

# APPENDIX

# SUSTAINABILITY

# REPORT

# 2016

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# MMG STAKEHOLDERS AND ENGAGEMENT AVENUES

Stakeholder	Stakeholder groups	Areas of interest	Engagement avenues
<b>Employees</b>	MMG employees and contractors at: <ul style="list-style-type: none"> <li>› mine sites</li> <li>› development projects</li> <li>› exploration projects</li> <li>› all offices including Group head office in Melbourne</li> </ul>	<ul style="list-style-type: none"> <li>› Staff safety and wellbeing – safety management and performance</li> <li>› Our economic performance – business strategy</li> <li>› Talent attraction and retention – values and behaviours, working conditions, work plans, remuneration and benefits, career opportunities</li> <li>› Diversity – equal opportunity</li> </ul>	<ul style="list-style-type: none"> <li>› Safety meetings</li> <li>› Shift change meetings</li> <li>› Management and CEO presentations</li> <li>› Emailed and hardcopy updates</li> <li>› Corporate and individual site intranets</li> <li>› Quarterly employee magazine</li> <li>› Cultural and people development programs and training</li> <li>› Annual People and Culture Survey</li> <li>› Social media channels</li> </ul>
<b>Communities</b>	<ul style="list-style-type: none"> <li>› Host and regional communities</li> <li>› Local villages and towns near our operations</li> </ul>	<ul style="list-style-type: none"> <li>› Post-closure community expectations and community and regional development – impacts on local communities, community investment and development, local amenity and housing</li> <li>› Stakeholder relationships – local business support</li> <li>› Environmental management and compliance – environmental impacts and management</li> <li>› Public interaction with operations – health and safety impacts</li> <li>› Economic sustainability – future financial viability</li> <li>› Community and regional development – sustainable employment post mine life</li> </ul>	<ul style="list-style-type: none"> <li>› Community investment projects</li> <li>› Quarterly and monthly newsletters</li> <li>› Meetings</li> <li>› Written communications</li> <li>› Local media</li> <li>› Social Impact Assessment</li> <li>› Sponsorships</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>› Businesses from which we purchase products and services</li> </ul>	<ul style="list-style-type: none"> <li>› Our economic performance – economic security of the business, supply opportunities, payment processes</li> <li>› Contractor selection – health and safety, contractor management procedures, supplier contractual conditions</li> </ul>	<ul style="list-style-type: none"> <li>› Tender and contract documents</li> <li>› Direct communications</li> <li>› Induction and training</li> </ul>

## MMG STAKEHOLDERS AND ENGAGEMENT AVENUES CONTINUED

Stakeholder	Stakeholder groups	Areas of interest	Engagement avenues
<b>Government</b>	<ul style="list-style-type: none"> <li>› Regulators and government authorities with responsibilities for the areas where we operate</li> <li>› Local, state and federal government in countries including Australia, Laos, Peru, DRC and Canada</li> </ul>	<ul style="list-style-type: none"> <li>› Government relations – compliance with permits and licences, social policy and fiscal regimes applicable to the resources sector</li> <li>› Community and regional development – engagement with host and local communities, community investment and development, market access</li> <li>› Environmental management and compliance – environmental impact management, product stewardship</li> </ul>	<ul style="list-style-type: none"> <li>› Statutory and licence reporting, regular meetings</li> <li>› Written communication</li> <li>› Foreign Investment and Review</li> <li>› Board reporting</li> </ul>
<b>Investors</b>	<ul style="list-style-type: none"> <li>› Retail investors in Hong Kong and Australia</li> <li>› Global institutional investors</li> <li>› Analysts and brokers</li> <li>› Stock commentators</li> <li>› China Minmetals Corporation (majority Shareholder)</li> <li>› Debt providers</li> </ul>	<ul style="list-style-type: none"> <li>› Company performance</li> <li>› MMG share price – earnings and production results, share price performance against industry peers</li> <li>› Growth strategy including acquisitions, projects and exploration</li> <li>› Commodity and market outlook</li> <li>› Board and governance</li> <li>› Corporate responsibility and sustainable development</li> </ul>	<ul style="list-style-type: none"> <li>› Announcements to the Hong Kong Stock Exchange and Australian Securities Exchange in accordance with their Listing Rules</li> <li>› Quarterly production reports, interim and annual reports</li> <li>› Investor roadshows, meetings, teleconferences and site visits</li> <li>› Attendance and presentations at major global mining conferences</li> <li>› Shareholder communications</li> <li>› Monthly and quarterly Shareholder reports to the Board</li> </ul>

