



SUSTAINABILITY REPORT 2017

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SUSTAINABILITY REPORT

“Sustainability is the key to our survival on this planet and will also determine success on all levels.”

Shari Arison

AEEI is aware of and appreciates the evolution of governance and that the Group's core purpose, business model, performance, risks, opportunities and sustainable development are inseparable elements of the value-creation process. The Group is aware that the responsibility and accountability, in addition to producing solid financial results, of business leaders include managing the Company's environmental and social impact, as well as addressing the expectations of stakeholders, including regulators, investors, customers and employees.

The Group continually strives to meet and exceed the benchmarks set by the Broad-based Black Economic Empowerment (B-BBEE) Codes of Good Practice, and in light of this, its initiatives include corporate social investment in different areas and fields. These include skills development, enterprise and supplier development, as well as ensuring that employment equity structures and programmes are in place within the Group.

MATERIAL AREAS OF SUSTAINABILITY

ENSURING SOUND GOVERNANCE



Our sustainability governance practices
Engaging our stakeholders
Fostering ethical behaviour and good governance

DEVELOPING PEOPLE



Workplace transformation and diversity
Success
Skills development
Attracting and retaining talent

RESPONSIBLE PRODUCTS AND SERVICES TO OUR CUSTOMERS



Financing and empowerment infrastructure
Treating our clients fairly
Promoting responsible investment

INVESTING IN A PROSPEROUS SOCIETY



Transformation and empowerment
Responsible procurement and enterprise development
Corporate social investment

PROMOTING ENVIRONMENTAL RESPONSIBILITY



Managing our direct environmental impact
Climate change and energy
Promoting sustainable water usage
Materials and waste management

Refer to the Abridged Integrated Report for more information.

SUSTAINABILITY GOVERNANCE FRAMEWORK

AEEI's business is built on a strong foundation, including its business model, core values and principles. Our products and services are the tangible outputs of our business activities and our social and ethical responsibilities guide our day-to-day activities. All forms of sustainability are extremely important in our strategy and operational activities. AEEI's goal has always been to provide innovative solutions to every subsidiary and client while remaining committed to social responsibility.

BOARD OF DIRECTORS

The Board of directors is primarily responsible for overseeing sustainability issues through the committees listed below.

CHIEF EXECUTIVE OFFICER

The CEO is accountable to the Board of directors for the implementation of the Group's strategy and overall management of the Group.

AUDIT AND RISK COMMITTEE

- Responsible for overseeing and reviewing the integrated reporting process
- Reviews the annual financial statements, interim reports and preliminary results announcement
- Ensures integration in terms of integrated reporting and the application of our business model
- Ensures that the combined assurance model is applied
- Oversees the internal audit function
- Responsible for risk management, considers the top risks and monitors the progress of mitigating risks. Findings and recommendations are reported on at Board level
- Responsible for the governance of technology and information
- Recommends the services of the external auditor

REMUNERATION COMMITTEE

- Reviews and approves the remuneration and benefits policy and the reward philosophy and strategy adopted by the Company
- Ensures that the organisation remunerates responsibly, fairly and transparently
- Reviews and approves the reward philosophy and strategy
- Determines the remuneration packages of the executive directors and senior managers
- Recommends to the Board the fees to be paid to non-executive directors for their services

SOCIAL AND ETHICS COMMITTEE

- Ensures that the Group is and remains a committed, socially responsible corporate citizen
- Reports on organisational ethics, sustainable development and stakeholder relationships, including organisational ethics
- Ensures compliance with statutory duties and encourages leading practice by contributing to value creation
- Monitors the Group's social impact, oversees compliance and ensures sound ethical and governance practices

DAILY RESPONSIBILITY IS DELEGATED TO DIVISIONAL MANAGEMENT

The ultimate responsibility for sustainability rests with the Board and the social and ethics committee has been tasked by the Board to manage and monitor sustainability.

The Board remains firmly committed to the development of intellectual and human capital. In line with this, the performance assessment of senior managers includes an assessment of how they have developed the human capital of the organisation, especially the development of historically disadvantaged individuals. The Board has affirmed its practice with regard to procurement by its subsidiaries from black economic empowerment companies, enterprise and supplier development, as well as socioeconomic development. The Group has policies in place to ensure that the subsidiaries act in an environmentally friendly manner that takes into account the existence of the communities in which the subsidiary operations are located.

Besides the careful stewardship of natural resources, the Group continually prioritises sustainable development by working towards the eradication of poverty and income inequalities, with the goals of employment, accessing quality and affordable basic services and fostering a stable and just society.

AEEI and its various business units do not make a particularly heavy demand on the natural environment. However, businesses in the AEEI Group are committed to being industry leaders and adding value to the services they provide by implementing sustainable business practices that minimise the impact that their operations have on the environment. Environmental commitments are an integral part of their day-to-day activities. AEEI has a very low direct impact on the environment, but we are affected by the environment in which we operate as well as the impact that climate change, in general, has on our business. We commit our businesses to a journey of responsible environmental stewardship. We acknowledge that a stable economy and a sustainable business require a sustainable environment. Our fishing and brands division works closely with the relevant authorities to safeguard the various fish species and pays careful attention to the environmental impact of its operations.

The Group's material matters, the stakeholders affected and how we manage them can be found on page 4.

(King IV™ – Principles 3, 4, 10, 11, 13, 14, 15 and 16)

SUSTAINABILITY GOVERNANCE FRAMEWORK – continued

**MATERIAL MATTERS AND KEY PERFORMANCE INDICATORS –
2017 PROGRESS ON THE SIX CAPITALS**

The following report details the material matters, key performance indicators, our 2017 progress, the risks related to the material issue and the opportunities created by the material matters on the six capitals:

**FINANCIAL
CAPITAL****MATERIAL MATTER:**

Responsible use of our capital generated

KEY PERFORMANCE INDICATORS:

- Review asset efficiency
- Growth of the businesses through strategic investments
- Ensure continued shareholder returns
- Reinvestment into growth
- Dividends paid to shareholders
- Manage debt and gearing
- Maintain Group debt and gearing

2017 PROGRESS:

- Retained sound capital levels and liquidity in the Group
- Focused on optimal capital allocation
- Procured alternative funding for our capital growth investments
- Continued with our Vision 2020 Vision implantation to invest in growth while containing costs and driving efficiencies
- Maintained a well-diversified portfolio of investments and risk framework
- Continued with the streamlining and standardisation of procurement spend for future cost savings
- Listed our fishing and brands division
- Effectively allocated capital for growth projects
- Executed selective growth projects:
 - Further acquisition of shares in Sygnia
 - 57% stake in Puleng Technologies
 - 51% stake in Kalula Communications
 - 90% stake in Orleans Cosmetics
- Paid interim and final dividends to shareholders
- Maintained Group debt and gearing

WHAT ARE THE RISKS RELATED TO OUR MATERIAL MATTERS:

- Limited access to funding may slow down the ability to capitalise on the various growth initiatives
- Debtor recovery or late payments from public customers could create liquidity risk
- Exchange rate volatility may have both a negative and positive effect on the performance of the businesses

WHAT ARE THE OPPORTUNITIES CREATED BY THE MATERIAL MATTERS:

- Explore opportunities in new strategic investments to unlock further revenue streams
- Review further business opportunities within our current strategic investments
- Growth by acquisition
- Organic growth
- Work towards listing the technology division
- Work towards listing the biotherapeutics division



HUMAN CAPITAL

MATERIAL MATTER:

Employee recruitment and retention of key skills

KEY PERFORMANCE INDICATORS:

- Retention of critical skills
- Training and development of staff
- Employee health and safety
- Remuneration and staff recognition
- Support of training institutions (external)
- Employee job satisfaction, diversity, productivity and efficiency
- Maintain zero fatalities in the Group
- Drive diversity and cultural transformation
- Drive Vision 2020 Vision goals
- Drive a high-performance culture to ensure delivery of our strategic objectives
- Develop critical skills to drive business performance

2017 PROGRESS:

- Emphasised our employee value proposition
- Offered competitive remuneration – increase in remuneration and bonus paid
- Training analysis completed
- Role blueprints updated
- Spent R2 570 000 on training and development
- Promoted a working environment that allows employees to deliver high performance
- Embedded our Vision 2020 Vision
- Developed critical skills to drive business performance
- Continued to transform our businesses
- Continued with the personal development of middle and senior executives
- Continued building leadership capability to enable productivity, high performance and sustainable growth
- Reviewed succession plans and identified talent development
- New transformation and equity employment plans to be rolled out in 2018

WHAT ARE THE RISKS RELATED TO OUR MATERIAL MATTERS:

- Higher than market-related salary demands
- Labour strike demands
- The inability to retain skills and high-calibre employees
- The inability to recruit skilled employees
- The challenge of training inexperienced employees could take longer than anticipated
- Developing critical skills

WHAT ARE THE OPPORTUNITIES CREATED BY THE MATERIAL MATTERS:

- Employee development – bursaries and learnerships
- Employee health and safety
- Wellness programmes
- Identify and offer internships and learnerships in identified disciplines
- Increase capabilities of middle management
- Create an entrepreneurial culture

SUSTAINABILITY GOVERNANCE FRAMEWORK – continued



MANUFACTURED CAPITAL

KEY PERFORMANCE INDICATORS:

- Produce quality products and services
- Provide and maintain high-quality infrastructures and assets
- Stimulate economic growth through sustainable small business development
- Through our strategic investments we will look at returns and also focus on risk and capital requirements

MATERIAL MATTERS:

- Business operations
- Capital investment in our businesses
- Access to reliable infrastructures
- Investment into plant and equipment

2017 PROGRESS:

- Launched new products and services to meet our clients' needs
- Increased our focus on cross-selling
- Manufactured own products
- Offered innovative products and services to clients
- Strengthened our strategic alliance with our international partners
- Stimulated growth and partnerships with small, medium and micro enterprises (SMMEs)
- Enterprise development
- Maintained infrastructures and assets through regular maintenance
- Invested in plant and equipment
- Reduced our environmental footprint through the manufacture of organic products

WHAT ARE THE RISKS RELATED TO OUR MATERIAL MATTERS:

- Failure to raise capital for investment in our businesses
- The inability to produce goods and services timeously for clients
- Increased competition

WHAT ARE THE OPPORTUNITIES CREATED BY THE MATERIAL MATTERS:

- Expansion of the abalone farm
- Increase the number of external quota holders
- Enhance planning and increase catch rates
- Review options in terms of product diversification
- Growth of product portfolio
- Further expand product range and offering into the food, hygiene and agricultural sectors
- Development in the local and manufacturing environment
- Optimisation of product portfolio and cost savings
- Registration of products in Africa, South America and the SADC region



INTELLECTUAL CAPITAL

KEY PERFORMANCE INDICATORS:

- Provide shareholder satisfaction and return on investment
- Review the risk of alternative technologies from competitors
- Patented technologies
- Skilled, experienced and technically qualified employees and leaders

MATERIAL MATTERS:

- Macroeconomic considerations
- Accreditation including patents, trademarks, intellectual property and the JSE

2017 PROGRESS:

- Diversified portfolio of investments and strategic investments
- Payment of dividends to shareholders
- Built own intellectual property (IP) to reduce the risk of alternative technologies
- Prioritised focus on research and development activities
- Partnered with academic institutions, research bodies and industry peers to develop and implement new technologies
- Listed the fishing and brands division

WHAT ARE THE RISKS RELATED TO OUR MATERIAL MATTERS:

- Changes in the economic landscape – relating to exchange rate volatility, interest rates, etc.
- The risk of not achieving investment targets
- Failure to innovate in areas that are critical to our clients and that drive growth
- The loss of major clients
- Failure in our business processes and management systems

WHAT ARE THE OPPORTUNITIES CREATED BY THE MATERIAL MATTERS:

- Work towards listing the technology division
- Organic and acquisitive growth
- Increase business in the private sector
- Further expansion into Africa and abroad
- Work towards listing the biotherapeutics division
- Opportunities to invest in other areas of our strategic growth path
- Develop our intellectual property
- Payment of dividends
- Enhanced product development
- Distribution rights

SUSTAINABILITY GOVERNANCE FRAMEWORK – continued


**SOCIAL AND
RELATIONSHIP
CAPITAL**
MATERIAL MATTERS:

- Compliance with laws, codes, standards and regulations
- Corporate social investment development
- Collaborative stakeholder engagement
- Sustained confidence of investors in our business
- Support independent SMMEs
- Social, community and economic development
- Ethical and transparent leadership

KEY PERFORMANCE INDICATORS:

- Drive the CSI strategy across the Group by investing in social services in our communities and creating value through social investment
- Paying our taxes and royalties to government
- Drive B-BBEE targets in the Group
- Drive diversity and transformation throughout the Group
- Adhering to ethical standards and preventing corruption
- Supporting local business and promoting social and economic development
- Providing employment opportunities and skills development
- Training and development through our internship programme
- Investing in the future of our youth by facilitating access to higher education
- Effective risk management and compliance

2017 PROGRESS:

- Ensured closer working relationships with regulators
- Fostered positive employee and union relationships
- Continued to prioritise our social investment projects in skills development, community development and the environment through our strategy across the Group and created value through social investment
- Focused on managing risk in terms of the Group's risk appetite and tolerance
- Continued to drive diversity and transformation in our businesses
- Focused on improving educational outcomes in the Western Cape and Overberg regions through training and development and investment in our youth
- Supported local businesses and promoted social and economic development
- Provided employment opportunities and skills development
- Created awareness of revised Code of Ethics and Code of Conduct, including the whistle-blowing facility
- No breach of ethical standards or corruption reported
- Effectively monitored risk management and compliance
- Paid our taxes and royalties to government
- Ensured consistent and effective engagement with investors and stakeholders with the objective of aligning shareholder expectations with our strategy and targets
- Maintained constructive relationships with our partners, business peers and sector organisations



SOCIAL AND RELATIONSHIP CAPITAL (continued)

KEY PERFORMANCE INDICATORS:

- Effective partnerships with business peers, sector organisations and research bodies
- Collaborative relationships with customers and suppliers
- Open channels of communication

WHAT ARE THE RISKS RELATED TO OUR MATERIAL MATTERS:

- Failure to comply with regulatory and legislative requirements and to keep abreast of changes could have a reputational impact and result in a fine
- Industry regulations can impact the performance of the business
- Investor and stakeholder confidence in our businesses
- Negative reputation

WHAT ARE THE OPPORTUNITIES CREATED BY THE MATERIAL MATTERS:

- Promotion of social and economic development by assisting small businesses to grow and add value
- Deliver on CSI strategies by investing in social services in our communities and creating value
- Deliver on diversity and transformation
- Deliver on our B-BBEE targets
- Paying our taxes and royalties to government will contribute to meeting social needs
- Assist small businesses to grow within the events industry to develop community-based services
- Strong risk management
- Provide employment opportunities and skills development
- Investing in our youth by facilitating access to higher education
- The organisation is seen to be a responsible corporate citizen
- New investors
- Ongoing proactive and transparent relationships with our regulators
- Assisting to steer the economy towards a stable environment
- Fostering synergistic relationships between private and public sectors
- Fostering an entrepreneurial culture

SUSTAINABILITY GOVERNANCE FRAMEWORK – continued



NATURAL
CAPITAL

KEY PERFORMANCE INDICATORS:

- Effective environmental management system (fishing)
- Waste and electricity management (fishing)
- Allocation of capital to address long-term goals
- Waste management
- Environmentally friendly products
- Investment in research and development and partnering with others to find innovative solutions related to our processes and by-products

MATERIAL MATTERS:

- Review energy efficiency and the use of alternative energy in our operations
- Water consumption
- Waste management

2017 PROGRESS:

- Continued with the implementation of renewable energy
- Reviewed and implemented further additions to the environmental management system
- Reduced electricity and water consumption
- Capital allocated for the implementation of long-term goals in terms of Vision 2020 Vision

WHAT ARE THE RISKS RELATED TO OUR MATERIAL MATTERS:

- The uncontrollable cost of electricity and possible load shedding
- The uncontrollable costs of diesel
- Environmental footprint

WHAT ARE THE OPPORTUNITIES CREATED BY THE MATERIAL MATTERS:

- Further implementation of renewable energy through a phased approach
- Implementation of innovative procedures in the reduction of electricity and water consumption
- Leveraging industry expertise on waste management
- Convert natural capital into financial and societal value by deploying technology and other resources

(King IV™ – Principles 4, 5, 11, 13 and 16)

ECONOMIC SUSTAINABILITY

VALUE DISTRIBUTION	2017 %	2016 %	2015 %
Employees	58.2	43.8	52.7
Retained for growth	10.4	30.0	20.2
Debt providers	9.0	10.7	10.8
Government	13.1	8.3	8.0
Communities	1.0	1.3	1.6
Capital providers	8.3	5.9	6.6

 Refer to page 84 of the abridged integrated report for the value-added statement.

