



2014 United Nations Global Compact Communication on Progress Report



1. Introduction

Altron is pleased to present its 2014 United Nations Global Compact (UNGC) Communication on Progress (COP) report, covering the group's activities for the period 31 October 2013 to 31 October 2014. Altron has been a signatory to the UNGC since 2009, and has been an active participant in various meetings and related initiatives in line with the UNGC principles, in particular through the National Business Initiative (NBI), a local business association that supports and encourages implementation of among others the UNGC's 10 principles and the United Nations' Millennium Development Goals (MDGs) in South Africa.

This document represents our fifth COP report (2010-2014) and as the different commitments, initiatives and projects outlined in this report shows, we continue to support and integrate the 10 principles into our strategy, our culture and our day-to-day operations, demonstrating our continued commitment and support towards the UNGC.

Through our commitment to the UNGC we emphasise our efforts to embrace, support and enact a set of core values in the areas of human rights, labour standards, the environment as well as our efforts to combat corruption. We believe that the 2014 COP report not only highlights the importance we place on the 10 principles but also assists stakeholders to cross reference each of the principles to the various initiatives we have implemented and the progress made to date.

As a publicly listed company on the Johannesburg Stock Exchange (JSE) in South Africa, Altron accepts its responsibility to ensure that the company operate in a manner that not only strives to be financially sound, but also encourages a high level of transparency, accountability and social and environmentally responsible behaviour. To achieve this, we ensure that our governance and risk management structures identify, and where applicable, adhere to local and international standards and best practices, including the UNGC.

In addition to being signatories to the UNGC, Altron actively takes part in the following local and international initiatives and codes of good practise:

- **Carbon Disclosure Program (CDP)** – since 2008 (ongoing);
- **Carbon Disclosure Program Water (CDP W)** – voluntary submission since 2011 (ongoing);
- **JSE Socially Responsible Investment (SRI) Index** – since 2004 (ongoing);
- **Adherence to the recommendations of the King Code of Corporate Governance for South Africa (King III)** – since 2010 (ongoing); and
- **United Nations Millennium Development Goals** as part of the UNGC COP report – since 2009 (ongoing).

2. Statement of Continued Support

Allied Electronics Corporation Limited (Altron) continues to support the 10 principles of the UN Global Compact in respect of human rights, labour rights, environmental protection and anti-corruption. As Chief Executive of Altron, I welcome the opportunity to again reaffirm our commitment to advancing the UNGC principles not only through our direct business activities, but also within our sphere of influence. We aim to lead by example in the area of responsible business conduct by raising awareness of the importance of the UNGC principles. Respecting these principles today will ensure a better future for our company and our stakeholders tomorrow.

Having formally launched our sustainability strategy in 2013, we know and understand that our business success is directly linked to the integration of environmental, social, and governance issues into our long-term business strategy as well as our day-to-day operations.

The Altron group continues to strive for the highest possible standards in good corporate citizenship and sustainable business practices. As such, integrity and commitment to our stakeholders have been one of our primary focuses over the years. In all of our business dealings, honesty, fairness, equality, and ethical conduct form the cornerstone of how we conduct business."

R.E. Venter
Chief Executive Altron

3. Communication on Progress in Meeting the Expectation of the 10 UNGC Principles

The UNGC is a call to all companies to voluntarily align their operations and strategies with the 10 universally accepted principles in the areas of human rights, labour, environment and anti-corruption, and to take action in support of UNGC goals and issues related thereto. The UNGC is a leadership platform for the development, implementation and disclosure of responsible corporate policies and practices.

This year marks the fifth year of Altron's commitment to the UNGC and its 10 guiding principles. While much has changed in the world and within our company since our first COP report in 2009/2010, our commitment to the compact's 10 principles remains firm. We recognise that we have a duty of responsibility that extends to our shareholders, employees, customers, suppliers, business partners, government and the communities in which we operate. Our commitment to the Global Compact – as well as our commitment to working responsibly – is a fundamental part of how we fulfil our company's vision. The principles are embedded within our company's business practices, policies, and operations and help us perform and operate in a responsible manner.

The landscape of business is changing. Governments, citizens and customers are increasingly calling on companies to account for the way in which they do business – they expect businesses to behave responsibly and transparently, and to ensure that their impacts do not cause harm to people or the planet. What this means is that business can no longer chase profits at the expense of everything else. A company that makes money while harming the environment, employing child labour, disrespecting the rights of its employees or selling harmful products, will no longer be tolerated and cannot survive or thrive. In other words, it will not be sustainable in the long term.

Sustainability is not a new concept to Altron – it is something that we have been doing for a long time in various ways. While we have always focused on ensuring that the business is well-run, profitable and able to adapt to changing market conditions, our sustainability journey first began in the late 1990s when

we turned our attention to diversity and the issue of black economic empowerment. This was followed by a strong focus on corporate social investment and later, an effort to understand and reduce our environmental impacts.

In the mid-2000s we produced our first dedicated Sustainability Report and at the end of the decade Altron was one of the first companies in South Africa to make the transition to integrated reporting which brings sustainable business practices into the core of our business. This evolution has paved the way for where we find ourselves today – a company with a fully-fledged sustainability strategy which cuts across all aspects of business and drives the fundamental business strategy of our organisation. Sustainability is no longer a part of our business – it is our business. It has become part of our DNA.

4. Summary of progress toward meeting the expectation of the 10 UNGC Principles

The UNGC has presented practical guidelines to Altron in its journey to integrate sustainability into our business strategy. In 2012 Altron developed its first formal sustainability strategy which was launched in January 2013, followed by the development of a sustainability manual that supports the implementation and rollout of the sustainability strategy in the group. Altron annually updates the manual to ensure the company stays abreast with the latest national and international developments and also update their own strategy to be in line with any new development and/or requirements.

In addition, Altron's Social and Ethics Committee, which was appointed by the Altron shareholders and came into effect on 1 March 2012, monitors and oversees those social and ethical functions as set out in the Companies Act as well as those responsibilities assigned to it by the Board. These responsibilities include but are not limited to Altron's performance with respect to legislation and codes of best practice, labour, human rights, and the environment.

With this COP, we confirm that we are actively working towards ensuring that the UNGC and its principles become fully entrenched in our business strategy and culture, and that we will continue to seek and participate in collaborative projects that advance the broader development goals of the UNGC and the MDGs. The aim of the 2014 COP report is to detail the ongoing commitments, actions and progress Altron has made against the 10 principles. The report provides an abridged and partial view into how we acknowledge and implement the 10 principles in our business. The report should be read in conjunction with the groups 2013 Integrated Annual Report, which can be found at www.altron.com.

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2: Business should make sure that they are not complicit in human rights abuses

Policies, procedures and management structures

Altron remains committed to upholding fundamental human rights in the workplace and throughout our sphere of influence. In general, human rights are well managed throughout the group. As a signatory to the UNGC, Altron has made a public commitment to the Universal Declaration of Human Rights. This commitment is encapsulated in the company's Code of Ethics and its Human Rights and Labour Conditions Policy that can be found on our website at www.altron.com

Altron has a comprehensive set of policies, procedures and committees to ensure the protection of human rights, where the protection of rights permeates through a number of employee, subsidiary and/or supplier codes and/or agreements. We review these policies annually to ensure that we adequately address issues such as forced and/or compulsory labour, child labour, discrimination and gender equity.

