

INDEX TO GLOBAL REPORTING INITIATIVE INDICATORS



Including Feb 2005 supplement for mining and minerals sector

GRI ELEMENT	TOPIC	FY2003	FY2004	FY2005	PAGE
Vision and strategy					
1.1	Vision and strategy	✓	✓	✓	4, 14
1.2	Key elements of report including language policy	✓	✓	✓	Contents, 4, 14, 103
Profile					
2.1	Name	✓	✓	✓	OFC
2.2	Major products	✓	✓	✓	1, 2
2.3	Operational structure	✓	✓	✓	1
2.4	Major divisions and joint ventures	✓	✓	✓	Foldout, 1
2.5	Countries of operation	✓	✓	✓	Foldout
2.6	Nature of ownership	✓	✓	✓	3
2.7	Nature of markets served	✓	✓	✓	2
2.8	Scale of organisation	✓	✓	✓	3
2.9	Stakeholders	✓	✓	✓	88
2.10	Contact details	✓	✓	✓	103
2.11	Reporting period	✓	✓	✓	103
2.12	Date of previous report	✓	✓	✓	103
2.13	Boundaries of report	✓	✓	✓	103
2.14	Significant changes on prior year	✓	✓	✓	103
2.15	Basis reporting on joint ventures, etc	✓	✓	✓	103
2.16	Explanation of restatements	n/a	n/a	n/a	
2.17	Decisions not to apply GRI principles	n/a	n/a	n/a	
2.18	Definitions	✓	✓	✓	
2.19	Significant changes in measurement methods on key economic, environmental and social information	✓	✓	✓	47 – 51 74 – 78 80 – 84
2.20	Policies, practices to ensure accuracy	✓	✓	✓	
2.21	Policy, practice on independent assurance	✓	✓	✓	5, 13, 104
2.22	Additional information	web	web	web	
Governance structure and management systems					
3.1	Governance structure	✓	✓	✓	60
3.2	Independent non-executive directors	✓	✓	✓	60
3.3	Expertise of board members	✓	✓	✓	60
3.4	Supervisory board processes	✓	✓	✓	60
3.5	Link between executive compensation and achievement of goals	✓	✓	✓	61
3.6	Organisational structure and key responsible individuals	✓	✓	✓	56
3.7	Principles and policies on economic, environment and social performance	✓	✓	✓	72, 73 – 78, 80
3.8	Mechanisms for shareholder interaction with board members	✓	✓	✓	62
3.9	Identification of stakeholders	✓	✓	✓	86 – 89
3.10	Stakeholder consultation	O	O	✓	86
3.11	Information ex stakeholder consultation	O	O	✓	86
3.12	Use of information from stakeholder consultation	O	O	✓	86 – 89
3.13	Precautionary approach	✓	✓	✓	60
3.14	External principles endorsed	✓	✓	✓	13, 81, 104

✓ – sufficient disclosure

O – partial disclosure

n/a – not applicable

na – not available

GRI ELEMENT	TOPIC	FY2003	FY2004	FY2005	PAGE
3.15	Industry, business and advocacy organisations	✓	✓	✓	84, 85
3.16	Upstream and downstream impacts – outsourcing/supplier management – product and service stewardship	O O	O O	✓ ✓	82 6
MM5	Materials stewardship Policies for assessing product eco-efficiency and sustainability attributes (eg recyclability, material use, energy use, toxicity, etc)	–	–	na	Investigation under way
3.17	Indirect impacts	O	O	O	74
3.18	Major changes in locations or operations	✓	✓	n/a	
3.19	Programmes and procedures in economic, environmental and social performance – priority and target setting – major improvement programmes – internal communication and training – performance monitoring – internal and external audit – senior management review	✓ ✓ ✓ ✓ ✓ ✓	✓ ✓ ✓ ✓ ✓ ✓	✓ ✓ ✓ ✓ ✓ ✓	5 – 6 4, 13 83 83 72, 86 61, 62
3.20	Certification of management systems	✓	✓	✓	60,74
4.1 GRI index	Index	✓	✓	✓	106
Performance indicators					
Economic					
Customers					
EC1	Net sales	✓	✓	✓	3, 8
EC2	Geographic breakdown	O	O	O	34, 73
Suppliers					
EC3	Cost of procurement	✓	✓	✓	83
EC4	Percentage paid on contracted terms	✓	✓	✓	73
EC11	Supplier breakdown	✓	✓	✓	73
Employees					
EC5	Total payroll and benefits	✓	✓	✓	73, 81
Providers of capital					
EC6	Distributions	✓	✓	✓	73
EC7	Retained earnings	✓	✓	✓	73
Public sector					
EC8	Total taxes paid	✓	✓	✓	73
EC9	Subsidies received	✓	✓	✓	73
EC10	Donations	✓	✓	Zero	73
EC12	Total spent on non-core business infrastructure development	na	na	na	Systems being developed to monitor
Indirect impacts					
EC13	Indirect economic impacts	✓	✓	✓	9 – 15
MM1	Revenue capture, management and distribution Identify sites where local economic contribution and development impact is of particular significance and interest to stakeholders (eg remote sites).	–	–	na	Contained in social impact assessments and labour plans. Reporting will begin in 2006
MM2	Value added disaggregated to country level	–	–	na	Will report in 2006

