



2015

GLOBAL REPORTING INITIATIVE TABLES

exxaro

POWERING POSSIBILITY

## GRI reference table

This index includes the latest GRI guidelines (G4) and 2009 mining and minerals sector (MM) supplement. Indicators are cross-referenced to either the integrated report or supplementary report on this website, and those externally assured are marked.

Indicator	GRI G4 – general standard disclosures	Integrated report	Supplementary report	External assurance
<b>Strategy and analysis</b>				
G4-1	Statement from the most senior decision-maker of the organisation about the relevance of sustainability and Exxaro's strategy for addressing this	2		
G4-2	Description of key impacts, risks, and opportunities in two concise narratives: <ul style="list-style-type: none"> <li>The organisation's key impacts on sustainability and effects on stakeholders</li> <li>Impact of sustainability trends on the long- term prospects of the organisation</li> </ul>	15 19		
<b>Organisational profile</b>				
G4-3	Name of the organisation	Cover	Cover	
G4-4	Primary brands, products, and services	4		
G4-5	Location of the organisation's headquarters	<a href="http://www.exxaro.com">www.exxaro.com</a>	<a href="http://www.exxaro.com">www.exxaro.com</a>	
G4-6	Number of countries where Exxaro operates, and names of countries with significant operations or specifically relevant to sustainability topics covered in the report	4		
G4-7	Nature of ownership and legal form	4		
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	7		
G4-9	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</li> <li>Total capitalisation broken down as debt and equity</li> <li>Quantity of products or services provided</li> </ul>	4	125	
G4-10	<ul style="list-style-type: none"> <li>Total employees by employment contract and gender</li> <li>Total number of permanent employees by employment type and gender</li> <li>Total workforce by employees and supervised workers and by gender</li> <li>Total workforce by region and gender</li> </ul>		125	
G4-11	Percentage of total employees covered by collective bargaining agreements		122	
G4-12	Describe Exxaro's supply chain		138	
G4-13	Report any significant changes in reporting period to size, structure, ownership or supply chain	1		
G4-14	Report whether and how the precautionary approach or principle is addressed	1		



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G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which Exxaro subscribes or endorses		104 – 105	
G4-16	Memberships of associations (eg industry associations) and national or international advocacy organisations		104 – 105	
<b>Identified material aspects and boundaries</b>				
G4-17	<ul style="list-style-type: none"> <li>List all entities included in Exxaro's consolidated financial statement</li> <li>Report any entity included in Exxaro's consolidated financial statements but not covered by the report</li> </ul>	1	3	
G4-18	<ul style="list-style-type: none"> <li>Process for defining the report content and aspect boundaries</li> <li>Explain how Exxaro has implemented the reporting principles for defining report content</li> </ul>	1		
G4-19	Material aspects identified in the process for defining report content	1, 15	6	
G4-20	For each material aspect, report the aspect boundary in the organisation	15		
G4-21	For each material aspect, report the aspect boundary outside the organisation	15		
G4-22	Effect of restating any information in previous reports, and reasons	15		
G4-23	Report significant changes from previous reporting periods in the scope and aspect boundaries	15		
<b>Stakeholder engagement</b>				
G4-24	Stakeholder groups engaged by Exxaro	38 and under each material issue	97	
G4-25	Report the basis for identifying and selecting stakeholders with whom to engage		97	
G4-26	Approach to stakeholder engagement, including frequency of engagement by type and group, and indicate whether any engagement was undertaken specifically as part of the report preparation process		97	
G4-27	Key topics and concerns raised through stakeholder engagement, and how Exxaro has responded, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns	Per material issue	98	
<b>Report profile</b>				
G4-28	Reporting period for information provided	1		
G4-29	Date of most recent report (if any)	1		
G4-30	Reporting cycle	1		
G4-31	Contact point for questions on the report or its contents	1		
<b>GRI content index</b>				
G4-32	<ul style="list-style-type: none"> <li>Report 'in accordance' option Exxaro has chosen</li> <li>Report GRI content index for chosen option</li> <li>Report reference to external assurance report</li> </ul>	1		
<b>Assurance</b>				
G4-33	<ul style="list-style-type: none"> <li>Policy and current practice on seeking external assurance for the report</li> <li>Scope and basis of external assurance</li> <li>Relationship between Exxaro and assurance providers</li> <li>Report whether board or senior executives are involved in seeking assurance for sustainability report</li> </ul>	1		84 – report of PwC



