

GLOBAL REPORTING INITIATIVE (GRI) G4 Guidelines

G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2017 Response
Strategy and Analysis		
G4-1	CEO / Chair statement	See Message from the CEO , Oceana Sustainability Report (SR) page 4, and Chairman's introduction Oceana Integrated Report (IR) page 7.
G4-2	Provide a description of key impacts, risks, and opportunities	See section reviewing our Strategic context , SR page 4-10. Our approach to managing the key impacts, risks and opportunities is reviewed in the respective SR focus area chapters. See also section on Managing our material risks , Oceana IR page 21.
Organisational Profile		
G4-3	Report the name of the organization.	Oceana Group
G4-4	Report the primary brands, products, and services.	See section About Oceana , IR page 2-4
G4-5	Report the location of the organization's headquarters.	Oceana House, 26 Jan Smuts Street, Foreshore, Cape Town
G4-6	Countries of operation	South Africa, the United States, Angola and Namibia. See Group at a glance , IR page 5
G4-7	Report the nature of ownership and legal form.	Oceana Group was incorporated in 1918 and is listed on the Johannesburg and Namibian Stock Exchanges. See About Oceana , IR page 2-4.
G4-8	Report the markets served	Oceana Group markets its products globally. See Group at a glance , IR page 5



G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2017 Response
G4-9	Report the scale of the organization	See the following sections in the IR: Group at a glance page 5, Group performance against strategy pages 34-53, Divisional performance reviews , pages 55 -63, and Summarised group financial statements pages 66-75
G4-10	Workforce scale and split	See Consolidated non-financial data
G4-11	Percentage of total employees covered by collective bargaining agreements	46% of the group's employees are members of a union.
G4-12	Describe the organization's supply chain.	See Our business model and Sustaining and sharing value , IR page 15-18
G4-13	Significant changes to organisation (size, structure, ownership, etc)	There were no significant changes. See About this report , SR page 2
G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Oceana is committed to integrating the 10 principles of the United Nations Global Compact into the strategy - see our support letter and Communication on progress . The 'precautionary principle' is integrated throughout our environmental performance standards. Precautionary measures are reviewed in the Oceana SR, page 13
G4-15	List external initiatives signed up to	Oceana is a signatory to the United Nations Global Compact.
G4-16	List association memberships/participation	Fishing industry body, FishSA, created collectively to address and respond to issues of mutual concern. Participation in and membership of relevant industry bodies and associations, for example, Responsible Fishing Alliance (RFA); National Business Initiative; Black Management Forum; Global Chain Alliance; International Fishmeal and Fish oil Organisation. Signatory to the United Nations Global Compact. See Responsible fishing partnerships in the sustainability governance review. Oceana renewed their commitment to the RFA by signing a two year collaboration agreement.



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COMPANY SECRETARY: JC Marais
(Executive Director *)

G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2017 Response
Identified Material Aspects and Boundaries		
G4-17	Operational Structure of the organization.	The group's key divisions are Lucky star; Daybrook; BCP Horse mackerel and hake; Oceana lobster and squid; CCS Logistics. See About Oceana , IR page 4
G4-18	Details on report content and aspect boundaries.	Oceana has assessed materiality as part of the enterprise-wide risk identification and management system; see Managing material risks , IR page 21, Building trusted relationships , IR page 45, and Sustaining and sharing value , IR page 17. Oceana's approach is aligned with supporting the global sustainable goals , see Oceana SR page 10-11)
G4-19	All material Aspects identified in the process for defining report content.	An overview of our material sustainability focus areas is presented in the section reviewing our Focused and integrated sustainability strategy , SR page 6 and Sustaining and sharing value , IR page 17
G4-20	Aspect Boundary within the organization	See About this report , Oceana SR page 2
G4-21	Aspect Boundary outside the organization.	As part of the process to determine the sustainable development material issues to be included in the SR, this is considered and covered in the SR.
G4-22	Restatements of information	There have been no significant restatements of data during the year.
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries.	Since last year there have been no significant changes to the group's organisational structure.
Stakeholder Engagement		
G4-24	Stakeholder groups engaged by the organization.	Oceana's key stakeholder groups are identified in the section Building trusted relationships , IR page 45.
G4-25	How stakeholders were identified	See section Building trusted relationships , IR page 45,
G4-26	Approach to stakeholder engagement	See section Building trusted relationships , IR page 45. Oceana is in the process of formalising a Stakeholder Relationship policy.



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G4-27	Topics and concerns raised and how they have been addressed	See section Building trusted relationships , IR page 45.
Report Profile		
G4-28	Reporting period (such as fiscal or calendar year) for information provided	1 October 2016 to 30 September 2017
G4-29	Date of most recent report (if any)	2016
G4-30	Reporting cycle	Annual, financial year-ending 30 September
G4-31	Reporting contact	companysecretary@oceana.co.za
GRI Content Index		
G4-32	Report the 'in accordance' option, content index, external assurance	See About this report , SR page 2. This document, available on the Oceana website - www.oceana.co.za
Assurance		
G4-33	External assurance policy, practice and scope	See About this report , SR page and Verification Statement
GOVERNANCE		
G4-34	Governance structure of the organisation	See sections Protecting value through effective governance , IR page 25-28 and Our leadership , IR page 29-30
G4-35	Process for delegating authority for SHEC from the highest governance body to senior executives and other employees	See sections Protecting value through effective governance , IR page 25-29 and Sustainability governance
G4-36	Executive leadership structures around sustainability topics	See sections Protecting value through effective governance , IR page 25-29 and Sustainability governance . Oceana's commitment to good governance is further reviewed on our website section on Compliance
G4-37	Processes for consultation between stakeholders and the board on sustainability topics	See section Building trusted relationships , IR page 45. We use various consultation processes and information is fed back to the board via the board committees, reviewed in the section Protecting value through effective governance , IR page 25-29. Further information is provided in the review of Oceana's Compliance with King IV



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G4-38	Composition of the highest governance body and its committees	See section on Our leadership , IR page 29-30. A Board Diversity policy was approved in August 2017 and is available on www.oceana.co.za . The targets are detailed in the policy.
G4-39	Report whether the chair of the highest governance body is also an executive officer	The chairman, Mustaq Ahmed Brey is a non-executive director.
G4-40	Nomination and selection processes for the board and its committees	The remuneration and nominations committee uses the policy on selection and appointment of directors to review board members' qualifications, competence, gender, diversity and independence, as part of the assessment.
G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed.	Directors and employees are required to observe the highest ethical standards in conducting the group's business. See review of ethical leadership in the section Protecting value through effective governance , IR page 25-29. The directors and senior management are required to submit a list of other directorships and interests in contracts with Oceana.
G4-42	Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	See sections: sustainability governance , Protecting value through effective governance , IR page 25-29 and Oceana's Compliance with King IV
G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	This is reviewed in the section Protecting value through effective governance , IR page 25-29. Continuing professional development (CPD) of individual directors is encouraged, however, the company does not implement specific in-house programmes to address this. Directors are expected to attend to this requirement according to their profession's prescriptions, through attendance at seminars, presentations



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		and workshops, and by following business reporting in the media.
G4-44	Processes for evaluation of the board and steps taken to address findings	See review of ethical leadership in the section Protecting value through effective governance , IR page 25-29. Currently the board is not evaluated on its environmental/social/economic performance; however, appraisals do include these criteria.
G4-45	Report the board's role in the identification and management of SD issues and the role of external consultation	See review of the social, ethics and transformation committee (SETCOM/ SET Committee) in the section Protecting value through effective governance , IR page 25-29 and review of Oceana's Sustainability governance .
G4-46	Board's role in reviewing the effectiveness of the organisation's risk management processes for SR	The SET committee has board oversight of sustainability. See section Protecting value through effective governance , IR page 25-29 and Sustainability governance
G4-47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	The SET committee's charter requires a minimum of two meetings per year, which were duly held and fully attended by all members.
G4-48	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.	The board reviews the sustainable development report. The SETCOM has board oversight of sustainability. See section Protecting value through effective governance , IR page 25-29 and Sustainability governance



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G4-49	Report the process for communicating critical concerns to the highest governance body.	Our group risk assessment process ensures that the board receives information regarding our critical concerns. See section on Managing our material risks , IR page 30. Through various consultation mechanisms, board committees feed information to the board. See Building trusted relationships , IR page 45, and Sustainability governance
G4-50	Nature and total number of critical concerns that were communicated to the board	The most material issues are communicated throughout the SR, as are the responses to these issues.
G4-51	Remuneration policies for the highest governance body and senior executives	The remuneration and nominations committee considers compensation and performance of the board. See section Driving Strategy: Report of the remuneration and nominations committee , IR pg 48
G4-52	Process for determining remuneration.	The board has delegated the responsibility for remuneration to the remuneration and nomination committee. See section Driving Strategy: Report of the remuneration and nominations committee , IR pg 48
G4-53	Details on how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	We use various consultation processes and information is fed back to the board via its board committees. The section Building trusted relationships , IR page 45, includes a list of our core stakeholder groups, how we engage with them, their key interests, and our response.
G4-54	Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	We do not report publicly on this ratio.
G4-55	Ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all	We do not report publicly on this ratio.



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	employees (excluding the highest-paid individual) in the same country.	
Ethics and Integrity		
G4-56	Describe the organization's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.	The Oceana values are outlined on our website. The business code of conduct and ethics and other ethical leadership principles and mechanisms are covered in the review of ethical leadership in the section Protecting value through effective governance , IR page 25-29. See the Oceana code of business conduct and ethics .
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organizational integrity, such as helplines or advice lines.	Whistle Blowers is an independent information gathering company, which offers an anonymous and secure platform for whistle-blowing.
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	Whistle Blowers is an independent information gathering company, which offers an anonymous and secure platform for whistle-blowing
ASPECT: Economic performance		
G4-DMA	Disclosure on Management Approach	Economic performance is primarily reviewed in the section on Generating sustained financial returns , IR page 34. See also our review of Sustaining and sharing value , IR page 15-18
G4-EC1	Direct economic value generated and distributed	See section on Generating sustained financial returns , IR page 34.



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G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Addressing the impacts of climate change on the business is a material issue and issues are raised in various sections of the SR. See review of our climate change risk areas and adaptation measures , Oceana SR page 34. A detailed assessment of the risks and opportunities of climate change is available in our 2017 CDP submission, available at www.cdproject.net . A key issue is the variation in availability of marine resources due to human action.
G4-EC3	Coverage of the organization's defined benefit plan obligations	Details are provided in the Annual Financial Statements 2017 - defined contribution plans on page 12 and note 30, page 59.
G4-EC4	Financial assistance received from government	Not material. We do not receive any significant financial assistance from government.
ASPECT: Market Presence		
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	We are committed to providing competitive and fair wages and believe that we do so at all our operations. All employees in the bargaining unit are paid in line with an agreement which includes minimum rates of pay. Currently we do not collect the required data; we plan to do so in the future.
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	Oceana is committed to the Employment Equity Act 55 and is committed to ongoing localisation regarding our hiring policies. See section on Promoting transformation and localisation in the Oceana SR, page 24-28.
ASPECT: Indirect economic impacts		
G4-DMA	Disclosure on Management Approach	Information is provided in the section A focused and integrated sustainability strategy , Oceana SR page 6-11 and in the review of Sustaining and sharing value , IR page 17



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G4-EC7	Development and impact of infrastructure investments and services supported	The Oceana Foundation was launched in 2011 to consolidate the overall CSI expenditure by the group. Our contribution is reviewed in the section A positive impact on communities , Oceana SR page 41-42
G4-EC8	Significant indirect economic impacts, including the extent of impacts	Information is provided in the focus area chapters of the Oceana SR and in the section on Sustaining and sharing value , IR page 15-18

ASPECT: Procurement practices

G4-DMA	Disclosure on Management Approach	See focus chapter on Promoting transformation and localisation , Oceana SR page 24.
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	R1,6 billion spent on preferential procurement with R1,2 billion BEE suppliers in South Africa (84.4% of total measured spend)

ASPECT: Reserves

ENVIRONMENTAL

ASPECT: Materials

G4-DMA	Disclosure on Management Approach	Our approach to managing environmental issues is reviewed in the section Conserving natural resources and mitigating impacts , Oceana SR pages 30-36, and sustainability governance review.
G4-EN1	Materials used by weight or volume	See Resource usage data , SR page 37
G4-EN2	Percentage of materials used that are recycled input materials	Currently very little of our primary packaging contains recycled material. Food integrity is of prime importance and we are unable to use recycled content in certain products. Lobster and horse mackerel carton packing boxes use recycled material. The hake and can carton packaging material uses 15% recycled material. A percentage of the metals used in the manufacturing process of the Lucky Star cans and lids are from recycled material. The percentage varies per batch received and has not been quantified.



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ASPECT: Energy		
G4-DMA	Disclosure on Management Approach	See SR sections: Driving energy efficiency and reducing emissions , Oceana SR page 36, and Environmental risks and response measures , Oceana SR page 32
G4-EN3	Energy consumption within the organisation	See detail on energy consumption in the resources usage data table, Oceana SR page 37
G4-EN4	Energy consumption outside the organisation	See detail on energy consumption in the resources usage data table, Oceana SR page 37
G4-EN5	Energy intensity	A review of our performance is provided in our Oceana Carbon Footprint 2017
G4-EN6	Reduction of energy consumption	See sections: environmental performance targets and Driving energy efficiency and reducing emissions , Oceana SR pg 35-36
G4-EN7	Reductions in energy requirements of products and services	See section on environmental performance targets , Oceana SR pg 35
ASPECT: Water		
G4-DMA	Disclosure on Management Approach	See sections: Responsible use and disposal of water , Oceana SR page 36, and Environmental risks and response measures , Oceana SR page 32
G4-EN8	Total water withdrawal by source	Oceana's total municipal water usage was 818 188 kilolitres. See water management data, in consolidated non-financial data , page 9
G4-EN9	Water sources significantly affected by withdrawal of water	All of Oceana's water requirements are sourced from municipal supplies.
G4-EN10	Percentage and total volume of water recycled and reused	Water consumption in relation to production output is monitored monthly against production targets. Oceana does not currently measure its water recycling and reuse.
ASPECT: Biodiversity		
G4-DMA	Disclosure on Management Approach	See sections on sustainable seafood , Oceana SR page 15, and environmental risks and response measures , Oceana SR page 32



