

SUSTAINABILITY PERFORMANCE DATA

for the year ended 31 March 2016

BASES OF CALCULATIONS, INCLUDING ASSUMPTIONS AND TECHNIQUES UNDERLYING ESTIMATES

DAWN produces a sustainability report annually, with the date of the most recent previous report being 31 March 2015. A comprehensive sustainability report has however not been prepared for the 2016 financial year, but information was gathered and data collated for publication in the integrated report and on DAWN's website.

Every effort has been made to ensure data accuracy and completeness. There is, however, the possibility of small inconsistencies due to human error in recording and collating, and differences in interpretation of definitions.

As of F2015, DAWN changed its year-end to March, resulting in a nine-month financial year, from 1 July 2014 to 31 March 2015. The comparative figures are therefore for a nine-month period only.

Data have mainly been collated for DAWN's subsidiary companies, unless specifically indicated otherwise, for the economic, environmental and social indicators for the year 1 April 2015 to 31 March 2016, and sustainability data collation coincides with DAWN's financial reporting cycle.

Financial data have been extracted from the consolidated annual financial statements and include all businesses (subsidiaries, associates, joint ventures and cross-border operations). Intergroup transactions have been eliminated. The basis for reporting on the financial elements is in accordance with the group's accounting policies which are available on the group's website on www.dawnltd.co.za.

Data that pertain to broad-based black economic empowerment have been collated for South African operations only, as indicated in the sustainability performance data.

The internationally recognised way of calculating labour turnover is as follows: employees who resign, are retrenched, retire, leave due to mutually agreed settlements and long-term contracts that are ended.

The staff turnover rate was therefore calculated as per the following formula:

$$\frac{\text{Number of employees leaving during period}}{\text{Average number employed during period}} \times 100$$

Data are only reported where considered to be of sufficient accuracy and are reported according to the G4 GRI guidelines. Ongoing efforts are being made to improve the data quality and to broaden the content in the range of indicators.

Where data are not available or have not been collated, this has been marked with a "S".

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for the year ended 31 March 2016

(continued)

INDICATOR	SUBSIDIARIES	
	1 Apr 2015 to 31 Mar 2016	1 Jul 2014 to 31 Mar 2015
<i>ECONOMIC</i>		
Revenue (R'000)	4 993 092	3 616 640
Operating (loss)/profit before impairments and derecognition of previously held interests (R'000)	(23 948)	(80 065)
Operating margin (%)	(0,5)	(2,2)
(Loss)/profit before income tax (R'000)	(738 319)	428 716
(Loss)/profit for the year (R'000)	(757 932)	479 482
Leased facilities		
Annual rent (R'000)	109 688	140 760
Total square meterage of facility/ies	378 126	570 067
Total square meterage per type of facility/ies	378 126	570 067
– Administrative offices	40 005	39 330
– Showrooms	1 360	420
– Manufacturing	33 602	48 604
– Undeveloped land	300	43 713
– Yard	185 868	282 567
– Warehouse	116 991	155 433
Operating lease commitments (R'000)	658 606	737 008
Market presence		
R'000		
<i>Proportion of spending on locally-based suppliers</i>		
Total spend on suppliers	5 678 733	§
– Europe	55 654	§
– Asia (excluding China)	69 187	§
– China	180 895	§
– North America	7 641	§
– South America	72 361	§
– Rest of Africa and Indian Ocean islands	108	§
– Australasia	14 678	§
– South Africa	167 293	§
– Other	4 833	§
Total spend on locally-based suppliers	5 106 083	§
– South African companies – spend in South Africa	5 037 891	§
– Companies not based in SA – spend that is not imports	68 192	§

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(continued)

INDICATOR	SUBSIDIARIES	
	1 Apr 2015 to 31 Mar 2016	1 Jul 2014 to 31 Mar 2015
<u>ENVIRONMENT</u>		
Materials used by weight (tonnes)	62 328	43 944
Polymer and HDPE	62 328	42 798
Other (Stabilizer, Omyalite, Pigment, Tipure Dioxide)	–	1 146
Materials used that are recycled input materials by weight (tonnes)	6 634	5 444
Polymer	6 634	5 444

INDICATOR	SUBSIDIARIES			
	Con- sump- tion	Giga- joules	Con- sump- tion	Giga- joules
	1 Apr 2015 to 31 Mar 2016		1 Jul 2014 to 31 Mar 2015	
<u>ENVIRONMENT</u>				
Carbon footprint				
Total energy consumption by primary energy source – energy carrier				
– Electricity (MWh)	46 702	168 127	27 914	100 489
– Diesel in plant and diesel distribution (million litres)	3,927	113 341	3,249	128 637
Core energy consumption (gigajoules)		281 468		229 126
– Petrol (million litres)	1,384	48 122	1,369	47 600
– LPG Gas (litres)	24 430	611	3 302	88
Total energy consumption (gigajoules)		329 590		276 814
– Business travel (million km)	15,9		5	
Total carbon emissions (CO ₂ e tonnes)	63 392		39 953	
Total carbon emissions per employee (CO ₂ e tonnes)	21,24		13,24	

