

Mining that matters

GRI content index 2024

GRI content index

Statement of use		Northam has reported in accordance with the GRI Standards for the period 01 July 2023 to 30 June 2024				
GRI 1 used		GRI 1: Foundation 2021				
Applicable GRI Sector Standard(s)		Not applicable - the GRI Mining Sector Standard will come into effect 1 January 2026				
GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	REASON	EXPLANATION	GRI SECTOR STD REF NO
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	Sustainability report 2024: pg 3 (our operations) and 95 (inside back cover) Annual integrated report: pg. 12-13 (market value chain)	A grey cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	2-2 Entities included in the organization's sustainability reporting	Sustainability Report 2024: pg 1-2 (Welcome to the Northam sustainability report for 2024)				
	2-3 Reporting period, frequency and contact point	Sustainability Report 2024: pg 1-2 (Welcome to the Northam sustainability report for 2024)				
	2-4 Restatements of information	Sustainability Report 2024: pgs 10 - 11 (Governing Sustainability) Corporate Governance Report 2024: pgs 34 and 66 (role of the risk and audit committee in assuring the content of the integrated and sustainability reports). Sustainability Report 2024: pg 88 (Appendix: Independent Auditor's Limited Assurance Report on the Selected Sustainability Information in Northam Platinum Holdings Limited's Sustainability Report)				
	2-5 External assurance	Sustainability Report 2024: pg 91 (Appendix A: List of the selected information (KPI's) in the scope of the assurance engagement)				
	2-6 Activities, value chain and other business relationships	Annual integrated report 2024: pg 10-11 (Introduction) ; Report: pg 12-13 (We benefit from the full mine to market value chain) ; pg 24-25 (Our business model)				
	2-7 Employees	Annual integrated report 2024: pg 12-13 (We benefit from the full mine to market value chain) Sustainability Report 2024: pg 7 (Sustainability performance overview), 20-27 (safeguarding and developing our employees) Sustainability Report 2024 pg 40 (Diversity equity and inclusion) Annual integrated report 2024: pg 121-127; Northam website: Sustainability hub, sustainability datasheets (employees).				
	2-8 Workers who are not employees	Annual integrated report 2024: pg 125; Sustainability Report 2024: pg 7 (Sustainability performance overview) Sustainability Report 2024: pg 20-27 (safeguarding and developing our employees)	Northam does not collate data on contractor workforce by gender.	Information unavailable/incomplete	In terms of relevant labour legislation, all contractors are required to comply with employment equity targets and objectives, and submit employment equity reports to the Department of Labour.	
	2-9 Governance structure and composition	Corporate governance report 2024: pg 13 (Group governance framework) ; pg 18-19 (Board of Directors); pg 20-23 (Board composition and skills) Sustainability Report 2024: pg 10-11 (Governing Sustainability)				
	2-10 Nomination and selection of the highest governance body	Corporate governance report 2024: pg 78-83 (Nomination Committee Report)				

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GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	Corporate governance report 2024:: pg 24 (Leadership roles in the group)				
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate governance report 2024: Audit and risk committee report, pg 60-71; Health, safety and environmental committee report, pg 72-77; Social, ethics, human resources and transformation committee report, pg 50-55. Sustainability report 2024: pg 10-11 (Governing sustainability)				
	2-13 Delegation of responsibility for managing impacts	Sustainability report 2024: pg 10-11 (Governing sustainability); pg 18-19 (Management of material issues)				
	2-14 Role of the highest governance body in sustainability reporting	Health, safety and environmental committee signs off on sustainability report.				
	2-15 Conflicts of interest	Corporate governance report 2024, pg 14-17 (Organisational ethics) Conflicts of Interest and measures to identify and minimise potential conflicts of interest are outlined on pg. 13 of the Northam Code of Ethics, which can be found on the Northam website (https://www.northam.co.za/)				
	2-16 Communication of critical concerns	Corporate governance report 2024 (pg. 14-17; 66)				
	2-17 Collective knowledge of the highest governance body	Corporate governance report 2024, from pg 18 - Board of Directors				
	2-18 Evaluation of the performance of the highest governance body	Corporate governance report 2024, pg 38 (Board evaluation and effectiveness)				
	2-19 Remuneration policies	Remuneration report 2024, pg 28				
	2-20 Process to determine remuneration	Entire remuneration report 2024				
	2-21 Annual total compensation ratio	<i>Annual total compensation ratio F2024 (based on information provided in Remuneration report 2024: CEO : lowest total employee compensation = 40 :1 (This was calculated using the following information in the Remuneration report 2024: CEO basic package: lowest paid annualised packaged provided on pgs 48 and 26 respectively.) F2023 ratio 91:1</i>				
	2-22 Statement on sustainable development strategy	Sustainability report 2024: CEO welcome (pg. 4 - 5); Our approach to sustainability (pg 8-9) Annual integrated report 2024: Our strategic growth journey, pg 18				