Implementation and initiatives

The Altron Social and Ethics Committee, which is a statutory committee in terms of the Companies Act of SA, assists the group with the oversight of social and ethical matters relating to the Altron group and performs an oversight and monitoring role in terms of any relevant human rights abuses associated with our group, our suppliers and our partners.

Altron acknowledges that our 'sphere of influence' extends beyond our employees and shareholders. We embraces a cradle-to-grave approach to corporate responsibility and as such extended our human rights focus to include our own suppliers and contractors. In the past Altron conducted surveys with a range of international suppliers from different countries and industries to assess their practices relating to basic human rights including health and safety; hours, wages and leave; fair treatment of employees; community impacts; product stewardship, labour practices; the risk profile of the country concerned; and the extent to which suppliers' manage and monitor human rights in their own supply chain.

Although this was a once-off exercise we continue to engage with and educate suppliers on issues of sustainability, ensuring that they are familiar with our expectations as outlined in our group's policies and procedures. In the last reporting period Altron formalised its "Sustainability in the Supply chain Strategy" and is currently looking at engaging with our major suppliers around our four sustainable business value drivers of which human capital is one. Phase one of the strategy included the identification and evaluation of our most strategic and key suppliers.

Phase two of the study will commence at the end of their year. This includes a detailed questionnaire that enquires about issues such as human capital, human rights, environmental, corruption and responsible products and services. In addition, Altron will require all key suppliers to confirm that they have read and understood and agree to the relevant Altron policies and procedures and that they subscribe to principles of lawful and ethical business conduct as dealt with in these policies.

Continued stakeholders engagement is a material focus for the group. Altron's Sustainability Department engages with a wide range of stakeholders including employees, suppliers, customers and contractors on key topics such as human rights, ethics and the company's sustainability strategy. A detailed discussion of our stakeholder engagement is available on our group's website at www.altron.com. To date no human rights issues were brought to our attention or identified as part of our stakeholder engagement process.

While certain countries in which Altron operates, have been identified as posing a potential risk to human rights, none of our operations reported or were implicated in any incidents of discrimination, violation of human rights or the rights of indigenous peoples, nor were there any grievances relating to human rights abuses, in the year under review.

Feedback and Goals

The following provides a summary of achievements and future human rights commitments:

Achievements	<ul style="list-style-type: none"> • Finalised the Altron "Sustainability in the Supply Chain Strategy"; • Conducted Phase one of the strategy – identification and evaluation of key suppliers; • Monitored human rights through our Social and Ethics Committee; • Chief Ethics Officer continued to monitor any human rights abuses; and • Reviewed and where applicable updated the following policies and procedures: <ul style="list-style-type: none"> ✓ Human Rights and Labour Conditions ✓ Code of Conduct ✓ Code of Ethics
Commitments	<ul style="list-style-type: none"> • Implement phase two of the "Sustainability in the Supply Chain Strategy" and include human rights as one of the issues to review; • Continue to engage with all stakeholders to promote human rights; • Continue to roll out the ethics training to all employees; • Identify any human rights issues via the group's Social and Ethics Committee; and • Annually compile articles for internal and external use, reconfirming our commitment to promote and prevent human right abuse.
GRI Indicators	EC5, LA4, LA6 - LA9; LA13, LA14, HR1 - HR11, SO5, PR1, PR8
UN MGD	Refer to initiatives supporting the UN MDG on pages 20-28 of this report.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Policies, procedures and management structures

As expressed in our "Human Rights and Labour Conditions Policy", Altron actively recognises the right of employees to collective bargaining and freedom of association in accordance with all relevant labour legislation. Altron is also committed to facilitating open communication and direct engagement between employees and management in those situations where the right to freedom of association and collective bargaining is restricted under law.

Organised labour unions are an important stakeholder in many of our businesses, and large numbers of employees belong to various unions across the group, particularly in our manufacturing operations. The number of unionised employees remained relatively similar year-on-year with a marginal increase from 24% in 2013 to 24.03% in 2014. This is despite the rationalisation exercises undertaken in many Powertech businesses. The majority of unionised workers are employed at Powertech (63,62% of Powertech's workforce), while only 7,2% and 0.84% of Altech and Bytes employees respectively belong to unions that are recognised in collective bargaining agreements.

The proportion of employees covered by collective bargaining agreements at Bytes is small and does not meet the minimum requirements for a formal constitution body.

In addition to union representation, employee rights are protected through the full compliance of all Altron companies with relevant local legislation, including the Labour Relations Act (1995), the Basic Conditions of Employment Act (1997), the Employment Equity Act 55 (1998), the Skills Development Act (1998), the Occupational Health and Safety Act (1993), the Unemployment Insurance Act (1993) and the Broad-Based Black Economic Empowerment Act (2003). We are also governed by the Bill of Rights as contained in the South African constitution, the United Nations Global Compact on Human Rights and our own internal Human Rights Policy, all of which cover various aspects of the rights of employees.

Implementation and initiatives

Wherever employees are represented by unions or through collective bargaining units, Altron maintains constructive relationships with all of our unions, who are afforded consultative and/or negotiating powers on issues of shared interest.

Copies of the Basic Conditions of Employment Act, the Skills Development Act and the Employment Equity Act are displayed in all work places and made available on the company's intranet. Formal grievance procedures are also in place through which employees can raise issues.

Through its Social and Ethics Committee Altron continues to monitor and provide feedback on any issues related to freedom of association and collective bargaining.

Feedback and Goals

During the year under review, none of Altron's operations have specifically been identified as posing a risk for undermining the rights of employees to exercise freedom of association and collective bargaining. All employees have the freedom to belong to recognised bargaining councils as per the Labour Relations Act of South Africa.

The following provides a summary of achievements and future commitments on freedom of association and collective bargaining:

Achievements	<ul style="list-style-type: none"> • Engaged with employees via unions and collective bargaining units; • Included unions and collective bargaining units in relevant meetings and committees; • Continued to monitor and review issues related to freedom of association and collective bargaining; • Identified and addressed areas of concern as raised by unions throughout the period under review; • Conducted workplace risk assessments; and • Reviewed and where applicable updated the following policies and procedures: <ul style="list-style-type: none"> ✓ Human Rights and Labour Conditions ✓ Industrial Relations Policy ✓ Code of Conduct
Targets	<ul style="list-style-type: none"> • Continue to uphold and implement the actions listed above
GRI Indicators	LA4, LA5; HR1 - HR3, HR5, SO5
UN MGD	Refer to initiatives supporting the UN MDG on pages 20-28 of this report.

Labour

Principle 4: Elimination of all forms of forced and compulsory labour

Principle 5: Effective abolition of child labour

Policies, procedures and management structures

As indicated in our 'Human Rights and Labour Conditions Policy', Altron does not permit any form of forced, compulsory or child labour be it within any of our own companies, or within our extensive supply chain. All employees, including contractors, are sourced from the open labour market, with all employment occurring in the presence of mutually agreed upon labour contracts in accordance with relevant labour legislation. All employees are afforded the freedom to resign at any time. Altron actively monitors compliance with the labour legislation in each of the countries within which we operate, and are mindful of the variances in minimum age restrictions.

Implementation and initiatives

Altron supports the promotion of equality and prevention of unfair discrimination within the work environment. Its group-wide transformation strategy "Beyond 2012" was launched in July 2012. This strategy strives to address, among others, employment equity targets for senior management and higher levels within the group.

