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This table reflects Pan African's adherence to the GRI guidelines and indicates where more information can be found in this sustainable development report (SDR) or the integrated annual report (IAR). The 2016 GRI standards are used and supplemented by the 2018 disclosure standards 303 (Water and Effluents) and 403 (Occupational Health and Safety).

GRI 102: GENERAL DISCLOSURES		REFERENCE
Organisational profile		
Disclosure 102-1	Name of the organisation	SDR – About Pan African, page 1
Disclosure 102-2	Activities, brands, products and services	SDR – About Pan African, page 1
Disclosure 102-3	Location of headquarters	SDR – Corporate information, inside back cover
Disclosure 102-4	Location of operations	SDR – Our gold mining assets, pages 8 and 9
Disclosure 102-5	Ownership and legal form	IAR – Shareholders' analysis, pages 206 and 207
Disclosure 102-6	Markets served	SDR – Our gold mining assets, pages 8 and 9
Disclosure 102-7	Scale of the organisation	SDR – Our gold mining assets, pages 8 and 9
Disclosure 102-8	Information on employees and other workers	SDR – Human capital, pages 38 to 59
Disclosure 102-9	Supply chain	SDR – Preferential procurement, pages 71 and 72
Disclosure 102-10	Significant changes to the organisation and its supply chain	SDR – Our commitment to sustainability, pages 24 to 27
Disclosure 102-11	Precautionary principle or approach	SDR – Natural capital, pages 74 to 87
Disclosure 102-12	External initiatives	SDR – Social and relationship capital, pages 60 to 73
Disclosure 102-13	Membership of associations	Pan African is a member of the Minerals Council South Africa
Strategy		
Disclosure 102-14	Statement from senior decision-maker	SDR – Our commitment to sustainability, pages 24 to 27
Disclosure 102-15	Key impacts, risks and opportunities	SDR – Our material matters, pages 20 and 21 IAR – Our risks and opportunities, pages 16 to 22
Ethics and integrity		
Disclosure 102-16	Values, principles, standards and norms of behaviour	SDR – About Pan African, page 1
Disclosure 102-17	Mechanisms for advice and concerns about ethics	SDR – Corporate governance, pages 28 to 37
Governance		
Disclosure 102-18	Governance structure	SDR – Corporate governance, pages 28 to 37
Disclosure 102-19	Delegating authority	SDR – Corporate governance, pages 28 to 37
Disclosure 102-20	Executive-level responsibility for economic, environmental and social topics	SDR – Our commitment to sustainability, pages 24 to 27
Disclosure 102-21	Consulting stakeholders on economic, environmental and social topics	SDR – Our key stakeholder relationships, pages 16 to 19
Disclosure 102-22	Composition of the highest governance body and its committees	SDR – Board composition, page 35
Disclosure 102-23	Chair of the highest governance body	SDR – Board of directors, page 32
Disclosure 102-24	Nominating and selecting the highest governance body	SDR – Board of directors, pages 32 to 35
Disclosure 102-25	Conflicts of interest	SDR – Key stakeholder concerns and board oversight, page 36



















GRI 102: GENERAL DISCLOSURES <i>continued</i>		REFERENCE
Governance <i>continued</i>		
Disclosure 102-26	Role of highest governance body in setting purpose, values and strategy	SDR – Key stakeholder concerns and board oversight, 14 page 36
Disclosure 102-27	Collective knowledge of highest governance body	SDR – Board of directors, 14 pages 32 to 35
Disclosure 102-28	Evaluating the highest governance body's performance	SDR – Key stakeholder concerns and board oversight, 14 pages 36 and 37
Disclosure 102-29	Identifying and managing economic, environmental and social impacts	SDR – Our approach to sustainability, 14 pages 22 to 23
Disclosure 102-30	Effectiveness of risk management processes	IAR – Our risks and opportunities, 14 pages 16 to 22
Disclosure 102-31	Review of economic, environmental and social topics	SDR – Our material matters, 14 pages 20 and 21 SDR – Our approach to sustainability, 14 pages 22 to 23
Disclosure 102-32	Highest governance body's role in sustainability reporting	SDR – Our commitment to sustainability, 14 pages 24 to 27
Disclosure 102-33	Communicating critical concerns	SDR – Key stakeholder concerns and board oversight, 14 pages 36 and 37
Disclosure 102-34	Nature and total number of critical concerns	SDR – Key stakeholder concerns and board oversight, 14 pages 36 and 37
Disclosure 102-35	Remuneration policies	IAR – Remuneration report, 14 pages 112 to 127
Disclosure 102-36	Process for determining remuneration	IAR – Remuneration report, 14 pages 112 to 127
Disclosure 102-37	Stakeholders' involvement in remuneration	IAR – Remuneration report, 14 pages 112 to 127
Stakeholder engagement		
Disclosure 102-40	List of stakeholder groups	SDR – Our key stakeholder relationships, 14 pages 16 to 19
Disclosure 102-41	Collective bargaining agreements	SDR – Freedom of association, collective bargaining and other labour practices, 14 page 54
Disclosure 102-42	Identifying and selecting stakeholders	SDR – Our key stakeholder relationships, 14 pages 16 to 19
Disclosure 102-43	Approach to stakeholder engagement	SDR – Our key stakeholder relationships, 14 pages 16 to 19
Disclosure 102-44	Key topics and concerns raised	SDR – Our key stakeholder relationships, 14 pages 16 to 19
Reporting practice		
Disclosure 102-45	Entities included in the consolidated financial statements	IAR – Annual financial statements, note 18: Investments, 14 pages 166 and 167
Disclosure 102-46	Defining report content and topic boundaries	SDR – About this report, inside front cover SDR – Our approach to sustainability, 14 pages 22 to 23
Disclosure 102-47	List of material topics	SDR – Our material matters, 14 pages 20 and 21
Disclosure 102-48	Restatements of information	Not applicable
Disclosure 102-49	Changes in reporting	IAR – Annual financial statements, note 2: Significant accounting policies, 14 pages 144 to 147
Disclosure 102-50	Reporting period	1 July 2019 to 30 June 2020
Disclosure 102-51	Date of most recent report	18 September 2019
Disclosure 102-52	Reporting cycle	Annually
Disclosure 102-53	Contact point for questions regarding the report	+ 27 (0) 11 243 2900 info@paf.co.za

