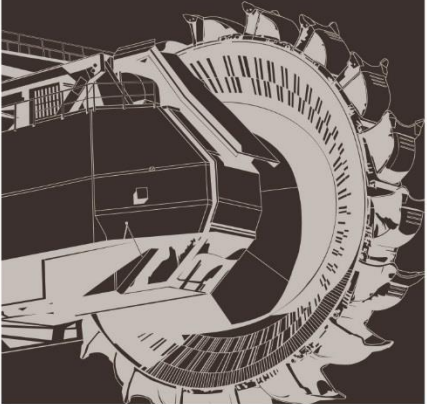




2014

GRI REFERENCE
TABLE



exxaro
POWERING POSSIBILITY

GRI reference table

This index includes the latest GRI guidelines (G4) as well as the 2009 mining and minerals sector supplement. For convenience, we have included three-year performance and comments where this will aid readers in developing a fuller understanding of the group's performance.

Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro response	External assurance
	Strategy and analysis			
G4-1	Statement from the most senior decision-maker of the organisation about the relevance of sustainability to the organisation and its strategy for addressing sustainability.	Strategy and analysis	As a responsible and diversified mining group, Exxaro subscribes to accepted international standards for its business practices, operations (safety, health, environment and community) and reporting to stakeholders. Wherever practical, we have adopted global best practice or developed our own processes to the same standards. These criteria form part of our decision-making process in refining our strategy, assessing our risks, developing our people and keeping them safe and healthy. Collectively, this underpins our own sustainability. Integrated report, page 44	
G4-2	Description of key impacts, risks, and opportunities in two concise narratives: <ul style="list-style-type: none"> The organisation's key impacts on sustainability and effects on stakeholders Impact of sustainability trends on the long-term prospects of the organisation 	Strategy and analysis	What impacts Exxaro's ability to create value, page 24 – 25 (integrated report), page 32 – 35 (integrated report), page 44 (integrated report)	
	Organisational profile			
G4-3	Name of the organisation.	Organisational profile	Exxaro Resources Limited	
G4-4	Primary brands, products, and services.	Organisational profile	Exxaro is one of the largest producers of coal in South Africa. It also has interests in the titanium dioxide, ferrous and energy markets	
G4-5	Location of the organisation's headquarters.	Organisational profile	Pretoria, South Africa	
G4-6	Number of countries where Exxaro operates, and names of countries with significant operations or	Organisational profile	South Africa, Botswana, Republic of the Congo, Inner Mongolia and Australia	



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro response	External assurance
	that are specifically relevant to sustainability topics covered in the report.			
G4-7	Nature of ownership and legal form.	Organisational profile	Integrated report, page 5	
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	Organisational profile	Exxaro's products are sold in domestic and international markets to customers ranging from state utilities to commercial enterprises	
G4-9	Scale of the organisation, including:	Organisational profile		
	• Total number of employees		7 841	
	• Total number of operations		Six coal mines (two tied operations and four commercial operations), 21 business units	
	• Net sales		Revenue: R16,4 billion	
	• Total capitalisation broken down as debt and equity		Total debt: R13,0 billion Total equity: R34,4 billion	
	• Quantity of products or services provided		39,1 million tonnes of coal produced	
G4-10	a Total employees by employment contract and gender.	Organisational profile		
	b Total number of permanent employees by employment type and gender.		7 841 employees: 63% black males, 18% white males, 19% females	
	c Total workforce by employees and supervised workers and by gender.			
	d Total workforce by region and gender.		Mainly Gauteng 12%, Limpopo 38% and Mpumalanga 46%	
	e Report whether a substantial portion of Exxaro'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.			
	f Report any significant variations in employment numbers (such as seasonal variations).		Zero	



Indicator	GRI G4 – General Standard Disclosures		Aspect	Exxaro response	External assurance
G4-11	Percentage of total employees covered by collective bargaining agreements.		Organisational profile	74%	
G4-12	Describe Exxaro's supply chain.		Organisational profile	In implementing our philosophy on supply chain sustainability, we aim to ensure that decisions are based on procuring goods and services from suppliers that demonstrate commitment to sustainable business practices and support our compliance to the mining charter. Exxaro has identified green procurement, procuring from companies owned by historically disadvantaged South Africans and sustainable supplier engagement as key elements of sustainable procurement. Integrated report, page 56 (integrated report), page 80 (supplementary report)	
G4-13	Report any significant changes during the reporting period to the organisation's size, structure, ownership or supply chain		Organisational profile	Two mines in closure (Tshikondeni and Inyanda), page 40 (integrated report). Investment in the Republic of the Congo impaired, page 40 (integrated report)	
G4-14	Report whether and how the precautionary approach or principle is addressed.		Organisational profile	Exxaro fully subscribes to the precautionary approach (recognising our duty to consider and take action to investigate, address and mitigate threats of harm to the environment even when cause-and-effect relationships have not been fully identified). This is embedded in our values and implemented through our risk management process.	
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which Exxaro subscribes or which it endorses.		Organisational profile	Integrated report, page 2	
G4-16	Memberships of associations (such as industry associations) and national or international advocacy organisations		Organisational profile	Supplementary report, page 37	
Identified material aspects and boundaries					
G4-17	a	List all entities included in Exxaro's consolidated financial statement.	Identified material aspects and boundaries	All owned and managed operations, integrated report page 98	
	b	Report whether any entity included in Exxaro's consolidated financial statements is not covered by the report.		This report includes lost-time injuries and fatalities for our Mayoko (Republic of the Congo) project. It also includes limited information on operations where we do not have management control but have a significant equity interest that can include joint control, namely Sishen	



Indicator	GRI G4 – General Standard Disclosures		Aspect	Exxaro response	External assurance
				Iron Ore Company (iron ore), Tronox Limited (mineral sands) and Cennergi (energy)	
G4-18	a	Process for defining the report content and aspect boundaries.	Identified material aspects and boundaries	Exxaro's risk management framework facilitates allied processes, including those underpinning content in our integrated report. In conjunction with stakeholder engagement, this ensures our reporting standards continue to improve and that disclosure is accurate and meaningful	
	b	Explain how Exxaro has implemented the reporting principles for defining report content.		Exxaro has applied the principles of materiality, stakeholder inclusiveness, sustainability context and completeness to define report content and to enhance the quality of reported information, specifically aimed to ensure balance, comparability, accuracy, timeliness, reliability and clarity	
G4-19	a	List all material aspects identified in the process for defining report content.	Identified material aspects and boundaries	Dependency on key client, licence to operate, employees, operating efficiencies, environment, capital projects, government.	
G4-20	For each material aspect, report the aspect boundary in the organisation		Identified material aspects and boundaries	Material aspects cover all owned and managed operations, and are cascaded up into a group perspective for reporting	
G4-21	For each material aspect, report the aspect boundary outside the organisation, as follows:		Identified material aspects and boundaries	Material issues for 2014: refer to integrated report and supplementary report for detailed responses	
	•	Report whether the aspect is material outside Exxaro			
	•	If the aspect is material outside Exxaro, identify the entities, groups of entities or elements for which it is material. In addition, describe the geographical location where the aspect is material for the entities identified			
•	Report any specific limitation to the aspect boundary outside Exxaro				
G4-22	Report the effect of any restatements of information in previous reports, and the reasons.		Identified material aspects and boundaries	There has been no restatement of previous reports	



