



Nampak
packaging excellence

SUSTAINABILITY REPORT 2017



2017

ADVANCED MANUFACTURING

Sustainability report

ABOUT THIS REPORT

This report provides details of Nampak’s economic, social and environmental performance and activities for the period 1 October 2016 to 30 September 2017. It provides more comprehensive information on certain aspects than our integrated report, which is our principal communication to shareholders and other stakeholders in Nampak.

 <http://www.nampak.com/investor-Annual-Report.aspx>

We have an incremental approach to reporting on non-financial performance, aiming year-on-year to include greater, more pertinent detail on material economic, social and environmental indicators.

The content is relevant to all divisions of Nampak. Some information, such as broad-based black economic empowerment and HIV/Aids, pertains only to the South African operations.

The process by which we define the contents of this report is based on a combination of:

- » the material issues facing the business and the industry;
- » issues identified as important by stakeholders;
- » sustainability issues that may come to represent significant risks, opportunities or impacts for the group; and
- » Nampak’s own core competencies and the manner in which they could contribute to sustainable development.

It is our goal in future years to have the specific material sustainability data independently assured. In the 2017 financial year, Nampak’s environmental, social and corporate governance (ESG) rating ensured it was included in FTSE/JSE Russell Responsible Investment Index Series.



FTSE4Good

“FTSE Russell (the trading name of FTSE International Ltd and Frank Russell Company) confirms that **Nampak** has been independently assessed according to the FTSE4Good criteria, and has satisfied the requirements to become a constituent of the FTSE4Good Index Series. Created by the global index provider FTSE Russell, the FTSE4Good Index Series is designed to measure the performance of companies demonstrating strong ESG practices. The FTSE4Good indices are used by a wide variety of market participants to create and assess responsible investment funds and other products.”

SUSTAINABLE DEVELOPMENT STRATEGY

Nampak’s packaging products contribute to the protection of goods, such as food and beverages, the prevention of their deterioration, and also enable easier transportation and handling of goods. Packaging helps give identity to products, promotes product brands and provides key product and safety information. These benefits have to be balanced against the generation of packaging waste, depletion of natural resources, the efficient use of energy and the company’s carbon footprint.

The development of sustainable packaging is one of the main challenges facing the packaging industry globally. Nampak operates with due consideration of environmental efficiencies and recycling. Appropriate packaging of a product can extend the shelf-life of foods and beverages, thereby reducing the amount of food waste going to landfill which in turn reduces greenhouse gas emissions.

SUSTAINABLE PACKAGING

Nampak recognises the role it has to play in providing products and services that minimise their impact on the environment and consumers. The group participates in extensive recycling initiatives and continues to invest significant time and resources into the development of more sustainable products largely through work done at our research and development (R&D) facility.

Utilising Nampak R&D’s expertise we have been successful in lightweighting many of our products:

<p>Every new glass bottle manufactured in South Africa contains more than</p> <p>40% cullet (recycled glass)</p>	<p>Food cans are lighter today than they were a few years ago</p>
<p>The weight of a bread crate made of recycled material is now 1 320g compared to 1 300g before</p>	<p>The two litre HDPE milk bottle is 10% lighter than its predecessor</p> <p>Nampak’s multi-layered milk bottle for long-life milk is 100% recyclable</p> <p>Aluminium beverage cans weigh on average 60% less than tinplate cans</p>

BUSINESS ETHICS

As a public company with international interests, safeguarding the Nampak brand is of critical importance. We uphold the highest standards of ethics, trust and non-discrimination, and require compliance with the constitution and laws of the countries in which we operate. Nampak’s leadership and employees are bound by the group’s code of conduct and business ethics which is approved by the board of directors and is applicable to all employees irrespective of the country in which they are based.

Nampak employs the services of Tip-offs Anonymous, an independent, confidential whistle-blowing service, as a means of reporting and investigating corruption, dishonesty, fraud and other inappropriate behaviour in the workplace. It is available for use by employees, customers, suppliers and shareholders. Cases of proven corruption, theft and fraud result in dismissal.

In 2017, a total of 29 reports (24 in 2016) were received, which led to 12 disciplinary hearings (six in 2016) and four dismissals (one in 2016). A total of 41 forensic reviews (33 in 2016) were conducted during the year in addition to investigations as a result of Tip-Offs Anonymous reports. The reviews resulted in 10 disciplinary hearings (12 in 2016), which led to six dismissals (three in 2016). The remaining reviews did not reveal substantial evidence of misconduct or irregularities.

Nampak supports the protection and advancement of human rights and has policies and procedures to support them. There were no notifications of human rights abuses received during the year.

There have been no incidents of human trafficking, child labour or forced labour and these practices are prohibited in the group's policies.

Nampak's policy on competition legislation provides for compliance with all laws and does not allow any illegal or unethical practices in this regard. All managers are required to familiarise themselves with the Nampak competition policy which is regularly updated and distributed. There have been no legal actions in respect of anti-competitive behaviour, anti-trust and monopoly practices and there were no incidents of corruption during the year.

COMPLIANCE

Nampak was not fined for any sustainability-related non-compliance issues during the reporting period.

ECONOMIC IMPACT

The group has 54 manufacturing operations and in-plant facilities of which approximately half are in South Africa and the remainder are in 10 other countries on the African continent as well as in the United Kingdom and Ireland. These factories manufacture a range of packaging made from metal, glass, plastic and paper.

Group value added statement for the year ended 30 September 2017

	2017 R million	2016 R million
Net revenue	18 821.7	19 138.9
Paid and payable to raw material, goods and services	(13 223.4)	(12 411.4)
Value added	5 598.3	6 727.5
Investments income	0.1	0.1
Total wealth created	5 598.4	6 727.6
Applied as follows:		
Employee salaries and wages	3 086.7	3 122.7
Government:		
Taxation	214.0	199.1
Government levies	25.8	18.6
Property rates and taxes	21.9	23.7
Customs and excise duty	–	0.9
Cash grants and subsidies	–	–
Providers of capital:		
Financing costs/(income)	391.1	485.6
Dividends	0.1	569.8
Reinvestment for future growth:		
Depreciation and amortisation expense	831.4	911.7
Impairment costs	672.6	360.4
Reversal of impairments	(4.8)	–
Minority interest	121.2	(132.1)
Retained profit for the year	238.4	1 167.2
Amounts collected on behalf of government		
Value added tax	697.7	705.4
PAYE	420.0	413.0
Unemployment insurance fund	13.5	13.7
NRST and royalties	29.0	24.1
Skills development levy	20.6	18.3
Other collections	46.1	43.3
National insurance	52.2	57.9
Collections on behalf of government	1 279.1	1 275.7

Sustainability report continued

HUMAN CAPITAL

We depend on the expertise and experience of our people, and their health, skills and safety, to operate our manufacturing facilities safely and efficiently, and in so doing assist in the delivery of our strategy.

Our thorough people management methodology contributes to resolving inequalities in the workplace and our substantial investment in employee training and development ensures that we have the appropriate skills to sustain and grow our business.

We have an inclusive culture and we value diversity. Our people operate within a clearly defined framework and must adhere to the group's code of conduct and business ethics.

STAFF COMPLEMENT

Nampak has 6 420 permanent employees, with the majority being based in South Africa – the country of our headquarters and most of the operations. The following table shows our employee numbers as at 30 September.

Permanent headcount at 30 September

	2017	2016
Metals	3 189	3 314
Glass	433	435
Plastics	2 065	2 036
Paper	535	702
Group services	198	191
Total	6 420	6 678

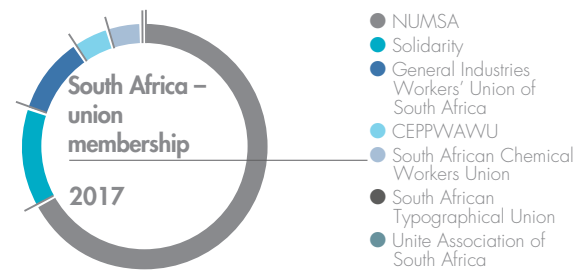
EMPLOYEE RELATIONS

South Africa

Wage negotiations and employment conditions for all divisions in South Africa (excluding glass) were concluded in-house at the recently established Nampak Enterprise Bargaining Forum with NUMSA, SACWU and CEPPWAWU.

