

DISTELL
CRAFTING BRANDS SINCE 1925

Creating memorable moments. Crafting a better future.

ESG APPENDIX 2022



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OUR ESG PERFORMANCE DATA

We actively participate in various national and global industry associations and voluntary initiatives to advance social, environmental and governance best conduct in our business activities.



We are recognised by independent ESG rating and research agencies for our leading practices.



We adhere to the principle of combined assurance

This year, Distell's internal audit team mapped out the controls that support our environmental, social and governance (ESG) reporting and formally integrated ESG into the Group's combined assurance programme.

Our combined assurance programme aims to help board and management identify assurance gaps as well as opportunities to reduce duplication of efforts. The programme further provides the board with a framework for delegating risk responsibility and for obtaining and aggregating assurance from across the various governance and assurance groups. Furthermore, the combined assurance programme seeks to achieve the following specific objectives:

- Enable an effective control environment
- Support the integrity of information used for internal decision-making by management, the governing body and its committees
- Support the integrity of the Distell's external reports

This year, work performed included facilitating risk and controls workshops with Distell's ESG process and control owners, identifying the relevant risks and controls, mapping assurance activities performed across the different assurance providers, and assessing for any gaps with controls and assurance coverage for our ESG reporting.

As an outcome of the work performed, neither management nor internal audit identified any material ESG control weaknesses or deficiencies. In the year ahead, internal audit will review the supporting internal control processes and activities of our combined assurance programme.

OUR ESG PERFORMANCE DATA

ECONOMIC

	2022	2021	2020
Rand value of total revenue generated	R34 133 552 000	R28 254 542 000	R22 370 224 000
Rand value of total revenue generated in South Africa	R28 107 327 885	R20 536 935 000	R15 876 373 000
Percentage of revenue generated in South Africa	82,3%	72,7%	71,0%
Rand value of total revenue generated per employee	R7 405 848	R6 363 636	R4 617 177
Rand value of net profit after tax generated	R1 890 140 970	R2 002 489 000	R394 620 000
Rand value of net profit after tax per employee	R470 770	R515 441	R91 900
Rand value of total compensation paid to employees, including wages and benefits	R2 587 339 000	R2 879 251 000	R2 630 684 000
Rand value of total compensation paid to employees, including wages and benefits in South Africa	R1 822 391 105	*	*
Percentage of total compensation paid to employees, including wages and benefits in South Africa	70,4%	0,0%	0,0%

* Data not reported for past financial years.





OUR ESG PERFORMANCE DATA CONTINUED

We recognise the importance of transparent, accurate and comparable ESG data. This not only enables our stakeholders to better assess our impact on the world around us, but also ensures that we are better equipped to manage our business, people and operations in a way that contributes to sustainable, long-term value.

ECONOMIC	2022	2021	2020
Total rand value of compensation paid to executive directors – excluding gains realised from long-term incentive plan (LTIP) awards	R15 320 240	R15 246 000	R13 407 000
Average compensation per executive director (rands) – excluding gains on the exercise of share options	R7 660 120	R7 623 000	R6 703 500
Total rand value of gains realised from LTIP awards – executive directors	R25 356 877	R20 876 000	R4 376 000
Total rand value of compensation paid to executive directors – including gains realised from LTIP awards	R40 677 117	R36 122 000	R17 783 000
Average compensation per executive director (rands) – including gains realised from LTIP awards	R20 338 559	R18 061 000	R8 891 500
Rand value of total taxation	R1 030 894 000	R669 279 000	R305 009 000
Rand value of total taxation paid in South Africa	R886 079 471	R539 435 000	R139 717 000
Percentage of total taxes paid in South Africa	86,0%	80,6%	45,8%
Rand value of funds invested in research and development	R26 792 721	R33 428 000	R27 671 000
Rand value of funds invested in research and development – in South Africa	R16 074 000	*	*
Percentage of total funds invested in research and development in South Africa	60,0%	0,0%	0,0%
Rand value of dividends paid to shareholders	R0	R0	R929 460 000
Rand value of movement in retained earnings	R2 377 124 000	R1 935 840 000	–R617 160 000
Ratio of payments to employees relative to dividends paid to shareholders	0,0	0,0	2,8
Ratio of payments to government relative to dividends paid to shareholders	0,0	0,0	0,3
Rand value of current assets – in South Africa	R13 598 654 327	R14 523 037 000	R13 267 612 000
Rand value of current liabilities – in South Africa	R8 753 715 442	R8 833 713	R6 930 421 000
Rand value of capital expenditures – in South Africa	R1 115 657 000	R877 800 000	R1 435 000 000

* Data not reported for past financial years.



