

Currently viewing: Home / Next: [Strategy and Analysis G4.1 - G4.2](#)

GRI Content Index 2016

The index below references our responses to GRI G4 Standard Disclosures and related sections of Barloworld's 2016 integrated reporting which includes the 2016 Barloworld Integrated report and supplementary documents. These documents are available on our website (www.Barloworld.com).

G4	GRI Description	GRI 4 response	Integrated Report	Annual General Meeting Booklet	Consolidated Financial Statements	Corporate Governance Report	Remuneration Report
GENERAL STANDARD DISCLOSURES							
STRATEGY AND ANALYSIS							
G4-1	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.	Response	2, 2, 8, 10-12, 13-19, 45-47, 48-51, 62-64	-	-	-	-
G4-2	Description of key impacts, risks, and opportunities.	Response	2, 2, 3, 7, 8, 10-12, 13-19, 24, 26, 26, 28, 29, 29, 31, 32, 32, 34, 35, 38, 40, 40, 42, 43, 43, 45-47, 48-51, 52, 59, 62-64, 67, 68, 69, 71, 80, 85, 87, 91, 99, 103, 106-113, 115-121, 117, 118, 119, 137, 140, 142, 145, 146, 147	-	69	6, 7, 9-10, 24	-
ORGANISATIONAL PROFILE							
G4-3	Name of the organisation.	Response	IFC, IBC	IBC	IBC	-	1
G4-4	Primary brands, products, and services.	Response	4, 6, 8-9, 22, 36, 41, 43, 63, 76, 86, 92, 99-103, 106-109, 120	IFC	IFC	-	-
G4-5	Location of organisation's headquarters.	Response	IBC	1, 4, IBC	IFC, IBC	-	-
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, 8-9, 23, 37, 44, 83, 119, 121	IFC	IFC	-	-
G4-7	Nature of ownership and legal form.	Response	140, 160, IBC	Z	9, 9, 9, 89	30	-
G4-8	Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries).	Response	4, 6, 8-9, 23, 37, 44, 119	IFC	IFC, 28	-	-
G4-9	Scale of the reporting organisation, including at a minimum total number of employees, total number of operations, Net Sales (for private sector organisations), total capitalisation broken down in terms of debt and equity (for private sector organisations), quantity of product or services provided).	Response	3, 4, 6, 8-9, 23, 37, 44, 83, 136, 160	IFC	IFC, 28	30	-
G4-10	Workforce breakdown	Response	3, 5, 8-9, 23, 37, 44, 80, 83	-	-	-	-
G4-11	Percentage of employees covered by collective bargaining agreements.	Response	-	-	-	-	-
G4-12	Describe the organisation's supply chain.	Response	6, 10-12, 13-19, 22, 36, 85, 86, 106-109, 110-111	IFC	IFC	-	-
G4-13	Significant changes during the reporting period regarding size, structure, ownership, or its supply chain.	Response	IFC, 118, 160	Z	10, 27, 78	-	-
G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	Response	-	-	-	-	-
G4-15	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	Response	IFC, IFC, 7, 64, 86, 89, 110, 140, 158, 163	1, 1, 4, 6, Z	4, 5, Z, 11	5, 5, 6, Z, 14	-
G4-16	Memberships in associations (such as industry associations) and/or national/international advocacy organisations.	Response	94	-	-	26	-
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES							
G4-17	Operational structure of the organisation, including main divisions, operating companies, subsidiaries and joint ventures.	Response	4, 6, 8-9, 22, 23, 37, 44, 136	IFC, IBC	IFC, 45, 86	-	-

