

# REPORTING IN LINE WITH GRI

Sibanye-Stillwater has adopted the G4 guidelines of the Global Reporting Initiative (GRI) in preparing this report, and reports “in accordance” with the core option, including the GRI’s G4 Mining and Metals Sector Disclosures, to communicate the Group’s economic, environmental, and social and governance impacts.

Certain non-financial key performance indicators within this report have been assured by KPMG Services, and are presented in the Statement of Assurance on pages 163 to 165 of the Sibanye-Stillwater Integrated Annual Report 2017. Key sustainability performance data selected by Sibanye-Stillwater for assurance by KPMG Services can be found in the *Five-year statistical review* on pages 17 to 19 (see reference note 19) of the report.

## GRI CONTENT INDEX

### GENERAL STANDARD DISCLOSURES

	Page in Integrated Annual Report 2017
<b>G4-1:</b> Provide a statement from the most senior decision-maker of the organisation (such as CEO, chair or equivalent senior position) about the relevance of sustainability to the organisation and the organisation’s strategy for addressing sustainability	<b>Chief Executive Officer’s Review</b> 24-27
<b>ORGANISATIONAL PROFILE</b>	
<b>G4-3:</b> Report the name of the organisation	<b>Throughout the report</b>
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<b>G4-5:</b> Report the location of the organisation's headquarters	<b>Corporate profile</b>	4-5
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<b>G4-6:</b> Report the number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report	<b>About this report</b>	3
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	<b>Social upliftment and community development</b>	101-107
	<b>Minimising the environmental impact</b>	108-121 and 123-125
	<b>Board and executive management</b>	128
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<b>G4-7:</b> Report the nature of ownership and legal form	<b>About this report</b>	3
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	<b>Perspective from the Chair</b>	21-23
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### ORGANISATIONAL PROFILE continued

<b>G4-8:</b> Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	<b>Corporate profile</b> 4 and 6 <b>Our vision and strategy explained</b> 9 <b>How we create value</b> 11 and 13 <b>Perspective from the Chair</b> 21-23 <b>Chief Executive Officer's review</b> 24-27 <b>Chief Financial Officer's report</b> 28 <b>Managing our material risks</b> 37-40 <b>Delivering value from operations, projects and technology</b> 54-55 <b>Superior value for the workforce</b> 70-85 <b>Social upliftment and community development</b> 100-107 <b>Corporate governance</b> 130 and 133-134 <b>Remuneration report</b> 148-162 <b>Shareholder information</b> 166-167 <b>Forward-looking statements</b> 168
<b>G4-9:</b> Report the scale of the organisation, including: <ul style="list-style-type: none"> <li>• Total number of employees</li> <li>• Total number of operations</li> <li>• Net sales (for private-sector organisations) or net revenues (for public-sector organisations)</li> <li>• Total capitalisation broken down in terms of debt and equity (for private-sector organisations)</li> <li>• Quantity of products or services provided</li> </ul>	<b>Corporate profile</b> 4-6 <b>How we create value</b> 12-13 <b>Five-year statistical review</b> 16-17 and 19 <b>Perspective from the Chair</b> 22 <b>Chief Executive Officer's review</b> 26-27 <b>Chief Financial Officer's report</b> 28-32 <b>Delivering value from operations, projects and technology</b> 44-48 <b>Superior value for the workforce</b> 73-81 <b>Minimising the environmental impact</b> 114 <b>Shareholder information</b> 166
<b>G4-10:</b> <ol style="list-style-type: none"> <li>a. Report the total number of employees by employment contract and gender</li> <li>b. Report the total number of permanent employees by employment type and gender</li> <li>c. Report the total workforce by employees and supervised workers and by gender</li> <li>d. Report the total workforce by region and gender</li> <li>e. Report whether a substantial portion of the organisation's work is performed by workers who are legally recognised as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors</li> <li>f. Report any significant variations in employment numbers</li> </ol>	<b>How we create value</b> 12-13 <b>Five-year statistical review</b> 17 <b>Superior value for the workforce</b> 73-75 and 79-80 <b>Board and executive management</b> 126 <b>Corporate governance</b> 135

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	<b>Perspective from the Chair</b>	23
	<b>Chief Executive Officer's review</b>	25
	<b>Delivering value from operations, projects and technology</b>	55
	<b>Superior value for the workforce</b>	70 and 85
	<b>Social upliftment and community development</b>	101, 103 and 105-107
	<b>Corporate governance</b>	130 and 142
	<b>Forward-looking statements</b>	168
<b>G4-13:</b> Report any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain, including:	<b>About this report</b>	3
	<b>Corporate profile</b>	4
	<b>Our vision and strategy explained</b>	9
<ul style="list-style-type: none"> <li>• Changes in the location of, or changes in, operations, including facility openings, closings, and expansions</li> <li>• Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private-sector organisations)</li> <li>• Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination</li> </ul>	<b>How we create value</b>	10 and 12-13
	<b>Five-year statistical review</b>	16 and 19
	<b>Perspective from the Chair</b>	21-22
	<b>Chief Executive Officer's review</b>	25-27
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	<b>Superior value for the workforce</b>	73, 76, 78 and 80
	<b>Safety and health focus</b>	88, 90, 93 and 96
	<b>Social upliftment and community development</b>	101 and 103-107
	<b>Minimising the environmental impact</b>	108-110, 112, 114-118, 120 and 123
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	<b>Remuneration report</b>	148
	<b>Shareholder information</b>	166-167

## REPORTING IN LINE WITH GRI CONTINUED

### ORGANISATIONAL PROFILE continued

**G4-15:** List externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses

<b>Introduction</b>	2
<b>How we create value</b>	12-13
<b>Five-year statistical review</b>	18-19
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<b>Chief Financial Officer's report</b>	28
<b>Managing our material risks</b>	35-38 and 40-41
<b>Statement of Mineral Resources and Mineral Reserves – a summary</b>	59
<b>Superior value for the workforce</b>	79, 81 and 83-85
<b>Safety and health focus</b>	94, 97-99
<b>Social upliftment and community development</b>	100-107
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**G4-16:** List memberships of associations (such as industry associations) and national or international advocacy organisations in which the organisation:

- Holds a position on the governance body
- Participates in projects or committees
- Provides substantive funding beyond routine membership dues
- Views membership as strategic

<b>Corporate profile</b>	6
<b>How we create value</b>	12
<b>Perspective from the Chair</b>	22
<b>Chief Financial Officer's report</b>	30
<b>Managing our material risks</b>	38 and 40
<b>Superior value for the workforce</b>	76, 82 and 85
<b>Safety and health focus</b>	97 and 99
<b>Social upliftment and community development</b>	100-101, 103 and 105
<b>Minimising the environmental impact</b>	108-110

### IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

**G4-17:**

- List all entities included in the organisation's consolidated financial statements or equivalent documents
- Report whether any entity included in the organisation's consolidated financial statements or equivalent documents is not covered by the report

<b>About this report</b>	3
<b>Corporate profile</b>	4-6
<b>Our vision and strategy explained</b>	9
<b>Chief Financial Officer's report</b>	28-32
<b>Delivering value from operations, projects and technology</b>	43-55
<b>Statement of Mineral Resources and Mineral Reserves – a summary</b>	56-68
<b>Superior value for the workforce</b>	74

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## IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES continued

