

ASPEN PHARMACARE HOLDINGS LIMITED
2013 GRI G3.0 STANDARD DISCLOSURES TABLE
GRI Application Level B

Application Level B		Third-party-checked		Assured by	Environmental Resources Management (Pty) Limited, Johannesburg
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation

NOTE: Page references refer to the page numbers marked on the referenced documents and not the electronic page numbers.

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 1 and 2		
1.2	Description of key impacts, risks, and opportunities.	Fully	Integrated Report: Pages 12 to 17 (Strategic Objectives), Pages 22 to 29 (Material Sustainability Issues and Key Performance Indicators), Pages 42 to 65 (business unit reviews), Page 36 (Risk Management) Sustainability Report: Pages 16 to 19		

2. Organizational Profile

2.1	Name of the organization.	Fully	Integrated Report: Cover page. Sustainability Report: Cover page		
2.2	Primary brands, products, and/or services.	Fully	Integrated Report: Page 4: Who Are We, Pages 47, 55, 59 and 65 (Leading Brands listed in the Business Unit Reviews). Sustainability Report: Page 8.		
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	Integrated report: Pages 8 and 9 (Global presence), Pages 10 and 11 (Manufacturing Capabilities), Pages 42, 50, 56 and 60 (Listed Key Business Units in the Business Unit reviews). Sustainability Report: Pages 16 to 19. Annual Financial Statements: Page 136 to 139 (Note 23: Principal subsidiaries and special purpose entities)		
2.4	Location of organization's headquarters.	Fully	Integrated Report: Pages 8 and 9 (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	Integrated Report: Page 2 (Content and scope of the report), Page 4 (Who Are We), Page 5 (Provides high quality affordable products), Pages 8 and 9 (Global presence), Page 39 (Financial review/Segmental contributions), Pages 42 to 65 (Business Unit Reviews). Sustainability Report: Page 5 (Report Parameters), Page 11 (Product pipeline by key territory), Pages 16 to 19 (market characteristics in key territories)		
2.6	Nature of ownership and legal form.	Fully	Integrated Report: Page 4: Who are we (reference to JSE listed company)? Annual Financial Statements: Page 144. Sustainability Report: Page 13 (reference to reverse listing in 1998 on JSE).		
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	Integrated Report: Page 4 (About Aspen), Pages 8 and 9 (Global Presence), Pages 10 and 11 (Manufacturing capability), Pages 34 and 35 (peer comparatives), Page 37 (financial highlights), Pages 102 and 103 (Shareholder statistics). Annual Financial Statements: Pages 8 to 16. Sustainability Report: Page 1 (number of Group employees) Page 2 (ninth largest generic pharma company), Page 8 (supply across six continents), Pages 11 (Aspen's product pipeline by value), Page 12 (Value Added Statement), Pages 13 to 27		