OUR ESG PERFORMANCE DATA CONTINUED

GOVERNANCE	2022	2021	2020
Number of board members	12	12	12
Number of board members who are deemed non-executive	10	10	10
Percentage of board members who are deemed non-executive	83,3%	83,3%	83,3%
Number of board members who are deemed executive	2	2	2
Number of board members who are deemed 'independent'	8	8	8
Percentage of board members who are deemed 'independent'	66,7%	66,7%	66,7%
Number of board members who are deemed historically-disadvantaged South Africans ('HDSA')	3	3	3
Percentage of board members who are deemed 'HDSA'	25,0%	25,0%	25,0%
Number of board members who are women	3	3	3
Percentage of board members who are women	25,0%	25,0%	25,0%
Average length of executive director service (in years)	8,5	7,5	6,5
Average length of non-executive director service (in years)	10	9	8
Average length of director (full board) service (in years)	9,9	8,9	7,9
Average age of directors (in years)	60,2	59	58
Overall board and committee meeting attendance	93,7%	95,8%	95,1%
Auditor remuneration: % of non-audit fees	37,2%	21,6%	12,1%
Length of current auditor's service	77	76	75
Fees paid to executive/board remuneration consultants during the reporting period	Yes	No	No





OUR ESG PERFORMANCE DATA CONTINUED

LABOUR	2022	2021	2020
Total number of employees	4 609	4 440	4 845
Percentage of management (top and senior) deemed 'HDSA'	35%	37%	35%
Percentage of management (top and senior) who are women	27%	26%	25%
Percentage of employees who are deemed 'HDSA'	75%	75%	75,05%
Percentage of employees who are women	35%	35%	32%
Percentage of employees who are 'permanent'	79,04%	80,97%	83,51%
Number of employees who are deemed 'disabled'	54	60	46
Disabled persons rate	1,17%	1,35%	0,95%
Percentage of employees who belong to a trade union	30%	29%	25%
Employee turnover (i.e., number of persons who departed relative to the total number of employees at year end)	9,1%	21,1%	8,8%
Total number of person hours worked (PHW) – calculated	8 406 816	8 098 560	8 837 280
Rand value of employee training spend	R26 100 000	R24 500 000	R24 600 000
Total number of person days lost due to absenteeism	161	127	550
B-BBEE level	3	4	4
Spend with black-owned businesses as a % of total procurement spend (%)	29,3	25,4	19,0
Spend with black women-owned businesses as a % of total procurement spend (%)	16,3	18,2	8,0
Learning and development split: learnerships (%)	23,0	30,6	24,5
Learning and development split: internships (%)	5,2	8,6	13,2
Learning and development split: leaderships (%)	12,7	15,1	5,8
Learning and development split: other, including skills and mentorship (%)	59,1	45,7	56,5
Learners who are previously-disadvantaged individuals (PDIs): learnerships (%)	100,0	99,6	97,0
Learners who are PDIs: internships (%)	100,0	100,0	100,0
Learners who are PDIs: leaderships (%)	90,3	59,1	84,0



