



2022 GRI INDEX



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ATNS GRI G4 CONTEXT INDEX FOR THE INTEGRATED REPORT 2022

Disclosure No.	Disclosure Title	Cross reference (IR, FR – Page	SDG	Explanation and/or reason for omission
GENERAL DISCLOSURES – ORGANISATIONAL PROFILE				
102-1	Name of the organization	5 & 6		Air Traffic and Navigation Services SOC Limited (ATNS)
102-2	Activities, brands, products and services	5 – 7		ATNS is a state-owned company and monopoly service provider of air traffic and navigational services in South Africa providing both regulated and non-regulated services.
102-3	Location of headquarters	70		Block C, Eastgate Office Park South Boulevard Road Bruma 2198 Gauteng, Republic of South Africa
102-4	Location of operations	5		Reflected as 'Our key activities'
102-5	Ownership and legal form	5		Air Traffic and Navigation Services SOC Limited (ATNS), established in 1993 in terms of the ATNS Company Act (Act 45 of 1993)
102-6	Markets served	5		Reflected as 'Our key activities'
102-7	Scale of the organization	5-7,49-51, 65		<ul style="list-style-type: none"> The total number of employees The revenue and total capitalisation The various services and products
102-8	Information on employees and other workers	66	SDG 8	The total number of employees reported at 1 124 which includes contractors for the 2022FY
102-9	Supply chain	67		The supply chain management process is aligned to ATNS-approved supply chain policy, which is in line with the PMFA
102-10	Significant changes to the organization and its supply chain	67		ATNS considers supplier engagements and partnerships through the Preferential Procurement Policy Framework Act and Broad-based Black Economic Empowerment Act
102-11	Precautionary principles or approach	36 – 40	SDG 12	ATNS has identified trade-offs in relation value creation model and response to the material matter and what proactive measures are taken in address material issues in trade-offs
102-12	External initiatives	9-12,66-67	SDG 11	Socio-economic development programmes i.e. Corporate Social Responsibilities, Industry, and customer engagements. Response and partnerships in response to the operating trends
102-13	Membership of associations	5,8, 13-16	SDG 17	Civil Air Navigation Service Organisation (CANSO) membership and association at ICAO and AFI including ATA association
GENERAL DISCLOSURES - STRATEGY				
102-14	Statement from senior decision-maker	19-20, 30-32, 47-48		Relevant statements from respective senior decision-making personnel (Board chairperson, CEO, CFO) have been reflected accordingly
102-15**	Key impacts, risks and opportunities	42 - 45		Eleven (11) top organizational risks were included for reporting year i.e., <i>safety (safety incidents), ICT risk, Business disruption risk, Physical security risk, Financial sustainability risk, Cybersecurity risk, Project delivery risk, Employee occupational health risk, Human capital, Infrastructure planning risk and Third party risk.</i>
GENERAL DISCLOSURES – ETHICS AND INTEGRITY				
102-16	Values, principles, standards and norms of behavior	21 - 23		ATNS governance approach is summarised based on the application of King IV principles and outcomes for good corporate governance
GENERAL DISCLOSURE - GOVERNANCE				
102-18	Governance structure	21-23		ATNS governance approach is summarised based on application of King IV principles and outcomes for good corporate governance
102-19**	Delegated authority	21-23, 24-28		Defined in the ATNS governance approach and authority responsibilities relating to sustainability matters
102-20**	Executive-level responsibility for economic, environmental and social topics.	21-23, 24-28		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 reporting to the CEO
102-21**	Consulting stakeholders on economic, environmental, and social topics	35-40, 13 - 16	SDG 17	Materiality process was undertaken and considered stakeholder interest, in additional encompasses stakeholder management issues
102-22**	Composition of their highest governance body and its committees	24-28		Board composition outlined
102-23**	Chair of the highest governance body.	24-28		Board composition outlined
102-24**	Nominating and selecting the highest governance body.	24		Nomination and appointment of the board is outlined and defined by the shareholder
102-25**	Conflicts of interest	26		ATNS governance policies and procedures include reviewing matters relating to conflict of interest in line with the policy
102-26**	Role of highest governance body in setting purpose, values, and strategy.	23		Board reviews organisational strategy, policies and goals and the key areas in the FY 22 have been outlined
102-27**	The collective knowledge of the highest governance body.	24		ATNS top management comprised of diverse expertise contributing toward economic, social and environmental issues, core skills including sustainability skills are outlined
102-28**	Evaluating the highest governance body's performance.	27		On a yearly basis, Board undertakes either an independent assessment or a self-assessment peer review exercise
102-29**	Identifying and managing economic, environmental and social impacts.	22, 25 - 26, 35 – 40,	SDG 12	The material matters identification process is inclusive of sustainability issues and the board's activities in the FY included a broad spectrum of sustainability issues. ESE issues within the SEC
102-30**	Effectiveness of risk management processes.	42 – 45		On an annual basis, ATNS risk management department undertakes an annual review of the ATNS strategic risk register, to ensure that the company's strategic risks and opportunities remain relevant.
102-31**	Review of economic, environmental, and social topics.	35 - 40	SDG 12	Each year, matters material (economic, environmental, and social topics) to ATNS are identified through a structured materiality process. Adhoc identification of issues are directed to the board through structured board committee meetings.