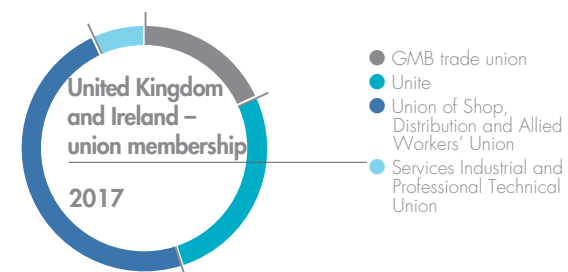
As it has done in the past glass division negotiated at the National Bargaining Council for the Chemical Industries (NBCC).

Other than a work stoppage lasting less than six hours, we are pleased to report that for a third year running there were no instances of industrial action during the year.



Rest of Africa

Employees in Nampak operations in the Rest of Africa make up 29% of our total employees and are represented by eight trade unions. These include the Steel and Engineering Workers' Union of Nigeria, the Metals Products Senior Staff Association of Nigeria, the National Union of Publishing, Printing and Paper Products Workers, National Engineering Workers' Union, Zimbabwe General Workers' Union, Zimbabwe Chemical Plastics and Allied Workers' Union, the Zambia Graphical and Allied Workers' Union and the Zambia Union of Technical and Administrative Workers.



TRANSFORMATION

Transformation is imperative for the company to operate within an environment which is conducive to equality, fairness and transparency. We undertake to continually address with our employees any inequalities present with regard to race, gender and disability and to accelerate progress through structured skills development programmes and injection of talent.

B-BBEE continues to be a significant area of focus for Nampak, and our transformation strategy aims to substantially increase the participation of black people in all areas of the scorecard. Our current rating is level 6 on the new codes of good practice. We have established a B-BBEE steering committee, which has devised and is implementing a programme to improve our rating by at least two levels by the end of the 2018 financial year.

Our black representation at management levels was 58% which was at the targeted level and women represent 33% of our management in South Africa compared with our 2017 target of 35%.

We have achieved some improvement relative to last year in the areas of employment equity and skills development. Black female and black disabled representation require additional focus.

Socio-economic development continues to be an area of strength, and our performance in this area exceeds targets by more than 100%.

Our enterprise and supplier development (ESD) efforts are enabling black and black women-owned enterprises to achieve sustainability and growth. We are proud of the progress made by our ESD beneficiaries, particularly those that have created job opportunities as they have grown.

Ownership remains a concern following the unwinding of the Red Coral and Black Management Trust schemes. The committee recently reviewed various B-BBEE scheme options, and an appropriate replacement will be established and announced in due course.

Employment equity (South Africa only)

Nampak's target is for 58% black representation at management levels in its South African operations. In 2017, the actual black management representation achieved in our continuing operations was 58%.

For 2017, our target was for 35% female management representation and we achieved 33%. We continue to grow our female representation through disciplined injection of talent with

particular focus on graduates and apprentices. As a manufacturing organisation, we have typically been unable to attract and retain women in sufficient numbers and this had a negative impact on our rating in this category.

The group's executive directors and members of management who fail to achieve their employment equity targets face a 1.5% discount in their incentive bonus payments.

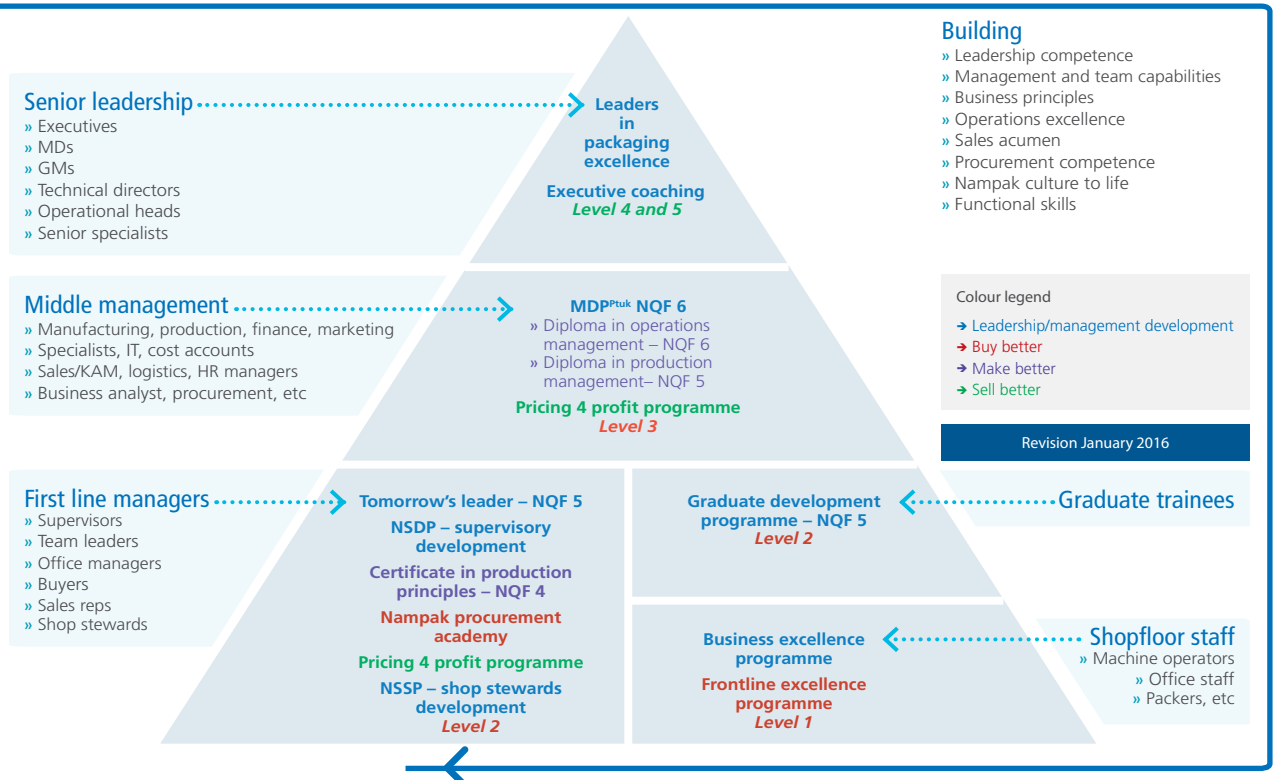
PEOPLE DEVELOPMENT

Nampak continues to run in-house training and development opportunities for managers, supervisors and other employees in the group. The programmes are designed with input from leading universities and reputable training providers to meet national qualification framework requirements in South Africa and to ensure that the course content is updated and aligned to Nampak strategy and skills requirements. The courses have relevance in all countries and delegates from operations in the Rest of Africa are encouraged to attend.

Our ladder of learning expands the vision of leadership and management development, creating learning opportunities to approach both emerging and traditional business challenges using innovative ways and means.

We advocate a blended learning approach that combines intensive study blocks with peer/team contact and varied facilitation methodologies; allowing both formal and informal learning to take place.

LADDER OF LEARNING



Sustainability report continued

The following table reflects the actual training courses held and the number of candidates that attended during the year.

Programme	Total candidates trained	Black %	Women %
Executive coaching	11	64	27
Management development programme	26	69	35
New manager/tomorrow's leader	24	67	42
Supervisory development	31	87	6
Graduate development (2017 intake)	28	100	39
Manufacturing techniques	18	94	11
Business excellence	19	94	33

During the year, we spent R23.5 million on training and development in the group.

Since 2001, the South African divisions have received funds totalling R123 million from the Skills Education Training Authority (SETA) as a proportion of the skills development levy from the Fibre Processing and Manufacturing Sector Education and Training Authority (FP&M-SETA).

We have 190 people in our apprenticeship training, 151 men and 39 women. A further 18 apprenticeships were completed during the year.

Nampak was allocated R5.6 million in discretionary grants during this financial cycle by the FP&M-SETA to fund apprenticeships and learnership programmes. Eleven unemployed people were enrolled for the glass forming NQF level 3 qualifications with CHIETA and 11 have successfully completed the programme. Furthermore, seven students were offered opportunities for in-service training

Nampak granted 15 bursaries in 2017 towards studies where we envisage future skills constraints; in the fields of engineering, science, quality management, supply chain and to a lesser extent accounting/finance. Together with continuing bursaries from prior years this brought the total number of current bursaries to 31. There are a further seven learners from our sponsored schools who are undergoing in-service training. The beneficiaries are children of employees and learners from Nampak partnered schools. On completion, the students are a source for divisions to recruit candidates for vacant positions and for the graduate development programme.

Graduate development programme

Thandeka Hlabane comes from Pretoria and attended Tokelo Secondary School in Evaton Small Farms. She holds a Bachelor of Business Administration degree from Cida City Campus. She joined Nampak in 2008 as a trainee at Bevcan Springs and completed the Nampak graduate development programme with distinction. Her individual project during her time on the programme contributed R2 million in annual savings for Bevcan.

