



# 2020

GRI INDEX

# ATNS GRI G4 CONTEXT INDEX FOR THE INTEGRATED REPORT 2020

In accordance with Core Reporting

DISCLOSURE NO.	DISCLOSURE TITLE	CROSS REFERENCE (IR, FR – PAGE)	UNGC	SDG	EXPLANATION AND/OR REASON FOR OMISSION
<b>GENERAL DISCLOSURES – ORGANISATIONAL PROFILE</b>					
102-1	Name of the organisation	Page 4			• Air Traffic and Navigation Services as an SOE.
102-2	Activities, brands, products and services	Page 18 - 21			• Services and products offered by ATNS reported in both regulated and non-regulated business offered.
102-3	Location of headquarters	Page 141			• ATNS' Head Office is located in Bruma, Johannesburg in South Africa.
102-4	Location of operations	Page 20 - 21, 140			• A list of ATNS operations reported under geographic reach, presence, national and international, including Head office and Aviation Training Academy.
102-5	Ownership and legal form	Page 16			• ATNS as a SOE under the Department of Transport in accordance with ATNS Act.
102-6	Markets served	Page 21			• A list of ATNS operations reported under geographic reach, presence national and international.
102-7	Scale of the organisation	Page 20, 84, 91			• Total number of operations, services provided. • Revenue generated for the reporting year.
102-8	Information on employees and other workers	Page 47, 94 - 95	P6	SDG 8	• Total number of employees based on demographics.
102-9	Supply chain	Page 125 - 126			• Supply chain partnership including performance on preferential procurement.
102-10	Significant changes to the organisation and its supply chain	Page 13			• Chairperson statement incorporate significant changes to the organisation.
102-11	Precautionary principles or approach	Page 7			• The precautionary principle statement is presented on IR. The statement explains ATNS' proactive approach to maintaining financial sustainability amid the COVID-19 pandemic whilst ensuring business continuity.
102-12	External initiatives	Page 124 - 125			• Creating social and relationship capital. • Outlining key programmes as part of our Corporate Social Responsibilities, Industry and customer engagements.
102-13	Membership of associations	Page 105, 125, 113			• Customer, industry, governmental and industry engagements and participation.

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<b>GENERAL DISCLOSURES – STRATEGY</b>					
102-14	Statement from senior decision-maker	Page 12 - 15, 48 - 51	P2, 10		• Chairperson and CEO statement included in the report.
102-15**	Key impacts, risks and opportunities	Page 54 - 57			• Top organisational risks included for the reporting year.
<b>GENERAL DISCLOSURES – ETHICS AND INTEGRITY</b>					
102-16	Values, principles, standards and norms of behaviour	Page 9	P6, 10	SDG 16	• Organisational values outlined in the report.
<b>GENERAL DISCLOSURES – GOVERNANCE</b>					
102-18	Governance structure	Page 58 - 77	P6, 10	SDG 16	• Governance framework and structure reported.
102-19**	Delegated authority	Page 58 - 77	P6, 10	SDG 16	• Sustainability oversight at Board, Executive and operational level. This is within the Board Committee (Social and Ethics Committee) mandate and reported ultimately to the Board.
102-20**	Executive-level responsibility for economic, environmental and social topics	Page 58 - 77	P6, 10	SDG 16	• Committee responsibility for sustainability issues is reported based on the terms of the reference of the Board (Social and Ethics Committee). • E: S&O appointed at Executive level for sustainability matters and reports to the CEO.
102-21**	Consulting stakeholders on economic, environmental, and social topics	Page 31 - 39, 41 - 43	P6, 10	SDG 16	• Materiality process and forms part of stakeholder management.
102-22**	Composition of their highest governance body and its committees	Page 58 - 77	P6, 10	SDG 16	• Governance structure and responsibilities outlined for each committee.
102-23**	Chair of the highest governance body	Page 58 - 77	P6, 10	SDG 16	• Governance structure and responsibilities outlined for each committee.
102-24**	Nominating and selecting the highest governance body	Page 58 - 77	P6, 10	SDG 16	• Governance structure and responsibilities, demographics etc. outlined for each committee.