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G4-EN11	Operational sites owned, leased, managed in, or adjacent to protected areas (PAs) and areas of high biodiversity value outside PAs	Many of Oceana's factories are located near to the high water mark. We take care to ensure that nesting birds are not disturbed and that birds' nests are removed by SANCCOB before maintenance on roofs is undertaken. Oceana owns 626,9157 ha in St Helena Bay, 4,4023 ha in Hout Bay, 0,464 ha in Humansdorp and 3.9 ha in Laaiplek. Oceana leases 2,1170 ha in Hout Bay, 3,8142 ha in St Helena Bay, 4,6381 ha in Lambert's Bay, 0,3173 ha in Jacobs Bay, 1.07 ha in Laaiplek, 1.2 ha in V&A Waterfront, 0.3 in Saldanha Bay, 0.2 ha in Kommetjie and 0,1438 ha in Elands Bay.
G4-EN12	Description of significant impacts of activities, products etc. on biodiversity in protected areas, and areas of high biodiversity value outside PAs	Oceana's environmental control system requires an Environmental Management Plan (EMP) to be in place. Our EMPs are aligned with the location of the respective operation and its impact on biodiversity. Scientific reports refer to an ecosystem approach to fishing to minimise our impacts on biodiversity. We consider each of our unique fisheries and scientific reports are commissioned on each, which are available on our website. We work with the Department of Agriculture, Forestry and Fisheries and independent scientists funded by the industry.
G4-EN13	Habitats protected or restored	Oceana has limited impact on natural habitats. Where spillages occur, they are contained and remedial action taken as necessary. Operations avoid interfering with nesting sea birds. At sea our hake vessels take measures to protect the sea bird population and implement our Bird Mitigation Plan. Oceana adheres to Marine Protected Areas as well as closed areas regulations. Oceana works with all relevant scientific working groups to participate in habitat protection strategies. Oceana is a founder member of the Responsible Fisheries Alliance (RFA), and



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		has partnered with WWF-SA, Birdlife South Africa other fishing companies in the RFA to promote an ecosystem approach to fisheries management.
G4-EN14	Total number of IUCN red list species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	The African penguin is on the IUCN red list. The ecosystem approach to management of this fishery incorporates the needs of penguins. Commercial fishing rights are measured against the SASSI green list. At sea, our by-catch is managed by our permits and we have a Bird Mitigation Plan.
ASPECT: Emissions		
G4-DMA	Disclosure on Management Approach	See section Conserving natural resources and mitigating impacts , Oceana SR pages 32, 35, 36
G4-EN15	Direct greenhouse gas (GHG) emissions (scope 1)	See performance data , Oceana SR page 3, and Consolidated non-financial data , page 8. More detail can be found in the Oceana 2017 Carbon Disclosure Project (CDP) response available online at www.cdproject.net and in our Oceana Carbon Footprint 2017 report.
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (scope 2)	See performance data, Oceana SR page 37 and Consolidated non-financial data , page 8. More detail can be found in the Oceana 2017 Carbon Disclosure Project (CDP) response available online at www.cdproject.net and in our Oceana Carbon Footprint 2017 report.
G4-EN17	Other indirect greenhouse gas (GHG) emissions (scope 3)	Details can be found in the Oceana 2017 Carbon Disclosure Project (CDP) response available online at www.cdproject.net and in our Carbon Footprint 2017 report



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G4-EN18	GHG emissions intensity	See GHG emission product intensity table, Consolidated non-financial data page 8
G4-EN19	Reduction in GHG emissions	See section on environmental performance targets , Oceana SR page 35. Further detail can be found in the Oceana 2017 CDP response available online at www.cdproject.net and in the Oceana Carbon Footprint 2017 report.
G4-EN20	Emissions of ozone-depleting substances (ODS)	Oceana Freon emissions totalled 72 266 tCO ₂ e. See our Oceana Carbon Footprint 2017 report
G4-EN21	NO _x , SO _x and other significant emissions	Nitrous oxide (N ₂ O) and methane (CH ₄) emissions were 248 974.38 tons and 4757.67 tons respectively. Currently we do not report on boiler stack emissions or odorous emissions.
ASPECT: Effluents and Waste		
G4-DMA	Disclosure on Management Approach	Oceana is committed to the responsible management and disposal of waste, and to decreasing the amount of waste generated by our operations and products. See section on mitigating Oceana's environmental impacts , Oceana SR page 35-36
G4-EN22	Water discharge	Currently we do not collect data for this performance indicator. Where water is discharged into the ocean, samples are tested and results are sent to the Department of Water Affairs.
G4-EN23	Waste by type and disposal method	Oceana reports partially on this indicator. See waste data , Oceana SR page 37 and 47, and in Consolidated non-financial data , page 8-9. Oceana's activities do not generate or involve transportation, storage or trade in hazardous waste that requires special treatment.
G4-EN24	Significant spills	Oceana did not record any significant spills during the review period.
G4-EN25	Hazardous waste	Oceana disposed of 234 250 tonnes of hazardous waste. The group does not import, export, treat or ship internationally any hazardous waste.



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G4-EN26	Biodiversity affected by runoff	We do not “significantly affect” water bodies through discharges of water and runoff. We submitted nine coastal water discharge applications to the DEA and in the interim the monitoring of discharge quality continues. Each operation discharges water individually. See section on Responsible usage and disposal of water , Oceana SR page 36
ASPECT: Products and services		
G4-DMA	Disclosure on Management Approach	Addressed in the section Food security and the marine resources , Oceana SR page 13-15
G4-EN27	Mitigation of environmental impacts of products and services	Our activities aimed at reducing waste generation and responsible disposal of waste are reviewed in the Oceana SR, pages 35-36
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	Oceana measures partially against this parameter. 85% of lobster sales in polystyrene boxes is recycled by the importers. We do not reclaim any packaging (other than lobster), whether it's sold locally or internationally.
ASPECT: Compliance		
G4-DMA	Disclosure on Management Approach	The company remains committed to ensuring compliance with all laws and regulations. See section on Protecting value through effective governance , IR page 25-28. Our environmental management and compliance is reviewed in the Oceana SR, page 35
G4-EN29	Environmental fines and sanctions	No environmental related penalties or fines were payable during the reporting period.
ASPECT: Transport		
G4-DMA	Disclosure on Management Approach	Transport related risks are managed as part of our approach to managing safety and environmental issues, see sustainability governance . Oceana monitors and reports publicly on any recorded significant logistic incidents.