<b>G4-18:</b>	<b>Contents</b>	1
a. Explain the process for defining the report content and the Aspect Boundaries	<b>Introduction</b>	2
	<b>About this report</b>	3
b. Explain how the organisation has implemented the Reporting Principles for Defining Report Content	<b>How we create value</b>	11
	<b>Managing our material risks</b>	34-41
	<b>Statement of Mineral Resources and Mineral Reserves – a summary</b>	60
	<b>Safety and health focus</b>	99
	<b>Social upliftment and community development</b>	101
	<b>Minimising the environmental impact</b>	110-112, 114 and 124-125
	<b>Corporate governance</b>	129-133, 136-138, 143-144 and 147-148
	<b>Remuneration report</b>	157
	<b>Statement of assurance</b>	163-165
<b>G4-19:</b> List all the material Aspects identified in the process for defining report content	<b>About this report</b>	3
	<b>Managing our material risks</b>	34-41
	<b>Statement of assurance</b>	163-165
<b>G4-20:</b> For each material Aspect, report the Aspect Boundary within the organisation, as follows:	<b>About this report</b>	3
<ul style="list-style-type: none"> <li>• Report whether the Aspect is material within the organisation</li> <li>• If the Aspect is not material for all entities within the organisation (as described in <b>G4-17</b>), select one of the following two approaches and report either: <ul style="list-style-type: none"> <li>– The list of entities or groups of entities included in <b>G4-17</b> for which the Aspect is not material or</li> <li>– The list of entities or groups of entities included in <b>G4-17</b> for which the Aspects is material</li> </ul> </li> <li>• Report any specific limitation regarding the Aspect Boundary within the organisation</li> </ul>	<b>Managing our material risks</b>	34-41
	<b>Statement of assurance</b>	163-165
<b>G4-21:</b> For each material Aspect, report the Aspect Boundary outside the organisation as follows:	<b>About this report</b>	3
<ul style="list-style-type: none"> <li>• Report whether the Aspect is material outside of the organisation</li> <li>• If the Aspect is material outside of the organisation, identify the entities, groups of entities or elements for which the Aspect is material, and describe the geographical location where the Aspect is material for the entities identified</li> <li>• Report any specific limitation regarding the Aspect Boundary outside the organisation</li> </ul>	<b>Managing our material risks</b>	34-41
	<b>Statement of assurance</b>	163-165
<b>G4-22:</b> Report the effect of any restatements of information provided in previous reports and the reasons for such restatements	<b>Remuneration report</b>	157

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<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b> <small>continued</small>		
<b>G4-23:</b> Report significant changes from previous reporting periods in the Scope and Aspect Boundaries	<b>About this report</b>	3
	<b>How we create value</b>	10-13
	<b>Managing our material risks</b>	34-41
	<b>Delivering value from operations, projects and technology</b>	43-55
	<b>Corporate governance</b>	129-147
	<b>Statement of assurance</b>	163-165
<b>STAKEHOLDER ENGAGEMENT</b>		
<b>G4-24:</b> Provide a list of stakeholder groups engaged by the organisation	<b>How we create value</b>	12
	<b>Managing our material risks</b>	38
	<b>Shareholder information</b>	166-167
<b>G4-25:</b> Report the basis for identification and selection of stakeholders with whom to engage	<b>How we create value</b>	11-12
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	<b>Managing our material risks</b>	36-38 and 40-41
	<b>Superior value for the workforce</b>	71-73, 76 and 79
	<b>Safety and health focus</b>	90
	<b>Social upliftment and community development</b>	100-107
	<b>Minimising the environmental impact</b>	110 and 124-125
	<b>Corporate governance</b>	130, 132-133 and 147
	<b>G4-26:</b> Report the organisation's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	<b>How we create value</b>
<b>Perspective from the Chair</b>		22
<b>Chief Financial Officer's report</b>		30
<b>Managing our material risks</b>		36-38 and 40-41
<b>Superior value for the workforce</b>		71-73, 76 and 79
<b>Safety and health focus</b>		90
<b>Social upliftment and community development</b>		100-107
<b>Minimising the environmental impact</b>		110 and 124-125
<b>Corporate governance</b>		130, 132-133 and 147
<b>G4-27:</b> Report key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting, and report the stakeholder groups that raised each of the key topics and concerns		<b>Managing our material risks</b>

