

GRI CONTENT INDEX

The basis of our 2015 GRI response remains G3.1 and is aligned with an Application Level A+. This is with reference to the information disclosed in the printed Barloworld 2015 Integrated Report and the information provided in other supplementary documents as well as the other information available on this website. (www.barloworld.com)

We are aware of the transition to the GRI G4 reporting framework and have, where relevant, mapped our G3.1 responses to GRI G4 for ease of reference.

Following from the above, for indicative purposes, we have also provided a filter showing relevant G3.1 responses to the United Nations Global Compact Communication of Progress (UNGC COP) and the Dow Jones Sustainability Emerging Markets Index (DJSI).

Notes:

* On-line responses provided below are mostly more comprehensive than those referenced in the Integrated Report and related documents for reporting.

Change the view to

GRI G3.1 and G4

G3.1	G4	G3.1 Standard Disclosures: Profile / Performance Indicators	* G3.1 On-line Response	Integrated Report	Annual General Meeting Booklet	Consolidated Annual Financial Statements	Corporate Governance Report	Remuneration Report
		Strategy and analysis						
1.1	G4-1, G4-12	Statement from the most senior decision-maker of the organisation.	Response	13-15, 16-20, 22-24, 25, 25-27, 28-29, 30-33, 31, 32	-	-	-	-
1.2	G4-2, G4-46	Description of key impacts, risks and opportunities.	Response	3, 4-5, 6, 7, 8-9, 10, 11, 16-20, 25-27, 28-29, 30-33, 31, 32, 33, 34-37, 38, 38, 38-43, 43, 44, 44, 48-52, 55, 57, 60, 59, 61, 61, 62, 62, 63, 64, 75, 79, 82, 90, 94, 96, 98, 98, 111, 121	-	78-82	8, 12, 26	-
		Organisational profile						
2.1	G4-3	Name of the organisation.	Response	137	IBC	125	-	-
2.2	G4-4, G4-12	Primary brands, products, and/or services.	Response	4, 6, 6, 8-9, 57, 58, 61, 65, 70, 76, 76, 85, 91, 95, 96, 98	IFC	-	-	-
2.3	G4-17	Operational structure of the organisation, including main divisions, operating companies, subsidiaries and joint ventures.	Response	4-5, 6, 8-9, 23, 52, 70, 71, 71, 72, 83, 86, 87, 92, 96, 110	IBC	98-99, 47-48	7	-
2.4	G4-5	Location of organisation's headquarters.	Response	137	IBC, 1, 4-8	10	-	-
2.5	G4-6	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Response	4-5, 8-9, 52, 71, 86, 96, 98	IFC	IFC	-	-
2.6	G4-7	Nature of ownership and legal form.	Response	116, 132, 137	-	9	32	-
2.7	G4-8	Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries).	Response	4-5, 6, 8-9, 14, 19, 30, 71, 86, 96, 98	-	-	-	-
2.8	G4-9	Scale of the reporting organisation.	Response	4-5, 6, 8-9, 12, 52, 52, 71, 86, 96, 110, 111, 132	-	34-35	32	-
2.9	G4-13	Significant changes during the reporting period regarding size, structure or ownership.	Response	IFC, 88, 93, 98, 132	-	9, 88-89	-	-
2.10		Awards received in the reporting period.	Response	17, 25, 29, 29, 29, 53-54, 80, 83, 89	-	-	-	-
		Report parameters						
3.1	G4-28	Reporting period (e.g. fiscal/calendar year) for information provided.	Response	IFC	-	-	-	-
3.2	G4-29	Date of most recent previous report (if any).	Response	-	-	-	-	-
3.3	G4-30	Reporting cycle (annual, biennial etc).	Response	IFC	-	-	-	-
3.4	G4-31	Contact point for questions regarding the report or its contents.	Response	137	-	-	-	-
3.5	G4-18, G4-19	Process for defining report content.	Response	IFC, IFC, 2, 3, 28-29, 31, 30-33, 33, 34-37, 62, 75, 79, 82, 90, 94	-	-	9, 11, 15, 16	-
3.6	G4-20, G4-21	Boundary of the report (eg, countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	Response	IFC	-	-	-	-

