





# GROWTHPOINT ESG SNAPSHOT


## Thriving business

  
 Policies promoting ethical conduct  
**1**

  
 Compliance framework  
**2**

  
 Internal audit  
**3**

  
 Executive management committees  
**4**

  
 Board committees  
**5**

### Governance structures

#### BOARD

**SET Committee**

- Environmental overview including climate change
- Employee and CSR
- ESG governance and relevant policy overview

**Risk Management Committee**

- Considers enterprise-wide risks, emerging risks and events, including ESG risks
- Assesses operating environment risks and opportunities
- Compliance with laws and regulations

**Human Resources and Remuneration Committee**

- Remuneration report approval
- Remuneration policy oversight and implementation
- Assesses executive performance against ESG metrics
- Fair pay and living wage

**Governance and Nomination**

- The composition of the Board and Board Committee
- Board key performance indicators
- Executive directors succession planning
- Advise directors on any important governance matters

#### SA CEO

Corporate Social Responsibility (CSR)

Human Resource (HR)

Chief Operating Officer

Environmental Sustainability

Investor Relations

ESG Division  
 ESG Impact Council

#### Group FD

Enterprise Risk Management

Company Secretarial

### ESG governance structure

#### Board composition and diversity

Tenure of directors		Gender	
9+ years	1-4 years	Women	Men
4	8	3	9

Demographics			
African, Coloured and Indian (ACI) women	White women	ACI men	White men
2	1	3	6

Age		
≥ 60 years	50-59 years	30-49 years
5	6	1

Independence	
Executive Directors	Independent Non-executive Directors
4	8

#### New ESG-related committees

Established our Ethics Committee, please refer to page 30



Established our ESG Impact Council, please refer to page 19

#### 2023 governance focus

- Completed the Board rejuvenation in relation to Non-executive Directors
- Board-level gender diversification with internal target of 30% female representation including black women
- All Non-executive Directors are independent
- Ongoing succession planning
- Continue to improve on our internal policies and procedures
- Enhance Board skills more specifically on ESG-related skills

## Thriving people and communities

**637** permanent employees (FY22: 606)

54%  46% 

With **32** temporary employees (FY22: 34)


**Average tenure of employees**  
8.5 years

**Average age of employees**  
44

**R11.9m** (FY22: R8.4m) invested in employee training

**441 attendees** (FY22: 458 attendees) with **30 average hours per employee** (FY22: 9.8 average hours per employee)

### Employee race profile (%)




African	38.5
Coloured	19.5
Indian	8.5
White	32.3
Foreign nationals	1.3

**R50.3m** (FY22: R54.0m) invested in **CSR initiatives with 6 255** (FY22: 6 566) direct beneficiaries

**G<sup>2</sup>** is a programme that increases our staff awareness in community development with each staff member allocated eight hours a year to volunteer. Our volunteer hours in FY23 were **578** (FY22: 364)

**23** (FY22: 20) industrial relations cases

**LEVEL 1 B-BBEE** 


**11.10%** (FY22: 8.3%) attrition rate for permanent employees

Growthpoint is not a unionised environment and does not restrict employees' freedom of association.

### Property Point

Key performance indicator	FY23	FY22	Annual growth
SMMEs supported	43	38	13%
SMMEs linked to market	13	12	8%
Full-time jobs created	32	31	3%
Jobs sustained	300	201	49%
Total revenue generated (Rm)	R94.55	R92.60	2%
Women-owned SMMEs (%)	75%	71%	6%
Youth-owned SMMEs (%)	21%	18%	17%
Growthpoint procurement spend (Rm)	R131	R107.6	22%

## Thriving environment




**Carbon neutral by 2050**

### Greenhouse gas emissions (tCO<sub>2</sub>e)

<b>Scope 1: 18 488</b> (FY22: 4 296)
<b>Scope 2: 42 801</b> (FY22: 48 182)
<b>Scope 3: 536 682</b> (FY22: 605 811)


\* Full GHG emissions on page 62.

### Energy intensity factor



**130.21kwh/m<sup>2</sup>/pa**  
(FY22: 125.9 kwh/m<sup>2</sup>/pa)


### Solar produced




**14 588MWh**  
(FY22: 12 837MWh)

### Water usage and intensity

Total consumption of **3 055 023kl** (FY22: 2 923 977kl) with an intensity of **0.65kl/m<sup>2</sup>** (FY22: 0.61kl/m<sup>2</sup>) from **344 buildings of 388** (FY22: 342 buildings of 408).



### Waste



**11 213.35 tonnes**  
(FY22: 11 497 tonnes) from **114 buildings of 388** (FY22: 148 of 408 buildings).

**63 Green Building Certifications** from 51 buildings. This accounts for **19.4%** of our total GLA (excluding V&A).