Bidvest

Year ended 30 June 2021

GRI Standard / Other Source	Disclosure number	GRI Standards Disclosure Title	Information	Linking the SDGs and the GRI Standards	Annual Integrated Report	Environmental; Social and Governance Report	Audited Consolidated and Separate Annual Financial Statements	Websites	Bidvest ESG Framework
	General disclosures	**Foundation**							
GRI 1 Foundation 2021	Statement of use: Reporting with reference to the GRI Standards	(a) The claim made by the organization, if it has prepared a report in accordance with the GRI Standards: (i) The report has been prepared in accordance with the GRI Standards: Universal Standards	About this report - Reporting Frameworks. Introduction to Environmental, Social and Governance Report - About this report.		Page 2	Page 1			
GRI 1 Foundation 2021	Statement of use: Reporting with reference to the GRI Standards	GRI content index: (a) The GRI content index, which specifies each of the GRI standards used and lists all disclosures included in the report. (b) For each disclosure, the content index shall include: (i) the number of the disclosures (for disclosures covered by the GRI Standards). (ii) the page number (s) or URL (s) where the information can be found, either within the report or in other published materials. (iii) if applicable, and where permitted, the reason (s) for omission when a required disclosure cannot be made.	GRI Content Index		Supplementary documents on our website	Supplementary documents on our website.	Supplementary documents on our website	www.bidvest.com	
	General disclosures	**The organization and its reporting practices**							
GRI 2 General Disclosures 2021	2 - 1 - Organizational details	(a) report its legal name; (b) report its nature of ownership and legal form; (c) report the location of its headquarters; (d) report its countries of operation	The Bidvest Group Limited appears on the bottom of every page throughout the report. Bidvest House, 18 Crescent Drive, Melrose Arch, 2196, South Africa. Integrated Group overview. Divisional reviews.		Back cover. Administration page. Pages 52 - 65		Back cover. Administration page. Page 97.	www.bidvest.com	
GRI 2 General Disclosures 2021	2 -2 - Entities included in the organization's sustainability reporting	(a) list all its entities in its sustainability reporting; (b) if the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting; (c) if the organization consists of multiple entities, explain the approach used for consolidating the information, including: (i) whether the approach involves adjustments to information for minority interests; (ii) how the approach takes into account mergers, acquisitions, and disposal of entities or part of entities; (iii) whether and how the approach differs across the disclosures in this Standard and across material topics.	This is Bidvest. Divisional reviews. Directors' report - Acquisitions and disposals. Discontinued operations. Annexure A: Interests in subsidiaries and associates		Pages 6 - 7. Pages 54 - 65		Page 9. Pages: 101 - 108	www.bidvest.com. https://www.bidvest-reports.co.za/results/annual-2021/pdf/afs-new.pdf	
GRI 2 General Disclosures 2021	2 - 3 - Reporting period, frequency and contact point	Reporting period, frequency and contact point: (a) specify the reporting period for, and the frequency of, its sustainability reporting; (b) specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this; (c) report the publication date of the report or reported information; (d) specify the contact point for questions about the report or reported information	July 2020 - June 2021; Annually; Investor relations: Ilze Roux, Administration page		Website, Administration page		Administration page	www.bidvest.com	
GRI 2 General Disclosures 2021	2 - 3 - Restatements of information	(a) report restatements of information made from previous reporting periods and explain: (i) the reasons for the restatements; (ii) the effect of the restatements.	Basis of presentation of summarised consolidated financial statements - Restatement of comparatives.		Page 80		Page 21. Page 63	www.bidvest.com	
GRI 2 General Disclosures 2021	2 - 5 - External assurance	(a) describe its policy and practice for seeking external assurance, including whether and how the highest governance boy and senior executives are involved; (b) if the organization's sustainability reporting has been externally assured: (i) provide a link or reference to the external assurance report (s) or assurance statements; (ii) describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; (iii) describe the relationship between the organization and the assurance provider.	About this report - Assurance. External assurance. Independent auditor's report		Page 3. Pages 71 - 72	Page 47	Pages: 3 - 12	www.bidvest.com	G2
GRI 2 General Disclosures 2021	2 - 6 - Activities, value chain and other business relationships	(a) report the sector (s) in which it is active. (b) describe its value chain, including: (i) the organization's activities, products, services and markets served. (ii) the organization's supply chain. (iii) the entities downstream from the organization and their activities. (c) report other relevant business relationships. (d) describe significant changes in 2-6-a, 2-6-b and 2-6-c ompared to the previous reporting period.	About this report. The Group - This is Bidvest. Who we are. Value Creation Model. Sustainable Value for all. Living our Blueprint. Chairman's report. CEO's report. CFO's report. Divisional reviews. Notes to the consolidated financial statements. Annexure A: Interests in subsidiaries and associates		Pages: 2 - 3 . Pages: 4 - 7. Pages 8 - 11. Pages 12 - 13. Pages 14 - 17. Pages 18 - 19. Pages 19 - 21. Pages 20 - 32. Pages 52 - 65		Pages: 21 - 100. Pages 101 - 108	www.bidvest.com/divisional-structure.php	
GRI 2 General Disclosures 2021	2 - 7 - Employees	(a) report the total number of employees, and a breakdown of this total by gender and by region (b) report the total number of: (i) permanent employees, and a breakdown by gender and by region; (ii) temporary employees, and a breakdown by gender and by region; (iii) non-guaranteed hours employees (casual), and a breakdown by gender and by region; (iv) full-time employees, and a breakdown by gender and by region; (v) part-time employees, and a breakdown by gender and by region; (c) describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: (i) in head count, full-time equivalent (FTE), or using another methodology; (ii) at the end of the reporting period, as an average across the reporting period, or using another methodology; (d) report contextual information necessary to understand the data reported under 2-7-a and 2-7-b; (e) describe significant fluctuations in the number of employees during the reporting period and between reporting periods.	2021 Highlights. 121 343 employees - 44% employees female and 56% employees male. About this report - Employees and trade unions. Stewardship - Transformation, diversity and employment equity. Notes to the consolidated financial statements 12.4 Segmental employees, benefits and remuneration 2021 & 2020.		Page 1. Page 2. Page 45	Page 16	Page 94	www.bidvest.com	S1

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	General disclosures	**Foundation**							
GRI 2 General Disclosures 2021	2 - 8 - Workers who are not employees	(a) report the total number of workers who are not employees and whose work is controlled by the organization and describe: (i) the most common types of worker and their contractual relationship with the organization; (ii) the type of work they perform; (b) describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported: (i) the head count, full-time equivalent (FTE), or using another methodology; (ii) at the end of the reporting period, as an average across the reporting period, or using another methology; (c) describe significant fluctuations in the number of workers who are not employees during the reporting priod and between reporting periods	We do have contract employees. Bottom up data sets are being build. Health & safety data available	  				Additional ESG data disclosure as part of annual report downloads. Www.bidvest.com	
GRI 2 General Disclosures 2021	2 - 9 - Governance structure and composition	(a) describe its governance structure, including committees of the highest governance body; (b) list the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organization's impacts on the economy, environment and people; (c) describe the composition of the highest governance body and its committees by: (i) executive and non-executive members; (ii) independence; (iii) tenure of members on the governance body; (iv) number of other signifiant positions and commitments held by each member, and the nature of commitments; (v) gender; (vi) under-represents groups; (vii) competencies relevant to the impacts of the organization; (viii) stakeholder representation	Governance - Leadership Board of directors and Executive Committee. Governance - How the functional Bidvest governance structure works. Board sub-committees: Acquisitons committee. Audit committee. Nominations committee. Remuneration committee. Risk committee. Social, ethics & transformation committee. Gender, race and tenure disclosure. Directors' curricula vitae	 	Page 36. Page 37.	Page 34. Page 35. Page 36 - 43. Page 44 - 45		http://www.bidvest.com/board-members.php	G2, S1
GRI 2 General Disclosures 2021	2 - 10 - Nomination and selection of the highest governance body	(a) describe the nomination and selection processes for the highest governance body and its committees. (b) describe the criteria used for nominating and selecting highest governance body members, including whether and how the followng are taken into consideration: (i) views of stakeholders (including shareholders); (ii) diversity; (iii) independence; (iv) competencies relevant to the impacts of the organization	Governance - Talent processes and controls. Nominations committee members, attendance, mandate, focus			Page 41		www.bidvest.com/board-members.php	G2
GRI 2 General Disclosures 2021	2 - 11 - Chair of the highest governance body	(a) report whether the chair of the highest governance body is also senior executive in the organization. (b) if the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.	Stewardship - Leadership - Independent non-executive director - Bonang Mohale - Chairman. Governance - Leadership		Page 36	Page 34		www.bidvest.com/board-members.php	G2
GRI 2 General Disclosures 2021	2 - 12 - Role of the highest governance body in overseeing the management of impacts	(a) describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development; (b) describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including: (i) whether and how the higest governance body engages with stakeholders to support these processes; (ii) how the highest governance body considers the outcomes of these processes; (c) describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in (b), and report the frequency of this review.	Governance - Sustainability processes an controls. Governance - Leadership - Board of directors. Social, ethics and transformation committee members, attendance, mandate, focus.		Page 36.	Pages 38 - 39. Pages 39 - 40.		www.bidvest.com/board-members.php	E1-2; S1-5; G1-4
GRI 2 General Disclosures 2021	2 - 13 - Delegation of responsibility for managing impacts	(a) describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment and people, including: (i) whether it has appointed any senior executives with responsibility for the management of impacts; (ii) whether it has delegated responsibility for the management of impacts to other employees; (b) describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people.	Stakeholders, Governance Foundation and our strategy. Governance - Leadership Board of directors and Executive committee. How the functional Bidvest governance structure works. Functional processes and controls. Executive management processes and controls.		Pages 36 - 37. Pages 49 - 50	Page 6. Pages 28 - 31. Pages 34 - 43		www.bidvest.com/board-members.php. www.bidvest.com/sustainability-overview.php	G2
GRI 2 General Disclosures 2021	2 - 14 - Role of the highest governance body in sustainability reporting	(a) report whether the highest governance body is responsible for reviewing and approving the reported information. Including the organization's material topics, and if so, describe the process for reviewing and approving the information; (b) if the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this.	Material focus areas, risks and responses. The Risk committee assists in recognizing all material risks to which the Group is exposed and ensuring that the requisite risk management culture, policies and systems are in place and functioning effectively. Risk processes and controls. Risk members, attendance, mandate, focus.		Pages 2-3. Page 38.	Pge 1. Pages 37 - 38		http://www.bidvest.com/board-members.php http://www.bidvest.com/sustainability-overview.php	
GRI 2 General Disclosures 2021	2 - 15 - Conflicts of interest	(a) describe the processes for the highest governance body to ensure conflicts of interest are prevented and mitigated; (b) report whether conflicts of interest are disclosed to stakeholders, including, as a minimum, conflicts of interest relation to: (i) cross-board membership; (ii) cross-shareholding with suppliers and other stakeholders; (iii) existence of controlling shareholder; (iv) related parties, their relationships, transactions, and outstanding balances.	Governance - Code of ethics. Executive management processes and controls			Page 30. Page 42.	Page 11. Pages 109-110	www.bidvest.com	G1
GRI 2 General Disclosures 2021	2 - 16 - Communication of critical concerns	(a) describe whether and how critical concerns are communicated to the highest governance body; (b) report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.	Stakeholders governance, foundation and our strategy. Governance - Ethics. Board committees quarterly meetings: Risk processes and controls. Risk committee. Sustainability processes and controls. Social, ethics and transfomation committee		Page 36. Page 49	Pages 38 - 39.		http://www.bidvest.com/board-members.php	