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<b>Governance</b>				
<b>G4-34</b>	<ul style="list-style-type: none"> <li>Governance structure of Exxaro, including committees of the board</li> <li>Identify any committees responsible for decision-making on economic, environmental and social impacts</li> </ul>	23 28-31		
<b>G4-35</b>	Process for delegating authority for economic, environmental and social topics from the board to senior executives and other employees	28-31		
<b>G4-36</b>	Report whether Exxaro has appointed an executive-level position with responsibility for economic, environmental and social topics and whether post holders report directly to the board	Yes		
<b>G4-37</b>	Processes for consultation between stakeholders and board on economic, environmental and social topics. If consultation is delegated, explain to whom and any feedback processes to the board	27	97	
<b>G4-38</b>	Composition of the board and its committees by: <ul style="list-style-type: none"> <li>Executive or non-executive</li> <li>Independence</li> <li>Tenure</li> <li>Each individual’s significant other positions and commitments, and nature of commitments</li> <li>Gender</li> <li>Membership of under-represented social groups</li> <li>Competencies relating to economic, environmental and social impacts</li> <li>Stakeholder representation</li> </ul>	26		
<b>G4-39</b>	Report whether the chair of the board is also an executive officer	No	25	
<b>G4-40</b>	Nomination and selection processes for the board and its committees, and criteria used, including: <ul style="list-style-type: none"> <li>Whether and how diversity is considered</li> <li>Whether and how independence is considered</li> <li>Whether and how expertise and experience in economic, environmental and social topics are considered</li> <li>Whether and how stakeholders (including shareholders) are involved</li> </ul>	31	50	
<b>G4-41</b>	Board processes to ensure conflicts of interest are avoided and managed. Report whether these are disclosed to stakeholders, including, as a minimum: <ul style="list-style-type: none"> <li>Cross-board membership</li> <li>Cross-shareholding with suppliers and other stakeholders</li> <li>Existence of controlling shareholder</li> <li>Related-party disclosures</li> </ul>		18	
<b>G4-42</b>	Board and senior executives’ roles in developing, approving and updating Exxaro’s purpose, value or mission statements, strategies, policies and goals for economic, environmental and social impacts	23	17	
<b>G4-43</b>	Measures to develop and enhance the board’s knowledge of economic, environmental and social topics		27	
<b>G4-44</b>	<ul style="list-style-type: none"> <li>Processes for evaluating board’s performance on governing economic, environmental and social topics</li> <li>Report whether such evaluation is independent or not, and its frequency</li> <li>Report whether such evaluation is a self-assessment</li> </ul>	26, 28-31		



Indicator	GRI G4 – general standard disclosures	Integrated report	Supplementary report	External assurance
G4-45	<ul style="list-style-type: none"> <li>Board's role in identifying and managing economic, environmental and social impacts, risks and opportunities, including implementing due-diligence processes</li> <li>Report whether stakeholder consultation is used to support the board's identification and management of these impacts, risks and opportunities</li> </ul>	28-31	19	
G4-46	Board's role in reviewing the effectiveness of Exxaro's risk management processes for economic, environmental and social topics	28-31		
G4-47	Frequency of board reviews of economic, environmental and social impacts, risks and opportunities	28-31		
G4-48	Highest committee or position that formally reviews and approves Exxaro's integrated and supplementary report and ensures all material aspects are covered	2		
G4-49	Process for communicating critical concerns to the board	27	97	
G4-50	Nature and number of critical concerns communicated to the board and mechanism(s) used to resolve them	27	98	
G4-51	<ul style="list-style-type: none"> <li>Remuneration policies for the board and senior executives</li> <li>Report how performance criteria in the remuneration policy relate to the board and senior executives' economic, environmental and social objectives</li> </ul>	31, 67	50	
G4-52	<ul style="list-style-type: none"> <li>Process for determining remuneration</li> <li>Report whether remuneration consultants are involved, whether they are independent of management and any other relationships they have with the organisation</li> </ul>		50	
G4-53	Report how stakeholders' views are sought and considered on remuneration, including results of votes on remuneration policies and proposals	31	50	
G4-54	Ratio of annual total compensation for Exxaro's highest-paid individual to median annual total compensation for all employees (excluding highest-paid individual)	Not reported		
G4-55	Ratio of percentage increase in annual total compensation for Exxaro's highest-paid individual to median percentage increase in annual total compensation for all employees (excluding highest-paid individual)	31	58	
<b>Ethics and integrity</b>				
G4-56	Describe values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	8	16	
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters of organisational integrity, such as helplines or advice lines	29	80	
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters of organisational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines	29	80	
<b>Aspect: Economic performance</b>				
G4-EC1	Direct economic value generated, distributed and retained	38	178	
	Countries of operation that are candidate to/compliant with Extractive Industries Transparency Initiative (EITI)	Not applicable		
G4-EC2	Financial implications and other risks and opportunities for Exxaro's activities due to climate change		148 – 150	
G4-EC3	Coverage of Exxaro's defined-benefit plan obligations	67		
G4-EC4	Financial assistance received from government	Zero		