## MMG STAKEHOLDERS AND ENGAGEMENT AVENUES CONTINUED

Stakeholder	Stakeholder groups	Areas of interest	Engagement avenues
<b>Non-government organisations</b>	<ul style="list-style-type: none"> <li>› Non-government organisations</li> <li>› Special interest groups</li> </ul>	<ul style="list-style-type: none"> <li>› Community and regional development – impacts on local communities, community investment and development, community health, local infrastructure development and investment</li> <li>› Public interaction with operations – interactions with local communities</li> <li>› Human rights</li> <li>› Bribery and facilitation payments</li> <li>› Workforce localisation</li> <li>› Environmental management and compliance – environmental impacts and management</li> <li>› Post-closure community expectations</li> <li>› Management decision making – governance, risk management, Board composition and operation</li> </ul>	<ul style="list-style-type: none"> <li>› Sustainability report</li> <li>› Meetings</li> <li>› Media releases</li> <li>› Website content</li> <li>› Site visits</li> <li>› Social media channels</li> </ul>
<b>Media</b>	<ul style="list-style-type: none"> <li>› Local and regional media in the areas of our operations</li> <li>› Finance and resources media internationally</li> </ul>	<ul style="list-style-type: none"> <li>› Potential for interest in all material issues, particularly those of current interest to other stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>› Media releases</li> <li>› Website content</li> <li>› Media tours, interviews</li> </ul>
<b>Industry</b>	<ul style="list-style-type: none"> <li>› Other mining businesses</li> <li>› Industry associations</li> <li>› University and technical training providers</li> <li>› Unions</li> </ul>	<ul style="list-style-type: none"> <li>› MMG share price – earnings and production results, share price performance against industry peers</li> <li>› Acquisition investment – project announcements, merger and acquisition programs</li> <li>› Management decision making – governance, risk management, Board composition and operation</li> <li>› Stakeholder relationships and government relations – support for industry initiatives, involvement in Industry fora, support for industry specific training and development</li> </ul>	<ul style="list-style-type: none"> <li>› Membership of international, national and regional industry groups</li> <li>› Representation on executive and working group committees</li> <li>› Sustainability reporting against GRI and ICMM benchmarks</li> <li>› Sponsorship and support of technical training institutions and industry associations</li> </ul>

# ICMM CONTENT INDEX

This table identifies the ICMM's 10 sustainable development principles and position statements, and where to find related content in MMG's 2016 Sustainability Report.

Further information regarding our alignment with the ICMM's sustainable development principles and position statements is progressively updated on [www.mmg.com](http://www.mmg.com).