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G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	This year there were no significant environmental impacts associated with the transportation of our products and materials (e.g. from spillages), other than those associated with the energy use and GHG emissions arising from transportation.
ASPECT: Overall		
G4-DMA	Disclosure on Management Approach	It is a business imperative to minimise our environmental impact in order to protect the environment and maintain our right to operate. Our approach to managing environmental impacts is reviewed in the Oceana SR page 30-5 and in the review of our sustainability governance
G4-EN31	Environmental investments	Oceana is a member of the Responsible Fishing Alliance; we annually contribute R80 000 for membership. Details of our environmental expenditure is provided in our Oceana Carbon Footprint 2017 report
Supplier Environmental Assessment		
G4-DMA	Disclosure on Management Approach	It is a business imperative to minimise our environmental impact in order to protect the environment and maintain our right to operate. While our most significant impacts relate to our direct activities, we recognise the need to manage relevant environmental impacts throughout our value chain. Unsustainable supplier practices in respect of raw materials, product and services have been identified as one of the top environmental risks. See environmental risks and response measures , Oceana SR page 30. We enforce a supplier code of conduct, which includes relevant environmental clause. Our supplier code of conduct has been disseminated and signed by all our suppliers.
G4-EN32	New suppliers screened using environmental criteria	Oceana does not currently measure and report on this parameter.



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(Executive Director *)

G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2017 Response
G4-EN33	Supply chain environmental impacts	The required key performance measurements are not in place to enable measurement and reporting on this parameter. Oceana's Procurement policy includes a commitment to ensuring responsible environmental practices in our supply chain.
Environmental Grievance Mechanism		
G4-DMA	Disclosure on Management Approach	Oceana takes any concerns regarding environmental violations by the company or its suppliers seriously. All operations are required to identify and report on environmental incidents. Our Whistle Blowers facility is in place to facilitate the confidential reporting of alleged incidents. Divisional websites provide contact details and helpline numbers. At our Hout Bay fishmeal plant, we have a dedicated website for stakeholders to register any complaints; all complaints are logged with regulating authorities.
G4-EN34	Environmental grievances	Environmental grievances are recorded and managed as required at a facility level. Incidents are reported quarterly to the group. The Lucky Star odour and noise complaints are logged in a complaints register which is periodically submitted to licensing authorities. See our review of Managing odour and stack emissions , Oceana SR page 36.
ASPECT: Employment		
G4-DMA	Disclosure on Management Approach	Our approach to managing labour issues is reviewed in sustainability governance and management and chapter on Creating jobs and investing in people , Oceana SR page 18-22.
G4-LA1	Number and rate of new employee hires and turnover	Our annual voluntary labour turnover was 6.6%. Oceana reports levels of turnover by reason, see Consolidated non-financial data , page 2, and not by age, gender and region.



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G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2017 Response
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operations.	Oceana does not currently report specifically on this parameter. This information is available on request.
G4-LA3	Return to work and retention rates after parental leave, by gender.	We do not report specifically on the link between turnover rates and parental leave as this is not seen as being material, and the relatively low voluntary turnover figures would suggest this to be the case.
ASPECT: Labour/Management Relations		
G4-DMA	Disclosure on Management Approach	Our approach to managing labour relations is reviewed in the section Building trusted relationships , IR page 45.
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	We have systems in place aimed at ensuring effective dialogue and relations with all employee representative groups across our operations. Oceana adheres to all labour legislation relevant to the countries in which it operates.
ASPECT: Occupational Health and Safety		
G4-DMA	Disclosure on Management Approach	See sections: sustainability governance , page 1-2 and Employee safety, health and wellbeing , Oceana SR page 21-22
G4-LA5	Workforce represented in health and safety committees	Health and safety committees are in place in line with the requirements of the Occupational Health and Safety Act. See section reviewing Oceana's sustainability governance , page 1-2
G4-LA6	Rates of injury, occupational disease, lost days, absenteeism, and work-related fatalities	The Group Disabling Injury Frequency Rate (DIFR) was 1.0. Data on DIFR and levels of absenteeism by Division are provided in our Consolidated non-financial data , page 3.
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	Our activities do not present high risks of occupational disease.