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro response	External assurance
G4-23	Report significant changes from previous reporting periods in the scope and aspect boundaries.	Identified material aspects and boundaries	There have been no significant changes from previous reporting periods in the scope and aspect boundaries	
Stakeholder engagement				
G4-24	Stakeholder groups engaged by Exxaro.	Stakeholder engagement	Integrated report, page 14. Supplementary report, page 33-36	
G4-25	Report the basis for identifying and selecting stakeholders with whom to engage.	Stakeholder engagement	Integrated report, page 14. Supplementary report, page 33-36	
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.	Stakeholder engagement	Integrated report, page 14. Supplementary information, page 33-36	
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.	Stakeholder engagement	Integrated report, page 14. Supplementary report, page 33-36	
Report profile				
G4-28	Reporting period for information provided	Report profile	Financial year to 31 December 2014	
G4-29	Date of most recent report (if any)	Report profile	2014 integrated report	
G4-30	Reporting cycle	Report profile	Annual	



Indicator	GRI G4 – General Standard Disclosures		Aspect	Exxaro Response	External assurance
G4-31	Contact point for questions on the report or its contents		Report profile	Hanno Olinger – Manager Sustainability Tel +27 12 307 3359 Fax +27 12 207 5327 Mobile +27 83 609 1094 Email hanna.olinger@exxaro.com	
GRI content index					
G4-32	a	Report 'in accordance' option Exxaro has chosen.	GRI content index	Core	
	b	Report GRI content index for chosen option.			
	c	Report reference to external assurance report.		Integrated report, page 2 and Supplementary report, page 157	
Assurance					
G4-33	a	Report Exxaro's policy and current practice on seeking external assurance for the report.	Assurance	Integrated report, page 2	
	b	If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided.		Report of the external assurers, Supplementary report, page 157	
	c	Report the relationship between Exxaro and the assurance providers.		PwC is an independent expert, contracted to assure key indicators in Exxaro's integrated report each year. These are determined by material aspects	
	d	Report whether the highest governance body or senior executives are involved in seeking assurance for Exxaro's sustainability report.		The process of assurance and indicators selected each year is confirmed by the executive committee and ratified by the social and ethics committee of the board	
Governance					
G4-34	Report the governance structure of Exxaro, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.		Governance	Integrated report, page 13	



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro Response	External assurance
G4-35	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	Governance	All delegations are detailed in the group's delegation of authority matrix. Integrated report, page 13	
G4-36	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 highest governance body.	Governance	Sustainability is an executive responsibility, with direct reporting first to the executive committee and then to the sustainability, risk and compliance (SRC) committee and, through that committee's chairman, to the board	
G4-37	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, explain to whom and any feedback processes to the highest governance body.	Governance	Stakeholder consultation cascades up from mine level. Material aspects are consolidated for a group perspective, and managed at executive level and, depending on materiality, elevated to a board committee or the board	
G4-38	Report the composition of the highest governance body and its committees by:	Governance	Integrated report, page 13	
	• Executive or non-executive		The following directors are nominated by specific shareholders:	
	• Independence		• Basadi Ba Kopane Investments Proprietary Limited – S Dakile-Hlongwane	
	• Tenure on the governance body		• Capital Consortium Proprietary Limited – D Zihlangu	
	• Number of each individual's significant other positions and commitments, and nature of commitments		• Dreamvision Investments Proprietary Limited – VZ Mntambo and MF Randera	
	• Gender		• Morning Tide Investments 168 Proprietary Limited – V Nkonyeni	
	• Membership of under-represented social groups			
	• Competencies relating to economic, environmental and social impacts			
• Stakeholder representation				
G4-39	Report whether the chair of the highest governance body is also an executive officer (and	Governance	Supplementary report, (King III, 2.16) page 136	



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro Response	External assurance
	if so, his/her function in Exxaro's management and reasons for this arrangement)			
G4-40	Report nomination and selection processes for the highest governance body and its committees, and criteria used, including:	Governance	Supplementary report, (King III, 2.18) page 137	
	• Whether and how diversity is considered			
	• Whether and how independence is considered			
	• Whether and how expertise and experience in economic, environmental and social topics are considered			
• Whether and how stakeholders (including shareholders) are involved				
G4-41	Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether these are disclosed to stakeholders, including, as a minimum:	Governance	Supplementary report, page 131 – King III disclosure	
	• Cross-board membership			
	• Cross-shareholding with suppliers and other stakeholders			
	• Existence of controlling shareholder			
• Related-party disclosures				
G4-42	Report the highest governance body's and senior executives' roles in the development, approval and updating of Exxaro's purpose, value or mission statements, strategies, policies and goals for economic, environmental and social impacts.	Governance	The board has final approval of Exxaro's purpose, strategy and goals for economic, environmental and social impacts	
G4-43	Report measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	Governance	Supplementary report, ongoing director development, page 137	
G4-44	a Report processes for evaluating the highest governance body's performance on	Governance	Supplementary report, (King III 2.22), page 139	



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro Response	External assurance
	governing economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a self-assessment.			
	b Report actions taken in response to evaluation of the highest governance body's performance on governance of economic, environmental and social topics, including, as a minimum, changes in membership and organisational practice		Supplementary report, (King III 2.22), page 139	
G4-45	a Report the highest governance body's role in identifying and managing economic, environmental and social impacts, risks, and opportunities. Include its role in implementing due-diligence processes.	Governance	Integrated Report Risk Management and compliance page 28 Supplementary report, (King III 2.23), page 141	
	b Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks and opportunities.		Integrated Report Risk Management and compliance page 28 Supplementary report, (King III 2.23), page 141	
G4-46	Report the highest governance body's role in reviewing the effectiveness of Exxaro's risk management processes for economic, environmental and social topics.	Governance	Integrated Report, Risk Management and compliance, page 28 Supplementary report (King III 2.23), page 140	
G4-47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	Governance	The sustainability, risk and compliance committee meets at least quarterly, and the social and ethics committee at least twice each year	
G4-48	Report the highest committee or position that formally reviews and approves Exxaro's sustainability report and ensures that all material aspects are covered.	Governance	Sustainability, risk and compliance committee and the board	



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro Response	External assurance
G4-49	Report the process for communicating critical concerns to the highest governance body.	Governance	Outside scheduled meetings of the sustainability, risk and compliance (SRC) committee, critical concerns are brought for immediate attention by the executive committee and, as required, the SRC committee and board	
G4-50	Report the nature and number of critical concerns communicated to the highest governance body and mechanism(s) used to address and resolve them.	Governance	Integrated report, material issues and risk management, page 24	
G4-51	a Report remuneration policies for the highest governance body and senior executives	Governance	Integrated report, remuneration and nomination committee report (Remco), page 81	
	b Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.			
G4-52	Process for determining remuneration. Report whether remuneration consultants are involved and whether they are independent of management. Report any other relationships which remuneration consultants have with the organisation.	Governance	Integrated report, Remco report, page 81	
G4-53	Report how stakeholders' views are sought and taken into account on remuneration, including results of votes on remuneration policies and proposals, if applicable.	Governance	Integrated report, Remco report, page 81	
G4-54	Report ratio of annual total compensation for Exxaro's highest-paid individual in each country of significant operations to median annual total compensation for all employees (excluding highest-paid individual) in the same country	Governance	Not reported	
G4-55	Report the ratio of percentage increase in annual total compensation for Exxaro's highest-paid	Governance	Integrated report, Remco report, page 81	



