

## Sustainability Data Transparency Index Table

The Sustainability Data Transparency Index (SDTI) is a reporting evaluation tool developed by IRAS. The SDTI contains 96 environmental, social and governance (ESG) data points that are used to score data transparency, as well as 50 unscored comments, calculated ratios and/or calculated totals that offer intercompany comparability.

The aim of the Index is to assist fund managers to meet their responsibilities in terms of the Code for Responsible Investment in SA (CRISA), the United Nations Principles for Responsible Investment (UNPRI) and Regulation 28 of the Pension Fund Act, while guiding JSE-listed companies to improved integrated reporting.

Compliance to the SDTI is neither required nor recommended by any industry and/or governance bodies (e.g., the JSE, the IIRC and/or the GRI). However, leading companies have already begun to adopt the SDTI as a useful tool for ensuring that their reporting includes responses to as many of the ESG data points as possible.

Metair has chosen to voluntarily report against the SDTI to provide stakeholders with access to meaningful quantitative data which can be compared across companies and industries.

Metair's 2015 integrated annual report ranked first among the 311 companies reviewed in IRAS's 2016 research report released at the end of November 2016, with an SDTI Score of 95.6% (up from 85.71% in the 2015 report).

IRAS evaluated our 2017 SDTI score (which will be reported in IRAS's 2017 research report) as 97.8%, an increase of 2.2% on the 2016 score of 95.6%.

*Note that page references refer to the 2016 Integrated Annual Report available on our website at [www.metair.co.zg](http://www.metair.co.zg)*

Sustainability Data Transparency Index (SDTI) Table		GRI G4 Indicator(s)	SDTI 2017	Section	Page
<b>Standard Disclosures</b>					
1	Company Name	G4 - 3	Metair	Front cover	Front cover
2	Industry		General Industry		
3	Stated reporting period of the report	G4 - 28	2016	About this report	Page 3
4	Month of Financial Year End	G4 - 28	Dec	About this report	Page 3
5	Is the report GRI-compliant?	G4 - 32	Yes – G4	About this report	Page 4
6	What Application Level has been declared?	G4 - 32	Not declared	About this report	Page 4
7	Has the report been assured?	G4 - 33	Yes	About this report	Page 4
8	If so, by whom?	G4 - 33	IRAS	About this report	Page 4
9	Has the AA1000AS Assurance Standard been used by the assurance provider?	G4 - 33	Yes	Assurance statement	Page 97
10	Has the ISAE3000 Assurance Standard been used by the assurance provider?	G4 - 33	No	N/A	N/A

11	Has the assurance provider identified specific data points that have been tested?	G4 - 33	Yes	Assurance statement	Page 98
12	Has the company made a CDP submission?	G4 - 15	No	Environmental Section	Page 64
13	Has the company made a WDP submission?	G4 - 15	No	Environmental Section	Page 66
14	Does the report contain a King III compliance checklist?	G4 - 15	Yes	Appendix V	Page 107
15	Is the company a signatory of the UN Global Compact?	G4 - 16	Referenced	N/A	N/A
16	Is the company a signatory of any Industry-specific regulatory body (e.g. ICMM) or the Equator Principles?	G4 - 16	Yes	Stakeholder relationships	Page 50
<b>Economic</b>					
17	Rand Value of Total Revenue Generated	G4 EC1	8 953 710 000	Financial highlights	Page 14
18	Rand Value of Total Revenue Generated per Employee		1 094 452	Calculated	This table
19	Percentage of Revenue Generated in South Africa		66.40%	Calculated	This table, page 127
20	Rand Value of Net Profit Generated	G4 EC1	468 058 000	Income statement	Page 120
21	Rand Value of Net Profit per Employee		57 213	Calculated	This table
22	Percentage of Net Profit After Tax Generated in South Africa			Not reported	N/A
23	Rand Value of Total Compensation Paid to Employees and Contractors, including wages and benefits	G4 EC1	1 676 136 000	Value added statement	Page 53
24	Average Compensation per Employee and Contractors (Rands)		193 259	Calculated	This table
25	Total Rand Value of Compensation Paid to Executive Directors - Excluding Gains Realised from LTIP Awards	G4 EC1	16 312 000	Note 3	Page 131
26	Average Compensation per Executive Director (Rands) - Excluding Gains on the Exercise of Share Options		8 156 000	Calculated	This table
27	Ratio of Average Compensation paid to Executive Directors relative to Average Compensation Paid to Employees - Excluding LTIP		42.2	Calculated	This table
28	Total Rand Value of Gains Realised from LTIP Awards - Executive Directors	G4 EC1	3 747 000	Note 3	Page 131
29	Average Compensation per Executive Director (Rands) - Including 'Gains Realised from LTIP Awards'		10 029 500	Calculated	This table
30	Ratio: Average Compensation paid to Executive Directors relative to Average Compensation Paid to Employees - Including LTIP		51.9	Calculated	This table
31	Total Compensation Paid to Prescribed Officers - Excluding Gains Realised from LTIP Awards	G4 EC1	0	Governance report	Page 70