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GRI 2: General Disclosures 2021	2-23 Policy commitments	Sustainable development report 2024 (pg. 12). A list of applicable policies and commitments can be found at (https://www.northam.co.za/sustainability/overview). Applicable key global and local initiatives - including frameworks, standards and legislation - are referred to in the respective policies and include (but are not limited to): - The International Labour Organisation - United Nations Global Compact - Universal Declaration of Human Rights - Sustainable Development Goals - Global Reporting initiatives These policies are applicable to Northam, its operations and workforce (employees and contractors), and are outlined in the Code of Ethics as well as the Responsible Supplier Standard.				
	2-24 Embedding policy commitments	Sustainability report 2024: Key roles and responsibilities for sustainability (pg.11) Corporate governance report 2024, pg 14-17 (Organisational ethics) Corporate governance report (pg 14-17; 27.51, 94)				
	2-25 Processes to remediate negative impacts	Sustainability report 2024: Responsible sourcing and resource use (pg 54-69); Caring for the natural environment, pg 74-86. Managing community relations (pg. 49) Attracting and retaining talent: (pg. 22) Respect for human rights (pg. 9) Annual Integrated Report (pg. 144-145, 204 - 205)				
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability report Respect for human rights (pg. 9) Annual Integrated Report (pg. 144-145): <i>The whistle blowing line for raising concerns and seeking advice is listed on the website (https://www.northam.co.za/contacts/contact-details) as well as the Northam code of ethics.</i>				
	2-27 Compliance with laws and regulations	Northam did not receive any material fines, or administrative penalties, in the year under review. An indication of ESG related legislation which Northam is required to comply with is described under the following section in the Sustainability report 2024: Health, safety and wellness (pg. 14, 16) Employee relations (pg. 40) Environmental compliance (pg. 78-79) Corporate governance report (pg 32)				
	2-28 Membership associations	Sustainability report 2024: Global alignment and disclosure (pg. 12) Material themes (pg. 15) Annual Integrated Report (pg. 196) https://www.northam.co.za/				
	GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Annual integrated report 2024, pg 146 (Our key stakeholders) Our Stakeholder Engagement Policy, which outlines our commitment to and strategic approach to stakeholder engagement, can be found on our website (https://www.northam.co.za/sustainability/overview)			
2-30 Collective bargaining agreements		Sustainability report 2024: Employee relations (pg. 44) Northam website: Sustainability hub, sustainability datasheets (employees).				

