

Sustainability Data Transparency Index Table

The Sustainability Data Transparency Index (SDTI) is a reporting evaluation tool developed by IRAS that aims 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. The Index also seeks to improve integrated reporting by JSE-listed companies.

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 are adopting the SDTI as a useful tool for ensuring that their reporting includes responses to as many of the ESG data points as possible.

The SDTI contains 92 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.

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.

	2017	2016	2015	2014
SDTI score achieved	99.5%	97.8%	95.6%	85.7%

Metair's integrated annual reports have consistently ranked among the top reports reviewed by IRAS and its 2017 report achieved a score of 99.5%, up 1.7% from the 2016 report's score of 97.8%.

Note that page references refer to the 2017 Integrated Annual Report available on our website at www.metair.co.za

Sustainability Data Transparency Index (SDTI) Table		GRI G4 Indicators	SDTI 2017	Section	Page
Standard Disclosure					
1	Company Name	G4 - 3	Metair	Front cover	Front cover
2	Industry		General Industry		
3	Stated reporting period of the report	G4 - 28	2017	About this report	Page 3
4	Month of Financial Year End	G4 - 28	Dec	About this report	Page 3
5	Has the report been assured?	G4 - 33	Yes	About this report	Page 3
6	If so, by whom?	G4 - 33	IRAS	About this report	Page 3
7	Has the AA1000AS Assurance Standard been used by the assurance provider?	G4 - 33	Yes	Assurance statement	Page 110
8	Has the ISAE3000 Assurance Standard been used by the assurance provider?	G4 - 33	No	N/A	N/A

9	Has the assurance provider identified specific data points that have been tested?	G4 - 33	Yes	Assurance statement	Page 110
10	Has the company made a CDP submission?	G4 - 15	No	Environmental Section	Page 65
11	Has the company made a WDP submission?	G4 - 15	No	Environmental Section	Page 67
12	Does the report contain a King IV compliance checklist?	G4 - 15	No	As required by King IV, each principle is applied and explained in the relevant section of the report.	
Economic					
13	Rand Value of Total Revenue Generated	G4 EC1	9 516 657 000	Income statement	Page 128
14	Rand Value of Total Revenue Generated per Employee		1 154 660	Calculated	This table
15	Percentage of Revenue Generated in South Africa		62.5%	Calculated	This table
16	Rand Value of Net Profit Generated	G4 EC1	556 182 000	Income statement	Page 128
17	Rand Value of Net Profit per Employee		67 484	Calculated	This table
18	Percentage of Net Profit After Tax Generated in South Africa		57.3%		This table
19	Rand Value of Total Compensation Paid to Employees and Contractors, including wages and benefits	G4 EC1	1 719 324 000	Value added statement	Page 56
20	Average Compensation per Employee and Contractors (Rands)		188 874	Calculated	This table
21	Total Rand Value of Compensation Paid to Executive Directors - Excluding Gains Realised from LTIP Awards	G4 EC1	13 280 000	Note 3	Page 137
22	Average Compensation per Executive Director (Rands) - Excluding Gains on the Exercise of Share Options		6 640 000	Calculated	This table
23	Ratio of Average Compensation paid to Executive Directors relative to Average Compensation Paid to Employees - Excluding LTIP		35.2	Calculated	This table
24	Total Rand Value of Gains Realised from LTIP Awards - Executive Directors	G4 EC1	4 132 000	Note 3	Page 137
25	Average Compensation per Executive Director (Rands) - Including 'Gains Realised from LTIP Awards'		8 706 500	Calculated	This table
26	Ratio: Average Compensation paid to Executive Directors relative to Average Compensation Paid to Employees - Including LTIP		46.1	Calculated	This table

