



GRI REPORT 2018






GRI CONTENT INDEX

REPORTING PRINCIPLES FOR DEFINING REPORT CONTENT

The sustainability report is structured according to material sustainability topics that present a list of material social, environmental and governance matters after considering the material risk identified during our risk management process (SR page 18) and applying the principles of stakeholder inclusivity (SR page 12) and completeness. The risk management and stakeholder engagement processes as well as the Assore sustainability context (SR page 8) is explained in the sustainability report and the management approach to each material topic is addressed in each of the report chapters dealing with performance feedback around each of these key sustainability topics.

Material focus area	Overview	Most relevant core GRI material topics	Topic boundary
Safety 	<p>Safety incidents lead to loss of life and production stoppages and can incur penalties and fines. As operations include the extraction and smelting of ore, our employees and contractors are particularly vulnerable and it is material that we report on the safety incidents and stoppages that occur at operations.</p>	<ul style="list-style-type: none"> Occupational health and safety <ul style="list-style-type: none"> Work-related injuries Impacts directly linked by business relationships 	<p>Safety incidents at Assmang operations and Assore operations reported separately. Sakura Ferroalloys although not under Assore operational control metrics also included.</p>
Human Resources 	<p>A significant portion of our employees are union members and fall under collective bargaining agreements.</p> <p>Country and industry-wide wage increase settlements continue to be in excess of inflation, which places continued pressure to generate efficiency gains in order to ensure that the cost of the operations remain on the lower end of the “cost curve”. In addition, as mines age, the cost of mineral extraction usually increases.</p> <p>Although our relationships with employees remain stable, collective bargaining agreements in the mining sector remain a contentious matter.</p> <p>Wage negotiations are heavily influenced by union membership and therefore we report on the union relationships and representation at each of our operations.</p> <p>The Mining Charter drives transformation in the mining industry and with the proposed revisions of the Charter we expect more stringent transformation targets in terms of ownership, employment equity including women-in-mining.</p>	<ul style="list-style-type: none"> Diversity and equal opportunity, diversity of governance bodies and employees Indirect economic impacts, infrastructure investments and services supported Procurement practices 	<p>Diversity metrics include contract and non-permanent workers, but these individuals are excluded in the provision of union membership metrics and excluded for the percentage employees under collective bargaining agreement.</p>
Occupational health and wellness 	<p>Operators in the mining industry are prone to noise-induced hearing loss due to working in close proximity of heavy machinery and blasting operations. Our employee profile being predominantly South African means a higher vulnerability to HIV/Aids and tuberculosis, which is prevalent in the country. Disease impacts work force productivity and absenteeism.</p> <p>Our ore profile (chrome, iron, manganese) does not pose any specific increased disease profile due to the nature of the minerals workers come in contact with.</p>	<ul style="list-style-type: none"> Occupational health and safety <ul style="list-style-type: none"> Work-related ill health Promotion of worker health Socioeconomic compliance 	<p>Metrics include all employees including contract or non-permanent workers.</p> <p>Wellness information comprises Assore’s assistance to employees in primary care initiatives due to the social health profile in South Africa as well as wellness initiatives aimed at community members. Metrics indicate in each circumstance whether employees and/or community members are impacted.</p> <p>Compliance boundaries relate to all legal entities in the Assore group, excluding portfolio investments.</p>