OUR ESG PERFORMANCE DATA CONTINUED

LABOUR	2022	2021	2020
Learners who are PDIs: other, including skills and mentorship (%)	89,3	87,0	86,0
Interns: African (%)	87,5	100,0	82,0
Interns: Coloured (%)	12,5	0,0	18,0
Interns: Indian (%)	0,0	0,0	0,0
Interns: White (%)	0,0	0,0	0,0
PDIs: top and senior management, appointments (%)	67	100,0	56,0
PDIs: top and senior management, promotions (%)	57	75,0	94,0
PDIs: middle management, appointments (%)	90	96,0	92,0
PDIs: middle management, promotions (%)	88	83,0	85,0
PDIs: junior management, appointments (%)	93	90,0	94,0
PDIs: junior management, promotions (%)	94	95,0	91,0
Total value of E+Scalator Programme (R'million)	58,1	55,2	36,8
In-kind and technical support (R'million)	34,4	28,7	8,3
Interest-free loans (R'million)	2,4	5,1	6,1
Equity investments (R'million)	21,4	21,4	21,4
Total value of Agri+Gator Programme (R'million)	47	61,7	68,3
In-kind and technical support (R'million)	4,1	1,1	2,9
Interest-free loans (R'million)	42,8	60,6	65,4





OUR ESG PERFORMANCE DATA CONTINUED

HEALTH AND SAFETY	2022	2021	2020
Number of fatalities (i.e., injuries on duty leading to death, excluding the deaths of workers not occurring 'at work')	0	1	0
Number of Lost Time Injuries (LTIs, i.e., injuries on duty leading to at least one lost day)	31	31	55
Total Number of recordable injuries, including MTCs (medical treatment cases), LTIs and Fatalities – reported	201	183	274
Total Number of recordable injuries, including MTCs, LTIs and Fatalities – calculated	343	32	55
Lost Time Injury Frequency Rate (LTIFR, i.e., number of LTIs per 200 000 person hours worked) – reported	0,69	1,13	1,27
Number of reported occupational diseases (South Africa only)	2 ²	6	1
Number of injuries resulting in lost time (Distell Group) ¹	31	26	55
Number of lost days (Distell Group) ¹	161	127	550
Number of reported occupational diseases (Distell Group) ¹	2	6	1
Number of work-related fatalities (Distell Group) ¹	0	1	0
Number of injuries resulting in lost time (Namibia only)	2	*	*
Number of lost days (Namibia only)	28	*	*
Number of reported occupational diseases (Namibia only)	0	*	*
Number of work-related fatalities (Namibia only)	0	*	*
Number of injuries resulting in lost time (Angola and Kenya only)	0	*	*
Number of lost days (Angola and Kenya only)	0	*	*
Number of reported occupational diseases (Angola and Kenya only)	0	*	*
Number of work-related fatalities (Angola and Kenya only)	0	*	*

* Data not reported for past financial years.

¹ Data excludes Distell International (East Kilbridge). This data will be included from the FY23 cycle.

² The reported diseases were Noise Induced Hearing Loss (NIHL).





OUR ESG PERFORMANCE DATA CONTINUED

ENERGY	2022	2021	2020
Total volume of electricity (indirect energy) purchased (MWh)	89 455	72 604	74 889
Electricity self-generated – biogas/ methane (kWh)	2 977 948	1 402 664	1 047 783
Electricity self-generated – solar PV (kWh)	25 679	26 690	28 155
Total volume of electricity self-generated (MWh) – all sources	3 004	1 429	1 076
Total volume of electricity Consumed (MWh) – purchased + self-generated	92 459	74 033	75 965
Total indirect energy consumption (i.e., electricity purchased + generated) in gigajoules (GJ)	322 038	261 374	269 600
Percentage of electricity consumed that was self-generated	3,2%	1,9%	1,4%
Electricity efficiency: electricity consumed per person hour worked (kWh/PHW)	38,31	32,27	30,51
Total direct and indirect (i.e., electricity) energy consumption in GJ	332 851	266 520	273 474
CARBON FOOTPRINT			
Carbon emissions (tonnes CO ₂ e) – Scope 1	76 173	69 478	59 268
Carbon emissions (tonnes CO ₂ e) – Scope 2	92 647	64 893	77 621
Total carbon emissions (tonnes CO ₂ e) – Scope 1 and 2	168 820	134 371	136 889
Carbon emissions (Tonnes CO ₂ e) – Scope 3	320 431	296 909	222 852
Total carbon emissions (tonnes of carbon dioxide equivalents, CO ₂ e) – Scopes 1, 2 and 3	489 251	431 280	359 741
GHG emissions intensity for Scope 1 emissions expressed as metric tonnes of CO ₂ e per million rands in revenue	2 232	2 459	2 649
GHG emissions intensity for Scope 2 emissions expressed as metric tonnes of CO ₂ e per million rands in revenue	2 714	2 297	3 470
GHG emissions intensity for Scope 3 emissions expressed as metric tonnes of CO ₂ e per million rands in revenue	14 333	15 264	16 081
WATER			
Total volume of water consumed (kilolitres, or Kl) – new purchases and/or abstractions (excluding recycled water used)	2 258 753	2 196 737	1 696 277
Baseline year for water reduction targets	2014	2014	2014





OUR ESG PERFORMANCE DATA CONTINUED

WASTE	2022	2021	2020
Total volume of non-hazardous waste disposed (tonnes) – to landfill	113	*	*
Total volume of non-hazardous waste sent for recycling (tonnes)	613	*	*
Total volume of non-hazardous waste disposed (tonnes) – to landfill and recycled	726	*	*
Percentage of non-hazardous waste that is sent for recycling	84,4%	*	*
Total volume of hazardous waste disposed (tonnes) – to registered disposal sites	77,82	*	*
Total volume of all waste generated (tonnes)	804	*	*
ENVIRONMENTAL MANAGEMENT			
Rand value of carbon tax paid	R 3 071 560,65	*	*
Rand value of investments in projects to improve energy efficiency	R6 194 440	R3 816 799	R2 194 902
Rand value of investments in projects to improve water efficiency	R821 068	R737 625	R177 490
Rand value of investments in projects to improve waste efficiency	R5 839 777	R6 148 048	R9 283 963
CSI/SED EXPENDITURE			
Rand value of corporate social investment (CSI) / socioeconomic development (SED) expenditures – reported	R69 967 969	R99 314 869	*
CSI/SED spend as a percentage of total revenue generated	0,2%	0,4%	*
CSI/SED spend as a percentage of net profit after tax (NPAT)	3,70%	5,0%	*
Percentage of total CSI/SED spend in South Africa	100,0%	100,0%	100,0%
Rand value of CSI/SED spend on arts, sports and culture	R545 202	*	*
Rand value of CSI/SED spend on basic needs and social development, including nutrition and/or feeding programmes	R620 000	R600 000	*
Rand value of CSI/SED spend on education	R1 235 000	R2 680 770	*
Rand value of CSI/SED spend in environmental management projects	R2 174 818	R2 220 000	*
Rand value of CSI/SED spend on health, including HIV/AIDS	R1 987 562	R1 793 000	*
Rand value of CSI/SED spend on small business development projects	R341 250	R325 000	*
Rand value of CSI/SED spend on other	R63 064 137	R91 696 099	*
Rand value of enterprise development spend (i.e., support for small business)	R105 145 465	R116 931 255	R104 120 387

* Data not reported for past financial years.





DISTELL'S CARBON FOOTPRINT (TONNES CO₂E)