Indicator	GRI G4 – general standard disclosures	Integrated report	Supplementary report	External assurance
<b>Aspect: Market presence</b>				
G4-EC5	Ratios of standard entry-level wage by gender compared to local minimum wage		127	
G4-EC6	Proportion of senior management hired from local community		123	
<b>Aspect: Indirect economic impacts</b>				
G4-EC7	Development and impact of infrastructure investments and services supported	53	133	
G4-EC8	Significant indirect economic impacts, including extent of impacts		133	
<b>Aspect: Procurement practices</b>				
G4-EC9	Proportion of spending on local suppliers at significant locations of operation		138	
<b>Environment</b>				
<b>Aspect: Materials</b>				
G4-EN1	Materials used by weight or volume	Not reported		
G4-EN2	Percentage of materials that are recycled input materials	Not reported		
<b>Aspect: Energy</b>				
G4-EN3	Energy consumption in Exxaro		153	✓
G4-EN4	Energy consumption outside Exxaro		Not reported	
G4-EN5	Energy intensity		154	
G4-EN6	Reduction of energy consumption	52	154	
G4-EN7	Reductions in energy requirements of products and services		154	
<b>Aspect: Water</b>				
G4-EN8	Total water withdrawal by source	52	161 – 163	✓
G4-EN9	Water sources significantly affected by withdrawal		161 – 163	
G4-EN10	Percentage and total volume of water recycled and reused		154	
<b>Aspect: Biodiversity</b>				
G4-EN11	Operational sites owned, leased, managed in/adjacent to protected areas and areas of high diversity value outside protected areas		167 – 174	
G4-EN12	Significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas		167 – 174	
MM1	Land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated		167 – 174	
MM2	Number and percentage of sites identified as requiring biodiversity management plans according to stated criteria, and number (percentage) of those sites with plans in place		167 – 174	
G4-EN13	Habitats protected or restored		167 – 174	
G4-EN14	IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk		167 – 174	
<b>Aspect: Emissions</b>				



Indicator	GRI G4 – general standard disclosures	Integrated report	Supplementary report	External assurance
G4-EN15	Direct greenhouse gas (GHG) emissions (scope 1)		149	✓
G4-EN16	Energy indirect GHG emissions (scope 2)		149	✓
G4-EN17	Other indirect GHG emissions (scope 3)		149	✓
G4-EN18	GHG emissions intensity		149	
G4-EN19	Change in GHG emissions (scope 1 and 2)		149	
G4-EN20	Emissions of ozone-depleting substances		156	
G4-EN21	NOx, SOx and other significant air emissions		156	
<b>Aspect: Effluents and waste</b>				
G4-EN22	Total water discharge by quality and destination		160	
G4-EN23	Total weight of waste by type and disposal method		164	✓
MM3	Total amounts of overburden, rock, tailings and sludges, and associated risks	Not reported		
G4-EN24	Total number and volume of significant spills		143	✓
G4-EN25	Weight of transported, imported, exported or treated waste deemed hazardous under Basel Convention annex I, II, III and VIII, and percentage of transported waste shipped internationally	Not applicable		
G4-EN26	Identity, size, protected status and biodiversity value of water bodies and related habitats significantly affected by discharges of water and runoff	Not applicable		
<b>Aspect: Products and services</b>				
G4-EN27	Extent of mitigating environmental impacts of products and services		166	
G4-EN28	Percentage of products sold and packaging materials reclaimed by category	Not applicable		
<b>Aspect: Compliance</b>				
G4-EN29	Value of significant fines and number of non-monetary sanctions for non-compliance with environmental laws and regulations		141	
<b>Aspect: Transport</b>				
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for Exxaro's operations, and transporting members of the workforce		151	
G4-EN31	Total environmental protection expenditures and investments by type		177	
<b>Aspect: Supplier environmental assessment</b>				
G4-EN32	Percentage of new suppliers screened using environmental criteria		Not measured	
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain, actions taken		Not measured	
<b>Aspect: Environmental grievance mechanism</b>				
G4-EN34	Number of grievances about environmental impacts filed, addressed and resolved through formal mechanisms		143	
<b>Social labour practices and decent work</b>				
<b>Aspect: Employment</b>				
G4-LA1	Number and rates of new employee hires and employee turnover by age group, gender and region		124	





