

GRI TABLE

STANDARD DISCLOSURES PART I: PROFILE DISCLOSURES

	Profile disclosure	Description	Page reference Print report		Comments
1. Strategy and analysis					
	1.1	Statement from the most senior decision-maker of the organisation	10	Report of the chairman and the chief executive	
	1.2	Description of key impacts, risks and opportunities.	10	Report of the chairman and the chief executive	
			18	Risks and mitigation;	
			24	Financial review	
2. Organisational profile					
	2.1	Name of the organisation.	2	Scope and boundary	
			125	Corporate Information	
	2.2	Primary brands, products and/or services.	4	Group at a glance	
			46	Review of operations	
			126	Group directory	
	2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries and joint ventures.	4	Group at a glance	
			22	Executive committee	
			29	Group structure	
			114	Principal subsidiaries	
	2.4	Location of organisation's headquarters.	125	Corporate information	
			126	Group directory	
	2.5	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.	8	Business model	
				Click here to enter text.	
		Nature of ownership and legal form.	29	Group structure	
			76	Directors' Report	
			115	Shareholder analysis	
	2.7	Markets served (including geographic breakdown, sectors served and types of customers-beneficiaries).	4	Group at a glance	
			46	Review of operations	
			62	Location of businesses	
			63	Business with Africa - 2015	
	2.8	Scale of the reporting organisation.	2	About this report	

			6	Seven-year review	
			116	Share information	
	2.9	Significant changes during the reporting period regarding size, structure or ownership.	10	Report of the chairman and the chief executive	
			16	Stakeholder engagement	
			24	Financial review	
			76	Directors' report	
	2.10	Awards received in the reporting period.		None	
3. Report parameters					
	3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	2	About this report	
			76	Directors' report	
	3.2	Date of most recent previous report (if any).	2	About this report	
	3.3	Reporting cycle (annual, biennial, etc.)	2	About this report	The integrated report is produced annually
			76	Directors' report	
	3.4	Contact point for questions regarding the report or its contents.	3	About this report	
			125	Corporate information	
	3.5	Process for defining report content.	Inside cover	Contents	
			2 - 3	About this report	
	3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	4	Group at a glance	
			8 – 9	Business model	
			29	Group structure	
			46	Review of operations	
			63	Business with Africa 2015	
	3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	N/A		
	3.8	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.	80	Group statement of comprehensive income	Results of acquisitions shown separately
			84	Accounting policies	
	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. Explain		Accounting policies –goodwill note 1.15	

		any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.			
	3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	N/A		
	3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	N/A		
	3.12	Table identifying the location of the Standard Disclosures in the report.	3	About this report	
	3.13	Policy and current practice with regard to seeking external assurance for the report.	31	Corporate governance report	
4. Governance commitments and engagement					
	4.1	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.	31	Corporate governance report	
	4.2	Indicate whether the chair of the highest governance body is also an executive officer.	31	Corporate governance report	Chairman is a non-executive director.
	4.3	For organisations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	20	Board of directors – non-executives	5
			32 - 33	Corporate governance report	
	4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	16	Stakeholder engagement	
			64	Employee report	
			31	Corporate governance report	
	4.5	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).	35	Remuneration report;	
	4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	42	Social and Ethics Committee	
			67 - 68	Corporate ethics and governance	
	4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the	37	Corporate governance report – Nomination committee	

		organisation's strategy on economic, environmental and social topics.			
	4.8	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.	7	Mission	
			7	Measurement of success	
			67	Corporate ethics and governance	
	4.9	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.	42	Corporate governance report - Social and ethics committee	
	4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental and social performance.	31	Corporate governance report	
	4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	42	Corporate governance report – social and ethics committee	
	4.12	Externally-developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	2	About this report Corporate governance report - Introduction	
			31	Corporate governance report - Introduction	
	4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organisations in which the organisation: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.			Hudaco is a member of the Institute of Race Relations and the Free Market Foundation
	4.14	List of stakeholder groups engaged by the organisation.	16	Stakeholder engagement	
	4.15	Basis for identification and selection of stakeholders with whom to engage.	7	Mission	
			16	Stakeholder engagement	
	4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	16	Stakeholder engagement	
	4.17	Key topics and concerns that have been raised through stakeholder engagement, and	16	Stakeholder engagement	

		how the organisation has responded to those key topics and concerns, including through its reporting.			
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STANDARD DISCLOSURES PART II: DISCLOSURES ON MANAGEMENT APPROACH (DMAs)

