ESG Report for:

Aspen Pharmacare Holdings Ltd

Country: South Africa

Year: 2020

Industry: Hotels & Lodging

This ESG (Environmental, Social, and Governance) report provides a comprehensive overview of the company's performance and initiatives in three key areas: environmental sustainability, social responsibility, and corporate governance. It aims to inform stakeholders, including investors, customers, and regulators, about the company's impact and efforts in these areas, often highlighting both achievements and areas for improvement.

Environmental Metrics

This pillar evaluates how a company impacts and manages the natural environment. It includes factors such as climate change policies, carbon footprint, and greenhouse gas emissions. Companies are assessed on their energy efficiency, use of renewable resources, and initiatives to reduce waste and pollution. Environmental considerations also cover how companies manage their water usage, biodiversity conservation, and their overall contribution to sustainability.

Metric	Raw Value	Unit	Score
AIRPOLLUTANTS_DIRECT (53) *External cost of pollutants released to air by the consumption of fossil fuels and production processes which are owned or controlled by the company.Direct external environmental impacts are those impacts that a company has on the environment through its own activities. Trucost applies monetary values to air pollutant quantites, which represents the global average damage of each environmental impact. All values employed are secondary - the synthesis of existing published and unpublished literature.*	931.05	USD (000)	23.03
AIRPOLLUTANTS_INDIRECT (18) *External cost of indirect emissions of pollutants to the air by the consumption of fossil fuels and production processes.*	5973370.0	USD (000)	24.89
ANALYTICESTIMATEDCO2TOTAL (51) *The estimated total CO2 and CO2 equivalents emission in tons. Total CO2e Emissions (Scope 1 + Scope 2 + Scope 3)*	197149.0	Tons CO2e	23.26
ANALYTICWASTERECYCLINGRATIO (12) *Total recycled and reused waste produced in tons divided by total waste produced in tons.*	82.0	%	77.88
CLIMATE_CHANGE_RISKS_OPP (28) *Is the company aware that climate change can represent commercial risks and/or opportunities?*	1.0	Yes/No	100.0
CO2DIRECTSCOPE1 (52) *Scope 1 emissions that occur within a company's organizational boundary from sources that the company owns or controls in tons of CO2e.*	43122.0	Tons CO2e	38.81
CO2INDIRECTSCOPE3 (34) *Scope 3 emissions that occur in the value chain of the reporting company in tons of CO2e.*	303068.0	Tons CO2e	17.07
E_WASTE_REDUCTION (94) *Does the company report on initiatives to recycle, reduce, reuse, substitute, treat or phase out e-waste?*	0.0	Yes/No	100.0
ECO_DESIGN_PRODUCTS (93) *Does the company report on specific products which are designed for reuse, recycling or the reduction of environmental impacts?*	0.0	Yes/No	100.0
ENERGYUSETOTAL (8) *Total energy consumed by a company within its operational control, including energy produced and purchased (e.g., electricity, steam, natural gas, coal, oil).*	1170880.0	GJ	23.85
HAZARDOUSWASTE (40) *Total amount of hazardous waste produced in tons.*	20667.0	Tons	0.0

LABELED_WOOD (39) *Does the company claim to produce, source or distribute wood or forest products that are labeled (e.g., Forest Stewardship Council (FSC))?*	0.0	Yes/No	100.0
N_OXS_OX_EMISSIONS_REDUCTION (90) *Does the company report on initiatives to reduce, reuse, recycle, substitute, or phase out SOx (sulfur oxides) or NOx (nitrogen oxides) emissions?*	0.0	Yes/No	100.0
NOXEMISSIONS (57) *Total amount of NOx emissions emitted in tons.*	50.09	Tons of NOx	72.15
ORGANIC_PRODUCTS_INITIATIVES (59) *Does the company report or show initiatives to produce or promote organic food or other products?*	0.0	Yes/No	100.0
PARTICULATE_MATTER_EMISSIONS (24) *Amount of particulate matter (a complex mixture of small liquid droplets and solid particulates suspended in the air) emitted by the company.*	28.41	Tons	36.96
POLICY_EMISSIONS (37) *Does the company have a policy to improve emission reduction?*	1.0	Yes/No	100.0
POLICY_SUSTAINABLE_PACKAGING (13) *Does the company have a policy to improve its use of sustainable packaging?*	0.0	Yes/No	100.0
POLICY_WATER_EFFICIENCY (47) *Does the company have a policy to improve its water efficiency?*	1.0	Yes/No	100.0
RENEWENERGYCONSUMED (50) *Total renewable energy consumed in Gigajoules.*	64267.2	GJ	49.75
RENEWENERGYPRODUCED (45) *Total renewable energy produced for self-consumption in Gigajoules.*	0.0	GJ	100.0
RENEWENERGYPURCHASED (64) *Total renewable energy purchased for self-consumption in Gigajoules.*	64267.2	GJ	50.08
SOXEMISSIONS (38) *Total amount of SOx emissions emitted in tons.*	8.9	Tons of SOx	68.87
SUSTAINABLE_BUILDING_PRODUCTS (10) *Does the company develop products and services that improve the energy efficiency of buildings?*	0.0	Yes/No	100.0
TAKEBACK_RECYCLING_INITIATIVES (66) *Does the company reports about take-back procedures and recycling programs to reduce the potential risks of products entering the environment?*	0.0	Yes/No	100.0
TOXIC_CHEMICALS_REDUCTION (6) *Does the company report on initiatives to reduce, reuse, substitute or phase out toxic chemicals or substances?*	0.0	Yes/No	100.0
TRANALYTICRENEWENERGYUSE (49) *Total energy consumed from primary renewable energy sources divided by total energy consumed.*	5.49	%	2.58
VOC_EMISSIONS_REDUCTION (92) *Does the company report on initiatives to reduce, substitute, or phase out volatile organic compounds (VOC)?*	0.0	Yes/No	100.0
VOCEMISSIONS (25) *Amount of Volatile Organic Compounds (VOC) emitted by the company.*	61.68	Tons of VOC	30.25
WASTE_RECYCLED (61) *Total waste that is generated by the company and is recycled, reused or composted.*	51854.0	Tons	71.22

