People Upliftment Programme (POPUP) GRI and SDG index

This index reports POPUP's disclosures for the period 1 January to 31 December 2025. It complements our Annual Impact Report – Issue 2026 by consolidating all Global Reporting Initiative (GRI) indicators and alignment with the United Nations Sustainable Development Goals (SDGs) reported during the period into a single reference point.

POPUP reports with reference to the GRI Standards and contributes to seven of the 17 SDGs, directly addressing 13 targets through 15 indicators.

As an impact-driven organisation, our material matters are guided by our purpose, Theory of Change and impact model, rather than a formal GRI materiality assessment. While this index consolidates the standards, targets and indicators in one place, these disclosures are fully integrated in our Annual Impact Report, which provides a more complete view of performance and societal contribution.

The disclosures in this index have been summarised for ease of reference, with page references provided to guide readers to the more integrated detail in the Annual Impact Report.

GRI 1 Used GRI 1: Foundation 2021

GRI Standard	Disclosure	Annual Impact Report 2026 Page reference
GRI 2: General Disclosures 2021		
2-1 Organisational details	POPUP is a registered Non-Profit Company (NPC) and Non-Profit Organisation (NPO) with head office at 112 Anderson Street, Brooklyn, Pretoria. Operations are currently restricted to the Republic of South Africa. Compliance numbers include: NPO No: 007-050, PBO No: 130004846, NPC REG NO: 2000/030918/08, Level 1 B-BBEE (135%), Accredited ETDP SETA: ETDP102205, VAT REG NO: 4610252225, QCTO Accredited.	10
2-2 Entities included in the organisation's sustainability reporting	The report includes the activities of POPUP and the wholly owned subsidiary Origen Colab (Pty) Ltd., which was established for regulatory and funding purposes and is fully resourced by POPUP, with no significant independent expenses or obligations.	10
2-3 Reporting period, frequency and contact point	This report covers the period January to December 2025 (financial year). It is the third annual impact report, issued in June 2026. Queries can be directed to hello@popup.co.za.	10
2-4 Restatements of information	There are no restatements from prior years.	10
2-5 External assurance	The Annual Financial Statements were audited by Kreston Pretoria Chartered Accountants and received an Unqualified Audit Opinion with a 'Clean Management Letter'. B-BBEE credentials are independently verified by B4i Consult (Pty) Ltd. No external	10

GRI Standard	Disclosure	Annual Impact Report 2026 Page reference
	assurance was sought for the full impact report beyond the financial statements.	
2-6 Activities, value chain and other business relationships	POPUP delivers skills development, life skills, literacy/numeracy and placement support for NEET youth (18-35) through training sites in Tshwane and Cape Town and through partnerships (e.g., Germiston). Value chain includes inbound logistics (learner sourcing), operations (training), outbound (placement), marketing/sales and service. Partners include funders, employers, NPOs, government and service providers (e.g., Capital Hotel School, The Foundery). Shared services are outsourced to Doxa Deo. Human resources include permanent/fixed-term employees and learnership placements. Procurement emphasises due diligence and alignment with values.	10, 17, 22, 24
2-7 Employees	As at reporting date, on an FTE basis: Total 21 employees (4 male, 17 female; 81% female; 62% from under-represented groups). Management: 9 (1 male, 8 female). Employees: 12 (3 male, 9 female). Regional breakdown and age profiles provided (29% under 30, 47% 30-50, 24% over 50). Board ages 50-75; National Operations Committee 35-60.	10, 24
2-8 Workers who are not employees	12 learnership participants (6 male, 6 female) placed at POPUP premises for workplace-based learning as part of 12-month skills programmes.	24
2-9 Governance structure and composition	POPUP is an NPC with Members who appoint an independent, non-executive Board of five Directors (four independent, two former CEOs; 40% female, 60% historically disadvantaged). The Board provides strategic oversight, approves major shifts and oversees risk and policies. No sub-committees. The CEO reports directly to the Board. Directors serve pro bono.	19, 22
2-10 Nomination and selection of the highest governance body	The Board is appointed by Members. It represents diverse stakeholders and includes institutional memory from former CEOs.	22
2-11 Chair of the highest governance body	Muller van Loggerenberg serves as Non-Executive Chairperson.	6
2-19 Remuneration policies	Full-time employees are remunerated on a cost-to-company basis with provident fund contributions. A discretionary 13th cheque (up to 90% of average monthly salary) is available to all permanent employees, including Executives, subject to Board approval. No other bonuses. Performance reviews are annual. Directors serve pro bono. Pay parity is maintained (a 1:1 male-to-female ratio within job categories). All earn above the minimum wage and the living wage.	25
2-21 Annual total compensation ratio	The CEO compensation ratio was 4.34 times the average employee (FTE basis). All employees received a 5% increase.	25