G3 DMA	Description	Page reference printed report		Comment
DMA EC	Disclosure on management approach EC	24	Financial review	
		8	Business model	
DMA EN	Disclosure on management approach EN	56	Review of operations – environmental impact	
DMA LA	Disclosure on management approach LA	64	Employee report	
DMA HR	Disclosure on management approach HR	64	Employee report	
DMA SO	Disclosure on management approach SO	67	Corporate ethics and governance	
		42	Social and ethics committee report	
DMA PR		56	Review of operations – environmental impact	

STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS

Performance Indicator	Description	Reference	Section	Comments
Economic				
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.	30	Value-added statement	
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	N/A		
EC3	Coverage of the organisation's defined benefit plan obligations.	106	Note 25 to the financial statements	Hudaco does not have defined benefit plan obligations.

EC4	Significant financial assistance received from government.	N/A		Hudaco did not receive any financial assistance from the government in the last reporting period
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	N/A		This indicator is not measured by Hudaco.
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	70	Employee report – enterprise development	
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	65	Employee report -transformation	
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind or pro bono engagement.	70	Employee report –socio-economic development	
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	N/A		None of Hudaco's operations has been identified as having the potential to negatively impact local communities directly.
Environmental				
EN1	Materials used by weight or volume.	N/A		This indicator is not measured in the group. Our operations do not make use of a significant volume of materials that pose a threat to the environment and the indicator is therefore not applicable to our business.
EN2	Percentage of materials used that are recycled input materials.	N/A		
EN3	Direct energy consumption by primary energy source.	N/A		This indicator is not measured in the group. We do not make use of energy derived directly from a primary source. All energy is sourced through the national utility provider.
EN4	Indirect energy consumption by primary source.			This indicator is not disclosed
EN5	Energy saved due to conservation and efficiency improvements.	56	Review of operations – environmental impact	
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	56-59	Review of operations – environmental impact	Hudaco mainly sources branded products directly from leading international manufactures. However, our total purchases as a proportion of their total sales is very small, making it impossible to influence their manufacturing methods etc. Most of our brands are manufactured according to the stringent environmental standards of Japan and Europe, which generally exceed

				requirements of the countries where their products are used (eg the relatively poor South African emissions standards on diesel engines).
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.			Bearings International's (one of the largest businesses within the group) relatively new head office incorporates the latest energy-saving lighting, cooling, heating and ventilation systems.
EN8	Total water withdrawal by source.	N/A		This indicator is not measured in the group. Water is drawn from municipalities and / or boreholes, and not directly from the water source.
EN9	Water sources significantly affected by withdrawal of water.	N/A		Water is not significant in operations so this indicator is not measured in the group. Water is drawn from municipalities and / or boreholes, and not directly from the water source. We are therefore unable to accurately determine with any certainty the water sources directly affected by our withdrawal or use of water.
EN10	Percentage and total volume of water recycled and reused.	N/A		Water is not significant in operations this indicator is not currently measured in the group.
EN11	Location and size of land owned, leased, managed in or adjacent to, protected areas and areas of high biodiversity value outside protected areas.			Bearings International is situated at Lancaster Business Park, Parkhaven Ext 5, Boksburg
EN12	Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.			Bearings International's office and warehouse are located near a protected wetland. They have signed a formal undertaking to actively participate in the protection and upkeep of the wetland and its bird and animal life. However, their daily activities, products or services do not have any significant impact on the biodiversity in the protected wetland.
EN13	Habitats protected or restored.	N/A		Bearings International has signed a formal undertaking to actively participate in the protection and upkeep of the wetland and its bird and animal life, situated near its head office.
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	N/A		Only one of our businesses, Bearings International, is located near a protected wetland. It has signed a formal undertaking to actively participate in the