G4-18	Process for defining report content.	Response	IFC, IFC, IFC, IFC, 2, 7, 46, 48-51, 64, 66, 69, 71, 85, 93, 99, 106, 115, 137, 140	-	-	7, 9, 13, 13, 23	-
G4-19	List all the material Aspects identified in the process for defining report content.	Response	IFC, 2, 7, 46, 48-51, 64, 66, 69, 71, 85, 93, 99, 106, 115, 137, 140	-	-	-	-
G4-20	For each material Aspect, report the Aspect Boundary within the organisation.	Response	IFC, IFC	-	11, 12	-	-
G4-21	For each material Aspect, report the Aspect Boundary outside the organisation.	Response	IFC, IFC	-	11, 12	-	-
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, 135	-	4, 78	-	-
G4-23	Significant changes from previous reporting periods in the scope, boundary, measurement methods applied, and Aspect boundaries in the report.	Response	IFC, IFC, 88, 135	-	4, 10, 26, 27, 78	-	-
STAKEHOLDER ENGAGEMENT							
G4-24	List of stakeholder groups engaged by the organisation.	Response	IFC, 8, 10, 66, 69, 71, 93, 99, 106, 115, 149	1	-	12-13, 29	-
G4-25	Basis for identification and selection of stakeholders with whom to engage.	Response	IFC, 8, 10, 65, 66, 69, 149	-	-	12-13, 29	-
G4-26	Approaches 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.	Response	8, 65, 71, 74, 87, 93, 99, 104, 106, 115	1, 11	-	12-13, 29	-
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. Report the stakeholder groups that raised each of the key topics and concerns.	Response	8, 10, 13-19, 65, 66, 69, 71, 93, 99, 106, 115	-	-	12-13	8, 8
REPORT PROFILE							
G4-28	Reporting period (e.g. fiscal/calendar year) for information provided.	Response	IFC	11	5	-	1
G4-29	Date of most recent previous report (if any).	Response	-	-	-	-	-
G4-30	Reporting cycle (annual, biennial etc).	Response	IFC	-	5	-	1
G4-31	Contact point for questions regarding the report or its contents.	Response	IBC	IBC	IBC	-	-
G4-32	Table identifying the location of the Standard Disclosures in the report.	Response	IFC, IFC	-	-	-	-
G4-33	Policy and current practice with regard to seeking external assurance for the report.	Response	IFC, 146, 147, 148-149, 161, 162, 163-164	1, 5	5, 6, 7	7, 9, 13, 19, 23, 27, 28	-
GOVERNANCE							
G4-34	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight. Identify any committees responsible for decision making on economic, environmental and social dimensions.	Response	47, 88, 137, 138-139, 140, 141, 143, 161	1, 2	9	1-3, 6-8, 14, 19-25	-
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.	Response	46, 47, 71, 137, 138, 140, 141, 143	-	-	3-4, 6-8, 14, 19-25	3, 4, 12
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.	Response	62-64, 122-125	-	-	3, 20	3, 4, 12
G4-37	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.	Response	IFC, 71, 74, 115, 149, 158	1, 4, 9, 10, 11, 12, IBC	IBC	12-13, 29	-
G4-38	Composition of the highest governance body and its committees.	Response	80, 82, 138-139, 141-142, 143	2	9	1-3, 6-8, 15, 19-25	11
G4-39	Indicate whether the Chair of the highest governance body is also an executive (and, if so, his or her function within the organisation's management and the reasons for this arrangement).	Response	138-139, 142, 161	2	9	1-3, 7, 16, 15	1
G4-40	Process for determining the composition, qualifications and expertise of the members of the highest governance body and its committees for guiding the organisation's strategy on economic, environmental, and social topics, including any consideration of gender and other indicators of diversity.	Response	138-139, 142, 145	4	-	1-3, 8, 8, 16, 22	-
G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders.	Response	-	-	-	7, 14, 18, 29	-
	Report the highest governance body's and senior executives'	Response	46, 47, 71, 137,				

G4-42	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.	Response	138, 140, 140, 141, 142, 143, 146, 158	-	-	6-8, 14, 19-25	3, 4, 12
G4-43	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	Response	74, 74, 137, 138-139, 141, 142, 142, 143, 146	-	-	8, 11, 18	3, 4, 12
G4-44	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a self-assessment. 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.	Response	137, 145, 146, 150, 153-155, 156	5	80	8, 18, 18, 19, 21, 22	7, 8
G4-45	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. Include the highest governance body's role in the implementation of due diligence processes. 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.	Response	2, 10-12, 46, 52, 59, 63, 86, 87, 88, 137, 140, 140, 143, 144, 145, 146, 146, 146, 148-149, 158	-	69	4, 6, 7, 7, 9, 9-10, 10-11, 19, 23, 24, 24, 24-25, 26, 27, 28	1
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.	Response	52, 137, 145, 146, 148	-	69	7, 7, 9, 10, 10, 11, 14, 19, 23, 24, 26, 28, 29	3, 4, 12
G4-47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	Response	52, 65, 87, 88, 103, 140, 142-146, 146, 158	-	69	7, 9, 11, 20, 20, 21, 22, 23, 25	1
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.	Response	7, 88, 142-146, 161	-	-	7, 13	-
G4-49	Report the process for communicating critical concerns to the highest governance body.	Response	IFC, 71, 74, 115, 149, 158	1, 4, 9, 10, 11, 12, IBC	IBC	5, 12-13, 29	-
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.	Response	-	-	-	-	-
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	137, 150-157	5	80	8, 8, 8, 18, 21	1-13, 1-2, 3
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.	Response	137, 144, 150-157	-	80	21	1, 3, 4, 12
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.	Response	150, 150-157, 157	1, 4, 9, 10, 11, 12, IBC	-	8, 8	-
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.	Response	152	-	-	-	-
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.	Response	152	-	-	-	-
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.	Response	2, 8, 12, 45, 46, 47, 48-51, 64, 72, 87, 88, 137, 137, 140	-	11-19	4, 5, 5, 11	-
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.	Response	46, 64, 140, 158	-	-	4, 5, 26	-
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.	Response	46, 64, 140, 158	-	-	4, 5, 26	-
SPECIFIC STANDARD DISCLOSURES							
ECONOMIC							
ECONOMIC PERFORMANCE							
Management Approach		Response					
G4-EC1	Direct economic value generated and distributed (EVG&D), including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and	Response	3, 4, 23, 37, 44,	-	28, 32, 32, 34,	-	-

