



GLOBAL REPORTING INITIATIVE CONTENT INDEX

FOR THE YEAR ENDED 30 JUNE

2019



GRI CONTENT INDEX

“In accordance” – Core

AGM Annual General Meeting	IR Integrated Annual Report 2019	N/A Not applicable	SR Sustainability Report 2019
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Reports available on the Adapt IT website at www.adaptit.com

GRI Standard	Disclosure	Ref	Reference in the report(s)
GENERAL DISCLOSURES			
GRI 101: FOUNDATION 2016			
ORGANISATIONAL PROFILE			
GRI 102: General Disclosures 2016	102-1	Name of the organisation	IR2 <i>About Adapt IT</i>
	102-2	Activities, brands, products, and services	IR4, 6, 40 <i>What We Do, Business Model, Segmental Performance</i>
	102-3	Location of headquarters	IR4, 168 <i>What We Do, Corporate Information</i>
	102-4	Location of operations	IR4, 168 <i>What We Do, Corporate Information</i>
	102-5	Ownership and legal form	IR2 <i>About Adapt IT</i>
	102-6	Markets served	IR2, 4, 40 <i>About Adapt IT, What We Do, Segmental Performance</i>
	102-7	Scale of the organisation	IR4, 3, 75, SR16 <i>What We Do, Revenue by Geography, Annual Financial Statements, Our People</i>
	102-8	Information on employees and other workers	SR16, 21 <i>Our Approach to Our People, Occupational Health and Safety</i>
	102-9	Supply chain	IR10, SR13 <i>Stakeholder engagement, Procurement Practices</i>
	102-10	Significant changes to the organisation and its supply chain	IR37, 29, 40 <i>Acquisitions and Earn-Outs, Acquisition History, Segmental Performance</i>
	102-11	Precautionary Principle or approach	IR16, SR27 <i>Managing Material Issues, Environmental management</i>
	102-12	External initiatives	IR59, SR2 <i>Governance Framework, Chairman's Letter - Social and Ethics Committee</i>
	102-13	Membership of associations	SR2 <i>Chairman's Letter - Social and Ethics Committee</i>
STRATEGY			
GRI 102: General Disclosures 2016	102-14	Statement from senior decision-maker	SR2, 3 <i>Chairman's Letter - Social and Ethics Committee, CEO's Statement</i>
	102-15	Key impacts, risks, and opportunities	IR10, 16, SR8 <i>Stakeholder Engagement, Managing Material Issues, Sustainability Materiality Analysis</i>
ETHICS AND INTEGRITY			
GRI 102: General Disclosures 2016	102-16	Values, principles, standards, and norms of behaviour	IR5, SR5 <i>Our Purpose, Personality, Values and Culture</i>
	102-17	Mechanisms for advice and concerns about ethics	SR14 <i>Anti-Corruption</i>
GOVERNANCE			
GRI 102: General Disclosures 2016	102-18	Governance structure	IR62 <i>Governance Structure</i>
	102-19	Delegating authority	IR61, 62 <i>Delegation of Authority, Governance Structure</i>
	102-20	Executive-level responsibility for economic, environmental, and social topics	IR55, SR2 <i>The Board - Committees, Chairman's Letter - Social and Ethics Committee</i>
	102-22	Composition of the highest governance body and its committees	IR55 <i>The Board - Committees</i>
	102-23	Chair of the highest governance body	IR56 <i>Composition of Board of Directors</i>
	102-24	Nominating and selecting the highest governance body	IR55 <i>Governance Structure - Nominations Committee</i>
	102-25	Conflicts of interest	IR60 <i>Board Charter and Responsibilities</i>
	102-26	Role of highest governance body in setting purpose, values, and strategy	IR59 <i>Governance Framework - Board Meetings</i>
	102-28	Evaluating the highest governance body's performance	IR62 <i>Governance Structure - Board and Committee Evaluation</i>
	102-30	Effectiveness of risk management processes	IR69 <i>Approach to Governance of Risk; Risk Management</i>
	102-32	Highest governance body's role in sustainability reporting	SR1, 2 <i>Board Approval, Chairman's Letter - Social and Ethics Committee</i>
102-35	Remuneration policies	IR70 <i>Remuneration Report</i>	

