

**ASPEN PHARMACARE HOLDINGS LIMITED
2015 GRI G3.0 STANDARD DISCLOSURES TABLE
GRI Application Level B**

Application Level B		Third-party-checked	Environmental Resources Management (Pty) Limited, Johannesburg has provided assurance that the GRI G3.0 application level B, as self-declared by Aspen Pharmacare Holding Limited, is consistent with GRI criteria for this application level (Refer to ERM Assurance Statement for Assurance Scope)		
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Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
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NOTES REGARDING REFERENCING:

- 1) Page references refer to the page numbers as marked on the referenced documents and not the electronic page numbers.
- 2) Specific paragraph references have been provided in brackets.

STANDARD DISCLOSURES PART I: Profile Disclosures

1. Strategy and Analysis

1.1	Statement from the most senior decision-maker of the organization.	Fully	Sustainability Report: Pages 9 to 11	n/a	n/a
1.2	Description of key impacts, risks, and opportunities.	Fully	Sustainability Report: Pages 12 to 18 Integrated Report: Pages 14 to 23 (Strategic Objectives), Pages 38 to 47 (Material Sustainability Issues and five year KPI review), Pages 60, 65, 70 and 75	n/a	n/a

2. Organizational Profile

2.1	Name of the organization.	Fully	Sustainability Report: Cover page Integrated Report: Cover page		
2.2	Primary brands, products, and/or services.	Fully	Sustainability Report: Page 1, Pages 19 - 22 Integrated Report: Page 8 and 9 (Who we are), Pages 61, 65, 71 and 75 (Leading Brands listed in the Business Unit Reviews)		
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	Sustainability Report: Pages 30 to 33 Integrated report: Pages 12 and 13 (Global presence), Pages 52 and 53 (Manufacturing capabilities), Pages 56, 62, 66 and 72 (Listed Key business units in the Business Unit reviews) Annual Financial Statements: Page 141 (Note 24: Material operating subsidiaries and structured entities)		
2.4	Location of organization's headquarters.	Fully	Integrated Report: Pages 13 (reference to Group headquarters - Durban office)		
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.	Fully	Sustainability Report: Page 6 (Scope and Boundaries) and 8 (Changes to the reporting scope and boundaries since the previous report), Page 22 (Anticipated timing of product launches per key territory), Pages 25 to 28 (Geographic and product diversity to sustain growth), Pages 30 to 33 (Leading territory indicators) Integrated Report: Page 8 and 9 (Who we are), Pages 12 and 13 (Global presence), Pages 56, 62, 66 and 72 (Business Unit Reviews)		
2.6	Nature of ownership and legal form.	Fully	Sustainability Report: Page 1 Integrated Report: Page 9 (Who we are/reference to JSE listed company) Annual Financial Statements: Page 144 (Shareholder statistics)		
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	Refer 2.2 and 2.5 above		
2.8	Scale of the reporting organization.	Fully	Sustainability Report: Page 1, Page 3, Pages 20 (Aspen's product pipeline by value), Page 24 (Extract of the value added statement), Pages 23 (Delivering returns to shareholders), Pages 30 to 33 (Aspen's reach across key territories), Page 29 (Analysis of tablet-making capacity), Pages 38 (total employee base and employee growth trends)		

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Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
			Integrated Report: Pages 12 and 13 (Global presence), Page 2 and 3 (Highlights), Pages 34 and 35 (Global competitiveness and Peer company comparatives), Pages 52 and 53 (Manufacturing capabilities)		
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	Sustainability Report: Page 6 (Scope and boundaries) and 8 (Changes to the reporting scope and boundaries since the previous report), Page 24 (Extract of the value added statement), Pages 25 to 27 (reference to new subsidiaries and acquisitive transactions), Page 34 (Capital composition), Pages 36 (reference to growth in employee base) Integrated Report: Inside cover page (Transactions during the reporting year), Pages 30 to 33 (Group Chief Executive's report), Pages 116 and 117 (Top 10 beneficial shareholders) Annual Financial Statements: Pages 6 to 12		
2.10	Awards received in the reporting period.	Fully	Integrated Report: Page 36		
3. Report Parameters					
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	Sustainability Report: Page 6 (About this report)		
3.2	Date of most recent previous report (if any).	Fully	Sustainability Report: Page 6 (About this report)		
3.3	Reporting cycle (annual, biennial, etc.)	Fully	Sustainability Report: Page 6 (About this report)		
3.4	Contact point for questions regarding the report or its contents.	Fully	Sustainability Report: Inside cover page (Sustainability Report contact details) Integrated Report: Inside cover page		
3.5	Process for defining report content.	Fully	Sustainability Report: Page 4 - 5 (Determination of sustainability objectives and material KPIs) Integrated Report: Pages 38 and 39		
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers)	Fully	Sustainability Report: Pages 6 (Scope and boundaries) and 8 (Changes to the reporting scope and boundaries since the previous report)		
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	Sustainability Report: Pages 6 (Scope and boundaries) and 8 (Changes to the reporting scope and boundaries since the previous report & Progress on Aspen's sustainability reporting journey)		
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.	Fully	Sustainability Report: Pages 6 (Scope and boundaries) and 8 (Changes to the reporting scope and boundaries since the previous report)		
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.	Fully	Sustainability Report: Page 6 (About this report), Page 58		
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).	Fully	Sustainability Report: Page 6 (About this report), Page 13 (Restatement of 2011 - 2013 comparatives)		

