

GLOBAL REPORTING INITIATIVE (GRI) III

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
Strategy and analysis			
G4-1	Provide a statement from the most senior decision-maker of the organisation (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability.	Strategy and analysis	This is addressed in the Comments from the CEO , page 15, and Chairman's Report , page 83 of the Integrated Report (IR)
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	Business risk has been assessed as part of the enterprise-wide risk identification and management system , page 55. Strategic focus areas are highlighted on page 9. Further information on material risks can be found on page 34 of the IR
Organisational profile			
G4-3	Report the name of the organisation.	Organisational profile	Oceana Group; see section about this report , page 12
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 fries business. See Group at a Glance , pages 22-23 of the IR
G4-5	Report the location of the organisation's headquarters.	Organisational profile	Oceana House, 25 Jan Smuts Street, Foreshore, Cape Town
G4-6	Report the number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report.	Organisational profile	Oceana has operations in South Africa and Namibia. See Group at a Glance , pages 22-23 of the IR and the inside cover of the IR
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 , page 7, and Group at a Glance , pages 22-23 of the IR
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 , pages 22-23 of the IR
G4-9	Report the scale of the organisation, including: <ul style="list-style-type: none"> Total number of employees Total number of operations Net sales (for private sector organisations) or net revenues (for public sector organisations) Total capitalisation broken down in terms of debt and equity (for private sector organisations) Quantity of products or services provided 	Organisational profile	See the following sections in the IR: The Group at a Glance , pages 22-23, How we create Value , pages 26-27, Group performance against strategy, pages 38-60, Divisional Performance Reviews, pages 66-78 (Lucky star; Horse mackerel and hake; Lobster, squid and French fries; CCS Logistics), and the condensed group financial statements , pages 106-110
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 organisation's work is performed by workers who are legally recognised 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 Number of Employees , page 33, and Workforce Occupational Levels , page 35 of the SDR
G4-11	Report the percentage of total employees covered by collective bargaining agreements.	Organisational profile	67% of the workforce is unionised. See Empowering People , page 33 of the SDR
G4-12	Describe the organisation's supply chain.	Organisational profile	See Group at a Glance of the IR

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G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
G4-13	Report any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain, including: <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 organisations) 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 , page 1 of the SDR
G4-14	Report whether and how the precautionary approach or principle is addressed by the organisation.	Organisational profile	Oceana is committed to integrating the 10 principles of the Global Compact into the strategy. Principle 7 is the precautionary approach. See United Nations Global Compact , pages 16 and 29 of the SDR
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses.	Organisational profile	Oceana is committed to integrating the 10 principles of the Global Compact into the strategy. See United Nations Global Compact , page 55 of the IR, and page 16 of the SDR
G4-16	List memberships of associations (such as industry associations) and national or international advocacy organisations in which the organisation: <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 business and business bodies), page 33 of the IR
Identified material aspects and boundaries			
G4-17	a. List all entities included in the organisation's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organisation's consolidated financial statements or equivalent documents is not covered by the report.	Identified material aspects and boundaries	The group's key divisions are Lucky Star, Blue Continent Products, Oceana Lobster, Calamari Fishing, Lamberts Bay Foods and Commercial Cold Storage. See Group at a Glance , pages 22-23 of the IR
G4-18	a. Explain the process for defining the report content and the aspect boundaries. b. Explain how the organisation has implemented the reporting principles for defining report content.	Identified material aspects and boundaries	Oceana has assessed materiality as part of the enterprise-wide risk identification and management system. See Material Risks , pages 34-35, Understanding our Stakeholders' Interests , pages 30-33 of the IR, and Strategic Objectives , page 9 of the IR.
G4-19	a. List all the material aspects identified in the process for defining report content.	Identified material aspects and boundaries	See Issues impacting our Strategy , page 9 of the IR
G4-20	For each material aspect, report the aspect boundary within the organisation, as follows: <ul style="list-style-type: none"> Report whether the aspect is material within the organisation If the aspect is not material for all entities within the organisation (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 aspect is material Report any specific limitation regarding the aspect boundary within the organisation 	Identified material aspects and boundaries	See About this Report , page 12 of the IR

