REPORTING IN LINE WITH GRI

The following table presents the GRI content index in line with the G4 guidelines, including GRI's G4 Mining and Metals Sector Supplement (MMSS), to which Northam has reported 'in accordance' with the Core option.

GENERAL STANDARD DISCLOSURES		Section heading and page number	Reporting level	External assurance
Strategy and analysis				
G4-1	Provide a statement from the most senior decision-maker of the organisation (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability	Chairman's statement: 13 Chief executive's review: 14 – 17	Fully	Assured
Organisational profile				
G4-2	Report the name of the organisation	Managing material risks and opportunities: 34 – 39	Fully	Assured
G4-3	Report the name of the organisation	IFC	Fully, throughout the report	Assured
G4-4	Report the primary brands, products and services	Corporate profile: 5 – 6	Fully	Assured
G4-5	Report the location of the organisation's headquarters	Northam Platinum and the Bushveld Complex: 2	Fully	Assured
G4-6	Report the number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report	Northam Platinum and the Bushveld Complex: 2 Corporate profile: 3	Fully	Assured
G4-7	Report the nature of ownership and legal form	Corporate profile: 3	Fully	Assured
G4-8	Report the markets served (including geographic breakdown, sectors served, and the types of customers and beneficiaries)	Corporate profile: 5	Fully	Assured
G4-9	Report the scale of the organisation, including: a) Total number of employees b) Total number of operations c) Net sales (for private sector organisations) or net revenues (for public sector organisations) d) Total capitalisation broken down in terms of debt and equity (for private sector organisations) e) Quantity of products or services provided	Our business model: 8 – 9 Five-year sustainability review: 66 – 67	Fully	Assured
G4-10	Report the composition of the workforce, including: a) Report the total number of employees by employment contract and gender b) Report the total number of permanent employees by employment type and gender c) Report the total workforce by employees and supervised workers and by gender d) Report the total workforce by region and gender e) Report whether a substantial portion of the organisation'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 in employment in the tourism or agricultural industries)	Five-year sustainability review: 66 Material issue 4: 90 and 93	Fully	Limited assurance

REPORTING IN LINE WITH GRI CONTINUED

GENERAL STANDARD DISCLOSURES		Section heading and page number	Reporting level	External assurance
Organisational profile continued				
G4-11	Report the percentage of total employees covered by collective bargaining agreements	Corporate profile: 6 Our business model: 8 Report of the social, ethics and human resources committee: 27	Fully	Limited assurance
G4-12	Describe the organisation's supply chain	Material issue 4: 99	Fully	Assured
G4-13	Report any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain, including: a) Changes in the location of, or changes in, operations, including facility openings, closings, and expansions b) Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organisations) c) Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination	IFC Chief financial officer's review: 74	Fully	Assured
G4-14	Report whether and how the precautionary approach or principle is addressed by the organisation	Material issue 6: 104	Fully	Assured
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses	Corporate governance: 20	Fully	Assured
G4-16	List memberships of associations (such as industry associations) and national or international advocacy organisations in which the organisation • Holds a position on the governance body • Participates in projects or committees • Provides substantive funding beyond routine membership dues • Views membership as strategic	Corporate governance: 20	Fully	Assured
Identified material aspects and boundaries				
G4-17	a) List all entities included in the organisation's consolidated financial statements or equivalent documents b) Report whether any entity included in the organisation's consolidated financial statements or equivalent documents is not covered by the report	Chief financial officer's review: 72 Material issue 6: 112	Fully	Assured
G4-18	a) Explain the process for defining the report content and the aspect boundaries b) Explain how the organisation has implemented the reporting principles for defining report content	IFC	Fully	Assured
G4-19	List all the material aspects identified in the process for defining report content	Our business model: 8 – 9 Our material issues: 10	Fully	Assured
G4-20	For each material aspect, report the aspect boundary within the organisation, as follows: • Report whether the aspect is material within the organisation • If the aspect is not material for all entities within the organisation (as described in G4-17), select one of the following two approaches and report either: • The list of entities or groups of entities included in G4-17 for which the aspect is not material or • The list of entities or groups of entities included in G4-17 for which the aspects is material • Report any specific limitation regarding the aspect boundary within the organisation	Material issues, material issue 1: 78 – 80 Material issue 2: 81 – 85 Material issue 3: 86 – 88 Material issue 4: 89 – 101 Material issue 5: 102 – 103 Material issue 6: 104 – 111	Fully	Assured

REPORTING IN LINE WITH GRI CONTINUED

GENERAL STANDARD DISCLOSURES		Section heading and page number	Reporting level	External assurance
Identified material aspects and boundaries continued				
G4-21	For each material aspect, report the aspect boundary outside the organisation, as follows: • Report whether the aspect is material outside of the organisation • If the aspect is material outside of the organisation, identify the entities, groups of entities or elements for which the aspect is material • In addition, describe the geographical location where the aspect is material for the entities identified • Report any specific limitation regarding the aspect boundary outside the organisation	Material issues, material issue 1: 78 – 80 Material issue 2: 81 – 85 Material issue 3: 86 – 88 Material issue 4: 89 – 101 Material issue 5: 102 – 103 Material issue 6: 104 – 111	Fully	Assured
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements	IFC	Fully	Assured
G4-23	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements	IFC	Fully	Assured
Stakeholder engagement				
G4-24	Provide a list of stakeholder groups engaged by the organisation	Stakeholder engagement: 40 – 41	Fully	Assured
G4-25	Report the basis for identification and selection of stakeholders with whom to engage	Stakeholder engagement: 40 – 41	Fully	Assured
G4-26	Report the organisation's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and give an indication as to whether any of the engagement was undertaken specifically as part of the report preparation process	Stakeholder engagement: 40 – 41	Fully	Assured
G4-27	Report key topics and concerns raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns	Stakeholder engagement: 41	Fully	Assured
Report profile				
G4-28	Reporting period (such as fiscal or calendar year) for information provided	IFC	Fully	Assured
G4-29	Date of most recent previous report (if any)	2014, annual reporting cycle	Fully	Assured
G4-30	Reporting cycle (such as annual, biennial)	IFC	Fully	Assured
G4-31	Provide the contact point for questions regarding the report or its contents	IBC	Fully	Assured
G4-32	'In accordance' option: a) Report the 'in accordance' option the organisation has chosen b) Report the GRI Content Index for the chosen option c) Report the reference to the external assurance report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines	Annual financial statements: 115 Reporting in line with GRI: 210 – 218	Fully	Assured
G4-33	Assurance: a) Report the organisation's policy and current practice with regard to seeking external assurance for the report b) If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided c) Report the relationship between the organisation and the assurance providers d) Report whether the highest governance body or senior executives are involved in seeking assurance for the organisation's sustainability report	IFC Annual financial statements: 115 Reporting in line with GRI: 210 – 218 Independent assurance report: 219	Fully	Assured

GENERAL STANDARD DISCLOSURES		Section heading and page number	Reporting level	External assurance
Governance				
G4-34	Report the governance structure of the organisation, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts	Directorate: 18 – 25	Fully	Assured
G4-36	Report whether the organisation has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post-holders report directly to the highest governance body	Directorate: 18 – 25	Fully	Assured
G4-38	Report the composition of the highest governance body and its committees by: • Executive or non-executive • Independence • Tenure on the governance body • Number of each individual's other significant positions and commitments, and the nature of the commitments • Gender • Membership of under-represented social groups • Competences relating to economic, environmental and social impacts • Stakeholder representation	Directorate: 18 – 19	Fully	Assured
G4-39	Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organisation's management and the reasons for this arrangement)	Directorate: 18 – 25	Fully	Assured
G4-41	Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum: • Cross-board membership • Cross-shareholding with suppliers and other stakeholders • Existence of controlling shareholder • Related party disclosures	Directorate: 21 and 24	Fully	Assured
G4-47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities	Directorate: 25 Report of the social, ethics and human resources committee: 26 – 33	Fully	Assured
Highest governance body's role in sustainability reporting				
G4-48	Report the highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material aspects are covered	Corporate governance report: 20	Fully	Assured