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Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	Sustainability Report: Pages 6 (Scope and boundaries) and 8 (Changes to the reporting scope and boundaries since the previous report), Page 22 (Product pipeline/first paragraph), Page 24 (Extract of the value added statement), Page 13 (Reference to amendment of measurement method of Growth in Normalised Headline Earnings)		
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	Sustainability Report: Inside cover page Integrated Report: Page 39		
3.13	Policy and current practice with regard to seeking external assurance for the report.	Fully	Sustainability Report: Inside cover page, Page 5 (Combined assurance) Integrated report: Page 39		
4. Governance, Commitments and Engagement					
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.	Fully	Integrated Report: Pages 78 to 84		
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	Integrated Report: Page 78 and 80 (Board of directors)		
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.	Fully	Integrated Report: Page 81 (Composition of the Board)		
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	Integrated Report: Page 84 (Stakeholder engagement and dispute resolution)		
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).	Fully	Sustainability Report: Page 3 (Aspen's sustainability governance structure)		
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	Integrated Report: Page 83 (Independence of non-executive directors and conflicts of interest) Social & Ethics Committee Report: Page 3 (Conflicts of interest)		
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.	Fully	Integrated Report: Page 81 (Composition of the Board, Board appointment and retirement processes and Board committees)		
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.	Fully	Sustainability Report: Page 2 (Aspen's, sustainability management framework, Aspen's Vision and Aspen's sustainability objectives, integrated reporting - capitals, Aspen's key sustainability governance policies), Page 5 (Combined assurance), Page 37 (reference to Aspen's Grievance Policy and Aspen's Code of Conduct), Page 41 (reference to HIV/AIDS Policy), Page 44 (BBBEE Codes, Employment Equity Act and Transformation Policy), Page 46 (Reference to Aspen's SED approach), Page 42 (Reference to Aspen's SHE Policies and project for OHSAS 18001 compliance to be completed by the end of 2017), Page 48 (Reference to project for ISO 14001 compliance to be completed by the end of 2017) Integrated Report: Pages 6 and 7 (Business model), Pages 14 to 23 (Strategic objectives), Page		