	2017 R'000	2016 R'000	2015 R'000
Total revenue	1 052 196	735 569	672 185
Total profits (before tax)	680 890	287 740	185 747
Total assets	2 822 153	1 691 219	1 345 471
Total liabilities	783 603	690 184	540 922
Total ratio	%	%	%
Percentage of revenue generated in South Africa	72%	64.1%	63%
Percentage of net profit after tax generated in South Africa	90%	32%	25%
Total compensation paid to executive directors (AEEI Board)	6 690	5 819	4 744
Total compensation paid to employees and contractors (incl. wages and benefits)	198 012	191 709	95 876
Total compensation paid to prescribed officers	0	0	0
Rand value of HDSA procurement	444 620	325 023	210 394
Rand value of Group procurement	716 328	495 643	467 543
Rand value of Company procurement (AEEI)	15 657	9 071	12 097
Rand value of all payments to governments (VAT, income tax, rates and taxes, royalties and all other payments)	86 279	80 538	57 775
Percentage of total taxes paid in South Africa	100%	100%	100%
Total rand value of research and development spend	13 700	10 151	2 217
Total rand value of dividends to be paid/payable to AEEI shareholders	25 804	16 203	12 283
Total rand value of dividends paid by subsidiary companies to shareholders	58 983	31 600	15 000
Total rand value of earnings retained	866 280	505 241	300 895

ENVIRONMENTAL SUSTAINABILITY

	2017	2016	2015
Total direct energy consumption (GJ)	9 181	9 113	9 200
Total direct energy consumed per person hour worked	1.59	1.60	2.554
Total indirect energy consumption	2 110	2 014	2 091
Total indirect energy consumed per person hour worked	0.36	0.35	0.581
Total electricity consumption (MWh)	785	781	786
Total electricity consumed per person hour worked (MWh/HW)	0.000039	0.000040	0.00012
Total energy consumption in gigajoules	11 291	11 127	11 291
Average volume of carbon emissions per hour worked (Tons Co ₂ e/HW)	0.001	0.001	0.000
Total water consumption (kl)	56 411	55 496	52 236
Total non-hazardous waste (tons)	38	35	31
Total hazardous waste (tons)	0	0	0
Total volume of waste sent for recycling (m ³)	25	23	22

The AEEI Group is fully committed to and conscious of the necessity for environmentally sound practices. The Group has set the following targets for reduction in:

- Electricity - 10%
- Water - 20%
- Energy - 10%

The fishing and brands division has identified monitoring and measuring programmes to further increase its environmental accountability.

The AEEI Group is not a member of the Carbon Disclosure Project - Driving Sustainable Economies, Water Disclosure Project or a signatory to the UN Global Compact.

HUMAN CAPITAL

The Group continues to create a working environment that allows its employees the opportunity to further develop their abilities and to benefit from being part of a progressive and dynamic organisation through its various skills programmes.

COMPANY PRODUCTIVITY



Employees play a pivotal role in the Group's drive in achieving its Vision 2020 Vision strategic objectives. AEEI continues to ensure that it nurtures, understands and values its employees with the same care and coherence that it fosters for its other stakeholders. We engaged with all levels of staff through a variety of regular and ongoing initiatives for both collective and individual interfaces.

Through the continuous internal capacity building, employee upliftment, job involvement, training and promotion programmes, quarterly reviews and individual development performance reviews and programmes, with and beyond the Group's employment equity and workplace skills plan and the adoption of relevant diverse recruitment, the Group reached its objective during the year under review. Management and labour representatives continue to pay close attention in meeting the challenges of accelerated employee growth and development, as set out in the Department of Labour's National Skills Development strategy.

AEEI encourages the pride that its teams feel in working for the Group and is proud and grateful for the passion they put into serving the Group's stakeholders. This pride

is reflected in the manner in which our employees play an ambassadorial role for our Group.

Refer pages 85 to 92 of the abridged integrated report for further information on delivering value to our stakeholders.

PERFORMANCE REVIEW

Managers in the Group conducted formal reviews of their direct reports including career development opportunities and skills training in their respective key performance areas during the year. The key performance areas are aligned with the Group's objectives and formal targets are set for the ensuing period. This review process forms part of the training report, skills development and succession plans. The performance rating of the employee will determine the salary increase during the annual salary review process. However, specifics differ in each business unit, but as a minimum each employee's incentive provides for performance, employment equity and financial results.

The Group acknowledges external trends that could affect employees and practices and the Human Resources department plays a vital role in the business philosophy of the Group.

HUMAN CAPITAL – continued

NURTURING FUTURE TALENT

The career development and succession planning of employees in the Group remains a key priority. In order to secure and retain future talent, a skills audit and training needs analysis, including revised role blue prints was completed during the year to assist in fast tracking the process. Continual investment in skills retention allows for focused development of identified employees. The Group encourages individuals wishing to study further and has an active policy in place.

The purpose of succession planning is to ensure that plans are in place to develop potentially suitable candidates for the future and the focus also remains on the retention of key and critical skills in the Group.

BURSARIES AND LEARNERSHIPS

Our employees continued to benefit through our extensive skills development, wellness and employment equity programmes and the Group has fully complied with the Employment Equity Act, 1998.

Bursaries were awarded to children of employees as well as to other candidates based on their matric or tertiary results, also taking into account their economic situation. During the year under review, 12 learnerships (2016: 10), 90 bursaries (2016: 90) and 381 employees (2016: 372) undertook training. A total of R2 570 000 (2016: R2 372 218) was spent on training during the year.

INTERNS AND GRADUATE INTERNS

The Group continued to offer workplace exposure to interns and graduate interns and during the year three international and 15 (2016: 21) local interns were recruited. Some of these interns have become permanent employees.

NOTICE PERIOD

The notice period time frame depends on the issue at hand, most of which are covered by the Labour Relations Act, 1995 (No. 66 of 1995). Depending on the specific issue the notice period can range from 24 hours to 30 days.

HUMAN RIGHTS

The Group adhered to all labour legislation in South Africa, including the Constitution of the Republic of South Africa, Labour Relations Act, 1995 (No. 66 of 1995), Employment Equity Act, Occupational Health and Safety Act, 1993 (No. 85 of 1993) (Occupational Health and Safety Act), Skills Development Act, 1998 (No. 97 of 1998) (Skills Development Act), Skills Development Levies Act, 1999 (No. 9 of 1999) (Skills Development Act) and Basic Conditions of Employment Act, 1997 (No. 75 of 1997) (Basic Conditions of Employment Act).

The Group subscribes to freedom of association and collective bargaining and has employee-elected forums consisting of both organised (unionised) and non-organised (non-unionised) members, which are involved in deliberations and an ongoing drive to ensure equity in all aspects of the workplace.

The Group rule is that:

- employees are educated on human rights;
- no child labour is permitted;
- no forced and compulsory labour is permitted; and
- zero tolerance towards fraud, corruption and related activities.

We expect our suppliers, partners and customers to uphold our standards and make a positive contribution towards the reduction and enforcement of human rights.

The AEEI Group confirms that there were no human rights violations for the period under review.

INDUSTRIAL RELATIONS

The Group has formal policies and procedures in place in line with the Labour Relations Act.

Subsidiary companies in the AEEI Group have an open relationship with the unions with whom it is involved and engage with the following unions: Food and Allied Workers Union, the Trawler and Line Fishermen's Union and the National Certificated Fishing and Allied Workers Union.

PEOPLE WITH DISABILITIES

During the year, the Group continued to work on improving its recruitment process to accommodate people with disabilities.

GENDER DIVERSITY

The Company believes that gender diversity at all levels in the Group maximises opportunities to achieve its business goals through an informed understanding of the diverse environments in which we operate. Gender diversity is one of the Group's key performance areas. A Gender Diversity Policy was adopted and approved at Board level during the year.

The headcount in the Group, as at the end of August 2017, reflects 858 (2016: 680) permanent employees. The headcount increase is a result of the acquisition of businesses during the year. During the year, temporary employment was created for more than 3 120 people through the Cape Town International Jazz Festival and "The Royal Escape Experience" as well as 83 seasonal employment opportunities was created in our fishing and brands division.

(Refer to the next page for a detailed report on gender diversity).

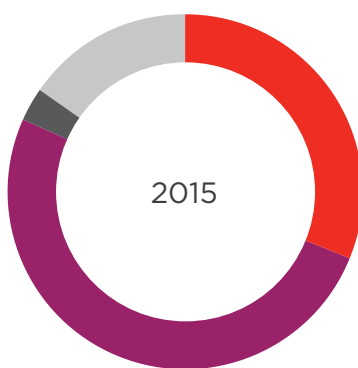
HUMAN CAPITAL – continued

EMPLOYEE DIVERSITY

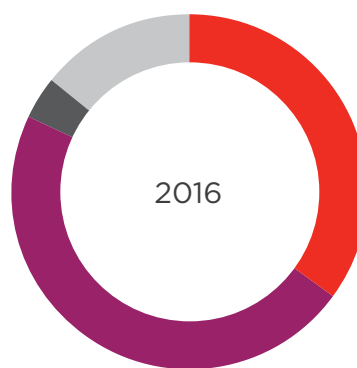
AEEI has played an active role in the advancement of previously disadvantaged persons, a fact that is reflected in the Group's workforce. The majority of its employees are from historically disadvantaged communities.