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Environmental					
EN1	Materials used other than water	✓	✓	✓	77
MM4	Percentage products from secondary materials	–	–	–	Kumba produces no products from secondary materials
EN2	Materials waste from external sources	na	na	na	Kumba uses no wastes from external sources
EN3	Direct energy use	✓	✓	✓	77
EN4	Indirect energy use	na	na	na	Kumba suppliers do not publish this information
EN17	Renewable energy sources	na	na	na	Kumba does not currently use renewable energy sources
EN18	Energy consumption	✓	✓	✓	76, 77
EN19	Indirect (up/downstream) energy use	na	na	na	Energy consumption investigation initiated
EN5	Total water use	✓	✓	✓	77
EN20	Water use and ecosystems affected	na	O	O	Investigations under way
EN21	Withdrawals of ground and surface water	na	O	O	76
EN22	Recycling of water	na	na	na	Investigations under way
EN6	Land in biodiversity -rich habitats	na	O	na	Zincor adjacent to Ramsar site and Rosh Pinah next to national conservation area
EN7	Impacts on biodiversity in terrestrial, fresh water and marine habitats	na	na	na	Investigations under way
EN23	Land for production activities or extractive use 1. Land disturbed 2. Land rehabilitated in period vs agreed end use	✓	✓	✓ ✓	76 76
MM3	Biodiversity management	–	–	na	Under way. All sites will have biodiversity action plans on completion
MM6	Large-volume mining and mineral processing waste	–	–	na	Test case in progress. To be refined in 2006 to enable full reporting
EN24	Impermeable surface of land	na	O	O	Available but not yet reported – negligible portion of land

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EN25	Impacts on protected, sensitive areas	na	O	O	Under control and stable. Investigations under way
EN26	Changes to natural habitats from activities/habitats protected or restored	na	O	O	Investigations under way
EN27	Objectives for protecting and restoring ecosystems	na	O	O	Under development
EN28	Protected species with habitats in operational areas	na	na	na	Available but not yet reported
EN29	Business units in or around protected or sensitive areas	✓	✓	✓	Zincor and Rosh Pinah (EN6)
EN8	Greenhouse gas emissions	na	na	na	Calculated but not yet reported as additional parameters are being integrated into the model for FY2006
EN9	Ozone-depleting substances	na	na	na	Air quality baseline studies initiated at select business units
EN10	Other significant air emissions	na	O	na	Projects under way to comply with legislation
EN11	Waste by type and definition	na	na	na	Waste stream analysis initiated at Sishen and Titor. Project to be rolled out to group by end FY2006
EN12	Discharges to water	na	na	na	See EN11
EN13	Spills of chemicals, oils and fuels	na	O	✓	Handled and reported under incidents p77
EN30	Indirect greenhouse gas emissions	✓	na	na	Air quality baseline studies initiated at select business units
EN31	Hazardous waste	na	O	na	Studies under way
EN32	Ecosystems/habitats affected by water run-off	na	na	na	Biodiversity action plans being developed