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Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
			<p>24 (reference to Stakeholder Engagement Policy), Page 84 (reference to Stakeholder Engagement Policy, Responsible Corporate Citizenship Philosophy and Risk governance approach), Page 86 (Remuneration Philosophy and Policy)</p> <p>Corporate Governance Report: Page 2 (Board mandate - Board Charter), Page 5 (reference to Group's Ethics Management programme), Page 5 (reference to Stakeholder Engagement Report)</p> <p>Audit & Risk Committee Report: Page 1 (reference to Audit & Risk Committee Terms of Reference), Page 4 (reference to whistle blowing process), Page 5 (reference to Group risk policy and Group risk plan)</p> <p>Social & Ethics Committee Report: Page 1 (Social and Ethics Committee Terms of Reference), Page 2 (reference to Code of Conduct, ethics management programme and employee induction programmes, reference to Tip-offs details), Page 3 (Conflict of Interest policy), Page 3 and 4 (Transformation Policy), Page 4 (reference to Responsible Corporate Citizenship Philosophy)</p> <p>BBBEE Report: Page 1 (Aspen's BBBEE philosophy)</p> <p>Communication on Progress Report: Full Report</p>		
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.	Fully	<p>Sustainability Report: Page 3 (Aspen's sustainability governance structure).</p> <p>Corporate Governance Report: Pages 5 and 6 (Corporate values and ethics management, Legislative compliance, Engagement with stakeholders, Risk governance, IT governance, Internal audit, Dispute resolution and Going concern.</p> <p>Audit & Risk Committee Report: Pages 3 and 4 (duties assigned by the Board).</p> <p>Social & Ethics Committee Report: Full Report</p>		
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Fully	<p>Sustainability Report: Page 3 (Aspen's sustainability governance structure)</p> <p>Corporate Governance Report: Page 4 (Evaluation of Board performance)</p>		
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Fully	<p>Sustainability Report: Page 4 to 5 (Determination of sustainability objectives and material KPIs), Pages 30 to 33 (Risks and Opportunities)</p> <p>Integrated Report: Pages 14 to 23 (opening paragraph as well as Challenges and Risks column), Page 38 to 47 (Opening paragraph and Performance Implications column)</p> <p>Corporate Governance Report: Page 5 (Risk governance)</p> <p>Annual Financial Statements: Pages 94 to 106 (Note 39: Financial Risk Management)</p>		
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Fully	<p>Sustainability Report: Inside cover page (Reference to GRI 3.0 and CDP Submissions), , Page 10 (BBBEE Codes, UN Global Compact), Page 48 (ISO 50001, ISO 14001), Page 11 (OHSAS 18001, PHEF, Integrated Reporting Framework), Page 6 (Sustainability reporting framework), Page 5 (AA1000), Page 19 (GMP), Page 20 to 22 (IMS value of product pipeline), Page 37 (in-country labour legislation), Page 44 (BBBEE Codes and Employment Equity Act), Page 46 (PHEF), Page 42</p>		

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Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
			(OHSAS 18001) Integrated Report: Inside cover (King III) Pages 80 (Corporate governance and application of King III), Page 93 (IFRS) Corporate Governance Report: Page 1 (King III, South African Companies Act and JSE Listing Requirements) Social & Ethics Committee Report: Pages 1 (King III), Page 2 - 4 (JSE Listings Requirements, UN Global Compact, BBBEE Codes)		
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.	Partially	Sustainability Report: Page 6 (signatory to UN Global Compact and SRI qualification), Page 46 (Participant in the PHEF), Page 1 (one of the top global generic pharmaceutical companies), Page 55 (membership of environmental management forums) Integrated Report: Pages 24 and 25 (Stakeholder Engagement report). Direct response: Aspen belongs to and participates in associations to the extent that such affiliations are in alignment with the Group's strategic priorities and relevant to business activities. Participation and membership is in accordance with the Group's ethical policies and the Code of Conduct and cover a broad base of relevant industry associations and representations. For this reason, specific disclosures in this regard are not considered to be relevant. For further information, stakeholders are invited to contact the company secretary: rverster@aspenpharma.com	Proprietary information	See Direct response
4.14	List of stakeholder groups engaged by the organization.	Fully	Sustainability Report: Page 5 Integrated Report: Page 24 and 25		
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	Sustainability Report: Page 4 - 5 Integrated Report: Page 24 and 25 Corporate Governance Report: Page 5 (Engagement with stakeholders)		
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Partially	Integrated Report: Page 24 Stakeholder Engagement Report		
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.	Fully	Integrated Report: Pages 24 and 25		

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

DMA EC	Disclosure on Management Approach EC				
Aspects	Economic performance	Fully	Sustainability Report: Pages 23 to 33 Integrated Report: Pages 14 to 23 (Strategic objectives), Page 48 to 51 (Financial review), Pages 92 to 118 (Summarised Group Annual Financial Statements) Annual Financial Statements 2015: Full document.		
	Market presence	Fully	Sustainability Report: Page 22 (value of product pipeline per geographic location), Pages 24 to 31 (Geographic and product diversity to sustain growth) Integrated Report: Pages 12 and 13 (Global		