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G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
G4-21	For each material aspect, report the aspect boundary outside the organisation, as follows: <ul style="list-style-type: none"> Report whether the aspect is material outside of the organisation If the aspect is material outside of the organisation, 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 organisation 	Identified material aspects and boundaries	We will review the feasibility and merit of reporting more fully on this indicator and, if possible and appropriate, we will report in more detail on this issue in future.
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	Identified material aspects and boundaries	Fuel consumption has been restated for F2013 due to the decision made to report chartered vessel fuel for F2014 under Scope 3 emissions. See Usage and Energy Table , page 45 of the SDR
G4-23	Report significant changes from previous reporting periods in the scope and aspect boundaries.	Identified material aspects and boundaries	See About this Report , page 12 of the IR
Stakeholder engagement			
G4-24	Provide a list of stakeholder groups engaged by the organisation.	Stakeholder engagement	See Understanding our Stakeholders' Interests , pages 30-33 of the IR
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	Stakeholder engagement	See Understanding our Stakeholders' Interests , pages 30-33 of the IR
G4-26	Report the organisation'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 Stakeholders' Interests , pages 30-33 of the IR
G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organisation 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 , pages 30-33 of the IR
Report profile			
G4-28	Reporting period (such as fiscal or calendar year) for information provided	Report profile	This report covers the 12-month period ending 30 September 2014. See About this Report , page 12 of the IR
G4-29	Date of most recent report (if any)	Report profile	30 September 2014. See About this Report
G4-30	Reporting cycle	Report profile	Annual, see About this Report
G4-31	Provide the contact point for questions regarding the report or its contents	Report profile	jillianm@oceana.co.za
GRI Content Index			
G4-32	<ol style="list-style-type: none"> Report the 'in accordance' option the organisation has chosen. Report the GRI Content Index for the chosen option (see tables below). 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
Assurance			
G4-33	<ol style="list-style-type: none"> Report the organisation's policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. Report the relationship between the organisation and the assurance providers. Report whether the highest governance body or senior executives are involved in seeking assurance for the organisation's sustainability report. 	Assurance	See About this Report , page 12 of the IR, and About this Report , page 1 of the SDR

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G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
Governance			
G4-34	Report the governance structure of the organisation, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	Governance	Details: the directorate , pages 86-87 of the IR, executive committee , pages 88-89 of the IR and board committees , pages 93-95 of the IR
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 , page 94 of the IR
G4-36	Report whether the organisation 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 , page 94 of the IR
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	Oceana strives for meaningful stakeholder engagement, with the aim on mitigating risks and identifying opportunities. The executive committee has invested significant time in fostering good relations with government departments. See Understanding our Stakeholders' Interests , pages 30-33 of the IR
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 underrepresented social groups • Competencies relating to economic, environmental and social impacts • Stakeholder representation 	Governance	Detail of the directorate See Governance, pages 82-102 of the IR, executive committee , page 88 of the IR and board committees , page 93 of the IR. Oceana Group has 11 directors, eight non-executives, four of whom are independent (two are females). Mr S Pather is the lead independent director. See Directorate , page 86 of the IR
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 , page 86 of the IR
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 to establish the gaps before recruitment process is undertaken.
G4-41	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: <ul style="list-style-type: none"> • Cross-board membership • Cross-shareholding with suppliers and other stakeholders • Existence of controlling shareholder • Related-party disclosures 	Governance	The directors and senior management are required to submit a list of other directorships and interests in contracts with Oceana. See Conflict of Interest and Code of Business Conduct and Ethics , page 92 of the IR
G4-42	Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organisation's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	Governance	Group and Subsidiaries' Governance Framework , page 91 of the IR

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G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
G4-43	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	Governance	See pages 93-94 of the IR. 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. See Induction of Directors , page 95 of the IR.
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 organisational practice.</p>	Governance	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 , page 95 of the IR
G4-45	<p>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.</p> <p>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.</p>	Governance	
G4-46	Report the highest governance body's role in reviewing the effectiveness of the organisation's risk management processes for economic, environmental and social topics.	Governance	The social, ethics and transformation committee has board oversight of sustainability. See Social, Ethics and Transformation , page 102 of the IR
G4-47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks and opportunities.	Governance	The social, ethics and transformation committee's charter requires a minimum of two meetings per year, which were duly held and fully attended by all members. See Social, Ethics and Transformation , page 102 of the IR
G4-48	Report the highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material aspects are covered.	Governance	The board reviews the sustainable development report. The social, ethics and transformation committee has board oversight of sustainability. See Sustainability Governance , page 26 of the SDR
G4-49	Report the process for communicating critical concerns to the highest governance body.	Governance	Oceana strives for meaningful stakeholder engagement, with the aim of mitigating risks and identifying opportunities. We ensure clear designation and appointment of executive and management responsibility for engagement and compliance. See Understanding our Stakeholders' Interests , pages 30 of the IR
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	See Management Reporting Mechanisms , page 97 of the IR

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G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
G4-51	<p>a. Report the remuneration policies for the highest governance body and senior executives for the types of remuneration below:</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 , page 98 of the IR
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 organisation.	Governance	The board has delegated the responsibility for remuneration to the remuneration and nomination committee. See Remuneration , page 98 of the IR
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	Oceana strives for meaningful stakeholder engagement, with the aim on mitigating risks and identifying opportunities. The executive committee has invested significant time in fostering good relations with government departments. See Understanding our Stakeholders' Interests , pages 30-31 of the IR
G4-54	Report the ratio of the annual total compensation for the organisation'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.
G4-55	Report the ratio of percentage increase in annual total compensation for the organisation'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 organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.	Ethics and integrity	The Oceana values are stated on page 8 of the IR. The business code of conduct and ethics is reported on page 92 of the IR
G4-57	Report the internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organisational 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 whistleblowing. See http://www.oceana.co.za/about-oceana/whistleblowers
G4-58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters related to organisational 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 whistleblowing. See http://www.oceana.co.za/about-oceana/whistleblowers

