

GLOBAL REPORTING INITIATIVE INDEX

ADDITIONAL INFORMATION

This table identifies the Global Reporting Initiative G3.1 indicators addressed in this Sustainability Report and where to find the relevant content. Where an indicator is addressed directly in the table, relevant text appears in *italics*.

GRI CATEGORY	GRI INDICATOR NUMBER	GRI INDICATOR DESCRIPTION	SUSTAINABILITY REPORT REFERENCE	PAGE
STANDARD DISCLOSURES: STRATEGY AND PROFILE				
Strategy and analysis	1.1	CEO's message.	Chief Executive Officer's message; Chief Executive Officer's Report in 2013 Annual Report (p19–20): www.mmg.com	1, Online
	1.2	Sustainability impacts, risks and opportunities.	About our report; 2013 material sustainability issues; 2013 sustainability highlights and challenges; across individual chapters.	3–5, 8
Organisational profile	2.1–2.9	Company, products, operational structure, organisational footprint and scale, significant changes during the reporting period.	About our report; Chief Executive Officer's message; About MMG – Map of operations; Our people (2013 total workforce composition (table)); People profile by employment term (graph); People profile by site (graph); Diversity roles and remuneration); Sustaining our economic performance; (Investment in new acquisitions and projects (online); Customer economic sustainability (online)).	1, 3, 6–7, 46, Online
	2.10	Awards.	<i>MMG Limited did not receive any awards in 2013.</i>	
Report parameters	3.1–3.4, 3.6–3.11	Report profile and contact point for this report; report scope and boundary.	About our report; 2013 material sustainability issues; Inside back cover; GRI check statement; GRI and ICMM principles index (online). <i>No joint ventures, leased facilities or significant outsourced operations.</i>	3–5, 58, Inside back cover. Online
	3.5	Process for defining report content.	About our report; 2013 material sustainability issues; Working with our stakeholders (Stakeholder table).	3–5, 30–31
	3.12	Standard Disclosures.	GRI Index (online).	Online
	3.13	Assurance.	About our report; EY assurance terms and statement; GRI check statement	3, 56–58
Governance, commitments and engagement	4.1–4.10	Governance.	About MMG – Map of operations; Our management processes (Ethics anti-corruption and business conduct, Corporate governance). Corporate governance in 2013 Annual Report (pp. 86–94): www.mmg.com	6–7, 52, 53
	4.12–4.13	Commitments and engagements.	About our report (GRI application level and ICMM 10 Sustainable Development Principles); Feature case study – Strengthening our human rights commitments; Respecting our environment (Biodiversity management) (online); Our approach to sustainability: (Alignment with the ICMM Sustainable Development Principles); Our management processes (Public policy initiatives).	3, 9, 50–51, 53, Online
	4.14–4.17	Stakeholder engagement.	2013 material sustainability issues; Working with our stakeholders (Stakeholder table).	4–5, 30–31
Economic	EC1, EC4	Direct economic value generated and distributed.	Our people (Quality staff attraction and retention; Diversity roles and remuneration table); Working with our stakeholders (Local community and regional development; Social investment (graph); Social investment initiatives (table) (online)); Sustaining our economic performance; 2013 Annual Report: www.mmg.com <i>No direct assistance was received from governments.</i>	17, 33, 46, Online
	EC2	Financial implications due to climate change.	Respecting our environment (Energy uses, sources and carbon emissions (online)). <i>MMG tracks and coordinates with sector responses to climate change impacts under membership of the ICMM.</i>	Online

