

# GRI INDEX



IAR – Integrated Annual Report 2014 available at <http://www.panafricanresources.com/investors/financial-reports/>



SR – Sustainability Report 2014 available at <http://www.panafricanresources.com/sheqc/gri-and-sustainability/>

## GRI INDEX

Pan African Resources is committed to the G3.1 Guidelines, which continues to provide a valuable framework for citizenship reporting. Our 2014 reporting applies a self-declared GRI Application Level B. This index should be read in conjunction with our Integrated Annual Report 2014 and Sustainability Report 2014, both of which are available on our website.

Indicator	Description	Reference
<b>1. Strategy and analysis</b>		
1.1	Statement from the most senior decision-maker of the organisation.	IAR pages 24 – 29 SR page 2
1.2	Description of key impacts, risks, and opportunities.	IAR pages 21 – 23
<b>2. Organisational profile</b>		
2.1	Name of the organisation	IAR pages 2 and 167
2.2	Primary brands, products, and/or services.	IAR pages 6; 8 – 9
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries and joint ventures.	IAR pages 6; 8 – 9; 128
2.4	Location of organisation's headquarters.	IAR page 176
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 page 6
2.6	Nature of ownership and legal form.	IAR page 2
2.7	Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries).	IAR pages 6; 8 – 9
2.8	Scale of the reporting organisation.	IAR pages 6; 8 – 9
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	IAR page 2
2.10	Awards received in the reporting period.	None received
<b>3. Report parameters</b>		
3.1	Reporting period (e.g. fiscal/calendar year) for information provided.	IAR page 2
3.2	Date of most recent previous report (if any).	IAR page 2
3.3	Reporting cycle (annual, bi-annual, etc.)	IAR page 2
3.4	Contact point for questions regarding the report or its contents.	Phil Dexter (Company Secretary) phil.dexter@corpserv.co.uk
3.5	Process for defining report content.	IAR page 3
3.6	Boundary of the report (e.g. countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	IAR pages 2 – 3
3.7	State any specific limitations on the scope or boundary of the report.	IAR pages 2 – 3
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 pages 2 – 3

Indicator	Description	Reference
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 pages 2 – 3
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement.	IAR pages 2 – 3
3.11	Significant changes from previous reporting periods in the scope, boundary or measurement methods applied in the report.	IAR pages 2 – 3
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 pages 2 – 3
<b>4. Governance, commitments and engagements</b>		
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 73
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	IAR pages 73 – 74
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 page 74
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	IAR pages 34 – 35; 73
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 pages 76 and 84
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	IAR page 77
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 76 – 77
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 38 SR pages 8 and 10
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 21 and 82 SR page 9
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	IAR pages 77 and 81
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	IAR page 72

Indicator	Description	Reference
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	IAR pages 16, 25, 31 and 66
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organisations.	IAR page 92
4.14	List of stakeholder groups engaged by the organisation.	IAR pages 30 – 31
4.15	Basis for identification and selection of stakeholders with whom to engage.	IAR page 30
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	IAR pages 30 – 31
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 30 – 31
<b>Disclosures on Management approach (DMAs)</b>		
DMA EC	Economic performance	IAR pages 16 – 18
	Market presence	
DMA EN	Indirect economic impacts	IAR pages 16 – 18 SR pages 8 – 9; 22
	Materials	
	Energy	
	Water	
	Biodiversity	
	Emissions, effluent and waste	
	Products and services	
	Compliance	
	Transport	
	Overall	
DMA LA	Employment	IAR pages 16 – 18 SR pages 3 – 7
	Labour/management relations	
	Occupational health and safety	
	Training and education	
	Diversity and equal opportunity	
DMA HR	Equal remuneration for women and men	IAR pages 16 – 18; 30; 92 SR page 3
	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		

Indicator	Description	Reference
DMA SO	Local communities	
	Corruption	IAR pages 16 – 18; 38
	Public policy	SR page 19
	Anti-competitive behaviour	
	Compliance	
DMA PR	Customer health and safety	IAR pages 16 – 18
	Product and service labelling	SR page 8
	Marketing communications	
	Customer privacy	
	Compliance	
<b>ECONOMIC</b>		
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 88
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	SR page 22
EC3	Coverage of the organisation's defined benefit plan obligations.	SR page 5
EC4	Significant financial assistance received from government.	None received
<b>Market presence</b>		
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.	SR page 7
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	SR pages 4 – 6; 19
<b>Indirect economic impacts</b>		
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind or pro bono engagement.	SR pages 19 – 21
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	SR page 19
<b>ENVIRONMENTAL</b>		
<b>Materials</b>		
EN1	Materials used by weight or volume.	SR page 28
EN2	Percentage of materials used that are recycled input materials.	SR page 29
<b>Energy</b>		
EN3	Direct energy consumption by primary energy source.	SR page 25
EN4	Indirect energy consumption by primary source.	SR page 25
EN5	Energy saved due to conservation and efficiency improvements.	SR page 25

