



GRI INDEX



IAR – Integrated Annual Report 2015 available at <http://www.panafricanresources.com/investors/financial-reports/>



SDR – Sustainable Development Report 2015 available at <http://www.panafricanresources.com/sheqc/gri-and-sustainability/>

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Pan African Resources is committed to the G3.1 Guidelines, which continues to provide a valuable framework for citizenship reporting. Our 2015 reporting applies a self-declared GRI Application Level B. This index should be read in conjunction with our integrated annual report 2015 and sustainable development report 2015, both of which are available on our website.

Indicator	Description	Reference
1. STRATEGY AND ANALYSIS		
1.1	Statement from the most senior decision-maker of the organisation	IAR pages 30 to 35 SDR pages 2 and 3
1.2	Description of key impacts, risks, and opportunities	IAR pages 20 to 23
2. ORGANISATIONAL PROFILE		
2.1	Name of the organisation	IAR page 3
2.2	Primary brands, products, and/or services	IAR pages 6 to 11
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries and joint ventures	IAR page 6
2.4	Location of organisation's headquarters	IAR inside back cover
2.5	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report	IAR inside front cover; page 6
2.6	Nature of ownership and legal form	IAR page 7
2.7	Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries)	IAR pages 6 to 7; 10 and 11
2.8	Scale of the reporting organisation	IAR pages 7; 10 and 11
2.9	Significant changes during the reporting period regarding size, structure, or ownership	IAR pages 6; 32 and 33
2.10	Awards received in the reporting period	None received
3. REPORT PARAMETERS		
3.1	Reporting period (e.g. fiscal/calendar year) for information provided	IAR inside front cover
3.2	Date of most recent previous report (if any)	IAR inside front cover
3.3	Reporting cycle (annual, bi-annual, etc.)	IAR inside front cover
3.4	Contact point for questions regarding the report or its contents	Company secretary Phil Dexter phil.dexter@corpserv.co.uk
3.5	Process for defining report content	IAR inside front cover
3.6	Boundary of the report (e.g. countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	IAR inside front cover
3.7	State any specific limitations on the scope or boundary of the report	IAR inside front cover
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations and other entities that can significantly affect comparability from period to period and/or between organisations	IAR inside front cover
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report	IAR inside front cover
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement	IAR inside front cover
3.11	Significant changes from previous reporting periods in the scope, boundary or measurement methods applied in the report	IAR inside front cover
3.12	Table identifying the location of the Standard Disclosures in the report	GRI index
3.13	Policy and current practice with regard to seeking external assurance for the report	IAR page 1
4. GOVERNANCE, COMMITMENTS AND ENGAGEMENTS		
4.1	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight	IAR page 80
4.2	Indicate whether the Chair of the highest governance body is also an executive officer	IAR page 81
4.3	For organisations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members	IAR pages 28 and 29

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Indicator	Description	Reference
4. GOVERNANCE, COMMITMENTS AND ENGAGEMENTS continued		
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	IAR pages 28 and 29; 175
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives and the organisation's performance (including social and environmental performance)	IAR page 86
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided	IAR page 81
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organisation's strategy on economic, environmental, and social topics	IAR pages 81 and 82
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation	IAR page 81 SDR page 8
4.9	Procedures of the highest governance body for overseeing the organisation's identification and management of economic, environmental and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct and principles	IAR pages 20 to 23; 80 to 83 SDR pages 12 and 13
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance	IAR pages 82 and 83
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation	IAR page 81
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses	IAR pages 13; 19 to 23; 25; 67; 81
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organisations	IAR pages 21; 72 and 73
4.14	List of stakeholder groups engaged by the organisation	IAR pages 24 and 25
4.15	Basis for identification and selection of stakeholders with whom to engage	IAR page 24 and 25
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	IAR pages 24 and 25
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting	IAR pages 24 and 25
DISCLOSURES ON MANAGEMENT APPROACH (DMAS)		
DMA EC	Economic performance Market presence Indirect economic impacts	IAR pages 17 to 19
DMA EN	Materials Energy Water Biodiversity Emissions, effluent and waste Products and services Compliance Transport Overall	IAR pages 17 to 19 SDR pages 47 to 55
DMA LA	Employment Labour/management relation Occupational health and safety Training and education Diversity and equal opportunity Equal remuneration for women and men	IAR pages 17 to 19 SDR pages 9 to 11
DMA HR	Investment and procurement practices Non-discrimination Freedom of association and collective bargaining Child labour Prevention of forced and compulsory labour Security practices Indigenous rights Assessment Remediation	IAR pages 17 to 19; 24 and 25; 72 SDR pages 17 to 21

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Indicator	Description	Reference
DISCLOSURES ON MANAGEMENT APPROACH (DMAS) continued		
DMA SO	Local communities Corruption Public policy Anti-competitive behaviour Compliance	IAR pages 17 to 19; 80 SDR pages 9 to 11
DMA PR	Customer health and safety Product and service labelling Marketing communications Customer privacy Compliance	IAR pages 17 to 19; 80 SDR pages 9 to 11
ECONOMIC		
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings and payments to capital providers and governments	IAR page 5
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	SDR page 48
EC3	Coverage of the organisation's defined benefit plan obligations	SDR pages 17 to 21
EC4	Significant financial assistance received from government	None received
Market presence		
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation	Not reported
EC6	Policy, practices and proportion of spending on locally-based suppliers at significant locations of operation	SDR pages 57 and 58
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation	SDR pages 39 and 40
Indirect economic impacts		
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind or <i>pro bono</i> engagement	SDR pages 39 to 45
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts	SDR pages 47 to 55
ENVIRONMENTAL		
Materials		
EN1	Materials used by weight or volume	SDR page 53
EN2	Percentage of materials used that are recycled input materials	SDR page 53
Energy		
EN3	Direct energy consumption by primary energy source	SDR page 52
EN4	Indirect energy consumption by primary source	SDR page 52
EN5	Energy saved due to conservation and efficiency improvements	SDR page 52
EN6	Initiatives to provide energy-efficient or renewable energy based products and services and reductions in energy requirements as a result of these initiatives	Not applicable
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	SDR page 52
Water		
EN8	Total water withdrawal by source	SDR page 57
EN9	Water sources significantly affected by withdrawal of water	SDR page 57
EN10	Percentage and total volume of water recycled and reused	SDR page 51
Biodiversity		
EN11	Location and size of land owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	SDR pages 54 and 55
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	SDR pages 54 and 55
EN13	Habitats protected or restored	SDR pages 54 and 55
EN14	Strategies, current actions and future plans for managing impacts on biodiversity	SDR pages 54 and 55
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	SDR pages 54 and 55

