

The Criteria (basis of measurement) against which the KPIs were measured in the 2016 Integrated Report is as follows:

Description of specified KPI	Description of criteria	Boundary
Scope 1 carbon emissions	Emissions (measured in tonnes of CO ₂ equivalent) from sources that are owned or controlled by Pioneer Foods for the period 1 October 2015 to 30 September 2016 (excluding aircon gas)	South African wholly-owned operations
Scope 2 carbon emissions	Emissions (measured in tonnes of CO ₂ equivalent) that result from the activities of Pioneer Foods but are generated at sources owned or controlled by another organisation for the period 1 October 2015 to 30 September 2016	
Water consumption	The sum of all water drawn (in m ³) from the following sources for use during 1 October 2015 to 30 September 2016: <ul style="list-style-type: none"> • Municipal water; • Underground water; and • Surface water 	
Lost time injury frequency rate (LTIFR)	The number of lost time injuries per 200,000 hours worked by employees for the period 1 October 2015 to 30 September 2016. A lost time injury is a non-fatal injury arising out of or in the course of work, where the injured is unable to perform his/her normal duties on the next scheduled shift	
Fatalities	The number of deaths of employees between 1 October 2015 and 30 September 2016, arising from an occupational injury or disease sustained or contracted while in Pioneer Food's employ	
Number of permanent employees	Permanent employee head count as at 30 September 2016	South African wholly-owned operations
Permanent employee turnover rate	Permanent employee exits during the period 1 October 2015 to 30 September 2016 as a percentage of the average number of permanent employees for the period 1 October 2015 to 30 September 2016	