WASTE_REDUCTION_TOTAL (33) *Does the company report on initiatives to recycle, reduce, reuse, substitute, treat or phase out total waste?*	1.0	Yes/No	100.0
WASTETOTAL (20) *Total amount of waste produced in tons.*	71787.0	Tons	0.0
WATER_TECHNOLOGIES (5) *Does the company develop products or technologies that are used for water treatment, purification or that improve water use efficiency?*	0.0	Yes/No	100.0
WATERWITHDRAWALTOTAL (43) *Total water withdrawal in cubic meters.*	1204000.0	Cubic meters	25.48

Social Metrics

The social pillar examines how a company manages relationships with employees, suppliers, customers, and the communities in which it operates. This includes labor practices, employee health and safety, diversity and inclusion, and human rights. Social criteria also consider a company's impact on the local community, product safety, and customer satisfaction. Companies are expected to foster positive relationships and contribute to the well-being of their stakeholders.

Metric	Raw Value	Unit	Score
ANALYTICTOTALDONATIONS (11) *Total amount of all donations divided by net sales or revenue.*	508.0	USD donated per million of revenue USD	17.87
ANIMAL_TESTING_REDUCTION (77) *Has the company established a program or an initiative to reduce, phase out or substitute for animal testing?*	0.0	Yes/No	100.0
CONFORMANCE_OECD_MNE (67) *Does the company claim to follow the OECD Guidelines for Multinational Enterprises?*	0.0	Yes/No	100.0
CONFORMANCE_UN_GUID (55) *Does the company have clear reference to conformance with the UN Guiding Principles on Business and Human Rights?*	0.0	Yes/No	0.0
DAY_CARE_SERVICES (26) *Does the company claim to provide day care services for its employees?*	0.0	Yes/No	100.0
EMPLOYEE_HEALTH_SAFETY_POLICY (31) *Does the company have a policy to improve employee health & safety?*	1.0	Yes/No	100.0
EMPLOYEEFATALITIES (32) *Number of employee fatalities resulting from operational accidents.*	0.0	Number of fatalities	100.0
GRIEVANCE_REPORTING_PROCESS (73) *Does the company have a formal grievance reporting process for concerns reporting misconduct or ethical concerns?*	1.0	Yes/No	100.0
HUMAN_RIGHTS_CONTRACTOR (80) *Does the company report or show to use human rights criteria in the selection or monitoring process of its suppliers or sourcing partners?*	1.0	Yes/No	100.0
HUMAN_RIGHTS_POLICY_DUEDILIGENCE (87) *Does the company have a due diligence process in place to prevent/ act upon human right abuses? Both in its operations and suppliers' operations?*	1.0	Yes/No	100.0
ISO14000 (60) *Does the company claim to have an ISO 14000 or EMS certification?*	1.0	Yes/No	100.0
LOSTWORKINGDAYS (69) *Total working days lost by the workforce (employees and contractors), due to some form of incapacity, including occupational diseases and injuries.*	1342.0	Number of days	7.2
POLICY_BOARD_DIVERSITY (54) *Does the company have a policy regarding the gender diversity of its board?*	0.0	Yes/No	0.0
POLICY_BRIBERYAND_CORRUPTION (56) *Does the company have a policy and/or processes in place to avoid bribery and corruption in all its operations?*	1.0	Yes/No	100.0

