

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.

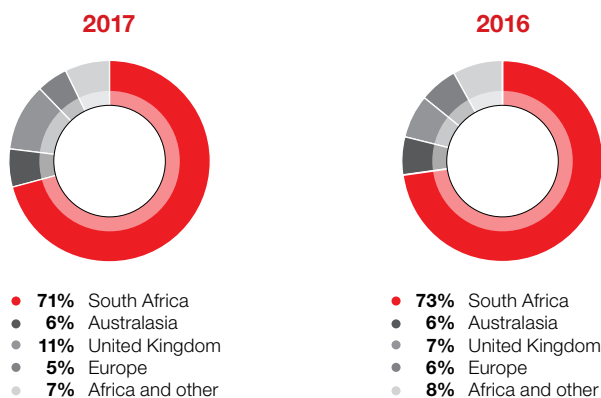
The Group has embarked upon a broad-based initiative with the intention of impacting on the lives of all of its employees, their families and the communities in which they live. The Group believes that this approach will ensure that its employees become responsible individuals, citizens and parents.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

Employees

Headcount per geography:

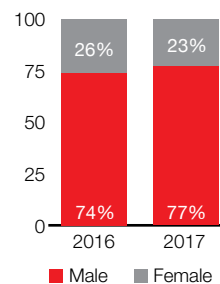
For the year ended 30 June 2017, Super Group employed 10 797 (2016: 9 539) permanent employees, of whom 70.5% (2016: 72.9%) are based in South Africa, 7.4% (2016: 7.8%) based in sub-Saharan Africa, 6.0% (2016: 6.1%) are based in Australasia, 10.6% (2016: 7.4%) in the UK and 5.5% (2016 5.8%) in Europe.

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:

