

The Global Reporting Initiative (GRI) guidelines are recognised as the international framework for sustainability reporting. Holdspport has not yet formally adopted these GRI guidelines as a reporting tool to assess and measure sustainability, but management prepared this Index to inform the sustainability strategy and may expand its reporting in relation to these guidelines in future.

The following table addresses where GRI indicators have been covered in the Integrated Annual Report or on the group's website, also noting where indicators have not been assessed, reported on or do not apply to the group.

Stakeholders can access the detailed guidelines of the GRI Index on [www.globalreporting.org](http://www.globalreporting.org).

GRI Reference	Topic	Page reference	Description
<b>1. Strategy and analysis</b>			
1.1	Vision and strategy	5 6	Business philosophy Strategy
1.2	Key impacts, risks and opportunities	4 10 – 13 14 – 15	Performance summary Chairman's report Chief Executive Officer's Report
<b>2. Organisational profile</b>			
2.1 – 2.10	Organisational profile	2 – 3 Back page 6 - 7 28 – 30 32 - 33	Business offering Corporate information Operational footprint Review of group's main functions Human resources
<b>3. Report parameters</b>			
3.1 – 3.4	Report profile	Website Back page	Group Annual Financial Statements Corporate information
3.5 – 3.11	Report scope and boundary	1 Website	Integrated reporting Group Annual Financial Statements
3.12	GRI Index content	-	Global Reporting Initiative Index
3.13	Assurance	1	External assurance not sought
<b>4. Governance, commitments and engagements</b>			
4.1 – 4.10	Governance	5 47 - 51 34 - 40	Business philosophy Remuneration report Corporate governance report
4.11 – 4.13	Commitments to external initiatives	-	Not assessed
4.14 – 4.17	Stakeholder engagement	71	Stakeholder relations
<b>5. Economic performance indicators</b>			
EC1	Economic value generated and distributed	68	Value added statement
EC2	Financial implications of climate change	-	Not assessed
EC3	Defined benefit plan obligations	-	Group Annual Financial Statements
EC4	Financial assistance from government	-	Not applicable
EC5	Minimum wages	-	Not reported
EC6	Spending on locally-based suppliers	-	Not reported
EC7	Hiring of local labour	32 – 33 53	Human resources Transformation report
EC8	Infrastructure investment and services	-	Not applicable
EC9	Indirect economic impacts	-	Not assessed

GRI Reference	Topic	Page reference	Description
<b>6. Environmental performance indicators</b>			
EN1	Material usage	-	Not reported
EN2	Percentage of materials recycled	-	Not assessed
EN3 – 7	Energy consumption	9, 30	Performance indicators
EN8 – 10	Total water consumption	-	Not assessed
EN11 – 15	Biodiversity	-	Not assessed
EN16 – 25	Emissions, effluent and waste	-	Not reported
EN26 – 27	Products and services	-	Not assessed
EN28	Compliance	34 - 40 41 - 46	Corporate governance report Risk management
EN29	Transport	-	Not assessed
EN30	Environmental protection	-	Not assessed
<b>7. Labour practices and decent work</b>			
LA1	Total workforce	32	Human resources
LA2	Employee turnover	32	Human resources
LA3	Employee benefits	47 - 51	Remuneration report
LA4 – 5	Labour relations	32 - 33	Human resources
LA6 – 12	Occupational health and safety	-	Not reported
LA13 – 14	Diversity and equal opportunity	33	Human resources
<b>8. Human rights</b>			
HR1 – 3	Investment and procurement practices	-	Not assessed
HR4	Non-discrimination	32 - 33	Human resources
HR5	Collective bargaining	-	Not reported
HR6	Child labour	-	Not assessed
HR7	Forced and compulsory labour	-	Not assessed
HR8	Security practices	-	Not assessed
HR9	Indigenous rights	-	Not assessed
HR10	Assessment	-	Not assessed
HR11	Remediation	-	Not assessed
<b>9. Society</b>			
SO1	Community	53	Transformation report
SO2 – 4	Corruption	-	Not assessed
SO5 – 6	Public policy	-	Not assessed
SO7	Anti-competitive behaviour	46	Risk management
SO8	Compliance	46	Risk management
<b>10. Product responsibility</b>			
PR1 – 2	Customer health and safety	-	Not assessed
PR3 – 5	Product and service labelling	46	Risk management
PR6 – 7	Marketing communications	-	Not reported
PR8	Customer privacy	45, 46	Risk management
PR9	Compliance	46	Risk management