Material focus area	Overview	Most relevant core GRI material topics	Topic boundary
Environmental impacts 	<p>Water is a scarce resource particularly in the Northern Cape. This causes long-term sustainability concerns as significant capital investment would be required if water conservation and demand cannot be managed sustainably.</p> <p>Current and prospective legislation on GHG emissions, carbon taxes, carbon budgeting and the financial implications to the cost curve are factors increasing the material impact of energy and emissions management on the business.</p> <p>Rehabilitation and closure provisions are important in an extractive industry but particularly in Assore's case where mines are in the process of being disposed of to ensure obligations are fulfilled before transfer of ownership.</p>	<ul style="list-style-type: none"> Energy, energy consumption within the organisation Water and effluents <ul style="list-style-type: none"> Water consumption Water discharge Emissions <ul style="list-style-type: none"> Direct (scope 1) GHG emissions Energy indirect (scope 2) GHG emissions Effluents and waste, waste by type and disposal method Biodiversity, significant impacts of activities, products, and services on biodiversity Environmental compliance 	<p>Metrics are reported for all Assore and Assmang operations.</p> <p>Portfolio investments are excluded from the boundary as well as Sakura Ferro Alloys which is not under operational control of Assore.</p>
Community economic development 	<p>Continued pressure from the group's mining communities (as well as other communities) to assist in the provision of services, employment, procurement opportunities and infrastructure, has the possible consequence of creating an unstable workforce and poor reputation.</p> <p>The Mining Charter also aims to promote socioeconomic development of South Africans through the commitments imposed in social and labour plans (SLPs) on mining companies.</p>	<ul style="list-style-type: none"> Indirect economic impacts <ul style="list-style-type: none"> Infrastructure investments and services supported Significant indirect economic impacts Procurement practices, proportion of spending on local suppliers Local communities, operations with local community engagement, impact assessments, and development programmes 	<p>Metrics are reported for all Assore and Assmang operations.</p> <p>Portfolio investments are excluded from the boundary as well as Sakura Ferro Alloys which is not under operational control of Assore.</p>
Economic impact 	<p>Our ability to make meaningful economic contributions to key stakeholders is influenced by a broad range of external factors over and above the day-to-day operational conditions. Ultimately Assore products are exported, which attracts commodity and exchange rate risk, for use in the steel making industry which is driven by global growth patterns.</p> <p>Shareholders expect dividends, employees steady wage increases and benefits and government contribution towards taxes.</p>	<p>Economic performance, direct economic value generated and distributed</p>	<p>Based on the financial reporting boundary as set in the consolidated annual financial statements of the group.</p>

GRI CONTENT INDEX continued

REPORTING PRINCIPLES FOR DEFINING REPORT CONTENT continued

Disclosure number	Disclosure title	Report and page reference	URL(s)/further explanation and/or reason for omission
GRI 102	GENERAL DISCLOSURES 2016		
	Organisational profile		
102-1	Name of the organisation	Scope and boundary, pg. 1 (IR), pg. 1 (SR)	
102-2	Activities, brands, products and services	<ul style="list-style-type: none"> Group at a glance, pgs. 6 – 7 (IR) pgs. 2 – 3 (SR) What we do and where we operate, pg. 3 (SR) Business model, pgs. 16 – 17 (IR) 	
102-3	Location of headquarters	Inside back cover	
102-4	Location of operations	<ul style="list-style-type: none"> Location of our markets and operations, pgs. 14 – 15 (IR), pg. 3 (SR) 	
102-5	Ownership and legal form	Group structure, pg. 12 (IR), pg. 2 (SR)	
102-6	Markets served	<ul style="list-style-type: none"> Location of our markets and operations, pgs. 14 – 15 (IR), pg. 3 (SR) 	
102-7	Scale of the organisation	<ul style="list-style-type: none"> Group at a glance, pgs. 6 – 7 (IR), pg. 2 (SR) Location of our markets and operations, pgs. 14 – 15 (IR), pg. 3 (SR) 	
102-8	Information on employees and other workers	Human Resources, workforce composition, pg. 30 (SR)	
102-9	Supply chain	<ul style="list-style-type: none"> Group at a glance, pgs. 6 – 7 (IR), pgs. 2 – 3 (SR) Location of our markets and operations, pgs. 14 – 15 (IR), pg. 3 (SR) Leadership pg. 38 (IR) 	
102-10	Significant changes to the organisation and its supply chain	N/A	
102-11	Precautionary principle or approach	Material topics, risk management, pg. 18 (SR) Risk and opportunities, pgs. 19 – 21 (IR) pgs. 18 – 19 (SR)	
102-12	External initiatives	Sustainability management approach and structures, governance system pg. 10 (SR) Corporate governance report, pgs. 40 – 46 (IR), pg. 10 (SR) Sustainability report, pgs. 34 – 35 (IR), Black economic empowerment status report, pgs. 48 – 51	
102-13	Membership of associations	Sustainability management approach and structures, ongoing stakeholder engagement, pg. 12 (SR)	
	Strategy		
102-14	Statement from senior decision-maker	Social and Ethics Committee review, sustainability context, pg. 9 (SR)	
102-15	Key impacts, risks, and opportunities	Material topics, Assore group risk profile. Risk and opportunities, pgs. 19 – 21 (IR), pg. 18 (SR)	