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	General disclosures	**Foundation**							
GRI 2 General Disclosures 2021	2 - 17 - Collective knowledge of the highest governance body	Measures taken to advance the collective knowledge skills, and experience of the highest governance body on sustainable development.	Stakeholders, Governance Foundation and our Strategy. Sustainable strategy. ESG Framework. Sustainable processes and controls. The Social, ethics and transformation committee.		Pages 22 - 25.	Pages 7 - 11. Pages 38 - 39.		www.bidvest.com/board-members.php	
GRI 2 General Disclosures 2021	2 - 18 - Evaluation of the performance of the highest governance body	(a) describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people. (b) report whether the evaluations are independent or not, and the fequency of the evaluations. (c) describe actions taken in response to the evaluations, including changes to the composition of highest governance body and organizational practices.	Governance: Nominations committee members, attendance, mandate, focus. The nominations committee meets on a quarterly basis. The committee recommends to the board the re-appointment of directors and succession planning for directors including the CEO and senior management.			Page 41		http://www.bidvest.com/board-members.php	
GRI 2 General Disclosures 2021	2 - 19 - Remuneration policies	(a) describe the remuneration policies for members of the highest governance body and senior executives, including: (i) Fixed pay (ii) Sign-on bonuses or recruitment incentive payments. (iii) Termination payments. (iv) Clawbacks. (v) Retirement benefits (b) describe howthe remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment and people.	Remuneration report	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 5 GENDER EQUALITY		Pages 57 - 75		www.bidvest.com	E1-2; S1-5; G1-4
GRI 2 General Disclosures 2021	2 - 20 - Process to determine	(a) describe the process for designing its remuneration policies and for determining remuneration, including: (i) whether independent highest governance body members or an independent remuneration committee oversees the process for determining remunration; (ii) how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration; (iii) whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives; (b) report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.	Remuneration report	16 PEACE, JUSTICE AND STRONG INSTITUTIONS		Pages 57 - 75		www.bidvest.com	
GRI 2 General Disclosures 2021	2 - 21 - Annual total compensation ratio	(a) report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual; (b) report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual; (c) report contextual information necessary to understand the data and how the data has been compiled.	Not reported at Group level. Transformation, diversity and employment equity. The Group is committed to a sustainable, fair and responsible remuneration policy, from both an external competitiveness perspective as well as an internal equity perspective, which satisfies the requirements of all stakeholders. Bidvest is explicit in its commitment to income parity and recognise the grwing call for disclosure of the gender pay gap. We are not currently able to report on this in a meaningful manner at an aggregated level, but we remain committed to transparency in this regard and will be implementing systems to report on this.	5 GENDER EQUALITY		Page 16		www.bidvest.com	S4
GRI 2 General Disclosures 2021	2 -22 - Statement on sustainable development strategy	(a) report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainabe development.	Chairman' s report. CEO's report. Stakeholders, governance foundation and our strategy	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Pages: 22 - 24. Pages 26 - 29	Pages 1-2. Pages 6-7		www.bidvest.com	E1-2; S1-5; G1-4
GRI 2 General Disclosures 2021	2 - 23 - Policy commitments	(a) describe its policy commitments for responsible business conduct, including: (i) the authorotative intergovernmental instruments that the commitments reference; (ii) whether the commitments stipulate conducting due diligence; (iii) whether the commitments stipulate applying the precautionary principle; (iv) whether the commitments stipulate respecting human rights; (b) describe its specific policy commitment to respect human rights, including; (i) the internationally recognized human rights that the commitment covers; (ii) the categories of stakeholders, including at-risk or vunerable groups, that the organization gives particular attention to in the commitment; (c) provide links to the policy commitments if publicly available, or, if the policy commitments are not publcly available, explain the reason for this; (d) report the level at which each of the policy commitments are approved within the organization, including whether this is the most senior level; (e) report the extent to which the policy commitments apply to the organization's activities and to its business relationships; (f) describe how the policy commitments are	About this report - Key Stakeholders. Our ESG Framework. Sustainable Value for all. Governance - Doing the right thing even when no one else is looking. Code of Ethics. Governance - How the functional Bidvest Governance structure works. Stakeholders, Governance Foundation and Our Strategy. ESG Framework. Commitments. Material focus areas, risks and responses.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Page 2. Pages 14 - 17. Pages 10 - 11. Pages 38 - 42. Page 49 - 50.	Pages 6 -11. Page 28 - 31. Page 36. Pages 48 - 54		www.bidvest.com/sustainability-governance.php	G1
GRI 2 General Disclosures 2021	2 - 26 - Mechanisms for seeking advise and raising concerns	(a) describe the mechanisms for individuals: (i) seek advise on implementing the organization's policies and practices for responsible business conduct; (ii) raise concerns about the organization's business conduct	Governance - Doing the right thing even when no one else is looking - Ethics	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Page 49	Pages 28 - 29		http://www.bidvest.com/board-members.php	G1
GRI 2 General Disclosures 2021	2 - 28 - Membership associations	(a) report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role	At business level, appropriate associations and membership exists. Socio-economic membership and participation as appropriate and meaningful at Group level.		Page 47	Page 19			
GRI 2 General Disclosures 2021	2 - 29 - Stakeholder engagement: Approach to stakeholder engagement	(a) describe its approach to engaging with stakeholders including: (i) the categories of stakeholders it engages with, and how they are identified; (ii) the purpose of the stakeholder engagement; (iii) how the organization seeks to ensure meaningful engagement with stakeholders.	About this report - Key stakeholders. Sustainable value for all. Stakeholders, governance foundation and our strategy. ESG Framework. Our people. Governance.		Page 2. Pages 10 - 11. Pages 14 - 17. Pages 49 - 50.	Pages 6 - 11. Page 14. Pages 28 - 31. Page 36		www.bidvest.com	

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	General disclosures	**Foundation**							
GRI 2 General Disclosures 2021	2 - 30 - Collective bargaining agreements	(a) report the percentage of total employees covered by collective bargaining agreements; (b) for employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees based on collective bargaining agreements from other organizations.	Our People - 38% of employees belong to unions / bargaining councils. Bidvest is commited to "equal pay for equal work" principle.	8 DECENT WORK AND ECONOMIC GROWTH 5 GENDER EQUALITY	Page 45	Page 16		www.bidvest.com	S4
	General disclosures	**Material topics**							
GRI 3 Material Topics 2021	3 -1 - Process to determine material topics	(a) describe the process it has followed to determine its material topics, including: (i) how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships; (ii) how it has prioritized the impacts for reporting based on their significance; (b) specify the stakeholders and experts whose views have informed the process of determining its material topics.	About this Report. Who we are. Our ESG Framework. Value creation Model.Our Blueprint. Sustainable value for all. Living our Blueprint. Our People. Stewardship - Leadership. Material focus areas, risks and responses. Governance. Stakeholders, Governance Foundation and our Strategy. The Environment.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Pages 2 - 3. Pages 8 - 9. Pages 10 - 11. Pages 12 - 13. Pages 14 - 17. Pages 18 - 19. Pages 36 - 37. Pages 38 - 42. Pages 49 - 50.	Page 3. Pages 6 - 11. Pages 14 - 18. Pages 22 - 25. Pages 28 - 31. Pages 34 - 39. Pages 46 - 47. Pages 50 - 54.		www.bidvest.com	G3
GRI 3 Material Topics 2021	3 - 2 - List of material topics	(a) list its material topics; (b) report changes to the list of material topics compared to the previous reporting period.	Our Group risk management team and the associated materiality process has indentified material aspects at the Group level. In addition, the divisions have their own mateiral issues that they address. About this report - Materiality and material matters. Our ESG Framework. Our ongoing COVID-19 response. Value creation model - Our operating environment - Material matters. Sustainable value for all. Living our blueprint. Material focus areas, risks and responses. Sustainability. Governance. Divisional reviews. Stakeholder, Governance Foundation and our strategy - Risks. Governance.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Page 2. Pages 10 - 11. Pages 12 -13. Pages 14 - 17. Pages 18 - 19. Pages 38 - 42. Page 44. Pages 49 - 50. Pages 54 - 64.	Page 3. Page 6 - 11. Pages 28 - 31. Pages 46 - 47. Pages 50 - 54.		www.bidvest.com	G3
GRI 3 Material Topics 2021	3 - 3 - Management of material topics	(a) describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights: (b) report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships; (c) describe its policies or commitments regarding the material topic; (d) describe actions taken to manage the topic and related impacts, including: (i) actions to prevent or mitigate potential negative impacts; (ii) actions to address actual negative impacts, including actions to provide for or co-operated in their remediation; (iii) actions to manage actual and potential positive impacts; (e) report the following information about tracking the effectiveness of the actions taken: (i) processes used to track the effectiveness of the actions; (ii) goals, targets, and indicators used to evaluate progress; (iii) the effectiveness of the actions, including progress toward the goals and targets; (iv) lessons learnt and how these have been incorporated into the organization's operational	Our Group risk management team and the associated materiality process has indentified material aspects at the Group level. In addition, the divisions have their own mateiral issues that they address. About this report. This is Bidvest. Who we are. Our ESG Framework. Value creation model. Sustainable value for all. Living our Blueprint. Material focus areas, risks and responses. Sustainability. Governance. Divisional reviews.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Pages 2 - 3. Pages 6 - 7. Pages 8 - 9. Pages 10 - 11. Pages 12 - 13. Pages 14 - 17. Pages 18 - 19. Pages 38 - 42. Page 44. Pages 49 - 50. Pages 54 - 65	Page 3. Pages 8 - 11. Pages 28 - 31. Pages 36 - 43. Pages 46 - 47. Pages 50 - 54.		http://www.bidvest.com/sustainability-overview.php	G3
	Topic Standard	**Economic Performance**							
GRI 201 Topic disclosure 2016	201-1 - Direct economic value generated and distributed	(a) Direct economic value generated and distributed (EVG&D) on an accrual basis, including the basic components for the organization's global operations as based below. If data are presented on a cash basis, report the justification for this in addition to reporting the following basic components: (i) Direct economic value generated revenues. (ii) Economic value distributed operating costs, employee wages and benefits, payments to providers of capital payments to government by country, and community investments. (iii) Economic value retained "direct economic value generated " less " economic value distributed". (b) Where significant, report EVG&D separately at country, regional or market levels, and the criteria used for defining significance.	This is Bidvest. Chairman's report. CEO's report, CFO's report. Our contribution to prosperity. Value-added statement.	10 REDUCED INEQUALITIES 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 8 DECENT WORK AND ECONOMIC GROWTH 3 GOOD HEALTH AND WELL-BEING	Pages 6 - 7. Pages 22 - 32. Page 51	Page 56	Pages 15 - 19. Pages 21 - 94	www.bidvest.com	
GRI 201 Topic disclosure 2016	201-2 - Financial implications and other risks and opportunities due to climate change	(a) Risks and opportunities posed by climate change that have the potential to generate substantive changes to operations, revenue or expenditure, including: (i) a description of the risk or opportunity and its classification as either as physical, regulatory or other. (ii) a description of the impact associated with the risk or opportunity. (iii) the financial implications of the risk or opportunity before action is taken. (iv) the methods used to manage the risk or opportunity. (v) the costs of actions taken to manage the risk or opportunity.	About this report - Key Stakeholders - Materiality and material matters. Our ESG Framework. Value creation model - Material matters. Sustainability. Material focus areas and responses. Stakeholders, governance foundation and our strategy - Risks, Sustainable strategy. IT governance and security	13 CLIMATE ACTION	Page 2. Pages 10 - 11. Pages 12 - Pages: 38 - 42. Pages 44 - 48.	Pages 6 - 11. Pages 46 - 47. Pages 50 - 54		www.bidvest.com/sustainability-overview.php	E1, E2
GRI 201 Topic disclosure 2016	201-3 - Defined benefit plan obligations and other retiremtent plans	(a) If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities. (b) If a separate fund exists to pay the plan's pension liabilities: (i) the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them. (ii) the basis on which that estimate has been arrived at. (iii) when that estimate was made. (c) If a fund was set up to pay the plan's pension liabilities is not fully covered, explain the strategy if any, adopted by the employer to work towards full coverage and the timescale, if any by which the employee hopes to achieve full coverage. (d) Percentage of salary contributed by employee or employer. (e) level of participation in retirement plans, such as participation in mandatory or voluntary scheme, regional or country-based schemes or those with financial impact	Notes to the consolidated financial statements. Summarised segmental analysis - Segmental operating liabilities		Page 79		Pages 21 - 94	www.bidvest.com	

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GRI 201 Topic disclosure 2016	201-4 - Financial assistance received from government	(a) Total monetary value of financial assistance received by the organization from any government during the reporting period, including: (i) tax relief and tax credits. (ii) subsidies. (iii) investment grants, research and development grants and other relevant types of grant. (iv) awards. (v) royalty holidays. (vi) financial assistance from Export Credit Agencies (ECAs) (vii) financial incentives. (viii) other financial benefits received or receivable from any government for any operation. (b) The information in 201-4-a by country. (c) Whether and the extent to which any governmentt is present in the shareholding structure.	Governments support was received in the form of employee relief schemes. The Public Investment Commission, the government pension fund, is a shareholder.		Page 90	Page 56	Pages 109-110		
	Topic Standard	**Market Presence**							
GRI 202 Topic disclosure 2016	202-1 - Ratios of standard entry level wage by gender compared to local minimum wage	(a) When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage. (b) When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage. (c) Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used. (d) The definition used for 'significant locations of operation'.	Not reported at Group level. Transformation, diversity and employment equity. The Group is committed to a sustainable, fair and responsible remuneration policy, from both an external competitiveness perspective as well as an internal equity perspective, which satisfies the requirements of all stakeholders. Bidvest is explicit in its commitment to income parity and recognise the grwing call for disclosure of the gender pay gap. We are not currently able to report on this in a meaningful manner at an aggregated level, but we remain committed to transparency in this regard and will be implementing systems to report on this.			Page 16		www.bidvest.com	S4
GRI 202 Topic disclosure 2016	202-2 - Proportion of senior management hired from the local community	(a) Percentage of senior management at significant locations of operation that are hired from the local community. (b) A definition used for "senior management". (c) The organization's geographical definition of "local". (d) The definition used for "significant locations of operation"	Our People - Management control. Regulatory compliance B-BBEE - Empowerdex Generic Scorecard			Page 16. Page 32		www.bidvest.com/divisional-information.php www.bidvest.com/sustainability-transformation.php ww.bidvest.com/pdf/bee/empowerdex-	S1, S5
	Topic Standard	**Indirect Economic Impacts**							
GRI 203 Topic disclosure 2016	203-1 - Infrastructure investments and services supported	(a) Extent of development of significant infrastructure investment and services supported. (b) Current or expected impacts on communities and local economies, including positive and negative impacts where relevant. (c) Whether these investments and services are commercial, in-kind, or pro-bono engagements.	Chairman's report. CEO's report, CFO report, Divisional reviews. Environmental value-add solutions		Pages 22 - 24. Pages 26 - 29. Pages 30 - 32 Pages 54 - 65	Page 24		http://www.bidvest.com/sustainability-transformation.php http://www.bidvest.com/divisional-structure.php	E1, E2
GRI 203 Topic disclosure 2016	203-2 - Significant indirect economic impacts	(a) Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts. (b) Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols and policy agendas.	Who we are - Our ongoing COVID-19 response. Material focus areas, risks and responses. Stakeholders, governance foundation and our strategy - Risks. Our contribution to prosperity		Page 11. Page 38 - 42	Pages 6 - 7. Pages 50 - 54. Page 56		www.bidvest.com	S3, S5, G3
	Topic Standard	**Procurement Practices**							
GRI 204 Topic disclosure 2016	204-1 - Proportion of spending on local suppliers	(a) Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally). (b) The organization's geographical definition of "local". (c) The definition used for "significant locations of operation".	Our people - Procuring local. Across the Group's businesses, 52% of its local procurement spend was with suppliers holding a B-BBEE level 4 and better rating. Sustainable value for all - Creating value for suppliers - R 20 billion procurement spend in South Africa.		Page 17. Page 46	Page 19		www.bidvest.com	S5
	Topic Standard	**Materials**							
GRI 301 Topic disclosure 2016	301-1 - Materials used by weight or volume	(a) Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by: (i) non-renewable materials used; (ii) renewable materials used.	Not reported at Group level. Examples of business level initiatives			Pages 7 -11. Pages 24-25			E2
GRI 301 Topic disclosure 2016	301-2 - Recycled input materials used	Percentage of recycled input materials used to manufacture the organization's primary products and services.	Not reported at Group level						
GRI 301 Topic disclosure 2016	301-3 - Reclaimed products and their packaging materials	(a) Percentage of reclaimed products and their packaging materials for each product category. (b) How the data for this disclosure have been collected.	Not reported at Group level. Examples of business level initiatives			Pages 24-25		www.bidvest.com	E2
	Topic Standard	**Energy**							

