

SUPPLEMENTARY DATA IN SUPPORT OF SELECTED GRI INDICATORS

GRI indicator	Description and hyperlink	Definition OR response
STRATEGY AND ANALYSIS		
G4-1	Statement from senior leader	Adrian Gore video on the Sustainable Development Report Website Tswelo Kodisang on the Sustainable Development Report Website
ORGANISATIONAL PROFILE		
G4-3	Organisation name	Discovery 2018 Integrated Annual Report, Front cover
G4-4	Primary brands, products and services	Discovery 2018 Integrated Annual Report, page 24 – 25
G4-5	Headquarters location	1 Discovery Place, Sandton, Johannesburg
G4-6	Where the organisation operates	Discovery 2018 Integrated Annual Report, page 4
G4-7	Nature of ownership and legal form	Discovery 2018 Integrated Annual Report, page 24 – 25
G4-8	Markets served	Discovery 2018 Integrated Annual Report, page 24 – 25
G4-9	Scale of the organisation	Discovery 2018 Integrated Annual Report, page 24 – 37
G4-13	Organisational changes during the reporting period	Discovery 2018 Integrated Annual Report, page 26
G4-14	Precautionary principle	2018 Discovery Governance Review
G4-15	External charters, principles or other initiatives	2018 Sustainable Development Report website in the About Our Reporting section



GRI indicator	Description and hyperlink	Definition OR response
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
G4-17	Entities included in financial statements	Discovery 2018 Integrated Annual Report, page 92 – 93
G4-18	Process for defining report boundaries and content	Inputs from the business were assessed alongside an evaluation of stakeholder priorities and concerns. The resulting report structure and content was approved by the Social, Ethics and Sustainability Committee of the Board. Non-financial information and data included in our Sustainable Development Report relates primarily to South Africa-based business units, which account for the majority of our revenue and employees.
G4-19	Material aspects included in the report	The following material GRI aspects were identified: <ul style="list-style-type: none"> • Water usage • Economic performance • Employment • Training and education • Diversity and equal opportunity • Non-discrimination • Anti-corruption • Public policy • Anti-competitive behaviour • Compliance (Sub-category: Social) • Customer privacy • Compliance (Sub-category: Product responsibility)
G4-20	Descriptions of material aspect boundaries within the organisation	The material GRI Aspects included in this report were selected as they are material to all entities within the organisation.
G4-21	Descriptions of material aspect boundaries outside the organisation	Key stakeholder groups include clients, employees, government, regulatory authorities, business partners, medical professionals and suppliers, small business, communities and, more broadly, society. The material GRI Aspects included in this report are relevant to all of the groups above, particularly in the South African market where Discovery occupies a strong competitive position.
G4-22	Restatements	No restatements have been made.
G4-23	Changes from previous reports in terms of scope and/or boundaries	No material changes have been made.



GRI indicator	Description and hyperlink	Definition OR response
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
G4-24	Stakeholder groups	As noted in G4-21 above, key stakeholder groups include clients, employees, government, regulatory authorities, business partners, medical professionals and suppliers, small business, communities and, more broadly, society.
G4-25	How stakeholders were identified	Please see G4-26 below.
G4-26	Approach to stakeholder engagement	The identification of stakeholders is a dynamic process that takes into account the materiality of the concerns expressed by a particular stakeholder group to the business (their impact and influence on the organisation) as well as the potential for the business to impact or influence the stakeholder group concerned. We regularly review stakeholder engagement practices, including the content and presentation of this report, to ensure that we communicate openly and transparently with stakeholders and adequately address concerns raised. Discovery has also undertaken a stakeholder mapping exercise in 2018, which falls outside of this reporting period.
2018 REPORT PROFILE		
G4-29	Reporting period	1 July 2017 to 30 June 2018
G4-30	Date of most recent report	31 October 2018
G4-31	Reporting cycle	Annual
G4-32	Report contact	Mr Tswelo Kodisang, Head of Discovery People and Sustainable Development Email: sustainability@discovery.co.za
G4-33	Policy regarding report assurance	<p>A rigorous internal assurance process was undertaken to verify financial and non-financial information contained in the group's Sustainable Development Report, in the course of which the internal audit team worked to:</p> <ul style="list-style-type: none"> • Obtain an understanding of: <ul style="list-style-type: none"> - The stakeholder engagement process - The selection and application of integrated and sustainability reporting policies - How management has applied the principle of materiality in preparing the Integrated Annual Report and the specified key performance and - GRI indicators in the Sustainable Development Report • Make enquiries of management, employees and those responsible for the preparation of the Group's reporting and the specified key performance and GRI indicators as were considered necessary • Inspect relevant supporting documentation and obtain the necessary external confirmations and management representations for the purposes of our engagement • Perform analytical procedures and limited tests of detail responsive to our risk assessment and the level of assurance required, including a comparison of judgementally selected information to the underlying source documentation from which the information was derived • The external assurance statement is further available as a downloadable document on the Sustainable Development Reporting website



