



2017 Level of Reporting on GRI Indicators

GRI Index	Description	Level of Reporting	For Partially and Not Reported Indicators, Reason For Omission	Location
Organizational Profile				
102-01	Name of the organization	Fully		About Us
102-02	Primary brands, products and/or services	Fully		About Us
102-03	Location of organization's headquarters	Fully		About Us
102-04	Number of countries where the organization operates	Fully		About Us
102-05	Nature of ownership and legal form	Fully		GRI Index Table
102-06	Markets served	Fully		About Us
102-07	Scale of the reporting organization	Fully		About Us
102-08	Total workforce	Fully		Our People
102-09	Description of the organization's supply chain	Fully		About Us
102-10	Significant changes during the reporting period regarding size, structure or ownership including the location of or changes to operations	Fully		About Us
102-11	Description of how the precautionary approach or principle is addressed by the organization	Fully		Strategy and Governance
102-12	Externally developed charters, principles or initiatives endorsed	Fully		About Us
102-13	Memberships in associations	Fully		About Us

Strategy				
102-14	Statement from the most senior decision-maker	Fully		About Us
102-15	Description of key impacts, risks and opportunities	Fully		About Us
Ethics and Integrity				
102-16	The organization's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	Fully		About Us
102-17	Mechanisms for advice and concerns about ethics	Not reported	We are reporting in accordance with the GRI Standards: Core option	
Governance				
102-18	Governance structure	Fully		Strategy and Governance
102-19	Delegating authority	Not reported	We are reporting in accordance with the GRI Standards: Core option	
102-20	Appointments of executive-level position or positions with responsibility for economic, environmental and social topics	Fully		Communities
102-21	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics	Fully		Strategy and Governance

102-22	Composition of the highest governance body and its committees and how the company defines “independent” and “non-executive” members of the Board	Fully		Strategy and Governance
102-23	Indicate whether the Chair of the highest governance body is also an executive officer	Fully		Strategy and Governance
102-24	Qualifications and expertise of the highest governance body	Fully		Strategy and Governance
102-25	Processes in place for the highest governance body to ensure conflicts of interest are avoided	Fully		Strategy and Governance
102-26	Role of highest governance body in setting purpose, values, and strategy	Not reported	We are reporting in accordance with the GRI Standards: Core option	
102-27	Collective knowledge of highest governance body	Not reported	We are reporting in accordance with the GRI Standards: Core option	
102-28	Evaluation on performance of the highest governance body	Partially	Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organizational practice is not reported as this is proprietary information.	Strategy and Governance

102-29	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental and social performance, including relevant risks	Fully		Strategy and Governance
102-30	The Board's role in reviewing sustainability impacts, risks and opportunities	Fully		Strategy and Governance
102-31	Frequency of the Board's review of economic, environmental and social impacts, risks and opportunities	Fully		Strategy and Governance
102-32	Highest committee that formally reviews and approves the organization's sustainability report	Fully		GRI Index Table
102-33	Process for communicating critical concerns to the highest governance body	Fully		Strategy and Governance
102-35	Remuneration policies for the highest governance body and senior executives	Fully		Strategy and Governance
102-36	Process for determining remuneration	Fully		Strategy and Governance
102-37	How stakeholders' views are sought and taken into account regarding remuneration	Fully		Strategy and Governance
102-38	Annual total compensation ratio	Not reported	We are reporting in accordance with the GRI Standards: Core option	
102-39	Percentage increase in annual total compensation ratio	Not reported	We are reporting in accordance with the GRI Standards: Core option	

Stakeholder Engagement				
102-40	List of stakeholder groups engaged by the company	Fully		Communities
102-41	Percentage of employees covered by collective agreements	Fully		Our People
102-42	Basis for identification and selection of stakeholders with whom to engage	Fully		Communities
102-43	Approaches to stakeholder engagement	Fully		Communities
102-44	Key topics and concerns that have been raised through stakeholder engagement	Fully		Strategy and Governance Communities Our People Safety and Health Environmental Stewardship Mine Closure
Reporting Practice				
102-45	Operational structure of the organization	Fully		About Us About This Report
102-46	Process for defining report content	Fully		About This Report Our Priorities
102-47	Material aspects identified in the process for defining report content	Fully		Our Priorities
102-48	Explanation of the effect of any restatements	Fully		Environmental Stewardship

102-49	Significant changes from previous reporting periods in the scope and aspect boundaries	Fully		About This Report Our Priorities GRI Index Table
102-50	Reporting period for information provided	Fully		About This Report
102-51	Date of most recent previous report	Fully		About This Report
102-52	Reporting cycle	Fully		About This Report
102-53	Contact point for questions	Fully		About This Report
102-54	Claims of reporting in accordance with GRI standards	Fully		About This Report
102-55	Location of the standard disclosures in the report and the “in accordance” option the organization has chosen	Fully		GRI Index Table
102-56	External assurance	Fully		About This Report
Management Approach				
103-1	Management approach	Fully		About This Report
103-2	The management approach and its components	Fully		Strategy and Governance Communities Our People Safety and Health Environmental Stewardship
103-3	Evaluation of the management approach	Fully		About Us
Economic Indicators				
201-1	Direct economic value generated and distributed	Fully		Communities

