

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.

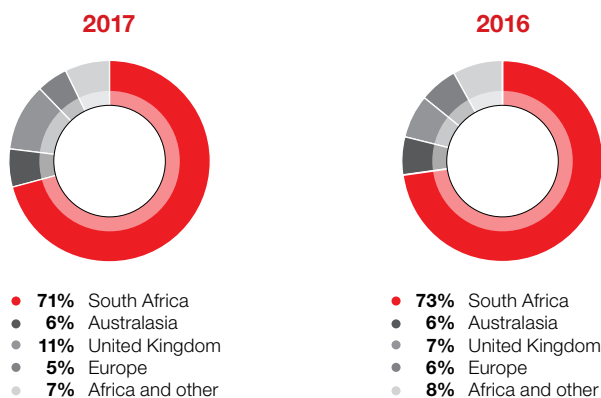
The Group has embarked upon a broad-based initiative with the intention of impacting on the lives of all of its employees, their families and the communities in which they live. The Group believes that this approach will ensure that its employees become responsible individuals, citizens and parents.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

Employees

Headcount per geography:

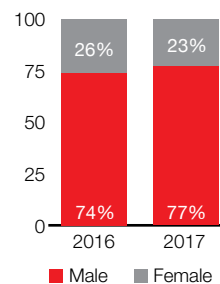
For the year ended 30 June 2017, Super Group employed 10 797 (2016: 9 539) permanent employees, of whom 70.5% (2016: 72.9%) are based in South Africa, 7.4% (2016: 7.8%) based in sub-Saharan Africa, 6.0% (2016: 6.1%) are based in Australasia, 10.6% (2016: 7.4%) in the UK and 5.5% (2016 5.8%) in Europe.

Country	Male	Female	2017	2016
South Africa	5 918	1 699	7 617	6 955
Sub-Saharan Africa, incl. Mauritius	766	30	796	740
Australia & NZ	342	302	644	587
UK	882	264	1 146	702
Europe	371	223	594	555
Total employees	8 279	2 518	10 797	9 539



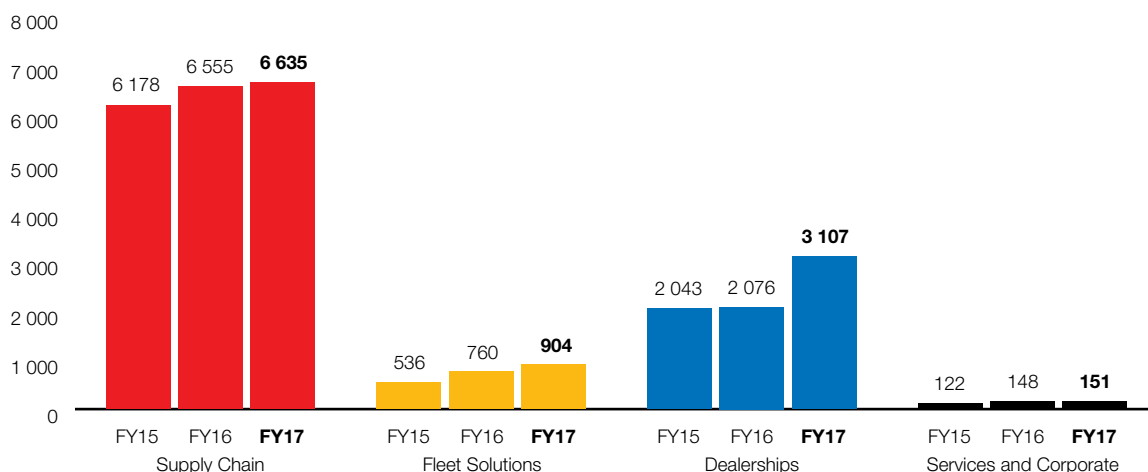
Headcount per gender:

Male employees constituted 77% (2016: 74%) of Super Group's workforce.



Headcount per division:

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



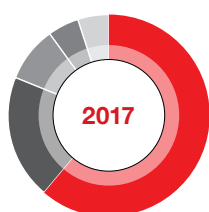
Sustainability Report > continued

The South African employees' positions within the Group are:

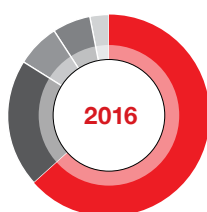
JUNE 2017	WHITE		BLACK		COLOURED		INDIAN		FOREIGN NATIONAL		TOTAL
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Top management	30	8	1	1	-	-	1	-	-	-	41
Senior management	330	117	75	12	94	26	45	4	-	-	703
Middle management	427	222	586	59	150	55	73	20	35	1	1 628
Junior management	331	313	1 761	206	204	89	151	54	166	1	3 276
Semi-skilled	48	103	1 072	257	79	58	27	27	58	2	1 731
Unskilled	4	2	147	61	-	1	1	-	22	-	238
Total	1 170	765	3 642	596	527	229	298	105	281	4	7 617
Disabled (incl. in above totals)	15	2	18	9	1	-	-	1	-	-	46

JUNE 2016	WHITE		BLACK		COLOURED		INDIAN		FOREIGN NATIONAL		TOTAL
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Top management	7	-	3	3	-	-	-	-	-	-	13
Senior management	120	47	23	5	17	4	23	1	1	-	241
Middle management	265	118	447	22	22	10	58	17	58	1	1 018
Junior management	542	365	1 065	202	186	82	170	59	89	2	2 762
Semi-skilled	138	192	1 564	414	117	72	45	39	3	1	2 585
Unskilled	11	20	208	81	3	2	1	1	9	-	336
Total	1 083	742	3 310	727	345	170	297	117	160	4	6 955
Disabled (incl. in above totals)	12	2	8	1	1	-	1	-	-	-	25

SA Employees Male

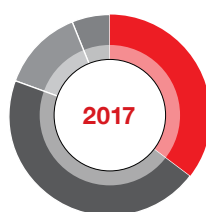


- 62% African
- 20% White
- 9% Coloured
- 5% Indian
- 5% Foreign National

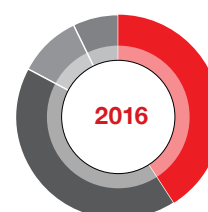


- 64% African
- 21% White
- 7% Coloured
- 6% Indian
- 3% Foreign National

SA Employees Female



- 35% African
- 45% White
- 13% Coloured
- 6% Indian
- 0% Foreign National



- 41% African
- 42% White
- 10% Coloured
- 7% Indian
- 0% Foreign National