GRI indicator	Description and hyperlink	Definition OR response	2017/2018	2016/2017	2015/2016
ENVIRONMENTAL					
G4-EN3	Energy consumption within the organisation	<ul style="list-style-type: none"> • Report total fuel consumption from non-renewable sources in joules or multiples, including fuel types used. • Report total fuel consumption from renewable fuel sources in joules or multiples, including fuel types used. • Report in joules, watt-hours or multiples, the total: <ul style="list-style-type: none"> - Electricity consumption - Heating consumption - Cooling consumption - Steam consumption • Report in joules, watt-hours or multiples, the total: <ul style="list-style-type: none"> - Electricity sold - Heating sold - Cooling sold - Steam sold • Report total energy consumption in joules or multiples. • Report standards, methodologies, and assumptions used. • Report the source of the conversion factors used. 	44 550.00	Not reported	Not reported
G4-EN23	Total weight of waste by type and disposal method (measured in tonnes)	<ul style="list-style-type: none"> • Report the total weight of hazardous and non-hazardous waste, by the following disposal methods: <ul style="list-style-type: none"> - Reuse - Recycling - Composting - Recovery, including energy recovery - Incineration (mass burn) - Deep well injection - Landfill - On-site storage - Other (to be specified by the organization) • Report how the waste disposal method has been determined: <ul style="list-style-type: none"> - Disposed of directly by the organization or otherwise directly confirmed - Information provided by the waste disposal contractor - Organizational defaults of the waste disposal contractor 	Recycled: 576 tonnes Landfill: 134 tonnes Composting: 36 tonnes Incineration: 5 tonnes	687.86	414.37



GRI indicator	Description and hyperlink	Definition OR response	2017/ 2018	2016/ 2017	2015/ 2016
ENVIRONMENTAL					
G4-EN8	Total water withdrawal by source	<ul style="list-style-type: none"> Report the total volume of water withdrawn from the following sources: <ul style="list-style-type: none"> Surface water, including water from wetlands, rivers, lakes, and oceans Ground water Rainwater collected directly and stored by the organization Waste water from another organization Municipal water supplies or other water utilities Report standards, methodologies, and assumptions used. 	127 452.10	110 692.58	131 623.41
G4-EN31	Total environmental protection expenditure and investments by type	Total environmental protection expenditures by: <ul style="list-style-type: none"> Waste disposal, emissions treatment, and remediation costs Prevention and environmental management costs 	R1 412 740.37	R1 239 965.36	Not reported

SOCIAL

Labour Practices and Decent Work

G4-LA1	Number and rate of new employee hires and turnover	a. Total number and rate of new employee hires during the reporting period, by age group, gender, and region.			
		Total Recruits	2 130	1 896	2 221
		Rate of New Hires	20.48%	20.43%	27.80%
		Female	20.28%	19.18%	28.20%
		Male	20.76%	22.10%	27.28%
		18 – 20 years	154.10%	95.87%	149.40%
		21 – 35 years	26.22%	25.43%	35.40%
		36 – 45	11.23%	9.82%	11.70%
		46 – 60	5.10%	9.30%	9.90%
		61 and Older	1.82%	1.61%	8.29%
		b. Total number and rate of employee turnover during the reporting period, by age group, gender, and region.			
		Total Terminations	1 489	1 458	1 373
		Employee Turnover	14.28%	15.89%	15.70%
		Female	14.21%	14.91%	14.45%
		Male	14.39%	17.19%	17.31%
		18 – 20 years	26.86%	21.75%	16.86%
		21 – 35 years	16.76%	18.18%	18.05%
36 – 45	10.93%	12.16%	11.49%		
46 – 60	6.98%	8.89%	9.00%		
61 and Older	7.61%	11.16%	10.08%		