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GRI Standard	Disclosure	Ref	Reference in the report(s)
GENERAL DISCLOSURES CONTINUED			
STAKEHOLDER ENGAGEMENT			
GRI 102: General Disclosures 2016	102-40 List of stakeholder groups 102-41 Collective bargaining agreements 102-42 Identifying and selecting stakeholders 102-43 Approach to stakeholder engagement 102-44 Key topics and concerns raised	IR10 SR17 IR10 IR10, 16 IR10	<i>Stakeholder Engagement</i> <i>Employment and Labour Law</i> <i>Stakeholder Engagement</i> <i>Stakeholder Engagement, Managing Material Issues</i> <i>Stakeholder Engagement</i>
REPORTING PRACTICE			
GRI 102: General Disclosures 2016	102-45 Entities included in the consolidated financial statements 102-46 Defining report content and topic Boundaries 102-47 List of material topics 102-48 Restatements of information 102-49 Changes in reporting 102-50 Reporting period 102-51 Date of most recent report 102-52 Reporting cycle 102-53 Contact point for questions regarding the report 102-54 Claims of reporting in accordance with the GRI Standards 102-55 GRI content index 102-56 External assurance	IR3, 75 IR1, SR1, 8 SR9 IR135 SR1 IR1 SR1 SR1 www.adaptit.co.za/ investor-dashboard, SR1 www.adaptit.co.za/ sustainability-reports, SR1 IR1, SR1	<i>Turnover by Geography, Annual Financial Statement</i> <i>IR - About Our Integrated Annual Report, SR- About Our Sustainability Report, Sustainability Materiality Analysis</i> <i>Materiality - Prioritisation</i> <i>Notes to Annual Financial Statements - Restatement</i> <i>About this Sustainability Report</i> <i>About Our Integrated Annual Report</i> <i>Reporting Scope</i> <i>Reporting Scope</i> <i>IR - Website: Investor Dashboard, SR - Reporting Scope</i> <i>Reporting Framework</i> <i>Website: Sustainability Reports</i> <i>Assurance</i>
MATERIAL TOPICS			
200 SERIES (ECONOMIC TOPICS)			
ECONOMIC PERFORMANCE			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach	SR12, 1 SR12 SR12	<i>Economic Sustainability - Our Approach, Reporting Scope</i> <i>Economic Sustainability - Our Approach</i> <i>Economic Sustainability - Our Approach</i>
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed 201-4 Financial assistance received from government	SR12 SR13	<i>Economic Performance</i> <i>Financial assistance from government</i>
MARKET PRESENCE			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach	SR12, 1 SR12, 13 SR12	<i>Economic Sustainability - Our Approach, Reporting Scope</i> <i>Economic Sustainability - Our Approach, Market Presence</i> <i>Economic Sustainability - Our Approach</i>
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	SR13	<i>Market Presence</i>
PROCUREMENT PRACTICES			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach	SR12, 1 SR12, 13 SR12	<i>Economic Sustainability - Our Approach, Reporting Scope</i> <i>Economic Sustainability - Our Approach, Procurement Practices</i> <i>Economic Sustainability - Our Approach</i>
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	SR13	<i>Procurement Practices</i>

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GRI Standard	Disclosure	Ref	Reference in the report(s)	
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ANTI-CORRUPTION				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR12, 1	<i>Economic Sustainability - Our Approach, Reporting Scope</i>
	103-2	The management approach and its components	SR12, 14	<i>Economic Sustainability - Our Approach, Anti-Corruption</i>
	103-3	Evaluation of the management approach	SR12	<i>Economic Sustainability - Our Approach</i>
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	SR14	<i>Anti-Corruption</i>
	205-3	Confirmed incidents of corruption and actions taken	SR14	<i>Anti-Corruption</i>
ANTI-COMPETITIVE BEHAVIOUR				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR12, 1	<i>Economic Sustainability - Our Approach, Reporting Scope</i>
	103-2	The management approach and its components	SR12, 14	<i>Economic Sustainability - Our Approach, Anti-Competitive Behaviour</i>
	103-3	Evaluation of the management approach	SR12	<i>Economic Sustainability - Our Approach</i>
GRI 206: Anti-competitive Behaviour 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	SR14	<i>Anti-competitive Behavior</i>
300 SERIES (ENVIRONMENTAL TOPICS)				
ENVIRONMENTAL COMPLIANCE				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR27, 1	<i>Reporting Scope; Environmental Management - Our Approach</i>
	103-2	The management approach and its components	SR27, 1	<i>Environmental Management - Our Approach</i>
	103-3	Evaluation of the management approach	SR27, 1	<i>Environmental Management - Our Approach</i>
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	SR28	<i>Environmental Compliance</i>
400 SERIES (SOCIAL TOPICS)				
EMPLOYMENT				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR1, 16	<i>Reporting Scope, Our People - Our Approach to Our People, Employment</i>
	103-2	The management approach and its components	SR16	<i>Our People - Our Approach to Our People, Employment</i>
	103-3	Evaluation of the management approach	SR16	<i>Our People - Our Approach to Our People, Employment</i>
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR17	<i>Employee Benefit</i>
LABOUR/MANAGEMENT RELATIONS				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR1, 16	<i>Reporting Scope, Our People - Our Approach to Our People</i>
	103-2	The management approach and its components	SR16	<i>Our People - Our Approach to Our People</i>
	103-3	Evaluation of the management approach	SR16	<i>Our People - Our Approach to Our People</i>
GRI 402: Labour/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	SR17	<i>Employment and Labour Law</i>