CATEGORY	MALE				FEMALE			
	AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE
AEEI Board members	3	1	1	-	1	3	-	-
Board executives (excl. AEEI Board members)	6	5	7	17	1	7	1	2
Senior management	2	6	2	12	3	4	1	10
Middle management	5	9	4	36	5	14	-	21
Skilled upper	31	39	7	49	43	30	10	34
Semi-skilled	30	22	5	8	16	27	2	10
Labour/unskilled	64	87	-	-	32	16	1	-
Seasonal	27	41	-	1	6	7	-	1
Workers (incl. interns and fixed-term contracts)	3	2	-	10	7	3	1	6
Total	168	211	25	133	113	108	16	84

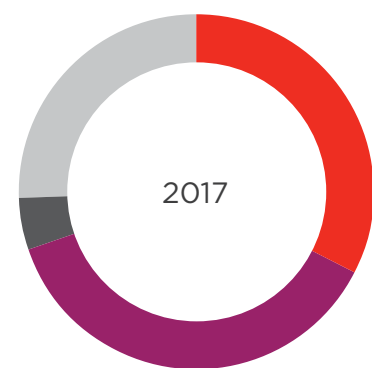
Employment created for 3 120 contract workers.



African	31.23%
Coloured	50.65%
Indian	2.91%
White	15.21%
Total Males	424
Total Females	194
TOTAL	618



African	35.00%
Coloured	47.06%
Indian	3.82%
White	14.12%
Total Males	466
Total Females	214
TOTAL	680



African	32.75%
Coloured	37.18%
Indian	4.78%
White	25.29%
Total Males	537
Total Females	321
TOTAL	858

HEALTH AND SAFETY

The Group rigorously applied health and safety regulations in its quest for an accident-free working environment.

The Group actively created greater awareness of risk exposure in these areas and controls were increased to proactively reduce its stakeholders' vulnerability to environmental, health and safety hazards. Strategies are in place to manage and minimise the potential impact of HIV/Aids and the consequential loss of skills and productivity. AEEI has an appropriate and comprehensive HIV/Aids strategy throughout its subsidiaries.

This strategy includes, where possible and appropriate, the provision of antiretroviral treatment. The Group further emphasises the need for education and the inclusion of working representatives in terms of its HIV/Aids policy.

EMPLOYEE	2017	2016	2015
Number of fatalities	0	0	0
Number of first-aid cases	22	26	35
Number of medical treatment cases	0	0	0
Number of lost-time injuries	10	16	12
Total number of recordable injuries (medical treatment, lost time and fatalities)	36	16	12
Fatal injury frequency rate	0%	0%	0%
Lost-time injury frequency rate	0.347	0.563	0.388
Total recordable injury frequency rate - reported	0.346	0.562	0.666
2016 target for lost-time injury	0	0	0
Number of employees and contractors receiving voluntary counselling and testing for HIV/Aids	0	0	0
Employees tested for HIV/Aids	5	3	2
HIV/Aids prevalence rate	0.00%	0.00%	0.00%

HUMAN CAPITAL – continued

EMPLOYEE BENEFITS

Employees are extremely important stakeholders in the success of the Group. In order to foster the growth and well-being of the employees of the Group, the following is in place:

- Provident fund
- Group risk insurance (linked to the provident fund)
- Employment equity
- Skills development
- Disciplinary code
- Employee retention
- Funeral cover

For more information refer to the remuneration report on page 107 of the abridged integrated report as well as the section of material matters – human capital on page 44 of the abridged integrated report.

EMPLOYEES	2017	2016	2015
Number of employees	858	680	618
Number of contractors	3 120	3 250	2 772
Number of employees and contractors	3 976	3 930	3 390
Percentage of employees who are deemed HDSA	74.71%	85%	85.43%
Percentage of employees who are women	37.4%	31.5%	31.40%
Percentage of employees who are permanent	99%	98%	98%
Percentage of employees who are unionised	19%	19%	19.40%
Percentage of employees and contractors operating in SA	100%	100%	100%
Percentage of management deemed “HDSA”	77.8%	73%	73%
Employee turnover as percentage	17%	18%	3.72%
Number of days lost due to absenteeism	1 241	1 576	797
Total number of person days lost	0.2	0	0
Total compensation paid to employees	198 012 000	191 709 000	147 459 864
Person hours worked – reported	5 781 525	5 689 715	3 602 202
Person hours worked – calculated	7 252 224	7 168 320	6 183 360
Total number of employees trained	381	372	227
Rand value of total employee training spend	2 570 000	2 372 218	1 209 074
Percentage of employees trained in South Africa	100%	96%	100%
Percentage of training spend in South Africa	100%	91%	95%
Number of days lost due to industrial action/strikes	0	0	0

TRANSFORMATION

“The future depends on what we do in the present” – Mahatma Gandhi

BROAD-BASED BLACK ECONOMIC EMPOWERMENT (B-BBEE) VERIFICATION CERTIFICATE

In 2016 AEEI evolved from a Qualifying Small Enterprise to a Generic Enterprise in terms of section 9 of the Broad-Based Black Economic Empowerment Act, 2003 (No. 53 of 2003) (B-BBEE Act). In obtaining our B-BBEE status, information was provided to VeriFi BEE Compliance Verification Agents, an independent option-based verification agency accredited by the Independent Regulatory Board of Auditors. Check SANAS.

AEEI now qualifies to be in the main rankings of the JSE Top 100 listed companies. The results were compiled after collecting data from companies listed on the main board of the JSE. The survey was aimed at providing the public with an overview of the empowerment status of JSE-listed companies in order to raise awareness of B-BBEE.

BEE SCORECARD AND RATING LEVEL 1 CONTRIBUTOR – GENERIC ENTERPRISE	2017 ELEMENT WEIGHTING	GENERIC 2017 SCORE
Ownership	25	25.00
Management	15	13.33
Skills development	20	21.01
Enterprise and supplier development	40	36.28
Socio-economic development	5	5.00
Total score		100.62
B-BBEE Status Level	1	
B-BBEE Procurement Recognition Level	135%	
Black Ownership	81.11%	
Black Women Ownership	35.54	
Designated Group Supplier	No	
Empowering Supplier	Yes	

TRANSFORMATION – continued

The Group is committed to the principles of transformation and B-BBEE and views this as a competitive advantage. AEEI's commitment to transformation has seen us record strong B-BBEE contributor status ratings. Under the Department of Trade and Industry's (dti) revised Codes of Good Practice, we continue to re-assess our B-BBEE strategies in order to retain our Level 1 status and continue to place this high on the agenda in order to stay at the forefront of transformation. Failure to embrace transformation risks losing relevance with suppliers, government, customers and the communities. It is also a key consideration with customers when evaluating sourcing decisions.

Transformation in the Group is guided by the Group's Transformation Philosophy and Transformation Policy and is monitored and managed by each subsidiary Board and feedback is provided on a quarterly basis to the transformation committee.

We view transformation as a moral, strategic and business imperative with increased focus on succession planning, talent identification and development retains a strong transformation bias to ensure the future leaders of the Group. An assessment and a gap analysis was performed from which plans have been put in place to address areas that require improvement. We no longer consider transformation as a standalone material aspect as it is now fully embedded in the relevant business processes and performance management systems.

In previous years, transformation was shown as a standalone material aspect. However, the various elements of transformation (ownership, representation and corporate social investment) are now embedded in the relevant business functions and are therefore included in the material aspects to which they relate.

Our transformation focus for the year ahead prioritises employment equity in the subsidiaries and increasing representation through enterprise and supplier development.

OUR TRANSFORMATION PHILOSOPHY

AEEI's aim is to be the employer of choice in the market place. AEEI continues to champion transformation within the Group and has since been recognised for its contribution to this process. For AEEI, transformation is beyond the need for B-BBEE but is inclusive of transformation and is part of the corporate culture, ethics and values of the organisation. Refer to the transformation committee report on pages 118 to 119 of the abridged integrated report.

The revised Codes implemented by the dti signalled major changes in the B-BBEE environment making it easier for some companies to comply and more difficult for others.

As a generic enterprise, AEEI complies with all five elements under the new codes.

OWNERSHIP

Ownership is considered a priority element and as a JSE listed investment holding Company AEEI contributes to the empowerment of its underlying investments through its ownership credentials. It is an imperative that we continuously engage with and meet the needs of our major black shareholders in order for them to retain their shareholding in the Company. AEEI continues to engage with potential new black investors through various forums.

From the Top 20 shareholders in the Company, AEEI's largest black shareholder currently owns 61.17% of the Company with 5% being held by the balance of the top 20 shareholders.

The table below shows the results of an independent analysis of AEEI's ownership as at 31 August 2017:

	ECONOMIC INTEREST 2017 %	VOTING RIGHTS 2017 %	ECONOMIC INTEREST 2016 %	VOTING RIGHTS 2016 %
B-BBEE shareholders	81.11	81.11	79	79
Female B-BBEE shareholders	35.54	35.54	33	33
Economic interest of black natural people	9.16	9.16	6.78	6.78

MANAGEMENT CONTROL

In terms of the revised codes, management control and employment equity have been collapsed into one element and the Group has been successful in providing equal employment opportunities and in promoting internal employees and is committed to driving employment equity goals and enhancing diversity across the Group. The Group subscribes to the Employment Equity Act and senior executives work with the Department of Labour to ensure ongoing compliance and proactive implementation of regulations and plans.

All of the Group's businesses have employment equity committee's and employment equity plans in place. The committee meets on a quarterly basis to review the reports submitted and an evaluation is done to check if the subsidiaries are on target to meet their goals.

Identifying, attracting and retaining qualified candidates to support our employment equity targets remain a challenge due to the low turnover in staff. Due to the highly technical nature of some of the Group's subsidiaries, some companies require managers with specific qualifications or skills built up over a long experience and training. These skills and experience are highly sought after and when these skills are present in an equity employee, long-term retention becomes

a challenge. Our skills development and employment equity plans aim to develop the necessary skills and experience to improve representivity in the higher management levels. The smaller subsidiaries have a two-year equity plan, while the larger subsidiaries have a three-year equity plan in place. The transformation committee monitors and measures performance against these employment equity plans and ensures that annual reports are submitted in accordance with the Employment Equity Act. The new three year Transformation Plan will be rolled out across all subsidiaries in the Group commencing in the next two months. The transformation committee will monitor and measure performance against the Transformation Plan.

74.71% of the total Group's workforce comprises HDSA. HDSA top management is 3.14% (2.65% in 2016) while HDSA in senior management is 2.09% (2.94% in 2016).

Refer to page 16 on Employee diversity.

TRANSFORMATION – continued

As part of our Vision 2020 Vision which includes various targets as well as our B-BBEE rating under the new codes, we will continue to promote and drive excellence and opportunities across our workforce by:

- Further promoting empowerment and transformation at all levels in the Group;
- Fostering equality within our work environment irrespective of gender, race, creed and other forms of diversity;
- Meeting employment equity targets;
- Ensuring full compliance with the changing regulatory requirements on employment;
- Further entrenching The Way We Work Policy, the Code of Ethics and Code of Conduct across the Group;
- Implemented a standardised report to review and monitor our progress across the Group on our diversity status.

SKILLS DEVELOPMENT

In terms of new codes Skills Development is a priority element and the Group is committed to promoting employees within the Group and recruiting employees from the local communities in which it operates.

Employees are the foundation of the Group's sustainable success and the Group has bursary and learnership programmes in place that encourages growth and further education through various learnerships and development programmes for all employees. The employees in the Group are actively involved with the University of the Western Cape, the University of Cape Town (UCT), UCT's Graduate School of Business (GSB), Stellenbosch University, Cape Peninsula University of Technology and various other tertiary institutions.

The Group complies with the Skills Development Act, whereby relevant reports are submitted timeously to the Sector Education and Training Authority (SETA). The skills development plans ensure that both the strategic needs of the business and the personal development needs of all employees are incorporated and that implementation is planned and budgeted for during the year. The training and development of employees within subsidiary companies is an important strategic objective of the Group. The Group continues to commit a significant investment into our skills development programmes, internal and external training as well as our learnerships with the aim to develop the required skills to support our employment equity plans.

EMPOWERING WOMEN

Special emphasis continues to be placed on building leadership capacity among women in the Group. The Group continues to inspire and support empowering women in all its business units. In order to retain women with career advancement opportunities, we continue the promotion and development of women and this continues to gain momentum in the Group.

DIVERSE WORKFORCE

We remain committed to building a workforce that reflects the communities in which we operate. As one of the leading black empowerment companies we believe that diversity helps us maintain our winning edge. Throughout our businesses we strive to create an inclusive talent pool that taps into the potential found across race, gender sexual orientation and demographics. We have intensified our efforts to entrench diversity and inclusiveness in all our business units through training, mentorship and recruitment programmes.

During the year under review 381 employees were trained (2016: 372) and a total of R2 570 000 (2016: R2 372 218) was spent on training.

As part of our Vision 2020 Vision, some of our high-level strategic focus areas are set out below:

- Fostering equality within our work environment irrespective of gender, race, creed and other forms of diversity;
- Personal development plans for employees;
- Further promoting skills development and learnership programmes;
- Promoting performance management;
- Building leadership capacity among women;
- Further engagement with our staff at all levels provides us with the necessary feedback and input in understanding and responding to improving their skills and training needs;
- Ensuring that jobs are available for learners after completion of learnership programmes; and
- Ensuring full compliance with the changing regulatory requirements and that all Workplace, Skills, Plans, Annual Training Reports and PIVOTAL Training Plans, as per SETA needs have been developed.

ENTERPRISE AND SUPPLIER DEVELOPMENT

Economic growth is key to addressing unemployment, gender equality, health and poverty related issues. Enterprise development is an essential element to economic growth and can be done through: investing time, knowledge and capital to assist SMMEs establish, expand or improve their businesses as well as empowering modest income-generating informal activities to grow and contribute to the local economy.

The Group's current enterprise development initiatives assisted the development of HDSAs by providing opportunities and support including financial support. The Group's preferential procurement contributed to the development of black-owned businesses by directing procurement spend to HDSA-owned businesses. The Group continues to work to improve on its supplier development initiatives. All subsidiaries in the Group adhere to the Group's procurement policy. All of our suppliers are encouraged to be evaluated to determine the extent to which it has been transformed. Only B-BBEE Verification Certificates from an accredited verification agency based on the final gazette BEE codes are acceptable.

We expect our enterprise development clients and suppliers to meet the same high standards of ethics, labour rights, health and safety and the environment that we apply to our own operations and they are expected to follow our Enterprise and Supplier Code of Conduct.

Our business units continually work to improve sustainability standards and performance throughout their supply chain by:

- Embedding sustainability into core business practices by integrating the Code of Conduct into contracts and assessing their sustainability performance through AEEI's business scorecard;
- Engaging with suppliers and enterprise development clients to improve performance through audits, corrective actions and follow-up engagement;
- Assisting to steer the economy towards a stable environment that nurtures growth and increases the country's economic competitiveness;
- Partnering to build capability through training and regular dialogue;

- Fostering relationships between the private and public sectors to embrace social investment as a common vision; and
- Fostering an entrepreneurship culture amongst previously disadvantaged groups.

LOCALISATION

We continue to pursue partnerships with key stakeholders and form joint venture initiatives to promote localisation. Our business units continue to engage with their principles to identify opportunities for local manufacture and to promote skills transfer in line with South Africa's National Development Plan.

Business units encourage enterprise development clients and suppliers to improve disclosures about their performance. This in turn helps us to support them in building their capability and improving their performance. Increasing transparency and addressing sustainability in the supply chain allows them to build customer trust, reduce costs, secure continuity of supply, respond to stakeholder needs and the protection of our brand. Collaboration with suppliers also encourages innovation to develop more sustainable products for our customers.

SUPPLIER DEVELOPMENT

AEEI continues to look at ways to strengthen efficiencies within the traditional supplier base while also increasing capacity and procurement from non-traditional, historically disadvantaged service providers. The efforts remain essential to promoting sustainability and creating value among our stakeholders.

The supplier workshop initiated in 2016 continues to be positive and will continue with:

- All divisions in the Group continue to work towards furthering their B-BBEE compliance;
- All divisions in the Group accelerating empowerment within their procurement operations; and
- In the Group's supply chain, new suppliers are considered under the terms of transformation and black economic empowerment.

TRANSFORMATION – continued

GUIDING PRINCIPLES

The following principles apply to all our business units:

- Operate ethically and in compliance with applicable laws;
- Value employees, embrace diversity and promote a fair and respectful workplace;
- Provide a safe and healthy workplace and strive to reduce the environmental footprint of products and operations;
- Be an asset to local communities by supporting programmes as well as ongoing economic development;
- Promote engagement with and the development of diverse suppliers and enterprise development clients;
- Strengthen management systems that govern responsible operations; and
- Work with enterprise development clients and suppliers to improve performance.

The Group invested R1 587 536 in enterprise development projects compared to R1 486 513 in 2016. The Group's preferential procurement from HDSAs increased to R444 620 000 from R325 023 410 in 2016.

Our Vision 2020 Vision includes various targets. Below are some high-level strategic focus areas:

- Continue to operate ethically and in compliance with applicable laws;
- Continue to value suppliers and embrace diversity;
- Continue to provide a safe and healthy workplace and strive to reduce the environmental footprint of products and operations;
- Support local communities;
- Engage with and further develop diverse suppliers and enterprise development clients;
- Strengthen management systems that govern responsible operations;
- Evaluate and work with enterprise development clients and suppliers to improve performance;
- Continue to procure from empowering suppliers and designated groups;
- Develop and define a matrix on "empowering supplier" for integration in the subsidiaries;

- Negotiate shorter payment terms;
- Continue to pursue partnerships with key stakeholders and form joint venture initiatives to promote localisation; and
- Further identify opportunities for local manufacture and the promotion of skills transfer.