32	Average Compensation per Executive Director & Prescribed Officers - Excluding Gains Realised on LTIP Awards		8 156 000	Calculated	This table
33	Ratio: Average Executive Directors & Prescribed Officers Compensation relative to Average Employee Compensation - Excluding LTIP		42.2	Calculated	This table
34	Total Rand Value Gains on the Exercise of Share Options - Prescribed Officers	G4 EC1	0	Governance report	Page 70
35	Average Compensation per Executive Director & Prescribed Officers - Including 'Gains Realised on LTIP Awards'		10 029 500	Calculated	This table
36	Ratio: Average Executive Directors & Prescribed Officers relative to Average Employee Compensation - Including LTIP		51.9	Calculated	This table
37	Ratio of Net Profit After Tax per Employee to Average Compensation per Employee		0.3	Calculated	This table
38	Rand Value of Total Discretionary/Measured Spend		3 416 300 000	Appendix III	Page 105
39	Rand Value of Historically Disadvantaged South African (HDSA) Procurement Spend		1 732 500 000	Appendix III	Page 105
40	HDSA Procurement Spend: Percentage of Total Measured Spend	G4 EC9	50.7%	Calculated	This table
41	Rand Value of Total Taxes Paid, inclusive of VAT, Income Tax, Royalties, Rates & Taxes, and all other payments to Government	G4 EC1	138 434 000	Note 4	Page 132
42	Percentage of Total Taxes Paid in South Africa		61.1%	Value added statement	Page 53
43	Rand Value of Funds Invested in Research & Development		59 800 000	Appendix III	Page 104
44	Rand Value of Dividends Paid to Shareholders	G4 EC1	152 783 000	Statement of cash flows	Page 124
45	Rand Value of Earnings Retained	G4 EC1	315 275 000	Calculated	This table
46	Ratio of Payments to Employees relative to Dividends paid to Shareholders		11.0	Calculated	This table
47	Ratio of Payments to Government relative to Dividends paid to Shareholders		0.9	Calculated	This table
48	Current Assets		3 780 361 000	Balance sheet	Page 119
49	Current Liabilities		2 243 624 000	Balance sheet	Page 119
50	Current Ratio		1.68	Calculated	This table
<b>Governance</b>					
51	Number of Board Members	G4 - 38	9	Governance report	Page 70
52	Number of Board Members who are Non-Executive	G4 - 38	7	Directors and officers of the company	Pages 70
53	Percentage of Board Members who are Non-Executive		77.8%	Calculated	This table
54	Number of Board Members who are deemed 'Independent'	G4 - 38	7	Directors and officers of the company	Pages 70

55	Percentage of Board Members who are deemed 'Independent'		77.8%	Calculated	This table
56	Number of Board Members who are deemed 'HDSA'	G4 - 38	3	Directors and officers of the company	Pages 70
57	Percentage of Board Members who are deemed 'HDSA'		33.3%	Calculated	This table
58	Number of Board Members who are Women	G4 - 38	3	Directors and officers of the company	Pages 70
59	Percentage of Board Members who are Women		33.3%	Calculated	This table
60	Average Length of Executive Director Service (in years)	G4 - 38	6.8	Calculated	This table
61	Average Length of Non-Executive Director Service (in years)	G4 - 38	6.6	Calculated	This table
62	Average Length of Director (full Board) Service (in years)	G4 - 38	6.4	Calculated	This table
63	Average Age of Directors (in years)	G4 LA12	59.8	Calculated	This table
64	Overall Board and Committee Meeting attendance.		96.5%	Calculated	This table
65	Auditor Remuneration: % of Non-audit Fees		17.8%	Calculated	This table
66	Length of Current Auditor's service		19	Independent auditors' report	Page 118
67	Independence of Board Chairman	G4 - 39	Yes	Directors and officers of the company	Page 40
68	Number of Prescribed Officers		0	Governance report	Page 70
<b>Labour</b>					
69	Total Number of Employees	G4 - 10	8 181	Appendix III	Page 104
70	Total Number of Contractors	G4 - 10	492	Appendix III	Page 104
71	Total Number of Employees and Contractors	G4 - 10	8 673	Appendix III	Page 104
72	Percentage of employees and contractors operating in South Africa		78%	Calculated	This table
73	Percentage of employees who are deemed 'HDSA'	G4 LA12	91%	Appendix III	Page 104
74	Percentage of management deemed 'HDSA'		58%		This table
75	Percentage of employees who are women	G4 LA12	33%	Appendix III	Page 104
76	Percentage of employees who are 'permanent'	G4 - 10	81%	Appendix III	Page 104
77	Percentage of employees who belong to a Trade Union	G4 - 11	73%	Appendix III	Page 104
78	Employee Turnover (i.e., number of persons who departed relative to the total number of employees at year end)	G4 LA1 b)	25.6%	Appendix III	Page 104
79	Total Number of Person Hours Worked (PHW) - Reported		18 160 037	Appendix III	Page 104
80	Total Number of Person Hours Worked (HW) - Calculated (i.e., 1 824 HW multiplied by total workforce at year end)		15 819 552	Calculated	This table