Similar to overseeing human rights in the group, Altron's Social and Ethics Committee, is also responsible for monitoring social and ethical matters relating to forced and compulsory labour and/or child labour.

As previously mentioned in principal one, Altron's "Sustainability in the Supply Chain Strategy" will include human rights issues such as forced, compulsory and child labour issues. As part of this engagement we aim to identify any human rights violations and incidents in our supply chain with the view to guide and if necessary assist these suppliers in addressing their human rights issues.

While certain countries in which Altron operates have been identified as posing a potential risk to human rights, none of our operations has specifically been identified as posing a risk for incidents of forced or compulsory labour, child labour or for undermining the right to exercise freedom of association and collective bargaining.

To our knowledge there were no grievances filed relating to any of Altron's operations, their partners or suppliers with regards to any form of human rights abuse including forced and compulsory labour or child labour during the year under review.

Feedback and Goals

The following provides a summary of achievements and future commitments on forced and compulsory labour as well as child labour issues:

Achievements	<ul style="list-style-type: none"> • Continue to include our "Human Rights and Labour Conditions Policy" to suppliers as part of their appointment contract; • Continue to monitor the press for any indication of human rights issues identified with any of our suppliers and/or clients; • Improved awareness among employees on their rights around forced and compulsory labour; • Ide; and • Reviewed and where applicable updated the following policies and procedures: <ul style="list-style-type: none"> ✓ Human Rights and Labour Conditions ✓ Human Resources and Employment Policy ✓ Code of Conduct
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Commitments	<ul style="list-style-type: none"> • Continue to uphold and implement the actions listed above; • Include labour issues in our “Sustainability in the Supply Chain Strategy”; and • Continue to monitor and manage any labour related issues internally in the group and in our supply chain.
GRI Indicators	HR1 - HR3, HR7, HR10, HR11, SO5
UN MGD	Refer to initiatives supporting the UN MDG on pages 20-28 of this report.

Labour

Principle 6: Elimination of discrimination in respect of employment and occupation

Policies, procedures and management structures

Altron adheres to this principle through a combination of policies, procedures and committees ensuring the protection of employee rights. Altron supports the promotion of equality and prevention of unfair discrimination within the work environment. Its group-wide transformation strategy, “Beyond 2012”, was launched during 2012 and strives to address, among others, employment equity targets.

The Altron Code of Ethics clearly lays out aspirational ethical guidelines for everyday behaviour to codify the conduct required by managers, employees and owners in their dealings with one another, customers, suppliers and society at large.

Altron requires all its representatives to act in good faith and in a manner that promotes our aspiration to be a good corporate citizen. The issue of corporate ethics receives attention from the highest level of management within Altron, with the chief executive being ultimately responsible for implementing our Code of Ethics and Corporate Code of Conduct. We also require all of our suppliers to acknowledge and confirm in all supplier contracts that they have read and understood our Code of Ethics and agree to be guided by it in terms of their actions and behaviour towards their own employees.

Implementation and initiatives

The Board, Audit, Human Capital Council and Social and Ethics Committees monitor compliance with Altron’s Codes of Ethics through feedback from the whistle-blower hotline (Tip-off Tim), the ethics office, Altron’s Internal Audit Department and the relevant sub-holding group security officers. Our Social and Ethics Committee is the vehicle for the Altron directors to initiate various programmes and receive feedback on any unethical behaviour and discrimination in the workplace. Results of these programmes are reported to the Social and Ethics Committee which filter through to the Risk Management Committee, the Audit Committee and ultimately the Board.

The Social and Ethics Committee also assists the Board with the review of social and ethical matters relating to the Altron group, its employees, partners and supply chain. It performs an oversight and monitoring role in terms of:

- the embedding of a culture of ethical behaviour in Altron in partnership with the Altron ethics office, which is run by the chief ethics officer, and the internal audit function;
- activities with regard to any relevant legislation or codes of best practice;
- activities with regard to social and economic development;
- good corporate citizenship;
- performance in terms of the environment, health and public safety, including the impact of the company’s activities on its employees; and

- promotion of equality, prevention of unfair discrimination, reduction of corruption, transformation policies and strategies and social responsibility policies and strategies.

Altron recognises that transformation and elimination of discrimination in respect of employment and occupation, is an on-going process, not an end-point, and with this in mind the company has formulated a new “Beyond 2012” transformation strategy to drive the next phase of transformation.

Altron’s Transformation Committee (Transcom) plays an integral part in the company’s transformation success. Reporting to the Altron Executive Committee, Transcom drives the company’s transformation strategy and is guided in this by South Africa’s broad-based black economic empowerment (B-BBEE) legislation, which includes the Skills Development Act and Employment Equity Act, and the Department of Trade and Industry’s Codes of Good Practice (dti CoGP). As per South African legislation, Altron submits to government an annual Employment Equity Report, and includes all relevant statistics within our Integrated Annual Report.

Altron is committed to prevent discrimination in respect of employment and to promote employment equity in the workplace. To his end Altron continues to improve overall awareness around discrimination and where relevant review and update policies that deal with discrimination and harassment. The following policies and procedures are available from the Human Resource Departments of the Altron group and can also be accessed on the Altron Intranet:

- Human Resources and Employment Policy
- Sexual Harassment Policy
- HIV and AIDS Policy
- Disciplinary Code and Procedures
- Grievance Procedures
- Succession Planning Procedure
- Code of Conduct
- Corporate Compliance Policy
- Code of Ethics
- Anti-corruption and Economic Crime Policy
- Safety Health and Environmental Policy
- Human Rights and Labour Conditions
- Whistle-Blowing Guidelines Policy

In 2014/5 Altron is planning to place a renewed focus on HIV/AIDS in the workplace and if possible extend awareness of the disease to our employees’ families and communities.

Feedback and Goals

The following provides a summary of achievements and future commitments to monitor and control any discrimination in respect of employment and occupation:

Achievements	<ul style="list-style-type: none"> • Continue to implement “Beyond Vision 2012” transformation strategy; • Maintained our Ethics Office through the appointed Chief Ethics Officer; • Continued to report any discrimination to the Social and Ethics Committee; • Continued to conducted ethics climate surveys across our operations; • Various articles published in our internal magazines to prevent any form of discrimination; and • Reviewed and where applicable updated the following policies and procedures: <ul style="list-style-type: none"> ✓ Human Resources and Employment Policy ✓ Sexual Harassment Policy ✓ HIV and AIDS Policy ✓ Disciplinary Code and Procedures ✓ Grievance Procedures
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	<ul style="list-style-type: none"> ✓ Succession Planning Procedure ✓ Code of Conduct ✓ Corporate Compliance Policy ✓ Code of Ethics ✓ Anti-corruption and Economic Crime Policy ✓ Safety Health and Environmental Policy ✓ Human Rights and Labour Conditions ✓ Whistle-Blowing Guidelines Policy
Commitments	<ul style="list-style-type: none"> • Continue to uphold and implement the actions listed above; • Implement specific targets are part of our “Beyond Vision 2012” transformation strategy; and • Identify relevant action plans to improve the overall awareness and effectiveness of the group’s HIV/AIDS awareness campaign amongst staff with specified focus on our manufacturing operations.
GRI Indicators	EC7, LA2, LA13, LA14, HR1 - HR4, SO5
UN MGD	Refer to initiatives supporting the UN MDG on pages 20-28 of this report.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges

Principle 8: Undertake initiatives to promote greater environmental responsibility

Policies, procedures and management structures

There is a clear business case for sound environmental management in Altron. It reduces our exposure to a range of risks including financial risks arising from taxes and fines, reputational brand risks, supply chain management and business interruption risks that could arise from changes in weather patterns or extreme weather conditions associated with climate change.