3.7	G4-20, G4-21	State any specific limitations on the scope or boundary of the report.	Response	IFC, 87	-	-	-	-
3.8	G4-20, G4-21	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organisations.	Response	IFC, IFC	-	11, 12	-	-
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.	Response	IFC, IFC, 57, 63, 105	-	88-89, 18, 18	-	-
3.10	G4-22	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement.	Response	IFC, IFC	-	88-89	-	-
3.11	G4-23	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Response	IFC	-	9, 26, 27, 88-89	-	-
3.12	G4-32	Table identifying the location of the Standard Disclosures in the report.	Response	1	-	-	-	-
3.13	G4-33	Policy and current practice with regard to seeking external assurance for the report.	Response	IFC, 121, 122, 123, 133, 134, 135-136	7	6, 7-8	9, 11, 11, 11, 15, 21	-
Governance, commitments and engagement								
4.1	G4-34, G4-35, G4-36, G4-38, G4-42, G4-43, G4-46, G4-48, G4-50, G4-52, G4-56, G4-57, G4-58	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.	Response	7, 56, 112-113, 116, 118, 133	-	-	16, 6, 8-10, 10, 10, 20, 20, 21, 22, 23-24, 24-25, 25-26, 27-28	4, 5-6, 12-13
4.2	G4-39	Indicate whether the Chair of the highest governance body is also an executive officer.	Response	112-113, 117, 118, 133	2-3	-	9, 9, 16-17, 18	-
4.3	G4-38	For organisations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	Response	56¹, 56², 112-113, 116	2-3	-	8-10, 17	-
4.4	G4-37, G4-49, G4-53	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Response	1, 34-37, 49, 123, 75, 79, 82, 90, 94	1, 4-8, 9-10, 10, 11, 12, 13	125	14-15, 31	-
4.5	G4-51	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).	Response	7, 124-130, 127¹, 127², 128, 129	5	90-97	101, 102, 103	1-13, 1-3, 4
4.6	G4-41	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Response	-	-	-	9, 23, 35	-
4.7	G4-40	Process for determining the composition, qualifications and expertise of the members of the highest governance body for guiding the organisation's strategy on economic, environmental, and social topics, including any consideration of gender and other indicators of diversity.	Response	116, 117, 120	4	-	12 1, 12 2, 19, 24	-
4.8	G4-56	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.	Response	7, 8-9, 15, 26, 27, 28-29, 30-31, 30-33, 32¹, 32², 32³, 32⁴, 32⁵, 48, 62¹, 62², 62³, 115, 131	-	11-19	6, 7, 5, 8, 8, 9	-
4.9	G4-45, G4-47	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.	Response	7 1, 7 2, 14, 30, 38-43, 62, 62, 116¹, 116², 118, 121¹, 121², 131	-	78-82	16, 6, 7, 7, 7, 8, 8, 12, 20, 22, 25-26	1
4.10	G4-44	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Response	7, 121, 127¹, 127², 128, 129	5	90	10, 19, 19	5, 6
4.11	G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	Response	-	-	-	-	-
4.12	G4-15	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	Response	IFC, IFC, 2, 25, 25-27, 57, 62, 115, 116	1, 7	10, 11	16, 16, 7, 7, 7-8, 9	-
4.13	G4-16	Memberships in associations (such as industry associations) and/or national/international advocacy organisations in which the organisation.	Response	25, 35, 62, 68 1, 68 2	-	-	-	-
4.14	G4-24	List of stakeholder groups engaged by the organisation.	Response	3, 8, 27, 34-37, 57-58	-	-	-	-
4.15	G4-25	Basis for identification and selection of stakeholders with whom to engage.	Response	2, 3, 8, 27, 34-37, 123	-	-	31	-
4.16	G4-26	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Response	8, 27, 34-37, 49, 61	1	-	14-15	-
4.17	G4-27	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.	Response	8, 27, 34-37	-	-	14-15	-
Economic								
ECDMA	G4-12, G4-57, G4-58	Barloworld management approach: Economic overview	Response	-	-	-	-	-
EC1	G4-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.	Response	4-5, 10, 11, 12¹, 66, 100, 111	-	30, 63, 64, 66, 70	-	-
EC2	G4-EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	Response	38, 43, 62¹, 62², 62³	-	-	-	-
EC3	G4-EC3	Coverage of the organisation's defined benefit plan obligations.	Response	39, 43	-	14, 59	-	-
EC4	G4-EC4	Significant financial assistance received from government.	Response	-	-	-	-	-
EC5	G4-EC5, G4-54, G4-55	Range of ratios of standard entry-level wage by gender compared to local minimum wage at significant locations of operation.	Response	126	-	-	-	-
EC6	G4-EC9	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Response	10, 11, 28, 52, 56, 58, 60	-	-	-	-