27	Total Compensation Paid to Prescribed Officers - Excluding Gains Realised from LTIP Awards	G4 EC1	0	Governance report	Page 72
28	Average Compensation per Executive Director & Prescribed Officers - Excluding Gains Realised on LTIP Awards		6 640 000	Calculated	This table
29	Ratio: Average Executive Directors & Prescribed Officers Compensation relative to Average Employee Compensation - Excluding LTIP		35.2	Calculated	This table
30	Total Rand Value Gains on the Exercise of Share Options - Prescribed Officers	G4 EC1	0	Governance report	Page 72
31	Average Compensation per Executive Director & Prescribed Officers - Including 'Gains Realised on LTIP Awards'		8 706 000	Calculated	This table
32	Ratio: Average Executive Directors & Prescribed Officers relative to Average Employee Compensation - Including LTIP		46.1	Calculated	This table
33	Ratio of Net Profit After Tax per Employee to Average Compensation per Employee		0.4	Calculated	This table
34	Rand Value of Total Discretionary/Measured Spend		2 231 500 000	Appendix II	Page 116
35	Rand Value of Historically Disadvantaged South African (HDSA) Procurement Spend		886 000 000	Appendix II	Page 116
36	HDSA Procurement Spend: Percentage of Total Measured Spend	G4 EC9	39.7%	Calculated	This table
37	Rand Value of Total Taxes Paid, inclusive of VAT, Income Tax, Royalties, Rates & Taxes, and all other payments to Government	G4 EC1	176 473 000	Note 4	Page 138
38	Percentage of Total Taxes Paid in South Africa		66.7%	Value added statement	Page 56
39	Rand Value of Funds Invested in Research & Development		70 600 000	Appendix II	Page 115
40	Rand Value of Dividends Paid to Shareholders	G4 EC1	153 758 000	Statement of cash flows	Page 132
41	Rand Value of Earnings Retained	G4 EC1	3 275 935 000	Calculated	This table
42	Ratio of Payments to Employees relative to Dividends paid to Shareholders		11.2	Calculated	This table
43	Ratio of Payments to Government relative to Dividends paid to Shareholders		1.1	Calculated	This table
44	Current Assets		4 071 600 000	Balance sheet	Page 127
45	Current Liabilities		2 155 434 000	Balance sheet	Page 127
46	Current Ratio		1.89	Calculated	This table
Governance					
47	Number of Board Members	G4 - 38	9	Governance report	Page 72
48	Number of Board Members who are Non-Executive	G4 - 38	7	Directors and officers of the company	Page 72

49	Percentage of Board Members who are Non-Executive		78%	Calculated	This table
50	Number of Board Members who are deemed 'Independent'	G4 - 38	7	Directors and officers of the company	Page 72
51	Percentage of Board Members who are deemed 'Independent'		0.78	Calculated	This table
52	Number of Board Members who are deemed 'HDSA'	G4 - 38	3	Directors and officers of the company	Page 72
53	Percentage of Board Members who are deemed 'HDSA'		33%	Calculated	This table
54	Number of Board Members who are Women	G4 - 38	3	Directors and officers of the company	Page 72
55	Percentage of Board Members who are Women		33%	Calculated	This table
56	Average Length of Executive Director Service (in years)	G4 - 38	7.9	Calculated	This table
57	Average Length of Non-Executive Director Service (in years)	G4 - 38	7.6	Calculated	This table
58	Average Length of Director (full Board) Service (in years)	G4 - 38	7.7	Calculated	This table
59	Average Age of Directors (in years)	G4 LA12	60.8	Calculated	This table
60	Overall Board and Committee Meeting attendance.		98.1%	Calculated	This table
61	Auditor Remuneration: % of Non-audit Fees		25.7%	Calculated	This table
62	Length of Current Auditor's service		20	Independent auditors' report	Page 126
63	Independence of Board Chairman	G4 - 39	Yes	Directors and officers of the company	Page 72
64	Number of Prescribed Officers		0.00	Governance report	Page 72
Labour					
65	Total Number of Employees	G4 - 10	8 242	Appendix II	Page 115
66	Total Number of Contractors	G4 - 10	861	Appendix II	Page 115
67	Total Number of Employees and Contractors	G4 - 10	9 103	Appendix II	Page 115
68	Percentage of employees and contractors operating in South Africa		78.3%	Calculated	This table
69	Percentage of employees who are deemed 'HDSA'	G4 LA12	90.3%	Appendix II	Page 115
70	Percentage of management deemed 'HDSA'		48.0%		This table
71	Percentage of employees who are women	G4 LA12	32.0%	Appendix II	Page 115
72	Percentage of employees who are 'permanent'	G4 - 10	81.6%	Appendix II	Page 115