GRI indicator	Description and hyperlink	Definition OR response	2017/ 2018	2016/ 2017	2015/ 2016
SOCIAL					
Labour Practices and Decent Work					
G4-LA5	Percentage of total workforce represented in formal joint management - worker health and safety committee that helps monitor and advise on occupational health and safety programs	a. Report the level at which each formal joint management-worker health and safety committee typically operates within the organization.	20.17%	19%	Not reported
		b. Report the percentage of the total workforce represented in formal joint management-worker health and safety committees.	1.25%	1.35%	1.34%
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities	<ul style="list-style-type: none"> Report types of injury, injury rate (IR), absentee rate (AR) and work-related fatalities, for the total workforce (that is, total employees plus supervised workers), by: <ul style="list-style-type: none"> Region Gender Report types of injury, injury rate (IR), absentee rate (AR) and work-related fatalities for independent contractors working on-site to whom the organization is liable for the general safety of the working environment, by: <ul style="list-style-type: none"> Region Gender Report the system of rules applied in recording and reporting accident statistics. 			
		Injury rate - reported	18	Not reported	Not reported
		Injury rate - claims finalised	1	Not reported	Not reported
		Absentee rate	1.63%	Not reported	Not reported
		Work-related fatalities	0	0	0
G4-LA9	Average hours of training for employees	Average hours of training per year per female employee by employee category.			
		Junior management		24.88	28.38
		Middle management		18.75	18.15
		Senior management		13.64	16.00
		Staff		49.01	54.81
		Total female	27.87	42.02	46.96
		Average hours of training per year per male employee by employee category.			
		Junior management		21.71	23.49
		Middle management		17.38	21.30
		Senior management		9.04	10.74
		Staff		50.25	62.65
		Total male	26.22	40.26	50.48



GRI indicator	Description and hyperlink	Definition OR response	2017/ 2018	2016/ 2017	2015/ 2016
SOCIAL					
Labour Practices and Decent Work					
		Average hours of training per year per employee by employee category.			
		Junior management		23.40	26.03
		Middle management		18.10	21.59
		Senior management		11.20	17.07
		Staff		49.52	58.28
		Total employees	26.86	42.96	48.39
G4-LA11	Employees receiving performance and career development reviews	Percentage of female employees by employee category who received a regular performance and career development review during the reporting period.			
		Staff	74.54%	74.60%	81.20%
		Team Leader	44.41%	12.80%	83.55%
		Manager	34.73%	9.00%	84.28%
		Divisional Manager	26.37%	3.20%	73.24%
		Deputy General Manager	22.45%	0.50%	44.46%
		General Manager	0.00%	0.00%	6.25%
		Percentage of male employees by employee category who received a regular performance and career development review during the reporting period.			
		Staff	66.55%	66.50%	75.78%
		Team Leader	46.02%	17.10%	87.83%
		Manager	34.25%	11.00%	81.78%
		Divisional Manager	27.30%	3.80%	76.06%
		Deputy General Manager	16.28%	1.50%	45.90%
		General Manager	4.74%	0.20%	16.62%
G4-LA12	Composition of governance bodies and employees	a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: <ul style="list-style-type: none"> - Gender - Age group: under 30 years old, 30 – 50 years old, over 50 years old - Minority groups - Other indicators of diversity, where relevant 			
		b. Percentage of females per employee category in each of the following diversity categories: <p>Minority groups</p> <ul style="list-style-type: none"> - Other indicators of diversity, where relevant 			
		African	23%	2 045	1 869
		White	14%	1 424	1 431
		Coloured	9%	901	845
		Indian	10%	1 032	1 024
		Foreign Nationals	1%	72	70
		Total	57%	5 474	5 239



