

# Global reporting initiative (GRI) index

**Statement of use:** Investec Group (Investec Limited and Investec plc) has reported the information cited in this GRI content index for the period 1 April 2021 to 31 March 2022 with reference to the GRI Standards.

## GRI 1: Foundation 2021

Sustainability report, inside cover: scope and reporting framework

## GRI 2: General disclosures 2021

2-1	Organisational details	Investec
2-2	Entities included in the organisation's sustainability reporting	Investec integrated and strategic annual report: Page 14. Our operational structure Sustainability report: Page 3. Our operational structure
2-3	Reporting period, frequency and contact point	Sustainability report: Page 3. Reporting scope, boundary and framework
2-4	Restatements of information	Investec annual financial statements: Page 146. Restatements
2-5	External assurance	Sustainability report: Page 3. Assurance Sustainability report: Page 131 to 133. Independent auditor's reasonable assurance report on selected key performance indicators
2-6	Activities, value chain and other business relationships	Investec integrated and strategic annual report: Page 2 to 9. Our business at a glance Sustainability report: Page 1 to 5. About Investec
2-7	Employees	Investec integrated and strategic annual report: Page 97 Commitment to our people Sustainability report: Page 22. Commitment to our people
2-8	Workers who are not employees	Sustainability report: Page 22. Commitment to our people
2-9	Governance structure and composition	Investec integrated and strategic annual report: Page 116 to 120. Summary of board committees and board composition Sustainability report: Page 105. Governance, risk and compliance
2-10	Nomination and selection of the highest governance body	Investec integrated and strategic annual report: Page 96 and 97. DLC nominations and directors' affairs committee report
2-11	Chair of the highest governance body	Investec integrated and strategic annual report: Page 116 to 117. Summary of board committees Sustainability report: Page 128. Governance, risk and compliance dashboard
2-12	Role of the highest governance body in overseeing the management of impacts	Investec risk and governance report: Page 98 and 99. DLC social and ethics committee report Sustainability report: Page 106. Board oversight for sustainability
2-13	Delegation of responsibility for managing impacts	Sustainability report: Page 108. Responsibility of board-appointed committees and executive members

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<b>GRI 2: General disclosures 2021</b>		
2-14	Role of the highest governance body in sustainability reporting	Investec risk and governance report: Page 98 to 99. DLC social and ethics committee report Sustainability report: Page 108. Responsibility of Board-appointed committees and executive members
2-15	Conflicts of interest	Investec integrated and strategic annual report: Page 125
2-16	Communication of critical concerns	Investec integrated and strategic annual report: Page 28. Stakeholder engagement (Section 172 statement) Sustainability report: Page 9 to 12. Stakeholder engagement
2-17	Collective knowledge of the highest governance body	Investec integrated and strategic report: Page 109 to 111. Director biographies
2-18	Evaluation of the performance of the highest governance body	Investec integrated and strategic report: Page 124. Board effectiveness
2-19	Remuneration policies	Investec remuneration report: Page 12. Directors' remuneration policy
2-20	Process to determine remuneration	Investec remuneration report: Page 4 to 46
2-21	Annual total compensation ratio	Investec remuneration report: Page 4 to 46
2-22	Statement on sustainable development strategy	Sustainability report: Page 6 to 20. Sustainability at Investec
2-23	Policy commitments	Refer to The way we do business document on our website. Sustainability report: Page 6 to 20. Sustainability at Investec
2-24	Embedding policy commitments	Refer to The way we do business document on our website. Sustainability report: Page 6 to 20. Sustainability at Investec
2-25	Processes to remediate negative impacts	Refer to The way we do business document on our website
2-26	Mechanisms for seeking advice and raising concerns	Refer to The way we do business document on our website
2-27	Compliance with laws and regulations	Sustainability report: Page 114. Compliance
2-28	Membership associations	Sustainability report: Page 136 to 144. Participation in industry initiatives and memberships
2-29	Approach to stakeholder engagement	Sustainability report: Page 9. Stakeholder engagement
2-30	Collective bargaining agreements	Refer to The way we do business document on our website Sustainability Report: Page 35. People dashboard
<b>GRI 3: Material Topics 2021</b>		
3-1	Process to determine material topics	Sustainability Report: Page 3. Reporting scope, boundary and framework. Page 9. Stakeholder engagement
3-2	List of material topics	Investec integrated and strategic annual report: Page 24 to 35. Our Strategic objectives and stakeholder engagement (Section 172 statement) Sustainability report: Page 9 to 12. Stakeholder engagement
3-3	Management of material topics	Refer to The way we do business document on our website