Disclosure number	Disclosure title	Report and page reference	URL(s)/further explanation and/or reason for omission
Ethics and integrity			
102-16	Values, principles, standards, and norms of behaviour	Governance, pg. 10 (SR)	
102-17	Mechanisms for advice and concerns about ethics	Governance and management of ethics, corporate governance report, pgs. 40 – 46 (IR), pg. 10 (SR)	
Governance			
102-18	Governance structure	<ul style="list-style-type: none"> – Sustainability management approach and structures, governance system. – Governance, pg. 10 (SR) Corporate governance report, pgs. 40 – 46 (IR)	
102-19	Delegating authority	Governance Corporate governance report, pgs. 40 – 46 (IR)	
102-20	Executive-level responsibility for economic, environmental, and social topics	Sustainability management approach and structures, governance system, pg. 10 (SR)	
102-21	Consulting stakeholders on economic, environmental, and social topics	Sustainability management approach and structures, ongoing stakeholder engagement, pg. 12 (SR)	
102-22	Composition of the highest governance body and its committees	Governance, pg. 10 (SR)	
102-23	Chair of the highest governance body	Corporate governance report, pgs. 40 – 46 (IR), pg. 10 (SR)	
102-24	Nominating and selecting the highest governance body	Corporate governance report, pgs. 40 – 46 (IR), pg. 10 (SR)	
102-25	Conflicts of interest	Corporate governance report, pgs. 40 – 46 (IR), pg. 10 (SR)	
102-26	Role of highest governance body in setting purpose, values, and strategy	Corporate governance report, pgs. 40 – 46 (IR), pg. 10 (SR)	
102-27	Collective knowledge of highest governance body	Corporate governance report, pgs. 40 – 46 (IR), pg. 10 (SR)	
102-28	Evaluating the highest governance body's performance	Corporate governance report, pgs. 40 – 46 (IR), pg. 10 (SR)	
102-29	Identifying and managing economic, environmental, and social impacts	Material topics, risk management, pg. 18	
102-30	Effectiveness of risk management processes	Material topics, risk management, pg. 18	
102-31	Review of economic, environmental, and social topics	Material topics, risk management, pg. 18	
102-32	Highest governance body's role in sustainability reporting	Approval, pg. 9 (SR)	
102-33	Communicating critical concerns	Material topics, risk management, pg. 18	

GRI CONTENT INDEX continued

REPORTING PRINCIPLES FOR DEFINING REPORT CONTENT continued

Disclosure number	Disclosure title	Report and page reference	URL(s)/further explanation and/or reason for omission
Governance (continued)			
102-34	Nature and total number of critical concerns	This GRI Index	Not all concerns identified are communicated to the highest governance body. Material risks are presented to the Audit and Risk Committee
102-35	Remuneration policies	IR, remuneration, pgs. 40 – 46 (IR)	
102-36	Process for determining remuneration	IR, remuneration, pgs. 40 – 46 (IR)	
102-37	Stakeholders' involvement in remuneration	IR, remuneration, pgs. 40 – 46 (IR)	
102-38	Annual total compensation ratio	IR, remuneration, pgs. 40 – 46 (IR)	
102-39	Percentage increase in annual total compensation ratio	IR, remuneration, pgs. 40 – 46 (IR)	
Stakeholder engagement			
102-40	List of stakeholder groups	Sustainability management approach and structures, ongoing stakeholder engagement, pg. 12 (SR)	
102-41	Collective bargaining agreements	Human Resources, union representation, pg. 31 (SR)	
102-42	Identifying and selecting stakeholders	Sustainability management approach and structures, ongoing stakeholder engagement, pg. 12 (SR)	
102-43	Approach to stakeholder engagement	Sustainability management approach and structures, ongoing stakeholder engagement, pg. 12 (SR)	
102-44	Key topics and concerns raised	Sustainability management approach and structures, ongoing stakeholder engagement, pg. 12 (SR)	
Reporting practice			
102-45	Entities included in the consolidated financial statements	Scope and boundary, pg. 3 (SR) as it relates to the entities included in the SR scope and boundary, pg. 1 (IR)	
102-46	Defining report content and topic boundaries	Material topics, basis for inclusion. pg. 18 (SR) Scope and boundary, pg. 1 (IR)	
102-47	List of material topics	Material topics, basis for inclusion, pg. 18 (SR)	
102-48	Restatements of information	Restatements and reporting changes, pg. 8 (SR), scope and boundary, pg. 1 (IR)	
102-49	Changes in reporting	Restatements and reporting changes, pg. 8 (SR), scope and boundary, pg. 1 (IR)	
102-50	Reporting period	Report overview, pg. 8 (SR), scope and boundary, pg. 1 (IR)	
102-51	Date of most recent report	Approval, pg. 8 (SR)	

Disclosure number	Disclosure title	Report and page reference	URL(s)/further explanation and/or reason for omission
Reporting practice (continued)			
102-52	Reporting cycle	Report overview, pg. 8. (SR), scope and boundary, pg. 1 (IR)	
102-53	Contact point for questions regarding the report	Contact details and administration, front inside cover (IR), pg. 58 (SR)	
102-54	Claims of reporting in accordance with the GRI Standards	Reporting standards and assurance, pg. 52 (SR)	
102-55	GRI content index	This GRI Index	
102-56	External assurance	Reporting standards and assurance, pg. 52 (SR)	

SPECIFIC STANDARD DISCLOSURES

GRI 200

ECONOMIC

Economic performance 2016

GRI 103 103-1 – 103-3	Management approach 2016 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	This GRI Index	The highest level of responsibility for economic performance lies with the board as it sets the strategic direction of Assore and when executed successfully creates long-term economic contribution to its stakeholders. The economic performance of the company is presented on a six-monthly basis to shareholders and other stakeholders at results presentations. The board evaluates executive management which is responsible for the day-to-day delivery of economic results.
201-1	Direct economic value generated and distributed	Leadership review, economic contribution, pg. 20 (SR)	
201-2	Financial implications and other risks and opportunities due to climate change	Environmental impacts, water management, pg. 22 (SR)	Financial implication due to climate change reflects mostly in how Assore manages water resources. Refer GRI 303-4 and 303-5.
201-3	Defined benefit plan obligations and other retirement plans	Consolidated financial statements, note pg. 34 (IR)	
201-4	Financial assistance received from government	This GRI Index	No financial assistance received by government

Indirect economic impacts 2016

GRI 103 103-1 – 103-3	Management approach 2016 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	<ul style="list-style-type: none"> Community economic development, approach, pg. 44 (SR) Human resources, approach, pg. 30 (SR) 	
203-1	Infrastructure investments and services supported	<ul style="list-style-type: none"> Community economic development, infrastructure development initiatives, pg. 48 (SR) Human resources, housing, pg. 32 (SR) 	

GRI CONTENT INDEX continued

REPORTING PRINCIPLES FOR DEFINING REPORT CONTENT continued

Disclosure number	Disclosure title	Report and page reference	URL(s)/further explanation and/or reason for omission
Indirect economic impacts 2016 (continued)			
203-2	Significant indirect economic impacts	– Community economic development focus of funding, pg. 44 (SR)	
Procurement practices 2016			
GRI 103 103-1 – 103-3	Management approach 2016 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	– Community economic development, approach, pg. 44 (SR) – Community economic development, preferential procurement, pg. 48 (SR)	
204-1	Proportion of spending on local suppliers	Community economic development, preferential procurement, pg. 48 (SR), black economic empowerment status report, pgs. 48 – 51 (IR)	Assore's preferential procurement and enterprise development initiatives benefit Historically Disadvantaged South Africans in line with the applicable legislation. At operational level, Assore includes suppliers and businesses from the communities around our operations in these programmes wherever possible.
Anti-corruption 2016			
205-1	Operations assessed for risks related to corruption	This GRI Index	Identification of risk of corruption is inherent to the overall Assore risk management process.
205-2	Communication and training about anti-corruption policies and procedures	This GRI Index	Our Code of Ethics includes information and procedures regarding anti-corruption. All new employees are familiarised with the Code upon induction. The Code implementation started in FY2018.
205-3	Confirmed incidents of corruption and actions taken	This GRI Index	No confirmed incidents of corruption in FY2018.
Anti-competitive behaviour 2016			
206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	This GRI Index	No legal action has been instituted against Assore for anti-competitive behaviour during FY2018.
GRI 300	ENVIRONMENTAL		
Energy 2016			
GRI 103 103-1 – 103-3	Management approach 2016 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	Environmental impacts, approach, pg. 35 (SR)	
302-1	Energy consumption within the organisation	Environmental impacts, energy consumption and carbon emissions, energy usage, pg. 35 (SR)	
302-2	Energy consumption outside of the organisation	This GRI Index	Energy consumption from upstream activities not considered as material as the energy consumed during the extractive processes of mining.