ASPEN PHARMACARE HOLDINGS LIMITED
2013 GRI G3.0 STANDARD DISCLOSURES TABLE
GRI Application Level B

Application Level B		Third-party-checked		Assured by	Environmental Resources Management (Pty) Limited, Johannesburg
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
			(sections dealing with Economic performance and Employee numbers)		
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	Integrated Report: Page 4 (About Aspen), Page 7 (reference to 2013 transactions on the timeline), Page 19 (Chairman's Statement/Pleasing Performance), Pages 30 to 33 (Group Chief Executive's Report), Pages 48 and 49 (South African Operations/Committed to World Class Manufacturing and Supply to International Markets), Page 53 (acquisition of the IMF business in Australia), Page 54 (expansion into South East Asia and rationalisation of facilities in Australia), Page 58 (commencement of business in Nigeria), Page 62 to 64 (overview of International business), Pages 82 to 87 (Summarised Financial Statements). Annual Financial Statements: Pages 8 to 10. Sustainability Report: Page 5 (Report parameters), Page 12 (Value Added Statement), Page 15 (new subsidiaries), Page 20 (Geographic diversification of revenue and EBITA as well as Debt, Liquidity and Revenue trends), Page 24 and 25 (growth in employee base)		
2.10	Awards received in the reporting period.	Fully	Integrated Report: Page 21		
3. Report Parameters					
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	Integrated Report: Page 3 (About Aspen), Page 81 (Summarised Financial Statements). Sustainability Report: Page 4 (Reporting parameters)		
3.2	Date of most recent previous report (if any).	Fully	Sustainability Report: Page 4 (Reporting parameters)		
3.3	Reporting cycle (annual, biennial, etc.)	Fully	Sustainability Report: Page 4 (Reporting parameters)		
3.4	Contact point for questions regarding the report or its contents.	Fully	Sustainability Report: Page 7: Roshni Gajjar, Group Risk & Sustainability Manager. Direct email address: roshnig@aspenpharma.com .		
3.5	Process for defining report content.	Fully	Integrated Report: Pages 22 and 23. Sustainability Report: Pages 4 and 5 (Determination of material issues and prioritisation of topics)		
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	Integrated report: Page 22 and 23. Sustainability Report: Page 5 (Report parameters)		
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 5 and 6 (Reporting Parameters). Direct answer - Owing to its maturity, selected social and environmental indicators have been measured, managed and reported for the South African business, Steps are being taken towards implementing the Group's sustainability indicators consistently across the South African and international businesses as relevant. Some progress has been achieved to this end during the year.		
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other	Fully	Sustainability Report: Pages 5 and 6 (Report parameters)		

ASPEN PHARMACARE HOLDINGS LIMITED
2013 GRI G3.0 STANDARD DISCLOSURES TABLE
GRI Application Level B

Application Level B		Third-party-checked		Assured by	Environmental Resources Management (Pty) Limited, Johannesburg
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
	entities that can significantly affect comparability from period to period and/or between organizations.				
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 5		
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 5		
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	Sustainability Report: Page 5 (Amendments made to reported key performance indicators and Report parameters)		
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	Integrated Report: Page 23. Sustainability Report: Page 7		
3.13	Policy and current practice with regard to seeking external assurance for the report.	Fully	Integrated report: Page 22. Sustainability Report: Pages 2, 4, 6 and 7		
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 69 to 71		
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	Integrated Report: Page 68 (Board leadership)		
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 68 and 69 (Composition of the Board)		
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	Integrated Report: Pages 70 and 71 (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 4 (Sustainability governance)		
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	Integrated Report: Pages 69 and 70 (Independence on non-executive directors and conflicts of interest). Social & Ethics Committee Report: Page 3		
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's	Fully	Integrated Report: Page 68 and 69 (Composition of the Board, Board appointment and retirement processes and Board Committees)		

ASPEN PHARMACARE HOLDINGS LIMITED
2013 GRI G3.0 STANDARD DISCLOSURES TABLE
GRI Application Level B

Application Level B		Third-party-checked		Assured by	Environmental Resources Management (Pty) Limited, Johannesburg
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
	strategy on economic, environmental, and social topics.				
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	Integrated Report: Pages 3 (Values and Vision), Page 16 (Strategic Objectives/To practice good corporate citizenship), Page 22 and 23 (Approach to material sustainability issues), Page 36 (reference to online Risk Management Policy), Page 70 (Standards of Directors' Conduct), Page 71 (Corporate Citizenship. Sustainability Report: Page 4 (Sustainability Governance), Page 8 (reference to GMP), Page 20 (reference to internal working capital targets and net interest cover target), Page 24 (reference to HR policies), Page 25 (reference to Code of Conduct), Page 28 (reference to BBBEE legislation in South Africa), Page 28 to 30 (reference to CSI approach), Page 32 (HIV/AIDS policy), Page 33 (OHSAS 18001), Page 34 (reference to Environmental Management Principals), Page 35 (reference to ISO14001). Corporate Governance Report: Page 5 (Corporate values and ethics), Page 6 (Engagement with stakeholders), Page 6 (reference to risk governance), Pages 8 to 20 (King III application table). Social & Ethics Committee Report: Page 2 (Ethics management and Code of conduct), Page 5 (Human rights and labour practices), Page 4 (promoting BBBEE in South Africa and Responsible Corporate Citizenship)		
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	Sustainability Report: Page 4(Sustainability Governance). Corporate Governance Report: Pages 5 to 7. Audit & Risk Committee Report: Pages 2 to 4. Social & Ethics Committee Report: Pages 2 to 4		
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Fully	Corporate Governance Report: Page 5 (Evaluation of Board performance). Remuneration & Nomination Committee Report: Pages 1 to 9 (Remuneration philosophy and policy). Economic, environmental and social performances are not measured in isolation. Direct response: Rather, the performance of directors is measured against assessment criteria aligned to the Group's strategy as well as governance and mandated statutory requirements as a whole.		
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Fully	Integrated Report: Page 36. Audit & Risk Committee Report: Page 4		
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Fully	Integrated Report: Page 22 (reference to GRI compliance and CDP participation), Pages 68 (Corporate governance and application of King III). Sustainability Report: Page 4 (Sustainability governance with reference to relevant codes), Page 27 and 28 (Respecting human rights and promoting equality), Page 28 and 30 (reference to PHEF), Page 30 (International Mandela Day participation), Page 32 (reference to HIV/AIDS policy), Page 32 (OHSAS 18001), Page 34 (Aspen		

