

REPORTING IN LINE WITH THE GRI

Northam has provided an index below of compliance with the Global Reporting Initiative's (GRI) G3.1 reporting guidelines and core performance indicators.

Northam has self-declared a B+ level of reporting and has engaged external auditors ERM to assure certain key parameters and the group's compliance with its stated application level. In addition, GRI has verified that this report fully complies with the G3.1 reporting guidelines and core performance indicators for a B+ level of reporting (see page 51).

G3 Indicator	Description	Page	Level of reporting
Profile			
1. Strategy and analysis			
1.1	Statement from senior decision maker	9-12	Fully
1.2	Description of key impacts, risks, and opportunities	9-12	Fully
2. Organisational profile			
2.1	Organisation's name	2	Fully
2.2	Major products	2, 5-6	Fully
2.3	Operational structure and major divisions	2	Fully
2.4	Location of headquarters	2	Fully
2.5	Countries of operation	2	Fully
2.6	Nature of ownership	2	Fully
2.7	Markets served including geographic breakdown/sectors served/customers	2, 5-6, 19-22	Fully
2.8	Scale of organisation including number of employees, net sales/revenues, total capitalisation	2, 19-22, Integrated report 16, 28	Fully
2.9	Significant changes during reporting period	2	Fully
2.10	Awards received	18	Fully
3. Report parameters			
3.1	Reporting period	1	Fully
3.2	Date of previous report	1	Fully
3.3	Reporting cycle	1	Fully
3.4	Contact point	1	Fully
Report scope and boundary			
3.5	Process for defining report content	4, 10-14	Fully
3.6	Boundary of the report	1	Fully
3.7	Limitations on the scope or boundary of the report	1	Fully
3.8	Basis for reporting on joint ventures, etc.	1	Fully
3.9	Data measurement techniques and bases of calculations including assumptions	1	Fully
3.10	Restatements of information	1, 7	Fully
3.11	Significant changes from previous reporting periods	2, 19-22	Fully
GRI content index			
3.12	Table identifying the location of the disclosures in the report	44-47	Fully
Assurance			
3.13	Policy and practice for seeking independent assurance for report	48-49	Fully
4. Governance, commitments and engagement			
Management approach			
4.1	Governance structure including committees	15	Fully
4.2	Indicate whether chair of highest governance body is also an executive officer	16-18	Fully
4.3	Number and gender of independent directors	17	Fully
4.4	Mechanisms for shareholders and employees to provide recommendations/ direction to highest governance body	16-17	Fully
4.5	Linkage between compensation and organisation's performance for members of highest governance body/senior executives	13-14, 17	Fully
4.6	Process for the board to ensure conflicts of interest are avoided	17	Fully
4.7	Processes for determining qualifications and expertise for guiding strategy	16-17	Fully
4.8	Mission and values statements, codes of conduct, principles relevant to economic, environmental and social performance, and status of implementation	18	Fully
4.9	Procedures of highest governance body for overseeing economic, environmental and social performance including compliance and codes of conduct	15-18	Fully
4.10	Processes for evaluating performance of governance body with respect to economic, environmental and social performance	17	Fully

G3 Indicator	Description	Page	Level of reporting
Commitments to external initiatives			
4.11	Explanation of how precautionary approach/principle is addressed by organisation	35	Fully
4.12	Externally developed, voluntary economic, environmental, and social charters, sets of principles, or other initiatives	1, 15-17, 21, 26-27	Fully
4.13	Significant memberships in associations and/or advocacy organisations	14	Fully
Stakeholder engagement			
Management approach		13	Fully
4.14	List of stakeholder groups	13-14	Fully
4.15	Basis for identification and selection of stakeholders with whom to engage	13-14	Fully
4.16	Approaches to stakeholder engagement, including frequency and type	13-14	Fully
4.17	Key issues raised through stakeholder engagement and how organisation has responded	13-14	Fully
Economic performance indicators			
Management approach		19	Fully
Economic performance indicators			
EC1	Economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital provider and governments	19-22	Fully
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	19-22	Fully
EC4	Significant financial assistance received from government.	21	Fully
Market presence			
EC6	Policy, practices and proportion of spending on locally based suppliers at significant locations of operation	22, 34	Fully
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation	28-29	Fully
Indirect economic impacts			
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind or pro-bono engagement.	33-34	Fully
Environmental performance indicators			
Management approach		35	Partially
Materials			
EN1	Materials used by weight or volume	36	Fully
EN2	Percentage of materials used that are recycled input materials.	36-37	Fully
Energy			
EN3	Direct energy consumption by primary energy source	38-39	Fully
EN4	Indirect energy consumption by primary source	38-39	Fully
EN6	Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives	38-39	Fully
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	38-39	Fully
Water			
EN8	Total water withdrawal by source	37-38	Fully
EN9	Water sources significantly affected by withdrawal of water	37-38	Fully
EN10	Percentage and total volume of water recycled and reused	37-38	Fully
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	40-41	Fully
EN12	Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	40-41	Fully
EN13	Habitats protected or restored	40-41	Fully
EN14	Strategies, current actions and future plans for managing impacts on biodiversity	40-41	Fully
EN15	Number of Red List species with habitats in areas affected by operations	40-41	Fully
Emissions, effluents and waste			
EN16	Total direct and indirect greenhouse gas emissions by weight	39	Fully
EN17	Other relevant indirect greenhouse gas emissions by weight	39	Fully
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	39	Fully
EN19	Emissions of ozone-depleting substances by weight	39	Fully
EN21	Total water discharge by quality and destination	40-41	Fully