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GRI CATEGORY	GRI INDICATOR NUMBER	GRI INDICATOR DESCRIPTION	SUSTAINABILITY REPORT REFERENCE	PAGE
Economic (continued)	EC3	Coverage of the organisation's defined benefit plan obligations.	Our people; 2013 Annual Report (pp. 157): www.mmg.com	12, Online
	EC5	Range of ratios of standard entry-level wage by gender compared to local minimum wage at significant locations of operation.	Our people.	12, Online
Market presence	EC6	Policy, practices, and proportion of spending on locally based suppliers at significant locations of operation.	Working with our stakeholders (Local business development and procurement); Sustaining our economic performance (Contribution to local and regional economies); Our management processes (Product stewardship; Sustainable supply chain). <i>MMG's definition of local is the region of lowest governmental jurisdiction (province, shire, council or city).</i>	35, 49, 52
	EC7	Procedures for local hiring and proportion of senior management and workforce hired from the local community at significant locations of operation.	Our people (Employing local people; Case study – Building local professional skills; Local staff management capability development; Case study – Sepon locals progress through coaching).	14, 16, 19, 20
Indirect economic impacts	EC8, EC9	Infrastructure and services provided primarily for public benefit.	Working with our stakeholders (Local community and regional development; Social investment (graph); Social investment initiatives (table) (online)); Sustaining our economic performance (Contribution to local and regional economies).	33, 49, Online
Materials				
Materials	EN1, EN2	Materials.	About MMG – Map of operations; Respecting our environment (Mineral waste management (online)). <i>MMG does not use recycled input materials.</i>	6–7, Online
Energy	EN3, EN4, EN5, EN6, EN7	Direct and indirect energy consumption, energy savings/efficiency.	Respecting our environment (Energy uses, sources and carbon emissions; Energy consumption; Greenhouse gas emissions; Case study – Emissions reductions with operational efficiency (online)).	44, Online
Water	EN8, EN9, EN10, EN21, EN25, MM3	Water withdrawal, water source, recycling and re-use.	Respecting our environment (Water management; Water inputs; Total water inputs by source (graph); Water outputs (tailings, acid rock drainage); Water outputs by destination (graph); Water outputs by water quality (graph); Case study – Sepon invests in water technology at the Western Tailing Storage Facility); Respecting our environment (Mineral waste management (online)).	40–41, 43, Online
Biodiversity	EN11, EN12, EN13, EN14, EN15	Location and size of land in or adjacent to protected areas, description of impacts, habitats protected, biodiversity management strategies.	Respecting our environment (Our approach); Respecting our environment (Land management; Total land disturbance by site, Biodiversity management, Other species management (online)).	38, Online
	MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	Respecting our environment (Land management; Total land disturbance by site, Biodiversity management (online)).	Online
	MM2	Sites identified as requiring biodiversity management plans and the number (%) of those sites with plans in place.	Respecting our environment (Land management; Total land disturbance by site, Biodiversity management (online)).	Online

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GRI CATEGORY	GRI INDICATOR NUMBER	GRI INDICATOR DESCRIPTION	SUSTAINABILITY REPORT REFERENCE	PAGE
Emissions, effluents and waste	EN16, EN17, EN18, EN19	Greenhouse gas emissions and ozone depleting substances.	Respecting our environment (Case study – Emissions reductions with operational efficiency); Respecting our environment (Energy use, sources and carbon emissions; Greenhouse gas emissions (graph) (online)). <i>There were no known or material emissions of ozone depleting substances from our operations.</i>	44, Online
	EN20	NOx, SOx and other significant air emissions by type and weight.	Respecting our environment (Case study – Managing environmental exceedances at Dugald River); Respecting our environment (Air quality, emissions and dust, Emissions to air by site (online)).	42, Online
	EN22	Total weight of waste.	Respecting our environment (Mineral waste management (online)).	Online
	EN23	Number and volume of significant spills.	Respecting our environment (Environmental incidents (spills and exceedances); Environmental incidents (table)).	39
	MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks.	Respecting our environment (Water management; Water outputs (tailings, acid rock drainage); Water outputs by water quality (graph); Case study – Sepon invests in water technology at the Western Tailing Storage Facility); Respecting our environment (Mineral waste management (online)).	40–41, 43, Online
Products and services	EN26	Initiatives to mitigate environmental impacts.	Our management processes (Product stewardship).	52
	EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	<i>This is not applicable to MMG as concentrates are sold in bulk and not packaged for the end consumer.</i>	
Compliance	EN28	Monetary value of fines.	Respecting our environment (Environmental incidents (spills and exceedances); Environmental incidents (table)).	39
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.	<i>The major environmental impact of transporting product and our people is in greenhouse gas emissions. Established transport routes and services are utilised.</i>	
Overall	EN30	Total environmental protection expenditures and investments by type.	<i>MMG undertakes significant investment in managing our environmental impacts.</i>	
Local communities	SO1 (MMSS), SO1 (G3.1)	Nature, scope and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting.	Working with our stakeholders (Community support for MMG; Case study – Gold plant closure at Sepon; Managing life of mine/closure and post-closure planning; Local community and regional development; Social investment (graph); Case study – Building community foundations in Vilabouly, Laos); Sustaining our economic performance (Contribution to local and regional economies; Case study – Sepon businesses step up for the long term); Working with our stakeholders (Social investment initiatives (table) (online)).	28–29, 32–34, 48–49, Online
	MM6	Significant disputes relating to land use, customary rights of local communities and Indigenous peoples.	Working with our stakeholders (Community support for MMG; Case study – Gold plant closure at Sepon; Managing life of mine/closure and post-closure planning; Local community and regional development); Sustaining our economic performance (Contribution to local and regional economies).	28–29, 32–33, 49