**ASPEN PHARMACARE HOLDINGS LIMITED
2013 GRI G3.0 STANDARD DISCLOSURES TABLE
GRI Application Level B**

Application Level B		Third-party-checked		Assured by	Environmental Resources Management (Pty) Limited, Johannesburg
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
			Environmental Management Principles), Page 35 (ISO 14001, CDP, ISO 50001) Page 36 (Greenhouse Gas Protocol and DEFRA). Social & Ethics Committee Report: Pages 1 to 4.		
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	Integrated Report: Page 70 and 71 (Stakeholder Engagement and dispute resolution). 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. 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	Integrated Report: Page 3 (Delivering value to stakeholders), Page 70 (Stakeholder Engagement and dispute resolution). Corporate Governance Report: Page 6		
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	Integrated Report: Page 3 (Delivering value to stakeholders), Page 70 (Stakeholder Engagement and dispute resolution). Corporate Governance Report: Page 6 (Engagement with stakeholders).		
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Partially	Integrated Report: Page 70 - means of stakeholder engagement (Stakeholder engagement and resolution of conflicts - reference to Stakeholder Engagement Policy).		
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.	Partially	Refer to Online Stakeholder Engagement Report	Proprietary information	Owing to the sensitivity of the key topics addressed with stakeholders, the principles of confidentiality are applied in the interests of protecting the integrity of related information. Relevant information is communicated through the JSE Stock Exchange News Service announcements, press releases, engagements with affected stakeholders and the annual report, inter alia, as considered appropriate.
STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)					
DMA EC	Disclosure on Management Approach EC				
Aspects	Economic performance	Fully	Integrated Report: Pages 14 to 17 (Strategic objectives), Page 38 to 41 (Financial review), Pages 82 to 101 (Summarised financial		