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro Response	External assurance
	individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding highest-paid individual) in the same country.			
	Ethics and integrity			
G4-56	Describe Exxaro's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.	Ethics and integrity	Integrated report, strategy page 17, 78	
G4-57	Report internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organisational integrity, such as helplines or advice lines.	Ethics and integrity	Integrated report, governance report, page 77 Supplementary report, page 49	
G4-58	Report internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters related to organisational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	Ethics and integrity	Integrated report, governance report, social ethics report, page 78	



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro Response	Actuals			
				2014	2013	2012	
	Aspect: Economic performance						
G4-EC1	Direct economic value generated and distributed	Economic performance	Integrated report, page 8				
	a Report direct economic value generated and distributed (EVG&D) on accruals basis including basic components for Exxaro's global operations as listed below. If data is presented on a cash basis, report the justification for this decision and basic components listed below:						
	• Direct economic value generated:			R13,1bn	R10,0bn	R9,0bn	
	– Revenues (gross, including VAT)			R18,8bn	R16,1bn	R18,5bn	
	– Economic value distributed			R7,6bn	R6,4bn	R8,4bn	
	– Operating costs			R11,2bn	R11,1bn	R13,6bn	
	– Payments to local communities as part of land use agreements, not including land purchases						
	– Employee wages and benefits						
	– Payments to providers of capital			R3,2bn	R3,0bn	R2,7bn	
	– Payments to government (by country)			(See page 5 of Exxaro group annual financial statements 2014 for amount by country)	R307m	R262m	R671m
	– Community investments			Direct economic value generated not quantifiable. Social return on investment quantified in 2013 integrated report.	R1,1bn	R918m	R759m
	• Economic value retained (calculated as direct economic value generated less economic value distributed)				R86m	R56m	R24m
• Report countries of operation that are either candidate to or compliant with the Extractive Industries Transparency Initiative (EITI)		Not applicable	R5,4bn	R3,7bn	R543m		



Indicator	GRI G4 – General Standard Disclosures		Aspect	Exxaro Response	Actuals		
					2014	2013	2012
	b	To better assess local economic impacts, report EVG&D separately at country, regional or market levels, where significant. Report criteria used for defining significance.		Not applicable			
G4-EC2		Financial implications and other risks and opportunities for Exxaro's activities due to climate change	Economic performance	<p>Exxaro has recognised climate change-related risks, their mitigation and associated opportunities as part of a broader management process. Climate change is recognised as a root cause that gives rise to a number of strategic and operational risks, including:</p> <ul style="list-style-type: none"> • Flooding • Operator fatigue (as a result of high temperatures) • Unavailability of water • Inability to determine financial closure obligations • State intervention in the mining sector through carbon tax <p>The above-mentioned risks may ultimately affect the sustainability of our business.</p> <p>Through innovation we are carefully planning risk strategies that do not merely reduce the impact and likelihood but rather tend to avoid the risk.</p> <p>Climate Change business opportunities are assessed through Business Growth Development Value Proposition Mechanism. The same process as for assessment at company level is followed. Climate Change</p>			
		Report risks and opportunities posed by climate change with the potential to generate substantive changes in operations, revenue or expenditure, including:					
		<ul style="list-style-type: none"> • A description of the risk or opportunity and its classification as either physical, regulatory or other 					
		<ul style="list-style-type: none"> • A description of the impact associated with the risk or opportunity 					
		<ul style="list-style-type: none"> • Financial implications of the risk or opportunity before action is taken 					
		<ul style="list-style-type: none"> • Methods used to manage the risk or opportunity 					
		<ul style="list-style-type: none"> • Costs of actions taken to manage the risk or opportunity 					



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro Response	Actuals		
				2014	2013	2012
			<p>opportunities passing the feasibility stage criteria undergo an assessment based on the Life Cycle Assessment principle. The process supports:</p> <ul style="list-style-type: none"> • Target setting activities • Transformation of aspirational targets into plausible, quantified targets • Tracking and realising cost savings <p>Supplementary report, environmental, page 90-103</p>			
G4-EC3	Coverage of Exxaro's defined-benefit plan obligations	Economic performance	Retirement and other benefits for all permanent employees are provided by independent defined-contribution funds. The employer contribution to retirement funds in the group ranges from 10% to 18% of employee pensionable earnings, and is expensed as it occurs. All retirement funds are governed by the South African Pension Funds Act (1956), with no members on defined benefit plans			
G4-EC4	Financial assistance received from government	Economic performance	Zero			
Aspect: Market presence						
G4-EC5	Ratios of standard entry-level wage by gender compared to local minimum wage at significant locations of operation	Market presence	Exxaro's remuneration rates are market-related, and levels are assessed biannually against comparable companies. Wage levels for a large percentage of our workforce are determined through collective bargaining mechanisms, either directly with recognised unions or through structures in			



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro Response	Actuals		
				2014	2013	2012
			the Chamber of Mines. In most cases, these levels exceed local minimum wages at our significant operations. Further disclosure might breach the terms of collective wage agreements			
G4-EC6	Proportion of senior management hired from local community at significant locations of operation	Market presence	Given our strategic aim to make 75% of all appointments internally, our integrated process is aligned with both our strategy and industry needs to provide a steady flow of qualified talent for our growth and expansion projects. For the group, less than 1% of our workforce comprises foreign labour, although this figure may vary across operations depending on the level and availability of skills required. Our policy is to recruit locally wherever possible, both to comply with legislation such as the mining charter in South Africa and to include local stakeholders in our growth and development			
	<ul style="list-style-type: none"> Report the percentage of senior management at significant locations of operation hired from the local community. 		Supplementary report, our people, page 59			
Aspect: Indirect economic impacts						
G4-EC7	Development and impact of infrastructure investments and services supported	Indirect economic impacts	In 2014, Exxaro contributed R65,5m to various projects in fulfilling its social and labour plans, local economic development initiatives and funding by the corporate centre or business units aimed at community development. A further R22,5m was invested in communities as part of volunteerism and discretionary donations. Supplementary report, page 74	R88 million	R57 million	R50 million