After being promoted over the next few years, in 2012 she went on to complete a management development programme and was third-top student overall. On this occasion, her project contributed savings of R5 million for Nampak Liquid Petpak, Isando. In 2015 Thandeka was promoted to management accountant at DivFood Vanderbijlpark.

"Nampak provides room for growth and development and one can learn different processes of manufacturing without actually changing companies. Each time one moves from one cluster to another, one grows. The fact that Nampak is willing to invest in people development even in tough times excites me and tells me that Nampak values human capital," she says.

Khanya Makiza joined Nampak Bevcan as a supply chain graduate in 2014. He holds a BCom Honours degree in logistics and supply chain management and is currently studying towards his master's.

After spending some time in raw materials tracking and production scheduling he is now a sales account manager at Nampak Bevcan's Woodmead offices. He says that this position gives him the opportunity to observe how Bevcan's processes and systems translate into customer service, which is a perspective few individuals get to experience.

Khanya says, "Nampak invests greatly in its people. We are afforded multiple people development programmes, an accessible management structure through an 'open door' cultural approach, and a vibrant working environment."

Millicent Nyakaza was born in Kuruman in the Northern Cape and attended high school in Boshof in the Free State. Her mother was too poor to send her to university but through her own hard work she managed to attend the University of Cape Town and graduated with a Bachelor of Social Sciences.

She joined the Nampak graduate development programme in 2013 as a human resources graduate trainee based at Bevcan, Epping. After holding several roles in this field she was appointed HR manager of the Bevcan division at Woodmead.

Millicent says that the graduate development programme taught her that patience and humility get you far. "The one thing that can be the downfall for many university graduates is that they come into the working world thinking that they know it all!

"What excites me about Nampak are the endless opportunities that one has to make a success of your career in this company," Millicent enthuses. "I am the first graduate from my home and the young ones look up to me."

Apprenticeships

We admitted 34 apprentices new entrants into the Nampak apprenticeship programme in 2017 taking the total to 210 apprentices.

REMUNERATION AND BENEFITS

We determine remuneration structures after taking into account market practices and benchmarks in each of the countries in which we operate. Employees who are members of the

bargaining units receive annual salary and benefit adjustments in line with agreements reached with the recognised trade unions.

Our permanent employees have access to a range of benefits and their participation in defined contribution retirement funding plans is compulsory. We provide employees optional benefits including medical aid, employee assistance programmes (EAPs) and educational assistance.

EAPs provide our staff and their immediate families with access to independent services to assist with personal and work-related problems through referral to appropriate external facilities, such as clinics, hospitals, community resources, childcare facilities, lawyers, psychologists and social workers. The EAP service is confidential, free and voluntary. Those employees whose work performance has been negatively affected by personal difficulties may also be referred to the EAP programme by their seniors.

HIV/AIDS

The uptake for voluntary counselling and testing for HIV/Aids in 2017 was 76% and was a substantial increase on the 59% recorded in 2016. The counselling is offered on an annual basis.

Occupational health and safety

Nampak complies with the occupation health and safety legislation and regulations in all jurisdictions in which it operates. A safe working environment is a core standard required by the group.

	Acceptable tolerance level 2018	Acceptable tolerance level 2017	Actual position 2017	Actual position 2016	Actual position 2015
Work-related fatalities	zero	zero	1 ³	1	zero
Non-work-related fatalities	zero	zero	zero	2 fatalities	zero
Number of reportable injuries		Average of 5.3 per month	Average of 4.58 per month	Average of 5.3 per month	Average of 9.5 per month
Disabling injury frequency rate ¹	0.40 ²	0.40	0.41	0.48	0.89

¹ Lost-time injury frequency rate per 200 000 hours worked.

² The acceptable tolerance level for 2018 has been set at 0.40. The performance measurement will commence on 1 October 2017.

³ The fatality was in respect of a contractor who was caught under a forklift truck which toppled over while he was loading a truck.

The Nampak group risk control standards cover facilities in Africa and the United Kingdom and Ireland. Willis SA Ltd, Nampak's insurance and risk management partner, provides assurance on the implementation of the standards through its "Willis blue" programme and includes annual visits by Willis to each operation. Divisions also conduct their own self-audits of the risk control standards which are then subject to a peer audit by Nampak's risk control practitioners. The United Kingdom facilities have implemented a tailored health and safety audit system to comply with their insurance requirements.

Sustainability report continued

In the coming year Willis will also be conducting a gap analysis for those operations which are not ISO 14000 accredited to ascertain their level of environmental awareness. This is a three-year phased-in project to assist these sites in achieving ISO 14000:2015 accreditation.

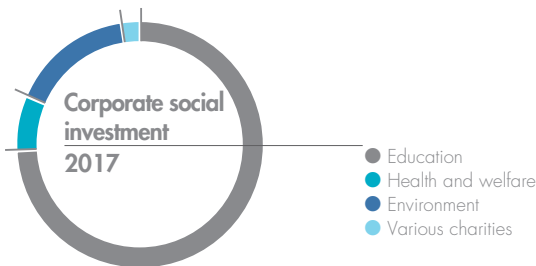
In Nigeria, the Lagos State Environmental Protection Agency requires health, safety and environmental audits of Nampak on a bi-annual basis. Accredited consultants Nitral Ventures Nigeria Ltd also perform regular checks. Bevcan Nigeria achieved ISO 14001 certification in 2016. Nampak Lagos is currently upgrading to ISO 9001:2015. Megapak Zimbabwe and Nampak Zambia are FSSC 22000 certified. Nampak Kenya is also subject to an annual environmental audit conducted by NEMA the environmental agency.

In addition to the risk control standards, 18 operations are certified for OHSAS 18001 or a similar external review, of these, six Nampak UK sites are ISO 14000 and OHSAS 18000 certified and eight are BRC accredited.

CORPORATE SOCIAL INVESTMENT

Nampak’s corporate social investment policy and practices have been in place for a number of years. This has resulted in meaningful long-term relationships with key schools and the broader communities located near our factories. We aim to make a meaningful difference and therefore have adopted a focused approach to our activities which are largely centred on youth development. We also provide general support to the communities through donations to various hospices and other charities.

The group has a target of allocating 1% of its profit after tax to corporate social investment. During 2017, a total of R9.7 million was spent in South Africa in the following categories:



Education

Bursaries

Nampak’s bursary scheme, which has operated successfully for many years, provides assistance to high-potential learners for continuing education at tertiary institutions. Being a manufacturing organisation, we allocate bursary funds to those learners who are studying towards science, engineering, supply chain and accounting degrees. Wherever possible, we offer bursars vocational work experience at our operations. Recently qualified graduates are able to apply to join our graduate development programme. We currently support 31 bursars, 13 women and 18 men. One bursary holder joined our graduate development programme in 2017.

Nampak’s partnered schools

Nampak’s school partnering programme is now in its 15th year. We carefully selected the secondary schools chosen for this initiative. They are in areas close to the group’s South African factories where it is likely that employees’ children will attend. We fund the upgrading and equipping of libraries, science laboratories, computer classrooms and general security. We provide teachers with an opportunity to enhance their skills and improve their own qualifications.

The schools that we currently support are:

- » Amogelang High School in Soshanguve, Gauteng
- » Lebohlang High School in Boipatong, Gauteng
- » Lethulwazi High School in Vosloorus, Gauteng
- » Nkumbulo High School in Kwa-Thema, Gauteng
- » Swelihle High School in Umlazi, KwaZulu-Natal
- » Belhar High School in Belhar, Western Cape
- » Luhlaza High School in Khayelitsha, Western Cape

Nampak appoints an employee as a champion for each school. These school champions are responsible for engaging regularly with the principal, teachers and school governing bodies. These sessions provide an opportunity for feedback and also ensure that the programmes are adding value in the correct areas.

Our ultimate goal is to provide career opportunities within Nampak for learners either directly from school or through further education support. Our criteria for awarding bursaries to learners in our sponsored schools include the academic performance of candidates during their matric year, with particular emphasis on mathematics, science and accounting, as well as the potential of such student for future management positions within Nampak. There are currently 23 students from our partnered schools who are studying with the assistance of bursaries granted by us.

Leadership workshops conducted by an external professional service provider were undertaken at four of the schools with the focus of these workshops being on the leadership development and accountability of each school's senior management team (SMT) and the school governing body (SGB). Overall the workshops confirmed the critical importance of having a good principal with sound management and leadership skills.