SOCIO-ECONOMIC DEVELOPMENT

The Corporate Social Investment programmes are managed through the Sekunjalo Development Foundation (SDF) and its aim is to create a sustained social impact through focused activities. The Group continues to invest in the upliftment of society and in playing a pivotal role in improving the quality of life among the disadvantaged communities and the Group is well aware of the critical role that a business has to play in the upliftment of society.

The Group continually strives to meet and exceed the benchmarks set by the B-BBEE Codes of Good Practice and for the AEEI Group, socio-economic development goes beyond legislative compliance. It recognises the rights and responsibilities of businesses within a broader societal context and reinforces the Group's aim to implement a social contract between business, government and civil society.

By developing entrepreneurs and supporting SMMEs and small business in the communities in which the Group operates, we in turn stimulate economic growth and create work opportunities. In addition to the value we create through our business units, we assist the communities through our enterprise development initiatives, which in turn contribute to economic development and transformation.

Some of the Group's socio-economic development initiatives include:

- Learnership programmes to assist with elevating the skill levels of previously disadvantaged individuals;
- Financial and in-kind contributions to the development of various early childhood development, youth centres and adult teacher training;
- Organisational involvement and sponsorship of start-up workshops held annually;
- Investment in a number of emerging, black-owned technology enterprises at an enterprise development level through business incubation programmes;

- Access to resources that encourages innovation;
- Support entrepreneurs as they extend their product offering;
- Placement of interns in our various business units;
- Full administration support and services – including infrastructure;
- Assisting with start-up costs for new business ventures;
- Infrastructure development;
- Bursary programmes;
- Imparting skills and resources to small businesses to improve business management capacity;
- Financial and in-kind contributions to the development of various early childhood development, youth centres and adult teacher training;
- Offering learning programmes within the digital space; and
- Developing small businesses within the entertainment industry and to grow community-based services.

The Group spent R15 851 542 on socio-economic development and corporate social initiatives in 2016 compared to R14 754 652 in 2015.

Our Vision 2020 Vision includes various targets. Below are some high-level strategic focus areas:

- Continue to support the communities within which we operate;
- Assist with access to resources – financial and in-kind;
- Support entrepreneurs and assist with their development;
- Assist with infrastructure;
- Provide learnership programmes;
- Provide bursaries;
- Provide internship programmes;
- Assist and provide investment for business incubation programmes;
- Development of early childhood development, youth centres and adult teacher training;
- Continue to provide administration support and services – including infrastructure;
- Assisting with start-up costs for new business ventures; and
- Infrastructure development.

TRANSFORMATION TARGET FOR 2018

- AEEI – maintain our Level 1 B-BBEE accreditation; and
- Subsidiaries – maintain and improve their B-BBEE target going forward on the new codes.

SOCIAL SUSTAINABILITY

The AEEI Group is well aware of the critical role that a business has to play in the upliftment and development of the previously disadvantaged majority. The Group is committed to investing in the upliftment of society and in playing a pivotal role in improving the quality of life of the disadvantaged communities through its corporate citizenship initiatives.

The AEEI Group continues to subscribe to a sustainable approach in conducting its business. For AEEI, social sustainability and corporate citizenship go beyond legislative compliance. It recognises the rights and responsibilities of businesses within a broader societal context and reinforces the mission of AEEI to be a dynamic and innovative Company that creates superior stakeholder value.

Our strategic focus on being an exemplary custodian assists us in managing our impact on the communities around us and we actively contribute to their socioeconomic development through various initiatives.

Many of the subsidiaries in the Group support their own initiatives in line with the Group policy and their areas of operation.

It is for this reason that we need to give back to the communities in which AEEI operates by:

- driving the corporate social investment strategy across the Group by investing in social services in our communities and creating value through social investment;
- paying our taxes and royalties to government;
- driving the B-BBEE targets in the Group;
- further driving transformation throughout the Group;
- adhering to ethical standards and preventing corruption;
- supporting local business and promoting social and economic development;
- providing employment opportunities and skills development;
- providing training and development through our internship programme;
- investing in the future of our youth by facilitating access to higher education;

- ensuring effective risk management and compliance;
- promoting social and economic development;
- promoting partnerships with business peers, sector organisations and research bodies;
- maintaining open channels of communications; and
- ensuring that the Group is seen to be and is a responsible corporate citizen.

CORPORATE SOCIAL INVESTMENT (CSI)

The Group's CSI programmes are managed through the Sekunjalo Development Foundation (SDF), whose aim is to create a sustained social impact through focused activities. The SDF has selected focus areas that have an impact on individual and societal development and play a significant role in nurturing young people who represent the future.

The SDF's approach is to:

- encourage employee participation and volunteering in its CSI programmes;
- prioritise CSI across the Group, focusing on set initiatives that support societal challenges; and
- ensure the integration of community needs.

The SDF continues to move away from *ad hoc* requests to focused areas, which are shaped by an increasing need to ensure effective stakeholder relations and the socioeconomic needs of the communities in which the Group conducts its business.

For the year ahead, the SDF will continue with its CSI programmes in the focused areas below, with more emphasis on the areas of social and enterprise development.

THE GROUP PARTICIPATED IN THE FOLLOWING
DURING THE YEAR UNDER REVIEW:

 <p>ARTS AND CULTURE</p>	 <p>EDUCATION</p>	 <p>SPORTS DEVELOPMENT</p>
<ul style="list-style-type: none"> • The Sekunjalo Edujazz Concert • Cape Town International Jazz Festival • Delft Big Band - Youth Music Programme • Steenberg High Jazz Band • African Musicians Trust • Menngos - Jazz on the Vlei 	<ul style="list-style-type: none"> • Back-to-School programme • Premier Fishing Bursary Trust • Premier Fishing Learnership Programme • Where Rainbows Meet - Training and Development 	<ul style="list-style-type: none"> • Saldanha Bay Rugby club • Gansbaai and Hawston Primary Schools • Western Province Boys' Hockey
 <p>ENTERPRISE DEVELOPMENT</p>	 <p>SOCIAL DEVELOPMENT</p>	 <p>OTHER</p>
<ul style="list-style-type: none"> • Funding for business 	<ul style="list-style-type: none"> • AEEI/Health System Technologies' annual golf day • Women in Praise • Things on Wheels • The Sunflower Fund • The Amy Biehl Foundation • Fire Victims • Working on Fire • Durbanville Children's Home • Mandela Day initiative 	<ul style="list-style-type: none"> • Sekunjalo Development Foundation • Direct support for NGOs and community groupings

SOCIAL SUSTAINABILITY – continued

ARTS AND CULTURE

THE SEKUNJALO EDUJAZZ CONCERT

The Sekunjalo Edujazz Concert celebrated 17 years of home-grown talent at the Artscape Theatre this year and is an accolade to South Africa's musical calendar. This year's show was brought together by a culmination of school jazz bands mentored by some of the Western Cape's most talented educators.

This year's show opened with The Foster Kids – from The Fostering Foundation, founded by legendary diva, Sophia Foster. The young voices blended in perfect harmony and were a joy to behold, especially their last song, "(To Be) Young, Gifted and Black". This was followed by an outstanding performance from the Edujazz Big Band under the direction of internationally acclaimed Andrew Ford, who opened with an energetic rendition of the 1947 classic, "It's almost like being in love". This set the scene for the remainder of the evening and they closed their set with David October celebrating the musical culture of Bonteheuwel.

The Dynamic Voices "blew the roof off" at the Artscape with the sheer power of their voices, featuring the incredible talents of *The Voice SA* runner-up, Robin Pieters, *Idols SA* contender and vocal powerhouse, Elwira Standili, international entertainer and local fan favourite, Jarrad Ricketts and singer, songwriter and *espYoung Legends* winner and *The Voice SA* finalist, Lana Crowster, with legendary bass player, Sammy Webber as the special guest showcasing his special blend of bass slaps and funk flair. Lana Crowster first took to the Edujazz stage in 2004 and Sammy Webber has been featured over the years with different bands.

The Sekunjalo Edujazz Concert's mission is to support, promote and develop young, talented musician, assisting them in their musical careers by affording them the opportunity to perform with some of South Africa's musical legends. They are also given the opportunity to learn and be mentored by a host of legends in local music.

The objectives of the Sekunjalo Edujazz Concert are to raise funds for educational bursaries for impoverished students in the Western Cape, as well as to promote the rich culture of jazz music in Cape Town by staging a well-known group or artist alongside up-and-coming

young artists from either primary or high school. More than 75 schools in the Western Cape benefited from the concert during the year under review.

Over the years, our investment in the students has played an integral part in making musical dreams come true and it continues. Many of our students have advanced by backing those legends that they initially shared a stage with and many have become musicians in their own right. Kyle Shepherd, Don Vino Prins, Leanne Fortuin, Lana Crowster, Darren English, Jamie Faull, Delft Big Band, Adelia Douw, Shaun Bratz, Lorenzo Blignaut and Kim van der Westhuizen are just a few of our students. Lana Crowster won the *espYoung Legends* Competition in 2016 and was featured at the 2016 Cape Town International Jazz Festival. She also participated in *The Voice SA* alongside Kimberleigh van der Ventel.