Indicator	GRI G4 – General Standard Disclosures		Aspect	Exxaro Response	Actuals		
					2014	2013	2012
	a	Extent of development of significant infrastructure investments and services supported.		Focus areas of our social and labour plans: 13% (R8,3m) community skills development, 24% (R15,8m) on infrastructure development, 8% (R5,1m) on enterprise development and 51% (R33,7m) on education initiatives. Balance (R2,7m) on environment, health and welfare			
	b	Report current or expected impacts on communities and local economies. Report positive and negative impacts where relevant.		Comprehensive social return on investment analysis completed. Supplementary report, page 19			
	c	Report whether these investments and services are commercial, in-kind or pro-bono engagements.		Mixture of all three. Supplementary report, page 65-79			
G4-EC8	Significant indirect economic impacts, including extent of impacts		Indirect economic impacts	Exxaro aims to leave a positive legacy. An important element in our approach is generating new non-mining economic opportunities in identified local communities, particularly for local BEE companies and small, medium companies (SMEs) owned by disadvantaged groups. Our role is to ensure measures are in place to support the establishment and growth of SMEs and to develop effective links with funded, accredited training and development institutions. In implementing our strategy, we aim to integrate social sustainability into our business activities, creating public-private partnerships where possible to extend the impact. We accept that the sustainability of host communities extends beyond the finite time frames associated with our operations, and this is an integral part of the closure plan for each mine	R88 million	R57 million	R50 million



Indicator	GRI G4 – General Standard Disclosures		Aspect	Exxaro Response	Actuals		
					2014	2013	2012
	a	Examples of significant identified positive and negative indirect economic impacts.		Supplementary report, Lephalale Development Forum, page 19			
	b	Report significance of impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols and policy agendas.		Our investment is based on the stated needs of communities. Our objective is to create a social return on investment as that quantifies the stakeholder benefit. Following the initial assessment, a handbook and toolkit have been developed and will be implemented in 2015. Supplementary report, material issues, page 65			
Aspect: Procurement practices				Exxaro response			
G4-EC9	Proportion of spending on local suppliers at significant locations of operation		Procurement practices	Our sustained commitment to procuring from HDSA suppliers (including black-owned, black-empowered, black women-owned and black-influenced) is reflected in the steady progression from under 40% in 2007 to 73% (against the target of 56%) in 2014	Capital Goods		
	a	Report the percentage of the procurement budget used for significant locations of operation spent on suppliers local to that operation (such as percentage of products and services purchased locally).			34%	49%	59%
					Services		
					71%	58%	37%
			Consumable Goods				
			69%	62%	47%		
Environment							
Aspect: Materials				Exxaro response			
G4-EN1	Materials used by weight or volume		Materials	Not reported			
G4-EN2	Percentage of materials that are recycled input materials		Materials	Not reported			
Aspect: Energy							



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro Response	Actuals		
				2014	2013	2012
G4-EN3	Energy consumption in Exxaro	Energy	Direct energy sources include diesel, petrol, paraffin, Sasol gas, LP gas. Supplementary report, page 94	Total diesel used		
	Report total fuel consumption from non-renewable sources in joules or multiples, including fuel types used.			2 103 148 GJ	2 128 663 GJ	2 222 563 GJ
				Other direct energy source		
				70 946 GJ	62 708 GJ	82 023 GJ
G4-EN4	Energy consumption outside Exxaro	Energy	Supplementary report, page 94	Total Electricity		
				2 135 581 GJ	2 011 719 GJ	1 987 312 GJ
G4-EN5	Energy intensity	Energy	Supplementary report, page 92	Total energy consumption change excluding divestments and discontinuations		
				115 776 GJ	(88 807) GJ	138 613 GJ
G4-EN6	Reduction of energy consumption	Energy	Supplementary report, page 99	Reduction in diesel consumption: 759 kilolitres	Reduction in diesel consumption: 2 543 kilolitres	
G4-EN7	Reductions in energy requirements of products and services	Energy	Supplementary report, page 99	Reduction in diesel consumption: 759 kilolitres	Reduction in diesel consumption: 2 543 kilolitres	
	Aspect: Water					



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro Response	Actuals		
				2014	2013	2012
G4-EN8	Total water withdrawal by source	Water	Water-withdrawal intensity targets across all types were introduced in 2013. Monitoring and reporting against these targets continued in 2014 and we intend to include these targets in the performance contracts of relevant managers in 2015. Supplementary report, page 108	7 068 957m ³	8 240 594m ³	12 308 604m ³
G4-EN9	Water sources significantly affected by withdrawal	Water	By local and international definitions, South Africa is a water-stressed region. Exxaro concentrates on optimising water use by reusing and reclaiming contaminated water to the fullest possible extent to minimise raw-water abstraction. To date, all water sources have been qualified and quantified in our water database. We regularly update our operational water balances and have developed system changes to minimise raw-water consumption and prevent losses from the water reticulation system. Supplementary report, page 104			
G4-EN10	Percentage and total volume of water recycled and reused		<p>The total amount of water recycled and reused in 2014 was 12 772 627 compared to 19 518 081 and 11 940 389KI for 2013 and 2012 respectively.</p> <p>This translates to a percentage of 122,6% in 2014, and 124,9% and 39,2% for 2013 and 2012 respectively.</p>			
	a Report total volume of water recycled and reused					
	b Report total volume of water recycled and reused as a percentage of total water withdrawal reported under G4-EN8					
c Report standards, methodologies and assumptions used						
Aspect: Biodiversity						



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro Response	Actuals		
				2014	2013	2012
G4-EN11	Operational sites owned, leased, managed in or adjacent to protected areas and areas of high diversity value outside protected areas	Biodiversity	Supplementary report, page 113			
	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:					
	• Geographic location					
	• Subsurface and underground land that may be owned, leased, or managed by the organisation					
	• Position relative to protected area (in, adjacent to or containing portions of protected area) or high biodiversity value area outside protected areas					
	• Type of operation (office, manufacturing or production, or extractive)					
	• Size of operational site in km ²					
• Biodiversity value characterised by:	Supplementary report, page 122					
– Attribute of protected area or high biodiversity value area outside protected area (terrestrial, freshwater or maritime ecosystem)						
– Listing of protected status (such as IUCN protected area management categories, Ramsar convention, national legislation)						
G4-EN12	Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Biodiversity	Supplementary report, page 122			
	a Report nature of significant direct and indirect impacts on biodiversity with reference to:					



Indicator	GRI G4 – General Standard Disclosures		Aspect	Exxaro Response	Actuals		
					2014	2013	2012
	<ul style="list-style-type: none"> Construction or use of manufacturing plants, mines, and transport infrastructure Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources) Introduction of invasive species, pests and pathogens Reduction of species Habitat conversion Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level) 						
	<p>b Report significant direct and indirect positive and negative impacts with reference to:</p> <ul style="list-style-type: none"> Species affected Extent of areas impacted Duration of impacts Reversibility or irreversibility of the impacts 						
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Biodiversity	Supplementary report, page 115, 123	Land disturbed (ha)			
				9 311	9 452	8 944	
				Land Rehabilitation (ha)			
				2 247	1 725	2 840	
MM2	Number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and number (percentage) of those sites with plans in place	Biodiversity	Supplementary report, page 113				
G4-EN13	Habitats protected or restored	Biodiversity	Supplementary report, page 122				
	<p>a Report size and location of all habitat-protected areas or restored areas, and whether the success of restoration measure was approved by independent external professionals.</p>						