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G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
ECONOMIC			
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 organisation 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	<p>Economic performance is presented. See the following sections:</p> <p>condensed group financial statements, page 106 of the IR</p> <p>Value Added Statement, page 4 of the IR</p> <p>How we create Value, page 26 of the IR</p> <p>How We Deliver Social Value, page 3 of the SDR</p> <p>The status of fish stocks is discussed in SDR Section 1: Food security and the Marine Resources, pages 9-12, and the scientific status of fish stocks is published on our website (a summary is provided in the Appendix of the SDR)</p>
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 organisation'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	<p>See Value Added Statement, page 4 of the IR</p>
G4-EC2	<p>FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES FOR THE ORGANISATION'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 risk or opportunity 	Economic performance	<p>Variation in availability of marine resources due to human action. See SDR Section 3: Enhancing Efficiency through Environmental Management, pages 18-22.</p> <p>Cost pressures due to climate change have not yet been quantified. We recognise extreme weather can cause damage to operations. Changes in ocean temperature could mean that fish stocks perish and operations would need to be relocated.</p> <p>Oceana commissioned a climate change adaption white paper at a cost of R94 000.</p> <p>Further details can be found in our latest Carbon Footprint Report</p>

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G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
G4-EC3	<p>COVERAGE OF THE ORGANISATION'S DEFINED-BENEFIT PLAN OBLIGATIONS</p> <p>a. Where the plan's liabilities are met by the organisation'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	See Annual Financial Statements – defined-benefit plan on page 8 and note 26, page 33
G4-EC4	<p>FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT</p> <p>a. Report the total monetary value of financial assistance received by the organisation 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> <p>c. Report whether, and the extent to which, the government is present in the shareholding structure.</p>	Economic performance	Not material. We do not receive any significant financial assistance from government.
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	All employees in the bargaining unit are paid in line with an agreement which includes minimum rates of pay. Currently we do not collect data; this will be done 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 organisation'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 EE Act 55 and is committed to ongoing localisation regarding our hiring policies. See SDR Section 2: Empowering people , pages 12-17

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G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
ASPECT: Indirect economic impacts			
G4-DMA	<p>a. Report why the aspect is material. Report the impacts that make this aspect material.</p> <p>b. Report how the organisation 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:</p> <p>Value Added Statement, page 4 of the IR;</p> <p>How we create Value, page 26 of the IR;</p> <p>How We Deliver Social Value, page 3 of the SDR.</p> <p>The status of fish stocks is discussed in SDR Section 1: Food security and the Marine Resources, pages 9-12, 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	See the Stratecon Report Extract and Value Added Ten-year Trend on page 3 of the SDR. The Oceana Foundation was launched in 2011 to consolidate the overall CSI expenditure by the group. See SDR Section 4: Building Trust with our Stakeholders, pages 23-25
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 organisation has. These may include:</p> <ul style="list-style-type: none"> Changing the productivity of organisations, 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 among a professional community or in a geographical region Jobs supported in the supply chain or distribution chain Stimulating, enabling, or limiting foreign direct investment 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>	Indirect economic impacts	<p>Information is provided in:</p> <p>How We Shared Value in 2014, page 4 of the IR</p> <p>How we create Value, page 26 of the IR</p> <p>How We Deliver Social Value, page 3 of the SDR</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 organisation 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 2014 included the review of raw fish procurement. See What We Do , pages 10-11 of the IR
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 organisation's geographical definition of 'local'.</p> <p>c. Report the definition used for 'significant locations of operation'.</p>	Procurement practices	Expenditure with B-BBEE suppliers decreased to R1,38 billion in 2014, from R1,43 billion in 2013. See Preferential Procurement , page 14 of the SDR

GLOBAL REPORTING INITIATIVE (GRI) III CONTINUED

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
ASPECT: Reserves			
ENVIRONMENTAL			
ASPECT: Materials			
G4-DMA	<p>a. Report why the aspect is material. Report the impacts that make this aspect material.</p> <p>b. Report how the organisation 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	See SDR Section 3: Enhancing Efficiency through Environmental Management , pages 18-23
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 organisation'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 Usage of Resources table, page 45 of the SDR
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 organisation'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 organisation 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	Oceana consumed 2 201 terajoules of energy. See Energy and GHG Emission Management , page 19 of the SDR
G4-EN3	<p>ENERGY CONSUMPTION WITHIN THE ORGANISATION</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 Usage of Resources table, page 45 of the SDR