## ICMM PRINCIPLES

ICMM Principle	Report section	Page
<b>1</b> Implement and maintain ethical business practices and sound systems of corporate governance.	› The way we work – business ethics	15
	› The way we work – corporate governance	16
<b>2</b> Integrate sustainable development considerations within the corporate decision-making process.	› Chief Executive Officer's message	4
	› Who we are – growth strategy	8
	› The way we work – our commitment to sustainable development	12
	› 2015–18 objectives and targets	45
	› 2016 and 2017 milestones	46–47
<b>3</b> Uphold fundamental human rights and respect customs and values in dealings with employees and others who are affected by our activities.	› Who we are – our people	8
	› The way we work – business ethics	15
	› The way we work – stakeholder engagement	17
	› The way we work – human rights	24
<b>4</b> Implement risk management strategies based on valid data and sound science.	› Who we are – sovereign risk and government relationships	10
	› The way we work – our standards	13
<b>5</b> Seek continual improvement of our health and safety performance.	› The way we work – safety	21
	› The way we work – health	24
	› <a href="http://www.mmg.com">www.mmg.com</a> (Safety and health page)	
<b>6</b> Seek continual improvement of our environmental performance.	› We minimise our impact – water access and use	36
	› We minimise our impact – tailings and waste rock management	39
	› We minimise our impact – land management and rehabilitation	41
	› <a href="http://www.mmg.com">www.mmg.com</a> (Environmental management page)	
<b>7</b> Contribute to conservation and biodiversity and integrated approaches to land use planning.	› We minimise our impact – land management and rehabilitation	41
	› <a href="http://www.mmg.com">www.mmg.com</a> (Environmental management page)	
<b>8</b> Facilitate and encourage responsible product design, use, re-use, recycling and disposal of products.	› Who we are – product stewardship	11

## ICMM CONTENT INDEX CONTINUED

ICMM Principle	Report section	Page
<b>9</b> Contribute to the social, economic and institutional development of the communities in which we operate.	> We mine for progress – social development and investment	28
	> We mine for progress – commitment to local employment	32
	> We mine for progress – local supply	34
	> We minimise our impact – managing the social and economic impacts of mine closure	42
<b>10</b> Implement effective and transparent engagement, communication and independently verified reporting arrangements with our stakeholders.	> About this report – materiality assessment process	2
	> The way we work – stakeholder engagement	17
	> Assurance terms and statement	48
	> MMG Stakeholders and Engagement Avenues table. (Appendix)	Appendix pages 2–4

# ICMM CONTENT INDEX CONTINUED

## ICMM POSITION STATEMENTS

ICMM position statement	MMG alignment	Report section	Page
1	●	> www.mmg.com (Environmental management page)	
2	●	> Who we are – sovereign risk and government relationships	10
		> The way we work – stakeholder engagement	17
		> We mine for progress – social development and investment	28
		> We mine for progress – commitment to local employment	32
		> We mine for progress – local supply	34
3	●	> The way we work – our commitment to sustainable development	12
		> www.eiti.org	
4	●	> Who we are – growth strategy	8
		> Who we are – product stewardship	11
		> The way we work – our standards	13
		> <a href="http://www.npi.gov.au/npi-data/latest-data">http://www.npi.gov.au/npi-data/latest-data</a> (emission estimates for Australian facilities)	
		<i>We have no known artisanal and small-scale gold mining activity in close proximity to our operations that involves gold mining using elemental mercury.</i>	
5	●	> The way we work – stakeholder engagement	17
6	●	> The way we work – our standards	13
		> www.mmg.com (Environmental management page)	
		<i>Our minimum requirements for land and biodiversity management are outlined in our Environment Standard and are aligned to the individual member commitments in the position statement.</i>	
7	●	> We minimise our impact – tailings and waste rock management	39
		> www.mmg.com (Environmental management page)	
8	●	> We minimise our impact – water access and use	36
		> www.mmg.com (Environmental management page)	

● Partial alignment

# 8 GRI CONTENT INDEX

MMG's 2016 Sustainability Report is prepared in accordance with the Global Reporting Initiatives' (GRI) 2013 'Core' Sustainability Reporting Guidelines (G4) and with the GRI's Mining and Metals Sector Disclosure Guidelines. This table references:

- › disclosures on management approach (DMA) for each of the material Aspects covered by the report;
- › G4 and sector-specific indicators selected for each material Aspect; and
- › indicators that have been independently assured (●).

Where an indicator is addressed directly in the table, relevant text appears in italics.

## GENERAL STANDARD DISCLOSURES

G4 indicator	Disclosure title	Report section	Page reference (AR = 2016 Annual Report)
<b>Strategy and analysis</b>			
<b>G4-1</b>	Provide a statement from the most senior decision-maker of the organisation about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability.	› Chief Executive Officer's message	4
<b>Organisational profile</b>			
<b>G4-2</b>	Provide a description of key impacts, risks and opportunities.	› About this report – materiality assessment process › Chief Executive Officer's message › Year in review › 2015–18 objectives and targets › 2016 and 2017 milestones	2–5 and 45–47
<b>G4-3</b>	Report the name of the organisation.	› About this report	2
<b>G4-4</b>	Report the primary brands, products and services.	› Who we are	6–7
<b>G4-5</b>	Report the location of the organisation's headquarters.	› Who we are	6
<b>G4-6</b>	Report the number of countries where the organisation operates.	› Who we are	6–7
<b>G4-7</b>	Report the nature of ownership and legal form.	› MMG website	<a href="http://www.mmg.com/about-us">www.mmg.com/about us</a>
<b>G4-8</b>	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	› Who we are – our customers	8
<b>G4-9</b>	Report the scale of the organisation, including: total number of employees, total number of operations, net revenues, quantity of products or services provided.	› Who we are – our people (for employees) › Who we are – MMG worldwide (for number of operations) › 2016 Annual Report (for revenue, production and capitalisation)	6–8 AR pages 22–23 and 116 ( <a href="http://www.mmg.com">www.mmg.com</a> )

## GRI CONTENT INDEX CONTINUED

G4 indicator	Disclosure title	Report section	Page reference (AR = 2016 Annual Report)
<b>G4-10</b>	Report the total number of employees by: employment contract and gender; permanent employees by employment type and gender; total workforce by employees and supervised workers and by gender; total workforce by region and gender; self-employed, any significant variations in employment numbers due to season etc.	<ul style="list-style-type: none"> <li>&gt; Who we are – our people</li> </ul> <p><i>Note: Workers are defined by full-time, part-time or casual employment, rather than whether they are permanent or temporary. This is consistent with the requirement of the labour laws in the jurisdictions in which we operate.</i></p>	8
<b>G4-11</b>	Report the percentage of total employees covered by collective bargaining agreements.	<ul style="list-style-type: none"> <li>&gt; The way we work – human rights</li> </ul>	24
<b>G4-12</b>	Describe the organisation's supply chain.	<ul style="list-style-type: none"> <li>&gt; Who we are – supply chain</li> </ul>	10
<b>G4-13</b>	Report any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain.	<ul style="list-style-type: none"> <li>&gt; Chief Executive Officer's message</li> <li>&gt; Who we are – growth strategy</li> <li>&gt; Who we are – supply chain</li> </ul>	4,8 and 10
<b>G4-14</b>	Report whether and how the precautionary approach or principle is addressed by the organisation.	<ul style="list-style-type: none"> <li>&gt; Who we are – sovereign risk and government relationships</li> <li>&gt; The way we work – our standards</li> <li>&gt; The way we work – corporate governance</li> </ul> <p><i>The precautionary principle is implemented by MMG through a risk-based management approach.</i></p>	10,13 and 16
<b>G4-15</b>	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses.	<ul style="list-style-type: none"> <li>&gt; The way we work – our commitment to sustainable development</li> <li>&gt; The way we work – stakeholder engagement</li> </ul>	12 and 17
<b>G4-16</b>	List memberships of associations.	<ul style="list-style-type: none"> <li>&gt; The way we work – our commitment to sustainable development</li> </ul>	12
<b>Identified material aspects and boundaries</b>			
<b>G4-17</b>	List all entities included in the organisation's consolidated financial statements.	<ul style="list-style-type: none"> <li>&gt; 2016 Annual Report</li> </ul>	AR page 77 (www.mmgs.com)