POLICY_CHILD_LABOR (42) *Does the company have a policy to avoid the use of child labor?*	1.0	Yes/No	100.0
POLICY_FORCED_LABOR (75) *Does the company have a policy to avoid the use of forced labor?*	1.0	Yes/No	100.0
SUPPLY_CHAINHS_POLICY (74) *Does the company have a policy to improve employee health & safety in its supply chain?*	0.0	Yes/No	0.0
TARGETS_DIVERSITY_OPPORTUNITY (79) *Has the company set targets or objectives to be achieved on diversity and equal opportunity?*	0.0	Yes/No	100.0
TIRTOTAL (19) *Rate of total number of injuries (Total Injury Rate TIR) and fatalities in the workforce (employees and contractors) relative to 1 million hours worked.*	2.8	Injured / million hours	43.38
TRADEUNIONREP (16) *Percentage of employees represented by independent trade union organizations or covered by collective bargaining agreements.*	31.0	%	22.86
TURNOVEREMPLOYEES (1) *Percentage of employee turnover.*	13.0	%	61.05
WHISTLEBLOWER_PROTECTION (29) *Does the company have a provision or comply with regulations protecting whistleblowers?*	1.0	Yes/No	100.0
WOMENEMPLOYEES (46) *Percentage of women employees.*	49.0	%	40.7
WOMENMANAGERS (4) *Percentage of women managers.*	19.0	%	12.34

Governance Metrics

Governance involves the internal system of practices, controls, and procedures a company adopts to govern itself, make effective decisions, comply with the law, and meet the needs of external stakeholders. This includes board diversity and structure, executive compensation, transparency, ethics, and shareholder rights. Strong governance ensures accountability and helps prevent corruption and conflicts of interest, fostering long-term sustainability and trust with investors and the public.

Metric	Raw Value	Unit	Score
ANALYTIC_ANTI_TAKEOVER_DEVICES (41) *The number of anti-takeover devices in place in excess of two.*	0.0	Yes/No	100.0
ANALYTIC_VOTING_RIGHTS (86) *Are all shares of the company providing equal voting rights?*	0.0	Yes/No	0.0
ANALYTICAUDITCOMMIND (3) *Percentage of independent board members on the audit committee as stipulated by the company.*	100.0	%	100.0
ANALYTICBOARDFEMALE (9) *Percentage of females on the board.*	30.0	%	21.94
ANALYTICCEO_CHAIRMAN_SEPARATION (89) *Does the CEO simultaneously chair the board or has the chairman of the board been the CEO of the company?*	0.0	Yes/No	100.0
ANALYTICCOMPCOMMIND (21) *Percentage of independent board members on the compensation committee as stipulated by the company.*	100.0	%	100.0
ANALYTICCSR_COMP_INCENTIVES (83) *Is the senior executive's compensation linked to CSR/H&S/Sustainability targets?*	1.0	Yes/No	100.0
ANALYTICEMPLOYMENTCREATION (2) *Employment growth over the last year.*	-1.33	% growth in number of employees over last year	24.64
ANALYTICINDEPBOARD (27) *Percentage of independent board members as reported by the company.*	60.0	%	52.54
ANALYTICNOMINATIONCOMMIND (14) *Percentage of non-executive board members on the nomination committee.*	100.0	%	100.0
ANALYTICNONAUDITAUDITFEESRATIO (85) *All non-audit fees divided by the audit and audit-related fees paid to the group auditor.*	0.05	Non / audit USD / audit USD	5.14
ANALYTICNONEXECBOARD (44) *Percentage of non-executive board members.*	80.0	%	75.49
AUDITCOMMNONEXECMEMBERS (17) *Percentage of non-executive board members on the audit committee as stipulated by the company.*	100.0	%	100.0
AVGTRAININGHOURS (22) *Average hours of training per year per employee.*	16.0	Hours/employee	5.61

BOARDMEETINGATTENDANCEAVG (68) *The average overall attendance percentage of board meetings as reported by the company.*	97.26	%	96.56
COMMMEETINGSATTENDANCEAVG (7) *The average overall attendance percentage of board committee meetings as reported by the company.*	92.85	%	91.08
COMPCOMMNONEXECMEMBERS (35) *Percentage of non-executive board members on the compensation committee as stipulated by the company.*	100.0	%	100.0
CSR_REPORTING_EXTERNAL_AUDIT (76) *Does the company have an external auditor of its CSR/H&S/Sustainability report?*	1.0	Yes/No	100.0
CSR_REPORTINGGRI (15) *Is the company's CSR report published in accordance with the GRI guidelines?*	1.0	Yes/No	100.0