GLOBAL REPORTING INITIATIVE (GRI) III CONTINUED

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
G4-EN4	ENERGY CONSUMPTION OUTSIDE OF THE ORGANISATION a. Report energy consumed outside of the organisation, in joules or multiples. b. Report standards, methodologies and assumptions used. c. Report the source of the conversion factors used.	Energy	See detail on energy consumption in the Usage of Resources table, page 45 of the SDR
G4-EN5	ENERGY INTENSITY a. Report the energy intensity ratio. b. Report the organisation-specific metric (the ratio denominator) chosen to calculate the ratio. c. Report the types of energy included in the intensity ratio: fuel, electricity, heating, cooling, steam, or all. d. Report whether the ratio uses energy consumed within the organisation, outside of it or both.	Energy	See Carbon Footprint Assessment Report , Section 2.1 Direct Emissions and Section 2.2 Indirect Emissions
G4-EN6	REDUCTION OF ENERGY CONSUMPTION a. Report the amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples. b. Report the types of energy included in the reductions: fuel, electricity, heating, cooling and steam. c. Report the basis for calculating reductions in energy consumption such as base year or baseline, and the rationale for choosing it. d. Report standards, methodologies and assumptions used.	Energy	See Energy and GHG Emission Management , page 19 of the SDR. See Carbon Footprint Report
G4-EN7	REDUCTIONS IN ENERGY REQUIREMENTS OF PRODUCTS AND SERVICES a. Report the reductions in the energy requirements of sold products and services achieved during the reporting period, in joules or multiples. b. Report the basis for calculating reductions in energy consumption such as base year or baseline, and the rationale for choosing it. c. Report standards, methodologies and assumptions used.	Energy	For 2014, please See Carbon Footprint Report on our website
ASPECT: Water			
G4-DMA	a. Report why the aspect is material. Report the impacts that make this aspect material. b. Report how the organisation 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 	Water	See Water Management , pages 21 and 41 of the SDR. See Key Environmental Risks , page 5 of the SDR
G4-EN8	TOTAL WATER WITHDRAWAL BY SOURCE a. Report the total volume of water withdrawn from the following sources: <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 organisation Waste water from another organisation Municipal water supplies or other water utilities b. Report standards, methodologies and assumptions used.	Water	Total municipal water usage was 876 398 kilolitres. See Water Management , page 41 of the SDR

GLOBAL REPORTING INITIATIVE (GRI) III CONTINUED

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
G4-EN9	<p>WATER SOURCES SIGNIFICANTLY AFFECTED BY WITHDRAWAL OF WATER</p> <p>a. Report the total number of water sources significantly affected by withdrawal by type:</p> <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 <p>b. Report standards, methodologies and assumptions used.</p>	Water	Currently all of Oceana's water is sourced from municipal supplies.
G4-EN10	<p>PERCENTAGE AND TOTAL VOLUME OF WATER RECYCLED AND REUSED</p> <p>a. Report the total volume of water recycled and reused by the organisation.</p> <p>b. Report the total volume of water recycled and reused as a percentage of the total water withdrawal reported under Indicator G4-EN8.</p> <p>c. Report standards, methodologies and assumptions used.</p>	Water	Currently Oceana does not measure this. See Waste Management , page 21 of the SDR.
ASPECT: Biodiversity			
G4-DMA	<p>a. Report why the aspect is material. Report the impacts that make this aspect material.</p> <p>b. Report how the organisation 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 	Biodiversity	See What We Do , pages 10-11 of the IR. See Oceana's South African Commercial Fishing Rights measured against the Southern African Sustainable Seafood Initiative, page 11 of the SDR
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>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 organisation • 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 square kilometres • Biodiversity value characterised 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	A lot 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 and 0,464 ha in Humansdorp. 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 and 0,1438 ha in Elands Bay.

GLOBAL REPORTING INITIATIVE (GRI) III CONTINUED

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 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	Oceana's environmental control system requires that an Environmental Management Plan (EMP) is in place. Our EMPs reflect the location of the operation and its impact on biodiversity. Scientific reports refer to an ecosystem approach to fishing to minimise impact on biodiversity. We consider each of our unique fisheries, and scientific reports are commissioned on each, which are available on our website. We work both with the Department of Agriculture, Forestry and Fisheries and independent scientists funded by the industry itself.
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 organisation 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	Oceana has limited impact on habitats. Where spillages occur, they are contained. Operations avoid interfering with nesting sea birds. At sea our hake vessels take measures to protect the sea bird population and has implemented our Bird Mitigation Plan. Oceana adheres to Marine Protected Areas as well as closed areas regulations. Oceana participates in all relevant scientific working groups to participate in habitat protection strategies. In response to one of the MSC conditions on habitat impact a benthic 'rehabilitation' experiment to monitor the possible recovery of sea life in fallow trawl lanes was conducted earlier this year from a research vessel using a towed camera sled and a benthic grab.
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 organisation, 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 organisation 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 Climate Change Risk and Vulnerability Study , page 20 of the SDR

GLOBAL REPORTING INITIATIVE (GRI) III CONTINUED

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
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 (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>	Emissions	More detail can be found in our 2014 Carbon Disclosure Project (CDP) response available online at www.cdproject.net and in our most recent Carbon Footprint Report on our website
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	More detail can be found in our 2014 Carbon Disclosure Project (CDP) response available online at www.cdproject.net and in our most recent Carbon Footprint Report on our website
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 organisation (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 2014 Carbon Disclosure Project (CDP) response available online at www.cdproject.net and in our most recent Carbon Footprint Report on our website

GLOBAL REPORTING INITIATIVE (GRI) III CONTINUED

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
G4-EN18	<p>GREENHOUSE GAS (GHG) EMISSIONS INTENSITY</p> <p>a. Report the GHG emissions intensity ratio.</p> <p>b. Report the organisation-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 Product Intensity table, page 41 of the SDR
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 on page 19 of the SDR. Further detail can be found in the 2014 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 24 459 kg. See Carbon Footprint Report on our website
G4-EN21	<p>NO_x, SO_x, 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"> • NO_x • SO_x • Persistent organic pollutants (POP) • Volatile organic compounds (VOC) • Hazardous air pollutants (HAP) • Particulate matter (PM) • Include emissions from both major mobile sources and on-site stationary sources • Other standard categories of air emissions identified in relevant regulations <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 1 073 tons and 3 403 tons respectively. See Carbon Footprint Report . Currently we do not report on boiler stack emissions or odorous emissions.
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 organisation 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 Waste Management, page 21 of the SDR
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 organisation <p>b. Report standards, methodologies and assumptions used.</p>	Effluents and waste	Currently we do not collect data. Where water is discharged into the ocean, samples are tested and results are sent to the Department of Water Affairs and Forestry.