Indicator	GRI G4 – general standard disclosures	Integrated report	Supplementary report	External assurance
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations		67	
G4-LA3	Return to work and retention rates after parental leave, by gender	Not reported		
<b>Aspect: Labour/management relations</b>				
G4-LA4	Minimum notice periods on operational changes, including whether specified in collective agreements		124	
MM4	Number of strikes and lock-outs exceeding one week's duration	57		
<b>Aspect: Occupational health and safety</b>				
G4-LA5	Percentage of workforce represented in formal joint management-worker health and safety committees that monitor and advise on occupational health and safety programmes		107	
G4-LA6	Type and rates of injury, occupational diseases, lost days and absenteeism, and total work-related fatalities, by region and gender	50	107	Fatalities, LTIFR
G4-LA7	Workers with high incidence/risk of diseases related to their occupation		112	5 indicators
G4-LA8	Health and safety topics covered in formal agreements with trade unions		107	
<b>Aspect: Training and education</b>				
G4-LA9	Average hours of training per year per employee by gender and employment category		118 – 119	
G4-LA10	Programmes for skills management and lifelong learning that support continued employability and assist employees in managing career endings		118 – 119	
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and employee category		53	
<b>Aspect: Diversity and equal opportunity</b>				
G4-LA12	Composition of governance bodies and breakdown of employees by category according to gender, age group, minority group membership and other indicators of diversity	24	123 – 125	
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant location		125 – 128	
<b>Aspect: Supplier assessment for labour practices</b>				
G4-LA14	Percentage of new suppliers screened using labour practices criteria	Not measured		
G4-LA15	Significant actual and potential negative impacts for labour practices in the supply chain and actions taken	Not measured		
<b>Aspect: Labour practices grievance mechanisms</b>				
G4-LA16	Number of grievances about labour practices filed, addressed and resolved through formal mechanisms		Zero, 124	
<b>Human rights</b>				
<b>Aspect: Investment</b>				
G4-HR1	Number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Not reported		
G4-HR2	Total hours of employee training on human rights policies or procedures about aspects of human rights relevant to operations, including the percentage of employees trained	Not measured		





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<b>Aspect: Non-discrimination</b>				
G4-HR3	Total number of incidents of discrimination and corrective actions taken		Zero	
<b>Aspect: Freedom of association and collective bargaining</b>				
G4-HR4	Operations and suppliers identified where the right to exercise freedom of association and collective bargaining may be violated or at significant risk, measures taken to support these rights		Zero	
<b>Aspect: Child labour</b>				
G4-HR5	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		Zero	
<b>Aspect: Forced or compulsory labour</b>				
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, measures taken to contribute to the elimination of all forms of forced or compulsory labour		Zero	
<b>Aspect: Security practices</b>				
G4-HR7	Percentage security personnel trained in Exxaro's human rights policies or procedures relevant to operations	Outsourced function		
<b>Aspect: Indigenous rights</b>				
G4-HR8	Number of identified incidents of violations involving the rights of indigenous peoples in the reporting period	Not applicable		
MM5	Number of operations in/adjacent to indigenous peoples' territories, percentage with formal agreements with indigenous peoples' communities	Not applicable		
<b>Aspect: Assessment</b>				
G4-HR9	Number and percentage of operations subject to human rights reviews or impact assessments		136 – 138	
<b>Aspect: Supplier human rights assessment</b>				
G4-HR10	Percentage of new suppliers screened using human rights criteria	Not measured		
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain, actions taken	Not measured		
<b>Aspect: Human rights grievance mechanisms</b>				
G4HR-12	Number of grievances about human rights impacts filed, addressed and resolved through formal mechanisms		Zero	
<b>Society</b>				
<b>Aspect: Local communities</b>				
G4-SO1	Community engagement, impact assessments, and development programmes	49	131	
G4-SO2	Percentage of operations with significant actual and potential negative impacts on local communities		136	
MM6	Number and description of significant disputes on land use, customary rights of local communities and indigenous peoples		Zero	
MM7	Extent to which grievance mechanisms were used to resolve disputes on land use, customary rights of local communities and indigenous peoples, and outcomes		98	
<b>Aspect: Artisanal and small-scale mining</b>				



