

# 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

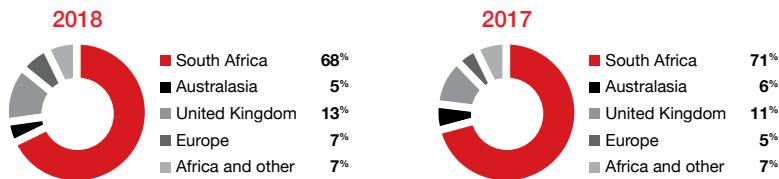
Individual development, equality and performance-based advancement are the cornerstones of Super Group's approach to bring and maintain a balanced and highly skilled workforce.

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 2018, Super Group employed 11 930 (2017: 10 797) permanent employees, of whom 67.9% (2017: 70.5%) are based in South Africa, 7.4% (2017: 7.4%) based in sub-Saharan Africa, 5.3% (2017: 6.0%) are based in Australasia, 12.6% (2017: 10.6%) in the UK and 6.8% (2017 5.5%) in Europe.



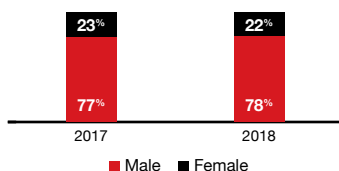
Country	Male	Female	2018	2017
South Africa	6 366	1 734	8 100	7 617
Australasia	331	303	634	644
United Kingdom	1 171	332	1 503	1 146
Europe	536	275	811	594
Africa and other	858	24	882	796
<b>Total employees</b>	<b>9 262</b>	<b>2 668</b>	<b>11 930</b>	<b>10 797</b>



# Sustainability Report (continued)

## Headcount per gender:

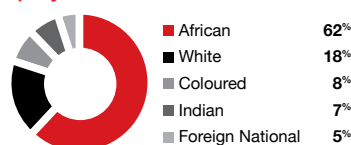
Male employees constituted 78% (2017: 77%) of Super Group's workforce.



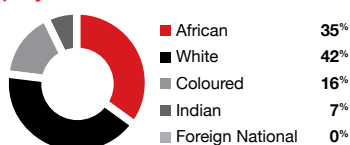
## Headcount per ethnic group:

Super Group's South African employees are represented by the following ethnic groups:

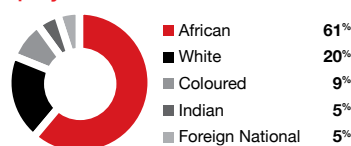
### SA Employees Male 2018



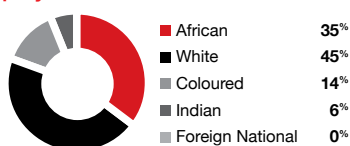
### SA Employees Female 2018



### SA Employees Male 2017



### SA Employees Female 2017



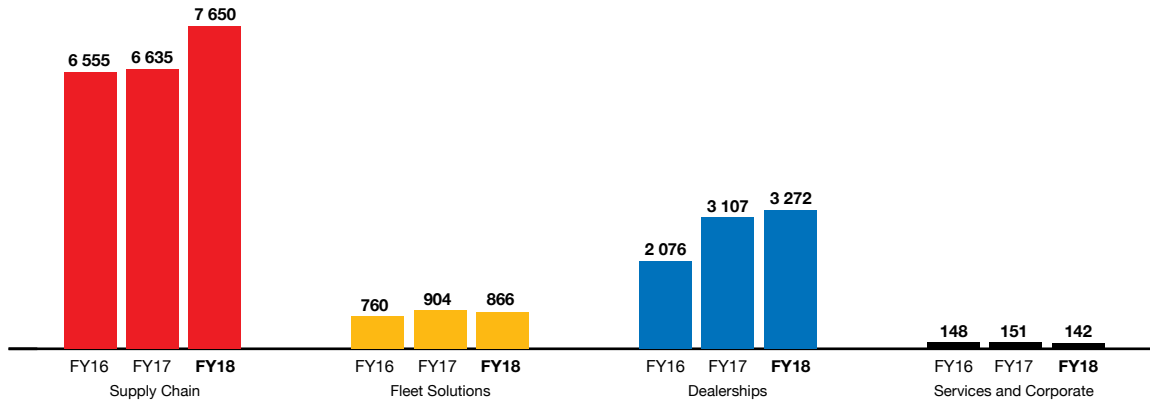
## The South African employees' positions within the Group are:

JUNE 2018	WHITE		BLACK		COLOURED		INDIAN		FOREIGN NATIONAL		TOTAL
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Top management	5	-	2	2	-	-	-	-	-	-	9
Senior management	80	19	17	6	11	3	11	3	1	-	151
Middle management	645	245	727	80	164	31	87	17	29	1	2 026
Junior management	266	287	1 846	201	191	134	135	59	184	2	3 305
Semi-skilled	120	176	1 094	273	161	100	224	34	90	3	2 275
Unskilled	6	-	241	50	5	7	3	-	21	1	334
<b>Total</b>	<b>1 122</b>	<b>727</b>	<b>3 927</b>	<b>612</b>	<b>532</b>	<b>275</b>	<b>460</b>	<b>113</b>	<b>325</b>	<b>7</b>	<b>8 100</b>
Disabled (incl. in above totals)	15	2	18	9	1	-	1	-	-	-	46

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
<b>Total</b>	<b>1 170</b>	<b>765</b>	<b>3 642</b>	<b>596</b>	<b>527</b>	<b>229</b>	<b>298</b>	<b>105</b>	<b>281</b>	<b>4</b>	<b>7 617</b>
Disabled (incl. in above totals)	15	2	18	9	1	-	-	1	-	-	46

## Headcount per division:

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



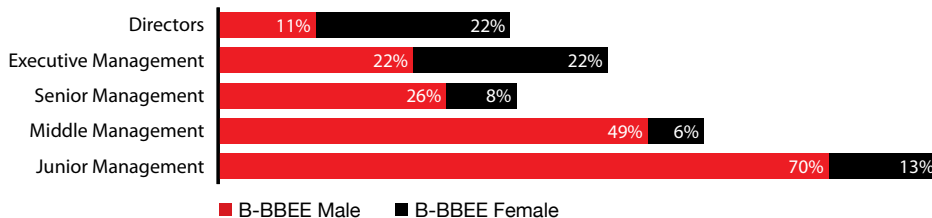
## Broad-Based Black Economic Empowerment

Super Group has embraced the concept of Broad-Based Black Economic Empowerment (B-BBEE) and as such developed a corporate policy framework that incorporates all of its interventions.

On 1 October 2012, the shareholders of Super Group approved a B-BBEE Scheme for the Black (as defined by the Black Economic Empowerment (BEE) Act) staff. The Group has empowered its South African operations by allocating an effective 10.04% ownership of the South African operations to the Black South African Super Group employees. Super Group Holdings, the holding company for the Group's South African operations, received a Level 1 B-BBEE Contributor status for the year ended 30 June 2018.

B-BBEE gender representation for management (South Africa):

### B-BBEE Male/Female



The South African Operations spent 3.06% (2017: 1.59%) profit after taxation on Enterprise Development and Supplier Development.

## Skills development

The Group has embarked on extensive skills development initiatives which include Learnership, Apprenticeship and Management Development Programmes. These programmes focus on the upskilling of staff as well as unemployed learners in order to increase productivity and know-how in the business and have been a major priority for the past two years and will be for the next three years.

The Group's Skills Development strategy, a sub-component of the Group's B-BBEE strategy, covered various skills development initiatives over the reporting period including but not limited to Learnerships, Apprenticeships and Internships for both employed learners and unemployed learners. In the interest of diversity, the Group's Skills Development strategy included both able-bodied and disabled learners, mirroring the Economic Active Population demographics of the country, who participated in skills development programmes.

During the financial year ended 30 June 2018, 16% (2017: 23%) of Super Group's staff received training. Training programmes included, amongst others, the following – Automotive Apprenticeships, Learnerships in Business Practice, Business Administration, Call Centre and General Management courses and programmes. 56 unemployed Black learners as well as 12 disabled Black ladies were recruited to participate in learnership programmes this past year and we expect that most of these learners would be absorbed into the business upon completion of their respective training programmes.

During the financial year ended 30 June 2018, the Group invested more than 5% of its payroll cost on staff skills development.

The Group will continue to develop and promote Black staff through its development programmes and on-the-job training. The Group recognises that there is strength in diversity and that this will contribute towards a successful organisation in the future.

The value of goods and services from suppliers who are accredited B-BBEE Level 3 Contributors and better was 59.1% (2017: 51.5%) of the Group's total spend.