We would like to acknowledge the Artscape Theatre and espAfrika for their tremendous support throughout the year.

You can follow the Sekunjalo Edujazz Concert on Facebook. To follow The Sekunjalo Edujazz Journey from inception, visit: www.aeei.co.za.

CAPE TOWN INTERNATIONAL JAZZ FESTIVAL

The Cape Town International Jazz Festival is world renowned as "Africa's grandest gathering". The 17th annual festival attracted in excess of 35 000 visitors and more than 40 international and local artists participated in the event held over two days on five stages.

In 2016, the Cape Town International Jazz Festival was voted one of the World's Best Festivals by FEST 300 and voted the Best Festival in Cape Town in the OFLOCAL 2015 poll.

Preceding the festival, espAfrika held a series of workshops targeted at previously disadvantaged individuals, which included school workshops, arts journalism, music business, master classes and gigs for kids and the pre-festival free community concert. espAfrika also has mentoring programmes and internships across all departments, including media and marketing, project management, talent, production, logistics and public relations. Our children from Where Rainbows Meet and our music students from the Edujazz Big Band are active participants in these workshops.

DELFT BIG BAND – YOUTH MUSIC DEVELOPMENT PROGRAMME

The Sekunjalo Development Foundation continues to support the Delft Big Band with many of their students participating in the Edujazz Big Band.

This development programme is targeted at vulnerable youth from high schools in Leiden, Rosendal and Voorbrug in the Western Cape. Through this programme, which has early intervention as a core element, music is used as a vehicle to equip the youth with valuable life skills. Currently more than 100 learners from these areas participate in the programme. More advanced musicians make up the Delft Big Band. When the programme started, none of the students had either picked up, or played, a musical instrument.

Members of the band have undertaken two tours of Sweden, a tour of France and performed at the Liverpool Brouhaha Festival, the Edinburgh Jazz and Blues Festival and the London Jazz Festival. The Delft Big Band performed at the 2015 Cape Town International Jazz Festival, a number of high-profile and NGO events, the Sekunjalo Edujazz Concert, the Cape Town Big Band Jazz Festival and the Community Jazz Festival in Gugulethu for the Amy Biehl Foundation and collaborated with SA Army Band, where they received standing ovations.

STEENBERG HIGH JAZZ BAND

Steenberg High has been a recipient of the Edujazz bursaries since 2003. Since the band was formed in 2011, under the leadership of elearner, Sammy Webber, the band and the young musicians have blossomed. Their first public performance was at the Edujazz concert in 2012, where they blew the crowd away. The SDF assisted the school jazz band by sponsoring a sound system for their band and continues through the services of Sammy Webber.

They were also featured at the 2013 Cape Town International Jazz Festival. A number of students attending Steenberg High School are residents in the Vrygrond community and also benefit from our Back-to-School Programme.

AFRICAN MUSICIANS TRUST

We provide support for The African Musicians Trust, whose objective is to engage, equip, support, guide and educate South African musicians and offer services to empower them and grow their careers by providing a platform for

marketing, public relations, events management, training and networking. They are also looking to provide a medical aid and a provident fund for musicians to enable them in their latter years, to live with dignity.

MENNGOS – JAZZ ON THE VLEI

We supported Menngos with their annual Jazz on the Vlei concert to raise funds for their projects. Menngos is a not-for-profit micro-enterprise network with the goal to stimulate economic opportunity in organic food production and to engage in trading activities that will create sustainability for the organisation and their programme. They partner with communities with a specific need to grow their own vegetables, herbs and fruit, i.e. HIV/Aids programmes, daycare centres, seniors clubs. They promote the growing of vegetable gardens to enhance health and wellness.

EDUCATION

BACK-TO-SCHOOL PROGRAMME

The Back-to-School Programme initiated in 2013, continues to grow year on year. For the year under review, more than 450 students from the community of Vrygrond were assisted with the payment of their school fees, school clothing and stationery in order to keep them in school for the year. Some of these students have gone back to school with the financial assistance of the Company. Some of these students have also benefited from the Company's bursary programme. This programme continues to be rolled out in the fishing communities of Hermanus and Gansbaai.

PREMIER FISHING BURSARY TRUST

This bursary trust assists employees to further educate their dependants who want to study at a tertiary institution. The bursary also includes dependants in grades 11 and 12 wanting to qualify for future higher education by assisting them with additional lessons. To date, the bursary trust has assisted more than 50 dependants.

PREMIER FISHING LEARNERSHIP PROGRAMME

The learnership programme covers all employees in the advancement of skills and training in society and the contribution to the socioeconomic conditions of society. To date, the learnership programme has assisted more than 130 employees.

SOCIAL SUSTAINABILITY – continued

WHERE RAINBOWS MEET – TRAINING AND DEVELOPMENT FOUNDATION

Selwyn Early Childhood Development (ECD) Programme

Where Rainbows Meet – Training and Development Foundation is based in the community of Vrygrond, the oldest informal settlement in the Western Cape.

The foundation is based within the community, providing services for that community and is managed and facilitated by members from the same community and surrounding areas.

The programme was started in 2009 with four children and now hosts nearly 500 children. The need arose as the children were left unsupervised and alone on the streets during the day, as their parents were involved in alcohol and drug abuse. A safe, supervised environment was created for these young children during the day and they are encouraged to attend other programmes on offer.

As part of government's early childhood development programme, the Group has ensured that these young learners are provided with the best foundation phase education and in doing so provided financial support for qualified ECD teachers' salaries for the year under review.

Employees in the Group are active participants in the quest to give back to the communities within which the Group operates and became involved in this community project with a hands-on approach. Ongoing employee support took place during the year under review and, together with the contribution from the Company, they were able to assist in the basic day-to-day needs of the children in the foundation phase of the programme.

SPORTS DEVELOPMENT

SALDANHA BAY RUGBY CLUB

The Saldanha Bay Rugby Club, situated in the heart of the West Coast, is open to all members of the community. The club has a strong focus on sports development for the youth. The Sekunjalo Development Foundation continues with sponsorship of their rugby teams. We previously assisted with their gymnasium for their clubhouse as it allows players to condition themselves to be more competitive.

GANSBAAI AND HAWSTON PRIMARY SCHOOLS

The Gansbaai and Hawston Primary Schools, situated in the Overberg region, were assisted with sponsorship of

their sports teams. This resulted in the students being able to actively participate in sports development at a competitive level.

WESTERN PROVINCE BOYS' HOCKEY

The Western Province U16A hockey team received sponsorship, which enabled them to participate at national level. They are the current titleholders of the tournament and have been for the past eight years. Over the last 10 years, they won the tournament nine times and were the runners up in the other instance. During July 2017, they retained their championship status, with some of the young champions being selected to play for the South African hockey team.

ENTERPRISE DEVELOPMENT

FUNDING FOR BUSINESS

We continue to assist with start-up costs to various female black empowerment companies in South Africa, in varied industries. Ongoing financial assistance and infrastructure is provided on a monthly basis to assist with the operational costs, including mentoring and business skills.

SOCIAL DEVELOPMENT

AEEI/HEALTH SYSTEM TECHNOLOGIES (HST) ANNUAL GOLF DAY

Launched in 2004, to date this event has raised more than R1,1m for public sector hospitals and clinics. Previous recipients for the public sector hospitals and clinics in the Western Cape, include Groote Schuur (paediatric ward), GF Jooste, Brooklyn Chest Hospital, Mowbray Maternity, Somerset Hospital, Victoria Hospital, DP Marais SANTA Hospital, Westfleur Hospital, Helderberg Hospital, Prince Albert Hospital, Clanwilliam Hospital, Caledon Hospital and Lentegeur Hospital have all been recipients of the generous proceeds raised at this golf day, which is now a firmly established annual event.

Victoria Hospital used their funds to build and sustain a palliative care unit. Palliative care concentrates on the improvement of quality of life for those unfortunate people with debilitation or terminal illnesses. With more pressing priorities in the public health care system, patients are typically left with little or no palliative care.

The DP Marais SANTA Hospital, one of the few facilities that caters for TB patients in the Western Cape, has also been a beneficiary. Caledon Hospital utilised their funds to extend the capacity of one of its units.

Lentegeur Hospital is one of three major psychiatric hospitals in the Western Cape, serving as a referral centre for one third of the Province's population. It also serves as a teaching hospital with strong academic links to UCT, Stellenbosch University, UWC and CPUT. The highly visible Lentegeur Spring Project is to re-establish the hospital as a "Green" hospital and even more importantly, as a symbol of hope and regeneration. Its main aim is to transform the way the hospital and mental illness are seen by the communities it serves, but also provide a stimulus for the regeneration of these communities with the restoration of hope and identity through a sense of attachment to land, community and the environment. The project was adopted as a flagship of the Provincial Health Department of the Western Cape and of the Premier's 110% Green Campaign.