ASPEN PHARMACARE HOLDINGS LIMITED
2013 GRI G3.0 STANDARD DISCLOSURES TABLE
GRI Application Level B

Application Level B		Third-party-checked		Assured by	Environmental Resources Management (Pty) Limited, Johannesburg
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
			statements). Annual Financial Statements 2013 - full document. Sustainability Report: Pages 8 to 23		
	Market presence	Fully	Integrated Report: Pages 42 to 65 (Business unit reviews). Sustainability Report: Pages 14 to 21 (Geographic diversity for future growth).		
	Indirect economic impacts	Fully	Integrated Report: Pages 16 and 17 (Strategic objectives/To practise good corporate citizenship). Sustainability Report: Pages 14 to 21 (Geographic diversity for future growth), Pages 28 to 30 (Aspen's contribution to communities and pioneering the PHEF in South Africa)		
DMA EN	Disclosure on Management Approach EN			Further comments	
Aspects	Materials	Fully	Sustainability Report: Page 9 (reference to purchase of raw materials from accredited suppliers), Page 23		
	Energy	Fully	Integrated Report: Page 16 (Strategic objectives/To practise good corporate citizenship). Sustainability Report: Pages 34 and 35 (Playing a role in preserving the environment), Pages 38 to 39 (Managing the efficient utilisation of scarce resources/Electricity usage and conservation)		
	Water	Fully	Integrated Report: Page 16 and 17 (Strategic objectives/To promote good corporate citizenship). Sustainability Report: Page 34 and 35, Page 39		
	Biodiversity	Fully	Sustainability Report: Page 34		
	Emissions, effluents and waste	Fully	Integrated Report: Page 16 and 17 (Strategic objectives/To practise good corporate citizenship). Sustainability Report: Pages 34, 35 (effluent quality), 37 (Emissions management), 38 (Waste management)		
	Products and services	Fully	Integrated Report: Page 3 (About Aspen), Pages 12 and 13 (Strategic objectives), Pages 14 and 15 (Strategic objectives/To continuously increase and improve our offering to healthcare professionals and patients through a prolific pipeline), Pages 42 to 65 (Business unit reviews). Sustainability Report: Page 8 to 11		
	Compliance	Fully	Integrated Report: Pages 16 and 17 (To practise good corporate citizenship), Page 70 (Legislative compliance). Sustainability Report: Page 8 (reference to GMP), Page 9 (reference to accredited manufacturing sites and raw materials suppliers), Page 27 and 28 (Respecting Human Rights and Promotion of Equality), Page 28 (reference to compliance to BBEEE Codes), Page 32 and 33 (reference to OHSAS 18001), Page 35 (Environmental legal compliance and reference to ISO 14001). Corporate Governance Report -full report. Audit and Risk Committee Report -full report. Social & Ethics Committee Report -full report. BBEE Report - full report.		

ASPEN PHARMACARE HOLDINGS LIMITED
2013 GRI G3.0 STANDARD DISCLOSURES TABLE
GRI Application Level B

Application Level B		Third-party-checked		Assured by	Environmental Resources Management (Pty) Limited, Johannesburg
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
	Transport	Not	NA	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: Pages 1 and 2 (reference to SHE certifications and assurance of the 2013 Sustainability Report)		
DMA LA	Disclosure on Management Approach LA			Further comments	
Aspects	Employment	Fully	Integrated Report: Pages 16 and 17 (Strategic objectives/To provide a safe, challenging and rewarding environment for our employees). Sustainability Report: Pages 24 and 25 (Creating an environment in which our employees can thrive/Managing our human capital)		
	Labour/management relations	Fully	Sustainability Report: Pages 27 and 28 (Respecting human rights and promoting equality)		
	Occupational health and safety	Fully	Integrated Report: Page 16 (Strategic objectives/To provide a safe, challenging and rewarding environment for our employees). Sustainability Report: Page 30 to 32 (Supporting the wellbeing of our employees) and Pages 32 to 33 (Providing a safe working environment). Social & Ethics Committee Report: Page 4		
	Training and education	Fully	Integrated Report: Pages 16 and 17 (Strategic objectives/To provide a safe, challenging and rewarding environment for our employees). Sustainability Report: Pages 24 and 25 (Managing our Human Capital), Page 26 and 27 (Building the skills pool and developing future Aspen leaders)		
	Diversity and equal opportunity	Fully	Integrated Report: Pages 16 and 17 (Strategic objectives/To provide a safe, challenging and rewarding environment for our employees and To practise good corporate citizenship). Sustainability Report: Pages 24 and 25 (Managing our Human Capital, Respecting employee diversity and promoting equality in the workplace), Page 27 and 28 (Respecting human rights and promoting equality). Social & Ethics Committee Report: Pages 4. BBBEE Report - full report		
DMA HR	Disclosure on Management Approach HR			Further comments	
Aspects	Investment and procurement practices	Fully	Integrated Report: Page 26 and 27 (BBBEE accreditation in South Africa). Sustainability Report: Page 23. Social & Ethics Committee Report: Page 4. BBBEE Report - full report		
	Non-discrimination	Fully	Integrated Report: Pages 16 and 17 (Strategic objectives/ To practise good corporate citizenship). Sustainability Report: Pages 24 and 25 (Managing our Human Capital), Page 27 and 28 (Respecting human rights and promoting equality). Social & Ethics Committee Report: Pages 3		