## REPORTING IN LINE WITH GRI CONTINUED

REPORT PROFILE		
<b>G4-28:</b> Reporting period (such as fiscal or calendar year) for information provided	<b>About this report</b>	3
<b>G4-29:</b> Date of most recent previous report	<b>About this report</b>	3
<b>G4-30:</b> Reporting cycle (such as annual, biennial)	<b>Throughout the report</b>	
<b>G4-31:</b> Provide the contact point for questions regarding the report or its contents	<b>About this report</b>	3
<b>G4-32:</b> a. Report the “in accordance” option the organisation has chosen b. Report the GRI Content Index for the chosen option c. Report the reference to the External Assurance Report	<b>Reporting in line with GRI Statement of assurance</b>	163-165
<b>G4-33:</b> a. Report the organisation’s policy and current practice with regard to seeking external assurance for the report b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided c. Report the relationship between the organisation and the assurance providers d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organisation’s sustainability report	<b>About this report Five-year statistical review Managing our material risks Corporate governance Statement of assurance</b>	3 16 and 19 36 136 163-165
GOVERNANCE		
<b>G4-34:</b> Report the governance structure of the organisation, including committees of the highest governance body, and identify any committees responsible for decision-making on economic, environmental and social impacts	<b>Perspective from the Chair Corporate governance Board and executive management</b>	23 129-130 and 133 126-128
<b>G4-51:</b> a. Report the remuneration policies for the highest governance body and senior executives for the following types of remuneration: • Fixed pay and variable pay: – Performance-based pay – Equity-based pay – Bonuses – Deferred or vested shares • Sign-on bonuses or recruitment incentive payments • Termination payments • Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees b. Report how performance criteria in the remuneration policy relate to the highest governance body’s and senior executives’ economic, environmental and social objectives	<b>Remuneration report</b>	148-162
<b>G4-52:</b> Report the process for determining remuneration, whether remuneration consultants are involved in determining remuneration and whether they are independent of management, and report any other relationships which the remuneration consultants have with the organisation	<b>Remuneration report</b>	148-162

## REPORTING IN LINE WITH GRI CONTINUED

### ETHICS AND INTEGRITY

<b>G4-56:</b> Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	<b>Our vision and strategy explained</b>	7
	<b>How we create value</b>	10-13
	<b>Perspective from the Chair</b>	23
	<b>Chief Executive Officer's review</b>	24
	<b>Superior value for the workforce</b>	71-73 and 80
	<b>Safety and health focus</b>	86, 90 and 94
	<b>Social upliftment and community development</b>	100-101 and 105
	<b>Minimising the environmental impact</b>	108 and 125
	<b>Board and executive management</b>	126
	<b>Corporate governance</b>	129-134

### SPECIFIC STANDARD DISCLOSURES

		Page in Integrated Annual Report 2017
<b>MATERIAL ASPECTS</b>		
<b>DISCLOSURES ON MANAGEMENT APPROACH (DMA) AND INDICATORS</b>		
<b>Category: ECONOMIC</b>		
<b>Aspect: ECONOMIC PERFORMANCE</b>		
<b>G4-EC1:</b> Direct economic value generated and distributed	<b>Corporate profile</b>	4
	<b>Our vision and strategy explained</b>	9
	<b>How we create value</b>	10-13
	<b>Five-year statistical review</b>	14-19
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	<b>Safety and health focus</b>	86-99
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	<b>Minimising the environmental impact</b>	114-115 and 122
	<b>Corporate governance</b>	134
	<b>Remuneration report</b>	148-162
	<b>Shareholder information</b>	166-167

## REPORTING IN LINE WITH GRI CONTINUED

<b>Aspect: ECONOMIC PERFORMANCE</b> continued		
<b>G4-EC2:</b> Financial implications and other risks and opportunities for the organisation's activities due to climate change	<b>How we create value</b>	13
	<b>Five-year statistical review</b>	18-19
	<b>Managing our material risks</b>	38
	<b>Safety and health focus</b>	97-98
	<b>Minimising the environmental impact</b>	109, 111-112, 114, 119-120, 122-123 and 125
<b>Corporate governance</b>		146
<b>G4-EC3:</b> Coverage of the organisation's defined benefit plan obligations	<b>How we create value</b>	12
	<b>Five-year statistical review</b>	18
	<b>Chief Financial Officer's report</b>	30-31
	<b>Managing our material risks</b>	35, 37-38 and 40-41
	<b>Safety and health focus</b>	93-95 and 98-99
	<b>Superior value for the workforce</b>	70, 78, 81 and 85
	<b>Social upliftment and community development</b>	100-105
	<b>Corporate governance</b>	140 and 142
	<b>Remuneration report</b>	148, 152-153, 155 and 157-159
	<b>Chief Financial Officer's report</b>	28 and 30-31
<b>G4-EC4:</b> a. Report the total monetary value of financial assistance received by the organisation from governments during the reporting period, including, as a minimum: <ul style="list-style-type: none"> <li>• Tax relief and tax credits</li> <li>• Subsidies</li> <li>• Investment grants, research and development grants, and other relevant types of grants</li> <li>• Awards</li> <li>• Royalty holidays</li> <li>• Financial assistance from Export Credit Agencies (ECAs)</li> <li>• Financial incentives</li> <li>• Other financial benefits received or receivable from any government for any operation</li> </ul> b. Report the information above by country c. Report whether, and the extent to which, the government is present in the shareholding structure	<b>Minimising the environmental impact</b>	115 and 120
	<b>Corporate governance</b>	131
	<b>Shareholder information</b>	166-167

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<b>Aspect: MARKET PRESENCE</b>		
<b>G4-EC5:</b> Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	<b>Superior value for the workforce</b>	70, 76 and 78
<b>G4-EC6:</b> Proportion of senior management hired from the local community at significant locations of operation	<b>Superior value for the workforce</b>	79-80
<b>Aspect: INDIRECT ECONOMIC IMPACTS</b>		
<b>G4-EC7:</b> Development and impact of infrastructure investments and services supported	<b>Our vision and strategy explained</b>	7
	<b>Delivering value from operations, projects and technology</b>	55
	<b>Superior value for the workforce</b>	70
	<b>Safety and health focus</b>	93
	<b>Social upliftment and community development</b>	101-102 and 104
<b>G4-EC8:</b> Significant indirect economic impacts, including the extent of impacts	<b>Our vision and strategy explained</b>	7
	<b>Perspective from the Chair</b>	22
	<b>Superior value for the workforce</b>	70
	<b>Safety and health focus</b>	98
<b>Aspect: PROCUREMENT PRACTICES</b>		
<b>G4-EC9:</b> Proportion of spending on local suppliers at significant locations of operation	<b>Superior value for the workforce</b> <b>Social upliftment and community development</b>	70 101, 103 and 105-107
<b>Category: ENVIRONMENTAL</b>		
<b>Aspect: MATERIALS</b>		
<b>G4-EN1:</b> Materials used by weight or volume	<b>Minimising the environmental impact</b>	124
<b>G4-EN2:</b> Percentage of materials used that are recycled input materials	<b>How we create value</b>	10
	<b>Delivering value from operations, projects and technology</b>	44 and 46
	<b>Minimising the environmental impact</b>	113, 120 and 125
	<b>Corporate governance</b>	142
<b>Aspect: ENERGY</b>		
<b>G4-EN3:</b> Energy consumption within the organisation	<b>How we create value</b>	12-13
	<b>Five-year statistical review</b>	18
	<b>Perspective from the Chair</b>	22
	<b>Minimising the environmental impact</b>	119-123
<b>G4-EN4:</b> Energy consumption outside of the organisation a. Report energy consumed outside of the organisation, in joules or multiples b. Report standards, methodologies, and assumptions used c. Report the source of the conversion factors used	<b>Minimising the environmental impact</b>	119-123

## REPORTING IN LINE WITH GRI CONTINUED

<b>Aspect: ENERGY</b> continued		
<b>G4-EN5:</b> Energy intensity	<b>How we create value</b>	13
	<b>Minimising the environmental impact</b>	121
<b>G4-EN6:</b> Reduction of energy consumption	<b>How we create value</b>	13
	<b>Delivering value from operations, projects and technology</b>	55
	<b>Minimising the environmental impact</b>	120 and 122-123
<b>G4-EN7:</b> Reductions in energy requirements of products and services	<b>Five-year statistical review</b>	18-19
	<b>Minimising the environmental impact</b>	120-123
<p>a. Report the reductions in the energy requirements of sold products and services achieved during the reporting period, in joules or multiples</p> <p>b. Report the basis for calculating reductions in energy consumption such as base year or baseline, and the rationale for choosing it</p> <p>c. Report standards, methodologies, and assumptions used</p>		
<b>Aspect: WATER</b>		
<b>G4-EN8:</b> Total water withdrawal by source	<b>How we create value</b>	13
	<b>Five-year statistical review</b>	18-19
	<b>Minimising the environmental impact</b>	116-118
<b>G4-EN9:</b> Water sources significantly affected by withdrawal of water	<b>Minimising the environmental impact</b>	116-118
<b>G4-EN10:</b> Percentage and total volume of water recycled and reused	<b>Five-year statistical review</b>	18-19
	<b>Minimising the environmental impact</b>	116-118
<b>Aspect: BIODIVERSITY</b>		
<b>MM1:</b> Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	<b>Social upliftment and community development</b>	103-104
	<b>Minimising the environmental impact</b>	110, 112, 114-116 and 122
<b>MM2:</b> 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	<b>Minimising the environmental impact</b>	108, 112 and 115

## REPORTING IN LINE WITH GRI CONTINUED

### Aspect: BIODIVERSITY continued

<p><b>G4-EN11:</b> Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas</p> <p>a. Report the following information for each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas:</p> <ul style="list-style-type: none"> <li>• Geographic location</li> <li>• Subsurface and underground land that may be owned, leased, or managed by the organisation</li> <li>• Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas</li> <li>• Type of operation (office, manufacturing or production or extractive)</li> <li>• Size of operational site in km<sup>2</sup></li> <li>• Biodiversity value characterised by:             <ul style="list-style-type: none"> <li>– The attribute of the protected area or high biodiversity value area outside the protected area (terrestrial freshwater or maritime ecosystem)</li> <li>– Listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation)</li> </ul> </li> </ul>	<p><b>Social upliftment and community development</b></p> <p><b>Minimising the environmental impact</b></p>	<p>101 and 105</p> <p>108, 112, 115 and 125</p>
<p><b>G4-EN12:</b> Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas</p> <p>a. Report the nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:</p> <ul style="list-style-type: none"> <li>• Construction or use of manufacturing plants, mines and transport infrastructure</li> <li>• Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources)</li> <li>• Introduction of invasive species, pests, and pathogens</li> <li>• Reduction of species</li> <li>• Habitat conversion</li> <li>• Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level)</li> </ul> <p>b. Report significant direct and indirect positive and negative impacts with reference to the following:</p> <ul style="list-style-type: none"> <li>• Species affected</li> <li>• Extent of areas impacted</li> <li>• Duration of impacts</li> <li>• Reversibility or irreversibility of the impacts</li> </ul>	<p><b>Social upliftment and community development</b></p> <p><b>Minimising the environmental impact</b></p>	<p>101 and 105</p> <p>108, 112, 115 and 125</p>

## REPORTING IN LINE WITH GRI CONTINUED

<b>Aspect: BIODIVERSITY</b> continued		
<b>G4-EN13:</b> Habitats protected or restored	<b>Minimising the environmental impact</b>	115
<p>a. Report the size and location of all habitat protected areas or restored areas, and whether the success of the restoration measure was or is approved by independent external professionals</p> <p>b. Report whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organisation has overseen and implemented restoration or protection measures</p> <p>c. Report on the status of each area based on its condition at the close of the reporting period</p> <p>d. Report standards, methodologies, and assumptions used</p>		
<b>Aspect: EMISSIONS</b>		
<b>G4-EN15:</b> Direct greenhouse gas (GHG) emissions (Scope 1)	<b>Five-year statistical review</b>	18-19
	<b>Minimising the environmental impact</b>	119 and 123
<b>G4-EN16:</b> Energy indirect GHG emissions (Scope 2)	<b>Five-year statistical review</b>	19
	<b>Minimising the environmental impact</b>	119-120 and 123
<b>G4-EN17:</b> Other indirect GHG emissions (Scope 3)	<b>Five-year statistical review</b>	18-19
	<b>Minimising the environmental impact</b>	119 and 123
<b>G4-EN18:</b> GHG emissions intensity	<b>How we create value</b>	13
	<b>Five-year statistical review</b>	18
	<b>Minimising the environmental impact</b>	123
<b>G4-EN19:</b> Reduction of GHG emissions	<b>How we create value</b>	13
	<b>Minimising the environmental impact</b>	120 and 122-123
<b>G4-EN21:</b> NO <sub>x</sub> , SO <sub>x</sub> , and other significant air emissions	<b>Minimising the environmental impact</b>	119-120
<b>Aspect: EFFLUENTS AND WASTE</b>		
<b>G4-EN22:</b> Total water discharge by quality and destination	<b>Five-year statistical review</b>	19
	<b>Minimising the environmental impact</b>	109, 112, 116, 118 and 125
<b>G4-EN24:</b> Total number and volume of significant spills	<b>Minimising the environmental impact</b>	111
<b>MM3:</b> Total amounts of overburden, rock, tailings, and sludges and their associated risks	<b>Minimising the environmental impact</b>	113
<b>Category: SOCIAL – LABOUR PRACTICES AND DECENT WORK</b>		
<b>Aspect: EMPLOYMENT</b>		
<b>G4-LA1:</b> Total number and rates of new employee hires and employee turnover by age group, gender and region	<b>Superior value for the workforce</b>	72-75 and 79-81
	<b>Board and executive management</b>	126-128
<b>G4-LA2:</b> Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	<b>Superior value for the workforce</b>	78-79 and 84
	<b>Safety and health focus</b>	93-95 and 98-99
	<b>Corporate governance</b>	140
	<b>Remuneration report</b>	149-150, 152 and 155-158