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Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
			presence), Pages 52 to 53 (Manufacturing capabilities) Pages 56 to 75 (Business unit reviews).		
	Indirect economic impacts	Fully	<p>Sustainability Report: Pages 30 to 33 (Geographic and product diversity to sustain growth), Page 25 (Delivering value to key stakeholders), Pages 39 (Investment in employee training), Page 40 (Managing employee wellness), Page 44 (Transformation in South Africa), Page 46 (Aspen's contribution to communities)</p> <p>Integrated Report: Pages 16 and 17 (Providing high quality, affordable products), Page 18 and 19 (Relevant pipeline development), Pages 20 and 21 (To provide a safe, challenging and rewarding environment for our employees), Pages 22 and 23 (To practise good corporate citizenship)</p>		
DMA EN	Disclosure on Management Approach EN			Further comments	
Aspects	Materials	Fully	Sustainability Report: Page 19 and 22 (Reference to purchase of raw materials from accredited suppliers)		
	Energy	Fully	<p>Sustainability Report: Pages 53 to 56</p> <p>Integrated Report: Pages 46 to 47 (Managing efficient utilisation of scarce resources/Electricity used), Page 22 and 23 (To practise good corporate citizenship)</p>		
	Water	Fully	<p>Sustainability Report: Pages 53 and 56</p> <p>Integrated Report: Pages 46 and 47 (Managing efficient utilisation of scarce resources/Electricity used), Page 22 and 23 (To practise good corporate citizenship)</p>		
	Biodiversity	Fully	Sustainability Report: Not applicable – none of the Group's business units are located in areas of biodiversity. Refer Page 48.		
	Emissions, effluents and waste	Fully	<p>Sustainability Report: Page 48 (Managing emissions and Responsible management of waste) and Page 49 (Responsible management of effluent), Page 51 (Waste management) and Page 52 (Effluent management)</p> <p>Integrated Report: Page 22 and 23 (To practise good corporate citizenship), Pages 44 and 45 (Preserving the environment)</p>		
	Products and services	Fully	<p>Sustainability Report: Page 1, Page 19, Page 35 (Sustaining a cost-competitive manufacturing base/Relevance to the business)</p> <p>Integrated Report: Page 8, Pages 14 and 15 (Strategic objectives), Pages 18 and 19 (Promotion of our products worldwide and Relevant pipeline development), Pages 52 and 53 (Manufacturing capabilities), Pages 54 and 55 (Group strategic operations review), Pages 56 to 75 (Business unit reviews).</p>		
	Compliance	Fully	<p>Sustainability Report: Page 3 (Sustainability Governance), Page 6 (The UN Global Compact), Page 2 (Sustainability management framework), Page 5 (Combined assurance), Page 19 (GMP and compliance to relevant marketing codes), Page 35 (compliance of manufacturing facilities), Page 37 (compliance to in-country labour legislation and compliance frameworks to uphold employee rights), Page 44 (Employment Equity Act and BBBEE Codes) Page 37 (References to processes to uphold human rights), page 42 (OHSAS 18001), Page 48 (ISO 14001 and ISO 50001)</p> <p>Integrated Report: Pages 22 and 23 (To practise good corporate citizenship), Page 84 (Legislative</p>		

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Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
			compliance). Corporate Governance Report: Full report Audit and Risk Committee Report: Full report Social & Ethics Committee Report: Full report BBEE Report: Full report		
	Transport	Not	Not material		Aspen is not in the business of transportation and responsibility for physical distribution of products is transferred to accredited third party logistics companies. Therefore this indicator is not considered to be material to the Group's sustainability risks.
	Overall	Fully	Sustainability Report: Inside cover page and Pages 1 and 9 to 11 Integrated Report: Inside cover page (Content and scope of the report), Pages 6 and 7 (Business model), Pages 8 and 9 (Who we are), Pages 14 to 23 (Strategic objectives)		

DMA LA	Disclosure on Management Approach LA			Further comments
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Aspects	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
	Employment	Fully	Sustainability Report: Pages 37 (Attract, develop and retaining employees) Integrated Report: Pages 20 and 21 (Strategic objectives - Work environment), Pages 44 and 45 (Creating an environment in which our employees can thrive)		
	Labour/management relations	Fully	Sustainability Report: Page 10 Pages 36 and 37 (Respecting employee rights, Integration of employees in the new business units) Integrated Report: Pages 26 and 27 Social & Ethics Committee Report: Page 3 (Human rights and labour practices)		
	Occupational health and safety	Fully	Sustainability Report: Page 7, Pages 40 and 41 (Managing employee wellness and Supporting HIV/infected patients and employees), Page 42 (Relevance to the business) Integrated Report: Page 20 and 21 (Strategic objectives - Work environment) Pages 42 and 43 (Providing a safe working environment) Social & Ethics Committee Report: Page 4 (Environment, health and safety)		
	Training and education	Fully	Sustainability Report: Page 41 (Investing in employee development) Integrated Report: Pages 20 and 21 (Strategic objectives - Work environment), Pages 44 and 45 (Creating an environment in which our employees can thrive)		
	Diversity and equal opportunity	Fully	Sustainability Report: Page 36 (Attract, develop and retain employees), Page 44 (Transformation in South Africa and Respecting human rights) Integrated Report: Pages 22 and 23 (Responsible corporate citizenship/BBEE accreditation in South Africa), Pages 44 and 45 (Promoting equality) Social & Ethics Committee Report: Page 3 (Human rights and labour practices)		