Indicator	GRI G4 – General Standard Disclosures		Aspect	Exxaro Response	Actuals		
					2014	2013	2012
	b	Report on partnerships with third parties to protect or restore habitat areas distinct from where Exxaro has overseen and implemented restoration or protection measures.					
	c	Report on status of each area based on its condition at the close of the reporting period.					
	d	Report standards, methodologies and assumptions used.					
	e	Report whether and how biodiversity offsets have been used as part of overall policy and approach to habitat protection and restoration.					
G4-EN14	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk		Biodiversity	Supplementary report, page 113			
	Report number of IUCN Red List species and national conservation list species with habitats in areas affected by operations of Exxaro, by level of extinction risk:						
	•	Critically endangered					
	•	Endangered					
	•	Vulnerable					
	•	Near threatened					
•	Least concern						
Aspect: Emissions							
G4-EN15	Direct greenhouse gas (GHG) emissions (scope 1)		Emissions	Supplementary report, page 92	229 762 t CO ₂ e	235 506 t CO ₂ e	245 029 t CO ₂ e
G4-EN16	Energy indirect GHG emissions (scope 2)		Emissions	Supplementary report, page 92	557 624 t CO ₂ e	525 282 t CO ₂ e	518 915 t CO ₂ e
G4-EN17	Other indirect GHG emissions (scope 3)		Emissions	Supplementary report, page 92	74 768 143 t CO ₂ e	69 736 911 t CO ₂ e	70 581 099 t CO ₂ e



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro Response	Actuals		
				2014	2013	2012
G4-EN18	GHG emissions intensity	Emissions	Energy intensity calculations are calculated in MWh per production tonne Supplementary report, page 99			
	a Report GHG emissions intensity ratio					
	b Report Exxaro-specific metric (ratio denominator) chosen to calculate ratio					
	c Report types of GHG emissions included in intensity ratio: direct (scope 1), energy indirect (scope 2), other indirect (scope 3)					
	d Report gases included in the calculation					
G4-EN19	Change in GHG emissions (Scope 1&2)	Emissions	Supplementary report, page 90	27 kt CO ₂ e	(3) kt CO ₂ e	10 kt CO ₂ e
G4-EN20	Emissions of ozone-depleting substances (ODS)	Emissions	Most of Exxaro's ambient pollution impacts relate to particulate matter or dust from mining activities. Supplementary report, page 87			
G4-EN21	NOx, SOx and other significant air emissions	Emissions	Not material			
	a Report amount of significant air emissions, in kilograms or multiples for:					
	• NOx					
	• SOx					
	• Persistent organic pollutants (POP)					
	• Volatile organic compounds (VOC)					
	• Hazardous air pollutants (HAP)					
	• Particulate matter (PM)					
• Include emissions from both major mobile sources and on-site stationary sources						
• Other standard categories of air emissions identified in relevant regulations						
	b Report standards, methodologies and assumptions used					
	c Report source of emission factors used					
Aspect: Effluents and waste						
G4-EN22	Total water discharge by quality and destination	Effluents and waste	The total water discharged in 2014 was 1 912 161Kl compared to 7 225 384 and			



Indicator	GRI G4 – General Standard Disclosures		Aspect	Exxaro Response	Actuals		
					2014	2013	2012
	a	Report total volume of planned and unplanned water discharges by:		10 367 873KI for 2013 and 2012 respectively			
		<ul style="list-style-type: none"> The water discharge is defined as treated sewage water released; water leaving with the product; and Controlled Release Quality of water including treatment method Whether reused by another organisation 		The water discharge is defined as treated sewage water released; water leaving with the product; and Controlled Release			
	b	Report standards, methodologies and assumptions used					
G4-EN23	Total weight of waste by type and disposal method		Effluents and waste	Hazardous waste is a material risk to Exxaro's business (falling under both our licence to operate and environment). As such, we have instituted a more proactive approach based on accurate data and group-wide standards (supplementary report, page 110)	Hazardous waste		
					1542 tonnes	1 349 tonnes	1 484 tonnes
MM3	Total amounts of overburden, rock, tailings and sludges, and associated risks		Effluents and waste	Not reported			
G4-EN24	Total number and volume of significant spills		Effluents and waste				
G4-EN25	Weight of transported, imported, exported or treated waste deemed hazardous under the terms of the Basel Convention annex I, II, III and VIII, and percentage of transported waste shipped internationally		Effluents and waste	Exxaro is not shipping any waste outside South Africa's borders			
G4-EN26	Identity, size, protected status and biodiversity value of water bodies and related habitats significantly affected by Exxaro's discharges of water and runoff		Effluents and waste	To be reported in 2015			
Aspect: Products and services							
G4-EN27	Extent of mitigating environmental impacts of products and services		Products and services	Each year, Exxaro offsets the environmental impact of its annual report and group			



Indicator	GRI G4 – General Standard Disclosures		Aspect	Exxaro Response	Actuals		
					2014	2013	2012
	a	Report quantitatively the extent to which environmental impacts of products and services have been mitigated during the reporting period.		newsletter. The carbon footprint of the paper, printing and distribution is quantified under the international greenhouse gas reporting protocol, and our offset projects follow the World Bank criteria			
	b	If use-oriented figures are employed, report the underlying assumptions on consumption patterns or normalisation factors.					
G4-EN28	Percentage of products sold and packaging materials reclaimed by category		Products and services	Not applicable			
Aspect: Compliance							
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations		Compliance	No significant monetary fines or non-monetary sanctions.			
Aspect: Transport							
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for Exxaro's operations, and transporting members of the workforce		Transport	Refer to scope 3 emissions, supplementary report page 92			
	a	Report significant environmental impacts of transporting products and other goods and materials for the organisation's operations, and transporting members of the workforce. Where quantitative data is not provided, report reason.					
	b	Report how environmental impacts of transporting products, members of the workforce, and other goods and materials are mitigated.					
	c	Report criteria and methodology used to determine which environmental impacts are significant.					



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro Response	Actuals		
				2014	2013	2012
Aspect: Overall						
G4-EN31	Total environmental protection expenditures and investments by type	Overall	Exxaro contributed R24 million to its rehabilitation trust fund in 2014 and had R753 million in this fund at year end (supplementary report, page 115	Contribution		
				R24 million	R92 million	R56 million
				Trust fund balance		
				R753 million	R685 million	R554 million
Aspect: Supplier environmental assessment						
G4-EN32	Percentage of new suppliers screened using environmental criteria	Supplier environmental assessment	Not measured			
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	Supplier environmental assessment	Not measured			
Environmental grievance mechanism						
G4-EN34	Number of grievances about environmental impacts filed, addressed and resolved through formal grievance mechanisms		Environmental grievance mechanisms	The ERM system is being investigated for capturing and management of grievances, complaints, issues of all kinds.		
	a	Report total number of grievances about environmental impacts filed through formal mechanisms in reporting period.				
	b	Of identified grievances, report how many were:				
		• Addressed during reporting period				
		• Resolved during reporting period				
c	Report total number of grievances about environmental impacts filed prior to the					