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Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<p>Materiality Sustainability Report 2024, pg 15. Determining material topics is a critical component of Northam's sustainability strategy. The process helps us focus on areas that drive value creation, mitigate risks and achieve our long-term sustainability goals.</p> <p>In F2023 Northam conducted an extensive materiality determination process, consisting of four phases in line with international good practice. Phase 1: Benchmarking: Reviewed the GRI and SASB as well as eight peer companies to identify sector-specific sustainability challenges and opportunities. Phase 2: Materiality assessment: Interviewed key internal and external stakeholders to identify Northam-specific material topics. Phase 3: Validation of material topics: Surveyed internal and external stakeholders to confirm most significant material topics. Phase 4: Finalisation and reporting: Conducted a workshop with Northam management to confirm the material topics and group them according to themes</p> <p>In F2024, the material topics were re-assessed internally by management to determine which topics had increased or decreased in importance, based on various internal and external trends and considerations.</p>	A grey cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	3-2 List of material topics	<p>Key Material matters, Sustainability Report 2024, pg 11:</p> <ul style="list-style-type: none"> • Health, safety and wellness of our employees. This topic remained material in F2024, given its ongoing importance in the mining industry. • Diversity, equity and inclusion. While attracting and retaining talent remains a material topic for us as reported in F2023, market conditions shifted during the year under review, resulting in retrenchments by other industry players that made these skills more readily available to Northam. At the same time, we saw a rising stakeholder focus on diversity, equity and inclusion – a topic that is important to us and which we are pleased to report on as a top 5 material matter. • Managing community relations. This topic remained material in F2024. Our communities remain important to our success as an organisation. • Energy management and decarbonisation. This topic remained material in F2024. We understand that climate change is a critical issue as we seek to safeguard the planet for the next generation. • Water stewardship. Water scarcity is an increasing risk, both to Northam's ability to operate and to the sustainability of our communities. We must ensure that we safeguard this valuable resource for future generations. This material topic is integral to our approach to protect biodiversity, which was a top 5 material topic in F2023 and remains of great importance to us in F2024. <p>Sustainability report 2024: pg 15-16 (material matters) Material matters - Annual Integrated Report 2024 (pg. 36 - 43)</p>				

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GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024: pg. 18-19 (Management of our material issues) pg. 20-31 (Safeguarding and developing our people) pg. 42-53 (Constructive relationships) Pg. 54-73 (Responsible sourcing and resource use) Pg.74-88 (Caring for the natural environment) Annual Integrated Report 2024: (pg. 35-45)				
Economic performance						
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Integrated Report 2024: (pg. 35-45)				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Sustainability report 2024: value creation, pg. 6 Annual Financial Statements 2024 Summarised annual financial statements 2024, from pg. 124. Remuneration Report 2024: Returning value (pg. 20). Treating all employees fairly, pg. 27				
	201-2 Financial implications and other risks and opportunities due to climate change	Sustainability report 2024: Identifying and reporting climate-related risks (pg. 76); TCFD reference table, pg. xx; CDP response (pg. 16); TNFD participation pg 64-65, Energy management and decarbonisation, pg. 70. The CDP Climate Change Response 2023 can be found at https://www.northam.co.za/sustainability/our-environment				
	201-3 Defined benefit plan obligations and other retirement plans	Annual integrated report 2024, pg. 127 Sustainability report 2024: Employee relations (pg. 44)				
	201-4 Financial assistance received from government	Northam does not receive any financial assistance from Government.				
Market presence						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report 2024: Diversity, equity and inclusion, pg 18, 40 Remuneration Report 2024 (pg. 29-27)				
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Equal pay for equal work regardless of gender Remuneration report 2024 p 27 Sustainability report 2024: Diversity, equity and inclusion, pg 40 Northam is committed to equal pay for equal work, the ratio of basic salary and remuneration of women to men is 1:1	All	Information unavailable/incomplete	Although baseline information is available to calculate this, this is currently not monitored or disclosed internally. In line with it's commitment to gender equality, including equal pay for equal work, Northam will disclose on this in FY2024.	
	202-2 Proportion of senior management hired from the local community	Sustainability report 2024: The last ten years - a journey of transformation (pg 26) <i>Diversity, equity and inclusion (pg. 41);</i> <i>The basis for reporting proportion of local employment is established in the Employment Equity Act 55 of 1998, as well as the Mining Charter. Historically disadvantaged persons (HDPs) specifically excludes any foreign nationals.</i>				