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Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
			BBBEE Report - full report		
DMA HR		Disclosure on Management Approach HR			Further comments
Aspects	Investment and procurement practices	Fully	<p>Sustainability Report: Page 36 (Procurement and supporting transformation in the South African supply chain)</p> <p>Social & Ethics Committee Report: Page 3 -4 (Promoting BBBEE in South Africa)</p> <p>BBBEE Report - Full report</p>		
	Non-discrimination	Fully	<p>Sustainability Report: Page 44</p> <p>Integrated Report: Pages 22 and 23 (To practise good corporate citizenship), Pages 44 and 45 (Promoting equality).</p> <p>Social & Ethics Committee Report: Page 3 (Human rights and labour practices), Page 3 - 4 (Promoting BBBEE in South Africa)</p> <p>Communication on Progress Report: Pages 1 to 2</p>		
	Freedom of association and collective bargaining	Fully	<p>Sustainability Report: Page 44 (Respecting employee rights)</p> <p>Communication on Progress Report: Page 2</p>		
	Child labour	Fully	<p>Sustainability Report: Page 44 (Respecting human rights)</p> <p>Social & Ethics Committee Report: Page 3 (Human rights and labour practices)</p> <p>Communication on Progress Report: Page 2</p>		
	Forced and compulsory labour	Fully	<p>Sustainability Report: Page 44 (Respecting human rights)</p> <p>Social & Ethics Committee Report: Page 3 (Human rights and labour practices)</p> <p>Communication on Progress Report: Page 2</p>		
	Security practices	Fully	<p>Sustainability Report: Page 42 (Ensuring employee security)</p>		
	Indigenous rights	Fully	<p>Sustainability Report: Page 44 (Transformation in South Africa)</p> <p>Integrated Report: Pages 22 and 23 (To practise good corporate citizenship), Pages 44 and 45 (Promoting equality).</p> <p>Social & Ethics Committee Report: Page 3 - 4 (Promoting BBBEE in South Africa)</p> <p>Communication on Progress Report: Page 2</p>		
DMA SO		Disclosure on Management Approach SO			Further comments
Aspects	Community	Fully	<p>Sustainability Report: Page 11 (Left column, last paragraph) and Page 46 (Relevance to the business)</p> <p>Integrated Report: Page 29 (Governance and SED-Integral to the Aspen way)</p>		
	Corruption	Fully	<p>Sustainability Report: Pages 6 (The UN Global Compact)</p> <p>Communication on Progress Report: Page 3</p>		
	Public policy	Fully	<p>Sustainability Report: Page 10 (Right column, last paragraph), Page 11 (reference to PHEF), Page 3 (Sustainability governance), Page 44 (reference to BBBEE Codes and Employment Equity Act), Page 46 (reference to PHEF), Page 54 (reference to participation in industry bodies aligning public-</p>		

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			private partnership initiatives for environmental management) Integrated Report: Pages 22 and 23 (To practice good corporate citizenship), Page 29 (Governance and SED– Integral to the Aspen way) Social & Ethics Committee Report: Full report BBBEE Report: Full report Communication on Progress Report: Full report		
	Anti-competitive behaviour	Fully	Corporate Governance Report: Page 5 (Legislative compliance). Social & Ethics Committee Report: Page 2 (reference to the Group Code of Conduct covering competition law)		
	Compliance	Fully	Sustainability Report: Page 6 (reference to SRI qualification) Integrated Report: Pages 22 and 23 (To practise good corporate citizenship), Pages 46 and 47 (Conducting our business in a responsible manner), Page 84 (Legislative compliance). Corporate Governance Report: Page 5 (Legislative compliance) BBBEE Report: Full report. Social & Ethics Committee Report: Full report. Remuneration and Nominations Committee Report: Full report Communication on Progress Report: Full report		