	governments. 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.		67, 68, 95, 136		60		
G4-EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	Response	53, 59, 87	-	-	12, 23, 24-25	-
G4-EC3	Coverage of the organisation's defined benefit plan obligations.	Response	54, 59	-	14, 56	-	-
G4-EC4	Significant financial assistance received from government.	Response	-	-	-	-	-
MARKET PRESENCE							
Management Approach		Response					
G4-EC5	Range of ratios of standard entry-level wage by gender compared to local minimum wage at significant locations of operation.	Response	63	-	-	-	-
G4-EC6	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Response	11, 49, 83	-	-	-	-
INDIRECT ECONOMIC IMPACTS							
Management Approach		Response					
G4-EC7	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Response	94-96, 110-113	-	-	-	-
G4-EC8	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Response	3, 4, 13-19, 23, 37, 44, 67, 68, 83, 95, 110, 136	-	96	13	-
PROCUREMENT PRACTICES - G4-DMA							
Management Approach		Response					
G4-EC9	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Response	11, 49, 67, 68, 69, 86, 110	-	-	-	-
ENVIRONMENTAL							
MATERIALS							
Management Approach		Response					
G4-EN1	Materials used by weight or volume.	Response	-	-	-	-	-
G4-EN2	Percentage of materials used that are recycled input materials.	Response	90	-	-	-	-
ENERGY							
Management Approach		Response					
G4-EN3	Direct energy consumption by primary energy source.	Response	3, 16, 23, 37, 44, 48, 53, 88-89, 92	-	-	-	-
G4-EN4	Energy consumption outside of the organisation.	Response	3, 23, 37, 44, 88	-	-	-	-
G4-EN5	Energy intensity.	Response	48, 89	-	-	-	-
G4-EN6	Energy saved due to conservation and efficiency improvements.	Response	33, 85, 89, 91, 92	-	-	-	-
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	33, 86, 91, 91, 92	-	-	-	-
WATER - G4-DMA							
Management Approach		Response					
G4-EN8	Total water withdrawal by source	Response	3, 23, 37, 44, 48, 90	-	-	-	-
G4-EN9	Water sources significantly affected by withdrawal of water.	Response	90	-	-	-	-
G4-EN10	Percentage and total volume of water recycled and reused.	Response	16, 90	-	-	-	-
BIODIVERSITY - G4-DMA							
Management Approach		Response					
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	-	-	-	-	-
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	-	-	-	-	-
G4-EN13	Habitats protected or restored.	Response	-	-	-	-	-
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	-	-	-	-	-
EMISSIONS - G4-DMA							
Management Approach		Response					
G4-EN15	Total direct greenhouse gas emissions by mass.	Response	3, 16, 23, 37, 44, 48, 89, 92	-	-	-	-
G4-EN16	Total indirect greenhouse gas emissions by mass.	Response	3, 16, 23, 37, 44	-	-	-	-