Mobeni DivFood recently hosted 12 Swelihle High School Grade 12 pupils on an excursion to its plant. The objective was to introduce these pupils to the manufacturing environment and this also served as a careers expo for them. The company introduced the boys and girls to a wide variety of careers within the Nampak group and exposed them to the various operating functions at the plant. The day speakers from Nampak were mainly our accomplished graduates as well as departmental heads.

The learners were also taken on a factory tour where they were exposed to our state of the art machinery as well as operational processes involved in manufacturing.



We plan to continue our involvement by growing the number of schools partnerships as funding allows.

"Keep a girl in school" programme

Our "keep a girl in school" initiative has been running for three years and provides feminine hygiene products to the schools on a monthly basis. The schools have reported reduced absenteeism as a direct result of this initiative.

Hospices

In 2017, Nampak donated R510 000 to six hospices around the country for their work in caring for terminally ill people, including some of Nampak's employees and family members.

Environment

Eco-Schools

Nampak has for many years been the principal funder of the National WESSA Eco-Schools programme in South Africa. There are currently 774 schools registered for the programme. We have also introduced the Eco-Schools programme into our partnered schools. This programme is designed to encourage curriculum-based action for a healthy environment and to support sustainable development. It is an internationally recognised award scheme that accredits schools that are making a commitment to continuously improving their school's environment.

As part of the National WESSA Eco-Schools programme, the Nampak Eco-Schools project created action for social and environmental sustainability in four Gauteng high schools and their surrounding communities. This is the sixth year the WESSA Eco-Schools programme has supported Lethulwazi, Lebohang, Nkumbulo and Amogelang Secondary Schools. Through an *education for sustainable development* approach, the Nampak Gauteng Cluster Eco-Schools focused on recycling, food security, enhancing biodiversity on the school grounds and heritage projects. Additionally, the project also included the annual recycling competition among the four Nampak Gauteng schools, teacher support workshops and expert external assistance on respective school projects.

Detailed below are some highlights from the 2017 Eco-Schools report:

- › WESSA Eco-Schools together with the other educational programmes on offer was recognised for our outstanding work and received the award for environmental sustainability at the 2017 Education Week Awards held in Cape Town recently. The awards, which recognise excellence across the African Education Ecosystem, formed part of the Cape Town EduWeek exhibition and conference held in partnership with the Western Cape Education Department at the Cape Town International Conference Centre in October.
- › The award reconfirms WESSA's position as a national leader in environmental education that is investing in youth and facilitating transformation in schools through innovative programmes that offer project-based learning.
- › We have started the international twinning of local Eco-Schools with their counterparts in the other 64 countries that are members of the FEE Eco-Schools programme globally.
- › Green Career guidance is another strong feature that we are introducing to our current programme with a theme-focused approach to strengthen the programme and attract more high school learners to participate.
- › We will also be taking the Eco-Schools programme into the institutions for higher education through the Eco-Campus programme that is growing internationally.

Sustainability report continued

Our programmes and projects



Introducing our new ES themes



For more information see

www.wessa.org.za/what-we-do/Eco-Schools.htm

www.facebook.com/pages/Wessa-Eco-Schools-South-Africa/142930950255

Enterprise development

Nampak's Enterprise and Supplier Development Programme, which dates back to 2004, focuses on developing emerging Black and Black women-owned enterprises in order to enable them to achieve sustainability and growth.

The programme creates economic opportunities for qualifying beneficiaries, and provides them with support and resources to strengthen and grow their businesses. It is one of Nampak's various means of developing communities and industries, creating employment opportunities, improving living standards, alleviating poverty, and transferring a variety of skills necessary to manage businesses successfully and sustainably.

The programme is further designed to diversify Nampak's supply chain.

The current beneficiaries are enjoying the following benefits from the programme:

- » various kinds of financial support, including grants, interest-free and unsecured loans, with extended payment terms, as well as early payment terms;
- » provision of equipment and other resources;
- » capacity and capability building programmes, including training, technical support, mentoring and coaching;
- » operational and compliance assessments to establish needs, and to inform tailored support interventions; and
- » regular reviews with Nampak executives, ensuring access to highly qualified and experienced business leaders.

ENTERPRISE DEVELOPMENT

Mthembu Tissue Converters

Theminkosi "General" Mthembu had been employed with Nampak in Durban for 24 years before being retrenched and starting his own business.

An opportunity arose in 2004 for Mthembu to take over Nampak's tissue factory in Durban, which had been running unprofitably due to uncompetitive wage rates, among other constraints.

Our involvement with this project terminated with the disposal of Nampak Tissue in 2016.

Last Drop Juice (Pty) Ltd

During 2015, Nampak got involved with Last Drop Juice (Pty) Ltd (Last Drop Juice), a Soweto-based producer of pulp-based fruit juices, packaged in containers purchased from Nampak. The business had started four years previously by two entrepreneurs with limited means, Sizwe Dladla and Bonginkosi Mteku. Later another entrepreneur, Robert Young, joined them. Its main barrier to growth was that its manufacturing process was dependent on the manual labour of the entrepreneurs who did everything, from blending the juice, to final packaging by hand. The business could not afford a bottling machine.

During one of Bonginkosi's trips to purchase stock from Nampak Liquid Plastics, one of Nampak's managers learned that the manufacturing process was entirely manual. This motivated her to explore how Nampak's Enterprise and Supplier Development (ESD) programme could assist this small business. After a series of meetings and assessments, the refurbishment and donation of a filling machine was approved. It became evident that a tank was also needed, which Nampak is also providing to Last Drop Juice.

In 2016 Nampak assisted Last Drop Juice to secure new premises in Dobsonville, Soweto. Last Drop Juice now operates from two premises and intends opening many more outlets. It opened its first outlet in Meadowlands, Soweto, in November 2017.

TIN-PAC Promotional Packaging

In the Western Cape, Nampak supported Dikeledi Mosime, who took over the decorative tin business from Nampak DivFood. Based in Epping, TIN-PAC Promotional Packaging (TIN-PAC) was founded in 2012. The business was previously part of the Nampak stable but a decision was taken to close it as it was no longer viable for Nampak to remain invested in this business.

When Dikeledi was retrenched in 2012, she contacted a factory manager at Nampak whom she happened to be

mentoring at the time, in order to let him know about her retrenchment and her plans to start her own business. He recognised that as a strong, black woman, she could be a valuable addition to Nampak's leadership team and he put her in touch with the group human resources director at Nampak.

By re-opening the plant, TIN-PAC was able to re-hire 12 of the 14 employees who were retrenched when the plant was closed. TIN-PAC now rents the 400m² factory from which it operates, as well as the equipment from Nampak. According to Dikeledi, the support provided by Nampak has proved invaluable. Nampak assisted with the factory installation, provided technical support and advice to TIN-PAC, provided valuable leads to gain access to markets, as well as seconded to TIN-PAC a production manager who had previously worked for Nampak.

TIN-PAC manufactures and distributes a range of promotional, decorative, tin-ware packaging for businesses in the fast moving consumer goods sector. Dikeledi is the sole owner of the business, making TIN-PAC a 100% black, woman-owned business.

Esiltuli Transport and Logistics

Esiltuli Transport and Logistics CC (Esiltuli) is a black-owned company formed by Fana Nkosi. The owner has gained a lot of experience through working for big corporates like Element Six (part of De Beers company), Duraset (an Aveng Group Company) and Megapak a division on Nampak Products Limited.

During his time at Nampak, he held various positions such as factory manager, continuous improvement manager, SHE coordinator and engineering manager. He has gained experience in entrepreneurship over the last 10 years. This includes running his own manufacturing, transport and consulting company. Esiltuli is wholly owned by Mr Fana Nkosi, who is also the managing director, and is situated at Boksburg.

The company operates on its own premises. It was originally registered as a transport and logistics company. With Nampak's support, Esiltuli then started a recycling operation in 2016 at its new premises.

This division provides services like granulating customer material, buying and selling high density polyethylene (HDPE), low density polyethylene (LDPE) and polypropylene (PP) material to a lot of its suppliers and customers. The granulation can either be done at customer sites or material moved to Esiltuli site. Esiltuli intends to cover the whole of Gauteng, and further expand to Mpumalanga, KZN, Limpopo and the Western Province, and has identified a facility it can use in KZN, Hammarsdale.

Sustainability report continued

Nampak's Polycrate business manufactures heavy duty waste bins, stacking bins, building buckets and food bins. Its recycling plant was started as a strategy to capacitate Esiltuli to manufacture raw material for making the products at the bin factory. The bins produced at the factory can only be manufactured at this factory in Africa. This is due to the complexity of the technology on the mould design. The company is registered with the South African Plastic Recycling Organisation (SAPRO).

SUPPLIER DEVELOPMENT

Willem Logistics

Willem logistics is a 100% black-owned qualifying small enterprise established in 2013 by Willem Skosana after a 20-year long career as a truck driver within the supply chain environment which inspired his passion for transportation and logistics. The company is based in Springs, Gauteng, employs 11 people and has two premises, an administration office and a workshop just outside Springs.

Mr W Skosana, the sole owner and manager of Willem Logistics, approached Nampak to provide financial assistance for the acquisition of heavy duty transport equipment for hauling cargo in excess of 28 tonnes. Willem Logistics is a current supplier to Nampak Glass.

Vukani Mantuli Business Enterprise

Vukani Mantuli Business Enterprise is a 100% black-owned qualifying small enterprise which provides a transportation service to Megapak, in terms of which it transports Megapak's goods from its premises in Olifantsfontein to customers.

In December 2015, Vukani Mantuli approached Nampak for a loan to purchase a new motor vehicle in order to provide an improved transportation service to Megapak. In addition to the loan, Nampak has also granted it office space to control and manage operations from Olifantsfontein.

Msingawoti Construction CC

Megapak manufactures plastic drums and crates of various sizes at its factory in Pinetown, some of which require print and labels to be applied. Some drums and crates require to be stretch wrapped and/or shrink wrapped and/or palletised.

Nampak decided to outsource this service. Alfred Jili, who was a black employee at the time, was offered the opportunity to provide the service to Nampak. Through our supplier development programme, Msingawoti is benefiting from on-site rental space, rental of recycling equipment, and support and assistance from Nampak employees. It has provided Nampak with excellent service over the years and forms an integral part of Megapak's business.

Nampak continues to seek opportunities to enhance its participation in enterprise and supplier development activities. To this end, we have secured the services of the South African Supplier Diversity Council (SASDC). SASDC will assist us with ESD strategy refinement and implementation, ESD programme and beneficiary management, internal and beneficiary capability development, and optimisation of the ESD programme for B-BBEE purposes.

ENVIRONMENT

Environmental management

Nampak strives to create packaging that is balanced in terms of providing product protection and preservation to products, is cost-effective, creates maximum consumer appeal and at the same time takes into account environmental responsibility.

Policy

Nampak is a diverse packaging company engaged in the production of metal, glass, plastic and paper packaging for food, beverage and a variety of other end-use markets. The company operates in Africa, the United Kingdom and the Republic of Ireland.

Management and staff are committed to ensuring that Nampak is an environmentally responsible company and believe that integrated actions that we take within our operations to conserve natural resources and protect the environment make sound business sense.

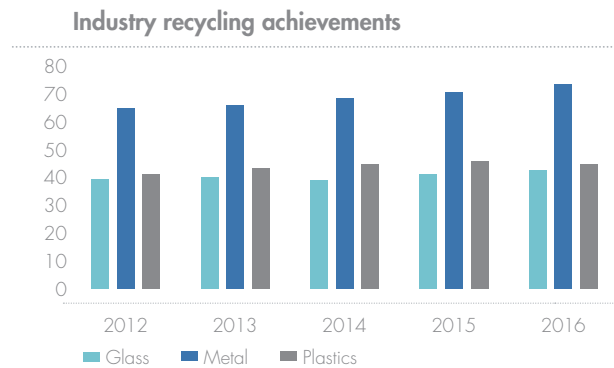
These commitments are achieved by operating an effective environmental management system in order to:

- » comply with the requirements of ISO 14001:2004;
- » identify and comply with relevant legislative requirements, internal standards, as well as the requirements of our stakeholders;
- » improve our environmental performance through establishing a framework for measurable and appropriate objectives and targets, regular monitoring and environmental audits;
- » promote environmental awareness, both internally and externally, through training and proactive communication with stakeholders;
- » prevent pollution and continually improve our performance through focusing on the following aspects of our operations:
 - increasing our energy efficiency and reducing our greenhouse gas (GHG) emissions as a commitment to managing our impact on climate change;
 - minimising and recycling of waste generated by our operations as well as post-consumer waste
 - reducing resource use through lightweighting; and
 - conserving water resources.
- » provide the necessary financial and human resources at board and divisional level to give effect to this environmental policy; and
- » communicate the policy to our staff, contractors and other stakeholders.

This policy is reviewed on an annual basis to ensure that it remains appropriate to our business.

Industry recycling achievements

The charts below show the percentage collection of each major type of packaging material over the past four years (2017 not available at time of publication of this report):







Operational risk management

Nampak is committed to complying with the law in all our operations to minimise our risks and impacts by developing robust and documented systems to measure, monitor and communicate environmental performance both within operations and to the broader community. The group’s approach to operational risk management is underpinned by the Willis Blue in-house risk management programme. In addition, in certain operations, we have an environmental management system based on the ISO 14001:2004. In smaller operations which employ fewer than 60 employees and where ISO 14001:2004 certification has not been obtained, regular peer assessment has been integrated into the Willis Blue risk control operational reviews.

Nampak also ensures that it meets customer manufacturing requirements through participation in over 40 customer-specific site audits as well as making sure that it holds the requisite certification for quality and food safety. More recently, certain operations have been subject to SEDEX audits which address our ethical and responsible approach in the supply chain.

The table below is a summary of standards participation and audits during 2017:

	 Metals	 Glass	 Plastics	 Paper
Quality	10		20	5
Environment	7	1	9	
Food safety	9	1	23	1
Health and safety	3	1	7	
Ethical and responsible supply chain audits	7	1	17	4

Climate change

Climate change represents both risks and opportunities for us. For a holding company as diverse as Nampak, with interests in metals, glass, plastics and paper, and with 51 manufacturing sites, our facilities are susceptible to risks ranging from shortages of resources, severe weather events to logistics interruptions.

As a packaging supplier, we are indirectly exposed to the same risks and opportunities as our suppliers and customers. These are assessed and deliberated in various forms of engagement with our stakeholders and form part of risk assessments undertaken by the divisions.

A summary of the key risks and opportunities are set out below:

Sustainability report continued

CLIMATE CHANGE TRENDS	RESULTANT RISKS AND OPPORTUNITIES	NAMPAK'S RESPONSE
Food security as a result of shifts in agriculture	<ul style="list-style-type: none"> » Changes in crop yields as a result of changes in the weather patterns as well as the impact of changing ocean currents could impact the availability of fish stocks and the associated demand for packaging 	<ul style="list-style-type: none"> » Comprehensive production forecasting in consultation with customers » Nampak's research and development facility continues to work with customers to extend the shelf-life of food and beverages thereby reducing waste to landfill
Higher temperatures	<ul style="list-style-type: none"> » Increased demand for beverages resulting in increased demand for packaging 	<ul style="list-style-type: none"> » Nampak's beverage products would benefit from any increased demand
Raw material shortages	<ul style="list-style-type: none"> » Steady design and testing of lighter weight products » Increased focus on recycling opportunities and changing to more recyclable raw material options 	<ul style="list-style-type: none"> » Nampak's research and development facility continues to develop and test lightweighting packaging solutions » Develop opportunities to use more recycled materials in packaging products
Water scarcity and availability	<ul style="list-style-type: none"> » Many customers are reliant on sustainable supplies of quality water to produce food and beverages which could impact the demand for packaging » Nampak also relies on water in its manufacturing processes 	<ul style="list-style-type: none"> » Engage with customers to establish understanding of the potential impacts in order to inform the group's strategy » Review opportunities for incorporating water-saving solutions into our manufacturing process. A water harvesting system operates at the third glass furnace and a water treatment plant has been installed at our second beverage can line in Angola » Glass have installed a borehole to reduce reliance on municipality-supplied water

Energy

We appreciate the worldwide concerns regarding global warming and aim to systematically reduce our energy intensity and carbon emissions. Identifying and implementing energy reduction opportunities reduces our reliance on energy purchased from Eskom and contributes to contain costs. Energy purchased from Eskom remains the largest component (66%) of Nampak's greenhouse gas (GHG) emissions. In the rest of Africa, we place more reliance on other sources of energy including gas, diesel and petrol.

Measurement

Nampak continues to report our carbon footprint using the Greenhouse Gas Protocol – Corporate Accounting and Reporting Standard. Carbon Calculated performs this calculation, using data provided by our divisions and the report is independently verified according to the ISO 14064-3 International Standard for GHG verifications. The reporting period is aligned with the group's financial reporting period.

Emissions (scope 1 and 2) intensity (tCO₂ per million rand revenue)

	2017	2016
Metals	16.01	18.37
Glass	127.45	145.15
Plastics	27.93	25.28
Paper	6.79	5.75

Target

We include energy targets in the key performance indicators for responsible senior management. Performance against these targets forms part of the individual performance measures that determine annual salary increases and incentive bonus payments.

