

GRI STANDARDS INDEX

 IAR – Integrated annual report 2018 available at <http://www.panafricanresources.com/investors/financial-reports/>

 SD – Online supplementary sustainable development information available at <http://www.panafricanresources.com/sheqc/gri-and-sustainability/>

GRI has advanced from the 3.1 framework (which is no longer recognised) into a standards-based, modular process. It remains widely recognised as a global best practice for reporting on a range of economic, environmental and social impacts.

The following GRI Standards are applicable to Pan African Resources:

GRI 102: GENERAL DISCLOSURES		Reference
1. ORGANISATIONAL PROFILE		
Disclosure 102-1	Name of the organisation	SD, About this report, inside front cover
Disclosure 102-2	Activities, brands, products and services	SD, Pan African Resources at a glance, page 2
Disclosure 102-3	Location of headquarters	SD, Company information, inside back cover
Disclosure 102-4	Location of operations	IAR, Operating assets, pages 6 and 7
Disclosure 102-5	Ownership and legal form	IAR, Organisational structure, page 5
Disclosure 102-6	Markets served	IAR, Operating assets, pages 6 and 7
Disclosure 102-7	Scale of the organisation	IAR, Operating assets, pages 6 and 7 IAR, Gold operations, pages 58 and 59
Disclosure 102-8	Information on employees and other workers	SD, Human capital, pages 19, 25, 29 and 43
Disclosure 102-9	Supply chain	SD, Social and relationship capital, page 43
Disclosure 102-10	Significant changes to the organisation and its supply chain	SD, Who we are, pages 4 and 5
Disclosure 102-11	Precautionary principle or approach	SD, Natural capital, page 49
Disclosure 102-12	External initiatives	SD, Social and relationship capital, pages 41, 45 and 46
Disclosure 102-13	Membership of associations	Not reported
2. STRATEGY		
Disclosure 102-14	Statement from senior decision-maker	SD, Chairman's statement, pages 6 and 7
Disclosure 102-15	Key impacts, risks and opportunities	IAR, Key risks, opportunities and material matters, pages 22 to 30
3. ETHICS AND INTEGRITY		
Disclosure 102-16	Values, principles, standards and norms of behaviour	SD, Who we are, page 4 SD, Our purpose, vision and strategy, page 3
Disclosure 102-17	Mechanisms for advice and concerns about ethics	SD, Social and relationship capital, page 43
4. GOVERNANCE		
Disclosure 102-18	Governance structure	IAR, Corporate governance, page 103
Disclosure 102-19	Delegating authority	IAR, Corporate governance, page 104
Disclosure 102-20	Executive-level responsibility for economic, environmental and social topics	IAR, Corporate governance, pages 103 to 110
Disclosure 102-21	Consulting stakeholders on economic, environmental and social topics	SD, Stakeholder engagement, pages 12 to 15
Disclosure 102-22	Composition of the highest governance body and its committees	IAR, Corporate governance, pages 100 to 102
Disclosure 102-23	Chair of the highest governance body	IAR, Corporate governance, page 100
Disclosure 102-24	Nominating and selecting the highest governance body	IAR, Corporate governance, page 106
Disclosure 102-25	Conflicts of interest	IAR, Corporate governance, pages 104, 210 and 211
Disclosure 102-26	Role of highest governance body in setting purpose, values and strategy	IAR, Corporate governance, pages 104 and 105
Disclosure 102-27	Collective knowledge of highest governance body	IAR, Corporate governance, pages 100 and 101
Disclosure 102-28	Evaluating the highest governance body's performance	IAR, Corporate governance, page 105
Disclosure 102-29	Identifying and managing economic, environmental and social impacts	IAR, Corporate governance, pages 106 and 107
Disclosure 102-30	Effectiveness of risk management processes	IAR, Audit committee report, page 131
Disclosure 102-31	Review of economic, environmental and social topics	IAR, Corporate governance, pages 106 and 107

