

GRI INDEX

| GRI Standard | Disclosure | Page number(s) and/or URL(s) | Omission | | |
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| | | | Part omitted | Reason | Explanation |
| GRI 101: Foundation 2016 | | | | | |
| General Disclosures | | | | | |
| Organisational Profile | | | | | |
| | 102-1 Name of the organisation | Front Page | | | |
| | 102-2 Activities, brands, products and services | Pages 4 – 6 | | | |
| | 102-3 Location of headquarters | Page 71 | | | |
| | 102-4 Location of operations | Page 5 | | | |
| | 102-5 Ownership and legal form | Page 4 | | | |
| | 102-6 Markets served | Pages 5 – 6 | | | |
| | 102-7 Scale of the organisation | Pages 5 – 6 | | | |
| | 102-8 Information on employees and other workers | Pages 46 – 48 | | | |
| | 102-9 Supply chain | Page 34 | | | |
| | 102-10 Significant changes to the organisation and its supply chain | N/A | Not applicable | | No significant changes occurred during this reporting period |
| | 102-11 Precautionary Principle or Approach | Pages 2 – 3 | | | |
| | 102-12 External initiatives | Pages 54 – 57 | | | |
| | 102-13 Membership of associations | Page 19 | | | |
| Strategy | | | | | |
| | 102-14 Statement from senior decision-maker | Pages 14 – 17 | | | |
| Ethics and Integrity | | | | | |
| | 102-16 Values, principles, standards and norms of behaviour | Page 11 | | | |
| Governance | | | | | |
| | 102-18 Governance structure | Pages 36 – 45 | | | |

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| GRI 101: Foundation 2016 | | | | | |
| General Disclosures (continued) | | | | | |
| Stakeholder Engagement | | | | | |
| | 102-40 List of stakeholder groups | Page 26 | | | |
| | 102-41 Collective bargaining agreements | Page 46 | | | |
| | 102-42 Identifying and selecting stakeholders | N/A | | | Not reported – Stakeholder engagement for purposes of the sustainability report to be included in subsequent reports |
| | 102-43 Approach to stakeholder engagement | | | | Not reported. To be included in subsequent reports |
| | 102-44 Key topics and concerns raised | Pages 29 – 33 | | | |
| Reporting Practice | | | | | |
| | 102-45 Entities included in the consolidated financial statements | IR and AFS (page 69) | | | |
| | 102-46 Defining report content and topic boundaries | Pages 2 – 3 | | | |
| | 102-47 List of material topics | Pages 29 – 33 | | | |
| | 102-48 Restatements of information | AFS (page 10) | | | Continuing operations comparatives restated for the closure of Musica. |
| | 102-49 Changes in reporting | Page 3 | | | |
| | 102-50 Reporting period | Page 3 | | | |
| | 102-51 Date of most recent report | N/A | | | This is the group's first report in terms of the GRI |
| | 102-52 Reporting cycle | Page 3 | | | |
| | 102-53 Contact point for questions regarding the report | Page 69 | | | |
| | 102-54 Claims of reporting in accordance with the GRI Standards | Page 3 | | | |
| | 102-55 GRI content index | Pages 66 – 67 | | | |
| | 102-56 External assurance | Page 3 | | | |

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| Material Topics | | | | | |
| 200 series (Economic topics) | | | | | |
| Economic Performance | | | | | |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topic and its boundary | Pages 29 – 33 | | | |
| | 103-2 The management approach and its components | Pages 29 – 33 | | | |
| | 103-3 Evaluation of the management approach | Pages 30 – 33 | | Evaluation of the economic performance in line with the sustainability material topics is yet to be performed | Having conducted a materiality assessment in the year under review, a management approach is under consideration for the coming financial year using the metrics we have chosen to manage our economic performance for sustainability |
| | 201-1 Direct economic value generated and distributed | Pages 18–20 | | | |
| | 203-2 Significant indirect economic impacts | Pages 18 – 20, 26 – 27 and 52 – 56 | | | |
| GRI 201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed | Pages 18 – 20, 26 – 27 | | | |
| | 203-2 Significant indirect economic impacts | Pages 18 – 20, 26 – 27 and 52 – 56 | | | |
| Procurement Practices | | | | | |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topic and its boundary | Page 34 | | | |
| | 103-2 The management approach and its components | Page 34 | | | |
| | 103-3 Evaluation of the management approach | Page 34 | | | |
| GRI 204: Procurement Practices 2016 | 204-1 Proportion of spending on local suppliers | Page 34 | | | |

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| Material Topics (continued) | | | | | |
| 300 series (Environmental topics) | | | | | |
| Emissions | | | | | |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topic and its boundary | Pages 61 – 63 | | | |
| | 103-2 The management approach and its components | Pages 61 – 63 | | | |
| | 103-3 Evaluation of the management approach | N/A | | | |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | Page 63 | | | |
| | 305-2 Energy indirect (Scope 2) GHG emissions | Page 63 | | | |
| | 305-3 Other indirect (Scope 3) GHG emissions | Page 63 | | | |
| | 305-4 GHG emissions intensity | Page 63 | | | |
| | 305-5 Reduction of GHG emissions | Page 63 | | | |
| Supplier Environmental Assessment | | | | | |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topic and its boundary | N/A | | | |
| | 103-2 The management approach and its components | N/A | | | |
| | 103-3 Evaluation of the management approach | N/A | | | |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 New suppliers that were screened using environmental criteria | N/A | | | |
| 400 series (Social topics) | | | | | |
| Employment | | | | | |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topic and its boundary | Pages 46 and 29 | | | |
| | 103-2 The management approach and its components | Page 29 | | | |
| | 103-3 Evaluation of the management approach | N/A | | | |
| GRI 401: Employment 2016 | 401-1 New employee hires and employee turnover | Page 46 | | | We only disclose employee turnover |
| Training and Education | | | | | |
| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topic and its boundary | Pages 50 – 51 | | | |
| | 103-2 The management approach and its components | Pages 50 – 51 | | | |
| | 103-3 Evaluation of the management approach | N/A | | | |
| GRI 404: Training and Education 2016 | 404-1 Average hours of training per year per employee | N/A | | | Not disclosed |