



GRI index 2021

**DRIVING
PERFORMANCE
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PPC

GRI CONTENT INDEX – GRI STANDARDS 2021

We have used the guidelines of the Global Reporting Initiative (GRI) Standards in compiling our 2021 integrated report <https://www.ppc.africa/investors-relations/reports/?t=year-end>, as outlined in this index.

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| GRI 102 – GENERAL DISCLOSURES | | | | |
| GRI 102-1 | Name of the organisation | Throughout the report | Throughout the report | |
| GRI 102-2 | Activities, brands, products, and services | 13 | Inside front cover | |
| GRI 102-3 | Location of headquarters | 96 | Outside back cover | |
| GRI 102-4 | Location of operations | 11 | | |
| GRI 102-5 | Ownership and legal form | 8 | | |
| GRI 102-6 | Markets served | 11 | | |
| GRI 102-7 | Scale of the organization | 11 | | |
| GRI 102-8 | Information on employees and other workers | 2, 3, 4, 5, 6, 11, 13, 15, 16, 18, 22, 27, 28, 29, 37, 51, 53, 57, 59, 60, 64, 65, 66, 68, 70, 73, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 87 and 91 | Inside front cover, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 16, 21, 25, 26, 27 and 28 | |
| GRI 102-9 | Supply chain | 2, 4, 18, 19, 21, 42, 53, 59, 64 and 66 | 30 | |
| GRI 102-10 | Significant changes to the organization and its supply chain | 42 | | |
| GRI 102-11 | Precautionary Principle or approach | 2, 5, 16, 26, 28, 29 and 65 | 1, 15, 16, 18, 19, 21, 22 and 23 | |
| GRI 102-12 | External initiatives | Inside front cover, 19, 27, 55, 57, 58, 66, 76, 78, 79 and 85 | 2, 6, 10 and 13 | |
| GRI 102-13 | Membership of associations | 19, 23, 27 and 67 | 23 | |
| GRI 102-14 | Statement from key decision maker | 3, 4, 5 and 6 | | |
| GRI 102-15 | Key impacts, risks, and opportunities | 2, 3, 4, 5, 6, 15, 24, 25, 26, 27, 28, 29, 64, 66, 68, 70 and 72 | 4, 10, 12, 13, 16, 17, 18, 20, 22, 24, 26 and 30 | |
| GRI 102-16 | Values, principles, standards, and norms of behaviour | 4, 5, 6, 8, 13, 22, 27, 29, 43, 55, 57, 58, 59, 60, 61, 62, 65, 66, 79 and 82 | Inside front cover, 1, 2, 3, 6, 7, 10, 14 and 31 | |
| GRI 102-17 | Mechanisms for advice and concerns about ethics | 55 and 60 | 1 and 6 | |
| GRI 102-18 | Governance structure | 9, 10, 24, 56 and 57 | | |
| GRI 102-19 | Delegating authority | 24, 55, 59, 60, 61, 62, 64, 77 and 78 | | |
| GRI 102-20 | Executive-level responsibility for economic, environmental and social topics | 20, 24, 56, 62, 66, 67 and 68 | 7 | |
| GRI 102-21 | Consulting stakeholders on economic, environmental and social topics | 16, 20, 23, 26, 27, 62 and 66 | 2, 7 and 23 | |