In response to the imminent threats posed by climate change and increased pollution, Altron has, over the last few years, increased its understanding of environmental issues, and made a strong commitment to reduce its environment footprint. We focus on lowering our carbon and water footprint, improving energy efficiencies, reducing pollution, reducing waste to landfill and ensuring the responsible use of water.

While most of our operations, with the exception of Powertech, operate in industries with a low environmental footprint, we remain committed to lowering our environmental impact as part of our journey towards a sustainable business strategy. Environmental management is closely aligned to some of our business goals and has the potential to positively impact on our bottom line. Recycling and more efficient use of water and electricity, reduces overhead costs at a time when the entire group is focused on cost reduction initiatives.

Implementation and initiatives

The precautionary approach to identifying and managing environmental risk is at the heart of Altron’s environmental policies, procedures and newly formulated sustainable business strategy. Altron’s first formal sustainability strategy was launched in January 2013 and was followed shortly by the release of a sustainability manual that provided more detail as to how the strategy was developed, the implications and practical implementation of the strategy. Altron has subsequently reviewed and updated the sustainability manual to ensure that amongst other new environmental developments and commitments are included in the manual.

Altron continue to produce an annual sustainability report, in the form of our Integrated Annual Report, and is predominantly based on Altron's understanding of ever-increasing stakeholder expectations for effective environmental management and continued environmental awareness requirements.

During the year Altron reaffirmed its commitment to reduce its environmental footprint, guided by our environmental management processes and our three year reduction targets for water, waste and carbon emissions. These environmental risks are managed and monitored by the group and remains a standing item on all Risk Management and Social and Ethics Committee meeting agendas. Both these committees comprise the chief executives ('CE') and senior executives from the various sub-holding companies, as well as non-executive directors and various group managers. We have appointed key individuals at board level to represent and provide feedback on the group's sustainability agenda.

Altron's committed to environmental management has been a key performance indicator directly linked to the award of bonuses to executive management since 2010 (carbon emissions only). In 2012/2013, the commitment has been increased in that management's performance bonuses are now directly linked to Altron's three year environmental reduction targets for waste, water and carbon emissions.

External environmental consultants continue to conduct internal compliance audits on water, waste and energy at relevant sites in our operations. These audits did not identify any significant issues during the year and there were no significant environmental incidents or spills. We were not subject to any fines for non-compliance with environmental laws and/or regulations.

In January 2014 Altron appointed, for the first time, an internal environmental auditor that will be responsible for conducting internal water, waste, energy and sustainability audits in the group. This internal audit process will commence in 2015 after a detailed audit plan has been approved by the group.

In 2014 Altron hosted its fourth annual sustainability workshop. The workshop was attended by more than 85 employees ranging from Altron's Chief Executive to strategic consultants in the group. This year's theme was "Crystallising our Sustainable Growth". This annual workshop provides a great platform to share ideas, introduced new targets and initiatives and for company employees to network around the theme of sustainability.

Altron continues to identify the "greenest company" in the group, as part of its annual awards event. In 2014 we had a record amount of companies entering this category. This is just another indication that environmental issues are becoming more and more prominent and important in the group.

Altron also identified the impact waste has on the environment and the company's bottom line. In an attempt to reduce waste to landfill and improve the bottom line, the group appointed waste consultants to conduct a formal waste management assessment in 2014. The findings of the assessment is currently being used to develop a formal waste management strategy and to set new three year waste reduction targets for the group.

Not only is Altron committed to continuous improvement in our environmental performance, as reported in our Integrated Annual Report, but our attempts to educate our employees, customers and suppliers, through our internal magazine, screensavers, workshops, competitions and awareness campaigns, further demonstrates how we intend to use the knowledge we gain at the operational level to inform positive change throughout our sphere of influence.

With so many initiatives and projects currently being implemented, Altron has identified the need to develop a formal Environmental Management Strategy that will include all the above mentioned initiatives and strategies for the group. The environmental strategy should be completed and ready for implementation in 2015. Part of this strategy includes the review and updating of our environmental policy and operational procedures.

Feedback and Goals

The following provides a summary of achievements and future commitments to monitor and control environmental challenges and to improve general awareness:

Achievements	<ul style="list-style-type: none"> • Reviewed and updated the group's sustainability strategy that is aligned with the company's four core strategic objectives; • Submitted our fifth CDP submission; • Took part in our third voluntary Water CDP submission; • Conducted our fourth internal "sustainability workshop"; • Appointed our first internal environmental auditor; • Conducted a formal waste assessment audit; • Conducted various internal environmental audits; • Continued to conduct internal environmental legal compliance audits; • Reviewed and updated our SHE Policy; and • Reviewed and updated our Climate Change Framework.
Commitments	<ul style="list-style-type: none"> • Finalise and implement our waste management strategy in 2014/5; • Finalise and implement our environmental management strategy in 2014/5; • Determined a new baseline for water, waste and energy (to be used in 2015); • Set new three year reduction targets for water, waste and carbon reductions; • Report on G4 guidelines and <IR> Framework in 2015; • Reviewed and updated the groups Sustainability Manual Version III; • Continue to take part in CDP reporting initiatives; • Continue to roll out and implement the automation of data capturing wherever possible; • Implement internal environmental audit programme; • Continue to implement environmentally friendly processes and practices; and • Increase overall awareness of the group's sustainability agenda through articles, site visits, workshops, audits and road shows.
GRI Indicators	EN1 - EN30, SO5, PR4, EC2
UN MGD	Refer to initiatives supporting the UN MDG on pages 20-28 of this report.

Environment

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

Policies, procedures and management structures

In recent years Altron has made significant strides towards establishing a robust environmental management culture by embedding environmental sustainability policies, systems and practices into our business. The group continues to focus on delivering the best quality products and services without harming the environment. To this end we adhere to applicable legislation, policies and procedures as well as relevant standards and frameworks including but not limited to ISO14001, ISO9001 and OSHAS18001. Some of the Altron's Operations are also looking at implementing the ISO 50001 (energy management system) and ISO 26000 (social responsibility) standards in the next two years.

Although not applicable across all product and/or service lines, the development and diffusion of environmentally-friendly technologies is often at the forefront of our future-minded thinking. The increased global focus on environmental responsibility and the ever increasing pressure from our stakeholders opens up new business opportunities for the group each year.

With the cost of electricity rapidly rising, and water soon to follow, the decision to develop and/or adopt energy-and-water-wise solutions is most frequently based on our continuous push towards financial efficiency and waste minimisation. In addition to being an important part of our environmental responsibility, greater energy and water efficiencies are a social and business imperative.

The most evident business case for environmental responsibility is that it reduces our exposure to a number of risks and should result in cost reductions throughout the group. Direct financial risks arise from the proposed South African carbon taxation legislation, the potential for fines relating to non-compliance with environmental legislation, damage to operations and business disruptions that could result from physical environmental disasters. In addition, responsible environmental management protects us from reputational risk and the risk of losing customers and industry partners, as a result of products and services produced and delivered in an environmentally unfriendly manner.