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GRI 102: GENERAL DISCLOSURES <small>continued</small>		Reference
4. GOVERNANCE <small>continued</small>		
Disclosure 102-32	Highest governance body's role in sustainability reporting	SD, Chairman's statement, page 7
Disclosure 102-33	Communicating critical concerns	IAR, Corporate governance, page 110
Disclosure 102-34	Nature and total number of critical concerns	IAR, Corporate governance, page 107
Disclosure 102-35	Remuneration policies	IAR, Remuneration review, pages 114 to 121
Disclosure 102-36	Process for determining remuneration	IAR, Remuneration review, page 115
Disclosure 102-37	Stakeholders' involvement in remuneration	IAR, Remuneration review, page 113
Disclosure 102-38	Annual total compensation ratio	Not disclosed
Disclosure 102-39	Percentage increase in annual total compensation ratio	Not disclosed
5. STAKEHOLDER ENGAGEMENT		
Disclosure 102-40	List of stakeholder groups	SD, Stakeholder engagement, page 12
Disclosure 102-41	Collective bargaining agreements	SD, Stakeholder engagement, page 15
Disclosure 102-42	Identifying and selecting stakeholders	SD, Stakeholder engagement, page 13
Disclosure 102-43	Approach to stakeholder engagement	SD, Stakeholder engagement, page 12
Disclosure 102-44	Key topics and concerns raised	SD, Stakeholder engagement, pages 13 to 15
6. REPORTING PRACTICE		
Disclosure 102-45	Entities included in the consolidated financial statements	IAR, Annual financial statements, pages 182 to 183
Disclosure 102-46	Defining report content and topic boundaries	IAR, About this report, inside front cover
Disclosure 102-47	List of material topics	IAR, Risks, Opportunities and material matters, pages 24 to 30
Disclosure 102-48	Restatements of information	IAR, About this report, inside front cover Financial director's review, pages 34 to 45
Disclosure 102-49	Changes in reporting	IAR, About this report, inside front cover
Disclosure 102-50	Reporting period	IAR, About this report, inside front cover
Disclosure 102-51	Date of most recent report	IAR, About this report, inside front cover
Disclosure 102-52	Reporting cycle	IAR, About this report, inside front cover
Disclosure 102-53	Contact point for questions regarding the report	IAR, About this report, inside front cover
Disclosure 102-54	Claims of reporting in accordance with the GRI Standards	IAR, About this report, inside front cover
Disclosure 102-55	GRI content index	IAR, About this report, inside front cover
Disclosure 102-56	External assurance	IAR, About this report, inside front cover
ECONOMIC STANDARDS		
GRI 201: ECONOMIC PERFORMANCE		
1. Management approach disclosures		IAR, Financial director's review, pages 36 to 45
2. Topic-specific disclosures		
Disclosure 201-1	Direct economic value generated and distributed	IAR, Financial director's review, pages 37 to 43
Disclosure 201-2	Financial implications and other risks and opportunities due to climate change	IAR, Risks, opportunities and material issues, page 29
Disclosure 201-3	Defined benefit plan obligations and other retirement plans	IAR, Annual financial statements, page 155
Disclosure 201-4	Financial assistance received from government	None received
GRI 202: MARKET PRESENCE		
1. Management approach disclosures		SD, Social and relationship capital, pages 40 to 43
2. Topic-specific disclosures		
Disclosure 202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	Not reported
Disclosure 202-2	Procedures for local hiring and proportion of senior management hired from the local community	SD, Social and relationship capital, pages 45 and 46

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ECONOMIC STANDARDS <small>continued</small>		Reference
GRI 203: INDIRECT ECONOMIC IMPACTS		
1. Management approach disclosures		SD, Transformation review, pages 42 and 43
2. Topic-specific disclosures		
Disclosure 203-1	Infrastructure investments and services supported	SD, Social and relationship capital, pages 40 to 46
Disclosure 203-2	Significant indirect economic impacts	IAR, Business model, pages 8 and 9
GRI 204: PROCUREMENT PRACTICES		
1. Management approach disclosures		SD, Preferential procurement, page 43
2. Topic-specific disclosures		
Disclosure 204-1	Proportion of spending on local suppliers	SD, Preferential procurement, page 43
GRI 205: ANTI-CORRUPTION		
1. Management approach disclosures		IAR, Corporate governance, page 106
2. Topic-specific disclosures		
Disclosure 205-1	Operations assessed for risks related to corruption	IAR, Corporate governance, page 106
Disclosure 205-2	Communication and training about anti-corruption policies and procedures	IAR, Corporate governance, page 106
Disclosure 205-3	Confirmed incidents of corruption and actions taken	No breaches by senior group employees were reported during the year
GRI 206: ANTI-COMPETITIVE BEHAVIOUR		
1. Management approach disclosures		IAR, Ethical leadership, page 106
2. Topic-specific disclosures		
Disclosure 206-1	Actions for anti-competitive behaviour; anti-trust and monopoly practices	IAR, Risks and mitigation, page 25
ENVIRONMENTAL STANDARDS		
GRI 301: MATERIALS		
1. Management approach disclosures		SD, Natural capital, page 49
2. Topic-specific disclosures		
Disclosure 301-1	Materials used by weight or volume	SD, Natural capital, pages 47 and 48
Disclosure 301-2	Recycled input materials used	SD, Water use, page 47
Disclosure 301-3	Reclaimed products	SD, Natural capital, page 55 (tailings)
GRI 302: ENERGY		
1. Management approach disclosures		SD, Natural capital, page 50
2. Topic-specific disclosures		
Disclosure 302-1	Energy consumption within the organisation	SD, Natural capital, page 48
Disclosure 302-2	Energy consumption outside of the organisation	SD, Natural capital, page 48
Disclosure 302-3	Energy intensity	SD, Natural capital, page 48
Disclosure 302-4	Reduction of energy consumption	SD, Natural capital, page 48
Disclosure 302-5	Reductions in energy requirements of products and services	SD, Natural capital, pages 54 and 55
GRI 303: WATER		
1. Management approach disclosures		SD, Natural capital, page 50
2. Topic-specific disclosures		
Disclosure 303-1	Water withdrawal by source	SD, Natural capital, page 47
Disclosure 303-2	Water sources significantly affected by withdrawal of water	SD, Natural capital, page 47
Disclosure 303-3	Water recycled and reused	SD, Natural capital, page 47