	2014* ¹	2015 ¹	2016 ¹	2017 ¹	2018 ¹	2019	2020 ²	2021	2022
Scope 1 direct emissions									
Stationary combustion	65 287	68 961	70 005	74 434	73 885	71 222	52 983	63 656	67 419
Mobile combustion – forklifts	1 152	1 191	1 429	1 305	1 342	1 257	890	1 153	1 572
Mobile combustion – vehicle fleet	3 867	5 247	5 153	4 899	5 139	5 479	5 104	4 300	5 074
Fertiliser application on farm	306	385	380	339	270	390	290	368	16
Wastewater treatment				1	0	1	1	1	1
Generation and consumption of electricity, heat or steam	–	–	–	–	–	0	0	0	0
Total Scope 1 emissions	70 612	75 784	76 967	80 977	80 636	78 349	59 268	69 478	74 081
Purchased electricity – non-renewable	81 097	81 598	81 251	80 736	77 082	79 361	77 621	64 893	92 647
Purchased electricity – renewable solar PV	0	0	0	865	2 227	1 976	1 761	3 335	19 087
Total Scope 2 emissions – location-based	81 097	81 598	81 251	81 601	79 309	81 337	79 382	68 228	111 732
Purchased electricity – non-renewable	81 097	81 598	81 251	80 736	77 082	79 361	77 621	64 893	92 647
Purchased electricity – renewable solar PV	0	0	0	0	0	0	0	0	0
Total Scope 2 emissions – market-based	81 097	81 598	81 251	80 736	77 082	79 361	77 621	64 893	92 647
Total Scope 1 and 2 emissions – location-based	151 709	157 382	158 218	162 578	159 945	159 686	138 650	137 706	187 907
Total Scope 1 and 2 emissions – market-based	151 709	157 382	158 218	161 713	157 718	157 710	136 888	134 371	168 820
Purchased goods and services (packaging material)	283 340	297 645	271 897	283 500	306 378	280 800	196 186	269 331	294 480
Business travel (commercial airlines)	4 573	5 588	4 741	4 125	4 235	5 517	4 426	368	650
Third-party transport and distribution (owner driver)	4 466	4 266	3 722	3 231	1 060	1 942	3 950	3 758	4 084
Third-party transport and distribution (unbottled product)	34 038	32 040	33 032	33 809	15 998	16 032	11 612	17 656	13 885
Third-party transport and distribution (bottled product)	6 851	7 901	11 116	16 828	5 145	5 794	3 196	4 622	7 012
Total Scope 3 emissions	333 268	347 440	324 508	341 493	332 816	310 085	222 852	296 909	320 431
Total Scope 1, 2 and 3 emissions – market-based	484 977	504 822	482 726	503 206	490 534	467 795	359 720	431 060	489 251
Non-Kyoto Protocol GHG emissions – Freon R22	18	0	0	0	0	0	0	0	0
Outside of Scope 1, 2 and 3 – biogas ⁴	0	0	0	788	305	659	833	1 112	1 123
Outside of Scope 1, 2 and 3 – biomass (wood chips)	285	0	0	0	0	0	0	0	0
Total emissions	485 280	504 822	482 726	503 994	490 839	468 455	360 553	432 280	
Full-time employees (FTE)	4 629	4 719	4 434	4 314	4 173	4 067	4 046	3 595	4 237
Kilowatt hours electricity consumed	81 097 201	79 221 288	78 884 711	80 792 963	80 110 207	83 877 069	75 964 544	62 397 131	73 371 494
kWh per FTE	17 519	16 788	17 791	18 728	19 197	20 624	18 775	17 357	17 316
Tonnes CO ₂ e per FTE ³	32,8	33,4	35,7	37,5	37,8	38,8	32,2	37,4	39,84
Tonnes CO ₂ e per million litres of packaged product ³	253,9	234,9	240,5	234,6	226,1	227,2	260,7	195,6	182,8

* 2014 is our base year as per the ISO 14064-3 standard.

¹ Rebased based on divestment(s) Sale of Le Bonheur and Stellenzicht in 2017 and Neethlingshof, Uitkyk and portion of Groenhof farm in 2018).

² Updated following independent verification of data in 2021.

³ Market-based Scope 1 and 2 only.

⁴ Biogas produced as a result of anaerobic wastewater treatment and used for steam production as part of production process and electricity generation.





APPLICATION OF THE UNGC PRINCIPLES

The United Nations Global Compact (UNGC) is a strategic initiative that encourages businesses worldwide to adopt socially responsible policies and practices to achieve sustainable development.

We joined the UNGC as a signatory in 2013. In 2020, we strengthened our involvement and increased our level of engagement from signatory to participant. This enables us to engage with the UNGC at a global level as well as nationally, which will accelerate our sustainability efforts and scale up our impact.

Recent milestones:

- Participating in **South Africa's Voluntary National Review 2019**, a process through which countries assess and present progress made in achieving the SDGs – with Distell featured as a best practice example of private sector support of the SDGs. [Read more here.](#)
- Participating in the **SDG Pioneers programme** (a Distell employee was recognised as second runner-up in the 2019 UNGC Network/ South Africa Young SDG Pioneers programme) and **SDG Innovator Programme**, a development programme for future business leaders and changemakers designed to accelerate business innovation and unlock new business opportunities.
- We are committed to **aligning our business activities and outcomes with the SDGs** and we have identified four primary and two foundational SDGs. These SDGs and relevant targets are mapped to business priorities, risks and opportunities and are aligned with a Group-wide STI scorecard (Read more in our Sustainability Report, available online).