				protection and upkeep of the wetland and its bird and animal life.
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	N/A		
EN16	Total direct and indirect greenhouse gas emissions by weight.	N/A		This indicator is not measured by Hudaco.
EN17	Other relevant indirect greenhouse gas emissions by weight.	N/A		This indicator is not measured by Hudaco
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	56	Review of operations – environmental impact	Hudaco aims to achieve economies of scale by scheduling delivery of orders efficiently and streamlining our logistics operations, thus minimising our carbon footprint,
EN19	Emissions of ozone-depleting substances by weight.	N/A		This indicator is not measured in the group. Hudaco does not emit ozone depleting substances such as CFCs, HCFCs, halons and methyl bromide, this indicator is not deemed applicable.
EN20	NOx, SOx, and other significant air emissions by type and weight.	N/A		This indicator is not measured in the group as we do not emit NOx, SOx, persistent organic pollutants, volatile organic compounds, hazardous air pollutants, stack and fugitive emissions or particulate matter. This indicator is not deemed applicable.
EN21	Total water discharge by quality and destination.	N/A		This indicator is not measured in the group, as we do not discharge significant quantities of water. This indicator is not applicable.
EN22	Total weight of waste by type and disposal method.	N/A		This indicator is not measured in the group.
EN23	Total number and volume of significant spills.	N/A		Due to the nature of Hudaco's business, this indicator is not applicable.
EN24	Weight 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.	N/A		We do not transport, import, export, or treat any waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, nor do we ship any such waste internationally.
EN25	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.	N/A		This indicator is not measured in the group, as we do not discharge significant quantities of water. This indicator is deemed not applicable.

EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	N/A		Not reported. The majority of our products do not carry a significant environmental impact. The exception in this regard is batteries – we have recycling campaigns in place to mitigate their environmental impact.
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	N/A		This indicator is not measured
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	N/A		No fines and non-monetary sanction for non-compliance with environmental laws and regulations were identified in this reporting period.
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	N/A		This indicator is not measured.
EN30	Total environmental protection expenditures and investments by type.	N/A		This indicator is not measured
Social: Labour practices and decent work				
LA1	Total workforce by employment type, employment contract and region.	64	Employee report – Workplace profile	
		62	Location of businesses	
LA2	Total number and rate of employee turnover by age group, gender and region.	N/A		This indicator is not reported on.
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	64	Employee report	
LA4	Percentage of employees covered by collective bargaining agreements.	68	Employee report – Organised labour and employee rights	18%
LA5	Minimum notice period's regarding significant operational changes, including whether it is specified in collective agreements.	N/A		This indicator is not reported on
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	N/A		This indicator is not reported on
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	69	Employee report – Health and safety	Partially reported on