Indicator	GRI G4 – General Standard Disclosures		Aspect	Exxaro Response	Actuals		
					2014	2013	2012
		reporting period that were resolved in the reporting period					
	Social labour practices and decent work						
	Aspect: Employment						
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region		Employment		7 841	7 920	7 721
	a	Total number and rate of new employee hires in reporting period, by age group, gender and region		At 31 December 2014, Exxaro employed 7 841 people. 291 of these were new employees. Supplementary report, page 59			
	b	Total number and rate of employee turnover in reporting period, by age group, gender and region.		Turnover for 1 January – 31 December 2014 was 6,8%. Supplementary report, page 59			
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations		Employment	Full-time employees receive a range of benefits – many exceeding South Africa’s legislated basic conditions of employment. Supplementary report, page 61	Turnover Rate		
					6,8%	6,7%	11,7%
G4-LA3	Return to work and retention rates after parental leave, by gender		Employment	Not reported			
	Aspect: Labour/management relations						
G4-LA4	Minimum notice periods on operational changes, including whether these are specified in collective agreements		Labour/management relations		74%	73%	75%
	a	Report minimum weeks’ notice typically provided to employees and their elected representatives prior to implementing significant operational changes that could substantially affect them		In the event of dismissals based on operational requirements, ie closure of a business unit, the period of consultation is prescribed by the Labour Relations Act and the notice to terminate contracts of employment by the Basic Conditions of Employment Act			



Indicator	GRI G4 – General Standard Disclosures		Aspect	Exxaro Response	Actuals		
					2014	2013	2012
	b	For organisations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements		74% of Exxaro's employees are represented by affiliated unions: primarily National Union of Mineworkers (NUM), Solidarity and Association of Mineworkers and Construction Union (AMCU). We concentrate on maintaining sound relations with employees in bargaining units through ongoing discussion with employee representatives. Negotiations for wages and conditions of employment are conducted through various in-house forums and the Chamber of Mines			
MM4		Number of strikes and lock-outs exceeding one week's duration, by country	Labour/management relations	In 2014, there were no strikes at Exxaro – a commendable result in an industry currently battling with labour issues	0	19 days	0
Aspect: Occupational health and safety							
G4-LA5		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	Occupational health and safety	All operations falling under the Mine Health and Safety Act have elected safety and health representatives who participate in health and safety committees. Supplementary report page 40			
	a	Report the level at which each formal joint management-worker health and safety committee typically operates in the organisation.		Senior Management, Middle management and shop floor level.			
	b	Report the percentage of total workforce represented in formal joint management-worker health and safety committees.					



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro Response	Actuals			
				2014	2013	2012	
G4-LA6	Type and rates of injury, occupational diseases, lost days and absenteeism, and total work-related fatalities, by region and gender	Occupational health and safety	<p>Safety incidents and fatalities are reported per region and operation. Occupational diseases are reported by business unit. In 2014, Exxaro recorded one work-related fatality at Arnot (1) Mr Solomon Latebotse Mashigo, employed at the Arnot operation, was fatally injured on 5 July 2014 after being struck by a rock while operating continuous miner equipment. The lost-time injury frequency rate (LTIFR) of 0.19 against a target of 0,15 (supplementary report, page 40. See supplementary report, page 44, for details on incidence of occupational diseases</p> <p>Mr Christopher Schroeder, a mechanical foreman employed at the Mayoko iron ore project in the Republic of the Congo, died on 25 November 2014 after being bitten by a snake. Investigation determined that this was not a work-related incident and it is not included in Exxaro's reportable statistics for the year. Exxaro complies with the requirements of the South African Mine Healthy and Safety Act</p>				
	a						Report types of injury, injury rate (IR), occupational diseases rate (ODR), lost-day rate (LDR), absentee rate (AR) and work-related fatalities, for the total workforce (that is, total employees plus supervised workers), by region and gender
	b						Report the same data for independent contractors working on-site to whom Exxaro is liable for the general safety of the working environment, by region and gender
	c						Report the system of rules applied in recording and reporting accident statistics.
	d	Provide a description of each accident resulting in a fatality, and actions taken following the accident. These may be aggregated where the causes of accidents or the actions taken are similar.					
G4-LA7	<p>Workers with high incidence or high risk of diseases related to their occupation</p> <p>Report whether there are workers involved in occupational activities who have a high incidence or high risk of specific diseases.</p>	Occupational health and safety	Supplementary report, page 44	Fatalities			
				1	0	2	
				Lost time injuries			
				36	41	66	
				Lost time injury frequency rate			
0,19	0,19	0,29					



Indicator	GRI G4 – General Standard Disclosures		Aspect	Exxaro Response	Actuals		
					2014	2013	2012
G4-LA8	Health and safety topics covered in formal agreements with trade unions		Occupational health and safety	Agreement cover the following occupational risks, occupational TB, noise induced hearing loss and Dust			
	a	Report whether formal agreements (local or global) with trade unions cover health and safety.					
	b	If yes, report the extent, as a percentage, to which various health and safety topics are covered by these agreements.					
Aspect: Training and education							
G4-LA9	Average hours of training per year per employee by gender and employment category		Training and education	Not reported as a number of people are in different feeder schemes			
G4-LA10	Programmes for skills management and lifelong learning that support continued employability and assist employees in managing career endings		Training and education	Supplementary report, page 51	6,8%	6,5%	5,5%
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and employee category		Training and education	All employees outside bargaining units have formal biannual performance and career development reviews. Management members are assessed throughout the year as the basis for individual succession plans and talent management. These assessments are also linked to reward and remuneration. New management and specialist-category employees are trained on the performance management process to entrench the concept that reward is driven by performance. Performance management is also included in a web-based induction programme. Employees in the bargaining unit are not part of Exxaro's formal performance management system. Their development is guided by individual			
	a	Percentage of total employees by gender and employee category who received a regular performance and career development review in the reporting period.					



Indicator	GRI G4 – General Standard Disclosures		Aspect	Exxaro Response	Actuals		
					2014	2013	2012
				development plans based on the job profile, formal career path and individual preference			
		Aspect: Diversity and equal opportunity					
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		Diversity and equal opportunity	South African legislation sets specific targets for appointing people from designated groups. Exxaro has made good progress, despite significant skills shortages in certain categories			
	a	Percentage of individuals in Exxaro's governance bodies in the following diversity categories:		Diversity information on governance bodies: integrated report page 72			
		• Gender					
		• Age group: under 30 years old, 30-50 years old, over 50 years old					
		• Minority groups					
		• Other indicators of diversity where relevant					
	b	Percentage of employees per category in the following diversity categories:		Workforce skewed to males (81%) but Exxaro has made good progress in increasing female participation in recent years to well above the industry target of 10%			
		• Gender			Not reported		
	• Age group: under 30 years old, 30-50 years old, over 50 years old	Not reported					
	• Minority groups						
	• Other indicators of diversity where relevant	Exxaro's diversity committee is mandated to ensure diversity in the workplace is understood, appreciated and used to the synergistic benefit of the organisation. Exxaro found in diversity surveys that 1) gender, 2) race, 3) age group, 4) language,					