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GRI 102: GENERAL DISCLOSURES <small>continued</small>		REFERENCE
Reporting practice <small>continued</small>		
Disclosure 102-54	Claims of reporting in accordance with the GRI Standards	SDR – About this report, inside front cover
Disclosure 102-55	GRI content index	SDR – GRI index,  pages 108 to 115
Disclosure 102-56	External assurance	Pan African's external auditors, PwC, have independently audited the annual financial statements for the year ended 30 June 2019. Other disclosures have not been externally assured
ECONOMIC STANDARDS		REFERENCE
GRI 201: Economic performance		
1. Management approach disclosures		SDR – Value created in 2020,  page 2
2. Topic-specific disclosures		
Disclosure 201-1	Direct economic value generated and distributed	SDR – Value created in 2020,  page 2
Disclosure 201-2	Financial implications and other risks and opportunities due to climate change	SDR – Our material matters,  pages 20 and 21 SDR – Take urgent action to combat climate change and its impacts,  page 86
Disclosure 201-3	Defined benefit plan obligations and other retirement plans	IAR – Annual financial statements, note 12: Staff costs and complement,  pages 155 and 156
Disclosure 201-4	Financial assistance received from government	Not applicable
MM Supplemental Disclosure	Membership in the Extractive Industries Transparency Initiative (EITI)	Not applicable – Pan African's operations are located in South Africa, which has not joined the EITI
GRI 203: Indirect economic impacts		
1. Management approach disclosures		SDR – Social and relationship capital,  pages 60 to 73
2. Topic-specific disclosures		
Disclosure 203-1	Infrastructure investments and services supported	SDR – Social and relationship capital,  pages 60 to 73
Disclosure 203-2	Significant indirect economic impacts	SDR – Social and relationship capital,  pages 60 to 73
GRI 204: Procurement practices		
1. Management approach disclosures		SDR – Preferential procurement,  pages 71 and 72
2. Topic-specific disclosures		
Disclosure 204-1	Proportion of spending on local suppliers	100% of procurement spending was with local (South African) companies for goods and services
GRI 205: Anti-corruption		
1. Management approach disclosures		SDR – Building an ethical culture,  page 36
2. Topic-specific disclosures		
Disclosure 205-1	Operations assessed for risks related to corruption	SDR – Procurement governance,  page 72
Disclosure 205-2	Communication and training about anti-corruption policies and procedures	SDR – Procurement governance,  page 72
Disclosure 205-3	Confirmed incidents of corruption and actions taken	No breaches by senior group employees were reported during the year

