

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

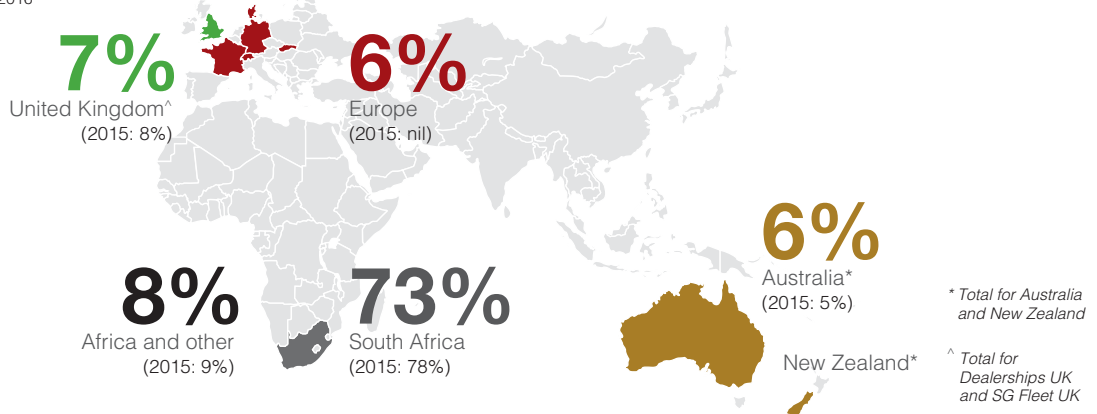
Headcount per geography

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	-
Total employees	7 104	2 436	9 539	8 579

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)