73	Percentage of employees who belong to a Trade Union	G4 - 11	69.7%	Appendix II	Page 115
74	Employee Turnover (i.e., number of persons who departed relative to the total number of employees at year end)	G4 LA1 b)	22.7%	Appendix II	Page 115
75	Total Number of Person Hours Worked (PHW) - Reported		17 721 8220	Appendix II	Page 115
76	Total Number of Person Hours Worked (HW) - Calculated (i.e., 1 824 HW multiplied by total workforce at year end)		16 603 872	Calculated	This table
77	Variance in HW reported, versus calculated (percentage)		6.7%	Calculated	This table
78	Total number of employees trained, including internal and external training interventions		7 593.0	Appendix II	Page 115
79	Percentage of Employees Trained in South Africa		76.5%		This table
80	Rand Value of Employee Training Spend		27 300 000	Appendix II	Page 115
81	Percentage of Training Spend in South Africa		77.6%		This table
82	Total number of Person Days lost due to Absenteeism	G4 LA6	61 797	Appendix II	Page 115
83	Percentage of Total Person Days lost due to Absenteeism (excluding contractors)		2.8%	Appendix II	This table
84	Total number of Person Days lost due to Industrial Action (i.e., strike action)		9 601	Appendix II	Page 115
85	Percentage of Total Person Days lost due to Industrial Action - Calculated or Reported		0.4%	Appendix II	Page 115
Health and Safety					
86	Number of Fatalities (i.e., injuries on duty leading to death...excluding the deaths of workers not occurring 'at work')		0	Appendix II	Page 115
87	Number of First Aid Cases (FACs, i.e., injuries on duty leading to minor treatments, such as a plaster or a pain tablet)		875	Appendix II	Page 115
88	Number of Medical Treatment Cases (MTCs, i.e., injuries on duty leading to medical treatment, but no lost days)		87	Appendix II	Page 115
89	Number of Lost Time Injuries (LTIs, i.e., injuries on duty leading to at least one lost day)		86	Appendix II	Page 115
90	Total Number of Recordable Injuries, including MTCs, LTIs and Fatalities - Reported		173		This table
91	Total Number of Recordable Injuries, including MTCs, LTIs and Fatalities - Calculated		173	Calculated	This table

92	Fatal Injury Frequency Rate (FIFR, i.e., number of Fatalities per 200 000 person hours worked) - Reported		0.000	Appendix II	Page 115
93	Fatal Injury Frequency Rate (FIFR, i.e., number of Fatalities per 200 000 person hours worked) - Calculated		0.000	Calculated	This table
94	Lost Time Injury Frequency Rate (LTIFR, i.e., Number of LTIs per 200 000 person hours worked) – Reported		0.970	Appendix II	Page 115
95	Lost Time Injury Frequency Rate (LTIFR, i.e., Number of LTIs per 200 000 person hours worked) - Calculated		0.971	Calculated	This table
96	Total Recordable Injury Frequency Rate (TRIFR) - Reported		1.950	Appendix II	Page 115
97	Total Recordable Injury Frequency Rate (TRIFR) - Calculated		1.952	Calculated	This table
98	Does the company report a LTIFR and/or TRIFR target?		Yes	Human capital	Page 63
99	Total Number of Employees & Contractors receiving Voluntary Counselling and Testing (VCT) for HIV/AIDS (i.e., counselled)		408	Appendix II	Page 115
100	Total Number of Employees & Contractors Tested for HIV/AIDS		809	Appendix II	Page 115
101	HIV/AIDS Prevalence Rate amongst employees		3.0%	Human capital	Page 61
Environmental					
102	Total Direct Energy Consumption (Gigajoules, GJ) – i.e., from fuels burned	G4 EN3 a)	571 268		This table
103	Total Direct Energy Consumed per person hour worked (MJ/HW)	G4 EN5	0.00	Calculated	This table
104	Total Indirect Energy Consumption (Gigajoules, GJ) – i.e., from electricity consumed	G4 EN3 c)	724 970	Environmental	This table
105	Total Indirect Energy Consumed per person hour worked (MJ/HW)	G4 EN5	0.00	Calculated	This table
106	Total Electricity Consumption (MWh)	G4 EN3 c)	201 381	Environmental	Page 115
107	Total Electricity Consumed per person hour worked (kWh/HW)	G4 EN5	0.011	Calculated	This table
108	Total Energy Consumption in Gigajoules - calculated	G4 EN3 e)	1 296 238	Calculated	This table
109	Does the company report a target for electricity consumption, or reductions, against a specific denominator (e.g. per PHW)		Yes	Environmental	Page 67
110	Does the company report a target for total energy consumption or reductions, against a specific denominator (e.g. per PHW)		Yes	Environmental	Page 67
111	Total Carbon Emissions (Tons of Carbon Dioxide equivalents, CO ₂ e) - calculated		638 192	Appendix II	Page 115

112	Carbon Emissions - Scope 1	G4 EN15	44 603	Appendix II	Page 115
113	Carbon Emissions - Scope 2	G4 EN16	138 134	Appendix II	Page 115
114	Carbon Emissions - Scope 3	G4 EN17	455 455	Appendix II	Page 115
115	Average Volume of Carbon Emissions per Person Hour Worked (Tons CO ₂ e/HW)	G4 EN18	0.036	Calculated	This table
116	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
117	Total Water Consumption (Kilolitres, or Kl)	G4 EN8	621 330	Appendix II	Page 116
118	Average Volume of Water (Litres) Consumed per Person Hour Worked (l/HW)		35.06	Calculated	This table
119	Does the company report a target for water consumption, or reduction, against a specific denominator (e.g. per PHW)		Yes	Environmental	Page 67
120	Total Volume of Non-Hazardous Waste Disposed (Tons)	G4 EN23	3 359	Appendix II	Page 116
121	Average Volume of Non-Hazardous Waste per Person Hour Worked (Tons/HW)		0.202	Calculated	This table
122	Total Volume of Hazardous Waste Disposed (Tons)	G4 EN23/25	22 187	Appendix II	Page 116
123	Average Volume of Hazardous Waste per Person Hour Worked (Tons/HW)		1.336	Calculated	This table
124	Total Volume of Waste sent for Recycling (Tons)	G4 EN23	8 635	Appendix II	Page 116
125	Percentage of Waste disposed of that is sent for recycling		72.0%	Environmental	Page 116
CSI/SED Expenditures					
126	Rand Value of Corporate Social Investment (CSI)/Socioeconomic Development (SED) expenditures - Reported	G4 EC1	10 100 000	Appendix II	Page 116
127	Percentage of Total CSI/SED Spend in South Africa		78.6%		This table
128	Rand Value of CSI/SED Spend on Arts, Sports & Culture	G4 EC1	1 200 000	Appendix II	Page 116
129	Rand Value of CSI/SED Spend on Basic Needs & Social Development, including Nutrition and/or Feeding Programmes	G4 EC1	1 300 000	Appendix II	Page 116
130	Rand Value of CSI/SED Spend on Education	G4 EC1	1 900 000	Appendix II	Page 116
131	Rand Value of CSI/SED Spend in Environmental Management Projects	G4 EC1	300 000	Appendix II	Page 116
132	Rand Value of CSI/SED Spend on Health, including HIV/AIDS	G4 EC1	2 500 000	Appendix II	Page 116
133	Rand Value of CSI/SED Spend on Infrastructure Development	G4 EC1	800 000	Appendix II	Page 116
134	Rand Value of CSI/SED Spend on Other	G4 EC1	1 000 000	Appendix II	Page 116

135	Rand Value of CSI/SED Spend on Skills Development, including Adult Basic Education & Training (ABET)	G4 EC1	900 000	Appendix II	Page 116
136	Rand Value of CSI/SED Spend on Small Business Development Projects	G4 EC1	200 000	Appendix II	Page 116
137	Total Rand Value of CSI/SED Spend - Calculated		10 100 000	Calculated	This table
138	Variance between Total CSI/SED Spend Reported...versus Calculated - Rands		0	Calculated	This table
139	Variance between Total CSI/SED Spend Reported...versus Calculated - Percentage		0.0%	Calculated	This table
140	CSI Spend as a percentage of Net Profit after Tax (NPAT)		1.8%	Calculated	This table
141	Does the report include a comprehensive discussion of returns on CSI?	G4 EC7	Partial	Corporate Social Investment	Pages 68 and 69
142	Rand Value of Enterprise Development Spend (i.e. support for small business)	G4 EC1	20 900 000	Appendix II	Page 116