ECONOMIC STANDARDS continued		REFERENCE
GRI 302: Energy		
1. Management approach disclosures		SDR – Ensure access to affordable, reliable, sustainable and modern energy for all,  pages 78 to 85
2. Topic-specific disclosures		
Disclosure 302-1	Energy consumption within the organisation	SDR – Energy consumption,  page 85
Disclosure 302-2	Energy consumption outside of the organisation	Not applicable
Disclosure 302-3	Energy intensity	SDR – Energy consumption,  page 85
Disclosure 302-4	Reduction of energy consumption	SDR – Reduction of energy consumption and carbon footprint,  page 85
Disclosure 302-5	Reductions in energy requirements of products and services	Not applicable – Pan African does not produce any products or provide any services that require energy
GRI 303: Water		
1. Management approach disclosures		SDR – Water quality, efficiency and management,  pages 81 and 82
2. Topic-specific disclosures		
Disclosure 303-1	Interactions with water as a shared resource	SDR – Water-stressed regions,  page 81
Disclosure 303-2	Management of water discharge-related impacts	SDR – Surface water discharge,  page 82
Disclosure 303-3	Water withdrawal	SDR – Water withdrawal and recycling,  pages 81 and 82
Disclosure 303-4	Water discharge	SDR – Surface water discharge,  page 82
Disclosure 303-5	Water consumption	SDR – Key performance indicators – Water withdrawal by source,  page 75
GRI 304: Biodiversity		
1. Management approach disclosures		SDR – Biodiversity protection,  page 87
2. Topic-specific disclosures		
Disclosure 304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	SDR – Biodiversity protection,  page 87
Disclosure 304-2	Significant impacts of activities, products and services on biodiversity	SDR – Biodiversity protection,  page 87
Disclosure 304-3	Habitats protected or restored	SDR – Total land disturbed or rehabilitated,  page 85
Disclosure 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	SDR – Biodiversity protection,  page 87
GRI 305: Emissions		
1. Management approach disclosures		SDR – Emissions,  page 86
2. Topic-specific disclosures		
Disclosure 305-1	Direct (scope 1) GHG emissions	SDR – Key performance indicators – Greenhouse gas emissions,  page 75
Disclosure 305-2	Energy indirect (scope 2) GHG emissions	SDR – Key performance indicators – Greenhouse gas emissions,  page 75
Disclosure 305-3	Other indirect (scope 3) GHG emissions	SDR – Key performance indicators – Greenhouse gas emissions,  page 75
Disclosure 305-4	GHG emissions intensity	SDR – Greenhouse gas emissions,  page 86
Disclosure 305-5	Reduction of GHG emissions	SDR – Greenhouse gas emissions,  page 86

GRI index continued

ECONOMIC STANDARDS <small>continued</small>		REFERENCE
GRI 305: Emissions <small>continued</small>		
Disclosure 305-6	Emissions of ozone depleting substances	SDR – Ozone depleting substance emissions,  page 84
Disclosure 305-7	Nitrogen oxides (NO _x), sulphur oxides (SO _x), and other significant air emissions	SDR – Monitoring other air emissions,  page 84
MM Supplemental Disclosure	Include emissions from both major mobile sources and on-site stationary sources	SDR – Monitoring other air emissions,  page 84
GRI 306: Effluents and waste		
1. Management approach disclosures		SDR – Waste management,  pages 82 and 83
2. Topic-specific disclosures		
Disclosure 306-1	Water discharge by quality and destination	SDR – Surface water discharge,  page 82
Disclosure 306-2	Waste by type and disposal method	SDR – Key performance indicators – Waste materials used,  page 75
Disclosure 306-3	Significant spills	Not applicable SDR – Significant environmental incidents,  page 81
MM Supplemental Disclosure	Include spillage of tailings, slimes, or other significant process materials	Not applicable SDR – Significant environmental incidents,  page 81
Disclosure 306-4	Transport of hazardous waste	SDR – Hazardous waste,  pages 82 and 83
Disclosure 306-5	Water bodies affected by water discharges and/or run-off	SDR – Water quality protection,  page 82
GRI 307: Environmental compliance		
1. Management approach disclosures		SDR – Environmental objectives,  page 80
2. Topic-specific disclosures		
Disclosure 307-1	Non-compliance with environmental laws and regulations	Not applicable SDR – Significant environmental incidents,  page 81
SOCIAL STANDARDS		REFERENCE
GRI 401: Employment		
1. Management approach disclosures		SDR – Human capital,  pages 38 to 59
2. Topic-specific disclosures		
Disclosure 401-1	New employee hires and employee turnover	SDR – Availability of a skilled workforce,  page 55
Disclosure 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SDR – Earnings, wages and benefits,  page 55
Disclosure 401-3	Parental leave	SDR – Earnings, wages and benefits,  page 55
GRI 402: Labour/management relations		
1. Management approach disclosures		SDR – Freedom of association, collective bargaining and other labour practices,  page 54
2. Topic-specific disclosures		
Disclosure 402-1	Minimum notice periods regarding operational changes	SDR – Freedom of association, collective bargaining and other labour practices,  page 54