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro Response	Actuals		
				2014	2013	2012
			<p>5) religious orientation, 6) sexual orientation, 7) education, 8) job level and 9) job stream are the primary diversity attributes (of a total of 16 identified attributes) that shaped barriers and opportunities.</p> <p>The diversity committee has identified the barriers within, and as a result of, diversity that need to be addressed.</p> <p>The main diversity opportunities are:</p> <ul style="list-style-type: none"> • Being treated with respect • An individual's ideas are considered • Sense of inclusion • Constructive engagement between diverse employees • Sense of trust between employee and direct supervisor. <p>The main diversity barriers are:</p> <ul style="list-style-type: none"> • 'Different' employees are talked about • Performance recognition is not fair • Insufficient visible felt leadership • Exclusion by management when crucial decisions are made • Language acts as an exclusionary factor. <p>The diversity committee is addressing the top five negative and positive attributes of diversity in the organisation</p>			
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant location	Equal remuneration for women and men	As collective agreements determine specific guaranteed minimum salaries, there is no			



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro Response	Actuals		
				2014	2013	2012
			discrimination between salaries of men and women in the bargaining unit category. In the management and specialist category, all employees are on performance contracts and individual salaries are based on performance, not gender or race			
	Aspect: Supplier assessment for labour practices					
G4-LA14	Percentage of new suppliers screened using labour practices criteria	Supplier assessment for labour practices	Not measured			
G4-LA15	Significant actual and potential negative impacts for labour practices in the supply chain and actions taken	Supplier assessment for labour practices	Not measured			
	Aspect: Labour practices grievance mechanisms					
G4-LA16	Number of grievances about labour practices filed, addressed and resolved through formal grievance mechanisms	Labour practices grievance mechanisms	Zero			
	Human rights					
	Aspect: Investment					
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Investment	Not reported			
	a Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.					
	b Report definition of 'significant investment agreements' used by Exxaro.					



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro Response	Actuals		
				2014	2013	2012
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	Investment	Not reported centrally but many elements relating to human rights are covered in training on safety, ethics, compliance and procurement			
Aspect: Non-discrimination						
G4-HR3	Total number of incidents of discrimination and corrective actions taken	Non-discrimination	One incident of alleged discrimination (male against female) was reported in 2014. A disciplinary inquiry was held and the perpetrator dismissed after being found guilty			
Aspect: Freedom of association and collective bargaining						
G4-HR4	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	Freedom of association and collective bargaining	The freedom of association principle is endorsed by Exxaro. Recognised unions are well represented among our workforce, with 74% of our people represented by affiliated unions: primarily National Union of Mineworkers (NUM), Solidarity and Association of Mineworkers and Construction Union (AMCU)			
Aspect: Child labour						
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	Child labour	Exxaro does not support the practice of child labour, and no incidents were identified during the year			
Aspect: Forced or compulsory labour						
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures taken to contribute to the	Forced or compulsory labour	Exxaro does not support the practice of forced labour, and no incidents were identified during the year nor were any operations identified as at risk			



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro Response	Actuals		
				2014	2013	2012
	elimination of all forms of forced or compulsory labour					
	Aspect: Security practices					
G4-HR7	Percentage of security personnel trained in Exxaro's human rights policies or procedures that are relevant to operations	Security practices	Outsourced function			
	Aspect: Indigenous rights					
G4-HR8	a Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period.	Indigenous rights	Not applicable			
MM5	Total number of operations taking place in or adjacent to indigenous peoples' territories, and number and percentage of operations or sites where there are formal agreements with indigenous peoples' communities	Indigenous rights	In the Republic of the Congo, our Mayoko project is close to indigenous people's land. They are part of the Mayoko community forum at which issues and concerns of local communities are discussed. There is no formal agreement with indigenous peoples yet			
	Aspect: Assessment					
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments • Total number and percentage of operations subject to human rights reviews or impact assessments, by country.	Assessment	Social impact assessments have been conducted at all operations in South Africa.			
	Aspect: Supplier human rights assessment					
G4-HR10	Percentage of new suppliers screened using human rights criteria	Supplier human rights assessment	Not measured			
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken					



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro Response	Actuals		
				2014	2013	2012
	Aspect: Human rights grievance mechanisms					
G4HR-12	Number of grievances about human rights impacts filed, addressed and resolved through formal grievance mechanisms	Human rights grievance mechanisms	Zero			
	Society					
	Aspect: Local communities					
G4-SO1	Community engagement, impact assessments, and development programmes	Local communities	Our community activities are directly linked to our strategy to ensure the group's sustainability, and protect and build its reputation by fostering mutually beneficial relationships with local communities. In South Africa, all mining groups must have social and labour plans supporting targets in the mining charter. In addition, our community development strategy is aimed at identifying and minimising any negative social impacts and maximising the positive social opportunities of mining operations. The objective is to ensure real sustainable development and growth in communities. In 2014, Exxaro allocated R88 million to socio- and local economic development initiatives under way, which includes corporate projects and other initiatives (2013: R57 million)	R88 million	R57 million	R50 million
	a Report the percentage of operations with implemented local community engagement, impact assessments, and development programs, including the use of:		100% - all our mines operate under comprehensive government-approved 5-year social and labour plans. These are drawn up in consultation with the community and possible impacts are carefully assessed before implementation			



Indicator	GRI G4 – General Standard Disclosures		Aspect	Exxaro Response	Actuals		
					2014	2013	2012
	•	Social impact assessments, including gender impact assessments, based on participatory processes		In 2013, all our social and labour plans were comprehensively assessed on a range of factors. The results guided the development of our social and labour plans for the next 5-year cycle			
	•	Environmental impact assessments and ongoing monitoring		Environmental impacts are assessed prior to any project being approved, in terms of local legislation, and regularly monitored. Where necessary, environmental management plans are revised to accommodate unforeseen impacts			
	•	Public disclosure of results of environmental and social impact assessments		Results of environmental and social impact assessments are publically disclosed, either through relevant community forums or in our integrated report.			
	•	Local community development programmes based on local communities' needs		Supplementary information, page 70			
	•	Stakeholder engagement plans based on stakeholder mapping		Supplementary information, page 72			
	•	Broad-based local community consultation committees and processes that include vulnerable groups		Supplementary information, page 74			
	•	Works councils, occupational health and safety committees and other employee representation bodies to deal with impacts		There are formal bodies at all operations at which impacts can be raised			
	•	Formal local community grievance processes		Community forums at each operation. Supplementary information, page 72			
	b	Report whether there are programmes in place for assessing the impacts of operations on local communities					
	•	Community economic development planning processes, including sources of community income, community access to services and		Fully addressed through the community development programme. Social impact assessments are being conducted as part of			