81	Variance in HW reported, versus calculated (percentage)		14.8%	Calculated	This table
82	Total number of employees trained, including internal and external training interventions		8 590	Appendix III	Page 104
83	Percentage of Employees Trained in South Africa		63%		This table
84	Rand Value of Employee Training Spend		30 916 053	Appendix III	Page 104
85	Percentage of Training Spend in South Africa		69%		This table
86	Total number of Person Days lost due to Absenteeism	G4 LA6	69 699	Appendix III	Page 104
87	Percentage of Total Person Days lost due to Absenteeism (excluding contractors)		3.3%	Appendix III	Page 104
88	Total number of Person Days lost due to Industrial Action (i.e., strike action)		4 287	Appendix III	Page 104
89	Percentage of Total Person Days lost due to Industrial Action - Calculated or Reported		0.2%	Appendix III	Page 104
<b>Health and Safety</b>					
90	Number of Fatalities (i.e., injuries on duty leading to death...excluding the deaths of workers not occurring 'at work')		0	Appendix III	Page 104
91	Number of First Aid Cases (FACs, i.e., injuries on duty leading to minor treatments, such as a plaster or a pain tablet)		582	Appendix III	Page 104
92	Number of Medical Treatment Cases (MTCs, i.e., injuries on duty leading to medical treatment, but no lost days)		156	Appendix III	Page 104
93	Number of Lost Time Injuries (LTIs, i.e., injuries on duty leading to at least one lost day)		109	Appendix III	Page 104
94	Total Number of Recordable Injuries, including MTCs, LTIs and Fatalities - Reported		265		This table
95	Total Number of Recordable Injuries, including MTCs, LTIs and Fatalities - Calculated		265	Calculated	This table
96	Fatal Injury Frequency Rate (FIFR, i.e., number of Fatalities per 200 000 person hours worked) - Reported		0	Appendix III	Page 104
97	Fatal Injury Frequency Rate (FIFR, i.e., number of Fatalities per 200 000 person hours worked) - Calculated		0	Calculated	This table
98	Lost Time Injury Frequency Rate (LTIFR, i.e., Number of LTIs per 200 000 person hours worked) - Reported		1.2	Appendix III	Page 104
99	Lost Time Injury Frequency Rate (LTIFR, i.e., Number of LTIs per 200 000 person hours worked) - Calculated		1.2	Calculated	This table
100	Total Recordable Injury Frequency Rate (TRIFR) - Reported		2.9	Appendix III	Page 104
101	Total Recordable Injury Frequency Rate (TRIFR) - Calculated		2.9	Calculated	This table
102	Does the company report a LTIFR and/or TRIFR target?		Yes	Human Capital	Page 104