GRI Standard	Disclosure	Annual Impact Report 2026 Page reference
2-22 Statement on sustainable development strategy	The organisation's strategy focuses on building a healthy core, growing capability/commitment and deepening community impact through skills, character development and ecosystem partnerships. Vision: Cities of wholeness where every person is treated with dignity, lives with significance and makes a positive contribution.	CEO Message, 8, 44-46
2-27 Compliance with laws and regulations	No material non-compliance, fines or incidents of corruption, discrimination or work-related injuries in 2025.	19
2-28 Membership associations	POPUP does not play a significant role in industry or advocacy associations.	19
2-29 Approach to stakeholder engagement	Structured engagement with government, funders, learners, providers, employers and NPO ecosystem via proposals, reporting, graduations, newsletters, feedback forms, etc. Learner feedback collected at key journey stages for continuous improvement.	20
GRI 3: Material Topics 2021		
3-2 Process to determine material topics	Material matters are embedded in our purpose and Theory of Change (addressing NEET challenges through restore/equip/empower). No formal GRI materiality process; priorities reflect stakeholder needs (especially funders) and the impact model.	15, 27
Material Topics		
GRI 201: Economic Performance 2016		
201-1 Direct economic value generated and distributed	Financial Performance Summary. Full financial statements available on request; selected information on p. 41. Funds deployed R13.4 mil in 2025 (up 4.7% from 2024).	41
201-2 Financial implications and other risks and opportunities due to climate change	Not explicitly quantified; addressed via risk management and operation. Risks are monitored through a mature risk management process.	19
201-4 Assistance received from government	Contextual disclosures in the funding diversification section.	36-40
GRI 203: Indirect Economic Impacts 2016		
203-2 Significant indirect economic impacts	Contributions via placed learners generating income, reducing NEET status. Community impact. Entrepreneurship sustainability rate.	33
GRI 205: Anti-corruption 2016		
205-2 Communication and training about anti-corruption policies and procedures	Zero-tolerance policy communicated to Board, employees and service providers. Reviewed annually. Centralised finance, dual authorisation and due diligence in procurement.	19
205-3 Confirmed incidents of corruption and actions taken	No incidents of corruption or misuse of funds in 2025.	19
GRI 403: Occupational Health and Safety 2018		

GRI Standard	Disclosure	Annual Impact Report 2026 Page reference
403-2 Hazard identification, risk assessment and incident investigation	Formal processes for hazards and injuries are recorded and monitored. Public liability insurance in place. No work-related injuries identified.	19
403-9 Work-related injuries	No incidents reported.	19
GRI 404: Training and Education 2018		
404-3 Percentage of employees receiving regular performance and career development reviews	Conducted annually with all full-time employees as part of salary review.	24
GRI 405: Diversity and Equal Opportunity 2016		
405-1 Diversity of governance bodies and employees	Board: 40% female, 60% historically disadvantaged. Employees: 81% female, 62% under-represented groups (detailed table p. 24).	22-24
405-2 Ratio of basic salary and remuneration of women to men	1:1 pay parity within job categories.	25
GRI 406: Non-discrimination 2016		
406-1 Incidents of discrimination and corrective actions taken	No incidents. Policy of non-discrimination communicated.	19
GRI 408: Child Labour 2016		
408-1 Operations and suppliers at significant risk for incidents of child labour	No operations or suppliers at material risk. Zero tolerance policy.	19
GRI 409: Forced or Compulsory Labour 2016		
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	No incidents or material risks. Zero tolerance policy.	19
GRI 414: Supplier Social Assessment 2016		
414-1 New suppliers that were screened using social criteria	Due diligence in procurement based on values, capability and compliance. Formal agreements where required.	19