DMA PR	Disclosure on Management Approach PR			Further comments
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Aspects	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
	Customer health and safety	Fully	Sustainability Report: Page 19 Integrated Report: Pages 16 and 17 (Providing high quality, affordable products), Pages 38 and 39 (Sustaining life and health through high quality, affordable medicines) Social & Ethics Committee Report: Page 4 (Environment, health and safety and Responsible corporate citizenship)		
	Product and service labelling	Fully	Sustainability Report: Page 19 (Managing the responsible supply of products) Social & Ethics Committee Report: Page 4 (Responsible corporate citizenship)		
	Marketing communications	Fully	Sustainability Report: Page 19 (Managing the responsible supply of products) Social & Ethics Committee Report: Page 4 (Responsible corporate citizenship)		
	Customer privacy	Not	Not material		The Group takes steps to protect customer confidentiality as appropriate. It should be noted that Aspen sells to dispensing doctors, pharmacies and hospitals only. Aspen does not sell products directly to consumers.
	Compliance	Fully	Sustainability Report: Page 19 (Managing the responsible supply of products) Integrated Report: Pages 16 and 17 (Providing high quality, affordable products), Pages 38 and 39 (Sustaining life and health through high quality,		

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			affordable medicines), Pages 52 and 53 (Manufacturing capabilities including accreditations), Page 84 (Legislative compliance) Corporate Governance Report: Page 5 (Legislative compliance) Social & Ethics Committee Report: Page 4 (Responsible corporate citizenship)		

STANDARD DISCLOSURES PART III: Performance Indicators

Economic

Economic performance

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.	Fully	Sustainability report: Pages 23 to 36 (Adding economic value to stakeholders, Maintenance of financial health and Sustaining a cost-competitive manufacturing base), Page 24 (Extract of value added statement), Page 47 (SED spend) Integrated Report: Pages 92 to 118 (Summarised Group Annual Financial Statements)		
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Fully	Refer online to www.aspenpharma.com for Aspen's 2015 CDP submission, sections 5 and 6		
EC3	Coverage of the organization's defined benefit plan obligations.	Fully	Annual Financial Statements: Pages 73 to 77 (Note 21)		
EC4	Significant financial assistance received from government.	Fully	Sustainability Report: Page 25 (Right column, first paragraph) Annual Financial Statements: Page 87 (Strategic project allowances)		
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	Partially	Ratios are not specifically disclosed. Sustainability Report: Page 37 refers to wages paid in accordance with legislated rates.		
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Fully	Sustainability Report: Page 36 (Procurement and supporting transformation in the South African supply chain) Integrated Report: Pages 7, 22, 23 and 84 (Responsible corporate citizenship), Page 44 (Promoting equality) Social & Ethics Committee Report: Page 3 - 4 (Promoting BBBEE in South Africa) Also refer online to www.aspenpharma.com for Aspen's 2015 Empowerdex certificate		
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Partially	Sustainability Report: Page 44 (Transformation in South Africa) Social & Ethics Committee Report: Page 3 - 4 (Promoting BBBEE in South Africa) Proportion of senior management hired from the local community at significant locations of operation not specifically disclosed – the shortage of experienced pharmaceutical skills in South Africa requires consideration to be made, as required, of candidates from outside South Africa to meet necessary criteria.		

Indirect economic impacts

EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Fully	Sustainability Report: Pages 46 and 47		
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Partially	Sustainability Report: Pages 46 (Relevance to the business) Extent of impacts has not been measured by Aspen but is given consideration through the PHEF.		

Environmental

Materials

EN1	Materials used by weight or volume.	Not	Not material. A wide range of critical materials are used.		
EN2	Percentage of materials used that are recycled input materials.	Not	Not material. Limited opportunity for this in the pharmaceutical industry where input materials are required to meet specific regulatory standards. Consideration is given to recyclable packaging materials which meet specifications.		

Energy

EN3	Direct energy consumption by primary energy source.	Fully	Sustainability Report: Page 53		
EN4	Indirect energy consumption by primary source.	Fully	Sustainability Report: Page 53		