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Indicator	Description	Reference
ENVIRONMENTAL continued		
Emission, effluents and waste		
EN16	Total direct and indirect greenhouse gas emissions by weight	SDR page 52
EN17	Other relevant indirect greenhouse gas emissions by weight	SDR page 52
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	SDR page 52
EN19	Emissions of ozone-depleting substances by weight	Not reported
EN20	NO, SO, and other significant air emissions by type and weight	SDR page 53
EN21	Total water discharge by quality and destination	SDR page 51
EN22	Total weight of waste by type and disposal method	SDR page 53
EN23	Total number and volume of significant spills	SDR page 51
EN24	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	None
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and run-off	SDR page 54
Product and services		
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	Not applicable
EN27	Percentage of products sold and their packaging materials that are reclaimed by category	Not applicable
Compliance		
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	SDR page 48
Transport		
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce	SDR page 48
Overall		
EN30	Total environmental protection expenditures and investments by type	SDR page 49
SOCIAL		
Employment		
LA1	Total workforce by employment type, employment contract and region	SDR page 17
LA2	Total number and rate of employee turnover by age group, gender and region	SDR page 18
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations	SDR pages 17 to 19
LA15	Return to work and retention rates after parental leave, by gender	SDR page 19
Labour/management relations		
LA4	Percentage of employees covered by collective bargaining agreements	SDR pages 18 and 19
LA5	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements	SDR pages 23 to 31
Occupational health and safety		
LA6	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	SDR page 24
LA7	Rates of injury, occupational diseases, lost days and absenteeism, and number of work related fatalities by region and by gender	SDR pages 27 to 31
LA8	Education, training, counselling, prevention and risk-control programmes in place to assist workforce members, their families, or community members regarding serious diseases	SDR pages 33 to 37
LA9	Health and safety topics covered in formal agreements with trade unions	SDR pages 23 to 31
Training and education		
LA10	Average hours of training per year per employee by employee category	SDR pages 19 and 20
LA11	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	SDR pages 19 to 21
LA12	Percentage of employees receiving regular performance and career development reviews	SDR pages 19 to 21

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Indicator	Description	Reference
SOCIAL continued		
Diversity and equal opportunity		
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity	IAR pages 28 and 29 SDR page 57
Equal remuneration for woman and men		
LA14	Ratio of basic salary of men to women by employee category	SDR pages 19 to 21
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening	Not applicable
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken	Not applicable
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Not reported
Non-discrimination		
HR4	Total number of incidents of discrimination and actions taken	SDR pages 19 to 21
Freedom of association and collective bargaining		
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights	Not applicable – no operations at risk
Child labour		
HR6	Operations identified as having significant risk for incidents of child labour; and measures taken to contribute to the elimination of child labour	Not applicable – no operations at risk
Prevention of forced and compulsory labour		
HR7	Operations identified as having significant risk for incidents of forced or compulsory labour; and measures to contribute to the elimination of forced or compulsory labour	Not applicable – no operations at risk
Security practices		
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations	100%
Indigenous rights		
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken	SDR pages 19 to 21
Assessment		
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments	None
Remediation		
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms	None
Local communities		
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programmes	SDR pages 39 and 40
SO9	Operations with significant potential or actual negative impacts on local communities	IAR page 77 SDR pages 47 to 55
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impact on local communities	SDR pages 47 to 51
Corruption		
SO2	Percentage and total number of business units analysed for risks related to corruption	IAR page 80
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures	IAR pages 19 to 21
SO4	Actions taken in response to incidents of corruption	IAR pages 19 to 21
Public policy		
SO5	Public policy positions and participation in public policy development and lobbying	None
SO6	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country	None

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Indicator	Description	Reference
SOCIAL continued		
Anti-competitive behaviour		
SO7	Total number of legal actions for anti-competitive behaviour; anti-trust and monopoly practices and their outcomes	None
Compliance		
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	None received
Customer health and safety		
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement and percentage of significant products and services categories subject to such procedures	SDR page 27
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes	SDR pages 23 to 31
Product and service labelling		
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	SDR page 27
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	None
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	Not reported
Marketing communications		
PR6	Programmes for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion and sponsorship	SDR page 13
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship by type of outcomes	None
Customer privacy		
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	None
Compliances		
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision of products and services	None
MINING AND METALS SECTOR SUPPLEMENT		
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	SDR page 55
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans	SDR page 54
MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks	SDR pages 53 and 54
MM4	Number of strikes and lock-outs exceeding one week's duration, by country	SDR pages 19 to 21 (None)
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	N/A
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	None
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 (and percentage) of company operating sites where artisanal and smallscale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	Not reported
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 and percentage of operations with closure plans	SDR page 48
MM11	Programmes and progress relating to materials stewardship	SDR pages 47 to 55