G4-EN17	Other relevant indirect greenhouse gas emissions by mass.	Response	48, 89, 92 90	-	-	-	-
G4-EN18	Greenhouse gas (GHG) emissions intensity.	Response	48, 89	-	-	-	-
G4-EN19	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Response	33, 85, 89, 89, 91, 92	-	-	-	-
G4-EN20	Emissions of ozone-depleting substances by mass.	Response	-	-	-	-	-
G4-EN21	NOx, SOx, and other significant air emissions by type and mass.	Response	-	-	-	-	-
EFFLUENTS AND WASTE							
Management Approach		Response					
G4-EN22	Total water discharge by quality and destination.	Response	33, 90	-	-	-	-
G4-EN23	Total mass of waste by type and disposal method.	Response	48, 90-91	-	-	-	-
G4-EN24	Total number and volume of significant spills.	Response	91	-	-	-	-
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	91	-	-	-	-
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	90	-	-	-	-
PRODUCTS AND SERVICES							
Management Approach		Response					
G4-EN27	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Response	17, 33, 86, 87, 92	-	-	-	-
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category.	Response	91	-	-	-	-
COMPLIANCE							
Management Approach		Response					
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Response	-	-	-	-	-
TRANSPORT							
Management Approach		Response					
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	91	-	-	-	-
OVERALL							
Management Approach		Response					
G4-EN31	Total environmental protection expenditures and investments by type.	Response	24-25, 33, 90, 92	-	-	-	-
SUPPLIER ENVIRONMENTAL ASSESSMENT							
Management Approach		Response					
G4-EN32	Percentage of new suppliers that were screened using environmental criteria.	Response	55, 86, 86	-	-	-	-
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken.	Response	55, 86, 86	-	-	-	-
ENVIRONMENTAL GRIEVANCE MECHANISMS							
Management Approach		Response					
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms.	Response	-	-	-	-	-
LABOUR PRACTICES AND DECENT WORK							
EMPLOYMENT							
Management Approach		Response					
G4-LA1	Total number and rate of new employee hires, employee turnover by age group, gender, and region.	Response	-	-	-	-	-
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	Response	-	-	-	-	-
G4-LA3	Return to work and retention rates after parental leave, by gender.	Response	-	-	-	-	-
LABOUR/MANAGEMENT RELATIONS							
Management Approach		Response					
G4-LA4	Minimum notice periods regarding significant operational changes, including whether it is specified in collective agreements.	Response	157	-	-	-	8

OCCUPATIONAL HEALTH AND SAFETY							
Management Approach		Response					
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	-	-	-	-	-
G4-LA6	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Response	3, 11, 16, 23, 34, 37, 44, 48, 48, 62, 72, 73	-	-	-	-
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	73, 73	-	-	-	-
G4-LA8	Health and safety topics covered in formal agreements with trade unions.	Response	-	-	-	-	-
TRAINING AND EDUCATION							
Management Approach		Response					
G4-LA9	Average hours of training per year per employee by gender and employee category.	Response	48, 74, 74, 81	-	-	-	-
G4-LA10	Programmes for skills management and lifelong learning that support the continued employability of employees and assists them in managing career endings.	Response	48, 62-63, 71, 72, 73, 74, 74, 74	-	-	-	-
G4-LA11	Percentage of employees receiving regular performance and career development reviews.	Response	45, 73	-	-	8, 18, 18, 19, 21, 22	-
DIVERSITY AND EQUAL OPPORTUNITY							
Management Approach		Response					
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	16, 48, 80, 82, 82, 82, 83, 138-139, 141	2	-	8, 18, 18, 19, 21, 22	-
EQUAL REMUNERATION FOR WOMEN AND MEN							
Management Approach		Response					
G4-LA13	Ratio of basic salary of men to women by employee category by significant locations of operation.	Response	75	-	-	-	1
SUPPLIER ASSESSMENT FOR LABOUR PRACTICES							
Management Approach		Response					
G4-LA14	Percentage of new suppliers that were screened using labour practices criteria.	Response	55, 86, 86	-	-	-	-
G4-LA15	Significant actual and potential negative impacts for labour practices in the supply chain and actions taken.	Response	-	-	-	-	-
LABOUR PRACTICES GRIEVANCE MECHANISMS							
Management Approach		Response					
G4-LA16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms.	Response	-	-	-	-	-
HUMAN RIGHTS							
INVESTMENT							
Management Approach		Response					
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	-	-	-	-	-
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	-	-	-	-	-
NON-DISCRIMINATION							
Management Approach		Response					
G4-HR3	Total number of incidents of discrimination and corrective actions taken.	Response	-	-	-	-	-
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING - G4-DMA							
Management Approach		Response					
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	86, 159	-	-	-	-
CHILD LABOUR							
Management Approach		Response					
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	86, 159	-	-	-	-
FORCED OR COMPULSORY LABOUR							
Management Approach		Response					