GRI indicator	Description and hyperlink	Definition OR response	2017/ 2018	2016/ 2017	2015/ 2016
SOCIAL					
Labour Practices and Decent Work					
		b. Percentage of males per employee category in each of the following diversity categories: Minority groups - Other indicators of diversity, where relevant			
		African	16%	1 432	1 287
		White	13%	1 285	1 251
		Coloured	5%	535	501
		Indian	8%	847	844
		Foreign Nationals	1%	79	67
		Total	43%	4 178	3 950
		b. Percentage of females per employee category in each of the following diversity categories: Minority groups - Other indicators of diversity, where relevant			
		Top management:			
		African	0%	1	1
		White	5%	1	1
		Coloured	0%	0	0
		Indian	0%	0	0
		Foreign Nationals	0%	1	1
		Total	5%	3	3
		Senior management:			
		African	6%	34	25
		White	27%	152	136
		Coloured	3%	12	10
		Indian	11%	49	38
		Foreign Nationals	1%	7	5
		Total	49%	254	214
		Professionally qualified			
		African	10%	106	100
		White	26%	301	306
		Coloured	4%	50	50
		Indian	11%	162	159
		Foreign Nationals	1%	16	13
		Total	52%	635	628
		Skilled technical			
		African	15%	146	128
		White	18%	234	226
		Coloured	8%	85	82
		Indian	12%	136	131
		Foreign Nationals	1%	15	18
		Total	54%	616	585



GRI indicator	Description and hyperlink	Definition OR response	2017/ 2018	2016/ 2017	2015/ 2016
SOCIAL					
Labour Practices and Decent Work					
		Semi-skilled			
		African	28%	1 758	1 615
		White	11%	736	762
		Coloured	10%	754	703
		Indian	10%	685	696
		Foreign Nationals	0%	33	33
		Total	59%	3 966	3 809
		Unskilled			
		African	0	0	0
		White	0	0	0
		Coloured	0	0	0
		Indian	0	0	0
		Foreign Nationals	0	0	0
		Total	0	0	0
		b. Percentage of males per employee category in each of the following diversity categories:			
		Minority groups			
		- Other indicators of diversity, where relevant			
		Top management:			
		African	9%	1	1
		White	73%	17	18
		Coloured	0%	0	0
		Indian	9%	3	3
		Foreign Nationals	5%	1	1
		Total	96%	22	23
		Senior management:			
		African	5%	26	22
		White	34%	176	159
		Coloured	3%	15	13
		Indian	8%	43	34
		Foreign Nationals	1%	7	8
		Total	51%	267	236
		Professionally qualified			
		African	9%	71	49
		White	24%	249	232
		Coloured	3%	32	27
		Indian	10%	102	87
		Foreign Nationals	2%	16	11
		Total	48%	470	406



GRI indicator	Description and hyperlink	Definition OR response	2017/ 2018	2016/ 2017	2015/ 2016
SOCIAL					
Labour Practices and Decent Work					
		Skilled technical			
		African	14%	156	123
		White	13%	165	164
		Coloured	6%	73	69
		Indian	12%	158	154
		Foreign Nationals	1%	13	14
		Total	46%	565	524
		Semi-skilled			
		African	18%	1 178	1 092
		White	10%	678	678
		Coloured	6%	415	392
		Indian	8%	541	566
		Foreign Nationals	0%	42	33
		Total	41%	2 854	2 761
		Unskilled			
		African	0	0	0
		White	0	0	0
		Coloured	0	0	0
		Indian	0	0	0
		Foreign Nationals	0	0	0
		Total	0	0	0
		b. Percentage of females per employee category in each of the following diversity categories: Age group: under 30 years old, 30 – 50 years old, over 50 years old			
		Top management:			
		Under 30	N/A	N/A	N/A
		30 – 50 years	1	1	1
		51 years & older	0	2	2
		Total	1	3	3
		Senior management:			
		Under 30	4	7	5
		30 – 50 years	245	211	175
		51 years & older	43	36	34
		Total	292	254	214
		Professionally qualified			
		Under 30	25	75	102
		30 – 50 years	448	514	484
		51 years & older	47	46	42
		Total	520	635	628