The ten principles of the UNGC are integrated into Distell's way of working and are therefore incorporated into either a policy, process or activity. We outline our integration of the UNGC principles into our business below:

Human rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

- Distell's global Human Rights Policy is publicly available through our corporate website. This policy outlines the human rights principles that we commit to as the bedrock of our operations, alongside the implementation, monitoring and remedial systems we have in place to ensure that we adhere to the broad spectrum of rights set out in the principles.

[Download our Human Rights Policy](#)

- Informed by the UN Guiding Principles on Business and Human Rights, we work within the framework of the International Bill of Human Rights, the ILO's Declaration on Fundamental Principles and Rights at Work, and the UNGC, to which we are a participant.

Principle 2: Make sure that they are not complicit in human rights abuses

- Distell's Responsible Sourcing Policy, which was revised and relaunched in 2022, sets out the minimum standards we expect from our suppliers, as well as the journey towards sustainably embedding responsible business practices into their operations. Our Responsible Sourcing Policy is publicly available on our corporate website.

[Download our Responsible Sourcing Policy](#)

- Suppliers must comply with all applicable local, national and international laws and regulations. We uphold the highest standards wherever we operate in the world. This means that we defer to international best practice in relation to business conduct and human rights, even in challenging regulatory environments. We work with suppliers to ensure that this approach is taken across our value chain.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

- Distell endorses the principle of freedom of association. We recognise that workers are better able to monitor and uphold their human rights in the workplace when they are free to form and join trade unions, and collectively bargain for their mutual interests without fear of intimidation.
- Trade union members and officials have access to facilities at the workplace in accordance with applicable legislation and site policies and procedures.

Principle 4: The elimination of all forms of forced and compulsory labour

- We do not permit any form of forced labour, debt bondage or prison labour within our operations and supply chain.
- Employees chose their employment freely and no original identification documents and/or passports are retained. Employees are not required to pay any deposit before their work commences.
- Distell recognises the fact that any person may work for an employer of his/her choice. At no point in time will Distell or any of its managers/supervisors force any employee to remain in the employ of the Company against their will and/or intention.

[Download our Slavery and Human Trafficking Statement](#)





APPLICATION OF THE UNGC PRINCIPLES CONTINUED

Labour continued

Principle 5: The effective abolition of child labour

- Distell operates as a business that prohibits all forms of child labour and exploitation. In line with international standards, Distell upholds the ILO's Minimum Age Convention 138 across our operations and supply chain. Distell only employs those who are 18 years old and above, and in all cases take reasonable steps to verify the age of workers upon employment.
- The Company will take appropriate measures to remediate the situation where child labour is found to be present at the workplace.

Principle 6: The elimination of discrimination in respect of employment and occupation

- We aim to be a non-racial, non-sexist and democratic organisation dedicated to employee development by creating a culture of inclusivity and promoting equal opportunities for all of our employees. This will enable Distell to reap the benefits of the varied perspectives and approaches that members of different identity groups bring to the workplace.
- Distell takes a zero-tolerance approach to harassment and discrimination. With regards to employment status and treatment, no Distell worker or partner will be discriminated against due to factors such as race, religion, colour, ethnicity, national origin, disability, sexual orientation, gender, gender identity, gender expression, marital status or other arbitrary means.
- Equal opportunities for promotion and training are available without regard to gender or racial identity or other arbitrary grounds.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges

- Distell evaluates the environmental risks and opportunities associated with our manufacturing activities to continuously improve on our environmental performance, according to the principles of the ISO 14001:2015: EMS standard.
- Distell has procedures in place to ensure the integration of legal requirements into business processes, focusing on pollution prevention.

Principle 8: Undertake initiatives to promote greater environmental responsibility

- We are a proud founding member of the Stellenbosch River Collaborative and an active participant in the CoGo initiative, both of which are working hard to restore health to the rivers in the Eerste River Catchment.
- Our choice to become a founding member of SA Plastics Pact supports our strong focus on the SDGs, particularly SDGs 8, 12 and 17.
- We are proud to report that only 1% of our total packaging by weight is plastic. This achievement is the result of our journey and commitment to lead the way in responsible and sustainable packaging that considers people and planet as much as profit.