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	86, 159	-	-	-	-
SECURITY PRACTICES							
Management Approach		Response					
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	-	-	-	-	-
INDIGENOUS RIGHTS							
Management Approach		Response					
G4-HR8	Total number of incidents of violations involving rights of indigenous people and actions taken.	Response	-	-	-	-	-
ASSESSMENT							
Management Approach		Response					
G4-HR9	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments, by country.	Response	-	-	-	-	-
SUPPLIER HUMAN RIGHTS ASSESSMENT							
Management Approach		Response					
G4-HR10	Percentage of significant/new suppliers and contractors and other business partners that have undergone screening on human rights and actions taken.	Response	86, 159	-	-	-	-
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken.	Response	55, 86, 86	-	-	-	-
HUMAN RIGHTS GRIEVANCE MECHANISMS							
Management Approach		Response					
G4-HR12	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	Response	-	-	-	-	-
SOCIETY							
LOCAL COMMUNITIES							
Management Approach		Response					
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programmes.	Response	11, 16-17, 45, 46, 64, 66, 93, 94-96	-	-	5, 6	-
G4-SO2	Operations with significant potential or actual negative impacts on local communities.	Response	87	-	-	13	-
ANTI-CORRUPTION							
Management Approach		Response					
G4-SO3	Percentage and total number of business units analysed for risks related to corruption and the significant risks identified.	Response	52, 64, 137, 146, 148-149, 158	-	-	4, 5, 11	-
G4-SO4	Percentage of employees trained in organisation's anti-corruption policies and procedures.	Response	-	-	-	-	-
G4-SO5	Actions taken in response to incidents of corruption.	Response	-	-	-	-	-
PUBLIC POLICY - G4-DMA							
Management Approach		Response					
G4-SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Response	-	-	-	-	-
ANTI-COMPETITIVE BEHAVIOUR							
Management Approach		Response					
G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	Response	-	-	-	11	-
COMPLIANCE							
Management Approach		Response					
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Response	-	-	-	11	-
SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY							
Management Approach		Response					
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society.	Response	55, 86, 86	-	-	-	-
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken.	Response	55, 86, 86	-	-	-	-
GRIEVANCE MECHANISMS FOR IMPACTS ON SOCIETY							
Management Approach		Response					

G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	Response	-	-	-	-	-
PRODUCT RESPONSIBILITY							
CUSTOMER HEALTH AND SAFETY							
Management Approach		Response					
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	87	-	-	23, 24-25	-
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	-	-	-	-	-
PRODUCT AND SERVICE LABELLING							
Management Approach		Response					
G4-PR3	Type of product and service information required by procedures for product and service information and labelling, and percentage of significant products and services categories subject to such information requirements.	Response	-	-	-	-	-
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	-	-	-	-	-
G4-PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Response	50, 65, 69, 87, 99, 104, 107	-	-	-	-
MARKETING COMMUNICATIONS							
Management Approach		Response					
G4-PR6	Sale of banned or disputed products	Response	87	-	-	-	-
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by the following categories and outcomes.	Response	-	-	-	-	-
CUSTOMER PRIVACY							
Management Approach		Response					
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Response	57	-	-	24	-
COMPLIANCE							
Management Approach		Response					
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Response	-	-	-	-	-



VIEW E-BOOK AND DOWNLOAD OPTIONS



BARLOWORLD LIMITED

(Registration number 1918/000095/06)
JSE codes: BAW and BAWP
ISIN codes: ZAE000026639 and ZAE000026647

TRANSFER SECRETARIES – SOUTH AFRICA

Link Market Services South Africa (Pty) Limited
(Registration number 2000/007239/07)
13th Floor, Rennie House, 19 Ameshoff Street,
Braamfontein, Johannesburg 2001
(PO Box 4844, Johannesburg 2000)
Tel +27 11 630 0000

REGISTERED OFFICE AND BUSINESS ADDRESS

Barloworld Limited, 180 Katherine Street
PO Box 782248, Sandton 2146 South Africa
Tel +27 11 445 1000
Email: invest@barloworld.com

TRANSFER SECRETARIES – NAMIBIA

Transfer Secretaries (Pty) Limited
(Registration number 93/713)
Shop 8, Kaiser Krone Centre, Post Street Mall, Windhoek,
Namibia
(PO Box 2401, Windhoek, Namibia)
Tel +264 61 227 647

ENQUIRIES

Lethiwe Motloung
Head: Group Communication & Marketing
Tel +27 11 445 1000
Email: invest@barloworld.com
Website: www.barloworld.com

REGISTRARS – UNITED KINGDOM

Equiniti Limited
Aspect House, Spencer Road, Lancing, West Sussex BN99
6DA, England
Tel +44 190 383 3381