










GROWTHPOINT'S COMMITMENT TO THE UNITED NATIONS SDGs




In an externally facilitated senior management workshop held in August 2023, Growthpoint formalised and articulated its commitment to the SDGs.




Following a considered review of each of the 17 goals, 169 targets and 247 indicators, we have prioritised nine SDGs (with relevant underlying targets and indicators) that present the most material opportunities for Growthpoint to enhance its positive impact and decrease its negative impact in support of the SDGs.

This table provides an overview of Growthpoint's contribution to the SDGs, with further details provided elsewhere in the report.









 Quality education	Sub-targets	Our contribution	Growthpoint KPI	Linked ESG pillar
4.3 – By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.		We can materially impact this target through the Growthpoint GEMS programme. There are dedicated programmes in place that focus on the development of young learners. We are using these existing platforms to increase our positive impact.	(Refer to page 44, 50, 51, 52) <ul style="list-style-type: none"> Number of learners impacted Number of teachers impacted Number of enterprise supplier development (ESD) practitioners impacted Investment in education 	Thriving People and Communities 
4.4 – By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.		We have various internships, learnerships and other programmes to develop critical skills.	(Refer to page 44, 50, 51, 52) <ul style="list-style-type: none"> Number of learnerships and internships Investment in training and development Number of graduates Number of learners 	Thriving People and Communities 
4.7 – By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.		We can materially impact this target through our Build our Boys programme and GEMS programmes. There are dedicated programmes in place that focus on the development of young learners. We are using these existing platforms to increase our positive impact. We encourage positive male behaviour for young men through our Build our Boys programme that encourages leadership development through interaction with positive male mentors.	(Refer to page 44, 50, 51, 52) <ul style="list-style-type: none"> Number of learners impacted Number of teachers impacted Number of ESD practitioners impacted Investment in education 	Thriving People and Communities 
 Gender equality	Sub-targets	Our contribution	Growthpoint KPI	Linked ESG pillar
5.2 – By 2030 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation		We can materially impact this target through our Build our Boys programme and Genesis SafePlace that officers' immediate places of safety for vulnerable people, including victims of abuse, gender-based violence, rape and sexual assault.	(Refer to page 40, 41, 49) <ul style="list-style-type: none"> Financial contribution towards gender based violence (GBV) support initiatives Provinces supported and communities supported 	Thriving People and Communities 
5.5 – By 2030 ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic, and public life Indicator.		Growthpoint continues to monitor the gender pay gap. Growthpoint continues to participate in an external gender pay-gap study to identify any potential gaps.	(Refer to page 40) <ul style="list-style-type: none"> An increase in women representation at Executive Committee and Senior management levels 	Thriving People and Communities 





 Clean water and sanitation	Sub-targets	Our contribution	Growthpoint KPI	Linked ESG pillar
6.4 – By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity		We are prioritising the conservation of water by evaluating and realising opportunities for supply management and water harvesting.	(Refer to page 67) <ul style="list-style-type: none"> Total water supply Water intensity 	Thriving Environment 

 Affordable clean energy	Sub-targets	Our contribution	Growthpoint KPI	Linked ESG pillar
7.2 – By 2030, increase substantially the share of renewable energy in the global energy mix.		Investment in solar and utility management, supporting innovation and identifying opportunities for green financing.	(Refer to page 60, 65, 66, 67) <ul style="list-style-type: none"> Solar investment Solar generation capacity 	Thriving Environment 
7.3 – By 2030, double the global rate of improvement in energy efficiency.		Investment in energy efficiency initiatives to mitigate the impacts of loadshedding and reduce our carbon emissions keeping us on track with our carbon neutral strategy.	(Refer to page 60, 65, 66, 67) <ul style="list-style-type: none"> Total purchased electricity (MWh) Greenhouse gas emissions (GHG) emissions from energy Energy intensity 	Thriving Environment 

 Decent work and economic growth	Sub-targets	Our contribution	Growthpoint KPI	Linked ESG pillar
8.5 – By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.		Growthpoint's positive impact regarding quality education (refer to SDG 4), skills development programmes, our remuneration policies, workforce breakdown and investment into ESD are material. Support of Property Point, local economic development policy implementation.	(Refer to page 53, 54, 55) <ul style="list-style-type: none"> New employee hires (by gender) Employee voluntary turnover Employee diversity statistics Number of differently-abled learners Corporate Social Responsibility (CSR) section <ul style="list-style-type: none"> Number of small, medium micro enterprises (SMMEs) and local economic development (LED) beneficiaries on enterprise supplier development (ESD) programme Procurement spend on LED and ESD beneficiaries Number of full time jobs created Number of jobs sustained Total value of contracts accessed through Growthpoint The median annual revenue growth rate of Property Point SMMEs from baseline % of females employed from jobs created Number of female-owned businesses on the programme Number of entrepreneurs who attended training, networking sessions and workshops 	Thriving People and Communities 
8.6 – By 2030, substantially reduce the proportion of youth not in employment.		We directly employ people and support a greater number of indirect jobs by providing business to local organisations and through our ESD programmes.	(Refer to page 53, 54, 55) <ul style="list-style-type: none"> Number of graduates SMMEs Investment in Property Point LED companies awarded contracts by Growthpoint Total LED procurement spend 	Thriving People and Communities 