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	General disclosures	**Foundation**							
GRI 302 Topic disclosure 2016	302-1 - Energy consumption within the organization	(a) Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used. (b) Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used. (c) In joules, watt-hours or multiples, the total: (i) electricity consumption (ii) heating consumption (iii) cooling consumption (iv) steam consumption (d) In joules, watt-hours or multiples, the total: (i) electricity sold (ii) heating sold (iii) cooling sold (iv) steam sold (e) Total energy consumption within the organization, in joules or multiples. (f) Standards, methodologies, assumptions, and/or calculation tools used. (g) Source of the conversion factors used.	Sustainability. The environment - Emissions - Scope 1 & 2. Our Blueprint - 49% more electricity from renewable resources. Tonnes CO2 are reported using government and international GHG conversion factors.	7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Page 1. Page 13	Pages 7 - 8. Page 23		www.bidvest.com/sustainability-overview.php. Supplementary data as part of annual reporting	E1
GRI 302 Topic disclosure 2016	302-2 - Energy consumption outside of the organization	(a) Energy consumption outside of the organization, in joules or multiples. (b) Standards, methodologies, assumptions and / or calculation tools used. (c) Source of the conversion factors used.	Not reported at Group level						
GRI 302 Topic disclosure 2016	302-3 - Energy intensity	(a) Energy ratio for the organization. (b) Organization-specific metric (the denominator) chosen to calculate the ratio. (c) Types of energy included in the intensity ratio, whether fuel, electricity, heating, cooling, steam or all. (d) Whether the ratio uses energy consumption within the organization, outside of it or both.	The Environment - Emissions - Scope 1 & 2. Sustainability - Environment: Conduct profitable business in a responsible and accountable manner. Emission intensity decreased 6%	7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Page 48	Pages 7 -11. Page 23		www.bidvest.com/sustainability-overview.php. Supplementary data as part of annual reporting	E1
GRI 302 Topic disclosure 2016	302-4 - Reduction of energy consumption	(a) Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples. (b) Types of energy included in the reductions, whether fuel, electricity, heating, cooling, steam or all. (c) Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. (d) Standards, methodologies, assumptions and / or calculation tools used.	Sustainability - Environment: Conduct profitable business in a responsible and accountable manner. Emission intensity decreased by 6%. 49% more electricity used from renewable resources. The environment - Emissions. Tonnes of CO2 are reported using government and international GHG conversion factors	7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Page 1. Page 48	Pages 7 - 8. Page 23		www.bidvest.com/sustainability-overview.php. Supplementary data as part of annual reporting	E1, E2
GRI 302 Topic disclosure 2016	302-5 - Reductions in energy requirements of products and services	(a) Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples. (b) Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. (c) Standards, methodologies, assumptions, and / or calculations used.	Sustainability - Environment: Conduct profitable business in a responsible and accountable manner. Emission intensity decreased by 6%. 49% more electricity used from renewable resources. The environment - Emissions. Tonnes of CO2 are reported using government and international GHG conversion factors	13 CLIMATE ACTION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Page 48	Pages 7 - 8. Page 23		www.bidvest.com/sustainability-overview.php. Supplementary data as part of annual reporting	E2
	Topic Standard	**Water and Effluents**							
GRI 303 Topic dislosure 2018	303-1 - Interactions with water as a shared resource	(a) A description of how the organization interacts with water, including how and where water is withdrawn, consumed and discharged and the water-related impacts the organization has caused or contributed to, or that are directly linked to its operation, products or services by its business relationship (eg. impacts caused by runoff). (b) A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe and any tools or methodologies used. (c) A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts. (d) An explanation of the process for setting any water-related goals and targets that are part of the organization's approach to managing water and effluents, and how they relate to public policy and the local context of each area with water stress.	The environment- Water - Sustainability - Environment. The Group used 1.9 million kilolitres of water, an increase of 2%, of which 0.5 million kilotres of industrial water was treated and discharged. Excluding the impact of the acquired businesses, the Group's water consumption declined 3% and water intensity decreased 15%.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 6 CLEAN WATER AND SANITATION	Page 1. Page 48	Page 1. Pages 7-8. Page 23		www.bidvest.com/sustainability-overview.php. Supplementary data as part of annual reporting	E2
GRI 303 Topic dislosure 2018	303-2 - Management of water discharge-related impacts	(a) A description of any minimum standards set for the quality of effluent discharge, and how these minimum, standards were determined, including: (i) how standards for facilities operating in locations with no local discharge requirements were determined. (ii) any internally developed water quality standards or guidelines. (iii) any sector-specific standards considered. (iv) whether the profile of the receiving waterbody was considered.	The environment - Water discharge. 0.5 million kilolitres of industrial wastewater was treated and discharged. Sustainability - Environment	6 CLEAN WATER AND SANITATION	Page 48	Page 1. Pages 7-8. Page 23		www.bidvest.com/sustainability-overview.php. Supplementary data as part of annual reporting	E2

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	General disclosures	**Foundation**							
GRI 303 Topic dislosure 2018	303-3 - Water withdrawal	(a) Total water withdrawal from all areas in megalitres, and a breakdown of this total by the following sources, if applicable: (i) Surface water (ii) Groundwater (iii) Seawater (iv) Produced water (v) Third-party water (b) Total water withdrawal from all areas with water stress in megalitres, and a breakdown of this total by the following sources, if applicable: (i) Surface water (ii) Groundwater (iii) Seawater (iv) Produced water (v) Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv. (c) A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megalitres by the following categories: (i) Freshwater (< 1000 mg/L. Total dissolved solids) (ii) Other water (> 1000 mg/L. Total dissolved solids) (d) Any contextual information necessary to understand how the data have been compiled, such as any standards, methododlogies and assumptions used.	The environment - Water. 1 737 megalitres water usage. Water intensity decreased 15%		Page 1. Page 48	Pages 7-8. Page 23		www.bidvest.com/sustainability-overview.php. Supplementary data as part of annual reporting	E2
GRI 303 Topic dislosure 2018	303-4 - Water discharge	(a) Total water discharge to all areas in megalitres, and a breakdown of this total by the following types of destination, if applicable: (i) Surface water; (ii) Groundwater; (iii) Seawater; (iv) Third-party water, and the volume of this total sent for use to other organizations, if applicable. (b) A breakdown of total water discharge to all areas in megalitres by the following categories: (i) Freshwater (≤1,000 mg/L Total Dissolved Solids); (ii) Other water (>1,000 mg/L Total Dissolved Solids). (c) Total water discharge to all areas with water stress in megalitres, and a breakdown of this total by the following categories: (i) Freshwater (≤1,000 mg/L Total Dissolved Solids); (ii) Other water (>1,000 mg/L Total Dissolved Solids). (d) Priority substances of concern for which discharges are treated, including: (i) how priority substances of concern were defined, and any international standard, authoritative list, or criteria used; (ii) the approach for setting discharge limits for priority substances of concern; (iii) number of incidents of non-compliance with discharge limits.	Sustainability - Environment - Waste water treated - 574 628 kilolitres = 574.63 megalitres		Page 48	Pages 7-8. Page 23		www.bidvest.com/sustainability-overview.php. Supplementary data as part of annual reporting	E2
GRI 303 Topic dislosure 2018	303-5 - Water consumption	(a) Total water consumption from all areas in megalitres. (b) Total water consumption from all areas with water stress in megalitres. (c) Change in water storage in megalitres, if water storage has been identified as having a significant water-related impact. (d) Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors.	The environment - Water - Total water usage: 1 737 059 kilolitres = 1737 megalitres. Waste water treated: 574 628 kilolitres = 574.63 megalitres		Page 48	Pages 7-8. Page 23		www.bidvest.com/sustainability-overview.php. Supplementary data as part of annual reporting	E2
	Topic Standard	**Biodiversity**							
GRI 304 Topic disclosure 2016	304-1 - Operational sites owned, lease, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protectd areas	(a) For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information: (i) Geographic location. (ii) Subsurface and underground land that may be owned, leased or managed by the organization. (iii) Position in relation to the protected area, (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas. (iv) Type of operation (office, manufacturing or production or extractive). (v) Size of operational site in km2 (or another unit, if appropriate). (vi) Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater or maritime ecosystem). (vii) Biodiversity value characterized by listing of protected status (such as UCN Protected Area Management Categories, Ramsar Convention, national legislation).	Most of our operations are not in biodiversity protected areas. As Its only a few entities that either work with hazardous chemicals.					https://www.bidvest.co.za/divisional-information.php	
GRI 304 Topic disclosure 2016	304-2 - Significant impacts of activities, products and services on bioversity	(a) Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following: (i) Construction or use of manufacturing plants, mines, and transport infrastructure. (ii) Pollution (Introduction of substances that do not naturally occur in the habitat from point and non-point sources) . (iii) Introduction to invasive species, pests and pathogens. (iv) Reduction of species. (v) Habitat conversion. (vi) Changes in ecological processed outside the natural range of variation (such as salinity or changes in groundwater level). (b) Significant direct and indirect positive nd negative impacts with reference to the following: (i) Species affected. (ii) Extent of areas impacted. (iii) Duration of impacts. (iv) Reversibility or irreversability of the impacts.	Given Bidvest's wholesale and distribution activities, its supply chain is extensive. Product need to be sourced responsibly			Pages 7-8. Page 19. Page 21. Page 31			E2
GRI 304 Topic disclosure 2016	304-3 - Habitats protected or restored	(a) Size and location of all habitat areas protected or restored and whether the success of the restoration measure was or is approved by independent external professionals. (b) Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures. (c) Status of each area based on its condition at the close of the reporting period. (d) Standards, methodologies and assumptions used.	Not reported at Group level. Bidvest Freight licenses include environmental rehabilitation requirements						