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GRI ELEMENT	TOPIC	FY2003	FY2004	FY2005	PAGE
EN33	Performance of suppliers	✓	na	na	Work to be initiated with hydro carbon suppliers at select business units
EN14	Impacts of products and services	na	na	na	Kumba has no interaction with end users to measure this indicator
EN15	Products reclaimable	na	na	na	Kumba has no interaction with end users to measure this indicator
EN16	Fines for environmental non-performance	nil	nil	✓	Ticor, R2 000 – uncovered transport vehicle resulted in dust spillage
EN34	Impacts of transportation used for logistical purposes	na	na	na	Not a SHE Indicator
EN35	Total environmental expenditure by type	na	na	na	Limited to water, electricity and diesel as reported
Social	Employment				
LA1	Breakdown of workforce	✓	✓	✓	80
LA2	Net job creation and average turnover segmented by region/country	O	O	O	80
LA12	Employee benefits beyond legal mandate	na	✓	✓	81
LA3	Labour/management relations Employees represented by trade unions, bona fide employee representatives or covered by collective bargaining agreements	✓	✓	✓	81
LA4	Information, consultation and negotiation with employees over changes in operations	✓	✓	✓	81
LA13	Formal worker representation in decision-making or management, including corporate governance	✓	✓	✓	81
LA5	Health and safety Recording and notification of occupational accidents and diseases	✓	✓	✓	75
MM13	Number of new cases occupational disease by type. Programmes to prevent occupational disease.	–	–	✓	75
LA6	Formal health and safety committees with management and worker representation	✓	✓	✓	75
LA7	Standard injury, lost-day and absentee rates and work-related fatalities (including sub-contracted workers)	✓	✓	✓	75
LA8	Policies or programmes on HIV/Aids – prevalence	✓	✓	✓	80 – 81

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GRI ELEMENT	TOPIC	FY2003	FY2004	FY2005	PAGE
LA14	Compliance with ILO guidelines	✓	✓	✓	82
LA15	Agreements with trade unions or employee representatives covering health and safety at work	✓	✓	✓	74
LA9	Training and education Average hours of training per year per employee by category	✓	✓	✓	82
LA16	Programmes to support continued employability of employees and to manage career endings	✓	✓	✓	81
LA17	Programmes for skills management or lifelong learning	✓	✓	✓	81
LA10	Diversity and opportunity Equal opportunities and monitoring systems	✓	✓	✓	80
LA11	Senior management, corporate governance bodies, including male/female ratio, cultural diversity	✓	✓	✓	80
HR1	Human rights Human rights and operations, including monitoring mechanisms	✓	✓	✓	80
HR2	Human rights impacts on investment and procurement	✓	✓	✓	81
HR3	Human rights within supply chain including monitoring systems	na	✓	✓	81
HR8	Employee training on human rights in operations	✓	✓	✓	81
HR4	Non-discrimination Discrimination in operations	✓	✓	✓	81
H5	Freedom of association and collective bargaining Freedom of association	✓	✓	✓	81
HR6	Child labour	✓	✓	✓	81
HR7	Forced and compulsory labour	✓	✓	✓	81
HR9	Disciplinary practices Appeal practices	✓	✓	✓	81
HR10	Non-retaliation	✓	✓	✓	81
HR11	Security practices Human rights training for security personnel	✓	✓	✓	81
HR12	Indigenous rights Needs of indigenous people	✓	✓	✓	81
HR13	Jointly-managed community grievance mechanisms	✓	✓	✓	85
HR14	Share of operating revenues redistributed to local communities	na	✓	✓	86
S01	Community Communities affected by operations – R value of CSI contributions	O	✓	✓	86
MM7	Significant incidents affecting communities during reporting period, grievance mechanisms used to resolve incidents and outcomes.	–	–	O	86
MM8	Programmes that address artisanal and small-scale mining (ASM)	–	–	O	86
MM9	Resettlement policies and activities	–	–	O	86
MM10	Operations with closure plans , covering social (including labour transition), environmental, economic aspects.	–	–	✓	86