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| GRI 102-22 | Composition of the highest governance body and its committees | 9, 10, 24, 56, 57 and 58 | | |
| GRI 102-23 | Chair of the highest governance body | 1, 3, 4, 9 and 55 | | |
| GRI 102-24 | Nominating and selecting the highest governance body | 24, 57, 63, 67 and 68 | | |
| GRI 102-25 | Conflicts of interest | 58 | | |
| GRI 102-26 | Role of highest governance body in setting purpose, values and strategy | 58, 61 and 62 | | |
| GRI 102-27 | Collective knowledge of highest governance body | 58 | | |
| GRI 102-28 | Evaluating the highest governance body's performance | 55, 57, 58, 59, 61, 67, 68 and 70 | | |
| GRI 102-29 | Identifying and managing economic, environmental, and social impacts | 2, 3, 5, 6, 12, 16, 19, 20, 21, 22, 23, 25, 26, 28, 29, 30, 34, 36, 38, 40, 42, 44, 46, 51, 57, 59, 65 and 66 | 1, 2, 3, 6, 7, 15, 16, 18, 19, 20, 21, 22, 23, 25, 26, 28 and 30 | |
| GRI 102-30 | Effectiveness of risk management processes | 24, 25, 45, 46, 57, 63 and 64 | | |
| GRI 102-31 | Review of economic, environmental, and social topics | 4, 19, 25, 26, 27, 56, 57, 60, 61, 62, 63, 64, 65, 67, 69, 70 and 71 | 1, 6, 10, 14, 16, 17, 20, 21 and 22 | |
| GRI 102-32 | Highest governance body's role in sustainability reporting | 1, 5, 57, 63, 65 and 66 | 1, 2 and 6 | |
| GRI 102-33 | Communicating critical concerns | 20, 61 and 66 | 3, 10, 13 and 16 | |
| GRI 102-34 | Nature and total number of critical concerns | 6, 20, 21, 23, 25, 26, 61 and 62 | 1, 4, 8, 10, 11, 16, 20 and 30 | |
| GRI 102-35 | Remuneration policies | 57, 60, 69, 76, 77, 78, 79, 81 and 83 | | |
| GRI 102-36 | Process for determining remuneration | 57, 60, 69, 70, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92 and 93 | 6 and 8 | |
| GRI 102-37 | Stakeholders' involvement in remuneration | | 6 | |
| GRI 102-38 | Annual total compensation ratio | 18, 53, 60, 69, 76, 77, 79, 80, 81, 84 and 87 | 3 and 6 | |
| GRI 102-39 | Percentage change in annual total compensation ratio | 18, 53, 60, 69, 76, 77, 79, 80, 81, 84 and 87 | 3 and 6 | |
| GRI 102-40 | List of stakeholder groups | 20, 21, 22 and 23 | | |
| GRI 102-41 | Collective bargaining agreements | 22 | 6 | |
| GRI 102-42 | Identifying and selecting stakeholders | 20, 21, 22 and 23 | 2 | |
| GRI 102-43 | Approach to stakeholder engagement | 6, 16, 20, 23, 26, 62 and 66 | 2, 7 and 23 | |
| GRI 102-44 | Key topics and concerns raised | 2, 15, 24, 25, 26, 27, 28, 29, 64, 66, 68, 70 and 72 | | |
| GRI 102-45 | Entities included in the consolidated financial statements | 8 | | |
| GRI 102-46 | Defining report content and topic boundaries | Inside front cover and 2 | | |
| GRI 102-47 | List of material topics | 25, 26 and 27 | | |
| GRI 102-48 | Restatements of information | | | not applicable |

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| GRI 102-49 | Changes in reporting | | | not applicable |
| GRI 102-50 | Reporting period | Inside front cover | | |
| GRI 102-51 | Date of most recent report | Throughout the report | Throughout the report | |
| GRI 102-52 | Reporting cycle | Throughout the report | Throughout the report | |
| GRI 102-53 | Contact point for questions regarding the report | 1 | Inside front cover | |
| GRI 102-54 | Claims of reporting in accordance with GRI standards | Inside front cover, 73, 74 and 75 | 6 | |
| GRI 102-55 | GRI content index | https://www.ppc.africa/investors-relations/reports/?t=year-end | | |
| GRI 102-56 | External assurance | 73, 74 and 75 | 4, 5, 6, 9, 12, 13, 15, 18, 20 and 22 | |
| GRI 103 – MANAGEMENT APPROACH | | | | |
| GRI 103-1 | Explanation of the material topic and its Boundary | 25, 26, 27, 28 and 29 | | |
| GRI 103-2 | The management approach and its components | 25, 26, 27, 28 and 29 | | |
| GRI 103-3 | Evaluation of the management approach | 25, 26, 27, 28 and 29 | | |
| GRI 201 – ECONOMIC PERFORMANCE | | | | |
| GRI 201-1 | Direct economic value generated and distributed | 11, 12, 16, 18, 48, 49, 50, 51, 52 and 53 | | |
| GRI 201-2 | Financial implications and other risks and opportunities due to climate change | 2, 5, 19, 26, 27, 28 and 66 | 1, 16, 17, 18, 20 and 24 | |
| GRI 201-3 | Defined benefit plan obligations and other retirement plans | 76, 80 and 81 | 3 and 12 | |
| GRI 201-4 | Financial assistance received from government | | | None |
| GRI 202 – MARKET PRESENCE | | | | |
| GRI 202-1 | Ratios of standard entry level wage by gender compared to local minimum wage | | | PPC does not disclose this ratio |
| GRI 202-2 | Proportion of senior management hired from the local community | 9 and 58 | 5 | |
| GRI 203 – INDIRECT ECONOMIC IMPACTS | | | | |
| GRI 203-1 | Infrastructure investments and services supported | 3, 4, 6, 19, 31, 33, 35, 40 and 42 | 2, 25, 27 and 28 | |
| GRI 203-2 | Significant indirect economic impacts | 2, 3, 19, 21, 23, 27, 28, 30, 45, 54, 57, 62, 65 and 66 | 1, 2, 3, 12, 21, 22, 23, 25, 26, 27, 28 and 31 | |
| GRI 204 – PROCUREMENT PRACTICES | | | | |
| GRI 204-1 | Proportion of spend on local suppliers | 18 | | |
| GRI 205 – ANTI-CORRUPTION | | | | |
| GRI 205-1 | Operations assessed for risks related to corruption | | | Not currently reported |