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ENVIRONMENTAL STANDARDS <small>continued</small>		Reference
GRI 304: BIODIVERSITY		
1. Management approach disclosures		SD, Natural capital, page 52
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	SD, Natural capital, page 52
Disclosure 304-2	Significant impacts of activities, products and services on biodiversity	SD, Natural capital, page 52
Disclosure 304-3	Habitats protected or restored	SD, Natural capital, page 52
Disclosure 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	SD, Natural capital, page 52
GRI 305: EMISSIONS		
1. Management approach disclosures		SD, Natural capital, page 50
2. Topic-specific disclosures		
Disclosure 305-1	Direct (scope 1) GHG emissions	SD, Natural capital, page 48
Disclosure 305-2	Energy indirect (scope 2) GHG emissions	SD, Natural capital, page 48
Disclosure 305-3	Other indirect (scope 3) GHG emissions	Not reported
Disclosure 305-4	GHG emissions intensity	SD, Natural capital, page 48
Disclosure 305-5	Reduction of GHG emissions	SD, Natural capital, page 48
Disclosure 305-6	Emissions of ozone-depleting substances (ODS)	SD, Natural capital, page 52
Disclosure 305-7	Nitrogen oxides (NO _x), sulphur oxides (SO _x), and other significant air emissions	SD, Natural capital, page 52
GRI 306: EFFLUENTS AND WASTE		
1. Management approach disclosures		SD, Natural capital, page 50
2. Topic-specific disclosures		
Disclosure 306-1	Water discharge by quality and destination	SD, Natural capital, page 50
Disclosure 306-2	Waste by type and disposal method	SD, Natural capital, page 50
Disclosure 306-3	Significant spills	None occurred
Disclosure 306-4	Transport of hazardous waste	SD, Natural capital, page 52 (Cyanide)
Disclosure 306-5	Water bodies affected by water discharges and/or runoff	SD, Natural capital, page 50
GRI 307: ENVIRONMENTAL COMPLIANCE		
1. Management approach disclosures		SD, Natural capital, page 49
2. Topic-specific disclosures		
Disclosure 307-1	Non-compliance with environmental laws and regulations	SD, Natural capital, page 50
SOCIAL STANDARDS		
GRI 401: EMPLOYMENT		
1. Management approach disclosures		SD, Human capital, page 18
2. Topic-specific disclosures		
Disclosure 401-1	New employee hires and employee turnover	SD, Human capital, page 19
Disclosure 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SD, Human capital, page 20
Disclosure 401-3	Parental leave	Not reported
GRI 402: LABOUR/MANAGEMENT RELATIONS		
1. Management approach disclosures		SD, Human capital, page 20
2. Topic-specific disclosures		
Disclosure 402-1	Minimum notice periods regarding operational changes	SD, Human capital, page 20

