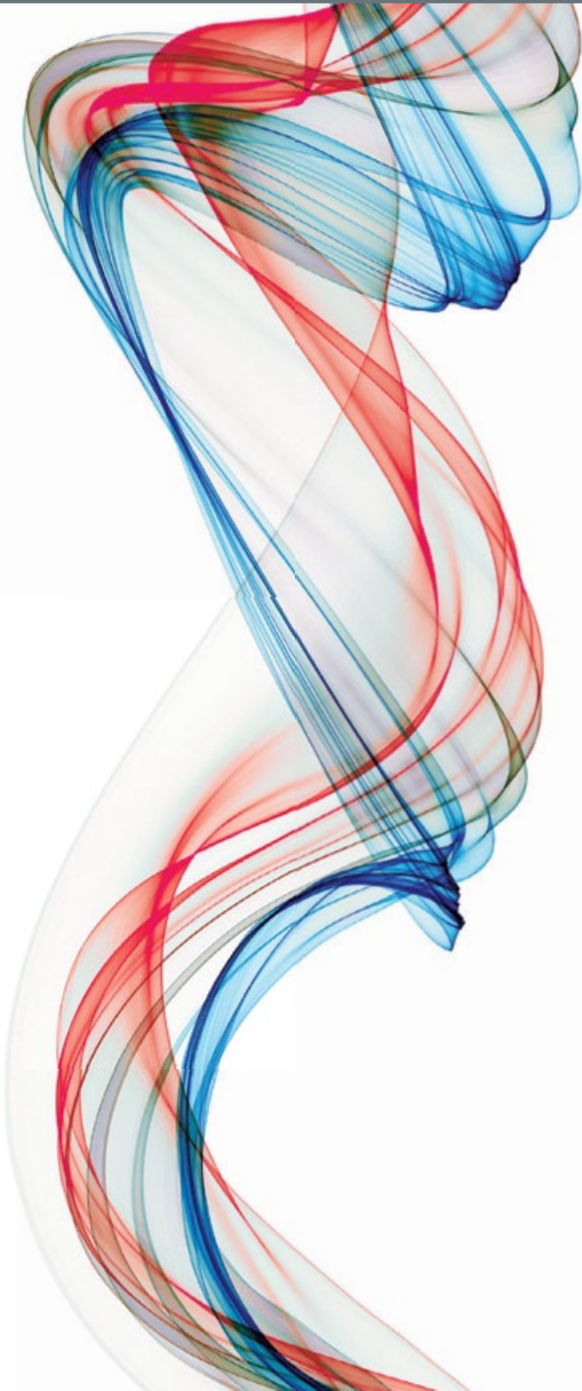


GRI Index



## Global Reporting Initiative

### GRI Content index

The Global Reporting Initiative (GRI) G3 guidelines provide a recommended framework for reporting sustainability initiatives to stakeholders.

The following table provides a detailed response to each of the G3 reporting criteria and identifies in which section of the annual report relevant information on our sustainable development performance is disclosed.

UNGC	GRI	Description	Link within the report	External links
STANDARD DISCLOSURES: PROFILE				
<b>Strategy and analysis</b>				
	1.1	Statement from senior decision maker of the organisation		Integrated Report 2013: Joint MD and FD review
	1.2	Description of key impacts, risks and opportunities		Integrated Report 2013: Joint MD and FD review
<b>Organisational profile</b>				
	2.1	Name of the organisation		Integrated Report 2013: Our Business – About Afrox
	2.2	Primary brands and products		Company Profile 2014:
	2.3	Operational structure of the organisation		Integrated Report 2013: Executive Management
	2.4	Location of organisation’s headquarters		Integrated Report 2013: Corporate Information
	2.5	Number of countries where the organisation operates		Integrated Report 2013: Our Business – About Afrox
	2.6	Nature of ownership and legal form	Afrox as a Sustainable Investment	Integrated Report 2013: Corporate Information, Shareholders Profile
	2.7	Markets served		Integrated Report 2013: Our Business and Company Profile
	2.8	Scale of the reporting organisation	Reporting Scope	Integrated Report 2013: About Afrox & Our Performance at a Glance
	2.9	Significant changes during the reporting period regarding size, structure, or ownership	Reporting Scope	
	2.10	Awards received in the reporting period	Afrox as a Sustainable Investment	
<b>Report parameters</b>				
	3.1	Reporting period	About this Report	
	3.2	Date of most recent previous report	About this Report	
	3.3	Reporting cycle	About this Report	
	3.4	Contact point for questions regarding the report or its contents	About this Report	Integrated Report 2013: About this Report
	3.5	Process for defining report content	About this Report – Issues & Topics	Integrated Report 2013: About this Report – Materiality
	3.6	Boundary of the report	About this Report	Integrated Report 2013: About this Report
	3.7	State any specific limitations on the scope or boundary of the report	About this Report	Integrated Report 2013: About this Report
	3.8	Basis for reporting on subsidiaries, leased facilities, outsourced operations and other entities that can significantly affect comparability from period to period and/or between organisations		Integrated Report 2013
	3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the indicators and other information in the report	About this report: External Audit & Assurance	Integrated Report 2013: About this Report