201-2	Financial implications and other risks and opportunities due to climate change	Fully		Environmental Stewardship
201-3	Coverage of defined benefit plan obligations	Fully		Our People
201-4	Significant financial assistance received from government	Fully		Communities
202-1	Range of ratios of standard entry-level wage by gender compared to local minimum wage	Partially	Reported information covers employees only	Communities
202-2	Local hiring – proportion of senior management and total workforce hired from local communities at operations	Fully		Communities
203-1	Development and impact of infrastructure investments	Partially	Report does attempt explain the development and impact of infrastructure on the local communities. As operations begin to implement the new CSR strategy and conduct periodic impact assessments, we will investigate options to collect these data in a more systematic way.	GRI Index Table
203-2	Significant indirect economic impacts	Partially	Report does attempt explain the development and impact of infrastructure on the local communities. As operations begin to implement the new CSR strategy and conduct periodic impact assessments, we will investigate options to collect these data in a more systematic way.	Communities
204-1	Proportion of spending on locally based suppliers	Fully		Communities

205-1	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Fully		Strategy and Governance
205-2	Communication and training on anti-corruption policies and procedures	Fully		Strategy and Governance
205-3	Confirmed incidents of corruption and actions taken	Partially	All reports of alleged fraud received during 2017 are proprietary information and have been resolved or are currently under active investigation. We have zero tolerance for fraud and corruption and those cases where fraud allegations are confirmed, the individual(s) and/or entities involved face disciplinary measures that could include termination of employment or contract and criminal and/or civil liability as applicable.	Strategy and Governance
206-1	Total number of legal actions for anti-competitive behaviour, anti-trust and monopoly practice	Partially	Total number of all fines is not included. Section highlights significant fines.	Strategy and Governance
Environmental Indicators				
301-1	Materials used by weight or volume	Fully		Environmental Stewardship
301-2	Percentage of materials used that are recycled input materials	Fully		Environmental Stewardship
301-3	Reclaimed products and their packaging materials	Not reported	Indicator is not material.	
302-1	Energy consumption within the organization	Fully		Environmental Stewardship

302-2	Energy consumption outside of the organization	Fully		Environmental Stewardship
302-3	Energy intensity	Fully		Environmental Stewardship
302-4	Reduction of energy consumption	Fully		Environmental Stewardship
302-5	Reductions in energy requirements of products and services	Not reported	Indicator is not material.	
303-1	Total water withdrawal by source	Fully		Environmental Stewardship
303-2	Water sources significantly affected by withdrawal of water	Fully		Environmental Stewardship
303-3	Percentage and total volume of water recycled and reused	Fully		Environmental Stewardship
304-1	Location and size of land adjacent to protected areas and areas of high biodiversity value	Fully		Environmental Stewardship
304-2	Significant impacts on protected areas and areas of high biodiversity value	Fully		Environmental Stewardship
304-3	Habitats protected or restored	Fully		Environmental Stewardship
304-4	Number of IUCN Red List species and national conservation list species with habitats affected by our operations	Fully		Environmental Stewardship
305-1	Direct greenhouse gas (GHG) emissions	Fully		Environmental Stewardship
305-2	Indirect greenhouse gas (GHG) emissions	Fully		Environmental Stewardship
305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Fully		Environmental Stewardship

305-4	Greenhouse gas (GHG) emissions intensity	Fully		Environmental Stewardship
305-5	Reduction of greenhouse gas (GHG) emissions	Fully		Environmental Stewardship
305-6	Emissions of ozone-depleting substances (ODS)	Not reported	Indicator is not material.	
305-7	NO _x , SO _x and other significant air emissions by type and weight	Fully		Environmental Stewardship
306-1	Total water discharge by quality and destination	Fully		Environmental Stewardship
306-2	Total weight of waste by type and disposal method	Fully		Environmental Stewardship
306-3	Total number and volume of significant spills	Fully		Environmental Stewardship
306-4	Transport of hazardous waste	Not reported	Indicator is not material.	
306-5	Identity, size, protected status and biodiversity value of waterbodies and related habitats significantly affected by the organization's discharges of water and runoff	Fully		Environmental Stewardship
307-1	Monetary value of significant fines, and non-monetary sanctions	Fully		Environmental Stewardship
308-1	New suppliers that were screened using environmental data	Fully		Communities
308-2	Negative environmental impacts in the supply chain and actions taken	Fully		Communities