In 2014, we established a new five-year target that requires a 10% reduction in our energy intensity efficiency ratios by 2019. At the end of 2017, energy intensity tCO₂e per million rand revenue (scope 1 and 2) had reduced to 26.62 from 34.04 in 2014.

Water

Nampak recognises that many industries across the supply chain of packaged products face challenges related to water scarcity and we evaluate the associated risks to our sustainability during risk assessments.

CDP 2017 water score (ranked on an A-D scale)

The final letter grade is awarded based on the score obtained in the highest achieved level. For example, if a company achieved 88% in disclosure level, 81 in awareness and 65% in management, it would receive a B. The water scores are expressed as bands (A, A-, B, B-C, C-, D, D-).

Company name	Water score
Nampak Ltd	C
CDP supply chain average	D

CDP 2017 water score categories

Your score comprises the below categories to help you understand strengths and weaknesses in your performance.

Category name	Water category score	Supply chain average category band
Context	C	C
Risk assessment	C	D
Governance and strategy	C	D
Direct risks and response	D	D
Indirect risks and response	C	D

The bulk of Nampak's water usage takes place in the production of beverage cans and in the glass manufacturing process.

To reduce our reliance on municipal water, a water harvesting system was installed at Nampak Glass during construction of the third glass furnace in 2014. The closed-loop system has a 1 176kl water harvest tank which filters out particles and other waste to a skip and circulates the water through the system for reuse. This eliminates the need to continuously draw water from municipal sources.

Water consumption (Ml) by substrate

	2017	2016
Metals	948.15	1 046.87
Glass	205.06	363.46
Paper	30.31	32.91
Plastics	181.57	200.44

The decreased consumption in our metals substrate is a result of the installation of more efficient aluminium lines.

The decreased consumption at our glass operation is as a result of our investment in the water harvesting system in 2014 even though volumes increased as the third furnace came into operation.

Standards and governance

We use local and global standards, protocols and guidelines to report on how we are addressing our sustainable and responsible business performance.

We reference the following sustainability standards when measuring our performance:

- › King Code on Governance (King III)
- › FTSE/JSE Responsible Investment Index Series
- › FTSE Russell ESG rating
- › United Nations Global Reporting Index
- › International Integrated reporting Council (IIRC) Six Capitals
- › United Nations Global Compact
- › International Labour Organisation
- › UN Protect, Respect and Remedy Framework for Business and Human Rights
- › CDP

GRI PERFORMANCE INDICATOR TABLE

The GRI performance indicator table reflects the GRI G4 reporter requirements that have been included in the integrated report.

INDEX	DESCRIPTION	INFORMATION (DOCUMENT OR WEB LINK)	PAGE(S)
STRATEGY AND ANALYSIS			
G4-1	CEO statement	IR: Chairman's review	8, 26
G4-2	Impacts, risks and opportunities on stakeholders and financial performance	IR: Top risks and mitigations	32 to 35
ORGANISATIONAL PROFILE			
G4-3	Name and reporting organisation	Nampak Ltd	IFC
G4-4	Primary brands, products and services	Primary and secondary packaging products Customer support services provided by Nampak's R&D facilities	2, 19
G4-5	Location of headquarters and operating structure	Nampak House, Hampton Office Park, 20 Georgian Crescent East Bryanston 2191 South Africa	2 and 3 IBC
G4-6	Geographical scope	IR: This is Nampak	2 and 3
G4-7	Nature of ownership and legal form		2
G4-8	Markets served, sectors served and profile of customers/beneficiaries, profile of customer base	IR: This is Nampak	2 and 3
G4-9	Scale of the reporting organisation including number of employees and operations	IR: This is Nampak	2 and 3
G4-10	Number of employees by employment contract and by gender	IR	2, 3 and 12
G4-11	Percentage of employees covered by collective bargaining agreements	SR	3
G4-12	Describe the organisation's supply chain (types, number of locations of suppliers including any sector-specific characteristics of the supply chain)	IR: How we create value using the six capitals	10 to 23
G4-13	Changes occurring within the reporting period regarding size, structure or ownership	IR: CEO report CFO review	26, 36
COMMITMENTS TO EXTERNAL INITIATIVES			
G4-14	How the precautionary approach/principle is addressed	Not reported	
G4-15	External economic, environmental and social charters or principles subscribed to/endorsed	IR: The key relationships on which we rely to create value	21
G4-16	Membership of associations and national or international advocacy organisations	IR: Creating value through good corporate governance	70 to 75

Sustainability report continued

INDEX	DESCRIPTION	INFORMATION (DOCUMENT OR WEB LINK)	PAGE(S)
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES			
G4-17	Organisational structure	IR: This is Nampak	2 and 3
G4-18	How report content and aspect boundaries are defined and how organisation has implemented reporting principles	IR	1
G4-19	List all material aspects identified in the process for defining report content	IR: About our report	1
G4-20	For each material aspect, report the aspect boundary outside of the organisation	IR: About our report	1
G4-21	For each material aspect, report the aspect boundary within the organisation	IR: About our report	1
G4-22	For each material aspect, report the aspect boundary outside of the organisation	IR: About our report	1
G4-23	Significant changes to report content/scope (material aspects) from previous reports	IR: About our report	1
STAKEHOLDER ENGAGEMENT			
G4-24	List of stakeholder groups engaged by the organisation	IR: The key relationships on which we rely to create value	21
G4-25	How are stakeholders identified	IR: The key relationships on which we rely to create value	21
G4-26	Approaches to stakeholder engagement	IR: The key relationships on which we rely to create value	21
G4-27	Stakeholder concerns and how the organisation has responded. Report the stakeholder groups that raised each concern	IR: The key relationships on which we rely to create value	21
REPORT PROFILE			
G4-28	Reporting period	1 October 2016 to 30 September 2017	1
G4-29	Date of most recent report	30 September 2017	1
G4-30	Reporting cycle	Annual	
G4-31	Contact point	IR: About our report	1
G4-32	"In-accordance" option chosen, GRI content index chosen, external assurance report	IR: About our report	1
G4-33	Policy and current practice on independent assurance, and whether the highest governance body is involved in seeking assurance for the sustainability report	IR: About our report	1

INDEX	DESCRIPTION	INFORMATION (DOCUMENT OR WEB LINK)	PAGE(S)
GOVERNANCE			
G4-34	Governance structure including the highest governance committees, and committees responsible for decision making on economic, environment, and social impacts	IR: Creating value through good corporate governance	70 to 75
G4-35	Process for delegating authority for sustainability topics from the highest governance body to senior executives and other employees	IR: Creating value through good corporate governance	70 to 75
G4-36	Executive level position/s with responsibility for sustainability topics including reporting lines to highest governance body	IR: Creating value through good corporate governance	70 to 75
G4-37	Process for consultation between stakeholders and highest governance body on sustainability topics	IR: Creating value through good corporate governance	70 to 75
G4-38	Report the composition of the highest body and its committees by: <ul style="list-style-type: none"> » executive or non-executive » independence » tenure of the governance body » number of each individual's other significant positions and commitments, and the nature of the commitments » gender » membership of under-represented social groups » competencies relating to economic, environmental and social impacts » shareholder representation 	IR: Creating value through good corporate governance IR: Board of directors IR: Board of directors Annual financial statements	70 to 75 76 and 77 76 and 77 84
G4-39	Is chairman of the highest governance body also an executive officer?	IR: Creating value through good corporate governance	70 to 75
G4-40	Nomination and selection process for highest governing body and committees including criteria such as diversity, independence, and expertise for nominations and selections	IR: Creating value through good corporate governance	70 to 75
G4-41	Process followed by the board for managing conflicts of interest	IR: Creating value through good corporate governance	70 to 75
G4-42	Highest governance body's role in development, and approval of organisation's value statements, policies and strategies related to sustainability	IR: Creating value through good corporate governance	70 to 75
G4-43	Measures taken to develop and enhance board's knowledge of sustainability	IR: Creating value through good corporate governance	70 to 75
G4-44	Process of evaluating board's sustainability performance and actions taken in response to evaluations	IR: Creating value through good corporate governance	70 to 75