GLOBAL REPORTING INITIATIVE (GRI) III CONTINUED

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
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 organisation) <p>b. Report how the waste disposal method has been determined:</p> <ul style="list-style-type: none"> • Disposed of directly by the organisation or otherwise directly confirmed • Information provided by the waste disposal contractor • Organisational defaults of the waste disposal contractor 	Effluents and waste	Total waste disposed was 3 157 tonnes, of which 647,76 tonnes was hazardous waste landfill, and the remainder sent to municipal landfills. See data on waste , pages 42-43 of the SDR
G4-EN24	<p>TOTAL NUMBER AND VOLUME OF SIGNIFICANT SPILLS</p> <p>a. Report the total number and total volume of recorded significant spills. (Significant = hydrocarbon spill > 100 barrels released into the environment; any hydrocarbon spill into a sensitive environment, any non-hydrocarbon spill that has environmental relevance (eg toxicity, salinity etc)</p> <p>b. For spills that were reported in the organisation'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, categorised 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 organisation) – 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	See Environmental Compliance , page 28 of the SDR, and Compliance box, page 28
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	Total waste disposed was 3 157 tonnes, of which 647,76 tonnes was hazardous waste landfill, and the rest of waste sent to municipal landfills. See Waste Data , pages 42-43 of the SDR

GLOBAL REPORTING INITIATIVE (GRI) III CONTINUED

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
G4-EN26	<p>IDENTITY, SIZE, PROTECTED STATUS, AND BIODIVERSITY VALUE OF WATER BODIES AND RELATED HABITATS SIGNIFICANTLY AFFECTED BY THE ORGANISATION'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 are designated as a protected area (nationally or internationally) • Biodiversity value (such as total number of protected species) 	Effluents and waste	<p>Each operation discharges water in different ways.</p> <p>The St Helena Bay Water Quality Trust completed a benthic survey. Hout Bay discharges all water to the municipal sewers. Lamberts Bay French Fries plant has potential impact on the sea, with the starch in effluent discharged into the sea. Walvis Bay has its own effluent plant.</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 organisation 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	See SDR Section 1: Food Security and Marine Resources , pages 9-11
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 normalisation factors.</p>	Products and services	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 reuse 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	54% by product weight of all Oceana product is exported and cannot be reclaimed. 65% of lobster sales in polystyrene boxes is recycled by the importers.
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 organisation 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	<p>The group has a strong board and an experienced management team that maintain a culture of good governance informed by effective risk management and compliance practices, supported by a stable and experienced employee base. See page 2 of the SDR. See government and regulatory authorities in Understanding our Stakeholders' Interests page 30 of the IR.</p>
G4-EN29	<p>MONETARY VALUE OF SIGNIFICANT FINES AND TOTAL NUMBER OF NON-MONETARY SANCTIONS FOR NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS</p> <p>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</p> <p>b. Where organisations have not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient.</p>	Compliance	None reported. See Compliance , page 28 of the SDR

GLOBAL REPORTING INITIATIVE (GRI) III CONTINUED

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
ASPECT: Transport			
G4-DMA	<p>a. Report why the aspect is material. Report the impacts that make this aspect material.</p> <p>b. Report how the organisation 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 	Transport	See What We Do , pages 10-11 of the IR
G4-EN30	<p>SIGNIFICANT ENVIRONMENTAL IMPACTS OF TRANSPORTING PRODUCTS AND OTHER GOODS AND MATERIALS FOR THE ORGANISATION'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 organisation'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 organisation'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	See Compliance , page 28 of the SDR
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 organisation 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 the SDR Section 3: Enhancing Efficiency through Environmental Management
G4-EN31	<p>TOTAL ENVIRONMENTAL PROTECTION EXPENDITURES AND INVESTMENTS BY TYPE</p> <p>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 contribute R100 000 for membership. The Carbon Footprint Report , Appendix B, contains detail of all our environmental expenditures.
Supplier environmental 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 organisation 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	Unsafe environmental practices by suppliers in respect of raw materials; product and services have been identified as part of the top environmental risks. See key Environmental Risks , page 5 of the SDR
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

GLOBAL REPORTING INITIATIVE (GRI) III CONTINUED

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
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 measurement and reporting on this parameter
Environmental 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 organisation 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	See Promoting Positive Community Relations , page 61 of the IR
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	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 , page 21 of the SDR
SOCIAL			
LABOUR PRACTICES AND DECENT WORK			
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 organisation 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	Oceana Group aims to provide employees with opportunities to use their talents to achieve short-term and long-term goals, as well as to attract, retain and develop high-potential individuals. See Optimising our Operations , pages 52-55 of the IR. Oceana addresses each issue in detail in the relevant section of the SDR or IR.
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	Voluntary labour turnover was 2,1%. See Human Resources , pages 52-54 of the IR. Currently Oceana does not report at lower levels of detail.