Altron will continue to invest and support innovative products and services ideas through its innovation hubs and research and development budgets.

Implementation and initiatives

Environmental, health and safety reviews conducted throughout the group in the past year revealed that no SHE impacts relating to group's activities, products and services have been reported on communities, employees and/or customers. Altron continues striving towards improving product stewardship and monitors potential risks associated with products and services in its supply chain, including the potential risk of a product recall.

As part of our innovation and R&D initiatives, operations within the group continue to look at and investigate environmentally friendly technologies associated with our products and services. Some of these initiatives include but are not limited to the following:

- Powertech's System Integrators - offers energy metering solution developed by Strike Technologies, a company within the Powertech stable;
- Powertech's System Integrators – Waste-heat boilers reduces electricity costs;
- Powertech's System Integrators - Raychem Raysulate Product Sheeting that saves and protects a range of vulnerable and endangered species;

- Powertech's new Renewable's division - provides turn-key solutions to renewable energy projects locally and internationally; and
- Altech UEC – has doubled the manufacturing of set-top-boxes using the same amount of electricity. This was achieved through implementing improved infrastructure and better technologies in the manufacturing process.

Altron's Sustainability Department finalised its "Sustainability in the Supply Chain Strategy" and has already completed phase one of the strategy. Although this strategy is based on our four value drivers of financial sustainability, human capital, products and services and external relationship, two of these value drivers do address, in some form or another, improvements in our products and service delivery. Amongst others, suppliers will be encouraged to look at providing and contributing to more environmentally friendly and sustainability products to the Altron group.

Feedback and Goals

The following provides a summary of achievements and future commitments to monitor the development and diffusion of environmentally friendly technologies:

Achievements	<ul style="list-style-type: none"> • Identified and encouraged environmental initiatives through the "Altron Greenest Company Awards"; • Summited our fifth CDP Report; • Took part in our third voluntary Water CDP submission; • Conducted our fourth internal "sustainability workshop"; • Continue to conduct internal environmental legal compliance audits; • Continue to support innovations and research and development around our products and services; • Completed the "Sustainability in the Supply Chain Strategy"; and • Completed phase one of the "Sustainability in the Supply Chain Strategy".
Commitments	<ul style="list-style-type: none"> • Identify key areas to implement new environmentally friendly technologies through our own products and services; • Implement phase two of our "Sustainability in the Supply Chain Strategy" in the next year; • Review environmental reduction targets and trends annually; • Continue to take part in CDP reporting; • Increase overall awareness of the group's sustainability agenda through articles, site visits, workshops, audits and road shows; and • Continue to engage with all relevant stakeholders around future environmental requirements and product specification.
GRI Indicators	EN2, EN5 - EN7, EN10, EN18, EN26, EN27, EN30, SO5
UN MGD	Refer to initiatives supporting the UN MDG on pages 20-28 of this report.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

Policies, procedures and management structures

Altron subscribes to the highest standards of good governance and ethical business practice. Altron has a zero-tolerance approach towards those who engage in corruption, bribery, fraudulent or illegal acts in the conduct of its business.

Altron's compliance framework rests on the company's comprehensive set of policies. These are regularly updated to reflect governance best practice and the evolving legal environment. All group companies and

employees are obliged to comply with these policies. Altron's Corporate Compliance Policy focuses on 10 fundamental principles of business conduct, which includes the following:

- No anti-competitive behaviour;
- No corruption;
- No inappropriate risks for human health and the environment;
- No insider trading;
- No deception;
- No discrimination;
- No infringement of others' intellectual property rights;
- No conflicts of interest;
- No misinformation; and
- No breach of laws.

We are guided by the Altron Code of Ethics and Corporate Code of Conduct which commit all employees to the highest standards of behaviour. The Code of Conduct is included in the Altron group Policy Manual and outlines Altron's philosophy on corruption. In addition, Altron's Anti-corruption and Economic Crime Policy provides guidance on preventing and dealing with corruption, fraud and other illegal acts. This policy is closely aligned with the requirements of the UK Bribery Act the US Foreign Corrupt Practices Act and our own domestic legislation regarding bribery and corruption.

Altron requires all its representatives to act in good faith and in a manner that promotes our aspiration to be a good corporate citizen. The issue of corporate ethics receives attention from the highest level of management within Altron, with the chief executive being ultimately responsible for implementing our Code of Ethics and Corporate Code of Conduct. We also require all of our suppliers to acknowledge and confirm in all supply contracts that they conclude with the group that they have read and understood our Code of Ethics and agree to be guided by it in terms of their actions and behaviour.

As stated previously the Altron Board, Audit and Social and Ethics Committees monitor compliance with Altron's Code of Ethics through feedback from the whistle-blower hotline (Tip-off Tim), the ethics office, Altron's Internal Audit Department and the relevant sub-holding group security officers.

Implementation and initiatives

At Altron, anti-corruption and the promotion thereof falls within the ambit of the wider Altron ethics management programme.

The Altron board confirmed its commitment to conducting business with the highest ethical standards including the values of integrity, accountability, transparency and respect, by signing an Altron board ethics statement and publishing same on the Altron intranet in late 2013.

Altron's group-wide ethics training project came to an end in 2013 with almost 100% of employees receiving training on Altron's Code of Ethics. An overview of the project and recommendations for improvement were received and in 2014, a number of other initiatives were introduced to the group

Altron's legal department hosted a conference for employees in senior executive and top management positions for purposes of providing them with information and guidance on both local and international legislation applicable to the Altron group, which incorporate aspects of, inter alia, corruption and bribery.

In order to consistently remind employees of the standard of conduct required by them in terms of proper, ethical and lawful conduct, the Altron group conducted its annual exercise where management and key employees were required to declare in writing that during the year, they complied with applicable policies, standard and requirements. The declaration of proper conduct was distributed to employees and approximately 773 responses were received with no reports of non-compliance.

Altron's Tip-Off Tim anonymous whistle-blowing hotline remains Altron's main tool for reporting incidents of fraud, theft, corruption and other acts of illegal/dishonest behaviour. The hotline is outsourced to an independent third party and reports on various investigations in to allegations of such behaviour are monitored by Altron's internal audit department. Reports by Altron's internal audit department are submitted to Altron's Social and Ethics Committee and Altron Risk Management Committee and ultimately get reported to Altron's Board.

Apart from Altron's anonymous tip-off line, concerns around fraudulent or illegal activity can also be reported directly to:

- a secure, confidential e-mail address at Altron's ethics office;
- Altron's Internal Audit Department;
- Altron's Ethics Officer; and
- the relevant sub-holding group security officers.

No legal action was taken against the company for anti-competitive behaviour, anti-trust or monopoly practices and Altron was not subject to any fines or non-monetary sanctions for non-compliance with laws and regulations during the past year.

Altron was advised to improve the visibility of the group's ethics management initiatives and a project to re-brand ethics at Altron, including Tip-Off Tim, namely, the Altron Ethics Dialogue, was therefore developed and introduced to the group in 2014. An ethics mascot as well as new communicative material was designed and the Altron's intranet (Alix) was updated accordingly. (Alix remains the main communicative portal for the group). In addition thereto, Altron maintains its ethics e-learning facility for all employees to participate in and gain additional knowledge on ethical conduct.

Altron's internal audit department continues to regularly conduct ethics climate surveys and reports on the results thereof get submitted to Altron's Social and Ethics Committee for deliberation. Operations identified as having weak ethical climates are referred to the ethics office so that remedial action can be implemented.