Sustainability report continued

INDEX	DESCRIPTION	INFORMATION (DOCUMENT OR WEB LINK)	PAGE(S)
G4-45	Board's oversight of sustainability	IR: Creating value through good corporate governance	70 to 75
G4-46	Board's role in reviewing effectiveness of risk management processes	IR: Creating value through good corporate governance	70 to 75
G4-47	Report the frequency of the board's review of economic, environmental and social impacts, risks and opportunities	IR: Creating value through good corporate governance	70 to 75
G4-48	Highest committee or position that approves sustainability report and ensures all material aspects are covered	IR: Creating value through good corporate governance	70 to 75
G4-49	Process for communicating critical concerns to the board	IR: Creating value through good corporate governance	70 to 75
G4-50	Nature and number of critical concerns communicated to the board, and mechanisms used to resolve	IR: Creating value through good corporate governance	70 to 75
G4-51	Report on remuneration policies for highest governance body and senior executives, and describe the link between remuneration and leadership performance	IR: Remuneration report	80 to 91
G4-52	Process for determining remuneration	IR: Remuneration report	80 to 91
G4-53	How are stakeholders' views taken into account regarding remuneration	IR: Remuneration report	80 to 91
G4-54	Ratio of total annual compensation for organisation's highest paid individual in each country to median annual total compensation for all employees (excluding highest paid) in that country	Nampak has established its Gini coefficient versus the National Remchannel benchmark	n/a
G4-55	Ratio and percentage increase in annual total compensation for organisation's highest paid individual in each country to median percentage increase for all employees (excluding highest paid) in that country	Nampak has established its Gini coefficient versus the National Remchannel benchmark	n/a
ETHICS AND INTEGRITY			
G4-56	Organisation's values, principles, standards, norms of behaviour and codes of conduct/ethics	IR: This is Nampak Social, ethics and transformation committee report	3, 92
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behaviour	IR: Social, ethics and transformation committee report	92
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, escalations, and whistle-blowing	IR: Social, ethics and transformation committee report	92

INDEX	DESCRIPTION	INFORMATION (DOCUMENT OR WEB LINK)	PAGE(S)
CATEGORY: ECONOMIC			
ASPECT: Economic performance			
	Disclosure on management approach	IR: CFO's review	36
G4-EC1	Direct economic value generated and distributed (revenues, operating costs, wages, benefits, loans)	IR: CFO's review IR: Sustainability report	36 2
G4-EC2	Climate change related financial implications and risks and opportunities	IR: Our top risks and opportunities	32
G4-EC3	Defined benefit obligations coverage	IR: Our top risks and opportunities	32
G4-EC4	Financial assistance from government	IR: The key relationships on which we rely to create value	21
CATEGORY: ECONOMIC			
ASPECT: Market presence			
	Disclosure on management approach		
G4-EC5	Ratios of standard entry level wage compared to local minimum wage (by gender)	Not reported	n/a
G4-EC6	Proportions of senior management hired from local communities	Not reported	n/a
CATEGORY: ECONOMIC			
ASPECT: Indirect economic impacts			
	Disclosure on management approach		
G4-EC7	Extent and impact of development of significant infrastructure investments and services and whether they are commercial, in kind, or pro bono engagements	IR: How we create value using the six capitals	10 to 23
G4-EC8	Significant indirect economic impacts, including extent of impacts	Not reported	n/a
CATEGORY: ECONOMIC			
ASPECT: Procurement practices			
	Disclosure on management approach		
G4-EC9	Policies, practices, and proportion of spending on locally based suppliers	IR: The key relationships on which we rely to create value	21
CATEGORY: ENVIRONMENTAL			
ASPECT: Materials			
	Disclosure on management approach		
G4-EN2	Materials used: weight/volume	IR: How we create value using the six capitals	10 to 23

Sustainability report continued

INDEX	DESCRIPTION	INFORMATION (DOCUMENT OR WEB LINK)	PAGE(S)
CATEGORY: ENVIRONMENTAL			
ASPECT: Energy			
	Disclosure on management approach		
G4-EN3	Energy consumption within the organisation	IR: How we create value using the six capitals	22
G4-EN4	Energy consumption outside of the organisation	IR: How we create value using the six capitals	22
G4-EN5	Energy intensity ratio	IR: How we create value using the six capitals	22
G4-EN6	Reduction of energy consumption (as a result of conservation and efficiency initiatives)	IR: How we create value using the six capitals	22
G4-EN7	Reductions in energy requirements of products and services	IR: How we create value using the six capitals	22
CATEGORY: ENVIRONMENTAL			
ASPECT: Water			
	Disclosure on management approach		
G4-EN8	Total water withdrawal by source	IR: How we create value using the six capitals	22
G4-EN9	Water sources significantly affected by withdrawal of water	Not reported	n/a
G4-EN10	Percentage and total volume of water recycled and reused	Not reported	n/a
CATEGORY: ENVIRONMENTAL			
ASPECT: Biodiversity			
	Disclosure on management approach		
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas of high biodiversity value outside protected areas	None	n/a
G4-EN12	Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	None	n/a
G4-EN13	Habitats protected or restored	n/a	n/a
GN-EN14	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	n/a	n/a
CATEGORY: ENVIRONMENTAL			
ASPECT: Emissions			
	Disclosure on management approach		
G4-EN15	Direct GHG emissions (Scope 1)	IR: How we create value using the six capitals	22
G4-EN16	Energy indirect GHG emissions (Scope 2)	IR: How we create value using the six capitals	22
G4-EN17	Other indirect GHG emissions (Scope 3)	IR: How we create value using the six capitals	22
G4-EN18	GHG emissions intensity	IR: How we create value using the six capitals	22
G4-EN19	Reduction of GHG emissions	IR: How we create value using the six capitals	22
G4-EN20	Emissions of ozone depleting substances (ODS)	IR: How we create value using the six capitals	22

INDEX	DESCRIPTION	INFORMATION (DOCUMENT OR WEB LINK)	PAGE(S)
CATEGORY: ENVIRONMENTAL			
ASPECT: Effluents and waste			
	Disclosure on management approach		
G4-EN22	Total water discharge by quality and destination	Not reported	n/a
G4-EN23	Total weight of waste by type and disposal method	Not reported	n/a
G4-EN24	Total number and volume of significant spills	No significant spills reported	
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	Not reported	n/a
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organisation's discharges of water and runoff	Not reported	n/a
CATEGORY: ENVIRONMENTAL			
ASPECT: Products and services			
	Disclosure on management approach		
G4-EN27	Extent of impact of environmental impacts of products and services	IR: Operational reviews	58 to 69
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	IR: How we create value using the six capitals IR: Operational reviews	22 58 to 69
CATEGORY: ENVIRONMENTAL			
ASPECT: Compliance			
	Describe the approach to managing and reporting on compliance (with environmental laws and regulations)	IR: How we create value using the six capitals	22
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Website: Corporate governance report	n/a
CATEGORY: ENVIRONMENTAL			
ASPECT: Transport			
	Disclosure on management approach		
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organisation's operations, and transporting members of the workforce	Not reported	n/a

Sustainability report continued

INDEX	DESCRIPTION	INFORMATION (DOCUMENT OR WEB LINK)	PAGE(S)
CATEGORY: ENVIRONMENTAL			
ASPECT: Overall			
	Disclosure on management approach		
G4-EN31	Total environmental protection expenditure and investments by type	Not reported	n/a
CATEGORY: ENVIRONMENTAL			
ASPECT: Supplier environmental assessment			
	Disclosure on management approach		
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	Not reported	n/a
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	None reported	n/a
CATEGORY: ENVIRONMENTAL			
ASPECT: Environmental grievance mechanisms			
	Disclosure on management approach		
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	None reported Tip-Offs Anonymous and Group executive committee	n/a
CATEGORY: SOCIAL – LABOUR PRACTICES AND DECENT WORK			
ASPECT: Employment			
	Disclosure on management approach		
G4-LA1	Number and rates of employee hires and turnover, by age group, gender, and region	SR	6
G4-LA2	Benefits provided to full-time employees that are not provided to temporary/part-time employees, by significant locations of operations	SR	6
G4-LA3	Return to work and retention rates after parental leave, by gender	Not reported	n/a
CATEGORY: SOCIAL – LABOUR PRACTICES AND DECENT WORK			
ASPECT: Labour/management relations			
	Describe the approach to management of labour relations and how this is reported on	SR	3
G4-LA4	Report minimum notice periods regarding significant operational changes as well as whether these are specified in collective agreements	IR: How we create value using the six capitals	12