GRI indicator	Description and hyperlink	Definition OR response	2017/ 2018	2016/ 2017	2015/ 2016
SOCIAL					
Labour Practices and Decent Work					
		Skilled technical			
		Under 30	105	129	132
		30 – 50 years	571	445	416
		51 years & older	54	42	37
		Total	730	616	585
		Semi-skilled			
		Under 30	1 848	2 020	2 020
		30 – 50 years	2 358	1 791	1 648
		51 years & older	174	155	141
		Total	4 380	3 966	3 809
		Unskilled			
		Under 30	0	0	0
		30 – 50 years	0	0	0
		51 years & older	0	0	0
		Total	0	0	0
		b. Percentage of males per employee category in each of the following diversity categories: Age group: under 30 years old, 30 – 50 years old, over 50 years			
		Top management:			
		Under 30	0	0	0
		30 – 50 years	10	10	12
		51 years & older	11	12	11
		Total	21	22	23
		Senior management:			
		Under 30	8	11	16
		30 – 50 years	247	219	191
		51 years & older	50	37	29
		Total	305	267	236
		Professionally qualified			
		Under 30	41	60	50
		30 – 50 years	397	370	324
		51 years & older	36	40	32
		Total	474	470	406
		Skilled technical			
		Under 30	118	138	127
		30 – 50 years	493	415	386
		51 years & older	14	12	11
		Total	625	565	524



GRI indicator	Description and hyperlink	Definition OR response	2017/ 2018	2016/ 2017	2015/ 2016
SOCIAL					
Labour Practices and Decent Work					
		Semi-skilled			
		Under 30	1 288	1 408	1 420
		30 – 50 years	1 647	1 321	1 220
		51 years & older	130	125	121
		Total	3 065	2 854	2 761
		Unskilled			
		Under 30	0	0	0
		30 – 50 years	0	0	0
		51 years & older	0	0	0
		Total	0	0	0
HUMAN RIGHTS					
G4-HR3	Incidents of discrimination	a. Total number of incidents of discrimination during the reporting period.	3	2	1
		b. Status of the incidents and the actions taken with reference to the following: <ul style="list-style-type: none"> - Incident reviewed by the organization - Remediation plans being implemented - Remediation plans have been implemented and results reviewed through routine internal management review processes - Incident no longer subject to action 	0.00%	0.00%	Not reported
SOCIAL					
G4-SO4	Communications and training on anti-corruption	e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.	10 021	327	915
			99%	3.46%	0.90%
G4-SO5	Confirmed incidents of corruption	a. Total number and nature of confirmed incidents of corruption.	0	0	1
		b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	0	0	1
		c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	0	0	0
		d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	0	0	0
G4-SO7	Anti-competitive behavior	a. Total number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.	0	0	0
		b. Main outcomes of completed legal actions, including any decisions or judgments.	N/A	N/A	N/A



GRI indicator	Description and hyperlink	Definition OR response	2017/ 2018	2016/ 2017	2015/ 2016
SOCIAL					
G4-SO8	Fines for non-compliance with laws	a. Significant fines and non-monetary sanctions in terms of: <ul style="list-style-type: none"> - Total monetary value of significant fines - Total number of non-monetary sanctions - Cases brought through dispute resolution mechanisms 	0	N/A	1
		b. If the organization has not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient.	N/A	N/A	N/A
		c. Context against which significant fines and non-monetary sanctions were incurred.	N/A	N/A	N/A
PRODUCT RESPONSIBILITY					
G4-PR5	Surveys measuring customer satisfaction	Results or key conclusions of customer satisfaction surveys (based on statistically relevant sample sizes) conducted in the reporting period relating to information about: <ul style="list-style-type: none"> - The organization as a whole - A major product or service category - Significant locations of operation 	9.00	9.18	8.79
G4-PR7	Non-compliance with regulations concerning marketing communications	a. Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by: <ul style="list-style-type: none"> - Incidents of non-compliance with regulations resulting in a fine or penalty - Incidents of non-compliance with regulations resulting in a warning - Incidents of non-compliance with voluntary codes 	0	0	1
		b. If the organization has not identified any non-compliance with regulations and voluntary codes, a brief statement of this fact is sufficient.	N/A		
G4-PR8	Complaints regarding breaches of customer privacy and losses of customer data	a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by: <ul style="list-style-type: none"> - Complaints received from outside parties and substantiated by the organization - Complaints from regulatory bodies 	13	1	0
		b. Total number of identified leaks, thefts, or losses of customer data.	0	0	6
		c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.	N/A	N/A	N/A
G4-PR9	Fines for non-compliance with laws and regulations concerning products and services	a. Total monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	0	0	1
		b. If the organization has not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient.	N/A	N/A	N/A