Indicator	Description	Reference
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.	SR page 25
<b>Water</b>		
EN8	Total water withdrawal by source.	SR page 25
EN9	Water sources significantly affected by withdrawal of water.	SR pages 24 – 25
EN10	Percentage and total volume of water recycled and reused.	SR page 25
<b>Biodiversity</b>		
EN11	Location and size of land owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas.	SR page 29
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	SR page 29
EN13	Habitats protected or restored.	SR page 29
EN14	Strategies, current actions and future plans for managing impacts on biodiversity.	SR page 29
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	SR page 29
<b>Emission, effluents and waste</b>		
EN16	Total direct and indirect greenhouse gas emissions by weight.	SR page 27
EN17	Other relevant indirect greenhouse gas emissions by weight.	SR page 27
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	SR page 27
EN19	Emissions of ozone-depleting substances by weight.	Not reported
EN20	NO, SO, and other significant air emissions by type and weight.	SR page 27
EN21	Total water discharge by quality and destination.	SR page 24
EN22	Total weight of waste by type and disposal method.	SR page 28
EN23	Total number and volume of significant spills.	SR page 28
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.	SR page 24
<b>Product and services</b>		
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
<b>Compliance</b>		
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	SR page 22

Indicator	Description	Reference
<b>Transport</b>		
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	SR page 22
<b>Overall</b>		
EN30	Total environmental protection expenditures and investments by type.	SR page 23
<b>SOCIAL</b>		
<b>Employment</b>		
LA1	Total workforce by employment type, employment contract and region.	SR page 4
LA2	Total number and rate of employee turnover by age group, gender and region.	SR page 4
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	SR pages 4 – 6
LA15	Return to work and retention rates after parental leave, by gender.	SR page 4
<b>Labour/management relation</b>		
LA4	Percentage of employees covered by collective bargaining agreements.	SR page 5
LA5	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.	SR page 5
<b>Occupation health and safety</b>		
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.	SR page 10
LA7	Rates of injury, occupational diseases, lost days and absenteeism, and number of work related fatalities by region and by gender.	SR pages 11 – 14
LA8	Education, training, counselling, prevention and risk-control programmes in place to assist workforce members, their families, or community members regarding serious diseases.	SR pages 15 – 18
LA9	Health and safety topics covered in formal agreements with trade unions.	SR pages 15 – 18
<b>Training and education</b>		
LA10	Average hours of training per year per employee by employee category.	SR pages 5 – 6
LA11	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	SR pages 4 – 6
LA12	Percentage of employees receiving regular performance and career development reviews.	SR pages 5 – 6
<b>Diversity and equal opportunity</b>		
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity.	SR page 7
<b>Equal remuneration for woman and men</b>		
LA14	Ratio of basic salary of men to women by employee category.	SR page 7

Indicator	Description	Reference
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
<b>Non-discrimination</b>		
HR4	Total number of incidents of discrimination and actions taken.	SR page 4
<b>Freedom of association and collective bargaining</b>		
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
<b>Child labour</b>		
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
<b>Prevention of forced and compulsory labour</b>		
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
<b>Security practises</b>		
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.	100%
<b>Indigenous rights</b>		
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	SR page 19
<b>Assessment</b>		
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	None
<b>Remediation</b>		
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	None
<b>Local communities</b>		
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programmes	SR pages 19 – 21
SO9	Operations with significant potential or actual negative impacts on local communities.	SR pages 19 and 24
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impact on local communities.	SR page 24

Indicator	Description	Reference
<b>Corruption</b>		
SO2	Percentage and total number of business units analysed for risks related to corruption.	IAR page 38
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures.	IAR page 38
SO4	Actions taken in response to incidents of corruption.	IAR page 38
<b>Public policy</b>		
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
<b>Anti-competitive behaviour</b>		
SO7	Total number of legal actions for anticompetitive behaviour; anti-trust and monopoly practices and their outcomes.	None
<b>Compliance</b>		
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-monetary sanctions for non-compliance with laws and regulations.	None received
<b>Customer health and safety</b>		
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.	SR page 8
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.	SR page 8
<b>Product and service labelling</b>		
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	SR page 8
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
<b>Marketing communications</b>		
PR6	Programmes for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion and sponsorship.	SR page 8
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



Indicator	Description	Reference
<b>Customers privacy</b>		
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	None
<b>Compliances</b>		
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision of products and services.	None
<b>MINING AND METALS SECTOR SUPPLEMENT</b>		
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	SR page 29
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.	SR page 29
MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks.	SR page 28
MM4	Number of strikes and lock-outs exceeding one week's duration, by country.	SR page 30
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.	SR page 19
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.	SR page 22
MM11	Programmes and progress relating to materials stewardship.	SR pages 22 and 28