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(continued)

INDICATOR	SUBSIDIARIES	
	1 Apr 2015 to 31 Mar 2016	1 Jul 2014 to 31 Mar 2015
<i>SOCIAL</i>		
Workforce		
Total number of employees	2 984	3 017
Number of full-time employees	2 842	2 882
– Proportion of employees (%)	95,24	95,53
Number of fixed term employees	142	135
– Proportion of employees (%)	4,76	4,47
Employee benefits and remuneration (R'000)	728 633	568 835
Race and gender ¹		
Employment by gender profile	2 984	3 017
– Male	2 181	2 237
– Female	803	780
Female employment	803	780
– Directors	15	22
– Management	74	81
– Other	714	677
Employment equity profile by race	2 984	3 017
– Black	1 736	1 697
– White	624	679
– Indian	200	201
– Coloured	424	430
– Foreign nationals ²	0	10
Employment equity by race and gender	2 984	3 017
– Black male	1 428	1 445
– Indian male	137	133
– Coloured male	284	289
– White male	326	383
– Male (foreign nationals) ²	114	4
– Black female	225	252
– Indian female	107	68
– Coloured female	193	141
– White female	170	296
– Female (foreign nationals) ²	0	6

¹ Race and gender data is supplied in terms of BBBEE Codes in South Africa to determine progress on transformation.

² Foreign nationals refer to operations outside South Africa where BBBEE Codes are not applicable.

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(continued)

INDICATOR	SUBSIDIARIES	
	1 Apr 2015 to 31 Mar 2016	1 Jul 2014 to 31 Mar 2015
<i>SOCIAL</i> (continued)		
Age group	2 984	3 017
Under 30	641	674
Between 30 and 50	1 886	1 918
Over 50	457	426
Region	2 984	3 017
Angola	12	13
Botswana	20	56
Democratic Republic of the Congo	10	10
Eastern Cape	166	151
Free State	114	105
Gauteng	1 264	1 239
KwaZulu-Natal	556	565
Limpopo	109	110
Mauritius	0	11
Mozambique	22	27
Mpumalanga	131	134
Namibia	61	61
Northern Cape	13	27
North West	19	32
Western Cape	450	441
Zambia	37	34
Staff turnover		
Staff turnover rate (%)	30,56	16,02
Health and Safety		
Disabling injury frequency rate	1,19	1,10
Training		
Total training spend (R'000)	4 400	2 005
– Internal	36	735
– External	4 364	1 270
Total number of employees trained	415	795
Training spend per employee trained (R)	2 957	2 521

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(continued)

INDICATOR	SUBSIDIARIES	
	1 Apr 2015 to 31 Mar 2016	1 Jul 2014 to 31 Mar 2015
<i>SOCIAL</i> (continued)		
Number of employees trained by employee category	415	795
Top management	1	8
Senior management	12	22
Professionally qualified and experienced specialists and mid-management	32	71
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	103	271
Semi-skilled and discretionary decision-making	208	209
Unskilled and defined decision-making	49	210
Fixed term employment	10	4
Employees trained by race	415	795
Black	252	393
Indian	19	78
Coloured	68	127
White	75	196
Foreign nationals ¹	1	1
Employees trained by gender	415	795
Male	303	504
Female	112	291
Number of hours training per employee category	19 288	7 023
Top management	10	110
Senior management	190	228
Professionally qualified and experienced specialists and mid-management	1 165	929
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	6 076	2 078
Semi-skilled and discretionary decision-making	6 735	1 835
Unskilled and defined decision-making	1 392	1 445
Fixed term employment	3 720	398
Number of hours trained by race	19 288	7 023
Black	13 648	3 699
Indian	791	553
Coloured	2 956	1 061
White	1 893	1 700
Foreign nationals ¹	0	10

¹ Refers to operations outside South Africa where BBBEE Codes are applicable.

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(continued)

INDICATOR	SUBSIDIARIES	
	1 Apr 2015 to 31 Mar 2016	1 Jul 2014 to 31 Mar 2015
<i>SOCIAL</i> (continued)		
Number of hours trained by gender	19 288	7 023
Male	13 734	4 484
Female	5 554	2 539
<i>BBBEE</i> ¹		
Total measured procurement spend (R'000)	\$	2 435 377
Corporate social investment spend (R'000)	\$	1 464 622
Corporate social investment as a percentage of after-tax profit (%)	\$	1,23
Enterprise development spend (R'000)	\$	4 393 867
Enterprise development spend as a percentage of after-tax profit (%)	\$	3,36

¹ DAWN's BBBEE rating, which it obtained in February 2016, is valid until February 2017.