

## PSV Holdings - Integrated Report - 2012

### Global Reporting Initiative (GRI) G3 Content Assessment

NI = Needs Improvement; NR - Not Required; NC = Not Covered; NA = Not Applicable

#### STANDARD DISCLOSURES PART I: Profile Disclosures

##### 1. Strategy and Analysis

Profile Disclosure	Description	Reference	Section	Comments	Rating
1.1	Statement from the most senior decision-maker of the organization	3, 10 - 11	Group Overview; Chairman's report	The Chairperson is the most senior decision-maker at PSV Ltd. A statement from our Chairman, Ralph Patmore is included, which outlines changes to the reporting entity, restructuring of the board and the economic climate.	
1.2	Description of key impacts, risks, and opportunities.	6 - 7, 34 - 35	Key indicators; Risk management	The significant risks, their impact and the response from PSV Ltd is summarised in a risk management table together with the necessary actions and achievements which have taken place	

##### 2. Organisational Profile

Profile Disclosure	Description	Reference	Section	Comments	Rating
2.1	Name of the organization.	FC, 1	Scope of report	The scope of report has been enhanced upon and financial assurance provided by the auditors KPMG.	
2.2	Primary brands, products, and/or services.	1, 4, 42	Scope of report; Group Structure; Directors' report	The brands, divisions and products have been highlighted especially in light of the change from three segments to two focused segments of reporting.	
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	4	Group Structure	A 2012 organisational chart is provided and a comparative organisational chart for the evolution of the company from 2006 to 2012 is also provided.	
2.4	Location of organization's headquarters.	1, 99	Scope of report; Administration	The physical business address is provided as being in Elandsfontein South Africa. The company may also be contact through the web-site for which all information has been provided.	
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	1, 4 - 5, 20	Scope of report; Group Structure; Sustainability Report - Social performance	PSV Holdings Limited (PSV) has operations in South Africa and parts of Africa. Countries served by the two segments are reported on and information on their status is also provided in the report.	
2.6	Nature of ownership and legal form.	3, 37	Milestones; JSE share information	PSV is a JSE listed company. The breakdown of major shareholders/owners and BEE partner is discussed and provided within the report.	
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	4 - 5	Group Structure	Descriptions of the markets served and influenced by the two segments "Valves and Industrial Supplies" and "Specialised Services" are provided.	
2.8	Scale of the reporting organization.	4, 13 - 15, 18 - 19	Group Structure; CEO's report - Operational overview; Financial highlights	The scale of PSV is defined by total revenue, number of employees, number of business offices and locations which is disclosed in the report.	
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	4, 10 - 11, 12 - 15	Group Structure; Chairman's statement; CEO's report	A number of changes have taken place within the segmental structure of the organisation during the period under review as well as post the period. All changes have been noted within the document. One business unit has been sold and one has been acquired, with an additional sale of a group of business post- year end. Disposals and acquisitions have been tabulated.	
2.10	Awards received in the reporting period.	GRI	GRI Table: Additional GRI Responses	Explanation for this indicator is provided on the GRI index where it is stated that no awards were received during the year.	

##### 3. Report Parameters

Profile Disclosure	Description	Reference	Section	Comments	Rating
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	1	Scope of report	The reporting period has been disclosed as 1 March 2011 to 29 Feb 2012.	
3.2	Date of most recent previous report (if any).	1	Scope of report	The previous year's report was published in August 2011.	
3.3	Reporting cycle (annual, biennial, etc.)	1	Scope of report	The reporting cycle is annual.	
3.4	Contact point for questions regarding the report or its contents.	1	Scope of report	A contact person for any queries regarding the annual report has been noted. It is Tony Dreisenstock, the Financial Director contactable at the email: tony@psvholdings.com	

