

GLOBAL REPORTING INITIATIVE INDEX

The Global Reporting Initiative (GRI) guidelines are recognised as the international framework for sustainability reporting. While the Group has not yet formally adopted these GRI guidelines as a reporting tool to assess and measure sustainability, management uses the Index to inform the sustainability strategy and plans to 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

GRI reference	Topic	Page reference	Web reference	Description
Profile disclosures				
Strategy and analysis				
1.1	Vision and strategy	8 – 9	✓	Our Business Philosophy
1.2	Key impacts, risks and opportunities	12 – 21	✓	Sustainable Future in Fashion
		28 – 31	✓	Chairman's Report
		34 – 35	✓	Chief Executive Officer's Report
Organisational profile				
2.1 – 2.10	Organisational profile	6 – 7	✓	Group Profile
		141	✓	Administration
Report parameters				
3.1 – 3.4	Report profile	–	✓	Group Annual Financial Statements
		141	✓	Administration
3.5 – 3.11	Report scope and boundary	2 – 3	✓	Commitment to Integrated Reporting
		–	✓	Group Annual Financial Statements
3.12	GRI Index content	–	✓	Global Reporting Initiative Index
3.13	Assurance	2 – 3	✓	Commitment to Integrated Reporting
Governance, commitments and engagements				
4.1 – 4.10	Governance	8 – 9	✓	Our Business Philosophy
		94 – 95	✓	Remuneration Report
		102 – 114	✓	Corporate Governance Report
4.11 – 4.13	Commitments to external initiatives	–	–	Not assessed
4.14 – 4.17	Stakeholder engagement	12	✓	Sustainable Future in Fashion

✓ available on the Truworths website

Economic performance indicators

EC1	Economic value generated and distributed	22 – 23	✓	Wealth Created in 2011
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	73	✓	Managing the Risk of Fashion
EC7	Hiring of local labour	90	✓	Human Capital Report
EC8	Infrastructure investment and services	–	–	Not applicable
EC9	Indirect economic impacts	–	–	Not assessed

Environmental performance indicators

EN1	Material usage	–	–	Not reported
EN2	Percentage of materials recycled	–	–	Not assessed
EN3 – 7	Energy consumption	–	–	Not assessed
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	102 – 114	✓	Corporate Governance Report
EN29	Transport	–	–	Not assessed
EN30	Environmental protection	–	–	No assessed

Social performance indicators

Labour practices and decent work

LA1	Total workforce	89	✓	Human Capital Report
LA2	Employee turnover	89	✓	Human Capital Report
LA3	Employee benefits	99	✓	Remuneration Report
LA4 – 5	Labour relations	91 – 92	✓	Human Capital Report
LA6 – 12	Occupational health and safety	–	–	Not reported
LA13 – 14	Diversity and equal opportunity	90	✓	Human capital Report

✓ available on the Truworths website

GLOBAL REPORTING INITIATIVE INDEX

Human rights

HR1 – 3	Investment and procurement practices	–	–	Not assessed
HR4	Non-discrimination	90	✓	Human Capital Report
HR5	Collective bargaining	91 – 92	✓	Human Capital Report
HR6	Child labour	74	✓	Managing the Risk of Fashion
HR7	Forced and compulsory labour	74	✓	Managing the Risk of Fashion
HR8	Security practices	–	–	Not assessed
HR9	Indigenous rights	–	–	Not assessed
HR10	Assessment	–	–	Not assessed
HR11	Remediation	–	–	Not assessed

Society

SO1	Community	–	✓	Corporate Social Investment Report
SO2 – 4	Corruption	–	–	Not assessed
SO5 – 6	Public policy	–	–	Not assessed
SO7	Anti-competitive behaviour	114	✓	Corporate Governance Report
SO8	Compliance	102 – 114	✓	Corporate Governance Report

Product responsibility

PR1 – 2	Customer health and safety	–	–	Not assessed
PR3 – 5	Product and service labelling	74	✓	Managing the Risk of Fashion
PR6 – 7	Marketing communications	–	–	Not reported
PR8	Customer privacy	113	✓	Corporate Governance Report
PR9	Compliance	102 – 114	✓	Corporate Governance Report

✓ available on the Truworths website