

Global Reporting Initiative (GRI) Index – (G3.1)



Global Reporting Initiative (GRI) Index – (G3.1) continued

The tables set in this report are the relevant GRI Indicators that are addressed (including those of the Mining and Metals Sector Supplement of the GRI), in either in the 2016 integrated or sustainability reports.

Indicator	Description	Integrated annual report	Sustainability report
1. STRATEGY AND ANALYSIS			
1.1	Statement from senior decision-maker	24 – 25	
1.2	Description of key impacts, risks and opportunities	14 – 16	
2. ORGANISATIONAL PROFILE			
2.1	Name of organisation	Front cover	
2.2	Major products	2 – 3	
2.3	Operational structure and major divisions	8	
2.4	Location of headquarters	Inside back cover	
2.5	Countries of operation	4 – 5	
2.6	Nature of ownership	51	
2.7	Markets served including geographic breakdown/sectors served/customers	4 – 5	6
2.8	Scale of organisation including number of employees, net sales/revenues, total capitalisation	2 – 3, 4 – 5	
2.9	Significant changes during reporting period	24 – 25	
2.10	Awards		14
3. REPORT PARAMETERS			
3.1	Reporting period	Inside front cover	
3.2	Date of previous report	As above	
3.3	Reporting cycle	As above	
3.4	Contact point	1	
3.5	Process for defining report content		1
3.6	Boundary of the report		As above
3.7	Limitations on the scope or boundary of the report		As above
3.8	Basis for reporting on joint ventures, etc		As above
3.9	Data measurement techniques and basis of calculations including assumptions		18
3.10	Restatements of information		7,10,18,19,20
3.11	Significant changes from previous reporting period		As above
3.12	GRI content index table		Website
3.13	Policy and practice for seeking independent assurance for report		33

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Indicator	Description	Integrated annual report	Sustainability report
4. GOVERNANCE, COMMITMENTS AND ENGAGEMENT			
4.1	Governance structure including committees	32 – 36	
4.2	Indicate whether chair of highest governance body is also an executive officer	26	
4.3	Percentage of independent directors	26 – 27	
4.4	Mechanisms for shareholders and employees to provide recommendations/ directions to highest governance body	37	
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	36	
4.7	Process for determining qualifications and expertise for guiding strategy	As above	
4.8	Mission and values statements, codes of conduct, principles relevant to economic, environmental, and social performance, and status of implementation		1
4.9	Procedures of highest governance body for overseeing economic, environmental and social performance including compliance and codes of conduct		As above
4.10	Process for evaluating performance of governance body with respect to economic, environmental and social performance		As above
4.11	Exploration of whether and how the precautionary approach or principle is addressed		Implicit in environmental management systems used
4.12	Externally developed, voluntary economic, environmental and social charters, sets of principles, or other initiatives		2
4.13	Significant memberships in associations and/or advocacy organisations		As above
4.14	List of stakeholder groups		3 – 6
4.15	Basis for identification and selection of stakeholders with whom to engage		As above
4.16	Approaches to stakeholder engagement, including frequency and type		As above
4.17	Key issues raised through stakeholder engagement and how organisation has responded		As above

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Indicator	Description	Integrated annual report	Sustainability report
ECONOMIC INDICATORS			
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change		17
EC3	Coverage of the organisation's defined benefit plan obligations	58	
EC6	Policy, practices and proportion of spending on locally based suppliers at significant locations of operation	40	
MM11	Programmes and progress relating to materials stewardship		17 – 21
ENVIRONMENTAL INDICATORS			
EN3	Direct energy consumption by primary energy source		18
EN4	Indirect energy consumption by primary source		As above
EN7	Initiatives to reduce indirect energy consumption and reductions achieved		As above
EN8	Total water withdrawal by source		19
EN9	Water sources significantly affected by withdrawal of water		As above
EN14	Strategies, current actions and future plans for managing impacts on biodiversity		21
EN16	Total direct and indirect greenhouse gas emissions by weight		18
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved		As above
EN22	Total weight of waste by type and disposal method		20
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation		17 – 21
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations		3

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Indicator	Description	Integrated annual report	Sustainability report
ENVIRONMENTAL INDICATORS continued			
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		21
MM3	Total amounts of overburden, rock, tailings and sludges presenting potential hazards		20
MM10	Number and percentage of operations with closure plans		21
SOCIAL PERFORMANCE: LABOUR			
LA1	Total workforce by employment type, employment contract, and region, broken down by gender		7
LA4	Percentage of employees covered by collective bargaining agreements		9
LA8	Education, training, counselling, prevention, and risk-control programmes in place to assist workforce members, their families, or community members regarding serious diseases		14 – 15
LA11	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings		9
MM4	Number of strikes and lockouts exceeding one week's duration, by country		8
LA7	Rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities by region, rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities by region, rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities by region		12 – 13

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SOCIAL PERFORMANCE: SOCIETY			
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programmes		23 – 32
SO5	Public policy positions and participation in public policy development and lobbying		2
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes		3
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations		As above
SOCIAL PERFORMANCE: PRODUCT RESPONSIBILITY			
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		12 – 13
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		3
PR3	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements		5
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes		3
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services		As above