ASPEN PHARMACARE HOLDINGS LIMITED
2013 GRI G3.0 STANDARD DISCLOSURES TABLE
GRI Application Level B

Application Level B		Third-party-checked		Assured by	Environmental Resources Management (Pty) Limited, Johannesburg
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
	Freedom of association and collective bargaining	Fully	Sustainability Report: Page 27 and 28		
	Child labour	Fully	Sustainability Report: Page 27 and 28		
	Forced and compulsory labour	Fully	Sustainability Report: Page 27 and 28		
	Security practices	Fully	Sustainability Report: Page 33		
	Indigenous rights	Fully	Integrated Report: Pages 16 and 17 (Strategic objectives/ To practise good corporate citizenship). Sustainability Report: Page 27 and 28 (Respecting human rights and promoting equality). Social & Ethics Committee Report: Page 4 (Promoting BBBEE in South Africa). BBBEE Report - full report.		
DMA SO	Disclosure on Management Approach SO			Further comments	
Aspects	Community	Fully	Integrated Report: Page 3 (Delivering value to stakeholders), Pages 16 and 17 (Strategic objectives/ To practise good corporate citizenship), Page 20 (Governance and Corporate Social Responsibility-Integral to the Aspen Way). Sustainability Report: Page 2 and Pages 28 to 30		
	Corruption	Fully	Integrated Report: Pages 16 and 17 (Strategic objectives/ To practise good corporate citizenship), Page 69 and 70 (Independence of non-executive directors and conflicts of interest). Corporate Governance Report: Page 5 (Corporate values and ethics). Audit & Risk Committee Report: Page 3 (Whistle blowing). Social & Ethics Committee Report: Page 2 (Ethics Management and Code of Conduct), Page 3 (Conflicts of interest)		
	Public policy	Fully	Integrated Report: Pages 16 and 17 (Strategic objectives/To practice good corporate citizenship). Sustainability Report: Page 4 (Sustainability governance). Social & Ethics Committee Report: Pages 1 to 3. BBBEE Report: full report.		
	Anti-competitive behaviour	Fully	Corporate Governance Report: Page 5 and 6 (Legislative compliance). Social & Ethics Committee Report: Page 2 (Ethics management and code of conduct)		
	Compliance	Fully	Integrated Report: Pages 16 and 17 (Strategic Objectives/To practise good corporate citizenship), Page 70 (Legislative compliance). Corporate Governance Report: Page 5 and 6 (Legislative compliance). Social & Ethics Committee Report: full report. BBBEE Report: full report. Remuneration and Nominations Committee Report: full report		
DMA PR	Disclosure on Management Approach PR			Further comments	
Aspects	Customer health and safety	Fully	Integrated Report: Page 4 (Provides high quality, affordable products), Pages 10 and 11 (Manufacturing capabilities), Pages 12 and 13 (Strategic objectives: To supply customers and patients with high quality medicines at competitive prices), Pages 22 and 23 (Number of product recalls), Pages 42, 50, 56 and 60		