REPORTING IN LINE WITH GRI CONTINUED

GENERAL STANDARD DISCLOSURES		Section heading and page number	Reporting level	External assurance
Remuneration and incentives				
G4-51	a) Report the remuneration policies for the highest governance body and senior executives for the types of remuneration below: • Fixed pay and variable pay: • Performance-based pay • Equity-based pay • Bonuses • Deferred or vested shares • Sign-on bonuses or recruitment • Incentive payments • Termination payments • Clawbacks • Retirement benefits, including the difference between benefit schemes • and contribution rates for the highest governance body, senior • executives, and all other employees b) Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives	Report of the social ethics and human resouirces committee: 26 – 33	Fully	Assured
G4-52	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organisation	Report of the social ethics and human resouirces committee: 26 – 33	Fully	
Ethics and integrity				
G4-56	Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	Directorate: 25 Report of the social ethics and human resouirces committee: 26 Material issue 3: 88	Fully	Assured
G4-57	Report the internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organisational integrity, such as helplines or advice lines	Material issue 3: 88	Fully	Assured
G4-58	Report the 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	Directorate: 25 Material issue 3: 88	Fully	Assured

REPORTING IN LINE WITH GRI CONTINUED

SPECIFIC STANDARD DISCLOSURES

DMA and indicators		Section heading and page number	Reporting level	External assurance
CATEGORY: ECONOMIC				
Material aspect: Economic performance				
G4-EC1	Direct economic value generated and distributed	Our business model: 8 – 9 Our material issues: 10 Key features F2015: 11 Material issues, material issue 1: 78 – 80	Fully	Assured
G4-EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	Our business model: 8 – 9 Our material issues: 10 Material issues, material issue 1: 78 – 80	Partially, total financial data has not been collated for F2015 although savings related to specific projects and risks and opportunities are discussed in the carbon disclosure report	Not assured
G4-EC4	Financial assistance received from government	Material issue 4: 89 – 101	Fully	Not assured
Material aspect: Indirect economic impacts				
G4-EC7	Development and impact of infrastructure investments and services supported	Material issue 4: 89 – 101	Fully	Limited assurance
G4-EC8	Significant indirect economic impacts,	Material issues, material issue 1: 78 – 80, 101	Fully	Not assured
CATEGORY: ENVIRONMENTAL				
Material aspect: Materials				
G4-EN1	Materials used by weight or volume	Material issue 6: 106	Fully	Limited assurance
G4-EN2	Percentage of materials used that are recycled input materials	Material issue 6: 106	Fully, figures are not reported in percentages	Limited assurance
Material aspect: Energy				
G4-EN3	Direct energy consumption	Our business model: 9 Five-year sustainability review: 66 Material issue 6: 108 – 109	Fully	Limited assurance
G4-EN4	Energy consumption outside of the organisation	Our business model: 9 Five-year sustainability review: 66 Material issue 6: 108 – 109	Fully	Limited assurance
G4-EN5	Energy intensity	Our business model: 9 Material issue 6: 108 – 109	Fully	Not assured
G4-EN6	Reduction of energy consumption	Our business model: 9 Material issue 6: 108 – 109	Fully	Assured