3.10	Explanation of the effect of any re-statements of information provided in earlier reports	About this Report	
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report	About this Report	
3.12	GRI Content index	GRI Index	
3.13	Policy and current practice with regard to seeking external assurance for the report	About this Report: External Audit and Assurance	Integrated Report 2013: Assurance

#### Governance, commitments and engagement

4.1	Governance structure of the organisation		Integrated Report 2013: Governance & Remuneration
4.2	Indicate whether the Chair of the highest governance body is also an executive		Integrated Report 2013: Governance & Remuneration
4.3	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	Stakeholder Engagement	Integrated Report 2013: Our Stakeholders
4.4	Linkage between compensation for members of the highest governance body, senior managers and executives (including departure arrangements) and the organisation's performance (including social and environmental performance)		Integrated Report 2013: Governance & Remuneration
4.5	Processes in place for the highest governance body to ensure conflicts of interest are avoided		Integrated Report 2013: Governance & Remuneration
4.6	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity		Integrated Report 2013: Governance Approach

UNGC	GRI	Description	Link within the report	External links
	4.7	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental and social performance and the status of their implementation		<a href="http://www.the-linde-group.com/en/about_the_linde_group/the_linde_spirit/index.html">http://www.the-linde-group.com/en/about_the_linde_group/the_linde_spirit/index.html</a>
	4.8	Procedures of the highest governance body for overseeing the organisation's identification and management of economic, environmental and social performance, including relevant risks and opportunities and adherence or compliance with internationally agreed standards, codes of conduct and principles	Our Approach to Sustainability: Sustainability Governance Structure	Integrated Report 2013: Governance Approach
	4.9	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental and social performance	Our Approach to Sustainability: Sustainability Governance Structure	Integrated Report 2013: Remuneration Report
	4.10	Explanation of whether and how the precautionary approach or principle is addressed by the organisation	Ethics and Compliance	Integrated Report 2013: Our governance Approach
	4.11	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses	Afrox as a Sustainable Investment	
	4.12	Memberships in associations	Afrox as Sustainable Investment	
	4.13	List of stakeholder groups engaged by the organisation		Integrated Report 2013: Our Stakeholders
	4.14	Basis for identification and selection of stakeholders with whom to engage		Integrated Report 2013: Our Stakeholders
	4.15	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group		Integrated Report 2013: Our Stakeholders
	4.16	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		Integrated Report 2013: Our Stakeholders

**Standard disclosures: Performance indicators  
Environmental**

8	EN1	Materials used by weight or volume	Environment: Materials Used	
8,9	EN2	Percentage of materials used that are recycled input materials	-	
8	EN3	Direct energy consumption by primary energy source	Environment: Energy	
8	EN4	Indirect energy consumption by primary source	Environment: Energy	
8,9	EN5	Energy saved due to conservation and efficiency improvements	Environment: Energy	
8,9	EN6	Initiatives to provide energy-efficient or renewable energy based products and services and reductions in energy requirements as a result of these initiatives	-	
8,9	EN7	Initiatives to reduce indirect energy consumption and reductions achieved	Environment: Energy	
8	EN8	Total water withdrawal by source	Environment: Water	
8	EN9	Water sources significantly affected by withdrawal of water	Environment: Water	
8,9	EN10	Percentage and total volume of water recycled and re-used	Environment: Water	
8	EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environment: Biodiversity	
8	EN12	Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Environment: Biodiversity	
8	EN13	Habitats protected or restored	Environment: Biodiversity	
8	EN14	Strategies, current actions and future plans for managing impacts on biodiversity	Environment: Biodiversity	
8	EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	Environment: Biodiversity	
8	EN16	Total direct and indirect greenhouse gas emissions by weight	Environment: Climate Change Strategy	
8	EN17	Other relevant indirect greenhouse gas emissions by weight	Environment: Climate Change Strategy	
7,8,9	EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	Environment: Climate Change Strategy	
8	EN19	Emissions of ozone-depleting substances by weight	Environment: Climate Change Strategy	
8	EN20	NO, SO, and other significant air emissions by type and weight	Environment	
8	EN21	Total water discharge by quality and destination	Environment: Water	
8	EN22	Total weight of waste by type and disposal method	Environment: Water	
8	EN23	Total number and volume of significant spills	Environment: Water	