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro Response	Actuals		
				2014	2013	2012
	social infrastructure, access to capital and natural resources, and access to further education and skills training		developing social and labour plans. Supplementary information, page 20			
	<ul style="list-style-type: none"> Co-ordination with other agencies, for example on poverty alleviation and natural resource management 		Our policy is to work in partnership with government departments, local authorities, companies and other agencies wherever possible. See Lephalale development forum case study as an example, page 20			
	<ul style="list-style-type: none"> Procedures for identifying and protecting subsistence-related resources of local communities, including water, plants, and wildlife 		Integral to our environmental impact assessment for each project and mine			
	<ul style="list-style-type: none"> Measures of community health and well-being, including prevalence of cultural practices and associations. 		We implemented a community health project which runs over four years. Community members were trained as peer educators and, in 2015, we will implement a new community health project in Mpumalanga			
G4-SO2	Percentage of operations with significant actual and potential negative impacts on local communities	Local communities	Exxaro's aim is to leave each community better equipped for sustainability post mining.			
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples	Local communities	In 2014, there were no disputes on land use or customary rights			
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and indigenous peoples, and the outcomes	Local communities	All operations have community stakeholder forums to help resolve issues or complaints			
Aspect: Artisanal and small scale mining						
MM8	Number (and percentage) of company operating sites where artisanal and small-scale mining takes place on or adjacent to the site; associated risks and actions taken to manage and mitigate these risks	Artisanal and small scale mining	At present, no artisanal or small-scale mining takes place at Exxaro operations, including Mayoko in the Republic of the Congo			



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro Response	Actuals		
				2014	2013	2012
	Aspect: Resettlement					
MM9	Sites where resettlements took place, number of households resettled in each, and how their livelihoods were affected in the process	Resettlement	Not reported			
	Aspect: Closure planning					
MM10	Number and percentage of operations with closure plans	Resettlement	All Exxaro operations have closure plans. Since Tshikondeni and Inyanda are in closure, a dedicated forum has developed clear policy and standards on mine-closure requirements, including a social impact closure plan. The forum is also exposing operational management to experts in mine-closure aspects to become a platform for exchanging lessons between business units. An integrated business management model guides the lifecycle of our operational activities. This approach requires a multidisciplinary team working together from planning and feasibility stages of a mining project to post-closure. It also ensures that all environmental legal requirements are integrated into the process of mine planning and closure. A fundamental element of this obligation is that the business unit holding any prospecting permit, mining authorisation or record of decision will carry out the environmental management, rehabilitation of land disturbed by its operations and closure activities as per the:			



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro Response	Actuals		
				2014	2013	2012
			<ul style="list-style-type: none"> • Environmental management programme (EMP) approved in terms of the MPRDA and regulations • NWA water use licence (IWUL) conditions • NEMA record of decision conditions • Aim of building good working relationships with all relevant government departments for ease of authorisations and approvals throughout life of mine • As integral part of prospecting or mining operations • To the satisfaction of the director: mineral development concerned • Financially providing for the cost of closure liabilities • National heritage resources agency (SAHRA) • National Nuclear Regulator (NNR) 			
Aspect: Anti-corruption						
G4-SO3	Operations assessed for risks related to corruption and significant risks identified	Anti-corruption	The board, management and key employees received bespoke anti-bribery and corruption training, in addition to mandatory computer-based training for all management employees. A bespoke anti-bribery and corruption policy was also implemented. Integrated report, page 78			
G4-SO4	Communication and training on anti-corruption policies and procedures	Anti-corruption	See G4-SO3			
	a Total number and percentage of governance body members that Exxaro's anti-corruption		The full board and executive committee was trained on Exxaro's anti-corruption and			



Indicator	GRI G4 – General Standard Disclosures		Aspect	Exxaro Response	Actuals			
					2014	2013	2012	
		policies and procedures have been communicated to, by region.		bribery policies and procedures. In addition, all management employees completed mandatory computer-based anti-bribery and corruption training.				
	b	Total number and percentage of employees that Exxaro's anti-corruption policies and procedures have been communicated to, by employee category and region.						
	c	Total number and percentage of business partners that Exxaro's anti-corruption policies and procedures have been communicated to, by type of business partner and region.						
	d	Total number and percentage of governance body members who have received training on anti-corruption, by region.			The full board and executive committee was trained on Exxaro's anti-corruption and bribery policies and procedures.			
	e	Total number and percentage of employees who have received training on anti-corruption, by employee category and region.						
G4-SO5	Confirmed incidents of corruption and actions taken		Anti-corruption					
	a	Total number and nature of confirmed incidents of corruption.		Integrated report, social and ethics committee report, page 79				
	b	Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.		Less than ten				
	c	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.		Zero				
	d	Public legal cases of corruption brought against Exxaro or its employees in the reporting period and the outcomes of such cases.						
Aspect: Public policy								



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro Response	Actuals		
				2014	2013	2012
G4-SO6	Total value of political contributions by country and recipient/beneficiary	Public policy	Exxaro has a formal policy. In 2014, which was an election year, Exxaro made donations to political parties based on their proportionate representation. Supplementary report, page 131			
Aspect: Anti-competitive behaviour						
G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust and monopoly practices, and their outcomes	Anti-competitive behaviour	No legal actions were instituted during the year. Exxaro supports the concepts enshrined in competition law in South Africa and applies these standards in other operating regions			
Aspect: Compliance						
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Compliance	No monetary fines or non-monetary sanctions were imposed in 2014			
Aspect: Compliance						
G4-SO9	Percentage of new suppliers screened using criteria for impacts on society	Supplier assessment for impacts on society	Not measured			
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	Supplier assessment for impacts on society	Not measured			
Aspect: Grievance mechanisms for impacts on society						
G4-SO11	Number of grievances about impacts on society filed, addressed and resolved through formal grievance mechanisms	Grievance mechanisms for impacts on society	Not reported			
	a Total number of grievances about impacts on society filed through formal grievance mechanisms in the reporting period.					



Indicator	GRI G4 – General Standard Disclosures		Aspect	Exxaro Response	Actuals		
					2014	2013	2012
	b	Total number of grievances about impacts on society filed through formal grievance mechanisms in the reporting period:					
	•	Addressed in the reporting period					
	•	Resolved in the reporting period					
	c	Total number of grievances about impacts on society filed prior to the reporting period and resolved in the reporting period.					
Product responsibility							
Aspect: Customer health and safety							
G4-PR1	Significant product and service categories for which health and safety impacts are assessed for improvement		Customer health and safety	Not reported			
G4-PR2	Total incidents of non-compliance with regulations and voluntary codes on the health and safety impacts of products and services during their lifecycle, by type of outcome		Customer health and safety	Exxaro has not identified any instances of non-compliance with regulations and voluntary codes			
Aspect: Product and service labelling							
G4-PR3	Type of product and service information required by the organisation's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements		Product and service labelling	Not applicable			
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes on product and service information and labelling, by type of outcome		Product and service labelling	Not applicable			



Indicator	GRI G4 – General Standard Disclosures	Aspect	Exxaro Response	Actuals		
				2014	2013	2012
G4-PR5	Results of surveys measuring customer satisfaction	Product and service labelling	Not applicable			
	Aspect: Materials stewardship					
MM11	Programmes and progress on materials stewardship	Materials stewardship	Supplementary report, page 36, 80			
	Aspect: Marketing communications					
G4-PR6	Sale of banned or disputed products	Marketing communications	Not applicable			
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes on marketing communications, including advertising, promotion and sponsorship, by type of outcome	Marketing communications	Not applicable			
	Aspect: Customer privacy					
G4-PR8	Total number of substantiated complaints on breaches of customer privacy and losses of customer data	Customer privacy	Zero			
	Aspect: Compliance					
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations on the provision and use of products and services	Compliance	Not applicable			