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Indirect economic impacts						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report 2024: Managing community relations (pg. 49) Community trusts focused on health and education (pg. 51) Creating employment opportunities (pg. 52) Corporate social investment (pg. 53) Responsible sourcing and mining (pg. 54 - 56)				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Sustainability report 2024: Investing in our communities (pg. 46) <i>Infrastructure and community services expenditure is conducted as part of social and labour plan expenditure in major labour sending communities, as well as through establishing and supporting community trusts</i>				
	203-2 Significant indirect economic impacts	Sustainability report 2024: Managing community relations (pg. 49 - 50) Community trust focused on health and education(pg. 51) Creating employment opportunities (pg. 52) Corporate social investment (pg. 53)				
Procurement practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report 2024: Responsible sourcing and mining (pg. 55 -58)				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainability report 2024: Responsible sourcing and mining (pg. 55 - 56)				
Anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Integrated Report 2024 (pg. 210) Governance report 2024 (pg. 14-17)				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Annual Integrated Report 2024 (pg. 210)				
	205-2 Communication and training about anti-corruption policies and procedures	Annual Integrated Report 2024 (pg. 210)				
	205-3 Confirmed incidents of corruption and actions taken	Sustainability report 2024: pg9 (number of hotline calls) Details of hotline calls received are monitored or disclosed internally within relevant governance structures.				

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Anti-competitive behaviour						
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Integrated Report 2024 (pg. 210) Governance report 2024 (pg. 14-17)				
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	<i>There have been no incidents of legal action or fines for anti-competitive behaviour, anti-trust or monopoly practises against Northam in the period under review.</i>				
Tax						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report 2024: value creation, pg. 6 Annual Financial Statements 2024, Note 9, pg. 67 Summarised annual financial statements 2024, from pg. 124. Remuneration Report 2024: Returning value (pg. 20)				
GRI 207: Tax 2019	207-1 Approach to tax	Remuneration Report 2024: Returning value (pg. 20) Annual Financial Statements 2024, Note 9, pg. 67				
	207-2 Tax governance, control, and risk management	Corporate Governance Report 2024 (pg. 61-71)				
	207-3 Stakeholder engagement and management of concerns related to tax	Annual Integrated Report 2024 (pg. 162) Corporate Governance Report 2024 (pg. 61-71) Annual Financial Statements 2024, Note 9, pg. 67				
	207-4 Country-by-country reporting	Annual Integrated Report 2024 (pg. 24-25; 33; 97) Annual Financial Statements 2024, Note 9, pg. 67 Remuneration Report 2024: Returning value (pg. 20)				

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Health and safety of employees						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report 2024: Management of material issues (pg19) Safety of our people (pg. 33) Occupational health (pg. 37) Employee wellness (pg. 38- 39)				14.16.1
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability report 2024: Occupational health (pg. 37)				14.16.2
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability report 2024: How we reduce risk (pg. 34)				14.16.3
	403-3 Occupational health services	Sustainability report 2024: Occupational health (pg. 37)				14.16.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sustainability report 2024: Safety of our people (pg. 33- 38)				14.16.5
	403-5 Worker training on occupational health and safety	Sustainability report 2024: Our safety culture (pg.33)				14.16.6
	403-6 Promotion of worker health	Sustainability report 2024: Our safety culture (pg.33) Employee initiatives and campaigns (pg.38)				14.16.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability report 2024: Responsible sourcing and resource use (pg. 56) Occupational health (pg. 37)				14.16.8
	403-8 Workers covered by an occupational health and safety management system	Occupational health and safety management systems and programmes are aimed at Northam's workforce, which includes employees as well as contractors. Employee wellness programmes are primarily aimed at Northam's employees, although contractors are able to participate in health and wellness days which are held by our Wellness service provider.				14.16.9
	403-9 Work-related injuries	Sustainability report 2024: Safety performance (pg. 34) Northam website: Sustainability hub, sustainability datasheets (Safety)				14.16.10
	403-10 Work-related ill health	Sustainability report 2024: Occupational health (pg. 37) Employee wellness (pg. 38) Northam website: Sustainability hub, sustainability datasheets (Health)				14.16.11