Disclosure number	Disclosure title	Report and page reference	URL(s)/further explanation and/or reason for omission
Energy 2016 (continued)			
302-3	Energy intensity	This GRI Index	Assore has started to measure energy intensity metrics. Dwarsrivier Mine is the first to implement the measurement and we aim to mature in this reporting.
302-4	Reduction of energy consumption	This GRI Index	Baselines to be determined which will drive future energy reduction strategies.
302-5	Reductions in energy requirements of products and services	This GRI Index	Baselines to be determined which will drive future energy reduction strategies.
Water and effluents 2018			
GRI 103 103-1 – 103-3	Management approach 2016 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	Environmental impacts, approach, pg. 35 (SR)	
303-3	Water withdrawal	This GRI Index	As water conservation and demand management matures reporting measurements will be improved.
303-4	Water discharge	Environmental impacts, water management, pg. 39 (SR)	
303-5	Water consumption	Environmental impacts, water management, pg. 39 (SR)	
Biodiversity 2016			
GRI 103 103-1 – 103-3	Management approach 2016 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	Environmental impacts, approach, pg. 35 (SR)	
304-2	Significant impacts of activities, products, and services on biodiversity	Environmental impacts, land management and rehabilitation, pg. 41 (SR)	All Assore operational mining sites have significant impacts on the biodiversity of the natural habitat due to the extractive nature of mining.
MM1	Amount of land (owned or leased and managed for production activities or extractive use) disturbed or rehabilitated	This GRI Index	Assmang operations. Refer: Online biodiversity table available on the ARM website www.arm.co.za .
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	This GRI Index	Assmang operations: Online biodiversity table available on the ARM website www.arm.co.za .

GRI CONTENT INDEX continued

REPORTING PRINCIPLES FOR DEFINING REPORT CONTENT continued

Disclosure number	Disclosure title	Report and page reference	URL(s)/further explanation and/or reason for omission
Emissions 2016			
GRI 103 103-1 – 103-3	Management approach 2016 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	Environmental impacts, approach, pg. 35 (SR)	
305-1	Direct (scope 1) GHG emissions	Environmental impacts, energy consumption and carbon emissions, scope 1 and 2 emissions, pg. 35 (SR)	
305-2	Energy indirect (scope 2) GHG emissions	Environmental impacts, energy consumption and carbon emissions, scope 1 and 2 emissions, pg. 35 (SR)	
Effluents and waste 2016			
GRI 103 103-1 – 103-3	Management approach 2016 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	Environmental impacts, approach, pg. 35 (SR)	
306-1	Water discharge by quality and destination	Environmental impacts, water management, pg. 39 (SR)	Refer disclosure 303-4.
306-2	Waste by type and disposal method	Environmental impacts, waste management, pg. 39 (SR)	
MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks	Environmental impacts, waste management, pg. 40 (SR)	This is managed regularly and inspected by qualified engineers and if a risk is identified, it is included in the risk register of the operation.
306-3	Significant spills	This GRI Index	No significant spills.
306-4	Transport of hazardous waste	This GRI Index	Waste inventories at all Assmang operations outline the source, the volume, and the type of waste generated by each process at the operation and its disposal method. All Assmang operations and Dwarsrivier Mine are registered on the South African Waste Information System (SAWIS). It prepares monthly reports which outline the volume and type of waste generated and disposed.
306-5	Water bodies affected by water discharges and/or runoff	This GRI Index	No discharges into listed wetland areas or high value biodiversity areas. Also refer disclosure GRI 303-4.

