

# Sustainability Report

## Introduction

The Sustainability Report has been created to report, in more detail, on Super Group's employees, the Group's Corporate Social Investment ("CSI") and the impact of the Group's operations on the environment.

These issues are of significant importance to the Group in terms of its obligations to all of its stakeholders, who include its employees, suppliers and customers, shareholders and the communities in the countries in which the Group operates.

Super Group recognises the essential need to actively contribute to the social upliftment of previously disadvantaged communities.

## Employment equity

Individual development, equality and performance-based advancement are the cornerstones of Super Group's approach to bring and maintain a balanced and highly skilled workforce.

The Group has embarked upon a broad-based initiative with the intention of impacting on the lives of all of its employees, their families and the communities in which they live. The Group believes that this approach will ensure that its employees become responsible individuals, citizens and parents. Super Group's success, in part, is as a result of its dedicated and committed employees.

## Employees

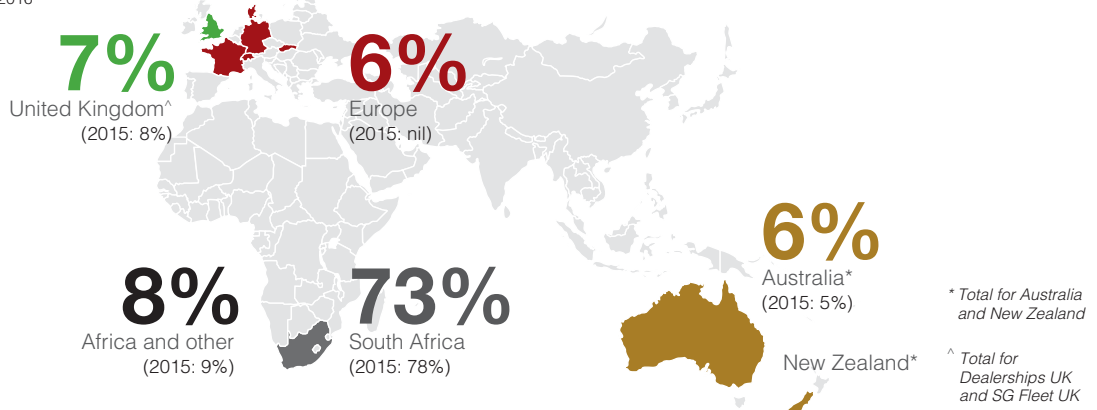
### Headcount per geography

For the year ended 30 June 2016, Super Group employed 9 540 (2015: 8 579) permanent employees, of whom 73.9% (2015: 78.4%) are based in South Africa, 7.2% (2015: 9.2%) based in sub-Saharan Africa, 5.7% (2015: 4.5%) are based in Australasia, 6.9% (2015: 7.9%) in the United Kingdom ("UK") and 6.3% (2015 0%) in Europe.

Country	Male	Female	2016	2015
South Africa	5 199	1 756	6 955	6 729
Sub-Saharan Africa including Mauritius	727	13	740	791
Australia and NZ	307	280	587	384
UK	547	155	702	675
Europe	324	231	555	-
<b>Total employees</b>	<b>7 104</b>	<b>2 436</b>	<b>9 539</b>	<b>8 579</b>

## Headcount per geography

Year ended 30 June 2016



## Headcount per gender

Male employees constituted 75% (2015:77%) of Super Group's workforce.



## Headcount per ethnic group (South Africa)



# Sustainability Report

> continued

The South African employees' positions within the Group are:

June 2016	White		Black		Coloured		Indian		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Top management	7	–	3	3	–	–	–	–	13
Senior management	120	47	24	5	17	4	23	1	241
Middle management	265	118	477	22	22	10	58	17	989
Junior management	542	365	1 082	202	186	82	170	59	2 688
Semi-skilled	138	192	1 680	414	117	72	45	39	2 697
Unskilled	11	20	208	81	3	2	1	1	327
<b>Total</b>	<b>1 083</b>	<b>742</b>	<b>3 474</b>	<b>727</b>	<b>345</b>	<b>170</b>	<b>297</b>	<b>117</b>	<b>6 955</b>
Disabled (including in above totals)	12	2	8	1	1	–	1	–	25

June 2015	White		Black		Coloured		Indian		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Top management	9	–	1	1	–	–	–	–	11
Senior management	87	30	8	1	–	–	6	–	132
Middle management	260	131	549	20	32	6	48	12	1 058
Junior management	513	337	1 078	117	141	60	137	67	2 450
Semi-skilled	147	201	1 629	426	107	65	43	38	2 656
Unskilled	17	2	295	100	2	2	3	2	422
<b>Total</b>	<b>1 033</b>	<b>701</b>	<b>3 560</b>	<b>665</b>	<b>282</b>	<b>132</b>	<b>237</b>	<b>119</b>	<b>6 729</b>
Disabled (including in above totals)	12	2	8	1	1	–	1	–	25

## Headcount per division

The headcount within Super Group's divisions is as follows:

