



2017

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

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The following table sets out the pages in this report where the relevant GRI indicators are addressed, including those of the Mining and Metals Sector Supplement of the GRI, either in the 2017 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	5	
2.7	Markets served including geographic breakdown/sectors served/customers	4 – 5	
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		
3. Report parameters			
3.1	Reporting period		1
3.2	Date of previous report		F2016
3.3	Reporting cycle		Annual
3.4	Contact point		MarisaPienaar@Assore.com
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		1
3.9	Data measurement techniques and basis of calculations including assumptions		In line with GRI indicators
3.10	Restatements of information		Detailed where applicable
3.11	Significant changes from previous reporting period		Not applicable
3.12	GRI content index table		Website
3.13	Policy and practice for seeking independent assurance for report		34 – 35

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Indicator	Description	Integrated annual report	Sustainability report
4. Governance, commitments and engagement			
4.1	Governance structure including committees	32 – 39	1
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	36	
4.6	Process for the board to ensure conflicts of interest are avoided	33	
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, 19	
4.9	Procedures of highest governance body for overseeing economic, environmental and social performance including compliance and codes of conduct	32 – 36	
4.10	Process for evaluating performance of governance body with respect to economic, environmental and social performance	32 – 36	
4.11	Exploration of whether and how the precautionary approach or principle is addressed		Implicit in environmental management systems used (page 18)
4.12	Externally developed, voluntary economic, environmental and social charters, sets of principles, or other initiatives		3,18
4.13	Significant memberships in associations and/or advocacy organisations		2
4.14	List of stakeholder groups		3 – 6
4.15	Basis for identification and selection of stakeholders with whom to engage		3
4.16	Approaches to stakeholder engagement, including frequency and type		3 – 6
4.17	Key issues raised through stakeholder engagement and how organisation has responded		As above

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

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		Covered in our annual submission to the Carbon Disclosure Projects (see page 19)
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	
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to information requirements		
MM11	Programmes and progress relating to materials stewardship		18 – 25
Environmental indicators			
EN3	Direct energy consumption by primary energy source		20 – 21
EN4	Indirect energy consumption by primary source		As above
EN7	Initiatives to reduce indirect energy consumption and reductions achieved		19
EN8	Total water withdrawal by source		23
EN9	Water sources significantly affected by withdrawal of water		As above
EN14	Strategies, current actions and future plans for managing impacts on biodiversity		26
EN16	Total direct and indirect greenhouse gas emissions by weight		19
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved		As above
EN22	Total weight of waste by type and disposal method		25
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation		18 – 28
EN28	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations		None in the year under review
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated		26, 28
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		As above
MM3	Total amounts of overburden, rock, tailings and sludges presenting potential hazards		25 – 26
MM10	Number and percentage of operations with closure plans		27

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Indicator	Description	Integrated annual report	Sustainability report
Social performance: labour			
LA1	Total workforce by employment type, employment contract, and region, broken down by gender		6 – 7
LA4	Percentage of employees covered by collective bargaining agreements		Union representation page 8
LA8	Education, training, counselling, prevention, and risk-control programmes in place to assist workforce members, their families, or community members regarding serious diseases		15 – 17
LA11	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings		32 – 33
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		13 – 14
Social performance: society			
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programmes		29 – 33
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		Not applicable
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		18 – 23
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		As above
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes		As above
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services		As above