GLOBAL REPORTING INITIATIVE (GRI) III CONTINUED

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
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 organisation 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	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			
G4-DMA	<p>a. Report why the aspect is material. Report the impacts that make this aspect material.</p> <p>b. Report how the organisation 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	See SDR Section 4: Building Trust with our Stakeholders – employees , page 25, and the Unionised Workforce graph , page 33
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 organisations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.</p>	Labour/Management relations	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 organisation 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	See Our Material Risks , threat to health and safety of employees as risk 9, page 35

GLOBAL REPORTING INITIATIVE (GRI) III CONTINUED

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 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 PROGRAMMES</p> <p>a. Report the level at which each formal joint management-worker health and safety committee typically operates within the organisation.</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 Ensuring Occupational Health and Safety , page 17 of the SDR
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 and by 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 organisation is liable for the general safety of the working environment, by region and by 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 0,5. See DIFR graph by Division on page 36 of the SDR. Absenteeism was 3,1%. See Absenteeism by Division , on page 33 of the SDR
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 that have a high incidence or high risk of specific diseases.</p>	Occupational health and safety	The operational sites provide clinic facilities. These clinics provide occupational healthcare to employees. An employee assistance programme is managed by a wellness partner Kaelo. See Employee Wellness , page 17 of the SDR
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	Recognition agreements with unions in the Lucky Star and BCP divisions cover health and safety issues. See Ensuring Occupational Health and Safety , page 27 of the SDR
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 organisation 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	See Skills Development and Talent Pipeline , page 16 of the SDR
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 organisation's employees have undertaken during the reporting period, by Gender and by employee category</p>	Training and education	See Average Hours trained per Employee in South Africa , page 34 of the SDR

GLOBAL REPORTING INITIATIVE (GRI) III CONTINUED

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
G4-LA10	<p>PROGRAMMES 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 programmes implemented and assistance provided to upgrade employee skills.</p> <p>b. Report on the transition assistance programmes provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.</p>	Training and education	Adult education and training, leadership and supervisory training, maritime, health and safety, technical, diversity/equity training programmes are all in place. See Expenditure on Training , page 33 of the SDR
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	97% of our non-bargaining unit employees completed individual performance agreements, compared to 78% in 2013, page 53 of the IR
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 organisation 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 	Diversity and equal opportunity	See Employment Equity Policy , page 27, and Equity, Diversity and Human Rights , page 16 of the SDR.
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 organisation's governance bodies in each of the following diversity categories:</p> <ul style="list-style-type: none"> Gender Age group: under 30 years, 30-50 years, over 50 years 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, 30-50 years, over 50 years Minority groups Other indicators of diversity where relevant 	Diversity and equal opportunity	See Group Equity Profile , page 35 of the SDR
ASPECT: Equal remuneration for women and men			
G4-DMA	<p>a. Report why the aspect is material. Report the impacts that make this aspect material.</p> <p>b. Report how the organisation 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.

GLOBAL REPORTING INITIATIVE (GRI) III CONTINUED

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
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 organisation 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	Special attention and focus may be required in the supply chain management category. Appointing a head of procurement to oversee compliance in our supply chain has been one of our strategic responses to meet compliance against the human rights standards in this respect. See Respecting Human Rights , page 55 of the IR, and Equity, Diversity and Human Rights , page 16 of the SDR
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
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
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 organisation 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	Our approach to managing labour issues is reviewed in our group and subsidiaries' governance framework , page 91 of the IR SDR Section 2: Empowering People
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	No grievance filed in current reporting period. One grievance was filed in previous reporting period and resolved in current reporting period.

GLOBAL REPORTING INITIATIVE (GRI) III CONTINUED

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
HUMAN RIGHTS			
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 organisation 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 Social, Ethics and Transformation , page 102 of the IR
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 organisation.</p>	Investment	Special attention and focus may be required in the supply chain management category. Appointing a head of procurement to oversee compliance in our supply chain has been one of our strategic responses to meet compliance against the human rights standards in this respect. See Respecting Human Rights , page 55 of the IR, and Equity, Diversity and Human Rights , page 16 of the SDR
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	Currently not reported. The new human rights policy will be rolled out to all staff during 2015.
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 organisation 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's human rights policy is in place, aimed at promoting equality of opportunity and combating discrimination. See Equity, Diversity and Human Rights , page 16 of the SDR
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 organisation Remediation plans being implemented Remediation plans having been implemented and results reviewed through routine internal management review processes Incident no longer subject to action 	Non-discrimination	Oceana experienced no grievances pertaining to human rights in the year under review. See responsibilities in the section Social, Ethics and Transformation , page 102 of the IR
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 organisation 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	See Positive Employee Relationships , page 60 of the IR