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	General disclosures	**Foundation**							
GRI 304 Topic disclosure 2016	304-4 - IUCN Red List species and national conservation list species with habitats in areas affected by operations	(a) Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk: (i) Critically endangered. (ii) Endangered. (iii) Vunerable. (iv) Near threatened (v) Least concern	Not applicable						
	Topic Standard	**Emissions**							
GRI 305 Topic disclosure 2016	305-1 - Direct (Scope 1) GHG emissions	(a) Gross direct (Scope 1) GHG emissions in metric tonnes of CO^2 equivalent. (b) Gases included in the calculation, whether CO^2, CH^4, N^2O, HFCs, PFCs. SF^6, NF^3 or all) (c) Biogenic CO^2 emissions in metric tonnes of CO^2 equivalent. (d) Base year for the calculation, if applicable, including: (i) the rationale for choosing it. (ii) emissions in the base year. (iii) the context for any significant changes in emissions that triggered recalculatons of base year emissions. (e) Source of the emission factors and the global warmimg potenial (GYWP) rates used or a reference to the GWP source. (f) Consolidation approach for emissions, whether equity share, financial control or operational control. (g) Standards, methodologies , assumptions and / or calculations tools used.	Sustainability - Sustainability - Environment: Conduct profitable business in a responsible and accountable manner. Emission intensity decreased 6%. 49% more electricity used was drawn from renewable resources. The environment - Emissions: Group Scope 1 & 2 2016 - 2021. Tonnes of CO_2e are reported using government and International GHG conversion factors.	7 AFFORDABLE AND CLEAN ENERGY 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION	Page 1. Page 48.	Page 23		www.bidvest.com/sustainability-overview.php. Supplementary data as part of annual reporting	E1
GRI 305 Topic disclosure 2016	305-2 - Energy indirect (Scope 2) GHG emissions	(a) Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO^2 equivalent. (b) If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tonnes of CO^2 equivalent. (c) If available, the gases included in the calculation; whether CO^2, CH^4, N^2O, HFCs, PFCs, SF^6, NF^3, or all. (d) Base year for the calculation, if applicable, including: (i) the rationale for choosing it; (ii) emissions in the base year; (iii) the context for any significant changes in emissions that triggered recalculations of base year emissions. (e) Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. (f) Consolidation approach for emissions; whether equity share, financial control, or operational control. (g) Standards, methodologies, assumptions, and/or calculation tools used.	Sustainability - Sustainability - Environment: Conduct profitable business in a responsible and accountable manner. Emission intensity decreased 6%. 49% more electricity used was drawn from renewable resources. The environment - Emissions: Group Scope 1 & 2 2016 - 2021. Tonnes of CO_2e are reported using government and International GHG conversion factors.	3 GOOD HEALTH AND WELL-BEING 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION	Page 1. Page 48.	Page 23		www.bidvest.com/sustainability-overview.php. Supplementary data as part of annual reporting	E1
GRI 305 Topic disclosure 2016	305-3 - Other indirect (Scope 3) GHG emissions	(a) Gross other indirect (Scope 3) GHG emissions in metric tonnes of CO^2 equivalent. (b) If available, the gases included in the calculation; whether CO^2, CH^4, N^2O, HFCs, PFCs, SF^6, NF^3, or all. (c) Biogenic CO^2 emissions in metric tonnes of CO^2 equivalent. (d) Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. (e) Base year for the calculation, if applicable, including: (i) the rationale for choosing it; (ii) emissions in the base year; (iii) the context for any significant changes in emissions that triggered recalculations of base year emissions. (f) Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. (g) Standards, methodologies, assumptions, and/or calculation tools used.	Data not gathered across the Group						
GRI 305 Topic disclosure 2016	305-4 - GHG emissions intensity	(a) GHG emissions intensity ratio for the organization. (b) Organization-specific metric (the denominator) chosen to calculate the ratio. (c) Types of GHG emissions included in the intensity ratio; whether direct (Scope1) energy indirect (Scope 2) and / or other indirect (Scope 3). (d) Gases included in the calculation; whether CO_2; CH_4; N_2O: HFCs; PFCs; NF_2 or all	The environment. Emission intensity decreased by 6%. Reported on Scope 1 & 2. Tonnes of CO2 are reported using government and International GHG conversion factors	13 CLIMATE ACTION		Page 23		www.bidvest.com	
GRI 305 Topic disclosure 2016	305-5 - Reduction of GHG emissions	(a) GHG emissions reduced as a result of reduction initiatives, in metric tonnes of CO^2 equivalent. (b) Gases included in the calculation; whether CO^2, CH^4 N^2O, HFCs, PFCs, SF^6, NF^3, or all. (c) Base year or baseline, including the rationale for choosing it. (d) Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). (e) Standards, methodologies, assumptions, and/or calculation tools used.	Sustainability - Environment: Conduct profitable business in a responsible and accountable manner. Emission intensity decreased by 6%. 49% more electricity used from renewable resources. The environment - Emissions. Sustainable value for all - Creating value for Communities, including community-based organisations, non-profit and non-governmental organisations - R 10 million saved in electricity costs through reduced usage. Tonnes of CO_2 are reported using government and International GHG conversion factors.	13 CLIMATE ACTION	Page 1. Page 15. Page 48	Pages 22 - 23		www.bidvest.com	E1
GRI 305 Topic disclosure 2016	305-6 - Emissions of ozone - depleting substances (ODS)	(a) Production imports and exports of ODS in metric tonnes of CFC-11 (trichlorofluromethane) equivalent. (b) Substances included in the calculation. (c) Source of the emission factors.used. (d) Standards. methodologies, assumptions, and/or calculation tools used	Not reported at Group level.						
GRI 305 Topic disclosure 2016	305-7 - Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significance air emissions	(a) Significant air emissions in kilograms or multiples for each of the following: (i) NO_x (ii) SO_x (iii) Persistent organic pollutants (POP) (iv) Volatile organic compounds (VOC) (v) Hazardous air pollutants (HAP) (vi) Particulate matter (PM) (vii) Other standard categories of air emissions identified in relevant regulations. (b) Source of the emission factors used. (c) Standards, methodologies, assumptions and/or calculation tool used	Not reported at Group level						
Topic Standard		**Waste**							

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	General disclosures	**Foundation**							
GRI 306 Topic disclosure 2020	306-1 - Waste generation and significant waste-related impacts	(a) For the organization's significant actual and potential waste-related impacts, a description of: (i) the inputs, activities and outputs that lead to these impacts. (ii) whether these impacts relate to waste generated in the organization's own activities or waste generated upstream or downstream in its value chain.	Sustainability - Environment - Recycled 126 235 tonnes of waste. Stakeholders, governance foundation and our strategy - Risks - Waste management - regulatory and operational challenges in maanagement waste, as some waste is subject to regulation pertaining to their transport, treatment, storage and disposal.	13 Climate Action 12 Responsible Consumption and Production	Page 48	Pages 7 - 8. Page 24		www.bidvest.com	E2
GRI 306 Topic disclosure 2020	306-2 - Management of significant waste-related impacts	(a) Actions, including circularity measure taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain and to manage significant impacts from waste generated. (b) If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations. (c) The processes used to collect and monitor waste related data	The environment - Waste - Almost all the businesses have waste recycling programme. See examples of some of businesses that recycle: McCarthy; Konica Minolta; Execuflora and Steiner.	13 Climate Action 12 Responsible Consumption and Production	Page 48	Pages 7 - 8. Page 24		www.bidvest.com	E2
GRI 306 Topic disclosure 2020	306-3 - Waste generated	(a) Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste. (b) Contextual information necessary to understand the data and how the data has been compiled	The environment - Waste - Almost all the businesses have waste recycling programme.	13 Climate Action 12 Responsible Consumption and Production	Page 48	Pages 7 - 8. Page 24		www.bidvest.com	E2
GRI 306 Topic disclosure 2020	306-4 - Waste diverted from disposal	(a) Total weight of waste diverted from disposal in metric tons and a breakdown of this total in composition of the waste. (b) Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: (i) Preparation for reuse. (ii) Recycling. (iii) Other recovery operations. (c) Total weight of non-hazardous waste diverted from disposal in metric tons, and a beakdown of this total by the following recovery operations: (i) Preparations for reuse. (ii) Recycling. (iii) Other recovery operations. (d) For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal: (i) onsite (ii) offsite (e) Contextual information necessary to understand the data and how the data have been compiled.	Sustainability - Environment - Recyled 126 235 tonnes of waste. Almost all the businesses have waste recycling programmes. Environmental management systems are in place at businesses, representing 50% of the Group revebue.	11 Sustainable Cities and Communities 3 Good Health and Well-Being 12 Responsible Consumption and Production	Page 48	Page 24		www.bidvest.com	
GRI 306 Topic disclosure 2020	306-5 - Waste directed to disposal	(a) Total weight of waste directed to disposal in metric tons and a breakdown of this total by composition of the waste. (b) Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: (i) incineration (with energy recovery) (ii) Incineration (without energy recovery). (iii) Landfilling. (iv) Other disposal operations (c) Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: (i) Incineration (with energy level) (ii) Incineration (without energy recovery). (iii) Landfilling (iv) Other disposal operation. (d) For each disposal operation listed in Disclosures 306-5-b and 306-5-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste directed to disposal: (i) onsite (ii) offsite (e) Contextual information necesssary to understand the data and how the data have been compiled.	Sustainability - Environment: Conduct business in a responsible and accountable manner. Example: PHS offered a bin replacement service whereby they took sanitary bins back to depots where the waste was removed and the bins washed.	13 Climate Action 12 Responsible Consumption and Production	Page 48	Pages 7 - 8. Page 24		www.bidvest.com	
	Topic Standard	**Supplier Environmental Assessment**							
GRI 308 Topic Disclosure 2016	308 - 1 - New suppliers that were screened using environmental criteria	(a) Percentage of new suppliers that were screened using environmental criteria	Sustainable value for all - Creating value for Suppliers: Supportive long-term relationships with small and Black-owned businesses to ensure sustainability.		Page 10	Pages 7 -8		www.bidvest.com	E2
GRI 308 Topic Disclosure 2016	308 - 2 - Negative environmental impacts in the supply chain and actions taken	(a) Number of suppliers assessed for environmental impacts. (b) Number of suppliers identified as having significant actual and potential negative environmental impacts. (c) Significant actual and potential negative environmental impacts identified in the supply chain. (d) Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment. (e) Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.	This data will be gathered from FY22 onwards in terms of our ESG framework					www.bidvest.com	E2