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GRI CATEGORY	GRI INDICATOR NUMBER	GRI INDICATOR DESCRIPTION	SUSTAINABILITY REPORT REFERENCE	PAGE
Local communities (continued)	MM7	Use of grievance mechanisms to resolve disputes relating to land use, customary rights of local communities and Indigenous peoples.	Working with our stakeholders (Community support for MMG; Case study – Gold plant closure at Sepon; Managing life of mine/closure and post-closure planning; Local community and regional development); Sustaining our economic performance (Contribution to local and regional economies).	28–29, 32–33, 49
Artisanal and small-scale mining	MM8	Company operating sites where artisanal and small-scale mining takes place on, or adjacent to, the site, associated risks and actions taken.	Health and safety (Public interaction with operations).	26
Resettlement	MM9	Sites where resettlement takes place, the number of households resettled and how livelihoods were affected.	<i>No resettlements occurred during the reporting period.</i>	
Closure planning	MM10	Operations with closure plans.	Working with our stakeholders (Case study – Gold plant closure at Sepon; Managing life of mine/closure and post-closure planning).	29, 32
	SO9	Operations with significant potential or actual negative impacts on local communities.	Working with our stakeholders (Community support for MMG).	28
	SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	Working with our stakeholders (Community support for MMG).	28
Corruption	SO2	Analysis for risks.	Sustaining our economic performance (Ethics, anti-corruption and business conduct); Our management processes (Anti-corruption and transparency; Risk management).	48, 52–53
	SO3	Employee training.	Sustaining our economic performance (Ethics, anti-corruption and business conduct); Our management processes (Anti-corruption and transparency; Risk management). <i>Zero in the reporting period.</i>	48, 52–53
	SO4	Actions taken in response to corruption.	Sustaining our economic performance (Ethics, anti-corruption and business conduct); Our management processes (Anti-corruption and transparency; Risk management). <i>Zero in the reporting period.</i>	48, 52–53
Public policy	SO5, SO6	Participation in public policy development, contributions to political parties.	Sustaining our economic performance (Case study – Working with government on transparency); Our management processes (Public policy initiatives).	48, 53
Anti-competitive behaviour	SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	<i>Zero in the reporting period.</i>	
Compliance	SO8	Fines for non-compliance with laws and regulations.	Respecting our environment (Environmental incidents (table)). <i>Zero fines in the reporting period.</i>	39

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GRI CATEGORY	GRI INDICATOR NUMBER	GRI INDICATOR DESCRIPTION	SUSTAINABILITY REPORT REFERENCE	PAGE
Materials stewardship	MM11	Programs and progress relating to materials stewardship.	Our management processes (Product stewardship). <i>MMG works with the International Zinc Association (IZA), the ICMM and the Minerals Council of Australia (MCA) on materials stewardship programs.</i>	52
Customer health and safety	PR1, PR2	Health and safety impacts of products and services, non-compliances.	Our management processes (Product stewardship). <i>MMG works with its trade and smelter customers on correct product handling and movement, using Material Data Safety Sheets. Zero non-compliances in the reporting period.</i>	52
Product and service labelling	PR3, PR4, PR5	Product and service information, non-compliances and customer satisfaction surveys.	<i>MMG's products are sold as concentrates in bulk, not to the end consumer, thus customer satisfaction data are not collected. MMG follows product handling, safety and labelling requirements for the transport of our product. Zero non-compliances in the reporting period.</i>	
Marketing communications	PR6, PR7	Adherence to laws, standards and voluntary codes related to marketing communications, non-compliances.	<i>MMG does not undertake marketing communications for our product as they are sold as bulk concentrates on the global metals market. Zero non-compliances in the reporting period.</i>	
Customer privacy and Compliance	PR8, PR9	Fines concerning the provision and use of products and services, non-compliances re customer privacy.	<i>MMG does not collect or store customer data. Zero non-compliances or fines in the reporting period.</i>	
Employment	LA1, LA2	Workforce by employment type, region and employee turnover.	Our people (2013 total workforce composition (table); People profile by employment term (graph); People profile by site (graph); Diversity roles and remuneration; Total employee turnover (graph)).	13, 14, 19
	LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Our people; 2013 Annual Report (pages 120, 121, 135). <i>Part-time employees have same entitlements as full-time. Temporary employees do not have access to St Luke's healthcare, novated leasing, paternity leave or site STI unless specifically outlined in their contract or when they have been with MMG for 12 months.</i>	12
Labour/ management relations	LA4	Employees covered by collective agreements.	<i>Rosebery: 42% of Rosebery employees are covered by Enterprise Bargain Agreement for the underground workforce. Century: 59% of the total MMG Century workforce is covered by a collective agreement. Kinsevere: All local 'blue collar' employees covered by collective agreements.</i>	
	LA5	Minimum notice periods regarding operational changes	<i>There is no specific minimum notice period, however, once MMG has made a definite decision to pursue a specific course of action then MMG would notify all relevant parties.</i>	
	MM4	Number of strikes and lock-outs exceeding one week's duration, by country.	<i>There were no strikes or lock-outs during the reporting period.</i>	
	LA15	Return to work and retention rates after parental leave by gender	Our people (Total employee turnover, Quality staff attraction and retention).	17, 19