Apart from the abovementioned initiatives, Altron continues to develop its initiatives to counteract the risks associated with bribery and corruption in the workplace. To date, these have included, among others, the following:

- adoption of an Anti-corruption and Economic Crime Policy that deals with many of the issues contemplated in the UK Bribery Act and in the Foreign Corrupt Practices Act in the USA;
- adoption of a Corporate Compliance Policy;
- adoption of a Gifts and Entertainment Policy as well as an electronics gifts register;
- implementation of a Declaration of Interest Policy;
- inclusion of a standard ethical conduct clause for incorporation in all supply and other customer contracts;
- adoption of a Reportable Irregularities Policy;
- amendment of Altron's memorandum of incorporation to record that no donations may be made to political parties without obtaining the prior approval of shareholders;
- implementation of a Whistle-blowing Guidelines Policy; and
- the adoption and regular review of a group-wide Code of Ethics and Corporate Code of Conduct.

During the year Altron became a signatory the UNGC's *Call to Action: Anti-Corruption and the Global Development Agenda*, and Altron remains a signatory to the *World Without Corruption*, both, international initiatives to fight corruption (refer to Appendix A and B for more detail).

Altron is also satisfied that no donations have been made to any political parties during the past year, which is in accordance with Altron's memorandum of incorporation which states that all donations to political parties must be pre-approved by shareholders in a general meeting.


Feedback and Goals



The following provides a summary of achievements and future commitments that are in place to combat and prevent corruption in all its forms, including extortion and bribery:

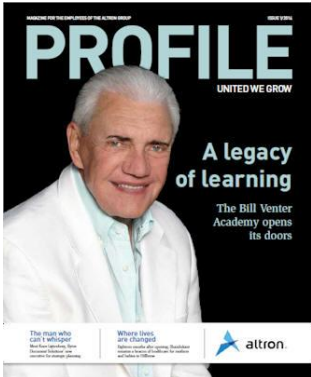
Achievements	<ul style="list-style-type: none"> • Ethics surveys continued during the year; • More than 99% of Altron's employees received ethics training from 2011 – 2013; • Continued to promote and run our anonymous tip-off line "Tip-off Tim"; • All new employees receive ethics training as part of their induction and orientation; • During the years Altron has issued the following new and/or revised policies: <ul style="list-style-type: none"> ✓ Policy on human rights and labour conditions; ✓ Corporate Compliance Policy; ✓ Code of Ethics and Corporate Code of Conduct; ✓ Sexual Harassment and Employer's Vicarious Liability Policy; ✓ HIV/Aids Policy; ✓ Altron group Policy Manual; ✓ Succession Planning Policy; ✓ Safety, Health and Environment Policy; ✓ Climate Change Framework; ✓ Sustainability Manual Version II; ✓ Anti-corruption and Economic Crime Policy; ✓ Gifts and Entertainment Policy; ✓ Declaration of Interest Policy; ✓ Whistle-blowing Guidelines Policy; ✓ Non-executive Directors Travel and Expenses Policy; and ✓ Competition Law Policy;
Commitments	<ul style="list-style-type: none"> • Continue to uphold and implement the actions listed above; • Continue to roll out the ethics climate surveys to operations in the group; • Regular re-education on ethics occur via poster campaigns, 'Profile' articles and Alix; • Continue to monitor and implement changes to legislation around corruption, fraud and bribery; • Ensure all relevant policies, procedures and frameworks are reviewed and update if and when required; • Identify and monitor the risks associated with operations/suppliers/procurement agencies and/or associated Altron businesses that operate in countries that are considered to have high levels of corruption and bribery; and • Continue to roll out and promote Altron's policies around anti-corruption behaviour.
GRI Indicators	SO1; SO3 - SO6
UN MGD	Refer to initiatives supporting the UN MDG on pages 20-28 of this report.



5. Additional Information Demonstrating Altron's Commitment to the UNGC 10 Principles


In addition to the above actions and commitments, Altron continues to promote the various UNGC principals and MDG's through its internal publications including "Altron Profile", "Let's Talk TMT" and "PowerFlash". The following relevant articles were included in these publications for the year under review. For more details on each of the articles also refer to: http://www.altronprofile.co.za/Issue3_2014/splash.html

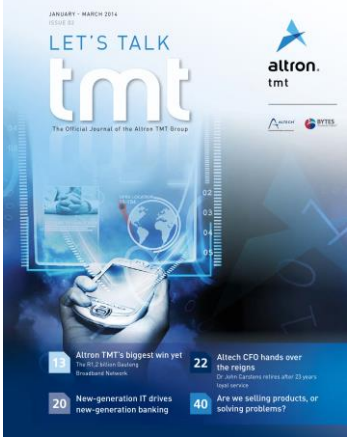
Profile	Article	Description	UNGC Principal	UN MDG
PowerFlash: Vol 29, 2014 	1. "An investment in skills"	Aberdare Cables implemented a yearlong learnership for 11 learners with disabilities.	1 and 6	1, 2 and 8
	2. "Making hay while the sun shines and the wind blows"	Powertech is expanding its share in the renewables market considerably by the offering of renewable energy systems and through participation in South Africa's Independent Power Producer Procurement Programme (REIPPPP)	7,8 and 9	7 and 8
	3. "PDP? What is that?"	The Powertech Development Programme (PDP) was established in 2000 as the Powertech Leadership Process. In January 2014 a new steering committee was elected. The steering committee will work closely with Powertech's Human Capital Department to ensure all training meets all needs as established by the committee goals.	1 and 6	1, 2 and 8
PowerFlash: Vol 30, 2014	4. "In the pink with Willard Batteries"	Willard Batteries launched a campaign with limited edition pink batteries which are entirely pink – in support of breast cancer month. A portion of the proceeds will be donated to breast cancer community carer, PinkDrive.	1	3, 5 and 6
	5. "Healthy Aberdarians, happy Aberdarians"	Aberdare established on-site clinics at each of its three factories. These clinic offer primary healthcare as well as occupational healthcare to all its employees.	1	1, 4, 5 and 6

Profile	Article	Description	UNGC Principal	UN MDG
				
PowerFlash: Vol 31, 2014 	6. "Powertech signs renewables MoA"	Powertech signed a memorandum of agreement (MoA) with Enertronica and a consortium of partners. Enertronica is set to become a significant player in the South African renewable energy arena. Powertech will now have the opportunity to supply products into photovoltaic projects.	7,8 and 9	7 and 8
	7. Powerflash: "We salute our stars."	In the annual Altron Group awards Aberdare Cables won the environmental category for being the "most environmentally friendly company in the group". Powertech Aberdare Cables was nominated for introducing various energy, water and waste recycling initiatives that have resulted in an estimated saving of R26 million for the last financial year.	7 and 8	1, 7 and 8
	8. "Powertech shunts international knowledge to Africa."	Powertech is a main participant in the shunt reactor development project by Eskom. This project ensures skills development at every level in the organisation. Engineers and designers adapted international expertise to local requirements.	1 and 6	1, 2, and 8
	9. All they need is a little help."	Powertech companies are currently helping number of young people by providing bursaries and training to them.	1 and 6	1, 2, and 8
	10. "Making cables at Aberdare."	Ten previously unemployed young people are now learning the theory and practice of cable making at Aberdare, through the Production Technology Learnership programme that has been running since 2008.	1 and 6	1, 2, and 8