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	General disclosures	Foundation							
	Topic Standard	Employment							
GRI 401 Topic disclosure 2016	401-1 - New employee hires and employee turnover	(a) Total number and rate of new employee hires during the reporting period, by age group, gender and region. (b) Total number and rate of employee turnover during the reporting period, by age group, gender and region	Sustainability. Our people - 13% staff turnover. Our people: Management appointments (FY2021) - Total: 633.	5 GENDER EQUALITY 3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH	Page 44	Pages 16 - 17		www.bidvest.com	S1, S3
GRI 401 Topic disclosure 2016	401-2 - Benefits provided to full-time employees that are not provided to temporary or part-time employees	(a) Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: (i) life insurance; (ii) health care; (iii) disability and invalidity coverage; (iv) parental leave; (v) retirement provision; (vi) stock ownership; (vii) others. (b) The definition used for 'significant locations of operation'	Notes to the consolidated financial statements	8 DECENT WORK AND ECONOMIC GROWTH 3 GOOD HEALTH AND WELL-BEING 5 GENDER EQUALITY			Pages 85 - 94	www.bidvest.com	S3
GRI 401 Topic disclosure 2016	401-3 - Parental leave	(a) Total number of employees that were entitled to parental leave, by gender. (b) Total number of employees that took parental leave, by gender. (c) Total number of employees that returned to work in the reporting period after parental leave ended, by gender. (d) Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. (e) Return to work and retention rates of employees that took parental leave, by gender	Not reported at Group level						
	Topic Standard	Labour / Management Relations							
GRI 402 Topic disclosure 2016	402-1 - Minimum notice periods regarding operational changes	(a) Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them. (b) For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiations are specified in collective agreements	Restructuring processes are guided by the relevant legislation	8 DECENT WORK AND ECONOMIC GROWTH		Page 16		www.bidvest.com	S4
	Topic Standard	Occupational Health and Safety							
GRI 403 Topic disclosure 2018	403-1 - Occupational health and safety management system	(a) A statement of whether an occupational health and safety management system has been implemented, including whether: (i) the system has been implemented because of legal requirements and, if so, a list of the requirements; (ii) the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines. (b) A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.	Our people - Health and safety: Provide safe working environment by reducing workplace injuries by 5% per annum. Implement learnings from particular incidents and regular training. 14 103 employees and 4532 contractors were trained on health and safety standards. Governance - Sustainability processes and controls: Each business manages their own employees and are responsible for their occupational health and safety. Sustainability - Health, safety and wellness	8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Page 46	Pages 7 -9. Page 14. Pages 17 - 18. Page 38.		www.bidvest.com/sustainability-overview.php	S2
GRI 403 Topic disclosure 2018	403-2 - Hazard identification, risk assessment, and incident investigation	(a) A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including: (i) how the organization ensures the quality of these processes, including the competency of persons who carry them out; (ii) how the results of these processes are used to evaluate and continually improve the occupational health and safety management system. (b) A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals. (c) A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals. (d) A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.	About this report - Materiality and material matters. ESG Framework: sets our focus areas and targets to achieve our objectives and meet our commitments, all while delivering the Bidvest strategy. Our ongoing COVID-19 response. Sustainability - Social - Environment - Governance. Stakeholders, governance foundation and our strategy - Risks - Sustainable strategy - ESG Framework. Our poeple	8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Page 2. Pages 10 - 11. Pages 44 - 49	Pages 7 -9. Page 14. Pages 17 - 18. Page 38.		www.bidvest.com/sustainability-overview.php	S2
GRI 403 Topic disclosure 2018	403-3 - Occupational health services	(a) A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them.	Stakeholders , governance foundation and our strategy - ESG Framework. Our people - Health, safety and wellness. Sustainable value for all - Creating value for our Employees. Material focus areas, risks and responses - Ongoing COVID-19 impacts, notably the hybrid way of working and learning.	8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Page 14. Page 40. Page 46	Pages 7 -9. Page 14. Pages 17 - 18. Page 38.		www.bidvest.com/sustainability-overview.php	S2
GRI 403 Topic disclosure 2018	403-4 - Worker participation, consultation and communication on occupational health and safety	(a) A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers. (b) Where formal joint management–worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.	Stakeholders, governance foundation and our strategy - ESG Framework: Occupational health and safety - Governance structures: to provide assurance to all stakeholders through independent oversight. Our people. Governance - Governance structures: How the functional Bidvest governance structure works - Sustainability processes and controls. Sustainability: Health, safety and wellness	8 DECENT WORK AND ECONOMIC GROWTH	Page 46	Pages 7 -9. Page 14. Pages 17 - 18. Page 38.		www.bidvest.com/sustainability-overview.php	S2

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	General disclosures	**Foundation**							
GRI 403 Topic disclosure 2018	403-5 - Worker training on occupational health and safety	(a) A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations	Governance - Sustainability processes and controls: Each business manages their own employees and are responsible for their occupational health and safety.14 103 employees and 532 contractors were trained on health and safety standards.	8 DECENT WORK AND ECONOMIC GROWTH	Page 46	Page 18		www.bidvest.com/sustainability-overview.php	S2
GRI 403 Topic disclosure 2018	403-6 - Promotion of worker health	(a) An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided. (b) A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.	Sustainability - Social: Caring for the Bidvest family and driving positive change through partnerships and social dialogue. Health, safety and wellness. Our people - Well-being . COVID-19 specific - Bidvest COVID-19 Fund ("the Fund"). Approximatelt 72 000 employees in South Africa benefitted from the Fund since its inception to date. The cost of COVID-19 testing for employees not on medical aid is borne by the company in which the pereson is employed. Employee wellness programme. Stakeholders, governance foundation and our strategy - Well-being	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH	Page 44 - 46	Pages 14 - 17		www.bidvest.com/sustainability-overview.php	S2, S3
GRI 403 Topic disclosure 2018	403-7 - Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	(a) A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.	Living our blueprint - Responsible stewardship: Approval and formulated our ESG Framework with management targets linked to perfomance indicators, agreed and implemented. Our ESG Framework - Occupational health and safety - Provide safe working environment by reducing workplace injuries by 5% per annum. Our people.	8 DECENT WORK AND ECONOMIC GROWTH	Page 19	Page 3. Page 8. Page 14.		www.bidvest.com/sustainability-overview.php	S2
GRI 403 Topic disclosure 2018	403-8 - Workers covered by an occupational health and safety management system	(a) If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: (i) the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; (ii) the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; (iii) the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party. (b) Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. (c) Any contextual information necessary to understand how the data have been compiled, such asany standards, methodologies, and assumptions used.	Sustainability - Health, safety and wellness: 14 103 employees and 4532 contractors were trained on health and safety standards. Stakeholders, governance foundation and our strategy - ESG Framework. Our people. Governnance - Governance structures: Provide assurance to stakeholders through independent oversight. Sustainability processes and controls: Each business manages their own employees and are responsible for their occupational health and safety.	8 DECENT WORK AND ECONOMIC GROWTH 3 GOOD HEALTH AND WELL-BEING	Page 46	Page 8. Page 14. Page 18. Page 28. Pages 38 - 39		www.bidvest.com/sustainability-overview.php	S2
GRI 403 Topic disclosure 2018	403-9 - Work - related injuries	(a) For all employees: (i) The number and rate of fatalities as a result of work-related injury; (ii) The number and rate of high-consequence work-related injuries (excluding fatalities); (iii) The number and rate of recordable work-related injuries; (iv) The main types of work-related injury; (v) The number of hours worked. (b) For all workers who are not employees but whose work and/or workplace is controlled by the organization: (i) The number and rate of fatalities as a result of work-related injury; (ii) The number and rate of high-consequence work-related injuries (excluding fatalities); (iii) The number and rate of recordable work-related injuries; (iv) The main types of work-related injury; (v) The number of hours worked. (c) The work-related hazards that pose a risk of high-consequence injury, including: (i) how these hazards have been determined; (ii) which of these hazards have caused or contributed to high-consequence injuries during the reporting period; (iii) actions taken or underway to eliminate these	Our people: LTIFR and fatalities: Consistent with the Group's aim to provide a safe and healthy workplace, an improved loss of time injury frequency rate of 1.12 was reported. Regrettably two fatalities occurred during the year.	8 DECENT WORK AND ECONOMIC GROWTH 16 PEACE, JUSTICE AND STRONG INSTITUTIONS 3 GOOD HEALTH AND WELL-BEING	Page 46	Page 18.		www.bidvest.com/sustainability-overview.php	S2
GRI 403 Topic disclosure 2018	403-10 - Work - related ill health	(a) For all employees: (i) The number of fatalities as a result of work-related ill health; (ii) The number of cases of recordable work-related ill health; (iii) The main types of work-related ill health. (b) For all workers who are not employees but whose work and/or workplace is controlled by the organization: (i) The number of fatalities as a result of work-related ill health; (ii) The number of cases of recordable work-related ill health; (iii) The main types of work-related ill health. (c) The work-related hazards that pose a risk of ill health, including: (i) How these hazards have been determined; (ii) Which of these hazards have caused or contributed to cases of ill health during the reporting period; (iii) Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. (iv) Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. (d) Any contextual information necessary to	Our people: LTIFR and fatalities: Consistent with the Group's aim to provide a safe and healthy workplace, an improved loss of time injury frequency rate of 1.12 was reported. Regrettably two fatalities occurred during the year.	3 GOOD HEALTH AND WELL-BEING 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Page 46	Page 18.		www.bidvest.com/sustainability-overview.php	S2
	Topic Standard	**Training and Education**							
GRI 404 Topic disclosure 2016	404-1 - Average hours of training per year per employee	(a) Average hours of training that the organization's employees have undertaken during the reporting period, by: (i) gender. (ii) employee category	Sustainable value for all - Creating value for employees and trade unions: Securing, retaining and development of necessary skills. 85% of skills spend on Black employees. 440 interns and apprentices were employed within the group. Sustainability: Learning and development	4 QUALITY EDUCATION 5 GENDER EQUALITY	Page 14. Page 46.	Page 18.		www.bidvest.com/sustainability-overview.php	S3
GRI 404 Topic disclosure 2016	404-2 Programs for upgrading employee skills and transition assistance programs	(a) Type and scope of programs implemented and assistance provided to upgrade employee skills. (b) Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	Our People: Learning and development. Established training academies not only to meet internal needs but also those of the industries in which the Group operates. Bidvest Alice and the Microsoft AppFactory programme - Internship programme	8 DECENT WORK AND ECONOMIC GROWTH 4 QUALITY EDUCATION	Page 46.	Page 18.		www.bidvest.com/sustainability-overview.php	S3

