

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

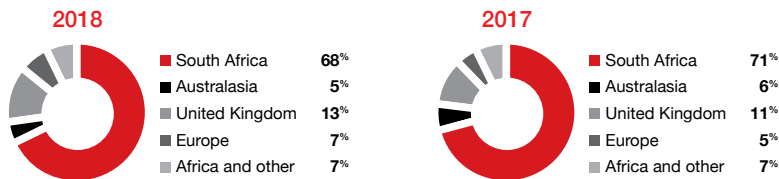
Individual development, equality and performance-based advancement are the cornerstones of Super Group's approach to bring and maintain a balanced and highly skilled workforce.

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
Total employees	9 262	2 668	11 930	10 797

