPECT: PUBLIC POLICY



REGISTERED COMPANY NAME: Oceana Group Limited REGISTRATION NUMBER: 1939/001730/06

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COMPANY SECRETARY: JC Marais (Executive Director *)

G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Public Policy	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	<p>TOTAL VALUE OF POLITICAL CONTRIBUTIONS BY COUNTRY AND RECIPIENT/BENEFICIARY</p> <p>a. Report the total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.</p> <p>b. Report how the monetary value of in-kind contributions was estimated, if applicable.</p>	Public Policy	Oceana has a policy not to support or to make any donations to political parties

ASPECT: ANTI-COMPETITIVE BEHAVIOUR

G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Anti-competitive Behaviour	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 87.
G4-SO7	<p>TOTAL NUMBER OF LEGAL ACTIONS FOR ANTI-COMPETITIVE BEHAVIOUR, ANTI-TRUST, AND MONOPOLY PRACTICES AND THEIR OUTCOMES</p> <p>a. Report the total number of legal actions pending or completed during the reporting period regarding anti- competitive behaviour and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.</p> <p>b. Report the main outcomes of completed</p>	Anti-competitive Behaviour	There were no such legal actions during the review period.



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COMPANY SECRETARY: JC Marais
(Executive Director *)

G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
	legal actions, including any decisions or judgments.		

ASPECT: COMPLIANCE

G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐ The mechanisms for evaluating the effectiveness of the management - approach ☐ The results of the evaluation of the management approach ☐ Any related adjustments to the management approach 	Compliance	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.
G4-SO8	<p>MONETARY VALUE OF SIGNIFICANT FINES AND TOTAL NUMBER OF NON-MONETARY SANCTIONS FOR NON-COMPLIANCE WITH LAWS AND REGULATIONS</p> <p>a. Report significant fines and non-monetary sanctions in terms of:</p> <ul style="list-style-type: none"> • Total monetary value of significant fines • Total number of non-monetary sanctions <p>• Cases brought through dispute resolution mechanisms</p> <p>b. If the organization has not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient.</p> <p>c. Report the context against which significant fines and non-monetary sanctions were incurred.</p> <p>d. Report a summary of judgments made against the organization in the areas related to health and safety and labour laws.</p>	Compliance	Details are provided in the section on Compliance with all laws and regulations , IR page 77.

ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY



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COMPANY SECRETARY: JC Marais
(Executive Director *)

G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Supplier Assessment for Impacts on Society	<p>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 87 . The dissemination and sign off of the group Supplier Code of Conduct by all our suppliers will be undertaken over a two year period.</p>
G4-S09	<p>PERCENTAGE OF NEW SUPPLIERS THAT WERE SCREENED USING CRITERIA FOR IMPACTS ON SOCIETY</p> <p>a. Report the percentage of new suppliers that were screened using criteria for impacts on society.</p>	Supplier Assessment for Impacts on Society	Oceana does not currently measure and report on this parameter.
G4-S010	<p>SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE IMPACTS ON SOCIETY IN THE SUPPLY CHAIN AND ACTIONS TAKEN</p> <p>a. Report the number of suppliers subject to assessments for impacts on society.</p> <p>b. Report the number of suppliers identified as having significant actual and potential negative impacts on society.</p> <p>c. Report the significant actual and potential negative impacts on society identified in the supply chain.</p> <p>d. Report the percentage of suppliers identified as having significant actual and potential negative impacts on society with which improvements were agreed upon as a result of assessment.</p> <p>e. Report the percentage of suppliers identified as having significant actual and potential negative impacts on society with which relationships were terminated as a result of assessment, and why.</p>	Supplier Assessment for Impacts on Society	Oceana does not currently measure and report on this parameter.

ASPECT: GRIEVANCE MECHANISMS FOR IMPACTS ON SOCIETY



REGISTERED COMPANY NAME: Oceana Group Limited REGISTRATION NUMBER: 1939/001730/06

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COMPANY SECRETARY: JC Marais (Executive Director *)

G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-DMA	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: <input type="checkbox"/> The mechanisms for evaluating the effectiveness of the management - approach <input type="checkbox"/> The results of the evaluation of the management approach <input type="checkbox"/> Any related adjustments to the management approach	Grievance Mechanisms for Impacts on Society	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 grievance mechanism. A customer complaints line exists and results are discussed for the Lucky Star products.
G4-SO11	NUMBER OF GRIEVANCES ABOUT IMPACTS ON SOCIETY FILED, ADDRESSED, AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS a. Report the total number of grievances about impacts on society filed through formal grievance mechanisms during the reporting period. b. Of the identified grievances, report how many were: <ul style="list-style-type: none"> • Addressed during the reporting period • Resolved during the reporting period c. Report the total number of grievances about impacts on society filed prior to the reporting period that were resolved during the reporting period.	Grievance Mechanisms for 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.
ASPECT: CUSTOMER HEALTH AND SAFETY			
G4-DMA	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: <input type="checkbox"/> The mechanisms for evaluating the effectiveness of the management - approach <input type="checkbox"/> The results of the evaluation of the management approach <input type="checkbox"/> Any related adjustments to the management approach	Customer Health and Safety	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 Building trust with our stakeholders - customers , SR page 35.



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COMPANY SECRETARY: JC Marais

(Executive Director *)

G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-PR1	<p>PERCENTAGE OF SIGNIFICANT PRODUCT AND SERVICE CATEGORIES FOR WHICH HEALTH AND SAFETY IMPACTS ARE ASSESSED FOR IMPROVEMENT</p> <p>a. Report the percentage of significant product and service categories for which health and safety impacts are assessed for improvement.</p>	Customer Health and Safety	Our full product range is continuously reviewed to establish where they may have to be assessed for health and safety impacts for improvement.
G4-PR2	<p>TOTAL NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH REGULATIONS AND VOLUNTARY CODES CONCERNING THE HEALTH AND SAFETY IMPACTS OF PRODUCTS AND SERVICES DURING THEIR LIFE CYCLE, BY TYPE OF OUTCOMES</p> <p>a. Report the total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services within the reporting period, by:</p> <ul style="list-style-type: none"> • Incidents of non-compliance with regulations resulting in a fine or penalty • Incidents of non-compliance with regulations resulting in a warning • Incidents of non-compliance with voluntary codes <p>b. If the organization has not identified any non-compliance with regulations and voluntary codes, a brief statement of this fact is sufficient.</p>	Customer Health and Safety	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	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Product and Service Labelling	<p>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.</p> <p>A customer complaints line exists and results are discussed for the Lucky Star products.</p>
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(Executive Director *)

G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-PR3	<p>TYPE OF PRODUCT AND SERVICE INFORMATION REQUIRED BY THE ORGANIZATION'S PROCEDURES FOR PRODUCT AND SERVICE INFORMATION AND LABELLING, AND PERCENTAGE OF SIGNIFICANT PRODUCT AND SERVICE CATEGORIES SUBJECT TO SUCH INFORMATION REQUIREMENTS</p> <p>a. Report whether the following product and service information is required by the organization's procedures for product and service information and labelling (Yes/No):</p> <ul style="list-style-type: none"> • The sourcing of components of the product or service • Content, particularly with regard to substances that might produce an environmental or social impact • Safe use of the product or service • Disposal of the product and environmental/social impacts • Other (explain) <p>b. Report the percentage of significant product or service categories covered by and assessed for compliance with such procedures.</p>	Product and Service 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	<p>TOTAL NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH REGULATIONS AND VOLUNTARY CODES CONCERNING PRODUCT AND SERVICE INFORMATION AND LABELLING, BY TYPE OF OUTCOMES</p> <p>a. Report the total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by:</p> <ul style="list-style-type: none"> • Incidents of non-compliance with regulations resulting in a fine or penalty • Incidents of non-compliance with regulations resulting in a warning • Incidents of non-compliance with voluntary codes <p>b. If the organization has not identified any non-compliance with regulations and voluntary codes, a brief statement of this fact is sufficient.</p>	Product and Service Labelling	There were no such incidents during the review period.



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G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-PR5	<p>RESULTS OF SURVEYS MEASURING CUSTOMER SATISFACTION</p> <p>a. Report the results or key conclusions of customer satisfaction surveys (based on statistically relevant sample sizes) conducted in the reporting period relating to information about:</p> <ul style="list-style-type: none"> • The organization as a whole • A major product or service category • Significant locations of operation 	Product and Service Labelling	The Lucky Star brand featured in the Top 10 in the overall favourite brand category in South Africa's Sunday Times TNS Top Brands survey.
ASPECT: MATERIALS STEWARDSHIP			
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☑The mechanisms for evaluating the effectiveness of the management - approach ☑The results of the evaluation of the management approach ☑Any related adjustments to the management approach 	Materials Stewardship	Renewable natural resources are material, See What we do , page 10 of the IR. The consumption of non-renewable material is reported in the resource table on page 45 of the SDR. Our approach to ensuring responsible materials stewardship is reviewed in the sustainability governance section, SR page 36 , and Environmental management , SR page 26.
ASPECT: MARKETING COMMUNICATIONS			
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☑The mechanisms for evaluating the effectiveness of the management - approach ☑The results of the evaluation of the management approach ☑Any related adjustments to the management approach 	Marketing Communications	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 87.
G4-PR6	<p>SALE OF BANNED OR DISPUTED PRODUCTS</p> <p>a. Report whether the organization sells products that are:</p> <ul style="list-style-type: none"> • Banned in certain markets • The subject of stakeholder questions or public debate <p>b. Report how the organization has responded to questions or concerns regarding these products.</p>	Marketing Communications	Oceana respects all international treaties and we do not sell any banned products.



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G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-PR7	<p>TOTAL NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH REGULATIONS AND VOLUNTARY CODES CONCERNING MARKETING COMMUNICATIONS, INCLUDING ADVERTISING, PROMOTION, AND SPONSORSHIP, BY TYPE OF OUTCOMES</p> <p>a. Report the total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by:</p> <ul style="list-style-type: none"> • Incidents of non-compliance with regulations resulting in a fine or penalty • Incidents of non-compliance with regulations resulting in a warning • Incidents of non-compliance with voluntary codes <p>b. If the organization has not identified any non-compliance with regulations and voluntary codes, a brief statement of this fact is sufficient.</p>	Marketing Communications	There were no such incidents during the review period.
ASPECT: Customer Privacy			
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Customer Privacy	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 87.



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G4 Indicator	GRI G4 - General Standard Disclosures	Aspect	Oceana's 2015 Response
G4-PR8	<p>TOTAL NUMBER OF SUBSTANTIATED COMPLAINTS REGARDING BREACHES OF CUSTOMER PRIVACY AND LOSSES OF CUSTOMER DATA</p> <p>a. Report the total number of substantiated complaints received concerning breaches of customer privacy, categorized by:</p> <ul style="list-style-type: none"> • Complaints received from outside parties and substantiated by the organization • Complaints from regulatory bodies <p>b. Report the total number of identified leaks, thefts, or losses of customer data.</p> <p>c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.</p>	Customer Privacy	There were no such complaints during the review period.
ASPECT: COMPLIANCE			
G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> ☐The mechanisms for evaluating the effectiveness of the management - approach ☐The results of the evaluation of the management approach ☐Any related adjustments to the management approach 	Compliance	Our approach to ensuring compliance on impacts of our products is provided in our Sustainability governance review, SR page 36.
G4-PR9	<p>MONETARY VALUE OF SIGNIFICANT FINES FOR NON-COMPLIANCE WITH LAWS AND REGULATIONS CONCERNING THE PROVISION AND USE OF PRODUCTS AND SERVICES</p> <p>a. Report the total monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.</p> <p>b. If the organization has not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient.</p>	Compliance	Details are provided in the section on Compliance SR page 38.



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