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GRI Standard	Disclosure	Ref	Reference in the report(s)	
MATERIAL TOPICS CONTINUED				
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OCCUPATIONAL HEALTH AND SAFETY				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR1, 16, 21	<i>Reporting Scope, Our People - Our Approach to Our People, Occupational Health and Safety</i>
	103-2	The management approach and its components	SR16, 21	<i>Our People - Our Approach to Our People - Occupational Health and Safety</i>
	103-3	Evaluation of the management approach	SR16, 21	<i>Our People - Our Approach to Our People - Occupational Health and Safety</i>
	403-1	Occupational health and safety management system	SR21	<i>Occupational Health and Safety</i>
	403-2	Hazard identification, risk assessment, and incident investigation	SR21	<i>Occupational Health and Safety</i>
	403-3	Occupational health services	SR21, IR12	<i>Occupational Health and Safety, Stakeholder Management - Employees</i>
	403-4	Worker participation, consultation, and communication on occupational health and safety	SR21	<i>Occupational Health and Safety</i>
	403-5	Worker training on occupational health and safety	SR21	<i>Occupational Health and Safety</i>
	403-6	Promotion of worker health	SR21, IR12	<i>Occupational Health and Safety, Stakeholder Management - Employees</i>
GRI 403: Occupational Health and Safety 2018	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR21	<i>Occupational Health and Safety</i>
	403-8	Workers covered by an occupational health and safety management system	SR21	<i>Occupational Health and Safety</i>
TRAINING AND EDUCATION				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR1, 16, 21	<i>Reporting Scope, Our People - Our Approach to Our People, Training and Education</i>
	103-2	The management approach and its components	SR16, 21	<i>Our People - Our Approach to Our People, Training and Education, Sector Education and Training Authorities</i>
	103-3	Evaluation of the management approach	SR16, 21	<i>Our People - Our Approach to Our People, Training and Education</i>
GRI 404: Training and Education 2016	404-2	Programmes for upgrading employee skills and transition assistance programmes	SR21	<i>Training and Education, Sector Education and Training Authorities</i>
	404-3	Percentage of employees receiving regular performance and career development reviews	SR21	<i>Training and Education</i>
DIVERSITY AND EQUAL OPPORTUNITY				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR1, 16, 23	<i>Reporting Scope, Our Approach to Our People, Transformation - Approach, Employment Equity</i>
	103-2	The management approach and its components	SR16, 23	<i>Our Approach to Our People, Transformation - Approach, Employment Equity</i>
	103-3	Evaluation of the management approach	SR16, 23	<i>Our Approach to Our People, Transformation - Approach, Employment Equity</i>
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	SR17	<i>Diversity and Equal Opportunity</i>
	405-2	Ratio of basic salary and remuneration of women to men	SR20	<i>Equal Remuneration</i>
NON-DISCRIMINATION				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR1, 16	<i>Reporting Scope, Our People - Our Approach to Our People</i>
	103-2	The management approach and its components	SR16	<i>Our People - Our Approach to Our People</i>
	103-3	Evaluation of the management approach	SR16	<i>Our People - Our Approach to Our People</i>
GRI 406: Non- discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	SR20	<i>Countering Discrimination</i>