ASPEN PHARMACARE HOLDINGS LIMITED
2013 GRI G3.0 STANDARD DISCLOSURES TABLE
GRI Application Level B

Application Level B		Third-party-checked		Assured by	Environmental Resources Management (Pty) Limited, Johannesburg
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
			(reference to product recalls per business unit), Pages 48 and 49 (South African Operations Business Unit Review). Sustainability Report: Pages 8 to 10 (Sustaining Life and health through high quality and affordable medicines). Social & Ethics Committee Report: Page 4 (Environmental health and safety, Responsible corporate citizenship)		
	Product and service labelling	Fully	Sustainability Report: Pages 8 and 9 (Sustaining life and health through high quality and affordable medicines). Social & Ethics Committee Report: Page 4 (Responsible Corporate Citizenship)		
	Marketing communications	Fully	Sustainability Report: Pages 8 and 9 (Sustaining life and health through high quality and affordable medicines). Social & Ethics Committee Report: Page 4 (Responsible Corporate Citizenship)		
	Customer privacy	Not	NA		Not considered to be material to the Group's risks. 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	Integrated Report: Pages 10 and 11 (Manufacturing capabilities including accreditations), Pages 12 and 13 (Strategic Objectives/To supply customers with high quality medicines at affordable prices), Pages 16 and 17 (Strategic Objectives/To practise good corporate citizenship), Pages 22 and 23 (Number of product recalls), Page 70 (Legislative compliance). Corporate Governance Report: Page 5 and 6 (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	Integrated Report: Pages 82 to 101 (Summarised Financial Statements). Sustainability report: Page 12 and 13 (Value added statement), Page 28 to 30 (CSI spend).		
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 2013 CDP submission, sections 5 and 6		
EC3	Coverage of the organization's defined benefit plan obligations.	Fully	Annual Financial Statements: Pages 76 to 81		
EC4	Significant financial assistance received from government.	Fully	Sustainability Report: Page 13		
EC5	Range of ratios of standard entry level wage compared to local minimum	Partially	Ratios are not specifically disclosed. Refer to Page 27 of the Sustainability Report referring to wages paid in accordance with legislated rates.		

ASPEN PHARMACARE HOLDINGS LIMITED
2013 GRI G3.0 STANDARD DISCLOSURES TABLE
GRI Application Level B

Application Level B		Third-party-checked		Assured by	Environmental Resources Management (Pty) Limited, Johannesburg
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
	wage at significant locations of operation.				
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Fully	Integrated Report: Page 27 and 28 (BBBEE accreditation in South Africa). Sustainability Report: Page 23. Social & Ethics Committee Report: Page 4. Also refer online to www.aspenpharma.com for Aspen's 2013 Empowerdex certificate		
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Not	NA		
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 28 to 30		
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Not	NA		
Environmental					
Materials					
EN1	Materials used by weight or volume.	Not	NA		
EN2	Percentage of materials used that are recycled input materials.	Not	NA		
Energy					
EN3	Direct energy consumption by primary energy source.	Fully	Sustainability Report: Pages 38 and 39		
EN4	Indirect energy consumption by primary source.	Fully	Sustainability Report: Page 39		
EN5	Energy saved due to conservation and efficiency improvements.	Fully	Sustainability Report: Page 38 and 39		
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	NA		
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Not	Sustainability Report: Page 38 and 39		
Water					
EN8	Total water withdrawal by source.	Fully	Sustainability Report: Page 39 (reference to municipal sources of water across the Group and total water usage)		
EN9	Water sources significantly affected by withdrawal of water.	Not	NA		
EN10	Percentage and total volume of water recycled and reused.	Partially	Sustainability Report: Page 39		
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 34 - 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	NA		

ASPEN PHARMACARE HOLDINGS LIMITED
2013 GRI G3.0 STANDARD DISCLOSURES TABLE
GRI Application Level B

Application Level B		Third-party-checked		Assured by	Environmental Resources Management (Pty) Limited, Johannesburg
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
EN13	Habitats protected or restored.	Not	NA		
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Not	NA		
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	NA		
Emissions, effluents and waste					
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	Sustainability Report: Pages 36 and 37		
EN17	Other relevant indirect greenhouse gas emissions by weight.	Not	NA		
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Not	Refer to Sustainability Report Page 35 - Measured air pollution indicators are negligible and therefore not material to Aspen's environmental risks		
EN19	Emissions of ozone-depleting substances by weight.	Not	NA		
EN20	NO _x , SO _x , and other significant air emissions by type and weight.	Not	NA		
EN21	Total water discharge by quality and destination.	Partially	Sustainability Report: Page 35 (reference to effluent quality standards)		
EN22	Total weight of waste by type and disposal method.	Fully	Sustainability Report: Page 38		
EN23	Total number and volume of significant spills.	Not	NA		
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	NA		
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	NA		
Products and services					
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Not	NA		
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Not	NA		
Compliance					
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Fully	Zero incidents. Integrated Report: Pages 28 and 29 (Number of material incidents of legislative infringements).		
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	NA		