LA8	Education, training, counselling, prevention and risk-control programmes in place to assist workforce members, their families, or community members regarding serious diseases.	69	Employee report - Wellness	
LA9	Health and safety topics covered in formal agreements with trade unions.	N/A		This indicator is not reported on. Only 18% of the total workforce are covered by collective bargaining agreements.
LA10	Average hours of training per year per employee by employee category.	66	Employee report – skills development and training	Training is measured and reported in terms of spend, not hours.
LA11	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	66	Employee report – skills development and training	
LA12	Percentage of employees receiving regular performance and career development reviews.	N/A		This indicator is not measured.
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	20	Board of directors;	Reported according to gender and minority group membership, but not according to age or other indicators of diversity.
		65	Human capital - transformation; Managing human capital	
LA14	Ratio of basic salary of men to women by employee category.	N/A		This indicator is not currently measured in the group.
LA15	Return to work and retention rates after parental leave, by gender.	N/A		This indicator is not currently measured in the group.
Social: Human rights				
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	N/A		The activities of the group do not involve significant investment agreements of this nature.
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	N/A		This indicator is not currently measured in the group. However, suppliers are generally top international brands that undergo screening by large customers in countries with stringent requirements.
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.	67	Employee report – Corporate ethics and governance	Policies dealing with human rights are included in employee training. However, Hudaco does not measure the total hours of employee training in this regard.
HR4	Total number of incidents of discrimination and actions taken.	67	Employee report – Corporate ethics and governance	No significant incidents were reported during the year.
HR5	Operations identified in which the right to exercise freedom of	67	Employee report – Corporate ethics and governance	Employees are not inhibited in any way with regard to collective

	association and collective bargaining may be at significant risk, and actions taken to support these rights.			bargaining or union membership. However, only 18% of our total workforce is covered by collective bargaining agreements.
HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.	68	Employee report – Organised labour and employee rights	
HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour.	68	Employee report – Organised labour and employee rights	
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.	N/A		This indicator is not currently measured in the group.
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	N/A		No grievances related to human rights were filed, addressed or had to be resolved in the year under review.
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	N/A		None of Hudaco's businesses has been subject to human rights reviews or impact assessments.
HR11	Number of grievances related to human rights filed, address and resolved through formal grievance mechanisms.	N/A		No grievances related to human rights were filed, addressed or had to be resolved in the year under review.
Social: Society				
SO1	Nature, scope and effectiveness of any programmes and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting.	70	Employee report – Enterprise development and socio-economic development.	Partially reported on
SO2	Percentage and total number of business units analysed for risks related to corruption.	67	Employee report – Corporate ethics and governance	100% of Hudaco's businesses are analysed for risk related to corruption
		40	Corporate governance - Risk	
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures.	67	Employee report – Corporate ethics and governance	Anti-corruption training forms part of ethics and good corporate governance training. Hudaco does not measure the percentage of employees trained in this regard but it is part of the induction procedures.
SO4	Actions taken in response to incidents of corruption.	67	Employee report – Corporate ethics and governance	
SO5	Public policy positions and participation in public policy development and lobbying.			In the year under review Hudaco participated in public lobbying on the issue of the new B-BBEE

				codes and for transparency in voting by shareholders through proxy.
SO6	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country.	44	Corporate governance report – Relationship with stakeholders.	Hudaco did not make any donations to political parties, politicians or related institutions.
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	67	Employee report – Corporate ethics and governance	There were no legal actions.
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	67	Employee report – Corporate ethics and governance	There were no significant fines and non-monetary sanctions for non-compliance with laws and regulations during the year under review.
SO9	Operations with significant potential or actual negative impacts on local communities.	N/A		Hudaco does not believe any of its businesses have significant potential or actual negative impacts on local communities
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	N/A		Hudaco does not believe any of its businesses have significant potential or actual negative impacts on local communities
Social: Product responsibility				
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.	N/A		Hudaco does not currently track this indicator.
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.	N/A		No incidents of non-compliance with regulations and voluntary codes concerning health and safety impact of products and services were reported during the year under review.
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	N/A		This indicator is not measured
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	N/A		No incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling were reported during the year under review.
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	N/A		This indicator is not measured
PR6	Programs for adherence to laws, standards, and voluntary codes			Hudaco adheres to all laws, standards and voluntary codes

	related to marketing communications, including advertising, promotion, and sponsorship.			relate to marketing communications, including advertising, promotion and sponsorships.
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.			No incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorships were reported during the year under review.
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.			There were no reports of loss of confidential customer information during the year or breaches of customer privacy.
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.			No significant fines for non-compliance with laws and regulations concerning the provision and use of products and services were incurred during the year under review.