Profile	Article	Description	UNGC Principal	UN MDG
	11. "Tomorrow's planet starts today."	A group of Powertech employees marked environmental awareness week with a visits to Primrose Primary School in Germiston. They provided the pupils with environmental and sustainability awareness training.	7 and 8	1, 2, 7 and 8
	12. Powerflash "Let me try."	Out of the Box (OTB) is a charity organization which teaches skills development, helps the disadvantaged, unskilled and uneducated citizens of Germiston to create a future for themselves. And offers child care for working parents. Powertech made a substantial donation towards OTB.	1	1, 2, 3, 4, 5, 6 and 8.
	13. Profile: "Where help is not a hand-out."			
Altron Profile: Issue 1, 2014 	14. "Wellness on wheels."	Bytes People Solutions has launched a mobile wellness clinic that visits the company on a monthly basis. BPS currently hosts more than 800 learners at their career campus in Midrand, and wanted to make it easier for them, and for BPS employees, to access healthcare.	1	1, 4, 5, 6 and 8
	15. "Dr Venter's legacy of learning. "	The Altech Academy, first established six years ago, has been re-launched with a new name, a new curriculum and a new home. Founded to develop future leaders and address the shortage of critical skills in the Altech Group, the Academy was an important and successful component of Altech's people development strategy and had a positive impact on the careers of employees who were selected to enrol. The new Academy will help to align corporate learning with company goals, ensuring that Altron can attract and retain the best talent in South Africa. The academy now serves all Altron companies and employees.	1 and 6	1, 2, 3 and 8
	16. "Where lives are changed."	Shandukani is a pioneering public/private partnership between the Gauteng Department of Health, Altron, Altech, the Vodacom Foundation and the Wits Reproductive Health & HIV Institute (Wits RHI). Shandukani is a working labour ward and maternal health facility. On average, 22 babies are born here every day. Pregnant women come here for prenatal care and the antenatal clinic provides support for the first six weeks of an infant's life.	1	1, 2, 3, 4, 5 and 6.
	17. "Happiness is..."	At St Laurence Children's Haven in Roodepoot the children receive cooked meals, counselling, education and clothing. For many, this is a first. In December last year, a number of Altron	1	1, 2, 4 and 6

Profile	Article	Description	UNGC Principal	UN MDG
		YPC team members visited St Laurence to deliver clothes, games, toys and personalised party packs and school Packs and to interact with the children.		
Altron Profile: Issue 2, 2014 	18. "Technology changes the future."	Two CSI projects in the Altron TMT stable are unlocking education opportunities that prepare today's children to participate in tomorrow's economy. In Alexandra township in Gauteng a high tech multimedia learning centre is currently being built. Once completed, more than 10 000 grade 8, 9 and 10 students from the local community will benefit from the IT centre, resource library and extra classes in mathematics, science, English, computer science and life skills. Funded by Altech, the other project partners are Blue Groove Africa, a nongovernmental organisation (NGO), and the Alexandra Renewal Project.	1 and 6	1, 2, 3, 7 and 8.
Altron Profile: Issue 3, 2014 	19. "Ensuring a sustainable future."	Altech UEC, based in Mount Edgecombe in KwaZulu-Natal, was nominated for its outstanding leadership in transformation in all areas of the scorecard. Particular mention was made of the success of its KwaMashu programme and its focus on the upliftment of unemployed youth.	1	1, 2, 3, 7 and 8
	20. "Blankets for Madiba."	Altron participated in the drive to knit or crochet blankets in celebration of Mandela Day this year. Blankets were collected for distribution to people in need.	1	1, 4, 5 and 6
	21. "Ensuring a sustainable future."	In the 2014 annual Altron Group awards Aberdare Cables won the environmental category for being the "most environmentally friendly company in the group". Powertech Aberdare Cables was nominated for introducing various energy, water and waste recycling initiatives that have resulted in an estimated saving of R26 million for the last financial year.	7 and 8	7 and 8

Profile	Article	Description	UNGC Principal	UN MDG
Let's talk TMT: Issue 1: 2013 	22. "Altech Autopage Jozi2Kozi Cycle Challenge."	Altech Autopage Jozi2Kozi Cycle Challenge was about experiencing some of South Africa's most magnificent vistas while testing the participants' determination on one of the most challenging mountain bike routes in the world, it also served a serious purpose. Cyclists handed out gifts, food and clothing to local communities along the entire route. The donations included GPS devices and two-way radios to the Ithala Game Reserve's anti-poaching unit; school soccer and netball kits and coaching equipment to a local community school in Zululand; and an anti-rhino poaching donation and two-way radios to the Zululand Rhino Reserve.	1	1, 2, 7 and 8
	23. "Altron TMT at GovTech 2013."	The goal of the GovTech Conference was to strategically collaborate with the South African government to support the adoption of information technology to achieve its development goals. It is critical for the future of South Africa that both the public and private sectors identify meaningful ICT solutions in order to deliver on socio-economic imperatives.	1 and 6	1, 2 and 8
	24. "The Altech Academy Developing tomorrow's Leaders."	The Altech Academy was launched in November 2007 with the objective of developing future leaders and addressing the shortage of critical skills in the Altech Group. Up to the end of this year, 950 employees had attended the academy and 589 had graduated.	1 and 6	1, 2, 3, 7 and 8.
	25. "Altech Autopage focuses on employee wellness and wellbeing."	The importance of mental health also received attention. The Altech Autopage Employee Assistance programme, "Ask Nelson", facilitated stress management workshops during an event day and employees were invited to engage with consultants from IEMAS, Clear View Clinic and The World of Golf.	1	5 and 6
	26. "Altech Autopage selected as a finalist at Top Women Awards."	Altech Autopage was selected as a finalist at the 2013 Top Women Awards in the "Most Innovative Gender Empowered Company" category. Out of a total of 14 entries, Altech Autopage was one of six finalists. The Top Women Awards recognise companies that have made exceptional contributions towards the achievement of gender empowerment.	1	3

Profile	Article	Description	UNGC Principal	UN MDG
	27. "Altech UEC excels at Productivity SA Awards."	Altech UEC has won the Gold Award for the Corporate Section at the KwaZulu-Natal Productivity South Africa Awards. The Productivity SA Awards are aimed at increasing productivity in the country and are open to private and public sector organisations. Nominees go through a thorough criteria-based assessment on the impact achieved from productivity, how it was achieved and how sustainable it is.	1 and 6	1 and 8
	28. "The gift of independence."	R68 000 sponsorship from Altech to Action for Blind and Disabled Children (ACTION) is giving 10 young people who are either blind or partially sighted a chance at independence.	1	1,2 and 6
Let's talk TMT: Issue 2, 2014 	29. "Altech begins construction of Multimedia Training Centre in Alexandra."	Allied Technologies (Pty) Limited (Altech) has begun construction of a high technology multimedia training centre for disadvantaged students and community members in Alexandra, Gauteng. The construction of the facility is in response to an approach from the Deputy Minister in the Presidency: Performance Monitoring and Evaluation and Chairman of the Alexandra Renewal Project, to provide an education facility for the Alexandra community with particular emphasis on providing high school students with access to an information technology centre and resource library.	1 and 6	1,2,3 and 8
	30. "“SMART PROVINCE” is Altron TMT’s biggest win yet."	According to the Gauteng Provincial Government’s 2011 census report, only 35,2% of the province’s residents were able to access the Internet. This is about to change with Altron TMT’s assistance. During February, Altron TMT won its biggest tender to date through Altech Alcom Matomo. The contract is to build, operate and maintain a province-wide network that will bring broadband fibre access to buildings owned by the Gauteng Provincial Government, Thusong centres, economic zones and 20 priority townships for a period of five years. Thereafter, the network will be transferred to the Gauteng Provincial Government. This will ensure the development of SMEs and the transfer of skills in the process.	1 and 6	1,2,3 and 8
	31. "Technology that solves healthcare headaches."	Eyethu Yarona is the first and only clinic in Gauteng, and possibly South Africa, where patients’ clinical histories are captured electronically. At the press of a button, the consulting	1 and 6	1, 4, 5 and 6

