



# GRI Index 2024

Transform potential



## GRI INDEX

		IAR page number
<b>GRI 101: Foundation</b>		<b>2 to 4</b>
<b>GRI 102: General disclosures</b>		
<b>Organisational profile</b>		
102-1	Name of the organisation	2
102-2	Activities, brands, products, and services	11 to 17
102-3	Location of headquarters	264
102-4	Location of operations	11
102-5	Ownership and legal form	2 and 251
102-6	Markets served	16 and 17
102-7	Scale of the organisation	6, 11, 59, 60, 95
102-8	Information on employees and other workers	94 and 95
102-9	Supply chain	36 to 40
102-10	Significant changes to the organisation and its supply chain	2
102-11	Precautionary Principle or approach	80 to 93
102-12	External initiatives	96 to 100
102-13	Membership of associations	80
<b>Strategy</b>		
102-14	Statement from senior decision-maker	56 to 58
102-15	Key impacts, risks, and opportunities	48 to 54
<b>Ethics and integrity</b>		
102-16	Values, principles, standards, and norms of behaviour	13 and 105
102-17	Mechanisms for advice and concerns about ethics	109 to 111
<b>Governance</b>		
102-18	Governance structure	102
102-19	Delegating authority	102
102-20	Executive-level responsibility for economic, environmental, and social topics	109 and 110
102-21	Consulting stakeholders on economic, environmental, and social topics	36 to 40 and 104
102-22	Composition of the highest governance body and its committees	102
102-23	Chair of the highest governance body	102
102-24	Nominating and selecting the highest governance body	102 and 107
102-25	Conflicts of interest	104
102-26	Role of highest governance body in setting purpose, values, and strategy	104
102-27	Collective knowledge of highest governance body	20 to 24
102-28	Evaluating the highest governance body's performance	105 to 107
102-29	Identifying and managing economic, environmental, and social impacts	42 to 54 and 109
102-30	Effectiveness of risk management processes	42 to 54 and 109
102-31	Review of economic, environmental, and social topics	42 to 54 and 109
102-32	Highest governance body's role in sustainability reporting	109 to 111
102-33	Communicating critical concerns	36 to 40
102-34	Nature and total number of critical concerns	45 to 54
102-35	Remuneration policies	112 to 146
102-36	Process for determining remuneration	112 to 146
102-37	Stakeholders' involvement in remuneration	115 and 120
102-38	Annual total compensation ratio	135*
102-39	Percentage increase in annual total compensation ratio	135*

\* Prior to the internalisation of the management companies, all employees of the Fund were employed by the Manager (a subsidiary of Investec Limited). The internalisation transaction was completed in July 2023. The Company has since had to develop its own Employee Policies and Remuneration Policy and Framework, thus many of these disclosures are being considered for the first time. The Company will look to improve on these disclosures over time.

		IAR page number
<b>Stakeholder engagement</b>		
102-40	List of stakeholder groups	2
102-41	Collective bargaining agreements	N/A
102-42	Identifying and selecting stakeholders	36 to 40
102-43	Approach to stakeholder engagement	36 to 40
102-44	Key topics and concerns raised	36 to 40
<b>Reporting practice</b>		
102-45	Entities included in the consolidated financial statements	2
102-46	Defining report content and topic boundaries	2
102-47	List of material topics	3
102-48	Restatements of information	244
102-49	Changes in reporting	N/A
102-50	Reporting period	2
102-51	Date of most recent report	2
102-52	Reporting cycle	2
102-53	Contact point for questions regarding the report	3
102-54	Claims of reporting in accordance with the GRI Standards	3
102-55	GRI content index	This table
102-56	External assurance	4
<b>GRI 103: Management approach</b>		
103-1	Explanation of the material topic and its boundary	36 to 54
103-2	The management approach and its components	36 to 54
103-3	Evaluation of the management approach	N/A
<b>GRI 200: Economic standards</b>		
<b>GRI 201: Economic performance</b>		
201-1	Direct economic value generated and distributed	27
201-2	Financial implications and other risks and opportunities due to climate change	81 to 93
201-3	Defined benefit plan obligations and other retirement plans	* see note
201-4	Financial assistance received from government	N/A
<b>GRI:202 Market presence</b>		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	* see note
202-2	Proportion of senior management hired from the local community	* see note
<b>GRI 203: Indirect economic impact</b>		
203-1	Infrastructure investments and services supported	63 and 74
203-2	Significant indirect economic impacts	45 to 47
<b>GRI 204: Procurement practices</b>		
204-1	Proportion of spending on local suppliers	38

\* Prior to the internalisation of the management companies, all employees of the Fund were employed by the Manager (a subsidiary of Investec Limited). The internalisation transaction was completed in July 2023. The Company has since had to develop its own Employee Policies and Remuneration Policy and Framework, thus many of these disclosures are being considered for the first time. The Company will look to improve on these disclosures over time.