## GRI CONTENT INDEX CONTINUED

G4 indicator	Disclosure title	Report section	Page reference (AR = 2016 Annual Report)
<b>G4-18</b>	<p>Explain the process for defining the report content and the Aspect Boundaries.</p> <p>Explain how the organisation has implemented the Reporting Principles for Defining Report Content.</p>	<p>› About this report – materiality assessment process</p> <p><i>Minor changes were made to the scope and boundary of material issues to focus our report on those aspects that were most relevant during the 2016 reporting period. These changes included:</i></p> <ul style="list-style-type: none"> <li>– <i>Human Rights: Focus on artisanal mining rather than supply chain and indigenous rights;</i></li> <li>– <i>Social development and investment: An added focus on investment in regional infrastructure; and</i></li> <li>– <i>Social and economic impacts of mine closure: An added focus on opportunities for economic transition and ongoing use of mining related infrastructure.</i></li> </ul>	2–3
<b>G4-19</b>	List all the material Aspects identified in the process for defining report content.	› About this report – materiality assessment process	2–3
<b>G4-20</b>	For each material Aspect, report the Aspect Boundary within the organisation.	› About this report – materiality assessment process	2–3
<b>G4-21</b>	For each material Aspect, report the Aspect Boundary outside the organisation.	› About this report – materiality assessment process	2–3
<b>G4-22</b>	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatement.	<p>› About this report – report boundary and scope</p> <p>› We mine for progress – social development and investment</p> <p>› We minimise our impact – land management and rehabilitation</p>	2, 28–30 and 41–42
<b>G4-23</b>	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	<p>› About this report – report boundary and scope</p> <p>› About this report – materiality assessment process</p> <p><i>(Please refer to G4-18 for an explanation on the minor changes made to the scope and boundary of the material issues for the 2016 reporting period).</i></p>	2–3

# GRI CONTENT INDEX

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G4 indicator	Disclosure title	Report section	Page reference (AR = 2016 Annual Report)
<b>Stakeholder engagement</b>			
<b>G4-24</b>	Provide a list of stakeholder groups engaged by the organisation.	> MMG Stakeholders and Engagement Avenues table (Appendix)	Appendix pages 2–4
<b>G4-25</b>	Report the basis for identification and selection of stakeholders with whom to engage.	> The way we work – stakeholder engagement	17
<b>G4-26</b>	Report the organisation's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	> MMG Stakeholders and Engagement Avenues table (Appendix)	Appendix pages 2–4
<b>G4-27</b>	Report key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns.	> The way we work – stakeholder engagement > MMG Stakeholders and Engagement Avenues table (Appendix)	17 Appendix pages 2–4
<b>Report profile</b>			
<b>G4-28</b>	Reporting period for information provided.	> About this report – report boundary and scope	2
<b>G4-29</b>	Date of most recent previous report.	> 2015 MMG Sustainability Report	www.mmg.com
<b>G4-30</b>	Reporting cycle.	> About this report – report boundary and scope	2
<b>G4-31</b>	Provide the contact point for questions regarding the report or its contents.	> Key contacts	52
<b>G4-32</b>	Report the 'in accordance' option the organisation has chosen.  Report the GRI Content Index for the chosen option. Report the reference to the External Assurance Report.	> About this report – reporting approach > Assurance terms and statement > GRI content index (Appendix)	2 and 48 Appendix pages 8–14
<b>G4-33</b>	Report the organisation's policy and current practice with regard to seeking external assurance for the report.	> About this report – external assurance > Assurance terms and statement	2 and 48
<b>Governance</b>			
<b>G4-34</b>	Report the governance structure of the organisation, including committees of the highest governance body.	> The way we work – corporate governance	16
<b>Ethics and integrity</b>			
<b>G4-56</b>	Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.	> The way we work – business ethics	15