Profile	Article	Description	UNGC Principal	UN MDG
		doctor or nurse can display a patient's record on a computer screen. With every visit to the clinic, the record is updated and expanded. The technology that enables this approach is Med-e-Mass' HEALTHone practice management system developed by Bytes Health Care. Med-e-Mass agreed to also sponsor data capturers at the clinic to help convert historic records and to help the staff to keep up with the ever-growing number of patients. The data capturers are sourced from within the community.		
	32. "TOUCHED by an angel."	The initiative ran during December last year. Nine wishes were submitted and seven were granted by Altech Autopage employees through a collective and collaborative effort across teams and departments. The initiative created a platform for employees to submit a wish for themselves, a colleague or a department. The wishes were shared anonymously with the rest of the organisation, providing colleagues with an opportunity to help each other – also anonymously.	1	1
	33. "Bytes People Solutions wins Oracle Excellence awards"	The Oracle University Award for Best Oracle Approved Education Centre (OAEC) recognised Bytes People Solutions' excellence as a regional provider of Oracle approved training courses. The best OAEC award recognises Bytes People Solutions as a training partner that offers top-quality learning in a modern, well equipped learning environment.	1 and 6	2
	34. "Education the Streetwise way."	Since 2012, Altech Autopage has invested more than R2 million in education in disadvantaged communities through its flagship CSI project, Streetwise. Courtesy of this initiative, seven secondary schools have already received information and communication technology packages that enable students to access education resources that would otherwise not have been available to them. This year, three additional schools will receive Streetwise packages as part of the continued effort to impact the lives of school children in previously disadvantaged schools.	1 and 6	1,2 and 3
	35. "Altech multimedia and bytes people solutions"	Altech Multimedia and Bytes People Solutions, part of the Altron TMT group of companies, have joined forces to provide potential employment opportunities for the disadvantaged in	1 and 6	1,2, 3, 4 and 8

Profile	Article	Description	UNGC Principal	UN MDG
	join forces to invest in youth development.”	KwaMashu, KwaZulu-Natal, through their end-user computing learnership programme. The learnership, which is at National Qualifications Framework (NQF) level 3, creates a skills pipeline for Altech Multimedia and the Altech UEC manufacturing facility in Mount Edgecombe, in addition to other businesses in the area.		
	36. “Altech launches Node: A world-first in entertainment technology and smart home solutions.”	Altech announced the launch of Altech Node, the world’s first fully converged home gateway console, offering the latest in movie entertainment, TV series, sports and business content, Internet access, and wireless smart home solutions. The Node is a home automation and energy management device. Using ZigBee peripheral devices, users can control house lights and switch on appliances such as geysers, either via the TV or remotely with a smartphone.	7, 8 and 9	7 and 8
	37. “Xerox and Golden Lions join forces again.”	Xerox have re-established their longstanding relationship with the Golden Lions team 2014. Community involvement will be at the heart of Xerox’s sponsorship, helping young talent and local schools to gain access to the much-loved sport of rugby. Renewal of this partnership is indicative of Xerox’s commitment to develop rugby from grassroots to national level.	1 and 6	1,2 and 8

Appendix A: Call to Action: Anti-Corruption and the Global Development Agenda



OFFICE OF THE CHIEF EXECUTIVE

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Mr. Georg Kell
Executive Director
United Nations Global Compact
New York, NY
USA

14 July 2014

Dear Mr. Kell

I am pleased to confirm that **Allied Electronics Corporation Limited (Altron)** supports the *Call to Action: Anti-Corruption and the Global Development Agenda* -- an appeal by the private sector urging Governments to promote efficient and effective anti-corruption measures and to implement robust policies that will foster good governance.

With this communication, we commit to work against corruption in all its forms, including extortion and bribery, as advanced by the UN Global Compact's Tenth Principle -- "*Businesses should work against corruption in all its forms, including extortion and bribery*".

By signing the *Call to Action*, we ask Governments to:

1. Fully implement and enforce the tenets of the UN Convention against Corruption by strengthening anti-corruption policies, laws and enforcement mechanisms to create a level playing field and incentivize good behaviour;
2. Make a commitment to reduce corruption risks from procurement and contract processes of large-scale projects that are designed to support sustainable development;
3. Commit to engaging in competitive and transparent procurement processes through public advertising of all Government procurement cases;
4. Achieve greater transparency in relation to revenues received by Governments from private sector companies; and
5. Support corporate efforts to enhance anti-corruption implementation, corporate governance, innovative collective action, and public-private partnership initiatives.

Sincerely yours,

ROBERT E. VENTER
Chief Executive



United Nations Global Compact

August 7, 2014

Dear Mr. Venter,

On behalf of Georg Kell and the UN Global Compact, thank you for signing the *Call to Action: Anti-Corruption and the Global Development Agenda*. Your company's support underscores your commitment and efforts to integrate anti-corruption into your strategies and operations.

The *Call to Action* will be forwarded to UN Secretary-General Ban Ki-Moon to highlight the private sector's continued work with other important stakeholders in the fight against corruption. Signatories of the *Call to Action* will be acknowledged at the UN Global Compact's 10th Principle Anniversary event to be held in New York on 10 December 2014. An invitation to this event has been sent to you previously. Please let us know if you would like us to resend the invitation.

Your company's name has been featured as a signatory on the *Call to Action* page of the Global Compact's [website](#), which also contains the latest updates related to the *Call to Action*.

If you are interested in learning more about other anti-corruption initiatives, tools and resources, or the UN Global Compact Working Group on the 10th Principle against Corruption, please visit:

www.unglobalcompact.org/issues/transparency_anticorruption/

Please contact us at anticorruption@unglobalcompact.org with any questions

Kind regards,

A handwritten signature in black ink, appearing to read "Olajohn Makinwa".

Olajohn Makinwa

Head, Transparency and Anti-Corruption Initiative

Appendix B: World Without Corruption



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Dear Mr. Golubev

Allied Electronics Corporation Limited, South Africa, having recognized the importance of joining efforts to advance World Without Corruption on a global level as a necessary condition to promote the United Nations Global Compact's universal principles on human rights, labour, environment and to achieve broader goals of the UN and, first of all, Millennium Development Goals, is making a statement to join and support the World Without Corruption Programme promoting participation in advancing the United Nations Convention against Corruption in 2011-2020 (for civil society and private sector).

Allied Electronics Corporation Limited, pronounces its interest to advance World Without Corruption programme (in particular, by way of individual and/or joint development and implementation of projects) and to offer the necessary assistance, including on the international level.

Sincerely yours,

ROBERT E. VENTER

Chief Executive