## GRI INDEX CONTINUED

		IAR page number
<b>GRI 200: Economic standards continued</b>		
<b>GRI 205: Anti-corruption</b>		
205-1	Operations assessed for risks related to corruption	N/A
205-2	Communication and training about anti-corruption policies and procedures	N/A
205-3	Confirmed incidents of corruption and actions taken	N/A
<b>GRI 206: Anti-competitive behaviour</b>		
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	N/A
<b>GRI 207: Tax</b>		
207-1	Approach to tax	184 and 193
207-2	Tax governance, control and risk management	184 and 193
207-3	Stakeholder engagement and management of concerns related to tax	N/A
207-4	Country-by-country reporting	63 and 74
<b>GRI 300: Environmental standards</b>		
<b>GRI 301: Materials</b>		
301-1	Materials used by weight or volume	N/A
301-2	Recycled input materials used	N/A
301-3	Reclaimed products and their packaging materials	N/A
<b>GRI 302: Energy</b>		
302-1	Energy consumption within the organisation	82 to 88
302-2	Energy consumption outside of the organisation	82 to 88
302-3	Energy intensity	82 to 88
302-4	Reduction of energy consumption	82 to 88
302-5	Reductions in energy requirements of products and services	82 to 88
<b>GRI 303: Water and effluents</b>		
303-1	Interactions with water as a shared resource	90
303-2	Management of water discharge-related impacts	90
303-3	Water withdrawal	N/A
303-4	Water discharge	N/A
303-5	Water consumption	90
<b>GRI 304: Biodiversity</b>		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	N/A
304-2	Significant impacts of activities, products, and services on biodiversity	N/A
304-3	Habitats protected or restored	N/A
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	N/A
<b>GRI 305: Emissions</b>		
305-1	Direct (Scope 1) GHG emissions	83
305-2	Energy indirect (Scope 2) GHG emissions	83
305-3	Other indirect (Scope 3) GHG emissions	83
305-4	GHG emissions intensity	83
305-5	Reduction of GHG emissions	83
305-6	Emissions of ozone-depleting substances (ODS)	N/A
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	N/A

		IAR page number
<b>GRI 300: Environmental standards continued</b>		
<b>GRI 306: Effluents and waste</b>		
306-1	Waste generation and significant waste-related impacts	91
306-2	Management of significant waste-related impacts	91
306-3	Total weight of waste by type and disposal method	83
306-4	Waste diverted from disposal, including hazardous and non-hazardous waste	83
306-5	Waste directed to disposal, including type and method	83
<b>GRI 307: Environmental compliance</b>		
307-1	Non-compliance with environmental laws and regulations	N/A
<b>GRI 308: Supplier environmental assessment</b>		
308-1	New suppliers that were screened using environmental criteria	N/A
308-2	Negative environmental impacts in the supply chain and actions taken	N/A
<b>GRI 400: Social standards</b>		
<b>GRI 401: Employment</b>		
401-1	New employee hires and employee turnover	* see note
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	94 and 95
401-3	Parental leave	94 and 95
<b>GRI 402: Labour management</b>		
402-1	Minimum notice periods regarding operational changes	N/A
<b>GRI 403: Occupational health and safety</b>		
403-1	Occupational health and safety management systems	95
403-2	Hazards identification, risk assessment, and incident investigation	48
403-3	Occupational health services	95
403-4	Worker participation, consultation and communication on occupational health and safety	* see note
403-5	Worker training on occupational health and safety	* see note
403-6	Promotion and worker health	* see note
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	47
<b>GRI 404: Training and education</b>		
404-1	Average hours of training per year per employee	* see note
404-2	Programs for upgrading employee skills and transition assistance programs	95
404-3	Percentage of employees receiving regular performance and career development reviews	* see note
<b>GRI 405: Diversity and equal opportunity</b>		
405-1	Diversity of governance bodies and employees	24 and 95
405-2	Ratio of basic salary and remuneration of women to men	* see note
<b>GRI 406: Non-discrimination</b>		
406-1	Incidents of discrimination and corrective actions taken	N/A
<b>GRI 407: Freedom of association and collective bargaining</b>		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	N/A
<b>GRI: 408 Child labour</b>		
408-1	Operations and suppliers at significant risk for incidents of child labour	N/A

\* Prior to the internalisation of the management companies, all employees of the Fund were employed by the Manager (a subsidiary of Investec Limited). The internalisation transaction was completed in July 2023. The Company has since had to develop its own Employee Policies and Remuneration Policy and Framework, thus many of these disclosures are being considered for the first time. The Company will look to improve on these disclosures over time.

## GRI INDEX CONTINUED

		IAR page number
<b>GRI 400: Social standards continued</b>		
<b>GRI 409: Forced and compulsory labour</b>		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	N/A
<b>GRI 410: Security practises</b>		
410-1	Security personnel trained in human rights policies or procedures	* see note
<b>GRI 411: Rights of indigenous people</b>		
411-1	Incidents of violations involving rights of indigenous peoples	N/A
<b>GRI 412: Human rights assessment</b>		
412-1	Operations that have been subject to human rights reviews or impact assessments	N/A
412-2	Employee training on human rights policies or procedures	* see note
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	N/A
<b>GRI 413: Local communities</b>		
413-1	Operations with local community engagement, impact assessments, and development programs	96 to 100
413-2	Operations with significant actual and potential negative impacts on local communities	N/A
<b>GRI 414: Supplier social agreement</b>		
414-1	New suppliers that were screened using social criteria	38
414-2	Negative social impacts in the supply chain and actions taken	N/A
<b>GRI 415: Public policy</b>		
415-1	Political contributions	N/A
<b>GRI 416: Customer health and safety</b>		
416-1	Assessment of the health and safety impacts of product and service categories	N/A
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	N/A
<b>GRI 417: Marketing and labelling</b>		
417-1	Requirements for product and service information and labelling	N/A
417-2	Incidents of non-compliance concerning product and service information and labelling	N/A
417-3	Incidents of non-compliance concerning marketing communications	N/A
<b>GRI 418: Customer privacy</b>		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	N/A
<b>GRI 419: Socio-economic compliance</b>		
419-1	Non-compliance with laws and regulations in the social and economic area	N/A

\* Prior to the internalisation of the management companies, all employees of the Fund were employed by the Manager (a subsidiary of Investec Limited). The internalisation transaction was completed in July 2023. The Company has since had to develop its own Employee Policies and Remuneration Policy and Framework, thus many of these disclosures are being considered for the first time. The Company will look to improve on these disclosures over time.