ASPEN PHARMACARE HOLDINGS LIMITED
2013 GRI G3.0 STANDARD DISCLOSURES TABLE
GRI Application Level B

Application Level B		Third-party-checked		Assured by	Environmental Resources Management (Pty) Limited, Johannesburg
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
Overall					
EN30	Total environmental protection expenditures and investments by type.	Not	NA		
Social: Labour Practices and Decent Work					
Employment					
LA1	Total workforce by employment type, employment contract, and region.	Partially	Sustainability Report: Page 25 (Key employment indicators)		
LA2	Total number and rate of employee turnover by age group, gender, and region.	Fully	Sustainability Report: Pages 24 and 25 (employee turnover by region provided. Gender and age are not considered to be material to the measurement of turnover in the Group - refer to Page 25 in respect of non-materiality of gender)		
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Not	NA		
Labour/management relations					
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	Sustainability Report: Page 28		
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Fully	Sustainability Report: Page 28		
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	NA		
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Partially	Sustainability Report: Page 33		
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 31 and 32		
LA9	Health and safety topics covered in formal agreements with trade unions.	Not	NA		
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 - Pages 26 and 27 (investment in training, average training spend per employee and leaderships)		
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Not	NA		
LA12	Percentage of employees receiving regular performance and career development reviews.	Fully	Sustainability Report: Page 24		
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	NA		
LA14	Ratio of basic salary of men to women by employee category.	Not	NA		

ASPEN PHARMACARE HOLDINGS LIMITED
2013 GRI G3.0 STANDARD DISCLOSURES TABLE
GRI Application Level B

Application Level B		Third-party-checked		Assured by	Environmental Resources Management (Pty) Limited, Johannesburg
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
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 27. 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	NA		
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	NA		
Non-discrimination					
HR4	Total number of incidents of discrimination and actions taken.	Fully	Sustainability Report: Page 27 (zero)		
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 27 (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 27 (no risk)		
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 27 (no risk)		
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 27 (zero)		
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	NA		
Corruption					
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Fully	The risk of unethical conduct and corruption is considered for all business units in the Group as part of the risk management process. A formal evaluation takes place on an annual basis by the Group Executive Risk Forum as a standard agenda item and is monitored on an ongoing basis by the Group Executives and quarterly by the Social & Ethics Committee.		

ASPEN PHARMACARE HOLDINGS LIMITED
2013 GRI G3.0 STANDARD DISCLOSURES TABLE
GRI Application Level B

Application Level B		Third-party-checked		Assured by	Environmental Resources Management (Pty) Limited, Johannesburg
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Not	NA		
SO4	Actions taken in response to incidents of corruption.	Fully	Social & Ethics Committee Report: Pages 2 and 3 (Ethics Management and Code of Conduct and Tip offs hotline)		
Public policy					
SO5	Public policy positions and participation in public policy development and lobbying.	Not	NA		
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 (zero)		
Anti-competitive behaviour					
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	Fully	Integrated Report: Pages 28 and 29 (zero)		
Compliance					
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Fully	Integrated Report: Pages 28 and 29 (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 8		
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 9 (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: pages 8 and 9. Social & Ethics Committee Report: Page 2 (reference to endorsing ethical marketing of medicines), 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.	Not	NA		
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Fully	Sustainability Report: Pages 8 and 9		
Marketing communications					
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Fully	Sustainability Report: Pages 8 and 9 (reference to regulations governing supply of product). Social & Ethics Committee Report: Page 4 (Responsible Corporate Citizenship)		

**ASPEN PHARMACARE HOLDINGS LIMITED
2013 GRI G3.0 STANDARD DISCLOSURES TABLE
GRI Application Level B**

Application Level B		Third-party-checked		Assured by	Environmental Resources Management (Pty) Limited, Johannesburg
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Reason for omission	Explanation
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.	Not	NA		
Customer privacy					
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Fully	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	Integrated Report: Pages 28 and 29 (zero)		