

## Global Reporting Initiative (GRI) G4 Content Index

EVRAZ Highveld has adopted the GRI framework and guidelines for sustainability reporting since 2007. Following release of the GRI G4 sustainability reporting guidelines in 2013, EVRAZ Highveld adopted these as a basis for reporting with the 2013 Integrated Report containing standard disclosures from the GRI Sustainability Reporting Guidelines as outlined in the tables below. EVRAZ Highveld has prepared the Sustainability Review and other relevant information disclosed in terms of the GRI framework in its 2013 Integrated Report based on a core “in accordance” option.

The content index has been compiled inclusive of all general standard disclosures and specific standard disclosures contained within the G4-guidelines with a distinction between the general standard disclosures required in terms of the core- and comprehensive “in accordance” options as follows:

Indicators marked with <span style="color: blue;">■</span>	Reporting required for core “in accordance” option
Indicators marked with <span style="color: orange;">■</span>	Reporting required for comprehensive “in accordance” option

Given the nature of its operations, EVRAZ Highveld is, with reference to the JSE SRI Index, considered a “high-impact” company. Aspects that are considered material relate to the areas of energy, emissions, effluents and waste and labour practices. Compliance with the disclosure requirements of the GRI framework are indicated in the “status” column of the content index as follows:

Status	Description
■	Compliant with detail included in the Integrated Report as per the page numbers indicated / alternative sources indicated
■	Partially compliant with detail included in the Integrated Report as per the page numbers indicated / alternative sources indicated
■	Not disclosed by EVRAZ Highveld in the Integrated Report / alternative source
N/A	Not applicable to EVRAZ Highveld

Indicator	Description	Status	Page reference / comments
<b>General Standard Disclosures</b>			
<b>Strategy and Analysis</b>			
G4-1 <span style="color: blue;">■</span>	Statement from the most senior decision-maker of the organisation	■	9, 14-16
G4-2 <span style="color: orange;">■</span>	Description of key impacts, risks, and opportunities	■	10-12, 21, 22, 23, 24, 27, 34, 43, 65, 67, 70, 72, 76, 80
<b>Organisational Profile</b>			
G4-3 <span style="color: blue;">■</span>	Name of the organisation	■	4
G4-4 <span style="color: blue;">■</span>	Primary brands, products, and/or services	■	5
G4-5 <span style="color: blue;">■</span>	Location of organisation's headquarters	■	91
G4-6 <span style="color: blue;">■</span>	Number of countries where the organisation operates	■	91
G4-7 <span style="color: blue;">■</span>	Nature of ownership and legal form	■	91
G4-8 <span style="color: blue;">■</span>	Markets served	■	7
G4-9 <span style="color: blue;">■</span>	Scale of the reporting organisation	■	5, 7, 17-19

Indicator	Description	Status	Page reference / comments
G4-10 ■	Employee profile	■	84
G4-11 ■	Employees covered by collective bargaining schemes	■	84
G4-12 ■	Organisation's supply chain	■	70, 71
G4-13 ■	Significant changes during the reporting period regarding the organisation's size, structure, ownership or supply chain	■	None
G4-14 ■	Explanation of whether and how the precautionary approach or principle is addressed by the organisation	■	
G4-15 ■	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses	■	4, 8, 29, 35, 44, 50, 58, 62, 66, 72, 77, 78, 79, 80, 81
G4-16 ■	Memberships of associations	■	73, 77
<b>Identified Material Aspects and Boundaries</b>			
G4-17 ■	Scope of report	■	4
G4-18 ■	Process for defining report content and aspect boundaries	■	
G4-19 ■	Material aspects for defining report content	■	
G4-20 ■	Aspect boundaries within the organisation	■	
G4-21 ■	Aspect boundaries outside the organisation	■	
G4-22 ■	Restatements	■	72
G4-23 ■	Significant changes	■	None
<b>Stakeholder Engagement</b>			
G4-24 ■	Stakeholder groups	■	40-41
G4-25 ■	Identification and selection of stakeholder groups	■	40-41
G4-26 ■	Approaches to stakeholder engagement	■	40-41
G4-27 ■	Stakeholder engagement	■	40-41
<b>Report Profile</b>			
G4-28 ■	Reporting period	■	4
G4-29 ■	Date of most recent previous report	■	4
G4-30 ■	Reporting cycle	■	4
G4-31 ■	Contact point for questions	■	168
G4-32 ■	GRI content index	■	4
G4-33 ■	External assurance	No	62
<b>Governance</b>			
G4-34 ■	Governance structure	■	58
G4-35 ■	Process for delegating authority to senior executives	■	59
G4-36 ■	Executive-level appointment	■	59, 61
G4-37 ■	Stakeholder consultation processes	■	38, 40-41
G4-38 ■	Composition of board and committees	■	60
G4-39 ■	Independence of the chair of the board	■	52
G4-40 ■	Nomination and selection processes for board members	■	46
G4-41 ■	Avoidance of conflicts of interest	■	59, 63
G4-42 ■	Board's role in development, approval and updating	■	42
G4-43 ■	Enhancing board members' knowledge levels	■	61
G4-44 ■	Governance bodies evaluation	■	93
G4-45 ■	Identification and management of risks and opportunities	■	43-44
G4-46 ■	Review of risk management processes	■	42
G4-47 ■	Frequency of review	■	65
G4-48 ■	Review and approval of sustainability report	■	45
G4-49 ■	Process for communicating critical concerns	■	59
G4-50 ■	Nature and number of critical concerns recorded	■	
G4-51 ■	Remuneration policies	■	47, 82
G4-52 ■	Process for determining remuneration	■	48
G4-53 ■	Stakeholder involvement in remuneration	■	46, 48