3.5	Process for defining report content.	1	Scope of report	PSV reported in accordance with the guidelines of the GRI G3. The financial statements were prepared according to International Financial Reporting Standards (IFRS), the requirements of the South African Companies Act, regulations of the JSE Limited (JSE) and recommendations of King III. This is the company's first integrated annual report which contains more detailed information than previously provided.
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	1, GRI	Scope of report; GRI Table: Additional GRI Responses	The report covers all of PSV's activities for the period under review (01 March 2011 to 29 February 2012). PSV does not form part of any joint ventures, all segments consist of 100% directly owned subsidiaries.
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	GRI	GRI Table: Additional GRI Responses	No concerns. Explanation for this indicator is provided on the GRI index where it is stated "Not applicable. No limitations on the scope or boundaries of this report were noted. All companies owned by PSV in the reporting period are covered in the report".
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	20	Sustainability report - Strategy	The report includes information from the continuing operations to ensure comparability in future reporting periods.
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	GRI	GRI Table: Additional GRI Responses	PSV has not previously measured data and the process is only just beginning within the organisation and therefore does require improvement. The Group acknowledges that improvement's need to take place.
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	1	Scope of report	he financial results for the year ended 28 February 2011 have been restated due to the sale of the Pump Business which is noted as a discontinued operations to enhance comparability.
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	GRI	GRI Table: Additional GRI Responses	Explanation for this indicator is provided on the GRI index where it is stated "No significant changes were noted in the scope, boundary or measurement methods applied in the report."
3.12	Table identifying the location of the Standard Disclosures in the report.	1	Sustainability report - Strategy; GRI Table: Additional GRI Responses	Explanation for this indicator is provided on the GRI index where it is stated "The GRI Indicator table serves to provide interested stakeholders with the information required to determine where indicator-specific information can be found." The sustainability report guides the reader to the PSV website for this report (www.psvholdings.com)
3.13	Policy and current practice with regard to seeking external assurance for the report.	1, 20	Scope of report; Sustainability report - Strategy	PSV did source external assurance on the annual report from IRAS (Integrated Reporting and Assurance Services). A letter indicating such us contained on the web-site www.psvholdings.com
<b>4. Governance, Commitments, and Engagement</b>				
<b>Profile Disclosure</b>	<b>Description</b>	<b>Reference</b>	<b>Section</b>	<b>Comments</b>
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	25, 28 - 30	Corporate Governance - Board committees and attendance; Corporate governance report	A Corporate Governance Report outlines of the various committees and an additional summary of committees established is also provided. Their responsibilities is tabulated.
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	26	Corporate Governance - Corporate governance report	The Chairman of the Board is Mr Ralph Patmore, an Independent Non-executive Director is the highest governance body within PSV.
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	26	Corporate Governance - Corporate governance report	The unitary board comprises three Executive Directors and four Non-executive Directors, three of whom were independent.
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	21, 31	Sustainability Report - social performance; Corporate Governance - Relations with shareholders, Stakeholders; Shareholder - interaction with shareholders	There report states that communication between shareholders is managed by the investor relations team and stakeholders (including employees) are encouraged to provide feedback. Several mechanisms enabling this to occur are listed.

4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	20, 30, 37, GRI	Corporate Governance - Remuneration Committee; GRI Table: Additional GRI responses	The Group makes every effort to remunerate staff and Directors fairly and equitably. The GRI index states that the remuneration policy is performance based, including the performance of directors, executives and members of management, and the company at large. At present, no remuneration targets are in place for environmental performance (excluding incidents that would directly impact financial performance), or social performance. Health and Safety is an on-going performance indicator for all levels of management to monitor.
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	27	Corporate Governance - interest in contracts	The processes are explained in the Corporate Governance report.
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	8 - 9, 27, GRI	Group Directorate; Corporate Governance - Board appointments; GRI Table: Additional GRI responses	This is partially reported through the descriptions of the directors and stated on the GRI table "The nomination committee is ultimately responsible for determining the composition, qualifications, and expertise of the highest governance body and its committees, including consideration of gender and other indicators of diversity. Each Board member is required to contribute to the identification and selection of potential Board candidates."
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	2	Group Overview; Corporate Governance - Code of Conduct	The PSV vision, mission and goals are stated and a code of conduct is outlined in the corporate governance section.
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	GRI	GRI Table: Additional GRI Responses	Explanation for this indicator is provided on the GRI index where it is stated "As no procedures have been implemented in the Group, this is not applicable."
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	27, GRI	Corporate Governance - Self-evaluation; GRI Table: Additional GRI Responses	The report states that although the Board has not formally conducted a self evaluation, they are continually reviewing processes in certain areas. Explanation for this indicator is provided on the GRI index where it is stated "As no processes have been implemented in the Group, this is not applicable."
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	29, 34 - 35	Corporate Governance - Risk Committee; Risk Management; GRI Table: Additional GRI Responses	Risk management is overseen by the risk committee and a risk management report is presented. For effective integrated reporting the risk should be included through the report and linked to sustainability, strategy and KPI's. Explanation for this indicator is provided on the GRI index where it is stated "As no principles are currently in place, this is not applicable."
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	20, GRI	GRI Table: Additional GRI Responses; Sustainability Report - Human Resource Management	This is the first integrated report presented by PSV Holdings and as such it is understood that improvement and measures are required. Explanation for this indicator is provided on the GRI index where it is stated "The report has been in line with the GRI Guidelines. The Group will formally subscribe to the GRI Guidelines in the future periods." There are several other externally developed charters, principles and initiatives that organisations can subscribe to such as the Carbon Disclosure project. The report states compliance to the following: South African labour and other legislation which includes but is not limited to the Labour Relations Act, Basic Conditions of Employment Act, the Employment Equity Act, the Skills Development Act, the Unemployment Insurance Act, Broad-based Black Economic Empowerment Act and the Occupational Health and Safety Act.
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	GRI	GRI Table: Additional GRI Responses	Explanation for this indicator is provided on the GRI index where it is stated "The Group has disclosed stakeholders, corporate social investment projects. Better disclosure will be made in future periods."
4.14	List of stakeholder groups engaged by the organization.	17	Stakeholders	Stakeholder information and groups are tabulated.
4.15	Basis for identification and selection of stakeholders with whom to engage.	16	Stakeholders	PSV categorizes stakeholders as groups, people or organisation that have a direct interest in the various businesses of the PSV Group and indicates how the various groupings are interacted with.
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	17	Stakeholders	Approaches to stakeholder engagement have been concisely tabulated clearly outlining the approach taken, however PSV is mindful that the frequency of the engagement needs to be tabulated in future.
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	17	Stakeholders	Material issues raised and actions taken are tabulated. Statements such as "recorded, addressed and resolved" show that issues are dealt with.

**STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)**

G3 DMA	Description	Reference	Section	Comments
DMA EC	Disclosure on Management Approach EC	N/A	N/A	
DMA EN	Disclosure on Management Approach EN	22	Sustainability Report - Environmental performance	An outline of management's responsibilities have been provided.
DMA LA	Disclosure on Management Approach LA	20	Sustainability Report - Human Resource Management	A partial response has been given for this indicator outlining the management responsibility for Human Resources as well as external legislation adhered to.
DMA HR	Disclosure on Management Approach HR	N/A	N/A	
DMA SO	Disclosure on Management Approach SO	N/A	N/A	
DMA PR	Disclosure on Management Approach PR	N/A	N/A	
<b>STANDARD DISCLOSURES PART III: Performance Indicators</b>				
<b>Economic</b>				
Performance Indicator	Description	Reference	Section	Explanation
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	19	Performance Review - Financial highlights	Pie charts indicate the wealth creation and distribution within PSV for the comparable period 2012 and 2011.
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	GRI	GRI Table: Additional GRI Responses	Not provided
EC3	Coverage of the organization's defined <b>benefit plan</b> obligations.	54	Accounting policies	Provided
EC4	Significant financial assistance received from <b>government</b> .	22, GRI	Sustainability Report - Economic Performance; GRI Table: Additional GRI Responses	No financial assistance is received from government.
EC5	Range of ratios of standard entry level <b>wage</b> compared to local minimum wage at significant locations of operation.	GRI	GRI Table: Additional GRI Responses	Not provided
EC6	Policy, practices, and proportion of spending on <b>locally-based suppliers</b> at significant locations of operation.	GRI	GRI Table: Additional GRI Responses	Not provided
EC7	Procedures for local <b>hiring</b> and proportion of senior management hired from the local community at significant locations of operation.	GRI	GRI Table: Additional GRI Responses	Not provided
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	21 - 22	Sustainability Report - Social Performance	PSV has always been mindful of the community in which it operates and as such corporate social initiatives have been outlined.
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	GRI	GRI Table: Additional GRI Responses	Not provided
<b>Environmental</b>				
Performance Indicator	Description	Reference	Section	Comments
EN1	<b>Materials</b> used by weight or volume.	GRI	GRI Table: Additional GRI Responses	Not provided
EN2	Percentage of materials used that are <b>recycled input materials</b> .	GRI	GRI Table: Additional GRI Responses	Not provided
EN3	<b>Direct energy</b> consumption by primary energy source.	N/A	GRI Table: Additional GRI Responses	Not provided
EN4	<b>Indirect energy</b> consumption by primary source.	22	Sustainability Report - Environmental Performance	PSV is once again mindful that such information needs to be provided and is beginning to put the necessary measurement tools in place.
EN5	<b>Energy saved</b> due to conservation and efficiency improvements.	GRI	GRI Table: Additional GRI Responses	Not provided
EN6	Initiatives to provide energy-efficient or <b>renewable energy</b> based products and services, and reductions in energy requirements as a result of these initiatives.	GRI	GRI Table: Additional GRI Responses	Not provided
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	GRI	GRI Table: Additional GRI Responses	Not provided
EN8	Total <b>water</b> withdrawal by source.	22	Sustainability Report - Environmental Performance	Data for consumption of municipal water is provided.

EN9	Water sources significantly affected by withdrawal of water.	GRI	GRI Table: Additional GRI Responses	Not provided	
EN10	Percentage and total volume of <b>water recycled</b> and reused.	GRI	GRI Table: Additional GRI Responses	Not provided	
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high <b>biodiversity</b> value outside protected areas.	GRI	GRI Table: Additional GRI Responses	Not provided	
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	GRI	GRI Table: Additional GRI Responses	Not provided	
EN13	<b>Habitats</b> protected or restored.	GRI	GRI Table: Additional GRI Responses	Not provided	
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	GRI	GRI Table: Additional GRI Responses	Not provided	
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	GRI	GRI Table: Additional GRI Responses	Not provided	
EN16	Total direct and indirect <b>greenhouse gas emissions</b> by weight.	22	Sustainability Report - Environmental Performance	PSV has covered metric tons of CO <sub>2</sub> emissions from electricity consumption and flights and this information will be updated into the future.	
EN17	Other relevant indirect greenhouse gas emissions by weight.	GRI	GRI Table: Additional GRI Responses	Not provided	
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	GRI	GRI Table: Additional GRI Responses	Not provided	
EN19	Emissions of <b>ozone-depleting</b> substances by weight.	GRI	GRI Table: Additional GRI Responses	Not provided	
EN20	NOx, SOx, and other significant air emissions by type and weight.	GRI	GRI Table: Additional GRI Responses	Not provided	
EN21	Total <b>water discharge</b> by quality and destination.	GRI	GRI Table: Additional GRI Responses	Not provided	
EN22	Total weight of <b>waste</b> by type and disposal method.	GRI	GRI Table: Additional GRI Responses	Not provided	
EN23	Total number and volume of significant <b>spills</b> .	GRI	GRI Table: Additional GRI Responses	Not provided	
EN24	Weight of transported, imported, exported, or treated <b>waste deemed hazardous</b> under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	GRI	GRI Table: Additional GRI Responses	Not provided	
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's <b>discharges of water and runoff</b> .	GRI	GRI Table: Additional GRI Responses	Not provided	
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact <b>mitigation</b> .	GRI	GRI Table: Additional GRI Responses	Not provided	
EN27	Percentage of products sold and their <b>packaging materials</b> that are <b>reclaimed</b> by category.	GRI	GRI Table: Additional GRI Responses	Not provided	
EN28	Monetary value of significant <b>finances</b> and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	GRI	GRI Table: Additional GRI Responses	PSV has received no fines from non-compliance to environmental laws and regulations during the period under review.	
EN29	Significant environmental impacts of <b>transporting</b> products and other goods and materials used for the organization's operations, and transporting members of the workforce.	GRI	GRI Table: Additional GRI Responses	Not provided	
EN30	Total environmental protection expenditures and investments by type.	GRI	GRI Table: Additional GRI Responses	Not provided	
<b>Social: Labour Practices and Decent Work</b>					
<b>Performance Indicator</b>	<b>Description</b>	<b>Reference</b>	<b>Section</b>	<b>Comments</b>	
LA1	Total workforce by employment type, employment contract, and region.	N/A	N/A	This indicator is not covered in the report. This indicator is referred to in the GRI table with regards to PSV's disclosure of the breakdown per race and gender of the workforce. This data is not valid for this indicator but rather for LA13. This indicator requires reporting according to employment type (skilled, management etc.), Contract (permanent, non-permanent) and region.	
LA2	Total number and rate of employee turnover by age group, gender, and region.	GRI	GRI Table: Additional GRI Responses	Not provided	

LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	20	Sustainability Report - Social Performance	The report provides a transparent statement regarding benefits.
LA4	Percentage of employees covered by collective bargaining agreements.	GRI	GRI Table: Additional GRI Responses	Not provided
LA5	Minimum notice period's regarding significant operational changes, including whether it is specified in collective agreements.	GRI	GRI Table: Additional GRI Responses	Not provided
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	GRI	GRI Table: Additional GRI Responses	Not provided
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	21, GRI	Sustainability Report - Social performance; GRI Table: Additional GRI Responses	No fatalities were experienced and reported during the period under review.
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	21	Sustainability Report - Social performance	A bi-annual wellness day is used as a platform to promote education and training.
LA9	Health and safety topics covered in formal agreements with trade unions.	GRI	GRI Table: Additional GRI Responses	Not provided
LA10	Average hours of training per year per employee by employee category.	21	Sustainability Report - Social performance	Training spend of the year and total hours of training are presented. Additional information will be provided into the future.
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	21	Sustainability Report - Social performance	A general statement is provided, but additional details of specific training will be gathered for future use.
LA12	Percentage of employees receiving regular performance and career development reviews.		Sustainability Report - Social performance	A comprehensive performance and career development review system is in place, with all staff members being reviewed at least once a year.
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	8 - 9, 20, GRI	Group Directorate; Sustainability Report - Social performance; GRI Table: Additional GRI Responses	Details of the directorate have been provided. The split into demographic information outlining male, female, and race group is tabulated.
LA14	Ratio of basic salary of men to women by employee category.	GRI	GRI Table: Additional GRI Responses	Not provided
<b>Social: Human Rights</b>				
<b>Performance Indicator</b>	<b>Description</b>	<b>Reference</b>	<b>Section</b>	<b>Comments</b>
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	GRI	GRI Table: Additional GRI Responses	Not provided
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	GRI	GRI Table: Additional GRI Responses	Not provided
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	GRI	GRI Table: Additional GRI Responses	Not provided
HR4	Total number of incidents of discrimination and actions taken.	21, GRI	Sustainability Report - Social performance; GRI Table: Additional GRI Responses	No incidents of discrimination were noted in the period.
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	19, 21, GRI	Performance Review - Non-financial highlights; Sustainability Report - Social performance; GRI Table: Additional GRI Responses	No incidents of discrimination were noted in the period.
HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.	21, GRI	Sustainability Report - Social performance; GRI Table: Additional GRI Responses	No incidents of discrimination were noted in the period.

HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour.	21, GRI	Sustainability Report - Social performance; GRI Table: Additional GRI Responses	No incidents of discrimination were noted in the period.	
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	GRI	GRI Table: Additional GRI Responses	PSV outsources its security requirements.	
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	GRI	GRI Table: Additional GRI Responses	Not provided	
<b>Social: Society</b>					
<b>Performance Indicator</b>	<b>Description</b>	<b>Reference</b>	<b>Section</b>	<b>Explanation</b>	
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	N/A	N/A	Not provided	
SO2	Percentage and total number of business units analysed for risks related to corruption.	N/A	N/A	Not provided	
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	GRI	GRI Table: Additional GRI Responses	Not provided	
SO4	Actions taken in response to incidents of corruption.	21	Sustainability Report - Social Performance	The report outlines the procedures for dealing with instances where corruption by an employee is suspected. Corruption is a practice not tolerated within the Group.	
SO5	Public policy positions and participation in public policy development and lobbying.	GRI	GRI Table: Additional GRI Responses	Not provided	
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	GRI	GRI Table: Additional GRI Responses	Not provided	
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	GRI	GRI Table: Additional GRI Responses	Not provided	
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	GRI	GRI Table: Additional GRI Responses	Not provided	
<b>Social: Product Responsibility</b>					
<b>Performance Indicator</b>	<b>Description</b>	<b>Reference</b>	<b>Section</b>	<b>Comments</b>	
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	GRI	GRI Table: Additional GRI Responses	Within the PSV Group all products are assessed for potential risks and/or hazards, from the design and manufacturing process through to installation and operation.	
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	GRI	GRI Table: Additional GRI Responses	No incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products were identified in the period under review.	
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	GRI	GRI Table: Additional GRI Responses	Product and service information is generally not provided to the outside public. PSV's products are of a specialist nature and the users are knowledgeable and experienced with the use of these products. Additional product support is available as a function of the sales relationship.	
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	GRI	GRI Table: Additional GRI Responses	No incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling were identified or reported for the period under review.	
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	17	Stakeholder engagement	Customers are able to contact the subsidiaries directly with complaints should they not be satisfied with the products and/ or services received.	
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	GRI	GRI Table: Additional GRI Responses	Any marketing that is undertaken is done in a lawful and ethical manner. No banned products, or products that are subject to stakeholder questions are provided. Any questions regarding the products are directed directly to the relevant subsidiary.	
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	GRI	GRI Table: Additional GRI Responses	No incidents of non-compliance with regulations and voluntary codes concerning marketing communications were identified in the period under review.	
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	GRI	GRI Table: Additional GRI Responses	No complaints regarding breaches of customer privacy and losses of customer data have been experienced by PSV.	
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	GRI	GRI Table: Additional GRI Responses	PSV has received no fines for non compliance with laws and regulations concerning the provision and use of product and services for the period under review.	