**ASPEN PHARMACARE HOLDINGS LIMITED
2015 GRI G3.0 STANDARD DISCLOSURES TABLE
GRI Application Level B**

Application Level B		Third-party-checked	Environmental Resources Management (Pty) Limited, Johannesburg has provided assurance that the GRI G3.0 application level B, as self-declared by Aspen Pharmacare Holding Limited, is consistent with GRI criteria for this application level (Refer to ERM Assurance Statement for Assurance Scope)		
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
EN5	Energy saved due to conservation and efficiency improvements.	Fully	Sustainability Report: Page 53 and Page 56		
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Not	No material interventions have yet been implemented. Appropriate systems to measure energy savings are being considered in the South African business.		
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Not	Sustainability Report: Page 52		
Water					
EN8	Total water withdrawal by source.	Fully	Sustainability Report: Page 53 (Left column, second paragraph)		
EN9	Water sources significantly affected by withdrawal of water.	Not	None have been materially affected		
EN10	Percentage and total volume of water recycled and reused.	Partially	ERM assured "Total volume of water recycled"		
Biodiversity					
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Fully	Sustainability Report: Page 48 - none of the Group's business units were located in conservation areas or areas of biodiversity at year end		
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Not	N/A		
EN13	Habitats protected or restored.	Not	N/A		
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Not	N/A		
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Not	N/A		
Emissions, effluents and waste					
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	Sustainability Report: Page 49 -50		
EN17	Other relevant indirect greenhouse gas emissions by weight.	Not	Not material. Sustainability Report: Page 48 (Managing emissions)		
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Not	Sustainability Report: Page 48 (Managing emissions) & Page 50 (Carbon emissions)		
EN19	Emissions of ozone-depleting substances by weight.	Fully	Part of CDP calculator		
EN20	NOx, SOx, and other significant air emissions by type and weight.	Not	N/A		
EN21	Total water discharge by quality and destination.	Partially	Sustainability Report: Page 48 (Responsible management of waste), Page 49 (Responsible management of effluent) and Page 52 (Effluent management)		
EN22	Total weight of waste by type and disposal method.	Fully	Sustainability Report: Page 50 and refer to the waste register on the Aspen website.		
EN23	Total number and volume of significant spills.	Not	To date, not specifically measured for disclosure. Consideration will be given to future measurement and disclosure to the extent that the risk of spills is considered to be material		
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Not	N/A		
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Not	N/A		
Products and services					
EN26	Initiatives to mitigate environmental	Not	N/A		

ASPEN PHARMACARE HOLDINGS LIMITED
2015 GRI G3.0 STANDARD DISCLOSURES TABLE
GRI Application Level B

Application Level B		Third-party-checked	Environmental Resources Management (Pty) Limited, Johannesburg has provided assurance that the GRI G3.0 application level B, as self-declared by Aspen Pharmacare Holding Limited, is consistent with GRI criteria for this application level (Refer to ERM Assurance Statement for Assurance Scope)		
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
	impacts of products and services, and extent of impact mitigation.				
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Not	N/A		
Compliance					
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Fully	Sustainability Report: Page 49 (Material environmental risks in the Netherlands) and Page 52 (Effluent management)		
Transport					
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Not	N/A		
Overall					
EN30	Total environmental protection expenditures and investments by type.	Not	N/A		
Social: Labour Practices and Decent Work					
Employment					
LA1	Total workforce by employment type, employment contract, and region.	Partially	Sustainability Report: Page 38 (Employees per geographic segment 2015)		
LA2	Total number and rate of employee turnover by age group, gender, and region.	Partially	Sustainability Report: Pages 38 - employee turnover by region provided. Gender and age are not considered to be material to the measurement of turnover in the Group. Direct response: Refer Page 25 of the 2013 Sustainability Report: in a perception study conducted to evaluate perceptions of female staff in the South African business regarding equality of women in the workplace and suitability of work conditions, no material issues regarding gender equality were reported.		
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Not	N/A		
Labour/management relations					
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	Sustainability Report: Page 37 (Respecting employee rights)		
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Fully	Sustainability Report: Page 37 (Respecting employee rights)		
Occupational health and safety					
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advice on occupational health and safety programs.	Not	N/A		
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Partially	Sustainability Report: Pages 43		
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Fully	Sustainability Report: Pages 39 and 40		
LA9	Health and safety topics covered in formal agreements with trade unions.	Not	N/A		
Training and education					
LA10	Average hours of training per year per employee by employee category.	Not	Additional disclosure which is considered to be material to Aspen's business : Sustainability Report - Page 39 (Training interventions, investment in employee training, average training spend per employee), Page 41(Reference to HIV/AIDS training), Page 52 (Environmental management training)		
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career	Not	N/A		