SOCIAL STANDARDS continued		REFERENCE
GRI 403: Occupational health and safety		
1. Management approach disclosures		SDR – Health and safety, 14 pages 40 and 41
2. Topic-specific disclosures		
Disclosure 403-1	Occupational health and safety management system	SDR – Health and safety, 14 pages 40 and 41
Disclosure 403-2	Hazard identification, risk assessment, and incident investigation	SDR – Health and safety, 14 pages 40 and 41
Disclosure 403-3	Occupational health services	SDR – Monitoring the health of employees, 14 pages 48 and 49
Disclosure 403-4	Worker participation, consultation, and communication on occupational health and safety	SDR – Occupational hygiene and health monitoring, 14 page 49
Disclosure 403-5	Worker training on occupational health and safety	SDR – Safety training, 14 page 50
Disclosure 403-6	Promotion of worker health	SDR – Wellness partnerships, 14 page 49
Disclosure 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pan African produces gold in the form of bars and other by-products. Gold is a benign product with no significant environmental, health or safety impacts. All gold products generated by the Group are refined by Rand Refinery, an accredited London Bullion Market Association refinery, and sold to South African financial institutions.
Disclosure 403-8	Workers covered by an occupational health and safety management system	SDR – Health and safety, management approach, 14 pages 36 and 37
Disclosure 403-9	Work-related injuries	SDR – Key performance indicators – Health and safety, 14 page 39
Disclosure 403-10	Work-related ill health	SDR – Key performance indicators – Occupational health, 14 page 39
MM Supplemental Disclosure	Fatal accident description	Not applicable for the year under review. For post year-end incident see: IAR – Chief executive officer’s review - Safety, 14 page 82
GRI 404: Training and education		
1. Management approach disclosures		SDR – Education and training, 14 pages 56 to 58
2. Topic-specific disclosures		
Disclosure 404-1	Average hours of training per year per employee	SDR – Employee skills development and training, 14 page 57
Disclosure 404-2	Programmes for upgrading employee skills and transition assistance programmes	SDR – Employee skills development and training, 14 page 57
Disclosure 404-3	Percentage of employees receiving regular performance and career development reviews	SDR – Employee skills development and training, 14 page 57
GRI 405: Diversity and equal opportunity		
1. Management approach disclosures		SDR – Diversity and equal opportunity, 14 page 54
2. Topic-specific disclosures		
Disclosure 405-1	Diversity of governance bodies and employees	SDR – Gender and employment equity diversity, 14 page 35 (board) SDR – Key performance indicators – Representation of HDSAs, 14 page 39
Disclosure 405-2	Ratio of basic salary and remuneration of women to men	SDR – Key performance indicators – Representation of HDSAs, 14 page 39

GRI index continued

SOCIAL STANDARDS <small>continued</small>		REFERENCE
GRI 406: Non-discrimination		
1. Management approach disclosures		SDR – Non-discrimination, page 54
2. Topic-specific disclosures		
Disclosure 406-1	Incidents of discrimination and corrective actions taken	Not applicable SDR – Non-discrimination, page 54
GRI 410: Security practices		
1. Management approach disclosures		SD – Security and illegal mining, page 93
2. Topic-specific disclosures		
Disclosure 410-1	Security personnel trained in human rights policies or procedures	SDR – Security and illegal mining, page 93
GRI 413: Local communities		
1. Management approach disclosures		SDR – Community upliftment, pages 62 to 73
2. Topic-specific disclosures		
Disclosure 413-1	Operations with local community engagement, impact assessments, and development programmes	SDR – Community upliftment, pages 62 to 73
Disclosure 413-2	Operations with significant actual and potential negative impacts on local communities	SDR – Social and labour plans, page 67
GRI 419: Socio-economic compliance		
1. Management approach disclosures		SDR – Social and relationship capital, pages 60 to 73
2. Topic-specific disclosures		
Disclosure 419-1	Non-compliance with laws and regulations in the social and economic area	SDR – Social and labour plans, page 67
MM Supplemental Disclosure	Judgements made against the organisation in the areas related to health and safety and labour laws	None SDR – Safety, page 49
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	SDR – Total land disturbed or rehabilitated, page 85
MM2	The number of sites identified as requiring biodiversity management plans according to stated criteria, and the number of those sites with plans in place	SDR – Biodiversity protection, page 87
MM3	Total amounts of overburden, rock, tailings and sludges, and their associated risks	SDR – Tailings, page 84

SOCIAL STANDARDS continued

REFERENCE
GRI 419: Socio-economic compliance continued

MM4	Number of strikes and lock-outs exceeding one week's duration	None SDR – Freedom of association, collective bargaining and other labour practices,  page 54
MM5	Total number of operations taking place in or adjacent to indigenous peoples' territories, and number of operations or sites where there are formal agreements with indigenous peoples' communities	Not applicable
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples	Not applicable
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	Not applicable
MM8	Number of company operating sites where artisanal and small-scale mining takes place on, or adjacent to, the site; and the associated risks and the actions taken to manage and mitigate these risks	SDR – Security and illegal mining,  page 93
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Not applicable
MM10	Number of operations with closure plans	SDR – Minimising our environmental impact,  page 76