### ASPECT SPECIFIC DISCLOSURES

G4 indicator	Disclosure title	Report section	Page reference (AR = 2016 Annual Report)
<b>Environment</b>			
<b>Aspect: Water (DMA: 3, 12–13 and 36–37)</b>			
<b>G4-EN8</b>	Total water withdrawal by source.	<ul style="list-style-type: none"> <li>› About this report – reporting approach</li> <li>› We minimise our impact – water access and use</li> </ul>	2 and 36–37
<b>Aspect: Effluent and waste (DMA: 3, 12–13, 39–41)</b>			
<b>MM3</b>	Total amounts of overburden, rock, tailings and sludges, and their associated risks.	<ul style="list-style-type: none"> <li>› We minimise our impact – tailings and waste rock management</li> </ul> <p><i>Note: We do not report data on sludges as we focus on the most material mineral waste streams for our business.</i></p>	39

G4 indicator	Disclosure title	Report section	Page reference (AR = 2016 Annual Report)
● G4-EN22	Total water discharge by quality and destination.	<p>› About this report – reporting approach</p> <p>› We minimise our impact – water access and use</p> <p><i>Combined water outputs for MMG sites in 2016 included:</i></p> <ul style="list-style-type: none"> <li>– 7,112ML category 1 water (93% of this is evaporative loss from water and tailings storage facilities and it also includes 197ML freshwater supplied to third parties);</li> <li>– 5,610ML category 2 water (87% of this was discharged to surface water under licence at Rosebery and Sepon); and</li> <li>– 18,074ML category 3 water (98% of this was water entrained in tailings stored in our engineered tailings storage facilities).</li> </ul> <p><i>Category 2 water, as defined by the MCA Water Accounting Framework guidelines, is “suitable for some purposes. Treatment will be required to remove total dissolved solids and/or to adjust other parameters to be safe for human consumption and more sensitive agricultural and recreational purposes.”</i></p> <p><i>Category 3 water is defined by MCA as “water unsuitable for most purposes due to the high salinity (&gt;5000mg/L total dissolved solids) or highly unsuitable pH (&lt;4 and &gt;10).”</i></p>	2 and 36–37
<b>Aspect: Compliance (DMA: 3 and 12–13)</b>			
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	› The way we work – compliance and conformance	16
<b>Social – Labour practices and decent work</b>			

## GRI CONTENT INDEX CONTINUED

G4 indicator	Disclosure title	Report section	Page reference (AR = 2016 Annual Report)
<b>Aspect: Occupational health and safety (DMA: 3, 12–13 and 21–24)</b>			
<b>G4-LA6</b>	Type of injury and rates of injury, occupational diseases, lost days and total number of work-related fatalities by region (and gender).	<ul style="list-style-type: none"> <li>› The way we work – safety</li> <li>› The way we work – health</li> </ul> <p><i>We do not report our injuries by gender and do not currently use data on absenteeism to interpret safety performance. We report our lost time injury frequency rate but do not report the number of lost days.</i></p>	21-24
<b>Social – Society</b>			
<b>Aspect: Closure planning (DMA: 3, 12–13 and 41–42)</b>			
● <b>MM10</b>	Number and percentage of operations with closure plans.	<ul style="list-style-type: none"> <li>› We minimise our impact – land management and rehabilitation</li> <li>› 2016 Annual Report note 25 and note 28 (financial provisions for mine closure)</li> </ul>	41  AR pages 120 and 122 (www.mmg.com)
<b>Social – Human rights</b>			
<b>Aspect: Assessment (DMA: 3, 12–13, 19, 24 and 26)</b>			
<b>HR9</b>	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	<i>Two of our three (67%) sites with material human rights risks have undertaken human rights risk assessment. Assessments have been completed at Sepon and Kinsevere (including near-mine exploration tenements), but not yet for Las Bambas.</i>	Not applicable
<b>Aspect: Human rights grievance mechanisms (DMA: 3, 12–13, 19, 24 and 26)</b>			
<b>HR12</b>	Number of grievances about human rights impacts filed, addressed and resolved through formal grievance mechanisms.	<ul style="list-style-type: none"> <li>› The way we work – stakeholder engagement</li> </ul> <p><i>The United Nations Universal Declaration of Human Rights is used as the basis for categorising complaints as being related to human rights. There were no such complaints received in 2016.</i></p>	19
<b>Social – Society</b>			