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

- We monitor performance against our aspirational goals for 2025 related to water, electricity, fossil-fuel-based energy usage, GHG emissions and wastewater discharged.
- We promote the use of renewable electricity at our production sites.
- We reduce our non-energy related GHG emissions by capturing, purifying and using the CO₂ released during the fermentation of apple juice for cider production and fermentation of grain for whisky production to carbonate our products.

Anti-corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

- Distell is committed to doing ethical and sound business and complying fully with local and international anti-bribery and corruption laws. This includes continuously conducting our business with integrity and with proper regard for ethical business practices. Distell has a zero-tolerance approach to acts of bribery and corruption by personnel or anyone acting on its behalf. We expect all of our directors and employees to comply with these principles and to act in the best interest of the Group at all times.
- No Distell employee or associated person may directly or indirectly bribe a government official or any third party. Similarly, no Distell employee or associated person may receive anything of value in exchange for performing their duties disloyally or illegally.

Any demand for, or offer of, a bribe must be rejected immediately and reported to the Distell compliance department.

- In respect of gifting, no Distell employee may give, offer, promise or authorise the giving of anything of value to a government official or anyone else, directly or through an intermediary, such as an agent or business partner, to influence official action or to obtain an improper advantage.
- Giving and receiving gifts and entertainment have a role to play in building business relationships. However, the acceptance of gifts or the giving thereof should never create improper influences or obligate the recipient to perform in return. The proposed gift or entertainment should be appropriate in value and nature considering local custom, the position of the recipient and the circumstances.
- All employees and business partners must remain vigilant in preventing, detecting and reporting any suspected illegal, non-compliant or unethical behaviour. Distell provides an Ethics Line which is managed by an independent party to combat this kind of conduct. Reports can be made anonymously.
- Distell undertakes to thoroughly investigate all matters reported and take the necessary legal, civil or disciplinary steps flowing from such investigation.



- Download our Anti-fraud and Anti-corruption Policy
- Download our Anti-bribery Policy
- Download our Whistleblowing Policy







TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) REFERENCES

Respecting society’s increasing expectations for greater transparency around climate change, we are aligning our management and reporting approach to follow the recommendations of the Financial Stability Board’s TCFD.

The TCFD enables companies to provide information across four areas: climate-change governance, risk, strategy and performance. Distell’s response to the risks posed by climate change is covered primarily in our submissions to the CDP, which we regard as a leading measure of a business’s carbon strategy, disclosure and performance. Distell received an A- rating in CDP Water and a BB for CDP Climate based on our 2021 submissions.

-  Download our CDP report.
-  Download our CDP Water report.

The table below offers guidance on where to find information relating to each of the TCFD’s recommendations.

GOVERNANCE

Disclose the organisation’s governance around climate-related risks and opportunities.

Recommended disclosures	References
Describe the board’s oversight of climate-related risks and opportunities	CDP Climate Response 2021: Section C1
Describe management’s role in assessing and managing climate-related risks and opportunities.	CDP Climate Response 2021: Section C1

STRATEGY

Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation’s businesses, strategy, and financial planning where such information is material.

Recommended disclosures	References
Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	CDP Climate Response 2021: Q. C2 Risks and opportunities
Describe the impact of climate-related risks and opportunities on the organisation’s businesses, strategy, and financial planning.	CDP Climate Response 2021: Q. C3.1

RISK MANAGEMENT

Disclose how the organisation identifies, assesses, and manages climate-related risks.