Indicator	GRI G4 – general standard disclosures	Integrated report	Supplementary report	External assurance
<b>MM8</b>	Number (and percentage) of company sites where artisanal and small-scale mining takes place on or adjacent to the site; associated risks and actions to manage and mitigate these risks		Zero	
<b>Aspect: Resettlement</b>				
<b>MM9</b>	Sites where resettlements took place, number of households resettled, and how livelihoods were affected	Not reported		
<b>Aspect: Closure planning</b>				
<b>MM10</b>	Number and percentage of operations with closure plans	49	175 – 177	
<b>Aspect: Anti-corruption</b>				
<b>G4-SO3</b>	Operations assessed for risks related to corruption and significant risks identified	29	82	
<b>G4-SO4</b>	Communication and training on anti-corruption policies and procedures		18	
<b>G4-SO5</b>	Confirmed incidents of corruption and actions taken	29	82	
<b>Aspect: Public policy</b>				
<b>G4-SO6</b>	Total value of political contributions by country and recipient/beneficiary		18	
<b>Aspect: Anti-competitive behaviour</b>				
<b>G4-SO7</b>	Number of legal actions for anti-competitive behaviour, anti-trust and monopoly practices, and outcomes	Zero		
<b>Aspect: Compliance</b>				
<b>G4-SO8</b>	Value of significant fines and number of non-monetary sanctions for non-compliance with laws and regulations	Zero	Zero	
<b>G4-SO9</b>	Percentage of new suppliers screened using criteria for impacts on society	Not measured		
<b>G4-SO10</b>	Significant actual and potential negative impacts on society in the supply chain and actions taken	Not measured		
<b>Aspect: Grievance mechanisms for impacts on society</b>				
<b>G4-SO11</b>	Number of grievances about impacts on society filed, addressed and resolved through formal mechanisms	Not reported		
<b>Product responsibility</b>				
<b>Aspect: Customer health and safety</b>				
<b>G4-PR1</b>	Significant product and service categories for which health and safety impacts are assessed for improvement	Not reported		
<b>G4-PR2</b>	Incidents of non-compliance with regulations and voluntary codes on health and safety impacts of products and services during their lifecycle, by type of outcome	Not applicable		
<b>Aspect: Product and service labelling</b>				
<b>G4-PR3</b>	Type of information required by Exxaro's procedures for product and service information and labelling, and percentage of significant categories subject to such information requirements	Not applicable		
<b>G4-PR4</b>	Number of incidents of non-compliance with regulations and voluntary codes	Not applicable		
<b>G4-PR5</b>	Results of surveys measuring customer satisfaction	Not applicable		
<b>Aspect: Materials stewardship</b>				
<b>MM11</b>	Programmes and progress on materials stewardship		137 – 138	
<b>Aspect: Marketing communications</b>				
<b>G4-PR6</b>	Sale of banned or disputed products	Not applicable		



Indicator	GRI G4 – general standard disclosures	Integrated report	Supplementary report	External assurance
<b>G4-PR7</b>	Number of incidents of non-compliance with regulations and voluntary codes on marketing communications, including advertising, promotion and sponsorship, by type of outcome	Not applicable		
<b>Aspect: Customer privacy</b>				
<b>G4-PR8</b>	Number of substantiated complaints on breaches of customer privacy and losses of customer data	Zero		
<b>Aspect: Compliance</b>				
<b>G4-PR9</b>	Value of significant fines for non-compliance with laws and regulations on provision and use of products	Not applicable		