Disclosure number	Disclosure title	Report and page reference	URL(s)/further explanation and/or reason for omission
Environmental compliance 2016			
GRI 103 103-1 – 103-3	Management approach 2016 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	Environmental impacts, approach, pg. 35 (SR)	
307-1	Non-compliance with environmental laws and regulations	Environmental impacts, performance, pg. 35 (SR)	
Supplier environmental assessment 2016			
308-1	New suppliers that were screened using environmental criteria	This GRI Index	Not deemed material for inclusion as no significant risks identified in FY2018.
308-2	Negative environmental impacts in the supply chain and actions taken	This GRI Index	Not deemed material for inclusion as no significant risks identified in FY2018.
GRI 400	SOCIAL		
Employment 2016			
401-1	New employee hires and employee turnover	This GRI Index	Not deemed material for inclusion. Stable employee turnover at both Assmang and Assore operations.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	This GRI Index	Not deemed material for inclusion. No significant stakeholder concerns raised regarding benefits to temporary or part-time employees.
401-3	Parental leave	This GRI Index	Not deemed material for inclusion. No significant stakeholder concerns raised regarding parental leave arrangements.
Labour/management relations 2016			
402-1	Minimum notice periods regarding operational changes	This GRI Index	Not deemed material for inclusion. No significant stakeholder concerns raised regarding notice periods. The minimum notice period regarding operational changes is specified in collective agreements and follows legislative requirements.
MM4	Number of strikes and lock-outs exceeding one week's duration, by country	Human Resources, labour relations, pg. 31 (SR)	

GRI CONTENT INDEX continued

REPORTING PRINCIPLES FOR DEFINING REPORT CONTENT continued

Disclosure number	Disclosure title	Report and page reference	URL(s)/further explanation and/or reason for omission
Occupational health and safety 2018			
GRI 103 103-1 – 103-3	Management approach 2016 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	<ul style="list-style-type: none"> Occupational health and wellness, approach, pg. 26 (SR) Safety, approach, pg. 23 (SR) 	
403-1	Occupational health and safety management system	<ul style="list-style-type: none"> Occupational health and wellness, approach, pg. 26 (SR) Safety, approach, pg. 23 (SR) 	
403-2	Hazard identification, risk assessment, and incident investigation	<ul style="list-style-type: none"> Safety, approach, pg. 23 (SR) 	
403-3	Occupational health services	Occupational health and wellness, approach, pg. 26 (SR)	
403-4	Worker participation, consultation, and communication on occupational health and safety	<ul style="list-style-type: none"> Occupational health and wellness, approach, pg. 26 (SR) Safety, approach, pg. 23 (SR) 	
403-5	Worker training on occupational health and safety	Occupational health and wellness, approach, pg. 26 (SR)	
403-6	Promotion of worker health	<ul style="list-style-type: none"> Occupational health and wellness, wellness, pg. 26 (SR) Occupational health and wellness, HIV/Aids, pg. 27 (SR) Occupational health and wellness, tuberculosis pg. 28 (SR) 	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety, safety incidents, pg. 24 (SR)	
403-8	Workers covered by an occupational health and safety management system	This GRI Index	All workers are covered by the OHSAS management systems at our mines.
403-9	Work-related injuries	Safety, safety incidents, pg. 24 (SR)	
403-10	Work-related ill health	Occupational health and wellness, noise induced hearing loss, pg. 28 (SR)	
Training and education 2016			
404-1	Average hours of training per year per employee	Human Resources, training and development, pg. 31 (SR)	At Assore we have very high literacy levels among employees and have been traditionally successful in retaining skills within the group. Even though the attraction of scarce skills is not a significant risk at present and thus not deemed a material GRI topic in FY2018, information was provided on training and development opportunities, training spend and literacy levels.
404-2	Programmes for upgrading employee skills and transition assistance programmes	Human Resources, training and development, pg. 31 (SR)	