Recommended disclosures	References
Describe the organisation’s processes for identifying and assessing climate-related risks.	CDP Climate Response 2021: Q. C2.2
Describe the organisation’s processes for managing climate-related risks.	CDP Climate Response 2021: Q. C2.1, C2.2
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation’s overall risk management.	CDP Climate Response 2021: Q. C2.1, C2.2

METRICS AND TARGETS

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

Recommended disclosures	References
Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	CDP Climate Response 2021: Q. Section C4, C2.2, 2.3a and 11.3a
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Distell’s carbon footprint – page 09 Sustainability Report – page 89
Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	Sustainability Report – page 86

¹ In previous reporting years, the annual CDP submission date was before the end of our financial year. We therefore report our performance against our prior financial year as we are unable to capture all data for the current financial year before the required CDP submission date. Therefore, the CDP performance score featured in this year’s Sustainability Report (and available on our corporate website) is based on FY21 submission of the FY20 data, with score reported in the FY22 Sustainability Report.





SASB STANDARDS INDEX

As part of our commitment to advance our ESG reporting, we added a SASB index to our ESG disclosures this year.

We are taking steps to align our accounting metrics and units of measure with the guidance included in the SASB Standards. However, we believe it is important to provide our stakeholders with our response to the key sustainability issues most likely to impact our business – as guided by the SASB Standards. This table below references the Standard for the Alcoholic Beverages industry with links to where the relevant information can be found on in our Sustainability Report or on our website.

TABLE 1: SUSTAINABILITY TOPICS AND ACCOUNTING METRICS

Topic	SASB code	Metric	Our response
Energy management	FB-AB-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	Distell Sustainability Report, page 88
Water management	FB-AB-140a.1	(1) Total water withdrawn (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Distell Sustainability Report, page 90 CDP Water Response 2021: available online
	FB-AB-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Distell Sustainability Report, page 90 CDP Water Response 2021: available online
Responsible drinking and marketing	FB-AB-270a.1	Percentage of total advertising impressions made on individuals at or above the legal drinking age	Distell Sustainability Report, page 57
	FB-AB-270a.2	Number of incidents of non-compliance with industry or regulatory labelling and/or marketing codes	Distell Sustainability Report, page 61
	FB-AB-270a.3	Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labelling practices	Distell Sustainability Report, page 61
	FB-AB-270a.4	Description of efforts to promote responsible consumption of alcohol	Distell Sustainability Report, page 54
Packaging lifecycle management	FB-AB-410a.1	(1) Total weight of packaging (2) Percentage made from recycled and/or renewable materials (3) Percentage that is recyclable, reusable, and/or compostable	Distell Sustainability Report, page 92
	FB-AB-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Distell Sustainability Report, page 93



SASB STANDARDS INDEX CONTINUED

TABLE 1: SUSTAINABILITY TOPICS AND ACCOUNTING METRICS CONTINUED

Topic	SASB code	Metric	Our response
Environmental and social impacts of ingredient supply chain	FB-AB-430a.1	Suppliers' social and environmental responsibility audit	Distell Sustainability Report, page 28
Ingredient sourcing	FB-AB-440a.1	Percentage of beverage ingredients sourced from regions with High or Extremely High Baseline Water Stress	CDP Water Response 2021: available online
	FB-AB-440a.2	List of priority beverage ingredients and description of sourcing risks due to environmental and social considerations	CDP Water Response 2021: available online

TABLE 2: ACTIVITY METRICS

Metric	SASB code	Our response
Volume of products sold	FB-AB-000.A	Distell Sustainability Report, page 06
Number of production facilities	FB-AB-000.B	Distell Sustainability Report, page 09
Total fleet road miles travelled	FB-AB-000.C	CDP Climate Response 2021: available online



ADMINISTRATION

DISTELL GROUP HOLDINGS LIMITED

Incorporated in the Republic of South Africa
(Registration number: 2016/394974/06)
JSE share code: DGH
ISIN: ZAE000248811

COMPANY SECRETARY

L Malan

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TRANSFER SECRETARIES

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Rosebank Towers, 15 Biermann Avenue, Rosebank 2196
Private Bag X9000, Saxonwold, 2132
Telephone: 011 370 5000

AUDITOR

PricewaterhouseCoopers Inc.
Stellenbosch

LISTING

JSE Limited
Sector: Consumer Staples – Food, Beverage and
Tobacco – Beverages – Distillers and Vintners

SPONSOR

Rand Merchant Bank (a division of FirstRand Bank Limited)

WEBSITE

www.distell.co.za



www.distell.co.za