103	Total Number of Employees & Contractors receiving Voluntary Counselling and Testing (VCT) for HIV/AIDS (i.e., counselled)		501	Appendix III	Page 104
104	Total Number of Employees & Contractors Tested for HIV/AIDS		902	Appendix III	Page 104
105	HIV/AIDS Prevalence Rate amongst employees		3%	Human capital	Page 104
<b>Environmental</b>					
106	Total Direct Energy Consumption (Gigajoules, GJ) – i.e., from fuels burned	G4 EN3 a)	653 228		This table
107	Total Direct Energy Consumed per person hour worked (MJ / HW)	G4 EN5	35.97	Calculated	This table
108	Total Indirect Energy Consumption (Gigajoules, GJ) – i.e., from electricity consumed	G4 EN3 c)	687 798	Environmental	Page 104
109	Total Indirect Energy Consumed per person hour worked (MJ / HW)	G4 EN5	37.87	Calculated	This table
110	Total Electricity Consumption (MWh)	G4 EN3 c)	191 055	Environmental	Page 104
111	Total Electricity Consumed per person hour worked (kWh / HW)	G4 EN5	0.011	Calculated	This table
112	Total Energy Consumption in Gigajoules - calculated	G4 EN3 e)	1 341 026	Calculated	This table
113	Does the company report a target for electricity consumption, or reductions, against a specific denominator (e.g. per PHW)		Yes	Environmental	Page 67
114	Does the company report a target for total energy consumption or reductions, against a specific denominator (e.g. per PHW)		Yes	Environmental	Page 67
115	Total Carbon Emissions (Tons of Carbon Dioxide equivalents, CO <sub>2</sub> e) - calculated		585 944	Appendix III	Page 104
116	Carbon Emissions - Scope 1	G4 EN15	46 468	Appendix III	Page 104
117	Carbon Emissions - Scope 2	G4 EN16	141 376	Appendix III	Page 104
118	Carbon Emissions - Scope 3	G4 EN17	398 100	Appendix III	Page 104
119	Average Volume of Carbon Emissions per Person Hour Worked (Tons CO <sub>2</sub> e / HW)	G4 EN18	0.03	Calculated	This table
120	Does the company report a target for carbon emissions, or reduction, against a specific denominator (e.g. per PHW)	G4 EN19	Yes	Environmental	Page 67
121	Total Water Consumption (Kilolitres, or Kl)	G4 EN8	622 027	Appendix III	Page 105
122	Average Volume of Water (Litres) Consumed per Person Hour Worked (l/HW)		34.25	Calculated	This table
123	Does the company report a target for water consumption, or reduction, against a specific denominator (e.g. per PHW)		Yes	Environmental	Page 67
124	Total Volume of Non-Hazardous Waste Disposed (Tons)	G4 EN23	3 458	Appendix III	Page 105
125	Average Volume of Non-Hazardous Waste per Person Hour Worked (Tons / HW)		0	Calculated	This table
126	Total Volume of Hazardous Waste Disposed (Tons)	G4 EN23/25	17 839	Appendix III	Page 105
127	Average Volume of Hazardous Waste per Person Hour Worked (Tons / HW)		0.001	Calculated	This table

128	Total Volume of Waste sent for Recycling (Tons)	G4 EN23	8 433	Appendix III	Page 105
129	Percentage of Waste disposed of that is sent for recycling		39.6%	Environmental	Page 105
<b>CSI/SED Expenditures</b>					
130	Rand Value of Corporate Social Investment (CSI) / Socioeconomic Development (SED) expenditures - Reported	G4 EC1	13 500 000	Appendix III	Page 105
131	Percentage of Total CSI/SED Spend in South Africa		76%		This table
132	Rand Value of CSI/SED Spend on Arts, Sports & Culture	G4 EC1	1 400 000	Appendix III	Page 105
133	Rand Value of CSI/SED Spend on Basic Needs & Social Development, including Nutrition and/or Feeding Programmes	G4 EC1	2 200 000	Appendix III	Page 105
134	Rand Value of CSI/SED Spend on Education	G4 EC1	2 900 000	Appendix III	Page 105
135	Rand Value of CSI/SED Spend in Environmental Management Projects	G4 EC1	0	Appendix III	Page 105
136	Rand Value of CSI/SED Spend on Health, including HIV/AIDS	G4 EC1	2 300 000	Appendix III	Page 105
137	Rand Value of CSI/SED Spend on Infrastructure Development	G4 EC1	400 000	Appendix III	Page 105
138	Rand Value of CSI/SED Spend on Other	G4 EC1	2 400 000	Appendix III	Page 105
139	Rand Value of CSI/SED Spend on Skills Development, including Adult Basic Education & Training (ABET)	G4 EC1	1 200 000	Appendix III	Page 105
140	Rand Value of CSI/SED Spend on Small Business Development Projects	G4 EC1	700 000	Appendix III	Page 105
141	Total Rand Value of CSI/SED Spend - Calculated		13 500 000	Calculated	This table
142	Variance between Total CSI/SED Spend Reported...versus Calculated - Rands		0	Calculated	This table
143	Variance between Total CSI/SED Spend Reported...versus Calculated - Percentage		0%	Calculated	This table
144	CSI Spend as a percentage of Net Profit after Tax (NPAT)		2.9%	Calculated	This table
145	Does the report include a comprehensive discussion of returns on CSI?	G4 EC7	Yes	Corporate Social Investment	Pages 60 and 61
146	Rand Value of Enterprise Development Spend (i.e. support for small business)	G4 EC1	21 500 000	Appendix III	Page 105