REPORTING IN LINE WITH THE GRI cont.

G3 Indicator	Description	Page	Level of reporting
Products and services			
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	5-6, 42-43	Fully
Compliance			
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	16, 35	Fully
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	39	Fully
Social performance: Labour practices and decent work performance indicators			
Management approach		26	Fully
Employment			
LA1	Total workforce by employment type, employment contract and region; broken down by gender	28-30	Fully
LA2	Total number and rate of employee turnover by age group, gender and region	28	Fully
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations	27	Fully
Labour/management relations			
LA4	Percentage of employees covered by collective bargaining agreements	27	Fully
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements	27	Fully
Occupational health and safety			
Management approach		23	Fully
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	23, 27	Fully
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region	23-24	Fully
LA8	Education, training, counselling, prevention and risk-control programmes in place to assist workforce members, their families or community members regarding serious diseases	24-25	Fully
LA9	Health and safety topics covered in formal agreements with trade unions	23	Fully
Training and education			
LA11	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	30-31	Fully
Diversity and 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	16-17 28-30	Fully Fully
Human Rights performance indicators			
Management approach		26	Partially
Non-discrimination			
HR4	Total number of incidents of discrimination and corrective actions taken	27, 29	Fully
Freedom of association and collective bargaining			
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights	27, 29	Fully
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	27	Fully
Forced and compulsory labour			
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour	27	Fully
Society performance indicators			
Management approach		33	Partially
Local communities			
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programmes	28-29, 33-34	Fully
SO9	Operations with significant potential or actual negative impacts on local communities	28-29, 33-34	Fully

G3 Indicator	Description	Page	Level of reporting
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities	28-29, 33-34	Fully
Public policy			
SO6	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country	18	Fully
Anti-competitive behaviour			
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust and monopoly practices, and their outcomes	16	Fully
Compliance			
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	16	Fully
Product responsibility performance indicators			
Management approach		42	Fully
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	43	Fully
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	43	Fully
Products and services			
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	42-43	Fully
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	42-43	Fully
Marketing communication			
PR6	Programmes for adherence to laws, standards and voluntary codes related to marketing communications, including advertising, promotion and sponsorship	42-43	Fully
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	42-43	Fully
Customer privacy			
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	42-43	Fully
Compliance			
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	42-43	Fully

Report application level		C	C+	B	B+	A	A+
Standard disclosures	Profile disclosures	OUTPUT	Report on: 1.1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4, 4.14 - 4.15	Report externally assured	Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17	Report externally assured	Same as requirement for Level B
	Management approach disclosures	OUTPUT	Not required	Report externally assured	Management approach disclosures for each indicator category	Report externally assured	Management approach disclosed for each indicator category
	Performance indicators and sector supplement performance indicators	OUTPUT	Report on a minimum of 10 Performance Indicators, including at least one from each of: social, economic, and environment.**	Report externally assured	Report on a minimum of 20 performance indicators, at least one from each of: economic, environment, human rights, labor, society, product responsibility.	Report externally assured	Respond on each core G3 and sector supplement* indicator with due regard to the materiality principle by either: a) reporting on the indicator or b) explaining the reason for its omission.

* Sector supplement in final version

** Performance indicators may be selected from any sector supplement, but 7 of the 10 must be from the original GRI guidelines

*** Performance indicators may be selected from any finalised sector supplement, but 14 of the 20 must be from the original GRI guidelines