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102-32**	Highest governance body's role in sustainability reporting.	4		ATNS Board acknowledges its responsibility for ensuring the integrity of this integrated report. The report aligns to the GRI sustainability disclosures.
102-33**	Communicating critical concerns.	19-20, 30-32, 47-48		Communication of critical concerns is in accordance with the organisational governance processes to the highest body being the board.
102-35**	Remuneration policies.	57- 59	SDG 8, 10	ATNS remuneration philosophy aligns with the strategic direction of the company and takes into account the specific value drivers of the landscape within which the organisation operates
GENERAL DISCLOSURES – STAKEHOLDER ENGAGEMENT				
102-40	List of stakeholder groups	13-16	SDG 17	Our people, Our shareholders and Board, Our customers, Our regulators, governments and associations, Our business partners, Our communities and society
102-41	Collective bargaining agreement	59	SDG 8	Collective bargaining agreement with organized labour outlined
102-42	Identifying and selecting stakeholders	13-16	SDG 17	Strong stakeholder relationships are essential to our ability to create and preserve value in the short, medium, and long term and to mitigate against value erosion i.e. Our people, Our shareholders and Board, Our customers, Our regulators, governments and associations, Our business partners, Our communities and society
102-43	Approach to stakeholder engagement	13	SDG 17	In our interactions, we seek to better understand and benefit from stakeholder perspectives, concerns and priorities. In our discourse, we also identify issues material to our stakeholders and those that could significantly impact our strategy, value creation process, performance and sustainability in the future
102-44	Key topics and concerns raised	13 -16	SDG 17	Interactions with stakeholders enable ATNS to better understand and benefit from stakeholder perspectives, thereby ensuring concerns and priorities are integrated
GENERAL DISCLOSURES – REPORTING PRACTICES				
102-45	Entities included in the consolidated financial statement	N/A		
102-46	Defining report content and topic Boundaries	4		In preparing and presenting the 2022 integrated report, ATNS followed an organisation-wide integrated reporting process. This process takes into consideration linkages between integrated reporting and other key elements, such as ATNS mission, value process, strategy and stakeholders.
102-47	List of material topics	35 - 40		Material matters are grouped into five materiality themes i.e., Employee experience, Technology considerations and business disruption, financial sustainability, Business transformation and Operational sustainability
102-48	Restatements of information	N/A		
102-49	Changes in reporting	35		No reinstatements in comparison with the previous report. i.e. material matters identified in FY22, are in many respects, similar to the material matters identified in FY21
102-50	Reporting period	4		Integrated report for the year ended April 2021 - 31 March 2022
102-51	Dates of most recent report	4		ATNS's most recent Integrated Report dates April 2020 - 31 March 2021
102-52	Reporting cycle	4		The Integrated report is produced and published annually, the current report outlines information from April 2021 - 31 March 2022
102-53	Contact point for questions regarding the report	70		Tel: +27 11 607 1000, Fax: +27 11 607 1570, Website: www.atns.com , Email: marketing@atns.co.za
102-54	Claims of reporting in accordance with the GRI Standards	4		Alignment of the report to the GRI disclosures included in the report
102-55	GRI content index	4		GRI index available online (Link to be provided)
102-56	External assurance	4		ATNS adopted an Integrated and combined assurance approach which encompasses both internal and external assurance processes for both financial and non-financial information. See AFS for external assistance of financial and non-financial performance aligned with the IR
MANAGEMENT APPROACH – MATERIAL TOPICS AND BOUNDARY				
103-1	Explanation of the material topic and its boundary	35 - 40		Reflected as 'Our materiality themes' in the report. ATNS themes are <i>Employee experience, Technology considerations and business disruption, financial sustainability, Business transformation and Operational sustainability</i> . The process and boundary in the identification process is outlined
103-2	The management approach and its components	35 - 40		Material issues identified through a consultative process with management. Material matters grouped into five materiality themes i.e., Employee experience, Technology considerations and business disruption, financial sustainability, Business Transformation and Operational sustainability
103-3	Evaluation of the management approach	35 - 40		Material issues' management approach is disclosed in the report for each material theme. Material matters grouped into five materiality themes i.e., Employee experience, Technology considerations and business disruption, financial sustainability, Business transformation and Operational sustainability
SPECIFIC DISCLOSURE – ECONOMIC PERFORMANCE				
201-1	Direct economic value generated and distributed	48 - 52	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.	35,39,66	SDG 13	The climate change effects are reported under the following <ul style="list-style-type: none"> • Business transformation materiality theme • Partnership for climate change
203-1	Infrastructure investments and services supported	50	SDG 7, 9	Reporting on ATNS Capital expenditure programme
203-2	Significant indirect economic impacts	67	SDG 9, 10, 17	ATNS drives socio-economic development through CSI focus areas. Enterprise development programmes, Training interventions in the continent, partnership in the regulated and non - regulated business
205-3**	Confirmed incidents of corruption and actions taken	25		Included in the Annual Financial Statement relating to matters on fraud and investigation thereof.
SPECIFIC DISCLOSURE – ENVIRONMENTAL PERFORMANCE				
302-1	Energy consumption within the organization	69	SDG 12, 13, 7	ATNS energy consumption reflects annual electricity and fuel consumption
302-3	Energy intensity	69	SDG 7, 9,12,13	Energy intensity is calculated based on four key elements i.e., employee (employee/MWh), revenue (R/MWh), air traffic movement (ATM/MWh) and air traffic movement (ATM/L)
302-4	Reduction of energy consumption	69	SDG 7, 9,12,13	ATNS energy performance reflects annual electricity and fuel consumption
303-1	Water withdrawal by source	68	SDG 6	ATNS has implemented various water conservation measures