GLOBAL REPORTING INITIATIVE (GRI) III CONTINUED

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
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 • Report measures taken by the organisation in the reporting period intended to support rights to exercise freedom of association and collective bargaining. <p>c. Report how the organisation's freedom of association policy is implemented in practice.</p>	Freedom of association and collective bargaining	No incidents reported during the year under review. Oceana has HR policies covering these issues, respects the Bill of Rights and is a UNGC signatory. We uphold the rights embedded in these provisions as well as the International Labour Organisation.
ASPECT: Child 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 organisation 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	See Respecting Human Rights , page 55 of the IR, and Equity, Diversity and Human Rights , page 16 of the SDR Special attention and focus may be required in the supply chain management category. Appointing a head of procurement to oversee compliance in our supply chain has been one of our strategic responses to meet compliance against the human rights standards in this respect.
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 organisation in the reporting period intended to contribute to the effective abolition of child labour.</p>	Child labour	No incidents of child labour were reported in our own operations. We have appointed a head of procurement to oversee supplier compliance.
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 organisation 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	See Respecting Human Rights , page 55 of the IR, and Equity, Diversity and Human Rights , page 16 of the SDR Special attention and focus may be required in the supply chain management category. Appointing a head of procurement to oversee compliance in our supply chain has been one of our strategic responses to meet compliance against the human rights standards in this respect.

GLOBAL REPORTING INITIATIVE (GRI) III CONTINUED

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 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 organisation 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.
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 organisation 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 risk management practices, reviewed on pages 96-97 of the IR
G4-HR7	<p>PERCENTAGE OF SECURITY PERSONNEL TRAINED IN THE ORGANISATION'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 organisation's human rights policies or specific procedures and their application to security.</p> <p>b. Report whether training requirements also apply to third-party organisations providing security</p>	Security practices	In future, all companies contracted by Oceana will be trained in the human rights policy of the group. This will include companies we contact to carry out security services.
ASPECT: Indigenous rights			
G4-DMA	<p>a. Report why the aspect is material. Report the impacts that make this aspect material.</p> <p>b. Report how the organisation 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 respecting human rights is reviewed on page 55 of the IR and on page 16 of the SDR
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 organisation Remediation plans being implemented Remediation plans having 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.

GLOBAL REPORTING INITIATIVE (GRI) III CONTINUED

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
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 organisation 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 respecting human rights is reviewed on page 55 of the IR and on page 16 of the SDR
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	Oceana undertook a human rights self-assessment exercise to establish a base line. See Respecting Human Rights , page 55 of the IR.
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 organisation 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	Special attention and focus may be required in the supply chain management category. Appointing a head of procurement to oversee compliance in our supply chain has been one of our strategic responses to meet compliance against the human rights standards in this respect. See Respecting Human Rights , page 55 of the IR, and Equity, Diversity and Human Rights , page 16 of the SDR.
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
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
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 organisation 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	See Respecting Human Rights , page 55 of the IR

GLOBAL REPORTING INITIATIVE (GRI) III CONTINUED

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 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	Oceana experienced no grievances pertaining to human rights in the year under review. See responsibilities in the Social, Ethics and Transformation section, page 102 of the IR
SOCIETY			
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 organisation 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	<p>Oceana engages in meaningful stakeholder engagement, especially with the west coast communities surrounding our operations.</p> <p>We identify new opportunities and implement social investment initiatives. Corruption and anti-competitive behaviour are both managed by our code of business conduct and ethics as well as our anti-corruption and bribery policy.</p>
G4-S01	<p>COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMMES</p> <p>a. Report the percentage of operations with implemented local community engagement, impact assessments, and development programmes, 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 programmes 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 programmes 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	See Understanding our Stakeholders' Interests , pages 32-34, and Building Trusted Relationships , pages 60-63 of the IR

GLOBAL REPORTING INITIATIVE (GRI) III CONTINUED

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
G4-S02	<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	See Responsible Management of Odour and Stack Emissions, page 21 of the SDR
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 organisation 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	See responsibilities of anti-corruption, ethics and compliance in the Social, Ethics and Transformation review, page 103 of the IR
G4-S03	<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	The social, ethics and transformation committee considers corporate citizenship (including corruption). Each month the risk management process captures any instances of corruption. In addition, the Whistle Blowers hotline is available for staff members to report corruption.
G4-S04	<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 organisation'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 organisation'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 organisation'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	Compulsory training was arranged for all employees with computers and internet access on Oceana's code of business conduct and ethics, and Oceana's compliance policy. A total of 530 employees completed the training. See the Oceana UNGC COP 2014
G4-S05	<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 organisation or its employees during the reporting period and the outcomes of such cases.</p>	Anti-corruption	During the year and through the Whistle Blowers programme, a total of 16 calls were received requiring no action, three matters were reported requiring investigation and disciplinary action was taken against one employee. Three employees were dismissed for incidents, of which two involved corrupt activities, one involved theft and one employee was dismissed for fraudulent conduct. A further six employees were disciplined for corruption and fraud-related offences. See the Oceana Oceana UNGC COP 2014