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G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2017 Response
G4-LA8	Health and safety topics covered in agreements with trade unions	We report partially against this parameter. Recognition agreements with the unions in the Lucky Star and BCP divisions cover health and safety issues.
ASPECT: Training and Education		
G4-DMA	Disclosure on Management Approach	Our learning and development policy supports the learning, growth and development of all employees and ensures an optimum and fair approach to training and development. See section on Managing talent and developing skills , Oceana SR page 19. Scarcity of skills/succession planning is a top ten material risk , reviewed in the IR, page 23
G4-LA9	Average hours of training per year per employee, by gender, and by employee category.	Average hours per employee category trained in South Africa in 2017 is detailed in our Consolidated non-financial data , page 4.
G4-LA10	Programs for skills management managing career endings	Oceana's programmes for skills management and development are reviewed in the section Managing talent and developing skills , Oceana SR page 19-21
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	During the year, an additional 57 employees participated in performance management and development programmes. As a result, more than 95% of our non-bargaining unit employees completed individual performance agreements. We do not report by gender and by employee category for this parameter.
ASPECT: Diversity and Equal Opportunity		
G4-DMA	Disclosure on Management Approach	See the review of our employee consultative forums in Oceana's sustainability governance , page 2 and the review of Diversity in the workplace , Oceana SR page 25



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G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2017 Response
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	The composition of our permanent workforce is detailed in our Consolidated non-financial data , page 4. The composition of our Directorate and Executive committee is provided in the Oceana IR, page 29-30.
ASPECT: Equal Remuneration for Women and Men		
G4-DMA	Disclosure on Management Approach	All remuneration practices are guided by our remuneration policy. Equal pay is provided for both men and women in line with the skills, position and relevant experience and is guided by the remunerations policy. It is company policy not to discriminate on the grounds of gender.
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	This is not currently reported. Oceana's Human Resources management principles are based on equal opportunity and non-discrimination. As a signatory to the UNGC, Oceana upholds the core principles contained in the 1998 Declaration on Fundamental Principles and Rights at Work, including (in this context) the principle relating to non-discrimination on the basis of gender.
ASPECT: Supplier Assessment for Labour Practices		
G4-DMA	Disclosure on Management Approach	Oceana has committed to uphold all rights in relation to labour as embedded within UNGC principles that incorporate the ILO provisions. See Respecting Human Rights , Oceana SR page 22. Further detail is provided in our UNGC COP 2017 . A head of Procurement is responsible for ensuring a standardised supplier selection process and for evaluating labour practices with suppliers who are considered high risk.



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G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2017 Response
G4-LA 14	New suppliers that were screened using labour practices criteria	Currently not measured and reported. A head of Procurement is responsible for ensuring a standardised supplier selection process and for incorporating the evaluation of health and safety, child labour and environmental aspects into our engagement with suppliers who are considered high risk.
G4-LA15	Negative impacts for labour practices in the supply chain	Currently not measured and reported. A head of Procurement is responsible for ensuring a standardised supplier selection process and for incorporating the evaluation of health and safety, child labour and environmental aspects into our engagement with suppliers who are considered high risk.

ASPECT: Labour Practices Grievance Mechanisms

G4-DMA	Disclosure on Management Approach	Oceana has committed to uphold all rights in relation to labour as embedded within UNGC principles that incorporate the ILO provisions. Our Whistle Blowers hotline is a well-established reporting mechanism. Our staff consultative forums address grievance management, disciplinary procedures and measures to address inappropriate behaviour at the work environment.
G4-LA16	Grievances about labour practices	There were no grievances reported during the reporting period, which were resolved during the same period.

ASPECT: Investment

G4-DMA	Disclosure on Management Approach	Addressed as part of the responsibilities of the SET Committee - see SET charter . See also section on Respecting human rights , Oceana SR page 22. A head of procurement manages the implementation of the group's human rights policy in the supply chain.
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights	No operations underwent human rights screening. As part of our supplier code of conduct practices, all clauses included in contracts make reference to our labour



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G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2017 Response
	clauses or that have underwent human rights screening.	policies and practices that contractors must abide by and relate to all human rights related issues.
G4-HR2	Employee training on human rights	All employees are provided with ethics awareness training, which includes general awareness on human rights issues. Our human rights policy is applied across all our operations in Angola, Namibia, South Africa and the United States. We do not measure the total hours of training.

ASPECT: Non-Discrimination

G4-DMA	Disclosure on Management Approach	Oceana has committed to uphold all rights in relation to labour as embedded within UNGC principles that incorporate the ILO provisions. See responsibilities in the section on the SET committee , Oceana IR page 27 and Respecting human rights , Oceana SR page 22. Our Leadership Essentials programme for line managers includes a focus on minimising discrimination in our recruitment practices. This ensures that managers are trained to understand the company's anti-discrimination policies.
G4-HR3	Incidents of discrimination	Oceana experienced no incidents of discrimination during the reporting period.

ASPECT: Freedom of Association and Collective Bargaining

G4-DMA	Disclosure on Management Approach	Freedom of association and collective bargaining are fundamental rights. Oceana has committed to uphold all rights in relation to labour as embedded within UNGC principles that incorporate the ILO provisions. See the review of our approach to Respecting human rights , SR page 22, and Building trusted relationships , IR page 45
G4-HR4	Significant risk of freedom of association in operations and suppliers	No such operations have been formally identified within the group.