SDG	Disclosure	Annual Impact Report 2026 Page reference
SDG 1: No Poverty		
Target 1.2 Reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.	Through skills training and placements, 196 NEETs were placed into income-generating opportunities in 2025, with an average monthly income of R7 658.33 (2.7 times the Upper-Bound Poverty Line of R2 846). This supports verified poverty alleviation for individuals and their dependants (estimated 1 568 people directly supported out of poverty, with a broader estimated reach of 4 312 people).	32
SDG 4: Quality Education		
Target 4.3 Increase access to affordable and quality technical and vocational training.	589 learners trained in 2025 (cumulative 10 078 since 2005) across Life Skills, workplace preparation, vocational, and technical skills programmes. Average training days per learner: 35.8. Programmes include accredited and non-accredited pathways tailored to NEET youth.	30
Target 4.4 Increase the number of youth and adults with relevant skills for employment and entrepreneurship.	Structured learner journey from Life Skills (compulsory) through foundational literacy/numeracy, technical skills, and placement/entrepreneurship support. Programme completion and growth tracked over five years.	30
Target 4.6 Ensure youth and adults achieve literacy and numeracy.	Addressing significant entry gaps (approx. 4 years in English literacy and 8 years in numeracy). Redesigned interventions and pilots (e.g., Learner Employment Pathway) improved outcomes, with 80% of mid-2025 pilot participants placed within 6 months.	29
SDG 5: Gender Equality		
Target 5.1 End all forms of discrimination against all women and girls everywhere.	59% of learners trained and placed are female. Strong female representation in staff (81% overall, 89% in management) and pay parity (1:1 male:female remuneration ratio within job categories). Policies prohibit discrimination.	25, 31
Target 5.5 Ensure women's full and effective participation and equal opportunities for leadership.	High female participation in leadership roles and governance. Annual performance reviews and career development support equitable opportunities.	25
SDG 8: Decent Work and Economic Growth		
Target 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation.	New Venture Creation (Entrepreneurship) programme graduated 71 learners in 2025 cohort; focus on sustainability through mentorship ecosystems. 196 placements achieved, with emphasis on meaningful and sustainable work.	33
Target 8.5 Achieve full and productive employment and decent work for all women and men, including for young people	589 learners trained; improved placement rates (33.6%); average starting salary R7,658 (with gender-disaggregated data). 5.7% of learners with disabilities. All employees earn	25, 31

SDG	Disclosure	Annual Impact Report 2026 Page reference
and persons with disabilities, and equal pay for work of equal value.	above minimum/living wage. Focus on NEET youth (18–35).	
SDG 10: Reduced Inequalities		
Target 10.1 Progressively achieve and sustain income growth of the bottom 40 per cent of the population at a rate higher than the national average.	Placements generate income significantly above poverty lines (2.7x UBPL on average), supporting household income growth for vulnerable groups.	33
Target 10.2 Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.	Targeted support for NEET youth from disadvantaged backgrounds (93% Black learners). Inclusive policies, learner profiles, and ecosystem partnerships promote economic inclusion.	33
SDG 12: Responsible Consumption and Production		
Target 12.5 Substantially reduce waste generation through prevention, reduction, recycling and reuse.	Through Origen Colab (wholly owned subsidiary), 917 pieces of hotel linen (408kg) were repurposed into 3,238 laundry bags, plus additional uniform repurposing. Supports circular economy, environmental stewardship, and sustainable livelihoods via income-generating social enterprises.	38