G4 indicator	Disclosure title	Report section	Page reference (AR = 2016 Annual Report)
<b>Aspect: Local communities (DMA: 3, 12–13, 17, 19 and 28–29)</b>			
<b>SO1</b>	Percentage of operations with implemented local community engagement, impact assessments and development programs.	<p>› The way we work – stakeholder engagement</p> <p><i>We make impact assessments publicly available when required for a public approvals process. However, we do not make all social or environmental impact assessments publicly available in their entirety or for perpetuity. We share relevant summary content where appropriate to maintain transparency and clarity in our engagement processes.</i></p>	17
<b>MM6/7</b>	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous peoples and 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.	<p><i>At Sepon and Kinsevere we continue to secure access to land for mine development via a formal, collaborative, engagement process with local landowners. Five grievances were filed at Kinsevere and two grievances were filed at Sepon in 2016 related to land access and use (none of which were classified as significant). Two grievances remain unresolved at Kinsevere.</i></p> <p><i>Century received two grievances related to the Gulf Communities Agreement (GCA) compensation payments (none of which were classified as significant). One remains unresolved.</i></p> <p><i>MMG defines significant grievances as those which generate prolonged national or international media interest, involve community outrage and/or where involvement of MMG's Exco or Board is required in the response.</i></p>	

## GRI CONTENT INDEX CONTINUED

G4 indicator	Disclosure title	Report section	Page reference (AR = 2016 Annual Report)
<b>Economic</b>			
<b>Aspect: Economic performance (DMA: 3, 12–13, and 28–30)</b>			
● G4-EC1	Direct economic value generated and distributed.	<ul style="list-style-type: none"> <li>› We mine for progress – social development and investment</li> <li>› We mine for progress – our commitment to local employment</li> <li>› We mine for progress – local supply</li> <li>› The way we work – our commitment to sustainable development (for EITI)</li> <li>› www.eiti.org and 2016 Annual Report – financial statements, consolidated statement of cash flows</li> <li>› 2016 Annual Report – management discussion and analysis (for operating costs)</li> <li>› 2016 Annual Report – financial statements, note 11 (for employee wages and benefits)</li> <li>› 2016 Annual Report – profit and loss statement (for revenues)</li> <li>› 2016 Annual Report – Directors Report (for payments to providers of capital)</li> </ul>	12, 28–30, 32, 34  AR pages 19, 78, 83, 93–94, 107, 114–115 and 118. (www.mmg.com)
<b>Aspect: Procurement practices (DMA: 2, 10–13 and 34)</b>			
G4-EC9	Proportion of spending on local suppliers at significant locations of operation.	<ul style="list-style-type: none"> <li>› We mine for progress – local supply</li> </ul>	34

# 17 OUR PEOPLE DATA SUMMARY

Site	Full-time	Part-time	Casual	Contractors	Total
Century	24	0	0	29	53
Golden Grove	219	0	1	45	264
Rosebery	224	1	0	186	411
Sepon	1,449	0	23	1,241	2,713
Kinsevere	660	0	0	1,771	2,431
Exploration	135	1.7	1	1	139
Corporate	603	26.6	4	26	660
Dugald River	42	0	2	255	299
Las Bambas Operations	1,841	0	0	7,293	9,134
<b>MMG</b>	<b>5,197</b>	<b>29.3</b>	<b>32</b>	<b>10,846</b>	<b>16,105</b>

Note: Data reported as full-time equivalents.