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G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2017 Response
ASPECT: Child Labour		
G4-DMA	Disclosure on Management Approach	Oceana has committed to uphold all rights in relation to labour as embedded within UNGC principles that incorporate the ILO provisions. See Respecting human rights , SR page 22. A dedicated procurement manager is responsible for implementing a standardised supplier selection process and for incorporating the evaluation of child labour with suppliers who are considered high risk.
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour.	No operations or suppliers were found to have significant risk of child labour.
ASPECT: Forced or Compulsory Labour		
G4-DMA	Disclosure on Management Approach	Oceana has committed to uphold all rights in relation to labour as embedded within UNGC principles that incorporate the ILO provisions. See Respecting human rights , Oceana SR page 22. Oceana's Head of Procurement oversees compliance in our supply chain.
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour	Our operations do not pose such a risk. Our supplier code of conduct includes child and forced labour clauses.
ASPECT: Security Practices		
G4-DMA	Disclosure on Management Approach	This is addressed as part of our risk management practices, Oceana IR page 27
G4-HR7	Security personnel trained in the organization's human rights policies	All security personnel receive training in Oceana's code of business conduct and ethics, and the group's human rights policy.
ASPECT: Indigenous Rights		
G4-DMA	Disclosure on Management Approach	We do not believe this to be a material issue. Our approach to managing ethics and human rights issues in general is reviewed in the section on Ethical Leadership , Oceana IR page 25 and the



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G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2017 Response
		section Respecting human rights , Oceana SR page 22.
G4-HR8	Total number of incidents of violations involving rights of indigenous people and actions taken.	See comment above. No incidents reported during the year under review.

ASPECT: Assessment

G4-DMA	Disclosure on Management Approach	Our approach to managing ethics and human rights issues in general is reviewed in the section on Ethical leadership , Oceana IR page 25 and the section Respecting human rights , Oceana SR page 22.
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	See section on Respecting human rights , Oceana SR page 22 and our UNGC COP 2017 for further information.

ASPECT: Supplier Human Rights Assessment

G4-DMA	Disclosure on Management Approach	Our approach to managing ethics and human rights issues in general is reviewed in the section on Ethical Leadership , Oceana IR page 25 and the section Respecting human rights , Oceana SR page 22. Oceana's Head of Procurement oversees supply chain compliance with the group's human right's policy.
G4-HR10	New suppliers screened for human rights	All contractors are expected to abide by our supplier code of conduct. Oceana's Head of Procurement oversees supply chain compliance with the group's human right's policy.
G4-HR11	Human rights impacts in the supply chain	No material impacts or violations identified.

ASPECT: Human Rights Grievance Mechanisms



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G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2017 Response
G4-DMA	Disclosure on Management Approach	Our approach to managing ethics and human rights issues in general is reviewed in the section on Ethical Leadership , Oceana IR page 25 and the section Respecting human rights , Oceana SR page 22. Oceana's Head of Procurement oversees supply chain compliance with the group's human right's policy. Our Whistle Blowers hotline is a well established grievance mechanism. The staff consultative forums address grievance management, disciplinary procedures and measures to address human rights infringements in the workplace. A head of procurement oversees the implementation of the group's human right's policy in our supply chain.
G4HR-12	Grievances about human rights impacts	No such grievances have been reported this year.

ASPECT: Local Communities

G4-DMA	Disclosure on Management Approach	Our ability to operate can be impacted by the communities in which our facilities are located. It is vital to the company's sustainability that we maintain good relations with community members. We have established community engagement channels at our major operations where community issues are raised and addressed. Our approach to managing social issues is addressed in our sustainability governance review and in the section Building trusted relationships , Oceana IR page 45
G4-S01	Local community engagement, impact assessments and development programs	All our operations have some degree of community engagement. Impact assessments are done as and when needed for projects, leading to development programs where necessary. Incidents of our impact on communities are illustrated in the section A positive impact on communities ; see Oceana SR pages 41-45



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G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2017 Response
G4-S02	Negative impacts on local communities	We do not measure the percentage of operations with significant actual and potential negative impacts on local communities. Our principal challenge relates to community complaints about odour from fishmeal factories, notably at our Hout Bay factory (which meets emissions guidelines).
ASPECT: Anti-corruption		
G4-DMA	Disclosure on Management Approach	Ethical leadership is a core principle underpinning our approach to corporate governance, see Oceana IR page 25-27. Oceana's SET committee oversees our anti-corruption, ethics and compliance activities and performance. Further information on our anti-corruption practices is provided on our website. See Oceana's Code of Business Conduct and Ethics .
G4-S03	Risks related to corruption	All our operations are monitored for fraudulent activity and corruption including suppliers. No specific corruption related risks have been identified.
G4-S04	Communications and training on anti-corruption	The group's code of business conduct and ethics is distributed to all new employees on joining the group and there are regular refresher sessions that address the key items covered by the Code. The group also subscribes to online compliance training for nominated employees, which includes a module on anti-bribery and corruption. Our whistle blowers programme forms part of this training. For further information see the Oceana UNGC COP 2017
G4-S05	Confirmed incidents of corruption	There were no incidents of corruption confirmed during the review period.
ASPECT: Public Policy		