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CHILD LABOUR				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR1, 16, 17	<i>Reporting Scope, Our People - Our Approach to Our People, Employment and Labour Law</i>
	103-2	The management approach and its components	SR16, 17	<i>Our Approach to Our People, Employment and Labour Law</i>
	103-3	Evaluation of the management approach	SR16, 17	<i>Our Approach to Our People, Employment and Labour Law</i>
GRI 408: Child Labour 2016	408-1	Operations and suppliers at significant risk for incidents of child labour	SR17	<i>Employment and Labour Law</i>
FORCED OR COMPULSORY LABOUR				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR1, 16, 17	<i>Reporting Scope, Our People - Our Approach to Our People, Employment and Labour Law</i>
	103-2	The management approach and its components	SR16, 17	<i>Our Approach to Our People, Employment and Labour Law</i>
	103-3	Evaluation of the management approach	SR16, 17	<i>Our Approach to Our People, Employment and Labour Law</i>
GRI 409: Forced or Compulsory Labour 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	SR17	<i>Employment and Labour Law</i>
RIGHTS OF INDIGENOUS PEOPLE				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR1, 16	<i>Reporting Scope, Our People - Our Approach to Our People</i>
	103-2	The management approach and its components	SR16	<i>Our People - Our Approach to Our People</i>
	103-3	Evaluation of the management approach	SR16	<i>Our People - Our Approach to Our People</i>
GRI 411: Rights of indigenous people	411-1	Rights of indigenous people	SR20	<i>Countering Discrimination</i>
HUMAN RIGHTS ASSESSMENT				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR1, 25	<i>Reporting Scope, Social Responsibility- Our Approach</i>
	103-2	The management approach and its components	SR25	<i>Social Responsibility- Our Approach</i>
	103-3	Evaluation of the management approach	SR25	<i>Social Responsibility- Our Approach</i>
GRI 412: Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	SR26	<i>Human Rights Assessment</i>
	412-2	Employee training on human rights policies or procedures	SR26	<i>Human Rights Assessment</i>
LOCAL COMMUNITIES				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR1, 25	<i>Reporting Scope, Social Responsibility- Our Approach, Local Community Development Programme</i>
	103-2	The management approach and its components	SR25	<i>Social Responsibility- Our Approach, Local Community Development Programme</i>
	103-3	Evaluation of the management approach	SR25	<i>Social Responsibility- Our Approach, Local Community Development Programme</i>
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programmes	SR25	<i>Local Community Development Programme; Adapt IT Knowledge Centres; Adopt-A School Foundation</i>

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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR1, 25	<i>Reporting Scope, Social Responsibility- Our Approach, Supplier Social Assessment</i>
	103-2	The management approach and its components	SR25, 26	<i>Social Responsibility- Our Approach, Supplier Social Assessment</i>
	103-3	Evaluation of the management approach	SR25, 26	<i>Social Responsibility- Our Approach, Supplier Social Assessment</i>
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	SR26	<i>Supplier Social Assessment</i>
PUBLIC POLICY				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR1, 25, 26	<i>Reporting Scope, Social Responsibility- Our Approach, Public Policy</i>
	103-2	The management approach and its components	SR25, 26	<i>Social Responsibility- Our Approach, Public Policy</i>
	103-3	Evaluation of the management approach	SR25, 26	<i>Social Responsibility- Our Approach, Public Policy</i>
GRI 415: Public Policy 2016	415-1	Political contributions	SR26	<i>Public Policy</i>
CUSTOMER PRIVACY				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR1, 30	<i>Reporting Scope, Systemic Risks from Technology Disruptions - Approach</i>
	103-2	The management approach and its components	SR30	<i>Systemic Risks from Technology Disruptions - Approach</i>
	103-3	Evaluation of the management approach	SR30	<i>Systemic Risks from Technology Disruptions - Approach</i>
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR30	<i>Managing Infrastructure</i>
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SYSTEMIC CONSIDERATIONS FROM TECHNOLOGY DISRUPTIONS				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	SR1, 30	<i>Reporting Scope, Systemic Risks from Technology Disruptions - Approach, Managing Systems and Infrastructure</i>
	103-2	The management approach and its components	SR30	<i>Systemic Risks from Technology Disruptions - Approach, Managing Systems and Infrastructure</i>
	103-3	Evaluation of the management approach	SR30	<i>Systemic Risks from Technology Disruptions - Approach, Managing Systems and Infrastructure</i>
Systemic Considerations from Technology Disruptions		Performance issues	SR30	<i>Managing Systems and Infrastructure, Technology, Systems and Processes</i>
		Description of business continuity risks related to disruptions of operations	SR30	<i>Business Continuity</i>
		Number of licenses or subscriptions and percentage that is Cloud based	SR30	<i>Cloud-Based Licences and Subscriptions</i>



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