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102-25**	Conflicts of interest	Page 59, 76	P6, 10	SDG 16	• Governance of policies including conflict of interest policy. Board oversight on conflict of interest issues, whistle-blowing matters.
102-26**	Role of highest governance body in setting purpose, values, and strategy	Page 58 - 77	P6, 10	SDG 16	• Board reviews organisational strategy, policies and goals.
102-27**	Collective knowledge of highest governance body	Page 58 - 77	P6, 10	SDG 16	• Investigate processes to enable the board to enhance knowledge on economic, social and environmental issues.
102-28**	Evaluating the highest governance body's performance	Page 68 - 69	P6, 10	SDG 16	• Ongoing assessment to ensure that economic, social and environmental governance issues are included in the board evaluation and performance.
102-29**	Identifying and managing economic, environmental and social impacts	Page 31, 56	P6, 10	SDG 16	• Involvement of stakeholder in economic, social and environmental topics, material issues identification as well as risk and opportunities.
102-30**	Effectiveness of risk management processes	Page 54 - 57	P6, 10	SDG 16	• Organisation risk management process.
102-31**	Review of economic, environmental, and social topics	Page 76	P6,10	SDG 16	• At the highest review, review forms part of the Board Social and Ethics Committee mandate.
102-32**	Highest governance body's role in sustainability reporting	Page 8, 31, 76	P6, 10	SDG 16	• Reporting and approval of material issues by the Board. • Approval of this report (IR 2020) which aligns to the GRI requirements. • Approval of sustainability matters related to this report by the Board Social and Ethics Committee.
102-33**	Communicating critical concerns	Page 72 - 77	P6, 10	SDG 16	• Communication of critical concerns is in accordance to the organisational governance processes to the highest body being the board.
102-35**	Remuneration policies	Page 78 - 83	P6, 10	SDG 16	• Organisation remuneration philosophy included, applicable to executive and non-executive directors disclosed.

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<b>GENERAL DISCLOSURES – STAKEHOLDER ENGAGEMENT AND REPORTING PRACTICES</b>					
102-40	List of stakeholder groups	Page 40 - 43			• Stakeholders groups reported.
102-41	Collective bargaining agreement	Page 83	P6	SDG 8	• No. of employees/groups covered by collective bargaining agreement to be included.
102-42	Identifying and selecting stakeholders	Page 40 - 43		SDG 16, 17	• Stakeholder approach, interest and concerns reported.
102-43	Approach to stakeholder engagement	Page 40 - 43			• Stakeholder approach, interest and concerns reported.
102-44	Key topics and concerns raised	Page 40 - 43		SDG 16, 17	• Areas of concerns raised by stakeholder reported.
102-45	Entities included in the consolidated financial statement	Page 86 - 91 AFS 2020		SDG 8, 16	• Annual Financial statement includes ATNS SOC as a whole (regulated and non-regulated) and no other entities.
102-46	Defining report content and topic Boundaries	Page 7, 31 - 39			• Reporting content and boundaries outlines, focus on materiality, sustainability context, stakeholder inclusiveness.
102-47	List of material topics	Page 31 - 39			• Material issues themes reported.
102-49	Changes in reporting	Page 31 - 39			• Key consideration in reporting material issues.
102-50	Reporting period	Page 7			• Report boundaries and scope outlines reporting period.
102-52	Reporting cycle	Page 6			• Report boundaries and scope outlines reporting cycle.
102-53	Contact point for questions regarding the report	Page 4			• Contact point for the report feedback, queries and comments.
102-54	Claims of reporting in accordance with the GRI Standards	Page 8			• Claims regarding the Integrated Report alignment to the GRI standards.
102-55	GRI content index	Page 4			• GRI index to be available online <a href="https://atns.com/reports/2020/ATNS_GRI_Report.pdf">https://atns.com/reports/2020/ATNS_GRI_Report.pdf</a>
102-56	External assurance	Page 7			• External assurance on aspects on performance outlined including ATNS control framework.