ASPEN PHARMACARE HOLDINGS LIMITED
2015 GRI G3.0 STANDARD DISCLOSURES TABLE
GRI Application Level B

Application Level B		Third-party-checked	Environmental Resources Management (Pty) Limited, Johannesburg has provided assurance that the GRI G3.0 application level B, as self-declared by Aspen Pharmacare Holding Limited, is consistent with GRI criteria for this application level (Refer to ERM Assurance Statement for Assurance Scope)		
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
	endings.				
LA12	Percentage of employees receiving regular performance and career development reviews.	Fully	Sustainability Report: Page 37 (Employee performance managed through KPAs to create value)		
Diversity and equal opportunity					
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Not	N/A		
LA14	Ratio of basic salary of men to women by employee category.	Not	N/A		
Social: Human Rights					
Investment and procurement practices					
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	Partially	Sustainability Report: Page 44 (Respecting human rights) All (100%) new contractual agreements contain clauses to protect human rights in alignment with the Group's Code of Conduct. (The absolute number of contracts is not disclosed).		
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Not	N/A		
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.	Not	N/A		
Non-discrimination					
HR4	Total number of incidents of discrimination and actions taken.	Fully	Sustainability Report: Page 44 (Respecting human rights) Zero incidents		
Freedom of association and collective bargaining					
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.	Fully	Sustainability Report: Page 37 (Right column, first paragraph) No risk		
Child labour					
HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.	Fully	Sustainability Report: Page 44 (Respecting human rights) Zero incidents		
Forced and compulsory labour					
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.	Fully	Sustainability Report: Page 44 (Respecting to human rights) Zero incidents		
Security practices					
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Not	NA		
Indigenous rights					
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Fully	Sustainability Report: Page 44 (Respecting human rights) Zero incidents		
Social: Society					
Community					
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.	Not	N/A		
Corruption					
SO2	Percentage and total number of	Fully	Communication on Progress Report: Page 4 (Implementation of Section 4 - Anti-corruption)		

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2015 GRI G3.0 STANDARD DISCLOSURES TABLE
GRI Application Level B

Application Level B		Third-party-checked	Environmental Resources Management (Pty) Limited, Johannesburg has provided assurance that the GRI G3.0 application level B, as self-declared by Aspen Pharmacare Holding Limited, is consistent with GRI criteria for this application level (Refer to ERM Assurance Statement for Assurance Scope)		
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
	business units analyzed for risks related to corruption.		principles)		
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Partially	Communication on Progress Report: Page 4 (Implementation of Section 4 - Anti-corruption principles) Percentage of employees trained is not disclosed publicly, but is measured internally and monitored by the Social & Ethics Committee		
SO4	Actions taken in response to incidents of corruption.	Fully	Communication on Progress Report: Page 2 (Measurement of outcomes) Social & Ethics Committee Report: Page 2 (Tip-Offs Anonymous Hotline)		
Public policy					
SO5	Public policy positions and participation in public policy development and lobbying.	Not	N/A		
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Fully	Social & Ethics Committee Report: Page 2 (Left column, last paragraph) Zero		
Anti-competitive behaviour					
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	Fully	Sustainability Report: Pages 18 (Conducting our business in a responsible manner) Integrated Report: Pages 46 and 47 (Conducting our business in a responsible manner) Zero		
Compliance					
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Fully	Sustainability Report: Pages 18 (Conducting our business in a responsible manner) Integrated Report: Pages 46 and 47 (Conducting our business in a responsible manner) Zero		
Social: Product Responsibility					
Customer health and safety					
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.	Fully	Sustainability Report: Page 19 (Managing the responsible supply of high quality products)		
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.	Fully	Sustainability Report: Page 20 (Product recalls). No other incidents of non-compliance took place re: regulatory or voluntary codes impacting health and safety of products		
Product and service labelling					
PR3	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements.	Fully	Sustainability Report: Page 19 Social & Ethics Committee Report: Page 2 (left column, last paragraph), Page 4 (Responsible corporate citizenship)		
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	Fully	Direct response: Zero incidents		
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Fully	Sustainability Report: Pages 19 (Relevance to the business)		
Marketing communications					
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Fully	Sustainability Report: Page 19 (Managing the responsible supply of high quality products) Social & Ethics Committee Report: Page 4 (Responsible corporate citizenship)		
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including	Fully	Direct response: Zero incidents		

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2015 GRI G3.0 STANDARD DISCLOSURES TABLE
GRI Application Level B

Application Level B		Third-party-checked	Environmental Resources Management (Pty) Limited, Johannesburg has provided assurance that the GRI G3.0 application level B, as self-declared by Aspen Pharmacare Holding Limited, is consistent the with GRI criteria for this application level (Refer to ERM Assurance Statement for Assurance Scope)		
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
	advertising, promotion, and sponsorship by type of outcomes.				
Customer privacy					
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Fully	Direct response: Zero		
Compliance					
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Fully	Direct response: Zero incidents		