Disclosure number	Disclosure title	Report and page reference	URL(s)/further explanation and/or reason for omission
Training and education 2016 (continued)			
404-3	Percentage of employees receiving regular performance and career development reviews	This GRI Index	
Diversity and equal opportunity 2016			
GRI 103 103-1 – 103-3	Management approach 2016 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	Human Resources, approach, pg. 30 (SR)	
405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> Human Resources, transformation, pg. 30 (SR) Governance, pg. 9 (SR) 	
Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	This GRI Index	Not deemed material for inclusion. No incidents of discrimination.
Freedom of association and collective bargaining 2016			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	This GRI Index	Not deemed material for inclusion. Employees and suppliers have freedom of association and no risk to collective bargaining identified. We respect our employees' rights to collective bargaining.
Child labour 2016			
408-1	Operations and suppliers at significant risk for incidents of child labour	This GRI Index	Not deemed material for inclusion. No identified risk of child labour. Assore does not make use of child labour.
Forced or compulsory labour 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	This GRI Index	Not deemed material for inclusion. No identified risk of forced or compulsory labour. Human Resource policies are aligned to conditions of the Labour Relations Act.
Security practices 2016			
410-1	Security personnel trained in human rights policies or procedures	This GRI Index	<p>Not deemed material for inclusion. No human rights violations have occurred or have been raised through stakeholder engagement processes.</p> <p>Security personnel at Assmang operations, through our joint venture with ARM, receive training which includes a focus on human rights.</p>

GRI CONTENT INDEX continued

REPORTING PRINCIPLES FOR DEFINING REPORT CONTENT continued

Disclosure number	Disclosure title	Report and page reference	URL(s)/further explanation and/or reason for omission
Human rights assessment 2016			
412-1	Operations that have been subject to human rights reviews or impact assessments	This GRI Index	Not deemed material for inclusion. None of the Assore operations were subject to human rights reviews.
412-2	Employee training on human rights policies or procedures	This GRI Index	Not deemed material for inclusion. Amongst our principles Assore believes in fairness and our social responsibility towards others. All employees conduct themselves to reflect these principles contained in our Code of Ethics.
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	This GRI Index	No such significant investment agreements. Social and labour plans required in terms of the Mining Charter and agreed with authorities include aspects of socioeconomic development as a national imperative to improve the living conditions of communities surrounding our operations.
Local communities 2016			
GRI 103 103-1 – 103-3	Management approach 2016 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	Community economic development, approach, pg. 44 (SR)	
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples.	Sustainability management approach and structures, ongoing stakeholder engagement, royalties to communities, pgs. 12 – 16 (SR)	
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and indigenous peoples, and the outcomes.	Sustainability management approach and structures, ongoing stakeholder engagement, royalties to communities, pgs. 12 – 16 (SR)	
Supplier social assessment 2016			
414-1	New suppliers that were screened using social criteria	This GRI Index	Assore does not currently measure this indicator. Not considered material for inclusion as no stakeholder's concerns have been identified regarding supplier social impacts.
414-2	Negative social impacts in the supply chain and actions taken	This GRI Index	

Disclosure number	Disclosure title	Report and page reference	URL(s)/further explanation and/or reason for omission
Closure planning			
MM10	Number and percentage of operations with closure plans.	Environmental impacts, land management and rehabilitation, pg. 41 (SR)	
Customer health safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories	Sustainability management approach and structures, product stewardship, pg. 11 (SR)	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	This GRI Index	Not relevant. No instances of non-compliance.
Marketing and labelling 2016			
417-1	Requirements for product and service information and labelling	Sustainability management approach and structures, product stewardship, pg. 11 (SR)	
417-2	Incidents of non-compliance concerning product and service information and labelling	This GRI Index	Not relevant. No instances of non-compliance.
417-3	Incidents of non-compliance concerning marketing communications	This GRI Index	Not relevant. No instances of non-compliance.
Customer privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	This GRI Index	Not relevant. No such breaches or losses occurred in FY2018.
Socioeconomic compliance 2016			
GRI 103 103-1 – 103-3	Management approach 2016 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	Safety, approach, pg. 23 (SR)	
419-1	Non-compliance with laws and regulations in the social and economic area	Safety, safety stoppages, pg. 25 (SR)	Refer to Section 54 notices issued.



Assore House
15 Fricker Road
Illovo Boulevard
Johannesburg, 2196
www.assore.com