<b>Aspect: OCCUPATIONAL HEALTH AND SAFETY</b>		
<b>G4-LA5:</b> Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes	<b>Safety and health focus</b>	91
<b>G4-LA6:</b> Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	<b>How we create value</b>	13
	<b>Five-year statistical review</b>	17 and 19
	<b>Chief Executive Officer's review</b>	24-25
	<b>Safety and health focus</b>	86-88 and 90-91
	<b>Remuneration report</b>	152 and 156
<b>G4-LA7:</b> Workers with high incidence or high risk of diseases related to their occupation	<b>How we create value</b>	13
	<b>Five-year statistical review</b>	17 and 19
	<b>Chief Financial Officer's report</b>	30
	<b>Managing our material risks</b>	38
	<b>Safety and health focus</b>	93-99
<b>Aspect: TRAINING AND EDUCATION</b>		
<b>G4-LA9:</b> Average hours of training per year per employee by gender, and by employee category	<b>How we create value</b>	13
	<b>Superior value for the workforce</b>	81 and 83
<b>G4-LA10:</b> Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	<b>How we create value</b>	13
	<b>Managing our material risks</b>	38
	<b>Delivering value from operations, projects and technology</b>	54
	<b>Superior value for the workforce</b>	72-73, 81, 83 and 85
	<b>Social upliftment and community development</b>	101 and 103-104
<b>G4-LA11:</b> Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	<b>Superior value for the workforce</b>	72-73 and 84-85
	<b>Corporate governance</b>	134-135
<b>Aspect: DIVERSITY AND EQUAL OPPORTUNITY</b>		
<b>G4-LA12:</b> Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	<b>How we create value</b>	13
	<b>Five-year statistical review</b>	17-18
	<b>Superior value for the workforce</b>	75, 78-80 and 85
	<b>Board and Executive Committee</b>	126
	<b>Corporate governance</b>	135 and 142
	<b>Forward-looking statements</b>	168
<b>Category: SOCIAL – HUMAN RIGHTS</b>		
<b>Aspect: INVESTMENT</b>		
<b>G4-HR2:</b> Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	<b>Superior value for the workforce</b>	84-85
<b>Aspect: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>		
<b>G4-HR4:</b> Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	<b>Perspective from the Chair</b>	22
	<b>Managing our material risks</b>	38
	<b>Superior value for the workforce</b>	76-78 and 85
	<b>Social upliftment and community development</b>	100
	<b>Corporate governance</b>	141-142

<b>Aspect: CHILD LABOUR</b>		
<b>G4-HR5:</b> Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour	<b>Superior value for the workforce</b>	85
<b>Aspect: FORCED OR COMPULSORY LABOUR</b>		
<b>G4-HR6:</b> Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour	<b>Superior value for the workforce</b>	85
<b>Aspect: SECURITY PRACTICES</b>		
<b>G4-HR7:</b> Percentage of security personnel trained in the organisation's human rights policies or procedures that are relevant to operations	<b>Superior value for the workforce</b>	84-85
<b>Category: SOCIAL – SOCIETY</b>		
<b>Aspect: LOCAL COMMUNITIES</b>		
<b>G4-SO1:</b> Percentage of operations with implemented local community engagement, impact assessments and development programmes	<b>Managing our material risks</b>	37
	<b>Superior value for the workforce</b>	79
	<b>Social upliftment and community development</b>	100-105
	<b>Minimising the environmental impact</b>	125
<b>G4-SO2:</b> Operations with significant actual and potential negative impacts on local communities	<b>Managing our material risks</b>	35, 38 and 41
	<b>Social upliftment and community development</b>	102
<b>Aspect: ANTI-CORRUPTION</b>		
<b>G4-SO3:</b> Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	<b>Perspective from the Chair</b>	21
	<b>Corporate governance</b>	129-130
<b>G4-SO4:</b> Communication and training on anti-corruption policies and procedures	<b>Perspective from the Chair</b>	21
	<b>Corporate governance</b>	129-130
<b>G4-SO5:</b> Confirmed incidents of corruption and actions taken	<b>Corporate governance</b>	130
<b>Aspect: COMPLIANCE</b>		
<b>G4-SO8:</b> Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	<b>Corporate governance</b>	130 and 146
<b>Aspect: ARTISANAL AND SMALL SCALE MINING</b>		
<b>MM8:</b> Number (and percentage) of company operating sites where artisanal and small-scale mining takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	<b>Managing our material risks</b>	35, 38 and 41
	<b>Superior value for the workforce</b>	78
	<b>Social upliftment and community development</b>	102
	<b>Corporate governance</b>	130
<b>Aspect: CLOSURE PLANNING</b>		
<b>MM10:</b> Number and percentage of operations with closure plans	<b>Delivering value from operations, projects and technology</b>	43
	<b>Safety and health focus</b>	93
	<b>Social upliftment and community development</b>	101 and 104
	<b>Minimising the environmental impact</b>	108-110, 112-115 and 125