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GRI ELEMENT	TOPIC	FY2003	FY2004	FY2005	PAGE
MM11	Process for identifying local communities' land and customary rights , including indigenous peoples', grievance mechanisms to resolve disputes.	–	–	✓	86
MM12	Approach to identifying, preparing for and responding to emergency situations affecting employees, communities, environment.	–	–		74
S04	Awards for social, ethical and environmental performance	✓	✓	✓	10 – 13, 65
S02	Bribery and corruption Policy	✓	✓	✓	63
S03	Political contributions Political lobbying and contributions	✓	✓	✓	63
S05	Money paid to political bodies	✓	✓	zero	
S06	Competition and pricing Court decisions on anti-trust and monopoly regulations	n/a	n/a	n/a	
S07	Mechanisms to prevent anti-competitive behaviour	✓	✓	✓	63
PR1	Customer health and safety Customer health and safety during use of products and services	n/a	n/a	n/a	
PR2	Products and services Product information and labelling	n/a	n/a	n/a	
PR7	Non-compliance on product information and labelling	n/a	n/a	n/a	
PR8	Customer satisfaction	n/a	n/a	n/a	
PR9	Advertising Advertising	na			
PR10	Breaches of advertising and marketing regulations	zero	zero	zero	
PR3	Respect for privacy Consumer privacy	na			
PR11	Breaches of consumer privacy	zero	zero	zero	

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GRI “in accordance with” self-assessment

Requirement 4: The company must ensure that the report is consistent with the principles in part B of the guidelines

Requirement	Comments/conclusion
<p>Principle 1 – Transparency Does the report provide full disclosure of the processes, procedures, and assumptions in report preparation?</p>	<p>Chief executive's review (p12), approach to sustainable development, social summary</p>
<p>Principle 2 – Inclusiveness Does the reporting organisation systematically engage its stakeholders to help focus and continually enhance the quality of its reports?</p>	<p>Ongoing engagement initiatives (p85) address all elements of our integrated sustainability reporting. Feedback is noted and incorporated where appropriate</p>
<p>Principle 3 – Auditability Is the reported data and information recorded, compiled, analysed and disclosed in a way that would enable internal auditors or external assurance providers to attest to its reliability?</p>	<p>Report compiled to meet auditability requirements relating to aspects of which KPMG's independent assurance report (p104) gives assurance over, and our internal audit processes for SHE data review</p>
<p>Principle 4 – Completeness Does the report include all information that is material to users for assessing the organisation's economic, environmental and social performance in a manner consistent with the declared boundaries, scope and time period?</p>	<p>Kumba's executive committee has reviewed the content of this report and is satisfied that the information it contains is sufficient to enable analysis p103 (Report Scope)</p>
<p>Principle 5 – Relevance Does the report clearly define the degree of importance assigned to particular indicators, including the threshold at which the information becomes significant enough to be reported?</p>	<p>As stated by our chief executive and enumerated in our targets (p8), all information in this report is considered significant to our diverse stakeholders</p>
<p>Principle 6 – Sustainability context Does the report provide an overview of the context in which the data is reported relative to the larger ecological, social or economic constraints?</p>	<p>The report scope and introductions to each core section identify the context of the data being reported</p>
<p>Principle 7 – Accuracy Does the report achieve a high degree of exactness, or a low margin of error, such that users can make decisions with a high degree of confidence?</p>	<p>Aspects of this report have been reviewed by internal auditors and external assurance providers to ensure that the data is presented as accurately as possible</p>
<p>Principle 8 – Neutrality Does the report avoid bias in selection and presentation of information, and provide a balanced account of the organisation's performance?</p>	<p>This report reflects Kumba's commitment to providing a balanced and objective account of our economic, social and environmental impacts – positive and negative. Our impartiality includes references to underperforming areas or missed targets</p>
<p>Principle 9 – Comparability Does the report maintain consistency with previous reports in the boundary and scope of indicators? Alternatively, are any changes of boundary or scope, or re-statements of previously disclosed information, adequately disclosed?</p>	<p>Apart from the impact on comparability due to a change in financial year end, this report underscores our commitment to continuous improvement in sustainable development reporting and the value we place on stakeholder feedback at every level</p>
<p>Principle 10 – Clarity Does the report make the reported information available in a manner that is responsive to the maximum number of users while still maintaining a suitable level of detail?</p>	<p>Kumba's aim to provide a report that is as comprehensive as economically possible is reflected in the additional case studies included this year. Our commitment to clarity, consistency and ease of use is reflected in structural changes designed to ease readership and will ultimately be tested by stakeholders</p>
<p>Principle 11 – Timeliness Is the report being released in a manner that is consistent with a regular schedule that meets user needs?</p>	<p>Kumba's annual report is provided in accordance with our published financial year-end reporting guidelines and will be distributed to stakeholders at all operations</p>