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<b>GRI 201: Economic Performance 2016</b>		
201-1	Direct economic value generated and distributed	Investec integrated and strategic annual report: Page 35. Value added statement Sustainability report: Page 19. Value added statement
201-2	Financial implications and other risks and opportunities due to climate change	Refer to our Climate-related financial disclosures 2022 report on the website
201-3	Defined benefit plan obligations and other retirement plans	Investec remuneration report: Page 4 to 46.
201-4	Financial assistance received from government	No financial assistance was received from government. Investec has never received financial assistance from government, even during the financial crisis
<b>GRI 202: Market Presence 2016</b>		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Standard entry level wage exceeds the local minimum wage in all geographies. Sustainability report: Page 25 Refer to The way we do business document on our website
202-2	Proportion of senior management hired from the local community	Not applicable
<b>GRI 203: Indirect Economic Impacts 2016</b>		
203-1	Infrastructure investments and services supported	Sustainability report: Page 79 to 103. Sustainable finance and investment
203-2	Significant indirect economic impacts	Investec integrated and strategic annual report: Page 95. Our commitment to the Sustainable Development Goals (SDGs) Sustainability report: Page 79 to 103. Sustainable finance and investment
<b>GRI 204: Procurement Practices 2016</b>		
204-1	Proportion of spending on local suppliers	Not disclosed
<b>GRI 205: Anti-corruption 2016</b>		
205-1	Operations assessed for risks related to corruption	Investec risk and governance report: Page 78 to 83. Operational risk, Compliance
205-2	Communication and training about anti-corruption policies and procedures	Investec risk and governance report: Page 104. Governance, risk and compliance Sustainability report: Page 114. Governance, risk and compliance
205-3	Confirmed incidents of corruption and actions taken	Investec risk and governance report: Page 78 to 83. Operational risk, Compliance

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<b>GRI 206: Anti-competitive Behavior 2016</b>		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions have been taken against Investec for anti-competitive behaviour
<b>GRI 207: Tax 2019</b>		
207-1	Approach to tax	Investec annual financial statements: Page 56. Taxation and deferred taxation
207-2	Tax governance, control, and risk management	Investec annual financial statements: Page 56. Taxation and deferred taxation. Investec risk and governance report: Page 100 to 102. DLC Audit Committee
207-3	Stakeholder engagement and management of concerns related to tax	Investec risk and governance report: Page 100 to 102. DLC Audit Committee
207-4	Country-by-country reporting	Investec annual financial statement: Page 78 to 80. Taxation
<b>GRI 301: Materials 2016</b>		
301-1	Materials used by weight or volume	Sustainability report: Page 59 to 78. Environment and climate change
301-2	Recycled input materials used	Sustainability report: Page 59 to 78. Environment and climate change
301-3	Reclaimed products and their packaging materials	Not relevant. As a specialist financial services organisation with a small physical presence, this indicator is not relevant for Investec
<b>GRI 302: Energy 2016</b>		
302-1	Energy consumption within the organisation	Sustainability report: Page 59 to 78. Environment and climate change
302-2	Energy consumption outside of the organisation	Refer to our Climate-related financial disclosures 2022 report on our website for Scope 3 emissions
302-3	Energy intensity	Sustainability report: Page 59 to 78. Environment and climate change
302-4	Reduction of energy consumption	Sustainability report: Page 59 to 78. Environment and climate change
302-5	Reductions in energy requirements of products and services	Sustainability report: Page 59 to 78. Environment and climate change