INDEX	DESCRIPTION	INFORMATION (DOCUMENT OR WEB LINK)	PAGE(S)
CATEGORY: SOCIAL – LABOUR PRACTICES AND DECENT WORK			
ASPECT: Occupational health and safety			
	Describe the approach to managing and reporting on occupational health and safety within the organisation		
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes	IR: How we create value using the six capitals	12
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, absenteeism, and total number of work-related fatalities by region and gender	IR: How we create value using the six capitals	12
G4-LA7	Workers with high incidence of diseases related to their occupation	Not reported	n/a
G4-LA8	Health and safety topics covered in formal agreements with trade unions	Not reported	n/a
CATEGORY: SOCIAL – LABOUR PRACTICES AND DECENT WORK			
ASPECT: Training and Education			
	Disclosure on management approach		
G4-LA9	Average hours of training per employee per year (by gender and employee category)	SR	4 to 6
G4-LA10	Report on the type and scope of programmes implemented for employee skills management and lifelong learning	SR	4 to 6
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and employee category	IR: How we create value using the six capitals	12
CATEGORY: SOCIAL – LABOUR PRACTICES AND DECENT WORK			
ASPECT: Diversity and equal opportunity			
	Describe the approach to managing and reporting on diversity and equal opportunity	IR: Social, ethics and transformation committee report	92
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age, and other indicators of diversity	Not reported	n/a
	Describe the approach to management of equal remuneration for women and men, and how this is reported on	Not reported	n/a
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operations	Not reported	n/a

Sustainability report continued

INDEX	DESCRIPTION	INFORMATION (DOCUMENT OR WEB LINK)	PAGE(S)
CATEGORY: SOCIAL – LABOUR PRACTICES AND DECENT WORK			
ASPECT: Equal remuneration for men and women			
	Describe the approach to management of equal remuneration for women and men, and how this is reported on		
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operations	Not reported	n/a
CATEGORY: SOCIAL – LABOUR PRACTICES AND DECENT WORK			
ASPECT: Supplier assessment for labour practices			
	Disclosure on management approach		
G4-LA14	Percentage of new suppliers that were screened using labour practices criteria	Not reported	n/a
G4-LA15	Significant actual and potential negative impacts for labour practices in the supply chain and action taken	Not reported	n/a
CATEGORY: SOCIAL – LABOUR PRACTICES AND DECENT WORK			
ASPECT: Labour practices grievance mechanisms			
	Disclosure on management approach		
G4-LA16	Number of grievances about labour practices filed, addressed, resolved, through formal grievance mechanisms	IR: The key relationships on which we rely to create value	21
CATEGORY: SOCIAL – HUMAN RIGHTS			
ASPECT: Investment			
	Disclosure on management approach	Performance monitored by the social, ethics and transformation committee	
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that have underwent human rights screening	IR: How we create value using the six capitals	12
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	IR: How we create value using the six capitals	12
CATEGORY: SOCIAL – HUMAN RIGHTS			
ASPECT: Non-discrimination			
	Disclosure on management approach	Performance monitored by the social, ethics and transformation committee	
G4-HR3	Number of incidents of discrimination and action taken	Not reported	n/a

INDEX	DESCRIPTION	INFORMATION (DOCUMENT OR WEB LINK)	PAGE(S)
CATEGORY: SOCIAL – HUMAN RIGHTS			
ASPECT: Freedom of association and collective bargaining			
	Disclosure on management approach	Global agreement signed with NUMSA	
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at risk, and details of the measures taken to support these rights	IR: How we create value using the six capitals	12
CATEGORY: SOCIAL – HUMAN RIGHTS			
ASPECT: Child labour			
	Disclosure of management approach	Global agreement signed with NUMSA	
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour	No child labour employed	n/a
CATEGORY: SOCIAL – HUMAN RIGHTS			
ASPECT: Forced or compulsory labour			
	Disclosure of management approach	Included in code of ethics and business conduct [www.nampak.com]	
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour	No incidents of forced or compulsory labour	n/a
CATEGORY: SOCIAL – HUMAN RIGHTS			
ASPECT: Security practices			
	Disclosure of management approach	Report by social, ethics and transformation committee [www.nampak.com]	92
G4-HR7	Percentage of security personnel trained in the organisation's human rights policies or procedures that are relevant to operations	Included in code of ethics and business conduct	n/a
CATEGORY: SOCIAL – HUMAN RIGHTS			
ASPECT: Forced or compulsory labour			
	Disclosure of management approach	Included in code of ethics and business conduct	n/a
G4-HR8	Total number of incidents of violations involving rights of indigenous people and actions taken	None reported	n/a
CATEGORY: SOCIAL – HUMAN RIGHTS			
ASPECT: Assessment			
	Disclosure of management approach	Review of all reported incidents and actions taken at each Social, ethics and transformation committee meeting as well as at the risk and sustainability committee meeting	
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews and impact assessments	None reported	n/a

Sustainability report continued

INDEX	DESCRIPTION	INFORMATION (DOCUMENT OR WEB LINK)	PAGE(S)
CATEGORY: SOCIAL – HUMAN RIGHTS			
ASPECT: Supplier human rights assessment			
	Disclosure of management approach		
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Not reported	n/a
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	Not reported	n/a
CATEGORY: SOCIETY			
ASPECT: Local communities			
	Disclosure on management approach		
G4-SO1	Operations with significant actual and potential negative impacts on local communities	IR: How we create value using the six capitals	12
G4-SO2	Operations with significant actual and potential negative impacts on local communities	Not reported	n/a
CATEGORY: SOCIETY			
ASPECT: Anti-corruption			
	Disclosure on management approach	Included in code of ethics and business conduct [www.nampak.com] Tip-Offs Anonymous	
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	IR: Creating value through good corporate governance	70 to 75
G4-SO4	Communication and training on anti-corruption policies and procedures	IR: Creating value through good corporate governance	70 to 75
G4-SO5	Confirmed incidents of corruption and actions taken	IR: Creating value through good corporate governance	70 to 75
CATEGORY: SOCIETY			
ASPECT: Public policy			
	Disclosure on management approach	The board of Nampak does not support donations or support for any political parties in any jurisdiction	
G4-SO6	Total value of political contributions by country and recipient/beneficiary	No political contributions were paid as per group policy	n/a
CATEGORY: SOCIETY			
ASPECT: Anti-competitive behaviour			
	Disclosure on management approach	Group policy in place. All managers must sign and confirm that they have read and understood the contents. Questions of understanding or clarity are dealt with by the group's legal adviser or ethics officer	
G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	IR: Creating value through good corporate governance	70 to 75

INDEX	DESCRIPTION	INFORMATION (DOCUMENT OR WEB LINK)	PAGE(S)
CATEGORY: SOCIETY			
ASPECT: Compliance			
	Disclosure on management approach		
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	IR: Creating value through good corporate governance	70 to 75
CATEGORY: SOCIETY			
ASPECT: Supplier assessment for impacts on society			
	Disclosure on management approach		
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Not reported	n/a
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	Not reported	n/a
CATEGORY: SOCIETY			
ASPECT: Grievance mechanisms for impacts on society			
	Disclosure on management approach		
G4-SO11	Number of grievances about impacts on society filed, addressed and resolved through formal grievance mechanisms	Not reported	n/a
CATEGORY: PRODUCT RESPONSIBILITY			
ASPECT: Customer health and safety			
	Disclosure on management approach		
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	IR: How we create value using the six capitals	12
G4-PR2	Number of incidents of regulatory non-compliance concerning health and safety impacts of products and services during their lifecycle, by type of outcome	IR: How we create value using the six capitals	12

Sustainability report continued

INDEX	DESCRIPTION	INFORMATION (DOCUMENT OR WEB LINK)	PAGE(S)
CATEGORY: PRODUCT RESPONSIBILITY			
ASPECT: Product and service labelling			
	Disclosure on management approach	Nampak's logo appears on all its primary packaging making it traceable to the company and its original production site Nampak's research and development facilities assist customers with monitoring packaging and product performance against required standards	
G4-PR3	Type of product and service information required by the organisation's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements	IR: How we create value using the six capitals	12
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling by type of outcomes	Not reported	n/a
G4-PR5	Results of surveys measuring customer satisfaction	Not reported	n/a
G4-PR6	Sale of banned or disputed products	Not reported	n/a
CATEGORY: PRODUCT RESPONSIBILITY			
ASPECT: Marketing communications			
	Disclosure on management approach		
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotions, and sponsorship, by type of outcome	No incidents reported	n/a
CATEGORY: PRODUCT RESPONSIBILITY			
ASPECT: Customer privacy			
	Describe the approach to management and reporting of customer privacy		
G4-PR8	Number of substantiated complaints regarding breaches of customer privacy and losses of customer data	IR: Social, ethics and transformation committee report	92
CATEGORY: PRODUCT RESPONSIBILITY			
ASPECT: Compliance			
	Disclosure on management approach		
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	IR: Creating value through good corporate governance	70 to 75



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