

# SUSTAINABILITY PERFORMANCE DATA

for the year ended 31 March 2017

DAWN produces a sustainability report annually, with the date of the most recent previous report being 31 March 2015. A comprehensive sustainability report was not prepared for the 2016 and 2017 financial years, 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.

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 2016 to 31 March 2017, 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](http://www.dawnltd.co.za).

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.

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

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 "§".

# SUSTAINABILITY PERFORMANCE DATA continued

for the year ended 31 March 2017

INDICATOR	SUBSIDIARIES	
	1 April 2016 to 31 March 2017	1 April 2015 to 31 March 2016
<b>ECONOMIC</b>		
Revenue (R'000)	4 300 864	4 993 092
Operating loss before impairments and derecognitions of previously held interests (R'000)	(395 624)	(14 351)
Operating margin (%)	(9,2)	(0,3)
Loss before income tax (R'000)	(568 448)	(738 319)
Attributable loss for the year (R'000)	(637 371)	(762 936)
<b>Leased facilities</b>		
Annual rent (R'000)	69 704	109 688
Total square meterage of facility/ies	151 038	378 126
<b>Total square meterage per type of facility/ies</b>	<b>151 038</b>	<b>378 126</b>
• Administrative offices	16 614	40 005
• Showrooms	1 360	1 360
• Manufacturing	13 593	33 602
• Undeveloped land	–	300
• Yard	72 650	185 868
• Warehouse	46 821	116 991
Operating lease commitments (R'000)	106 801	658 606
<b>Procurement practices</b>		
<i>Proportion of spending on locally-based suppliers (%)</i>	35,00	89,92
<b>Total spend on suppliers (R'000)</b>	<b>5 127 009</b>	<b>5 678 733</b>
• Europe	88 899	55 654
• Asia (excluding China)	46 674	69 187
• China	136 912	180 895
• North America	4 347	7 641
• South America	70 336	72 361
• Rest of Africa and Indian Ocean islands	–	108
• Australasia	1 043	14 678
• South Africa	3 448 082	167 293
• Other	1 468	4 833
<b>Total spend on locally-based suppliers (R'000)</b>	<b>1 329 248</b>	<b>5 106 083</b>
• South African companies – spend in South Africa	1 322 529	5 037 891
• Companies not based in SA – spend that is not imports	6 719	68 192

# SUSTAINABILITY PERFORMANCE DATA continued

for the year ended 31 March 2017

INDICATOR	SUBSIDIARIES	
	1 April 2016 to 31 March 2017	1 April 2015 to 31 March 2016
<b>ENVIRONMENTAL</b>		
<b>Materials</b>		
<b>Materials used by weight (tonnes)</b>		
Polymer and HDPE	25 934	62 328
<b>Materials used that are recycled input materials by weight (tonnes)</b>		
Polymer	9 096	6 634

INDICATOR	SUBSIDIARIES			
	Consumption		Gigajoules	
	1 April 2016 to 31 March 2017		1 April 2015 to 31 March 2016	
<b>CARBON FOOTPRINT</b>				
Total energy consumption by primary energy source – energy carrier				
• Electricity (MWh)	35 154	126 554	46 702	168 127
• Diesel in plant and diesel distribution (million litres)	2 916	111 639	3 927	113 341
Core energy consumption (gigajoules)				281 468
• Petrol (million litres)	1 505	52 330	1 384	48 122
• LPG Gas (litres)	–	–	24 430	611
Total energy consumption (gigajoules)		290 523		329 590
• Business travel (million km)	1 091		15,9	
Total carbon emissions (CO <sub>2</sub> e tonnes)	47 527		63 392	
Total carbon emissions per employee (CO <sub>2</sub> e tonnes)	20,30		21,24	

# SUSTAINABILITY PERFORMANCE DATA continued

for the year ended 31 March 2017

INDICATOR	SUBSIDIARIES	
	1 April 2016 to 31 March 2017	1 April 2015 to 31 March 2016
<b>SOCIAL</b>		
<b>Workforce</b>		
Total number of employees	2 341	2 984
<b>Number of full-time employees</b>	2 179	2 842
• Proportion of employees (%)	93,08	95,24
<b>Number of fixed term employees</b>	162	142
• Proportion of employees (%)	6,92	4,76
<b>Employee benefits and remuneration (R'000)</b>	603 692	728 633
<b>Race and gender</b>		
Employment by gender profile	2 341	2 984
• Male	1 698	2 181
• Female	643	803
Female employment	643	803
• Directors	12	15
• Management	62	74
• Other	569	714
Employment equity profile by race	2 341	2 984
• Black	1 321	1 736
• White	478	624
• Indian	173	200
• Coloured	368	424
• Foreign nationals	1	0
Employment equity profile by race and gender	2 341	2 984
• Black male	1 084	1 428
• White male	259	137
• Indian male	114	284
• Coloured male	241	326
• Male (foreign nationals)	0	114
• Black female	237	225
• White female	219	107
• Indian female	59	193
• Coloured female	127	170
• Female (foreign nationals)	1	0