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<b>GRI 303: Water and Effluents 2018</b>		
303-1	Interactions with water as a shared resource	Sustainability report: Page 59 to 78. Environment and climate change
303-2	Management of water discharge-related impacts	Not applicable. As a specialist financial services organisation with a small physical presence, this indicator is not relevant for Investec
303-3	Water withdrawal	Sustainability report: Page 59 to 78. Environment and climate change. Investec does not recycle water
303-4	Water discharge	Not applicable. As a specialist financial services organisation with a small physical presence, this indicator is not relevant for Investec
303-5	Water consumption	Sustainability report: Page 59 to 78. Environment and climate change
<b>GRI 304: Biodiversity 2016</b>		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable for Investec which operates within urban locations where biodiversity impacts are minimal
304-2	Significant impacts of activities, products and services on biodiversity	As a financial services provider we do not have a direct impact. However, through our project finance and property business we ensure that the environmental impact assessments are completed for transactions. Sustainability report: Page 76. Our commitment to biodiversity. Sustainability report: Page 121 to 125. Environmental risk management
304-3	Habitats protected or restored	Sustainability report: Page 49 to 52. Environment and other philanthropy Sustainability report: Page 59 to 78. Environment and climate change
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	There are no material impacts on biodiversity, therefore this is not relevant

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<b>GRI 305: Emissions 2016</b>		
305-1	Direct (Scope 1) GHG emissions	Investec integrated and strategic annual report: Page 102. Group carbon footprint. Sustainability report: Page 64. Group carbon footprint
305-2	Energy indirect (Scope 2) GHG emissions	Investec integrated and strategic annual report: Page 102. Group carbon footprint. Sustainability report: Page 64. Group carbon footprint
305-3	Other indirect (Scope 3) GHG emissions	Investec integrated and strategic annual report: Page 102. Group carbon footprint. Sustainability report: Page 64. Group carbon footprint
305-4	GHG emissions intensity	Investec integrated and strategic annual report: Page 102. Group carbon footprint. Sustainability report: Page 64. Group carbon footprint
305-5	Reduction of GHG emissions	Investec integrated and strategic annual report: Page 102. Group carbon footprint. Sustainability report: Page 64. Group carbon footprint
305-6	Emissions of ozone-depleting substances (ODS)	Not relevant. As a specialist financial services organisation with a small physical presence, this indicator is not applicable for Investec
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not relevant. As a specialist financial services organisation with a small physical presence, this indicator is not applicable for Investec
<b>GRI 306: Waste 2020</b>		
306-1	Waste generation and significant waste-related impacts	Sustainability report: Page 64. Group carbon footprint
306-2	Management of significant waste-related impacts	Sustainability report: Page 64. Group carbon footprint
306-3	Waste generated	Sustainability report: Page 64. Group carbon footprint
306-4	Waste diverted from disposal	Not relevant. As a specialist financial services organisation with a small physical presence, this indicator is not applicable for Investec
306-5	Waste directed to disposal	Not relevant. As a specialist financial services organisation with a small physical presence, this indicator is not applicable for Investec
<b>GRI 308: Supplier Environmental Assessment 2016</b>		
308-1	New suppliers that were screened using environmental criteria	Sustainability report: Page 119 to 120. Governance within our supply chain
308-2	Negative environmental impacts in the supply chain and actions taken	Sustainability report: Page 119 to 120. Governance within our supply chain

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<b>GRI 401: Employment 2016</b>		
401-1	New employee hires and employee turnover	Sustainability report: Page 21 to 36. Commitment to our people
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Investec remuneration report: Page 22 to 25 Sustainability report: Page 21 to 36. Commitment to our people
401-3	Parental leave	Sustainability report: Page 26. Family-friendly policies
<b>GRI 402: Labor/Management Relations 2016</b>		
402-1	Minimum notice periods regarding operational changes	Sustainability report: Page 25. Employee engagement
<b>GRI 403: Occupational Health and Safety 2018</b>		
403-1	Occupational health and safety management system	Sustainability report: Page 35 and 36. People dashboard Refer to The way we do business document on our website. Refer to our Group health and safety policy on our website
403-2	Hazard identification, risk assessment, and incident investigation	Refer to The way we do business document on our website. Refer to our Group health and safety policy on our website
403-3	Occupational health services	Sustainability report: Page 26. Employee well-being Refer to our Group health and safety policy on our website
403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability report: Page 26. Employee well-being Refer to our Group health and safety policy on our website
403-5	Worker training on occupational health and safety	Refer to The way we do business document on our website. Refer to our Group health and safety policy on our website
403-6	Promotion of worker health	Sustainability report: Page 26. Employee well-being
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Refer to The way we do business document on our website. Refer to our Group health and safety policy on our website
403-8	Workers covered by an occupational health and safety management system	Refer to The way we do business document on our website. Refer to our Group health and safety policy on our website
403-9	Work-related injuries	Sustainability report: Page 35. Health and safety
403-10	Work-related ill health	Sustainability report: Page 26. Employee well-being