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| GRI 205-2 | Communication and training about anti-corruption policies and procedures | 59 and 62 | 1 | |
| GRI 205-3 | Confirmed incidents of corruption and actions taken | | | None |
| GRI 206 – ANTI-COMPETITIVE BEHAVIOUR | | | | |
| GRI 206-1 | Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices | | | None |
| GRI 207 – TAX | | | | |
| GRI 207-1 | Approach to tax | | | Not currently reported |
| GRI 207-2 | Tax governance, control, and risk management | | | Not currently reported |
| GRI 207-3 | Stakeholder engagement and management of concerns related to tax | | | Not currently reported |
| GRI 207-4 | Country-by-country reporting | | | Not currently reported |
| GRI 301 – MATERIALS | | | | |
| GRI 301-1 | Materials used by weight of volume | | | Not currently reported |
| GRI 301-2 | Recycled input materials used | | 23 | |
| GRI 301-3 | Reclaimed products and their packaging materials | | 26 | |
| GRI 302 – ENERGY | | | | |
| GRI 302-1 | Energy consumption within the organization | 16, 18 and 39 | 18 and 19 | |
| GRI 302-2 | Energy consumption outside the organisation | | | Not currently reported |
| GRI 302-3 | Energy intensity | | 18 and 19 | |
| GRI 302-4 | Reduction of energy consumption | 39 and 40 | 19 and 20 | |
| GRI 302-5 | Reductions in energy requirements of products and services | 39 and 40 | 19 and 20 | |
| GRI 303 – WATER | | | | |
| GRI 303-1 | Interactions with water as a shared resource | 13, 14 and 43 | 17, 21 and 25 | |
| GRI 303-2 | Management of water discharge-related impacts | 2, 13, 39, 43 and 65 | 1, 21 and 23 | |
| GRI 303-3 | Water withdrawal | 18 | 21 | |
| GRI 303-4 | Water discharge | | | Not currently reported and under review |
| GRI 303-5 | Water consumption | 16 | | |

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| GRI 304 – BIODIVERSITY | | | | |
| GRI 304-1 | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | | | Not currently reported |
| GRI 304-2 | Significant impacts of activities, products, and services on biodiversity | | | Not currently reported |
| GRI 304-3 | Habitats protected or restored | | | Not applicable |
| GRI 304-4 | IUCN Red List species and national conservation list species with habitats in areas affected by operations | | | Not applicable |
| GRI 305 – EMISSIONS | | | | |
| GRI 305-1 | Direct (Scope 1) GHG emissions | | 20 | |
| GRI 305-2 | Energy indirect (Scope 2) GHG emissions | | 20 | |
| GRI 305-3 | Other indirect (Scope 3) GHG emissions | | | Not measured |
| GRI 305-4 | GHG emissions intensity | | 20 | |
| GRI 305-5 | Reduction of GHG emissions | | 1, 20, 21 and 24 | |
| GRI 305-6 | Emissions of ozone-depleting substances (ODS) | 19 | 20 | |
| GRI 305-7 | Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions | | 15 and 22 | |
| GRI 306 – EFFLUENTS AND WASTE | | | | |
| GRI 306-1 | Waste generation and significant waste-related impacts | | | Not currently reported and under review |
| GRI 306-2 | Management of significant waste-related impacts | | | Not currently reported and under review |
| GRI 306-3 | Waste generated | | 23 | |
| GRI 306-4 | Waste diverted from disposal | | 23 | |
| GRI 306-5 | Waste directed to disposal | | 23 | |
| GRI 307 – ENVIRONMENTAL COMPLIANCE | | | | |
| GRI 307-1 | Non-compliance with environmental laws and regulations | 15 | 15 | |
| GRI 308 – SUPPLIER ENVIRONMENTAL ASSESSMENT | | | | |
| GRI 308-1 | New suppliers that were screened using environmental criteria | | | Not currently reported |
| GRI 308-2 | Negative environmental impacts in the supply chain and actions taken | | 18 and 21 | |