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GRI CATEGORY	GRI INDICATOR NUMBER	GRI INDICATOR DESCRIPTION	SUSTAINABILITY REPORT REFERENCE	PAGE
Occupational health and safety	LA6, LA7, LA8, LA9	Health and safety committees, agreements and rates of injury and work-related fatalities.	Health and safety (Safety of our people; Case study – Golden Grove’s benchmark safety performance; Safety incidents by type (graph); Injury frequency rates (12-month moving average per million hours (graph)); Significant and high-fatality potential incidents; Significant and high-fatality potential incidents by site (graph); Health of employees; 2013 heavy metals biological screening (table); Case study – A new occupational hygiene program at Sepon). <i>Health and Safety committees are active at all sites to represent our employees.</i> <i>There are no specific health and safety topics in formal agreements. In the past this was a common practice; however there is now Commonwealth and State Safety legislation that covers the field of safety.</i>	22–27
Training and Education	LA10	Staff training.	Our people (Staff training and development (online)).	Online
	LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Our people (Employing local people; Case study – Building local professional skills; Quality staff attraction and retention; Case study – Supporting gender diversity; Local staff management capability development; Case study – Sepon locals progress through coaching); Our people (Staff training and development (online)).	14–21, Online
Diversity and equal opportunity	LA13	Composition of governance bodies and employee categories.	Our people (2013 total workforce composition (table); People profile by employment term (table); People profile by site (graph); Diversity roles and remuneration (table)). Board and corporate governance in 2013 Annual Report (p10, 11, 77): www.mmg.com	13, 14, 19
	LA14	Salary ratio of men to women by employee category.	Our people (2013 total workforce composition (table); Diversity roles and remuneration (table)); Our management process (Sustainability performance and reporting).	13, 19, 52
Investment and procurement practices	HR1, HR2, HR3	Significant investment agreements that include human rights and suppliers and contractors that have undergone screening. Employee training on policies and procedures concerning human rights	Case study – Strengthening human rights commitments; Working with our stakeholders; (Managing human rights issues); Our management processes (Sustainable supply chain; Business ethics and governance; Human rights management). <i>Human rights screening is not currently part of investment and procurement processes.</i> <i>Code of conduct application and training occurred across MMG, including contractors, and links to human rights management and related internal MMG standards.</i> <i>All Sepon security personnel are trained in how to manage security issues and the rights of people involved.</i>	9, 35, 52–53
Non-discrimination	HR4	Incidents of discrimination and actions taken.	<i>Zero reported incidents of discrimination in the reporting period.</i>	
Freedom of association and collective bargaining	HR5, HR6, HR7	The right to exercise freedom of association and collective bargaining. Child labour, compulsory labour.	<i>Zero incidents or situations identified in the reporting period.</i>	

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Security practices	HR8	Security personnel trained in relevant human rights policies or procedures	<p>Case study – Strengthening human rights commitments; Working with our stakeholders (Managing human rights issues); Our management processes (Sustainable supply chain; Business ethics and governance; Human rights management).</p> <p><i>Human rights screening is not currently part of investment and procurement processes.</i></p> <p><i>Code of Conduct application and training occurred across MMG, including contractors, and links to human rights management and related internal MMG standards.</i></p> <p><i>All Sepon security personnel are trained in how to manage security issues and the rights of people involved.</i></p>	9, 35, 52–53
Indigenous rights	MM5, HR9	Operations taking place in or adjacent to Indigenous Peoples' territories, and operations where there are formal agreements with Indigenous Peoples' communities, incidents relating to Indigenous rights	<p>Feature case study (Sepon celebrates a decade of contribution to Laos; Strengthening human rights commitments); Our people (2013 Total workforce composition (table); Employing local people; Quality Staff attraction and retention); Working with our stakeholders (Community support for MMG; Case study – Gold plant closure at Sepon; Managing life of mine/ closure and post-closure planning; Managing human rights issues; Managing cultural heritage around MMG mines (online)). <i>Zero incidents or situations identified in the reporting period.</i></p>	9, 11, 13, 14, 17, 28, 29, 32, 35, 21, 48, Online
Assessment	HR10	Percentage and total number of operations that have been subject to human rights reviews and/ or impact assessments.	<p>Case study – Strengthening human rights commitments; Working with our stakeholders (Managing human rights issues); Our management processes (Sustainable supply chain; Business ethics and governance; Human rights management).</p>	9, 35, 52–53
Remediation	HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	<p>Working with our Stakeholders (Managing human rights issues).</p>	35