# SUSTAINABILITY PERFORMANCE DATA continued

for the year ended 31 March 2017

INDICATOR	SUBSIDIARIES	
	1 April 2016 to 31 March 2017	1 April 2015 to 31 March 2016
<b>SOCIAL</b> (continued)		
<b>Management representation</b>		
Top management	41	\$
• Black male	2	\$
• White male	29	\$
• Indian male	3	\$
• Coloured male	0	\$
• Male (foreign nationals)	0	\$
• Black female	0	\$
• White female	5	\$
• Indian female	2	\$
• Coloured female	0	\$
• Female (foreign nationals)	0	\$
Senior management	155	\$
• Black male	15	\$
• White male	59	\$
• Indian male	20	\$
• Coloured male	13	\$
• Male (foreign nationals)	0	\$
• Black female	2	\$
• White female	35	\$
• Indian female	3	\$
• Coloured female	8	\$
• Female (foreign nationals)	0	\$
<b>Age group</b>	2 341	2 984
Under 30	481	641
Between 30 and 50	1546	1 886
Over 50	314	457

# SUSTAINABILITY PERFORMANCE DATA continued

for the year ended 31 March 2017

INDICATOR	SUBSIDIARIES	
	1 April 2016 to 31 March 2017	1 April 2015 to 31 March 2016
<b>SOCIAL</b> (continued)		
<b>Region</b>	<b>2 341</b>	<b>2 984</b>
Angola	0	12
Botswana	0	20
Democratic Republic of Congo	0	10
Eastern Cape	122	166
Free State	30	114
Gauteng	1 166	1 264
KwaZulu-Natal	386	556
Limpopo	56	109
Mozambique	22	22
Mpumalanga	80	131
Namibia	66	61
Northern Cape	0	13
North West	0	19
Western Cape	386	450
Zambia	27	37
<b>Staff turnover</b>		
Staff turnover rate (%)	31,0	30,6
<b>OCCUPATIONAL HEALTH AND SAFETY</b>		
Disabling injury frequency rate	1,10	1,19
<b>TRAINING</b>		
Total training spend (R'000)	794	4 400
• Internal	11	36
• External	783	4 364
Total number of employees trained	866	415
Training spend per employee trained (R)	917	2 957

# SUSTAINABILITY PERFORMANCE DATA continued

for the year ended 31 March 2017

INDICATOR	SUBSIDIARIES	
	1 April 2016 to 31 March 2017	1 April 2015 to 31 March 2016
<b>TRAINING</b> (continued)		
<b>Number of employees trained by employee category</b>	<b>866</b>	<b>415</b>
Top management	1	1
Senior management	14	12
Professionally qualified and experienced specialists and mid-management	26	32
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	138	103
Semi-skilled and discretionary decision-making	495	208
Unskilled and defined decision-making	116	49
Fixed term employment	76	10
<b>Employees trained by race</b>	<b>866</b>	<b>415</b>
• Black	589	252
• White	94	19
• Indian	49	68
• Coloured	131	75
• Foreign nationals	3	1
<b>Employees trained by gender</b>	<b>866</b>	<b>415</b>
• Male	711	303
• Female	155	112
<b>Number of hours training per employee category</b>	<b>13 060</b>	<b>19 288</b>
Top management	16	10
Senior management	228	190
Professionally qualified and experienced specialists and mid-management	478	1 165
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	699	6 076
Semi-skilled and discretionary decision-making	6 733	6 735
Unskilled and defined decision-making	2 458	1 392
Fixed term employment	2 448	3 720
<b>Number of hours trained by race</b>	<b>13 060</b>	<b>19 288</b>
• Black	9 539	13 648
• White	1 006	791
• Indian	1 051	2 956
• Coloured	1 424	1 893
• Foreign nationals	40	0
<b>Number of hours trained by gender</b>	<b>13060</b>	<b>19 288</b>
• Male	10 530	13 734
• Female	2 530	5 554