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<b>GRI 404: Training and Education 2016</b>		
404-1	Average hours of training per year per employee	Employees are encouraged to be the driving force behind their development needs, allowing them to maximise learning opportunities most relevant to their unique requirements. Sustainability report: Page 34. Learning and development
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability report: Page 34. Learning and development
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability report: Page 25. Performance management
<b>GRI 405: Diversity and Equal Opportunity 2016</b>		
405-1	Diversity of governance bodies and employees	Investec integrated and strategic annual report: Page 96 to 97 and 118 to 119. Commitment to our people and Board Composition Sustainability report: Page 29 to 32
405-2	Ratio of basic salary and remuneration of women to men	Investec remuneration report: Page 24 to 25. Remuneration in context Sustainability report: Page 31 to 32. Belonging inclusion and diversity
<b>GRI 406: Non-discrimination 2016</b>		
406-1	Incidents of discrimination and corrective actions taken	Sustainability report: Page 35. People dashboard
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability report: Page 35 and 36. People dashboard Sustainability report: Page 119 to 120. Governance within our supply chain Refer to our procurement statement on our website. Refer to the way we do business document on the website
<b>GRI 408: Child Labor 2016</b>		
408-1	Operations and suppliers at significant risk for incidents of child labor	Sustainability report: Page 119. Governance within our supply chain Sustainability report: Page 121 to 125. Environmental risk management Refer to the way we do business document on the website. Refer to our procurement statement on our website



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<b>GRI 409: Forced or Compulsory Labor 2016</b>		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability report: Page 121 to 125. Environmental risk management Refer to the way we do business document on the website. Refer to our procurement statement on our website
<b>GRI 410: Security Practices 2016</b>		
410-1	Security personnel trained in human rights policies or procedures	Security personnel are trained on risk and interpersonal and communication skills as well as how to approach a situation when an incident takes place. Specific human rights training does not take place.
<b>GRI 411: Rights of Indigenous Peoples 2016</b>		
411-1	Incidents of violations involving rights of indigenous peoples	No incidents relating to indigenous rights occurred during the reporting year
<b>GRI 413: Local Communities 2016</b>		
413-1	Operations with local community engagement, impact assessments, and development programs	Investec integrated and strategic annual report: Page 98 and 99. Commitment to our communities. Sustainability report: Page 37 to 58. Commitment to our communities
413-2	Operations with significant actual and potential negative impacts on local communities	Investec integrated and strategic annual report: Page 98 and 99. Commitment to our communities. Sustainability report: Page 37 to 58. Commitment to our communities. Not relevant. As a financial services company with a limited physical presence, our operations have a very limited direct impact on local communities. However, we may indirectly have an impact through, for example, our property developments or project finance type transactions. In these instances, all required community impact assessments are done and community engagements are performed
<b>GRI 414: Supplier Social Assessment 2016</b>		
414-1	New suppliers that were screened using social criteria	Sustainability report: Page 119 to 120. Governance within our supply chain. Refer to our procurement statement on our website
414-2	Negative social impacts in the supply chain and actions taken	Sustainability report: Page 119 to 120. Governance within our supply chain. Refer to our procurement statement on our website