REPORTING IN LINE WITH GRI CONTINUED

SPECIFIC STANDARD DISCLOSURES

DMA and indicators		Section heading and page number	Reporting level	External assurance
CATEGORY: ENVIRONMENTAL continued				
Material aspect: Water				
G4-EN8	Total water withdrawal by source	Our business model: 9 Five-year sustainability review: 66 Material issue 6: 104 – 107	Fully	Not assured
G4-EN10	Percentage and total volume of water recycled and reused	Five-year sustainability review: 66 Material issue 6: 104 – 107	Fully	Assured
Material aspect: Biodiversity				
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Material issue 6: 110 – 111	Fully	Not assured
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	Material issue 6: 110 – 111	Fully	Not assured
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Material issue 6: 110 – 111	Fully	Not assured
Material aspect: Emissions				
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Five-year sustainability review: 66 Material issue 6: 109 – 110	Fully	Limited assurance
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Five-year sustainability review: 66 Material issue 6: 110 – 111	Fully	Limited assurance
G4-EN17	Other indirect greenhouse gas (GHG) Emissions (Scope 3)	Five-year sustainability review: 66 Material issue 6: 109 – 110	Fully	Assured
G4-EN20	Emissions of ozone depleting substances	Our business model: 9 Five-year sustainability review: 66 Material issue 6: 109 – 110	Fully	Limited assurance on SO_2
Material aspect: Effluents and waste				
G4-EN22	Total water discharge by quality and destination	Material issue 6: 107	Partially, Northam has a ‘‘no release” policy. Discharges may be logged as environmental incidents depending on severity	Assured
Material aspect: Compliance				
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Material issue 5: 102 Material issue 6: 104	Fully	Not assured
Material aspect: Environmental grievance mechanisms				
G4-EN34	Number of grievances about environmental impacts filed addressed and resolved through formal grievance mechanisms	Material issue 5: 102 Material issue 6: 104	Fully	Limited assurance

REPORTING IN LINE WITH GRI CONTINUED

SPECIFIC STANDARD DISCLOSURES

DMA and indicators		Section heading and page number	Reporting level	External assurance
CATEGORY: SOCIAL Sub-category: Labour practices and decent work				
Material aspect: Employment				
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	Material issue 4: 90 – 91	Partially, turnover by age group or gender is not collated and therefore not available	Not assured
Material aspect: Labour/management relations				
G4-LA4	Percentage of employees covered by collective bargaining agreements	Report of the social, ethics and human resources committee: 24 Material issue 3: 86 – 87	Fully	Limited assurance
MM4	Number of strikes and lock-outs exceeding one week's duration, by country	Material issue 3: 86 – 87	Fully	Limited assurance
Material 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	Managing material risks and opportunities: 38	Fully, the figure is not reported as a percentage	Assured
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work related fatalities, by region and by gender	Our business model: 9 Five-year sustainability review: 66 Material issue 2: 81 – 83	Partially, information on absenteeism is not available	Limited assurance
Material aspect: Diversity and equal opportunity				
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Corporate governance report: 25 Managing risks and opportunities: 34 Five-year sustainability review: 66 Material issue 4: 90 – 94	Fully, a breakdown of employees by age group is not available. A more critical measure in South Africa specifically, is the percentage of historically disadvantaged South Africans (HDSAs) in management roles and women in mining, which we have reported	Limited assurance
Material aspect: Labour practices grievance mechanisms				
G4-LA16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	Material issue 4: 90	Fully	Not assured
Material 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	Material issue 3: 88 Material issue 4: 90	Fully	Not assured

REPORTING IN LINE WITH GRI CONTINUED

SPECIFIC STANDARD DISCLOSURES

DMA and indicators		Section heading and page number	Reporting level	External assurance
CATEGORY: SOCIAL **Sub-category: Human rights**				
Material 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	No incidents occurred	Partially, Northam upholds the basic labour rights of the Fundamental Rights Convention of the ILO and in legislation, regulations and practices of South Africa. The company does not employ child labour, nor does it employ workers younger than 18 years of age as all prospective employees are screened in terms of Northam's employment policies and procedures	Not assured
Material aspect: Forced or compulsory labour				
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour	No incidents occurred	Fully	Not assured
Sub-category: Society				
Material aspect: Anti-corruption				
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Corporate governance: 25	Fully	Not assured
G4-SO5	Confirmed incidents of corruption and actions taken	Whistle blowers are protected in accordance with the provisions of the Protected Disclosures Act, No 26 of 2000, these incidents cannot be disclosed	Fully	Not assured