The proceeds of this year's Golf Day went to the Khayelitsha Hospital. The proceeds will be used for the hospital's programmes and planned expansion.

WOMEN IN PRAISE

The Sekunjalo Development Foundation supports the Kraaifontein Centre for Abused Women and Children through the Women's Month calendar, where a concert was scheduled with a major artist, as well as up-and-coming and semi-established artists. All proceeds from the concert went to the Kraaifontein Centre for Abused Women and Children.

THINGS ON WHEELS

Things on Wheels supports the schools in the communities in the Western Cape through their mobile feeding scheme by providing children in impoverished areas access to a meal or sandwich on a daily basis. The Sekunjalo Development Foundation continues to assist with funding for this project.

THE AMY BIEHL FOUNDATION

The Amy Biehl Foundation is a non-profit organisation that offers programmes to develop and empower youth living in the challenged and vulnerable communities of the Western Cape. The programmes place a focus on the creative side of the child's brain and supplement the shortcomings of the educational system in the townships of South Africa.

Reaching over 2 000 youth every day, the programmes are having a very positive effect on the youth as well as the communities in which they live. They provide

educational and cultural activities that offer students healthy alternatives to all the negative influences within their society by unlocking their creative talent and create future emotionally well-rounded individuals, leaders and entrepreneurs for South Africa.

The Foundation currently operates five after-school care centres including Nyanga, Gugulethu, Manenberg and Crossroads, each hosting over 300 students per day.

FIRE VICTIMS

The community of Vrygrond was once again hit by fire devastation where more than 500 families lost everything. Through our community initiative - Where Rainbows Meet Training and Development, The SDF rallied to assist these fire victims.

The SDF provided much-needed provisions and sustenance and the staff of Where Rainbows Meet Training and Development worked tirelessly by providing cooked meals while these families rebuilt their homes. Donations through our suppliers as well as staff in the Group also assisted this community.

WORKING ON FIRE

The Western Cape and surrounding areas were wrecked by havoc during the summer months with fire fighters responding to nearly 6 000 fires over a short period of time. The Group responded to a plea for assistance and provided much-needed sustenance for the fire fighters of Working on Fire through cooked meals, water and various other supplies.

Working on Fire is an Expanded Public Works Programme (EPWP) aimed at providing work opportunities to young men and women. The Programme resides under and is funded by the Department of Environmental Affairs. Participants are recruited from marginalised communities and trained in fire awareness and education, fire prevention and fire suppression skills. In addition, they are trained in skills such as first aid, carpentry, cooking, health and safety and communications.

Working on Fire recruits and trains young men and women from across South Africa with a strong focus on marginalised communities and people with disabilities. There are currently more than 5 000 participants in the Programme, 94% of whom are youth, 31% are women (the highest level in any comparable fire service in the world) and 3% are disabled. They promote capacity building among participants and run various programmes to help develop the social cohesion of these participants.

SOCIAL SUSTAINABILITY – continued

They empower participants to make informed decisions and to help them with financial and social problems, which makes up a vital part of the programmes initiatives.

DURBANVILLE CHILDREN'S HOME

The SDF provided financial support to the Durbanville Children's Home. This home started in 1883 and fills the gap in service provision for vulnerable children by using dedicated, professional services to support children in need of care and their families, with the ultimate aim of restoring them to a healthy family relationship.

Durbanville Children's Home is a programme of BADISA, a church-based non-governmental welfare organisation. BADISA provides professional assistance, as well as a policy and guidelines for the Home, ensuring that the Home meets the ever-changing needs of children in need of care and safety. Durbanville Children's Home is also registered with the Department of Social Development and is therefore subject to governmental policies and principles.

MANDELA DAY – 67 MINUTES

Employees across the Group participated in the Mandela Day – 67 minutes initiative whereby the Company provided wool and knitting needles and employees challenged each other by knitting scarves and beanies for distribution. The target was 250 collectively and 320 scarves and beanies were distributed to the children in the community of Vrygrond.

OTHER

SEKUNJALO DEVELOPMENT FOUNDATION

The SDF has also made a significant number of *ad hoc* donations to various organisations and causes. We believe that these groups are doing very necessary work in their respective communities and we gladly support them.

DIRECT SUPPORT FOR NGOS AND COMMUNITY GROUPINGS

The Group acknowledges its responsibility to the social upliftment of the communities within which it operates. Through the continuation and expansion of its social responsibility programmes, The SDF provides donations or other support to various individuals, NGOs, community projects and education causes.

The Group has committed itself to contributing to the alleviation of hunger, poverty, illiteracy, unemployment, crime and all those ills that negatively affect the moral fibre of South African society.


RETURN ON CORPORATE SOCIAL INITIATIVES

2.3% SPEND VS PROFIT

	IMPACT	RETURN ON INVESTMENT
 <p>ARTS AND CULTURE</p>	SOCIETY	<ul style="list-style-type: none"> • Shared value with communities and organisations • Education of arts and culture, especially in the music arena • Education and mentorship • Self-sufficient – many of our students have become musicians in their own right and have become self-sufficient and some are the only breadwinners in their respective families • Benefits to the communities
 <p>EDUCATION</p>	COMMUNITIES	<p>Education is a global equaliser. With education, people and communities around the world can become self-sufficient and prosper. By investing in education in the communities, we have:</p> <ul style="list-style-type: none"> • Improved education outcomes • Increased literacy rates • Increased student engagement and performance • Training • Skills development • Early childhood development – live, learn and play • Nurtured growth and entrepreneurship • Provided employment opportunities
 <p>SPORTS DEVELOPMENT</p>	COMMUNITIES	<ul style="list-style-type: none"> • Promotion of sports development in impoverished communities
 <p>ENTERPRISE DEVELOPMENT</p>	COMMUNITIES	<ul style="list-style-type: none"> • Promotion of an entrepreneurship culture • Ensured stability, growth and profitability of young entrepreneurs • Promoted businesses owned and businesses run by women to become sustainable • Workforce development • Assisting to steer the economy towards a stable environment

SOCIAL SUSTAINABILITY – continued

RETURN ON CORPORATE SOCIAL INITIATIVES (continued)

	IMPACT	RETURN ON INVESTMENT
 SOCIAL DEVELOPMENT	SOCIETY	<ul style="list-style-type: none"> • Ensured a better quality of life • Promoted education • Improved access to childcare and families • Supported NGOs to build capacity and improve efficiency of resources to the communities they support • Ensured a better quality of life for people with disabilities • Provided skills development through our various initiatives • Provided internship
 SPECIAL PROJECTS	ENVIRONMENT	<ul style="list-style-type: none"> • Created awareness around sustainability, pollution, water, air, electricity and other

CSI/SED EXPENDITURE

	2017	2016	2015
Rand value of corporate social investments/socio-economic development	R15 851 542	R14 754 652	R12 430 356
Percentage of CSI/SED spend invested in South Africa	100%	100%	100%
Education	R562 543	R552 146	R333 027
Skills development	R1 235 641	R1 124 530	R696 035
Health and HIV/Aids	R0	-	-
Basic needs/social	R641 256	R636 012	R426 104
Enterprise development	R1 587 536	R1 486 513	R1 243 882
Arts and culture	R7 721 354	R7 651 871	R6 653 199
Infrastructure development	R1 562 445	R1 435 299	R1 059 000
Rand value spend on environmental management projects	R345 256	R341 309	-
Rand value spend on small business development	R859 562	R745 624	-
Rand value of CSI other	R2 923 485	R2 267 861	R2 019 109
Discretionary spend	R81 840 184	R240 549 000	R205 543 181
Spend as a percentage of net profit after tax	2.3%	7.1%	8.33%
Rand value spend on small business development	R859 562	R745 624	-

INTERNAL POLICIES

As a leading JSE-listed black empowerment Company and through our brand's position, the organisation is dominant in a global context relating to a variety of issues, technology changes, globalisation, rapid change, dynamic markets, enterprise development and sustainability legislation. These issues affect the overall business strategy of the Group while focusing on organic growth, acquisitions, geographic expansion, new categories, margin improvement and transformation.

In the line with Groups' governance, the Group has all the relevant policies in place as approved by the Board of directors.

ADDITIONAL INFORMATION

Integrated Reporting & Assurance Services (IRAS) confirms that AEEI has been independently assessed according to 96 environmental, social and governance (ESG) quantitative comparable data indicators within

the Sustainability Data Transparency Index (SDTI) and consistently achieves a data transparency score within the Top 10% of the roughly 300 JSE-listed companies reviewed (1st in the 'Financial Services - Other' Sector). Created by IRAS, the SDTI measures listed companies' commitment to ESG data transparency, allowing stakeholders the opportunity to contrast and compare ESG performance between peer companies, against prior year performance, or against stated commitments and/or targets. For more information contact: sdti@iras.co.za.



IRAS SDTI