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Promoting and achieving diversity, equality and inclusion						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report 2024: Management of material issues (pg19) Diversity, equity and inclusion, pg. 18, 40 Board of directors, Governance report 2024, pg. 18-25				14.21.1
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability report 2024: Diversity, equity and inclusion, pg 18, 40 Board of directors, Governance report 2024, pg. 18-25 Northam website: Sustainability hub, sustainability datasheets (DEI).				14.21.5
	405-2 Ratio of basic salary and remuneration of women to men	Equal pay for equal work regardless of gender Remuneration report 2024 p 27 Sustainability report 2024: Diversity, equity and inclusion, pg 18, 40 Northam is committed to equal pay for equal work, the ratio of basic salary and remuneration of women to men is 1:1				14.21.6
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Not applicable / no disclosure on this.				14.21.7
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	<i>The RSS, which can be found at https://www.northam.co.za/sustainability/overview, requires all contractors - including security service providers - to implement policies and procedures addressing potential human rights, labour, health and safety, and environment impacts.</i>				
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	<i>There were no incidences of violation of rights of indigenous peoples in the period under review.</i>				

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Managing community relations (and potential unrest)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report 2024: Human rights commitment (pg 9) Management of material issues (pg19) Managing community relations (pg. 49) Community trusts focused on health and education (pg. 51) Creating employment opportunities (pg. 52) Corporate social investment (pg. 53) Responsible sourcing and mining (pg. 54 - 56)				14.11.1
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Sustainability report 2024: Managing community relations (pg. 49) Community trusts focused on health and education (pg. 51) Creating employment opportunities (pg. 52) Corporate social investment (pg. 53)				
	203-2 Significant indirect economic impacts	Sustainability report 2024: Managing community relations (pg. 49) Community trusts focused on health and education (pg. 51) Creating employment opportunities (pg. 52) Corporate social investment (pg. 53)				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainability report 2024: Responsible sourcing and mining (pg. 56 - 60)				
GRI 411: Rights of Indigenous Peoples 2016	Disclosure 411-1 Incidents of violations involving rights of Indigenous Peoples	There were no incidences of violation of rights of indigenous peoples in the period under review.				14.11.2
						14.11.3
						14.11.4
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Sustainability report 2024: Respect for human rights (pg. 9) Our community landscape (pg. 48) Managing community relations (pg. 49) Uplifting our communities (pg. 49 - 53) Annual Integrated Report (pg. 204-205)				
	413-2 Operations with significant actual and potential negative impacts on local communities	<i>Sustainability report 2024:</i> Managing community relations (pg. 49)				

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Water stewardship						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report 2024: Management of material issues (pg19) Responsible use and protection of water resources (pg. 68-69); Environmental compliance (pg.78-79); Responding to climate change (pg. 76)				14.7.1
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Sustainability report 2024: Responsible use of natural resources (pg. 62); Northam's interface with Key Biodiversity Areas (pg. 63)				14.7.2
	303-2 Management of water discharge-related impacts	Sustainability report 2024: Responsible use and protection of water resources (pg. 68-69); Reportable environmental incidents (pg. 79) <i>Northam does not discharge water generated at its operations, as it relies on recycling to augment its water supply. Integrated Water User Licences are, however in place which set minimum water standard targets which require Northam to treat and sample any water prior to being discharged. Accidental discharges are not measured, but is reported to the relevant authorities.</i>				14.7.3
	303-3 Water withdrawal	Sustainability report 2024: Responsible use and protection of water resources: group water use (pg. 69); Northam website: Sustainability hub, sustainability datasheets (Water use)				14.7.4
	303-4 Water discharge	Sustainability report 2024: Responsible use and protection of water resources (pg. 68-69); Reportable environmental incidents (pg. 79) Northam website: Sustainability hub, sustainability datasheets (environmental incidents) Northam does not discharge water generated at its operations, as it relies on recycling to augment its water supply. Integrated Water User Licences are, however in place which set minimum water standard targets which require Northam to treat and sample any water prior to being discharged. Accidental discharges are not measured, but is reported to the relevant authorities.				14.7.5
	303-5 Water consumption	Sustainability report 2024: Responsible use and protection of water resources: group water use (pg. 69); Northam website: Sustainability hub, sustainability datasheets (Water use)				14.7.6

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Energy management / Northam's decarbonisation strategy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report 2024: Management of material issues (pg19)				14.1.1
		Energy management and decarbonisation (pg. 70-73)				14.3.1
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability report 2024: Energy management and decarbonisation: energy use (pg. 73) Northam website: Sustainability datasheet available sustainability hub (Scope 1 & 2 GHG emissions)				14.1.2
	302-2 Energy consumption outside of the organization	Sustainability report 2024:Energy management and decarbonisation: scope 3 emissions (pg. 73) Energy consumption outside of the organisation is not considered material, and is therefore not collated or disclosed by Northam. Scope 3 emissions associated with the value chain, based on the GHG Reporting Protocol is accounted and reported. Northam website: Sustainability hub, sustainability datasheets (Scope 3 GHG emissions)				14.1.3
	302-3 Energy intensity	Sustainability report 2024: Energy management and decarbonisation: energy use (pg. 73) Northam website: Sustainability hub, sustainability datasheets (Scope 1 & 2 GHG emissions)				14.1.4
	302-4 Reduction of energy consumption	Sustainability report 2024:Energy management and decarbonisation: energy use (pg. 73) Northam website: Sustainability hub, sustainability datasheets (Scope 1 & 2 GHG emissions)				
	302-5 Reductions in energy requirements of products and services	This is not applicable to Northam's activities, and is not material and therefore not disclosed.	All	Not applicable	This is not applicable to Northam's activities, and is not material and therefore not disclosed.	

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Emissions						
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability report 2024: Energy management and decarbonisation: greenhouse gas emissions (pg. 73) Northam website: Sustainability hub, sustainability datasheets (Scope 1 & 2 GHG emissions)				14.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability report 2024: Energy management and decarbonisation: greenhouse gas emissions (pg. 73) Northam website: Sustainability hub, sustainability datasheets (Scope 1 & 2 GHG emissions)				14.1.6
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability report 2024: Energy management and decarbonisation: greenhouse gas emissions - scope 3 (pg. 73) Northam website: Sustainability hub, sustainability datasheets (Scope 3 GHG emissions)				14.1.7
	305-4 GHG emissions intensity	Sustainability report 2024: Energy management and decarbonisation: greenhouse gas emissions (pg. 73) Northam website: Sustainability hub, sustainability datasheets (Scope 1 & 2 GHG emissions)				14.1.8
	305-5 Reduction of GHG emissions	Sustainability report 2024: Energy management and decarbonisation: greenhouse gas emissions (pg. 73) Northam website: Sustainability hub, sustainability datasheets (Scope 1 & 2 GHG emissions)				14.1.9
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Sustainability Report 2024: pg. 84 - 85 (Managing emissions to air) Northam website: Sustainability hub, sustainability datasheets (SO ₂ , ambient air quality)				

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Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report 2024: pg. 81-82 (Waste management)				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Sustainability report 2024: pg. 81-82 (Waste management)				
	306-2 Management of significant waste-related impacts	Sustainability report 2024: pg. 81-82 (Waste management)				
	306-3 Waste generated	Sustainability report 2024: pg. 81-82 (Waste management) Northam website: Sustainability hub, sustainability datasheets (waste)				
	306-4 Waste diverted from disposal	Sustainability report 2024: pg. 81-82 (Waste management) Northam website: Sustainability hub, sustainability datasheets (waste)				
	306-5 Waste directed to disposal	Sustainability report 2024: pg. 81-82 (Waste management) Northam website: Sustainability hub, sustainability datasheets (waste)				
Biodiversity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024: pg. 63-67 (Biodiversity management)				
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Sustainability Report 2024: pg. 63 (northam's interface with key biodiversity areas) pg. 64-65 (Taskforce on Nature-related financial disclosures)				
	304-2 Significant impacts of activities, products and services on biodiversity	Sustainability Report 2024: pg. 63 (northam's interface with key biodiversity areas) pg. 64-65 (Taskforce on Nature-related financial disclosures)				
	304-3 Habitats protected or restored	Sustainability Report 2024: pg. 64-65 (Taskforce on Nature-related financial disclosures) pg. 66 (Buttonshope Conservancy Trust) pg. 67 (De Berg Nature reserve: South Africa's 30th Ramsar site)				
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Sustainability Report 2024: pg. 66 (Buttonshope Conservancy Trust) pg. 67 (De Berg Nature reserve: South Africa's 30th Ramsar site)				