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<b>MANAGEMENT APPROACH – MATERIAL TOPICS AND BOUNDARY</b>					
103-1	Explanation of the material topic and its boundary	Page 31 - 39			• Material issues identified through a consultative process with management. List of material issues are disclosed in the report.
103-2	The management approach and its components	Page 31 - 39			• For each material issue a management approach is outlined. These are further aligned to strategic objectives and performance.
103-3	Evaluation of the management approach	Page 31 - 39			• Material issues' management approach is disclosed in the report for each material theme. Furthermore, the information is also reported across the six capitals in the report.
<b>SPECIFIC DISCLOSURE – ECONOMIC PERFORMANCE</b>					
201-1	Direct economic value generated and distributed	Page 86 - 91 AFS 2020		SDG 9	• Reported in Annual Financial Statements (revenue, operating costs, taxes, remuneration).
201-2	Financial implications and other risks and opportunities due to climate change	Page 22, 46 - 47, 118 - 119	P7	SDG 13	• Climate change effects reported, opportunities to be assessed for future reporting.
203-1	Infrastructure investments and services supported	Page 90 - 91, 124 - 127		SDG 7, 9	• Reporting on our ATM/cns Infrastructure through of Capital Investment projects. • CSI investments and Skills development and training reported. • Supplier and Enterprise development programmes reported.
203-2	Significant indirect economic impacts	Page 112 - 117	P2, 6, 3	SDG 9, 10, 17	• Reporting on programmes to support national and stakeholder priorities.
205-3**	Confirmed incidents of corruption and actions taken	Page 130 - 131	P10	SDG 16	• Reporting on a number of whistle-blowing cases being investigated reported.
<b>SPECIFIC DISCLOSURE – ENVIRONMENTAL PERFORMANCE</b>					
302-1	Energy consumption within the organisation	Page 120 - 122	P8	SDG 12, 13, 7	• Energy consumption included in the report.
302-3	Energy intensity	Page 120 - 122	P7, 8	SDG 7, 9,12,13	• Intensity ratio, energy (electricity, fuel per air traffic management and employees).
302-4	Reduction of energy consumption	Page 120 - 122	P8	SDG 7, 9,12,13	• Energy reduction interventions in progress and reduction targets to be implemented against the baseline.

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303-1	Water withdrawal by source	Page 121	P7, 8	SDG 6	• Water usage limited to potable consumption. • Investigation in harvesting rainwater in progress. • Information related to consumption at each site in progress to be reported in next cycle.
303-3	Water recycled and reused	Page 121	P7, 8	SDG 6	• Water management interventions reported.
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 121	P7, 8	SDG 15	• ATNS sites exist within or in close proximity to protected areas or high conservation areas. As part of infrastructure projects, we develop environmental management plans to ensure compliance with sustainability requirements.
304-2	Significant impacts of activities, products, and services on biodiversity	Page 121	P7, 8	SDG 15	• ATNS sites exist within or in close proximity to protected areas or high conservation areas. As part of infrastructure projects, we develop environmental management plans to ensure compliance with sustainability requirements.
305-1	Direct (Scope 1) GHG emissions	Page 119	P7, 8	SDG 7, 13	• Scope 1 Fuel (petrol and diesel for mobile and stationary sources).
305-2	Energy indirect (Scope 2) GHG emissions	Page 119	P7, 8	SDG 7, 13	• Scope 2 (electricity consumption).
305-3	Other indirect (Scope 3) GHG emissions	Page 119	P7, 8	SDG 7, 13	• Scope 3 includes business travel.
305-4	GHG emissions intensity	Page 119	P7, 8	SDG 7, 13	• Intensity per Air traffic management, revenue and employees.
305-5	Reduction of GHG emissions	Page 119	P7, 8	SDG 7, 13	• Energy reduction interventions in progress and reduction targets to be reported as scope 2 emission contributes >80% of the GHG emissions reported.
<b>SPECIFIC DISCLOSURE – SOCIAL PERFORMANCE</b>					
403-4	Health and safety topics covered in formal agreements with trade unions	Page 32 - 33, 109 - 112	P9	SDG 3	• Reporting Health and safety issues and aviation. • Safety performance and programmes reported.
404-2	Programs for upgrading employee skills and transition assistance programmes	Page 97 - 98	P9	SDG 8	• Reporting on skills development programmes.
405-1	Diversity of governance bodies and employees	Page 94 - 96, 65 - 71	P9	SDG 5	• Governance bodies diversity i.e. race, gender included in the report.