Social Indicators

401-1	Total number and rates of new employee hires and employee turnover by age group, gender and region	Partially	We were not able to calculate the turnover and rates of new hire broken down by age groups, as a result of modifying our calculation method. In the past we have based our calculation with the closing balance of employees as a denominator and starting in this report we have modified that denominator to be an average between the opening and closing balance of the employee headcount.	Our People
401-2	Benefits provided to full-time employees that are not provided to temporary or part time employees, by significant locations of operation	Fully		Our People
401-3	Parental leave	Not reported	This information is not currently tracked.	
402-1	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	Partially	Details on which agreements covered which aspects of notice periods was not available at the time of reporting.	Our People
403-1	Percentage of total workforce represented in formal joint management–worker health and safety committees	Fully		GRI Index Table

403-2	Type and rates of injury, occupational diseases, lost days and absenteeism, and total number of work-related fatalities, by region and by gender	Partially	Lost days and absenteeism rates are not currently tracked. Data for contractors is beyond our scope to manage in order to assure comparability and quality of data. Data by gender is not available. We will attempt to provide that information in future reports.	Safety and Health
403-3	Workers with high incidence or high risk of diseases related to their occupation	Fully		Safety and Health
403-4	Health and safety topics covered in formal agreements with trade unions	Partially	Details on which agreements covered which aspects was not available at the time of reporting.	GRI Index Table
404-1	Average hours of training per year per employee	Partially	Given the size of our workforce and the wide range of site-based and external training that they receive, we do not currently have a way to account for hours-per-employee.	GRI Index Table
404-2	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Fully		Our People
404-3	Percentage of employees receiving regular performance and career development reviews	Fully		Our People

405-1	Composition of governance bodies and breakdown of employees by category	Partially	In some of the jurisdictions in which we operate we are not in a position to inquire about or disclose this information. Also in some jurisdictions we cannot guarantee the accuracy of the information either due to non-disclosure or misinformation.	Our People
405-2	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	Fully		Our People
406-1	Total number of incidents of discrimination and corrective actions taken	Fully		Communities
407-1	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk	Fully		Our People
408-1	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	Fully		GRI Index Table
409-1	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour	Fully		GRI Index Table

410-1	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	Fully		Communities
411-1	Total number of incidents of violations involving rights of Indigenous Peoples and actions taken	Fully		Communities
412-1	Number and percentage of operations that have been subject to human rights reviews or impact assessments	Fully		GRI Index Table
412-2	Total hours of employee training on policies and procedures concerning human rights	Fully		Communities
412-3	Significant investment agreements that include human rights clauses or that have undergone human rights screening	Fully		Communities
413-1	Percentage of operations with implemented local community engagement, impact assessments and development programs	Fully		Strategy and Governance Communities
413-2	Operations with significant actual and potential negative impacts on local communities	Partially	Details of the negative potential impacts and associated mitigation measures are not disaggregated by location.	Communities
414-1	Percentage of new suppliers that were screened using human rights criteria	Fully		Communities
414-2	Negative social impacts in the supply chain and actions taken	Fully		Communities

415-1	Total value of political contributions by country and recipient/beneficiary	Fully		Strategy and Governance
416-1	Assessment of the health and safety impacts of product and service categories	Not reported	Indicator is not material.	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not reported	Indicator is not material.	
417-1	Requirements for product and service information and labeling	Not reported	Indicator is not material.	
417-2	Incidents of non-compliance concerning product and service information and labeling	Not reported	Indicator is not material.	
417-3	Incidents of non-compliance concerning marketing communications	Not reported	Indicator is not material.	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not reported	Indicator is not material.	
419-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance	Fully		Strategy and Governance
Mining and Metals Sector Supplement Indicators				
MM1	Amount of land disturbed or rehabilitated	Fully		Environmental Stewardship
MM2	Sites identified as requiring biodiversity management plans, and sites with plans in place	Fully		Environmental Stewardship

MM3	Total amounts of overburden, rock, tailings and sludge presenting potential hazards	Fully		Environmental Stewardship
MM4	Number of strikes and lockouts	Fully		GRI Index Table
MM5	Operations in or adjacent to Indigenous Peoples' territories, and formal agreements in place with Indigenous Peoples	Fully		Communities
MM6	Significant disputes relating to land use and the customary rights of local communities and Indigenous Peoples	Fully		Communities
MM7	Grievance mechanisms used to resolve disputes related to land use and the customary rights of local communities and Indigenous Peoples	Partially	We have grievance mechanisms in place and it used to resolve community conflicts, but the extent of use was not disclosed.	Communities
MM8	Artisanal and small-scale mining	Fully		Communities
MM9	Resettlement	Fully		Communities
MM10	Mine Closure	Fully		Mine Closure