GLOBAL REPORTING INITIATIVE (GRI) III CONTINUED

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
ASPECT: Public policy			
G4-DMA	<p>a. Report why the aspect is material. Report the impacts that make this aspect material.</p> <p>b. Report how the organisation 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 , page 61 of the IR
G4-S06	<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 organisation, by country and recipient/beneficiary.</p> <p>b. Report how the monetary value of in-kind contributions was estimated, if applicable.</p>	Public policy	None were made during the year under review
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 organisation 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	All eligible employees undergo comprehensive training on Competition Law. See Social, Ethics and Transformation, Anti-corruption, Ethics and Compliance , page 103 of the IR
G4-S07	<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 organisation has been identified as a participant.</p> <p>b. Report the main outcomes of completed legal actions, including any decisions or judgements.</p>	Anti-competitive behaviour	See Compliance with Laws and Regulations , page 92 of the IR
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 organisation 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	See Compliance with Laws and Regulations , page 92 of the IR
G4-S08	<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 Cases brought through dispute resolution mechanisms <p>b. If the organisation 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 judgements made against the organisation in the areas related to health and safety and labour laws.</p>	Compliance	Regulatory penalties amounting to R10 000 were paid in respect of customs and excise documentation, page 92 of the IR

GLOBAL REPORTING INITIATIVE (GRI) III CONTINUED

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
ASPECT: Supplier assessment for impacts on society			
G4-DMA	<p>a. Report why the aspect is material. Report the impacts that make this aspect material.</p> <p>b. Report how the organisation 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	Special attention and focus may be required in the supply chain management category. Appointing a head of procurement to oversee compliance in our supply chain has been one of our strategic responses to meet compliance against the human rights standards in this respect. See Respecting Human Rights , page 55 of the IR, and Equity, Diversity and Human Rights , page 16 of the SDR
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	No reporting
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	No reporting
ASPECT: Grievance mechanisms for impacts on society			
G4-DMA	<p>a. Report why the aspect is material. Report the impacts that make this aspect material.</p> <p>b. Report how the organisation 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 	Grievance mechanisms for impacts on society	See Promoting Positive Community Relations , page 61 of the IR
G4-S011	<p>NUMBER OF GRIEVANCES ABOUT IMPACTS ON SOCIETY FILED, ADDRESSED, AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS</p> <p>a. Report the total number of grievances about impacts on society 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 impacts on society filed prior to the reporting period that were resolved during the reporting period.</p>	Grievance mechanisms for impacts on society	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 , page 21 of the SDR

GLOBAL REPORTING INITIATIVE (GRI) III CONTINUED

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
PRODUCT RESPONSIBILITY			
ASPECT: Customer 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 organisation 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 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 Trusting Relations, Customers , page 24 of the IR
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	Food safety is a key focus across all Oceana divisions. Each has its own specific response. See Building Trusting Relations, Customers , page 24 of the IR
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 organisation 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 non-compliance 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 organisation 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	All our food products are governed by strict food safety laws and the Consumer Protection Act and these are highly regulated. Products exported to Europe must comply with EU food regulations. A customer complaints line exists and results are discussed for the Lucky Star products.
G4-PR3	<p>TYPE OF PRODUCT AND SERVICE INFORMATION REQUIRED BY THE ORGANISATION'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 organisation'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.

GLOBAL REPORTING INITIATIVE (GRI) III CONTINUED

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
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 organisation has not identified any non-compliance with regulations and voluntary codes, a brief statement of this fact is sufficient.</p>	Product and service labelling	None were reported during the year under review.
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 organisation 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 the 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 organisation 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
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 organisation 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 social, ethics and transformation committee is responsible for consumer relationships, including advertising, public relations and compliance with consumer protection laws. See The Committee's Role and Responsibilities , page 102 of the IR
G4-PR6	<p>SALE OF BANNED OR DISPUTED PRODUCTS</p> <p>a. Report whether the organisation 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 organisation has responded to questions or concerns regarding these products.</p>	Marketing communications	The social, ethics and transformation committee is responsible for consumer relationships, including advertising, public relations and compliance with consumer protection laws. See page 102 of the IR
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 organisation has not identified any non-compliance with regulations and voluntary codes, a brief statement of this fact is sufficient.</p>	Marketing communications	None were reported during the year under review.

GLOBAL REPORTING INITIATIVE (GRI) III CONTINUED

G4 INDICATOR	GRI G4 – GENERAL STANDARD DISCLOSURES	ASPECT	OCEANA'S 2014 RESPONSE
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 organisation 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 social, ethics and transformation committee is responsible for consumer relationships, including advertising, public relations and compliance with consumer protection laws. See page 102 of the IR
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, categorised by:</p> <ul style="list-style-type: none"> Complaints received from outside parties and substantiated by the organisation Complaints from regulatory bodies <p>b. Report the total number of identified leaks, thefts, or losses of customer data.</p> <p>c. If the organisation has not identified any substantiated complaints, a brief statement of this fact is sufficient.</p>	Customer privacy	None were reported during the year under review.
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 organisation 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	See Compliance with Laws and Regulations , page 92 of the IR
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 organisation has not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient.</p>	Compliance	Regulatory penalties amounting to R10 000 were paid in respect of customs and excise documentation, page 92 of the IR