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| GRI 400 – SOCIAL | | | | |
| GRI 401 – EMPLOYMENT | | | | |
| GRI 401-1 | New employee hires and employee turnover | | 5 | |
| GRI 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | | | PPC does not disclose this ratio |
| GRI 401-3 | Parental leave | | | None |
| GRI 402 – LABOUR/MANAGEMENT RELATIONS | | | | |
| GRI 402-1 | Minimum notice periods regarding operational changes | | | None |
| GRI 403 – OCCUPATIONAL HEALTH AND SAFETY | | | | |
| GRI 403-1 | Occupational health and safety management system | | 10, 11, 12, 13 and 14 | |
| GRI 403-2 | Hazard identification, risk assessment, and incident investigation | 65 | 12 | |
| GRI 403-3 | Occupational health services | | 10, 14 | |
| GRI 403-4 | Worker participation, consultation, and communication on occupational health and safety | | | None |
| GRI 403-5 | Worker training on occupational health and safety | | 10, 14 | |
| GRI 403-6 | Promotion of worker health | | 10 | |
| GRI 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 16, 19, 22, 60, 64, 80 | 10, 12, 14 | |
| GRI 403-8 | Workers covered by an occupational health and safety management system | | | None |
| GRI 403-9 | Work-related injuries | 18 | 10, 11, 13 | |
| GRI 403-10 | Work-related ill health | | 11, 12 | |
| GRI 404 – TRAINING AND EDUCATION | | | | |
| GRI 404-1 | Average hours of training per year per employee | | 8, 9 | |
| GRI 404-2 | Programs for upgrading employee skills and transition assistance programs | 6, 22 | 4, 7, 8 | |
| GRI 404-3 | Percentage of employees receiving regular performance and career development reviews | | 5, 6, 7, 8 | |
| GRI 405 – DIVERSITY AND EQUAL OPPORTUNITY | | | | |
| GRI 405-1 | Diversity of governance bodies and employees | 9, 58 | 5, 7 | |
| GRI 405-2 | Ratio of basic salary and remuneration of women to men | | | Not currently reported |

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| GRI 406 – NON-DISCRIMINATION | | | | |
| GRI 406-1 | Incidents of discrimination and corrective actions taken | | | None |
| GRI 407 – FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING | | | | |
| GRI 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | | | None |
| GRI 408 – CHILD LABOUR | | | | |
| GRI 408-1 | Operations and suppliers at significant risk for incidents of child labor | | | None |
| GRI 409 – FORCED OR COMPULSORY LABOUR | | | | |
| GRI 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | | | None |
| GRI 410 – SECURITY PRACTICES | | | | |
| GRI 410-1 | Security personnel trained in human rights policies or procedures | | | Not currently reported |
| GRI 411 – RIGHTS OF INDIGENOUS PEOPLE | | | | |
| GRI 411-1 | Incidents of violations involving rights of indigenous peoples | | | None |
| GRI 412 – HUMAN RIGHTS ASSESSMENT | | | | |
| GRI 412-1 | Operations that have been subject to human rights reviews or impact assessments | 61 | | |
| GRI 412-2 | Employee training on human rights policies or procedures | | | Not currently reported |
| GRI 412-3 | Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | | | None |
| GRI 413 – LOCAL COMMUNITIES | | | | |
| GRI 413-1 | Operations with local community engagement, impact assessments, and development programs | 7, 21, 23, 27, 28, 45 | 15, 19, 23, 26, 27, 28, 31 | |
| GRI 413-2 | Operations with significant actual and potential negative impacts on local communities | 3, 5, 6, 7, 12, 16, 19, 23, 27, 28, 30, 54, 57, 62, 65 and 66 | 1, 2, 3, 7, 12, 15, 19, 21, 22, 23, 25, 26, 27, 28 and 31 | |
| GRI 414 – SUPPLIER SOCIAL ASSESSMENT | | | | |
| GRI 414-1 | New suppliers that were screened using social criteria | | | None |
| GRI 414-2 | Negative social impacts in the supply chain and actions taken | | | Not currently reported |

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| GRI 415 – PUBLIC POLICY | | | | |
| GRI 415-1 | Political contributions | | | None |
| GRI 416-1 | Assessment of the health and safety impacts of product and service categories | | | Not currently reported |
| GRI 416 – CUSTOMER HEALTH AND SAFETY | | | | |
| GRI 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | | | None |
| GRI 417 – MARKETING AND LABELLING | | | | |
| GRI 417-1 | Requirements for product and service information and labelling | | | Not currently reported |
| GRI 417-2 | Incidents of non-compliance concerning product and service information and labelling | | | None |
| GRI 417-3 | Incidents of non-compliance concerning marketing communications | | | None |
| GRI 418 – CUSTOMER PRIVACY | | | | |
| GRI 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | | | None |
| GRI 419 – SOCIOECONOMIC COMPLIANCE | | | | |
| GRI 419-1 | Non-compliance with laws and regulations in the social and economic area | | | None |





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