EC7	G4-EC6	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Response	28, 52, 56, 58	-	-	-	-
EC8	G4-EC7	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Response	58, 66, 67, 68	-	-	-	-
EC9	G4-EC8	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Response	11, 18, 52	-	-	-	-
Environmental								
ENDMA	G4-12, G4-57, G4-58, G4-EN32, G4-EN33	Barloworld management approach: Environmental overview	Response	-	-	-	-	-
EN1	G4-EN1	Materials used by weight or volume.	Response	-	-	-	-	-
EN2	G4-EN2	Percentage of materials used that are recycled input materials.	Response	64	-	-	-	-
EN3	G4-EN3, G4-EN5	Direct energy consumption by primary energy source.	Response	12, 27, 62, 71, 86, 96	-	-	-	-
EN4	G4-EN3	Indirect energy consumption by primary energy source.	Response	12, 27, 62, 71, 86, 96	-	-	-	-
EN5	G4-EN6	Energy saved due to conservation and efficiency improvements.	Response	28-29, 61, 62	-	-	-	-
EN6	G4-EN7	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Response	28-29, 31, 60, 61, 64, 65, 75, 76, 79, 87, 90, 94, 95	-	-	-	-
EN7	G4-EN6	Initiatives to reduce indirect energy consumption and reductions achieved.	Response	12, 27, 28-29, 62, 62, 63, 71, 75, 79, 82, 86, 90, 94, 96, 96	-	-	-	-
EN8	G4-EN8	Total water withdrawal by source.	Response	12, 62, 64, 71, 86, 96	-	-	-	-
EN9	G4-EN9	Water sources significantly affected by withdrawal of water.	Response	64	-	-	-	-
EN10	G4-EN10	Percentage and total volume of water recycled and reused.	Response	19, 28-29, 64	-	-	-	-
EN11	G4-EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Response	-	-	-	-	-
EN12	G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Response	-	-	-	-	-
EN13	G4-EN13	Habitats protected or restored.	Response	-	-	-	-	-
EN14		Strategies, current actions, and future plans for managing impacts on biodiversity.	Response	33, 61	-	-	-	-
EN15	G4-EN14	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Response	-	-	-	-	-
EN16	G4-EN15, G4-EN16, G4-EN18	Total direct and indirect greenhouse gas emissions by mass.	Response	12, 28-29, 62, 63, 71, 86, 96	-	-	-	-
EN17	G4-EN4, G4-EN17	Other relevant indirect greenhouse gas emissions by mass.	Response	64	-	-	-	-
EN18	G4-EN19	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Response	12, 27, 28-29, 62, 62, 64, 71, 75, 79, 82, 86, 90, 94, 96, 96	-	-	-	-
EN19	G4-EN20	Emissions of ozone-depleting substances by mass.	Response	-	-	-	-	-
EN20	G4-EN21	NOx, SOx, and other significant air emissions by type and mass.	Response	-	-	-	-	-
EN21	G4-EN22	Total water discharge by quality and destination.	Response	62, 64	-	-	-	-
EN22	G4-EN23	Total mass of waste by type and disposal method.	Response	64	-	-	-	-
EN23	G4-EN24	Total number and volume of significant spills.	Response	65	-	-	-	-
EN24	G4-EN25	Mass 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.	Response	64	-	-	-	-
EN25	G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff.	Response	64	-	-	-	-
EN26	G4-EN27	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Response	8-9, 15, 19, 27, 60, 61, 62, 64¹, 64⁴, 65, 95	-	-	-	-
EN27	G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category.	Response	28-29, 61, 64	-	-	-	-
EN28	G4-EN29, G4-EN34	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Response	-	-	-	13	-
EN29	G4-EN30	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	Response	65	-	-	-	-
EN30	G4-EN31	Total environmental protection expenditures and investments by type.	Response	28-29	-	-	-	-
Labour and decent work								
LADMA	G4-12, G4-57, G4-58, G4-LA14, G4-LA15	Barloworld management approach: Labour practices and decent work overview	Response	-	-	-	-	-
LA1	G4-10	Total workforce by employment type, employment contract, and region broken down by gender.	Response	12, 52, 52, 56, 71, 86, 96, 112-113	-	-	-	-
LA2	G4-LA1	Total number and rate of new employee hires, employee turnover by	Response	-	-	-	-	-

