

GRI indicators



GRI INDEX

GRI CODE	INDICATORS	APLC PAGE	AMSA PAGE	FCAB PAGE	ADASA PAGE	REMARKS
ORGANISATIONAL PROFILE						
1.1	Statement from the most senior decision-maker of the organisation.	7				
1.2	Description of key impacts, risks, and opportunities.	14				
2.1	Name of the organisation.	4				
2.2	Primary brands, products and/or services.	8				
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries and joint ventures.	8	26	50	62	
2.4	Location of organisation's headquarters.	8				
2.5	Number of countries where the organisation operates.	8	26	50	62	
2.6	Nature of ownership and legal form.					Annual Report p. 56
2.7	Markets served.	18		50	62	
2.8	Scale of the reporting organisation, including: number of employees, net sales or net revenues, total capitalisation, and quantity of products or services provided.	10				
2.9	Significant changes during the reporting period regarding size, structure, or ownership of the organisation.		25			
2.10	Awards received in the reporting period.	23				
3.1	Reporting period for information provided.	4				
3.2	Date of most recent previous report (if any).	4				
3.3	Reporting cycle (annual, biennial, etc).	4				
3.4	Contact point for questions regarding the report or its contents.	2				
3.5	Process for defining report content, including: determining materiality; prioritising topics within the report; and identifying stakeholders the organisation expects to use the report.	4				
3.6	Boundary of the report.	5				
3.7	State any specific limitations on the scope or boundary of the report.	5				
3.8	Basis for reporting on joint ventures, subsidiaries and other entities.	5				
3.9	Data measurement techniques and the bases of calculations.	4				As a general rule, the units and formulae suggested by GRI are used. However, emissions (EN16) are calculated using the methodology of the Carbon Disclosure Project survey.
3.10	Explanation of the effect of any re-statements of information.	17				No information has been re-stated.
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.					There have been no significant changes from the previous period.
3.12	GRI Contents Index.	73				
3.13	Policy and current practice with regard to seeking external assurance for the report.					At present the Report is subject to an internal evaluation process.
4.1	Governance structure of the organisation.	13				Annual Report, p. 58
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	13				Annual Report, p. 59
4.3	Number of members of the highest governance body that are independent and/or non-executive members.	13				Annual Report, p. 59

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4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	13				Annual Report, p. 59
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives, and the organisation's performance.					Annual Report, p. 65
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	13				
4.7	Process for determining the qualifications and expertise of the members of the highest governance body.					Annual Report, pp. 59 and 61
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	14				
4.9	Procedures of the highest governance body for managing economic, environmental and social performance, risks and opportunities.					Annual Report, p. 59
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.					Annual Report, p. 61
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	14				
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.					The organisation does not currently subscribe to any programme of this nature.
4.13	Memberships in associations and/or national/international advocacy organisations.	22				
4.14	List of stakeholder groups engaged by the organisation.	20				
4.15	Basis for identification and selection of stakeholders with whom to engage.	20				
4.16	Stakeholder engagement, including frequency of engagement by type and group.	20				
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns.	20				
ECONOMIC PERFORMANCE						
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	17				
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.		38	53	68	
EC4	Significant financial assistance received from government.					The organisation does not receive any government financial support.
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	17				
EC6	Policy, practices, and proportion of spending on locally based suppliers at significant locations of operation.	18				
ENVIRONMENTAL PERFORMANCE						
EN1	Materials used by weight or volume.		41	59	70	
EN3	Direct energy consumption by primary energy source.		40	56	69	
EN4	Indirect energy consumption by primary source.		40	56	69	
EN5	Energy saved due to conservation and efficiency improvements.		41	57	69	
EN8	Total water withdrawal by source.		39	58	68	
EN9	Water sources significantly affected by withdrawal of water.		39			
EN10	Percentage and total volume of water recycled and reused.		39	58	70	

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EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.		45	59	71	
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.		45	59	71	
EN13	Habitats protected or restored.		45			
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.		45	59	71	
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.		45	59	71	
EN16	Total direct and indirect greenhouse gas emissions by weight.		40	58	69	
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	16				
EN20	NOx, SOx, and other significant air emissions by type and weight.		40			
EN21	Total water discharge by quality and destination.		42	58	71	
EN22	Total weight of waste by type and disposal method.		42	58	71	
EN23	Total number and volume of significant spills.		46	59	71	
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff.		46	59		
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.		46	59	71	
EN30	Total environmental protection expenditures and investments by type.		38	56		
SOCIAL PERFORMANCE						
LA1	Total workforce by employment type, employment contract, and region.		30	51	64	
LA4	Percentage of employees covered by collective bargaining agreements.		30	53	64	
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.					Minimum notice periods are those required by law, for all companies.
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees.		33	52	65	
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.		32	52	65	
LA8	Education, training, counselling, prevention, and risk-control programmes in place to assist workforce members, their families, or community members regarding serious diseases.		33	52	65	
LA9	Health and safety topics covered in formal agreements with trade unions.		33	52	64	
LA10	Average hours of training per year per employee by employee category.		31	52	65	
LA11	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.		30	53	65	
LA12	Percentage of employees receiving regular performance and career development reviews.		30	53	65	
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.					Basic human rights are respected in all the organisation's operations.

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HR4	Total number of incidents of discrimination and actions taken.					No incidents of this type occurred during the period.
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights. (Core)					Freedom of association and collective bargaining are respected in all the organisation's operations.
HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to its elimination.					No operations have been identified as having significant risk of incidence of child labour.
HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to its elimination.					No operations have been identified as having significant risk for incidence of forced or compulsory labour.
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.					No incidents of this type occurred during the period.
SO1	Nature, scope, and effectiveness of any programmes and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.		36	54	67	
SO2	Percentage and total number of business units analysed for risks related to corruption.	13				
SO4	Actions taken in response to incidents of corruption.	13				No incidents of this type occurred during the period.
SO5	Public policy positions and participation in public policy development and lobbying.	13				
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.				66	
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.				62	
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.		35	54	66	

SECTOR SUPPLEMENT: MINING AND METALS

MM1	Sites with significant contribution and development impact in local economy and outline policies in place for assessing this contribution.	17				
MM3	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.		45			
MM6	Processes to assess and manage risks associated with overburden, waste rock, tailings, sludges and other residues.		44			
MM10	Number or percentage of sites with closure plans – including coverage of social aspects (eg labour transition), environmental aspects and economic aspects. Describe company policy, stakeholder engagement processes, frequency of plan review, and amount and type of financial provisions for closure.		47			
MM12	Measures taken to identify, prevent and respond to emergencies affecting workforce, community or environment – including a description of existing skills, emergency equipment, training and simulations; review of procedures; and level of community involvement.		38			

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MM13	Number of cases of occupational illness, by type. Health screening and prevention programmes.		33			
SECTOR SUPPLEMENT: LOGISTICS AND TRANSPORTATION						
LT4	Description of initiatives to use renewable energy sources and to increase energy efficiency.			57		
LT5	Description of initiatives to control urban air emissions in relation to road transport.			57		
LT11	Description of policies and programmes regarding substance abuse.			52		
LT12	Number of road fatalities of drivers or third parties per million kilometres driven.			52		