UNGC	GRI	Description	Link within the report	External links
8	EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations and transporting members of the workforce	Environment: Climate Change Strategy	
7,8,9	EN30	Total environmental protection expenditures and investments by type	Environment: Expenses	

**Human rights**

1,2,3,4,5,6	HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening	Supplier development	
1,2,3,4,5,6	HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken	Supplier development	
1,2,3,4,5,6	HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Ethics and Compliance	
1,2,6	HR4	Total number of incidents of discrimination and corrective actions taken		
1,2,3	HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights	Ethics and Compliance	

1,2,5	HR6	Operations and significant suppliers identified as having significant risk for incidents of child labour and measures taken to contribute to the effective abolition of child labour	Ethics and Compliance	
1,2,4	HR7	Operations and significant 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	Ethics and Compliance	
1,2	HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations	-	
1,2	HR9	Total number of incidents of violations involving rights of indigenous people and actions taken	-	
1,2	HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments	-	
1,2	HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms	-	

#### Labour practices and decent work

	LA1	Total workforce by employment type, employment contract and region, broken down by gender	Afrox as an Employer	
	LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region	Afrox as an Employer	
	LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Social benefits	
1,3	LA4	Return to work and retention rates after parental leave, by gender	-	
3	LA5	Percentage of employees covered by collective bargaining agreements	Afrox as an employer	
1	LA6	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements	Afrox as an employer	
1	LA7	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	Occupational Health and Safety	
1	LA8	Rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities by region and by gender	Occupational Health and Safety	
1	LA9	Education, training, counselling, prevention, and risk-control programmes in place to assist workforce members, their families, or community members regarding serious diseases	Employee Wellness	
	LA10	Health and safety topics covered in formal agreements with trade unions	-	
	LA11	Average hours of training per year per employee by gender, and by employee category	Talent management	
	LA12	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Talent management	
1,6	LA13	Percentage of employees receiving regular performance and career development reviews, by gender	Afrox as an Employer	

UNGC	GRI	Description	Link within the report	External links
<b>Society</b>				
	S01	Percentage of operations with implemented local community engagement, impact assessments and development programmes	All existing sites	
	S09	Operations with significant potential or actual negative impacts on local communities	All existing sites	
	S010	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities	All existing sites	
10	S02	Percentage and total number of business units analysed for risks related to corruption	-	
10	S03	Percentage of employees trained in organisation's anti-corruption policies and procedures	-	
10	S04	Actions taken in response to incidents of corruption	-	
	S05	Public policy positions and participation in public policy development and lobbying	-	
	S06	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country	No contributions	

	S07	Total number of legal actions for anti-competitive behaviour, anti-trust and monopoly practices and their outcomes	No Legal Action	
	S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	No Fines	
<b>Product responsibility</b>				
1	PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement and percentage of significant products and services categories subject to such procedures	-	
1	PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes	No Incidents Reported	
8	PR3	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements	-	
8	PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	No incidents reported	
	PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction		Integrated report 2013: Joint MD & FD review
	PR6	Programmes for adherence to laws, standards and voluntary codes related to marketing communications, including advertising, promotion and sponsorship	Ethics & Compliance	
	PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship by type of outcomes	Ethics & Compliance	
1	PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	None	
	PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	None	
<b>Economic</b>				
	EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings and payments to capital providers and governments		Integrated report 2013: Value added statement
7	EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	CE Statement Climate Change	
	EC3	Coverage of the organisation's defined benefit plan obligations	Afrox as an Employer: Pension and Provident Funds	
	EC4	Significant financial assistance received from Government	None	
1	EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	Afrox as an employer	
<b>UNGC</b>	<b>GRI</b>	<b>Description</b>	<b>Link within the report</b>	<b>External links</b>
	EC6	Policy, practices and proportion of spending on locally-based suppliers at significant locations of operation	Afrox as a Sustainable Investment: Supplier Development	
6	EC7	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation	Afrox as an employer	
	EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in kind or pro bono engagement		Integrated report 2013: Value added statement
	EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts		Integrated report 2013: Joint MD & FD review.

African Oxygen Limited

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