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<b>GRI 415: Public Policy 2016</b>		
415-1	Political contributions	Investec Bank Limited made no political donations in 2021 or 2022. Sustainability report: Page 129. Governance dashboard. Political donations Investec plc made no political donations in 2021 or 2022 as its not permissible under UK law to make political donations. Sustainability report: Page 129. Governance dashboard. Political donations
<b>GRI 416: Customer Health and Safety 2016</b>		
416-1	Assessment of the health and safety impacts of product and service categories	Not relevant given the services-based nature of Investec's offerings
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not relevant given the services-based nature of Investec's offerings
<b>GRI 417: Marketing and Labeling 2016</b>		
417-1	Requirements for product and service information and labeling	Product and service terms and conditions on the website. Refer to the way we do business document on the website
417-2	Incidents of non-compliance concerning product and service information and labeling	There were no incidents of non-compliance with regulations or voluntary codes concerning marketing communications. Refer to the way we do business document on the website
417-3	Incidents of non-compliance concerning marketing communications	There were no incidents of non-compliance with regulations or voluntary codes concerning marketing communications. Refer to the way we do business document on the website
<b>GRI 418: Customer Privacy 2016</b>		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No complaints were received from regulatory bodies concerning breaches of customer privacy

**Financial sector specific disclosure on management approach**

Specific disclosure on management approach		
FS1	Policies with specific environmental and social components applied to business lines	Sustainability report: Page 134 to 135. Policies and Practices
FS2	Procedures for assessing and screening environmental and social risks in business lines	Investec integrated and strategic annual report: Page 105. Climate change framework Investec risk and governance report: Page 54. Climate risk and opportunities Sustainability report: Page 61. Climate change framework Sustainability report: Page 121 to 125. Environmental risk management
FS3	Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions	Investec integrated and strategic annual report: Page 105. Climate change framework Investec risk and governance report: Page 54. Climate risk and opportunities Sustainability report: Page 61. Climate change framework Sustainability report: Page 121 to 125. Environmental risk management
FS4	Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines	Sustainability report: Page 121 to 125. Environmental risk management Sustainability report: Page 135. Compliance policies Refer to page 80 in our Climate-related financial disclosures 2022 report on the website
FS5	Interactions with clients/investees/business partners, regarding environmental and social risks and opportunities	Investec integrated and strategic annual report: Page 29 to 32. Stakeholder engagement Sustainability report: Page 9 to 12. Stakeholder engagement

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Financial sector specific performance indicators		
FS6	Percentage of the portfolio for business lines by specific region, size and by sector	Investec integrated and strategic annual report: Page 5 to 9. Our business at a glance
FS7	Monetary value of products and services designed to deliver a specific social benefit for each business line broken down by purpose.	Sustainable report: Page 37 to 58. Commitment to our communities Sustainable report: Page 79 to 103. Sustainable finance and investment
FS8	Monetary value of products and services designed to deliver specific environmental benefit for each business line broken down by purpose.	Sustainable report: Page 37 to 58. Commitment to our communities Sustainable report: Page 79 to 103. Sustainable finance and investment
FS9	Coverage and frequency of audits to assess implementation of environmental and social policies and risk assessment procedures.	Sustainability report: Page 131 to 133. Independent auditor's reasonable assurance report on key performance indicators
FS10	Percentage and number of companies held in the institution's portfolio with which the reporting organisation has interacted on environmental and social issues	Sustainability report: Page 121 to 125. Environmental risk management
FS11	Percentage of assets subject to positive and negative environmental or social screening	Sustainability report: Page 121 to 125. Environmental risk management
FS12	Voting policies applied to environmental or social issues for shares over which the reporting organisation holds the right to vote shares or advises on voting	Sustainability report: Page 126 and 127. Governance, risk and compliance
Product responsibility society performance indicators		
FS13	Access points in low-populated or economically disadvantaged areas by type	Sustainability report: Page 93. Decent work and economic growth Sustainability report: Page 20. Transformation at a glance
FS14	Initiatives to improve access to financial services for disadvantaged people	Sustainability report: Page 93. Decent work and economic growth Sustainability report: Page 20. Transformation at a glance
Disclosure on management approach		
FS15	Policies for the fair design and sale of financial products and services	All products and policies undergo significant reviews and authorisation by the Liability Product and Pricing forum which incorporates ethical requirements. Refer to our website: <a href="http://www.investec.com/en_za/legal/SA.html">www.investec.com/en_za/legal/SA.html</a> Refer to the way we do business document on the website
Product responsibility performance indicators		
FS16	Initiatives to enhance financial literacy by type of beneficiary	Sustainability report: Page 40 to 44. Education and learnerships