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	General disclosures	**Foundation**							
GRI 404 Topic disclosure 2016	404-3 - Percentage of employees receiving regular performance and career development reviews	(a) Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	Not reported at Group level	5 GENDER EQUALITY; 8 DECENT WORK AND ECONOMIC GROWTH				www.bidvest.com/sustainability-overview.php	S3
	Topic Standard	**Diversity and Equal Opportunity**							
GRI 405 Topic disclosure 2016	405-1 - Diversity of governance bodies and employees	(a) Percentage of individuals within the organization's governance bodies in each of the following diversity categories: (i) Gender (ii) Age group under 30 years, 30-50 years old and over 50 years old. (iii) Other indicators of diversity where relevant (such as minority or vulnerable groups). (b) Percentage of employees per employee category in each of the following diversity categories: (i) Gender. (ii) Age group under 30 years old, 30-50 years old and over 50 years old. (iii) Other indicators of diversity where relevant (such as minority or vulnerable groups)	Stewardship - Leadership: 70% Female & 30% Male. Executive committee - 42% Female % 58% Male. Race: 80% Black & 20% White. Sustainability - Transformation, diversity and employment equity. Gender: 44% Female & 56% Male. Age profile: 19% less than 30years old - 61% between 30 - 50years old - 19% more than 50years old. Race - Minority - 5% Indian - 8% Coloured - 2% Other	5 GENDER EQUALITY; 8 DECENT WORK AND ECONOMIC GROWTH	Page 36 - 37. Page 45	Pages 7 - 9. Page 16. Pages 34 - 35		www.bidvest.com/board-members.php - www.bidvest.com	S1
GRI 405 Topic disclosure 2016	405-2 Ratio of basic salary and remuneration of women to men	(a) Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation. (b) The definition used for 'significant locations of operation'.	Not reported at Group level. The Group is committed to a sustainable, fair and responsible remuneration policy, from both an external competitiveness perspective as well as an internal equity perspective, which satisfies the requirements of stakeholders. Bidvest is explicit in its commitment to income parity and recognize the growing disclosure of the gender pay gap. We are not currently able to report on this in a meaningful manner at an aggregated level, but we remain committed to transparency in this regard and will be implementing systems to report on this	8 DECENT WORK AND ECONOMIC GROWTH; 5 GENDER EQUALITY		Page 16		www.bidvest.com	S1
	Topic Standard	**Supplier Social Assessment**							
GRI 414 Topic disclosure 2016	414-1 - New suppliers that were screened using social criteria	(a) Percentage of new suppliers that were screened using social criteria.	Sustainable value for all - Creating value for suppliers: Establised alternative supply channels. Data to be gathered in terms of established ESG Framework	8 DECENT WORK AND ECONOMIC GROWTH; 11 SUSTAINABLE CITIES AND COMMUNITIES; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Page 19	Pages 7 - 11. Page 19		www.bidvest.com	S4, S5
GRI 414 Topic disclosure 2016	414-2 - Negative social impacts in the supply chain and actions taken	(a) Number of suppliers assessed for social impacts. (b) Number of suppliers identified as having significant actual and potential negative social impacts. (c) Significant actual and potential negative social impacts identified in the supply chain. (d) Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment. (e) Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why	About this report - Materiality and material matters: Supply chain constraints - Challenging economic outlook and constrained consumer spend. Sustainable value for all - Creating value for suppliers: Financial and operational challenges faced by certain suppliers. Stakeholders, governance foundation and our strategy - Risks: Supply chain contraints. Challenging economic outlook and constrained consumer spend. Data to be gathered in terms of established ESG Framework	11 SUSTAINABLE CITIES AND COMMUNITIES; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 8 DECENT WORK AND ECONOMIC GROWTH	Page 2. Page 16	Pages 6 - 11. Page 19		www.bidvest.com	S4, S5
	Topic Standard	**Non-discrimination**							
GRI 406 Topic disclosure 2016	406-1 - Incidents of discrimination and corrective actions taken	(a) Total number of incidents of discrimination during the reporting period. (b) Status of the incidents and actions taken with reference to the following: (i) Incident reviewed by the organization; (ii) Remediation plans being implemented; (iii) Remediation plans that have been implemented, with results reviewed through routine internal management review processes; (iv) Incident no longer subject to action.	Governance - Ethics: The oversight process was enhanced during FY2021. The Group CEO reviews calls and responses and initiates the necessary further investigation on calls relating to racism, discrimination and harassment. The Group executive director responsible for transformation and sustainability, together with the Head of Internal Audit, also reviews quarterly calls and progress in detail.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Page 49	Page 16. Page 29. Pages 38 - 39		www.bidvest.com	G1
	Topic Standard	**Freedom of Association and Collective Bargaining**							
GRI 407 Topic disclosure 2016	407-1 - Operations and suppliers in which the right of freedom of association and collective bargaining may be at risk	(a) Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. (b) Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.	38% of the workforce belong to bargaining councils or unions	3 GOOD HEALTH AND WELL-BEING; 8 DECENT WORK AND ECONOMIC GROWTH	Page 45	Page 16			S4
	Topic Standard	**Child Labour**							
GRI 408 Topic disclosure 2016	408-1 - Operations and suppliers at significant risk for incidents of child labour	(a) Operations and suppliers considered to have significant risk for incidents of: (i) child labour; (ii) young workers exposed to hazardous work. (b) Operations and suppliers considered to have significant risk for incidents of child labour either in terms of: (i) type of operation (such as manufacturing plant) and supplier; (ii) countries or geographic areas with operations and suppliers considered at risk. (c) Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labour.	none. Incorporated Code of Ethical Purchasing into ESG Framework.	3 GOOD HEALTH AND WELL-BEING; 8 DECENT WORK AND ECONOMIC GROWTH	Page 10	Pages 6 -11			S4, G3
	Topic Standard	**Forced or Compulsory Labour**							

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	General disclosures	**Foundation**							
GRI 409 Topic disclosure 2016	409-1 - Operations and suppliers at significant risk of forced or compulsory labor	(a) Operations and suppliers considered to have significant risk for incidents of forced or compulsory labour in terms of: (i) Type of operation (such as manufacturing plant) and suppler; (ii) Countries or geographic areas with operations and suppliers considered at risk. (b) Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labour.	none. Incorporated Code of Ethical Purchasing into ESG Framework.	3 Good health and well-being 8 Decent work and economic growth	Page 10	Pages 6 -11			S4, G3
	Topic Standard	**Security Practices**							
GRI 410 Topic disclosure 2016	410-1 - Security personnel trained in human right policies or procedures	(a) Percentage of security personnel who have received training in the organization's human rights policies or specific procedures and their application to security. (b) Whether training requirements also apply to third party organizations providing security personnel.	Not reported at Group level. Governance - Sustainability processes and controls: Each business manages their own employees and are responsible for any training that is required. Bidvest Protea Coin and Bidvest Noonan fall under the Bidvest Services Division. Both companies provide security services and the personnel.			Pages 6 -7. Page 38			G3
	Topic Standard	**Rights of Indegenus People**							
GRI 411 Topic disclosure 2016	411-1 - Incidents of violations involving rights of indigenous peoples	(a) Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period. (b) Status of the incidents and actions taken with the reference to the following: (i) Incident reviewed by the organization. (ii) Remediation plans being implemented. (iii) Remediation plans that have been implemented, with results reviewed through routine internal management review processes. (iv) Incident no longer subject to action.	Governance: Doing the right thing when no one else is watching: Ethics. Governance: Code of ethics. - Ethics facility	16 Peace, justice and strong institutions	Page 49	Pages 28 - 31		www.bidvest.com/ethics-line.php.	G1
	Topic Standard	**Local Communities**							
GRI 413 Topic disclosure 2016	413-1 - Operations with local community engagement, impact assessments, and development programs	(a) Percentage of operations with implemented local community engagement, impact assessments, and/or development programs including the use of: (i) social impact assessments, including gender impact assessments based on participatory processes. (ii) environmental impact assessments and ongoing monitoring. (iii) public disclosure of results of environmental and social impact assessments. (iv) local community development programs based on total communities' needs. (v) stakeholder engagement plans based on stakeholder mapping. (vi) broad-based local community consultation committees and processes that include vulnerable groups. (vii) works councils, occupational health and safety committees with other worker representative bodies to deal with impacts. (viii) formal local community grievance processes	Sustainable value for all: Creating value for Communities, including community-based organizations, non-profit and non-governmental organizations. Material focus areas, risks and responses: Ongoing COVID-19 impacts, notably the hybrid way of working and learning - Stakeholders impacted. Sustainability: Projects. Our people : Socio-economic spend. ESG Framework. Our people	11 Sustainable cities and communities 12 Responsible consumption and production 8 Decent work and economic growth	Page 15. Page 40. Page 47	Pages 8 - 11. Page 52. Pages 14 - 25		www.bidvest.com/sustainability-transformation.php	S5
GRI 413 Topic disclosure 2016	413-2 - Operations with significant actual and potential negative impacts on local communities	(a) Operations with significant actual and potential negative impacts on local communities, including. (i) the location of the operations. (ii) the significant, actual and potential negative impacts of operations.	Not reported at Group level	16 Peace, justice and strong institutions					G3
	Topic Standard	**Anti-corruption**							
GRI 205 Topic disclosure 2016	205-1 - Operations assessed for risks related to corruption	(a) Total number and percentage of operations assessed for risks related to corruption. (b) Significant risks related to corruption identified through the risk assessment	Governance - Ethics: Corruption. Ethics facility. Code of Ethics	16 Peace, justice and strong institutions	Page 49	Pages 6 - 11. Page 29		www.bidvest.co.za/pdf/code-ethics/anti-corruption-poster.pdf. www.bidvest.com	G1
GRI 205 Topic disclosure 2016	205-2 - Communication and training about anti-corruption policies and procedures	(a) Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region. (b) Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region. (c) Total number and percentage of business partners that the organizations's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations. (d) Total number and percentage of governance body members that have received training on anti-corruption broken down by region. (e) Total number and percentage of employees that have received training on anti-corruption, broken down by employee catergory and region	Stakeholders, governance foundation and our strategy - ESG Framework: Ethics. Governance - Ethics. Ethics facility. Code of Ethics.	16 Peace, justice and strong institutions	Page 49	Pages 6 - 11. Pages 28 - 31		www.bidvest.com/sustainability-transformation.php. www.bidvest.com/sustainability-governance.php. www.bidvest.com/pdf/code-ethics/code-of-ethics.pdf www.bidvest.co.za/pdf/code-ethics/anti-corruption-poster.pdf	G1
GRI 205 Topic disclosure 2016	205-3 - Confirmed incidents of corruption and actions taken	(a) Total number and nature of confirmed incidents of corruption. (b) Total number of confirmed incidents in which employees were dismissed or disciplined for corruption. (c) Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. (d) Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	Governance: Ethics: Corruption and governance related. Code of ethics.	16 Peace, justice and strong institutions	Page 49	Pages 28 - 31		www.bidvest.com/sustainability-transformation.php. www.bidvest.com/sustainability-governance.php www.bidvest.com/pdf/code-ethics/code-of-ethics.pdf www.bidvest.co.za/pdf/code-ethics/anti-corruption-poster.pdf	G1
	Topic Standard	**Public Policy**							
GRI 415 Topic disclosure 2016	415-1 - Political contributions	(a) Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary. (b) If applicable, how the monetary value of in-kind contributions was estimated	none	16 Peace, justice and strong institutions					
	Topic Standard	**Anti-competitive Behaviour**							
GRI 206 Topic disclosure 2016	206-1 - Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	(a) Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. (b) Main outcomes of completed legal actions, including any decisions or judgments.	none	16 Peace, justice and strong institutions					
	Topic Standard	**Tax**							