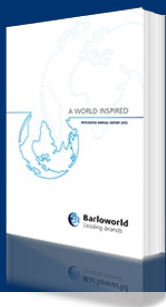
		age group, gender, and region.						
LA3	G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	Response	-	-	-	-	-
LA4	G4-11	Percentage of employees covered by collective bargaining agreements.	Response	82	-	-	-	-
LA5	G4-LA4	Minimum notice periods regarding significant operational changes, including whether it is specified in collective agreements.	Response	130	-	-	-	8
LA6	G4-LA5	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.	Response	-	-	-	-	-
LA7	G4-LA6	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Response	12, 12, 14, 16, 26, 29, 33, 33, 50, 51, 71, 71, 86, 86, 87, 96, 96	-	-	-	-
LA8	G4-LA7	Education, training, counselling, prevention, and risk-control programmes in place to assist workforce members, their families, or community members regarding serious diseases.	Response	51, 51	-	-	-	-
LA9	G4-LA8	Health and safety topics covered in formal agreements with trade unions.	Response	-	-	-	-	-
LA10	G4-LA9	Average hours of training per year per employee by gender and employee category.	Response	49, 50, 50	-	-	-	-
LA11	G4-LA10	Programmes for skills management and lifelong learning that support the continued employability of employees and assists them in managing career endings.	Response	28-29, 49, 49, 50, 50, 50	-	-	-	-
LA12	G4-LA11	Percentage of employees receiving regular performance and career development reviews.	Response	49, 50	-	-	8, 19, 19	-
LA13	G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Response	20, 56, 56, 56, 57, 28-29, 33, 75, 79, 82, 90, 94, 112-113, 116	2-3	-	1-4, 16, 17	-
LA14	G4-LA13	Ratio of basic salary of men to women by employee category by significant locations of operation.	Response	20	-	-	-	-
LA15	G4-LA3	Return to work and retention rates after parental leave, by gender.	Response	-	-	-	-	-
		Human rights						
HRDMA	G4-12, G4-57, G4-58, G4-HR11	Barloworld management approach: Human rights overview	Response	-	-	-	-	-
HR1	G4-HR1	Percentage and total number of significant investment agreements and contracts that include human rights clauses or that have undergone human rights screening.	Response	-	-	-	-	-
HR2	G4-HR10	Percentage of significant suppliers and contractors and other business partners that have undergone screening on human rights and actions taken.	Response	131	-	-	-	-
HR3	G4-HR2	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.	Response	-	-	-	-	-
HR4	G4-HR3	Total number of incidents of discrimination and corrective actions taken.	Response	-	-	-	-	-
HR5	G4-HR4	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.	Response	-	-	-	-	-
HR6	G4-HR5	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.	Response	-	-	-	-	-
HR7	G4-HR6	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.	Response	-	-	-	-	-
HR8	G4-HR7	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.	Response	-	-	-	-	-
HR9	G4-HR8	Total number of incidents of violations involving rights of indigenous people and actions taken.	Response	-	-	-	-	-
HR10	G4-HR9	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	Response	-	-	-	-	-
HR11	G4-HR12	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	Response	-	-	-	-	-
		Society						
SODMA	G4-12, G4-57, G4-58, G4-SO9, G4-SO10	Barloworld management approach: Society overview	Response	-	-	-	-	-
SO1	G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programmes.	Response	34-37, 57, 66, 68, 131	-	-	8	-
SO2	G4-SO3	Percentage and total number of business units analysed for risks related to corruption.	Response	15, 131	-	-	8, 16	-
SO3	G4-SO4	Percentage of employees trained in organisation's anti-corruption policies and procedures.	Response	131	-	-	8, 16	-
SO4	G4-SO5	Actions taken in response to incidents of corruption.	Response	-	-	-	-	-
SO5		Public policy positions and participation in public policy development and lobbying.	Response	34-37, 62 ¹ , 62 ²	-	-	-	-
SO6	G4-SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Response	-	-	-	-	-
SO7	G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	Response	116	-	-	13	-
SO8	G4-SO8, G4-EN34	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Response	-	-	-	13	-
SO9	G4-SO2	Operations with significant potential or actual negative impacts on local	Response	-	-	-	-	-

SO10		communities. Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	Response	-	-	-	-	-
Product responsibility								
PRDMA	G4-12, G4-57, G4-58	Barloworld management approach: Product responsibility overview	Response	-	-	-	-	-
PR1	G4-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.	Response	61	-	-	-	-
PR2	G4-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.	Response	61	-	-	-	-
PR3	G4-PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Response	-	-	-	-	-
PR4	G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	Response	-	-	-	-	-
PR5	G4-PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Response	17, 28-29, 35, 36, 61, 76-1, 76-2, 80, 83, 89	-	-	-	-
PR6	G4-PR6	Programmes for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Response	61, 116	-	-	13	-
PR7	G4-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.	Response	116	-	-	13	-
PR8	G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Response	44	-	-	13, 13, 26-27	-
PR9	G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Response	-	-	-	-	-



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