GROWTHPOINT'S COMMITMENT TO THE UNITED NATIONS SDGs (CONTINUED)

9	Industry innovation and infrastructure	Sub-targets	Our contribution	Growthpoint KPI	Linked ESG pillar
		9.3 – Increase the access of small-scale industrial and other enterprises, in particular in developing countries, to financial services, including affordable credit, and their integration into value chains and markets.	Innovation through the Greenovate programme, focusing on green financing and green building certifications. Social empowerment and support of Property Point.	(Refer to page 54, 64, 68, 69) <ul style="list-style-type: none"> Green building certificates: Two commercially implemented Greenovate Award innovations 	<p>Thriving People and Communities</p>  <p>Thriving Environment</p> 
10	Reduced inequalities	Sub-targets	Our contribution	Growthpoint KPI	Linked ESG pillar
		10.1 – By 2030, progressively achieve and sustain income growth of the bottom 40% of the population at a rate higher than the national average.	Our remuneration is fair and competitive. A living wage of R12 500pm is set which is higher than the South African national minimum wage. We continue to monitor and analyse the gender pay gap in line with guidelines from the Department of Labour.	(Refer to the IAR) <ul style="list-style-type: none"> Remuneration and benefit disclosure 	<p>Thriving Business</p>  <p>Thriving People and Communities</p> 
		10.2 – By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.	Growthpoint is committed to diversifying its workforce in terms of age, gender and race. Supported by the Diversity and Inclusion forum, Ethics Forum, Exco and SET Committee.	(Refer to page 40, 41, 43) <ul style="list-style-type: none"> New employee hires (by gender) Employee voluntary turnover Employee diversity statistics Number of differently-abled employees 	<p>Thriving Business</p>  <p>Thriving People and Communities</p> 
		10.3 – Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.	Growthpoint is committed to diversifying its workforce in terms of age, gender and race. Supported by the Diversity and Inclusion forum, Ethics Forum, Exco and SET Committee. We fully comply with the Employment Equity Act and other related legislations.	(Refer to page 40, 41, 43) <ul style="list-style-type: none"> New employee hires (by gender) Employee voluntary turnover Employee diversity statistics Number of differently-abled learners 	<p>Thriving Business</p>  <p>Thriving People and Communities</p> 

11	Sustainable cities and communities	Sub-targets	Our contribution	Growthpoint KPI	Linked ESG pillar
		11.3 – By 2030, enhance inclusive and sustainable urbanisation and capacity for participatory, integrated and sustainable human settlement planning and management in all countries.	Local economic development policy and local community engagement. Social empowerment, and support of Property Point.	(Refer to page 55) <ul style="list-style-type: none"> LED companies awarded contracts by Growthpoint. Total LED procurement spend. 	<p>Thriving People and Communities</p>  <p>Thriving Environment</p> 
		11.6 – By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.	A focus on energy, water and waste management and climate change risk mitigation. Focusing on green financing, green building certifications.	(Refer to page 62, 69) <ul style="list-style-type: none"> Green building certificates GHG Emissions Waste diverted from landfill 	<p>Thriving Environment</p> 
12	Responsible consumption and production	Sub-targets	Our contribution	Growthpoint KPI	Linked ESG pillar
		12.2 – By 2030, achieve the sustainable management and efficient use of natural resources	There are significant opportunities for Growthpoint to decrease its negative impact through, among others the recycling of end-of -life products. Our goal is for all buildings privately contracted waste services in FY22 to achieve zero organic waste to landfill by FY26.	(Refer to page 68) <ul style="list-style-type: none"> Waste generated in operations. Waste diverted from landfill 	<p>Thriving Environment</p> 
		12.5 – By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	There are significant opportunities for Growthpoint to decrease its negative impact through partnering with service providers who are able to help us achieve our goal. Our goal is for all buildings with privately contracted waste services in FY22 to achieve zero organic waste to landfill by FY26.	(Refer to page 68) <ul style="list-style-type: none"> Waste generated in operations. Waste diverted from landfill 	<p>Thriving Environment</p> 