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G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2017 Response
G4-DMA	Disclosure on Management Approach	See section on Building trusted relationships , Oceana IR page 45. A dedicated portfolio drives a proactive approach to managing the group's reputation and inputs on government policy, headed up by the group stakeholder engagement and public policy manager.
G4-S06	Political contributions	Oceana has a policy not to support or to make any donations to political parties
ASPECT: Anti-competitive Behaviour		
G4-DMA	Disclosure on Management Approach	Corruption and anti-competitive behaviour are both managed through our business code of conduct and ethics . Oversight is provided by the SET committee , see IR page 27
G4-S07	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	There were no such legal actions during the review period.
ASPECT: Compliance		
G4-DMA	Disclosure on Management Approach	The company remains committed to ensuring compliance with all laws and regulations. The compliance portfolio is managed by the group strategic services director. The board receives a quarterly compliance report which includes briefings on changes in policy. The group compliance policy is available on our website.
G4-S08	Fines for non-compliance with laws	There were no incidences in the year under review.
ASPECT: Supplier Assessment for Impacts on Society		
G4-DMA	Disclosure on Management Approach	In addition to managing the social impacts of our activities, we recognise the importance of assessing and, where appropriate, addressing any significant social impacts of our suppliers. Oceana's head of Procurement oversees our supplier selection process and the management of social impacts in our supply chain. Board oversight is provided



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G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2017 Response
		by the SET committee , see Oceana IR page 25-29.
G4-S09	New suppliers screened for impacts on society	Oceana does not currently measure and report on this parameter.
G4-S010	Negative impacts on society in the supply chain	Oceana does not currently measure and report on this parameter.
ASPECT: Grievance Mechanisms for Impacts on Society		
G4-DMA	Disclosure on Management Approach	We recognise the importance of responding effectively to community grievances relating to our activities, to ensure we build and maintain trusted relations. We have established community engagement channels at our major operations where community issues are raised and addressed. Our Whistle Blowers hotline is a well-established reporting mechanism. A customer complaints line exists and results are discussed for the Lucky Star products.
G4-S011	Grievances about impacts on society	Oceana records and reports on the number of odour complaints received from our fish meal factories. Through our Hout Bay Fish Factory website we also report on incidents which are deemed abnormal. The nature of filed grievances is available on request.
ASPECT: Customer Health and Safety		
G4-DMA	Disclosure on Management Approach	Oceana recognises food safety as a business risk. Internal systems, third party audits, product recall processes and a proactive media engagement strategy are in place. See Ensuring food safety standards along the supply chain , Oceana SR page 15.



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G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2017 Response
G4-PR1	Health and safety impact assessments of products and services	Our full product range is continuously reviewed to establish where products may have to be assessed for health and safety impacts for improvement.
G4-PR2	Non-compliance concerning the health and safety impacts of products and services	There were no incidents this year in which we received written notification of a noncompliance from the regulatory authorities.

ASPECT: Product and Service Labelling

G4-DMA	Disclosure on Management Approach	All our food products are governed by strict food safety laws and the Consumer Protection Act and these are highly regulated. Products exported to Europe must comply with EU food regulations. A customer complaints line exists and results are discussed for the Lucky Star products.
G4-PR3	Product and service information required for labelling	All our food products are governed by strict food safety laws and the Consumer Protection Act and these are highly regulated. Products exported to Europe must comply with EU food regulations.
G4-PR4	Non-compliance with regulations concerning product and service labelling	There were no such incidents during the review period.
G4-PR5	Results of surveys measuring customer satisfaction	Lucky Star brand rated fifth in the Sunday Times TNS Top Brands survey in South Africa (2016)

ASPECT: Materials Stewardship

G4-DMA	Disclosure on Management Approach	Renewable natural resources are material; see What we do , IR page 2. The consumption of non-renewable materials is reported in the resource usage table, Oceana SR page 37; our approach to ensuring responsible materials stewardship is addressed in our environmental policy and review of our environmental risks and response measures , Oceana SR page 31.
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ASPECT: Marketing Communications



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G4 Indicator	GRI G4 - General Standard Disclosures	Oceana's 2017 Response
G4-DMA	Disclosure on Management Approach	The SET committee is responsible for consumer relationships, including advertising, public relations and compliance with consumer protection law. The committee's responsibilities are reviewed in the Oceana IR, page 27.
G4-PR6	Sale of banned or disputed products	Oceana respects all international treaties and we do not sell any banned products.
G4-PR7	Non-compliance with regulations concerning marketing communications	There were no such incidents during the review period.
ASPECT: Customer Privacy		
G4-DMA	Disclosure on Management Approach	The SET committee is responsible for consumer relationships, including advertising, public relations and compliance with consumer protection law. The committee's responsibilities are reviewed in the Oceana IR, page 27.
G4-PR8	Complaints regarding breaches of customer privacy and losses of customer data	There were no such complaints during the review period.
ASPECT: Compliance		
G4-DMA	Disclosure on Management Approach	Our approach to ensuring compliance on impacts of our products is covered in our environmental policy . See also the Group Compliance policy .
G4-PR9	Fines for non-compliance with laws and regulations concerning products and services	No environmental or health and safety related penalties or fines were payable during the reporting period.



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