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SOCIAL STANDARDS <small>continued</small>		Reference
GRI 403: OCCUPATIONAL HEALTH AND SAFETY		
1. Management approach disclosures		SD, Human capital, pages 20 to 24
2. Topic-specific disclosures		
Disclosure 403-1	Workers representation in formal joint management-worker health and safety committees	SD, Human capital, page 22
Disclosure 403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	SD, Human capital, page 21
Disclosure 403-3	Workers with high incidence or high risk of diseases related to their occupation	SD, Human capital, pages 23 and 24
Disclosure 403-4	Health and safety topics covered in formal agreements with trade unions	SD, Human capital, page 22
GRI 404: TRAINING AND EDUCATION		
1. Management approach disclosures		SD, Human capital, pages 22, 26 and 30
2. Topic-specific disclosures		
Disclosure 404-1	Average hours of training per year per employee	SD, Human capital, page 26
Disclosure 404-2	Programmes for upgrading employee skills and transition assistance programmes	SD, Human capital, pages 20, 26 and 30
Disclosure 404-3	Percentage of employees receiving regular performance and career development reviews	SD, Human capital, page 20
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY		
1. Management approach disclosures		SD, Transformation review, page 42
2. Topic-specific disclosures		
Disclosure 405-1	Diversity of governance bodies and employees	SD, Transformation review, pages 42 and 43
Disclosure 405-2	Ratio of basic salary and remuneration of women to men	Not reported
GRI 406: NON-DISCRIMINATION		
1. Management approach disclosures		SD, Human capital, page 26
2. Topic-specific disclosures		
Disclosure 406-1	Incidents of discrimination and corrective actions taken	SD, Human capital, page 26
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
1. Management approach disclosures		SD, Human capital, page 20
2. Topic-specific disclosures		
Disclosure 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not applicable – no operations at risk
GRI 408: CHILD LABOUR		
1. Management approach disclosures		Not applicable – no operations at risk
2. Topic-specific disclosures		
Disclosure 408-1	Operations and suppliers at significant risk for incidents of child labour	Not applicable – no operations at risk
GRI 409: FORCED OR COMPULSORY LABOUR		
1. Management approach disclosures		Not applicable – no operations at risk
2. Topic-specific disclosures		
Disclosure 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Not applicable – no operations at risk
GRI 410: SECURITY PRACTICES		
1. Management approach disclosures		SD, Human capital, page 22
2. Topic-specific disclosures		
Disclosure 410-1	Security personnel trained in human rights policies or procedures	Not reported

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SOCIAL STANDARDS <small>continued</small>		Reference
GRI 411: RIGHTS OF INDIGENOUS PEOPLES		
1. Management approach disclosures		SD, Social and relationship capital, page 40
2. Topic-specific disclosures		
Disclosure 411-1	Incidents of violations involving rights of indigenous peoples	SD, Human capital, page 26
GRI 412: HUMAN RIGHTS ASSESSMENT		
1. Management approach disclosures		SD, Human capital, page 20
2. Topic-specific disclosures		
Disclosure 412-1	Operations that have been subject to human rights reviews or impact assessments	Not disclosed
Disclosure 412-2	Employee training on human rights policies or procedures	Not disclosed
Disclosure 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Not disclosed
GRI 413: LOCAL COMMUNITIES		
1. Management approach disclosures		SD, Social and relationship capital, page 40
2. Topic-specific disclosures		
Disclosure 413-1	Operations with local community engagement, impact assessments, and development programmes	SD, Social and relationship capital, pages 45 and 46
Disclosure 413-2	Operations with significant actual and potential negative impacts on local communities	SD, Operating assets, pages 8 and 9
GRI 414: SUPPLIER SOCIAL ASSESSMENT		
1. Management approach disclosures		SD, Human capital, pages 22 and Transformation, page 43
2. Topic-specific disclosures		
Disclosure 414-1	New suppliers that were screened using social criteria	Not disclosed
Disclosure 414-2	Negative social impacts in the supply chain and actions taken	Not disclosed
GRI 415: PUBLIC POLICY		
1. Management approach disclosures		SD, Stakeholder engagement, page 12 and 15
2. Topic-specific disclosures		
Disclosure 415-1	Political contributions	None made
GRI 419: SOCIO-ECONOMIC COMPLIANCE		
1. Management approach disclosures		SD, Social and relationship capital, page 41
2. Topic-specific disclosures		
Disclosure 419-1	Non-compliance with laws and regulations in the social and economic area	IAR, Chairman's statement, page 11

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SPECIFIC STANDARD DISCLOSURES FOR THE MINING AND METALS SECTOR		
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	SD, Natural capital, pages 51 and 52
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	SD, Natural capital, pages 51 and 52
MM3	Total amounts of overburden, rock, tailings and sludges, and their associated risks	SD, Natural capital, pages 48 and 50
MM4	Number of strikes and lock-outs exceeding one week's duration	No strikes exceeded one week
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	No disputes of this kind
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 (ASM) takes place on, or adjacent to, the site; and the associated risks and the actions taken to manage and mitigate these risks	SD, Human capital, pages 22, 27 and 31
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	SD, Natural capital, page 49 SD, Human capital, page 29