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	General disclosures	**Foundation**							
GRI 207 Topic disclosure 2019	207-1 - Approach to tax	(a) A description of the approach to tax, including: (i) whether the organization has a tax strategy and if so, a link to the strategy if publicly available; (ii) the governance body or executive-level position within the organization that formally reviews and approves the tax strategy and the frequency of this review; (iii) the approach to regulatory compliance; (iv) how the approach to tax is linked to the business and sustainable development strategies of the organization.	Functional governance processes. Audit committee. New and revised accounting standards	16 PEACE, JUSTICE AND STRONG INSTITUTIONS			Pages 12 - 14. Page 21 - 23. Page 33. Pages 36 - 37	www.bidvest.com	G1, G2
GRI 207 Topic disclosure 2019	207-2 - Tax governance, control, and risk management	(a) A description of the tax governance and control framework, including: (i) the governance body or executive-level position within the organization accountable for compliance with the tax strategy; (ii) how the approach to tax is embedded within the organization; (iii) the approach to tax risks, including how risks are identified, managed, and monitored; (iv) how compliance with the tax governance and control framework is evaluated. (b) A description of the mechanisms to raise conerns about the organization's business conduct and t he organization's integrity in relation to tax. (c) A description of the assurance process for disclosures on tax and, if applicable, a link or reference to the assurance report(s) or assurance statement(s).	Functional governance processes. Audit committee. New and revised accounting standards	16 PEACE, JUSTICE AND STRONG INSTITUTIONS			Pages 12 - 14. Page 21 - 23. Page 33. Pages 36 - 37	www.bidvest.com	G1, G2
GRI 207 Topic disclosure 2019	207-3 - Stakeholder engagement and management of concerns related to tax	(a) A description of the approach to stakeholder engagement and management of stakeholder concerns related to tax, including: (i) the approach to engagement with tax authorities; (ii) the approach to public policy advocacy on tax; (iii) the processes for collecting and considering the views and concerns of stakeholders, including external stakeholders.	Sustainable value for all. Stakeholders, governance foundation and our strategy. Our contribution to prosperity	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Pages 14 - 17	Pages 6 - 11. Page 56		www.bidvest.com	G1, G2
GRI 207 Topic disclosure 2019	207-4 - Country-by-country reporting	(a) All tax jurisdictions where the entities included in the organization's audited consolidated financial statements, or in the financial information filed on public record, are resident for tax purposes. (b) For each tax jurisdiction reported in Disclosure 207-4-a: (i) Names of the resident entities; (ii) Primary activities of the organization; (iii) Number of employees, and the basis of calculation of this number; (iv) Revenues from third-party sales; (v) Revenues from intra-group transactions with other tax jurisdictions; (vi) Profit/loss before tax; (vii) Tangible assets other than cash and cash equivalents; (viii) Corporate income tax paid on a cash basis; (ix) Corporate income tax accrued on profit/loss. (x) Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax. (c) The time period covered by the information reported in Disclosure 207-4	Notes to the conslidated financial statements	16 PEACE, JUSTICE AND STRONG INSTITUTIONS			Pages 33 - 34. Pages 36 - 37	www.bidvest.com	G2
	Topic Standard	**Customer Health and Safety**							
GRI 416 Topic disclosure 2016	416-1 - Assessment of the health and safety impacts of product and service categories	(a) Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	Not reported at Group level						
GRI 416 Topic disclosure 2016	416-2 - Incidents of non-compliance concerning the health and safety impacts of products and services	(a) Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by: (i) incidents of non-compliance with regulations resulting in a fine or penalty; (ii) incidents of non-compliance with regulations resulting in a warning; (iii) incidents of non-compliance with voluntary codes. (b) If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	Not reported at Group level						
	Topic Standard	**Marketing and Labeling**							
GRI 417 Topic disclosure 2016	417-1 - Requirements for product and service information and labeling	(a) Whether each of the following types of information is required by the organization's procedures for products and services information and labeling: (i) The sourcing of components of the product and service. (ii) Content, particularly with regard to substances that might produce an environmental or social impact. (iii) Safe use of the product and service. (iv) Disposal of the product and environmental or social impacts. (v) Other (explain). (b) Percentage of significant product or service categories covered by and accessed for compliance with such procedures.	Not reported at Group level. Incorporated in our ESG Framework	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 16 PEACE, JUSTICE AND STRONG INSTITUTIONS 8 DECENT WORK AND ECONOMIC GROWTH		Pages 6 - 11. Page 31			G1, E2, S4
GRI 417 Topic disclosure 2016	417-2 - Incidents of non-cmpliance concerning product and service information and labeling	(a) Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, by: (i) incidents of non-compliance with regulations resulting in a fine or penalty; (ii) incidents of non-compliance with regulations resulting in a warning; (iii) incidents of non-compliance with voluntary codes. (b) If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	Not reported at Group level. Incorporated in our ESG Framework	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 8 DECENT WORK AND ECONOMIC GROWTH		Pages 6 -11			G1, E2, S4

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GRI Standard / Other Source	Disclosure number	GRI Standards Disclosure Title	Information	Linking the SDGs and the GRI Standards	Annual Integrated Report	Environmental; Social and Governance Report	Audited Consolidated and Separate Annual Financial Statements	Websites	Bidvest ESG Framework
	General disclosures	**Foundation**							
GRI 417 Topic disclosure 2016	417-3 - Incidents of non-compliance concerning marketing communications	(a) Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by: (i) incidents of non-compliance with regulations resulting in a fine or penalty; (ii) incidents of non-compliance with regulations resulting in a warning; (iii) incidents of non-compliance with voluntary codes. (b) If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	Not reported at Group level. Incorporated in our ESG Framework			Pages 6 -11			G1, E2, S4
	General disclosures	**Stakeholder engagement**							
GRI 2 General Disclosures 2021	2 - 29 - Approach to stakeholder engagement	(a) describe its approach to engaging with stakeholders including: (i) the categories of stakeholders it engages with, and how they are identified; (ii) the purpose of the stakeholder engagement; (iii) how the organization seeks to ensure meaningful engagement with stakeholders.	About this report - Key stakeholders. Sustainable value for all. Stakeholders, governance foundation and our strategy. ESG Framework. Our people. Governance.		Page 2. Page 10 - 11	Pages 6 - 11. Pages 14 - 17		www.bidvest.com	
	Topic Standard	**Customer Privacy**							
GRI 418 Topic disclosure 2016	418-1 - Substantiated complaints concerning breaches of custome privacy and losses of customer data	(a) Total number of substantiated complaints received concerning breaches of customer privacy categorized by: (i) complaints received from outside parties and substantiated by the organization. (ii) complaints from regulatory bodies. (b) Total number of identified leaks, thefts and loss of customer data. (c) If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.	none. Sustainable value for all - Creating value for Government, governing and regulatory bodies. Stakeholders, governance foundation and our strategy - ESG Framework. Data privacy - To comply with legislation and IT-security riisk. - combined assurance model		Page 16.	Pages 6 - 11. Page 28		https://www.bidvest.co.za/sustainability-governance.php	G4