

# Global reporting initiative (GRI) Index – (G3)

The following table sets out the pages in this report where the respective GRI Indicators are addressed:

Item	Description	Page
<b>1. Strategy and analysis</b>		
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1.2	Description of key impacts, risks and opportunities	14 – 15
<b>2. Organisational profile</b>		
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2.2	Major products	2 – 3
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2.4	Location of headquarters	IBC
2.5	Countries of operation	5
2.6	Nature of ownership	8
2.7	Markets served including geographic breakdown/sectors served/customers	5
2.8	Scale of organisation including number of employees, net sales/revenues, total capitalisation	2 – 4, 5, 28 – 31
2.9	Significant changes during reporting period	24 – 25
2.10	Awards	40
<b>3. Report parameters</b>		
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3.5	Process for defining report content	1
3.6	Boundary of the report	1
3.7	Limitations on the scope or boundary of the report	1
3.8	Basis for reporting on joint ventures, etc.	13, 40, 50
3.9	Data measurement techniques and basis of calculations including assumptions	22, website
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3.13	Policy and practice for seeking independent assurance for report	1
<b>4. Governance, commitments and engagement</b>		
4.1	Governance structure including committees	32 – 35
4.2	Indicate whether chair of highest governance body is also an executive officer	26
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4.4	Mechanisms for shareholders and employees to provide recommendations/directions to highest governance body	35
4.5	Linkage between compensation and organisation's performance for members of highest governance body/senior executives	19
4.6	Process for the board to ensure conflicts of interest are avoided	32, 35
4.7	Process for determining qualifications and expertise for guiding strategy	32 – 33
4.8	Mission and values statements, codes of conduct, principles relevant to economic, environmental, and social performance, and status of implementation	website
4.9	Procedures of highest governance body for overseeing economic, environmental and social performance including compliance and codes of conduct	12 – 6
4.10	Process for evaluating performance of governance body with respect to economic, environmental and social performance	32 – 34
4.11	Exploration of whether and how the precautionary approach or principle is addressed by the organisation	12 – 18
4.12	Externally developed, voluntary economic, environmental and social charters, sets of principles, or other initiatives	website
4.13	Significant memberships in associations and/or advocacy organisations	40, website
4.14	List of stakeholder groups	40, website
4.15	Basis for identification and selection of stakeholders with whom to engage	40, website
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4.17	Key issues raised through stakeholder engagement and how organisation has responded	40, website

Item	Description	Page
The following table sets out the pages in this report detailing the group's performance with respect to the Mining and Metals Sector Supplement of the GRI:		
<b>Economic indicators:</b>		
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	OSD* 10
EC3	Coverage of the organisation's defined benefit plan obligations	60 – 85
EC6	Policy, practices and proportion of spending on locally based suppliers at significant locations of operation	36, 38
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to information requirements	36, 38
MM11	Programmes and progress relating to materials stewardship	OSD* 15
<b>Environmental indicators:</b>		
EN3	Direct energy consumption by primary energy source	OSD* 8
EN4	Indirect energy consumption by primary source	OSD* 8
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	OSD* 9
EN8	Total water withdrawal by source	OSD* 10
EN9	Water sources significantly affected by withdrawal of water	OSD* 10 – 11
EN14	Strategies, current actions and future plans for managing impacts on biodiversity	OSD* 11 – 12
EN16	Total direct and indirect greenhouse gas emissions by weight	OSD* 8
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	OSD* 9
EN22	Total weight of waste by type and disposal method	OSD* 11
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	OSD* 15
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	OSD* 1
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	OSD* 11 – 12
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place	OSD* 12
MM3	Total amounts of overburden, rock, tailings and sludges presenting potential hazards.	OSD* 11
MM10	Number and percentage of operations with closure plans	OSD* 12
<b>Social performance: labour</b>		
LA1	Total workforce by employment type, employment contract, and region, broken down by gender	OSD* 2
LA4	Percentage of employees covered by collective bargaining agreements	OSD* 3
LA8	Education, training, counselling, prevention, and risk-control programmes in place to assist workforce members, their families, or community members regarding serious diseases	OSD* 5 – 8
LA11	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	OSD* 3
MM4	Number of strikes and lockouts exceeding one week's duration, by country	OSD* 3
LA7	Rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities by region	OSD* 5, OSD* 6, OSD* 7
<b>Social performance: society</b>		
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programmes	OSD* 12 – 17
SO5	Public policy positions and participation in public policy development and lobbying	OSD* 15
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	OSD* 1
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	OSD* 1
<b>Social performance: product responsibility</b>		
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures	OSD* 15
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes	OSD* 1
PR3	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements	OSD* 15
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	OSD* 1
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	OSD* 1

\* OSD – Online sustainable development report