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303-3	Water recycled and reused	68	SDG 6	ATNS has implemented various water conservation measures
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	68	SDG 15	ATNS is prioritising organisational activities with potential impacts on biodiversity. Developmental activities for both new and existing (expansion) projects are screened for potential biodiversity impacts, and the necessary mitigation measures are implemented, including the development and implementation of environmental management programmes.
304-2	Significant impacts of activities, products, and services on biodiversity.	68	SDG 15	ATNS is prioritising organisational activities with potential impacts on biodiversity. Developmental activities for both new and existing (expansion) projects are screened for potential biodiversity impacts, and the necessary mitigation measures are implemented, including the development and implementation of environmental management programmes.
305-1	Direct (Scope 1) GHG emissions	69	SDG 7, 13	<ul style="list-style-type: none"> • Petrol (fleet) • Diesel (fleet) • and diesel stationary (stationary sources e.g. generators)
305-2	Energy indirect (Scope 2) GHG emissions	69	SDG 7, 13	Emissions emanating from electricity consumption by ATNS operations
305-4	GHG emissions intensity	69	SDG 7, 13	<ul style="list-style-type: none"> • Per air traffic movement (CO2e/ATM) • Per revenue (R billion) CO2e/Revenue) • Per employee (CO2e/Employee)
305-5	Reduction of GHG emissions	69	SDG 7, 13	ATNS carbon emissions performance
SPECIFIC DISCLOSURE – SOCIAL PERFORMANCE				
403-4	Health and safety topics covered in formal agreements with trade unions	17, 26, 32, 39, 43, 53	SDG 3	<ul style="list-style-type: none"> • Reporting Health and safety issues and aviation • Safety performance and programmes reported.
404-2	Programs for upgrading employee skills and transition assistance programs	39-40, 54, 64	SDG 8	<ul style="list-style-type: none"> • Skills development programmes reported under material themes: Business transformation and Operational sustainability • Department of Transport key performance area #2: Innovation
405-1	Diversity of governance bodies and employees	25 & 66	SDG 5	Governance body diversity Employee diversity i.e., race, gender included in the report
405-2	Ratio of basic salary and remuneration of women to men	58		Salary comparison between male and female employees