Indicator	Description	Status	Page reference / comments
G4-54 ■	Ratio of total annual compensation	■	
G4-55 ■	Ratio on increase in total annual compensation	■	
<b>Ethics and Integrity</b>			
G4-56 ■	Values, principles, standards and norms of behaviour	■	63
G4-57 ■	Mechanisms for seeking advice on ethical issues	■	
G4-58 ■	Mechanisms for reporting concerns on ethical issues	■	63

Indicator	Description	Status	Page reference / comments
<b>Specific Standard Disclosures</b>			
<b>Economic</b>			
<b>Economic Performance</b>			
G4-EC1	Direct economic value generated and distributed	■	68
G4-EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	■	
G4-EC3	Coverage of the organisation's defined benefit plan obligations	■	144
G4-EC4	Financial assistance received from government	■	None
<b>Market Presence</b>			
G4-EC5	Ratios of standard entry level wage compared to local minimum wage at significant locations of operation	■	82
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	■	
<b>Indirect Economic Impacts</b>			
G4-EC7	Development and impact of infrastructure investments and services supported	■	71, 87
G4-EC8	Significant indirect economic impacts, including the extent of impacts	■	71, 87
<b>Procurement Practices</b>			
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	■	71
<b>Environmental</b>			
<b>Materials</b>			
G4-EN1	Materials used by weight or volume	■	23
G4-EN2	Percentage of materials used that are recycled input materials	■	
<b>Energy</b>			
G4-EN3	Energy consumption within the organisation	■	80
G4-EN4	Energy consumption outside of the organisation	■	
G4-EN5	Energy intensity	■	19
G4-EN6	Reduction of energy consumption	■	80
G4-EN7	Reduction in energy requirements of products / services	N/A	
<b>Water</b>			
G4-EN8	Total water withdrawal by source	■	78
G4-EN9	Water sources significantly affected by withdrawal of water	■	
G4-EN10	Percentage and total volume of water recycled and reused	■	
<b>Biodiversity</b>			
G4-EN11	Operational sites owned in areas of high biodiversity	N/A	
G4-EN12	Significant impacts on biodiversity	■	
G4-EN13	Habitats protected or restored	■	
G4-EN14	Number of endangered species affected by operations	N/A	

Indicator	Description	Status	Page reference / comments
<b>Emissions</b>			
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	■	
G4-EN16	Indirect GHG emissions (Scope 2)	■	
G4-EN17	Other indirect GHG emissions (Scope 3)	■	
G4-EN18	GHG emissions intensity	■	
G4-EN19	Reduction of GHG emissions	■	
G4-EN20	Emissions of ozone-depleting substances (ODS)	■	
G4-EN21	NO <sub>x</sub> , SO <sub>x</sub> , and other significant air emissions	■	77
<b>Effluents and Waste</b>			
G4-EN22	Total water discharge by quality and destination	■	
G4-EN23	Total weight of waste by type and disposal method	■	79
G4-EN24	Total number and volume of significant spills	■	
G4-EN25	Transport of hazardous waste	■	
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies significantly affected by the reporting organization's discharges of water and runoff	■	
<b>Products and Services</b>			
G4-EN27	Impact mitigation of environmental impacts of products / services	N/A	
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	N/A	
<b>Compliance</b>			
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	■	
<b>Transport</b>			
G4-EN30	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce	■	
<b>Overall</b>			
G4-EN31	Total environmental protection expenditures and investments by type	■	
<b>Supplier Environmental Assessment</b>			
G4-EN32	Percentage of new suppliers screened using environmental criteria	■	
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	■	
<b>Environmental Grievance Mechanisms</b>			
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	■	
<b>Social</b>			
<b>Social: Labour Practices and Decent Work</b>			
<b>Employment</b>			
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	■	85
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	■	48
G4-LA3	Return to work and retention rates after parental leave	■	84
<b>Labour / Management Relations</b>			
G4-LA4	Minimum notice periods regarding operational changes	■	83

Indicator	Description	Status	Page reference / comments
<b>Occupational Health and Safety</b>			
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees	■	
G4-LA6	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	■	72, 73, 74
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	■	
G4-LA8	Health and safety topics covered in formal agreements with trade unions	■	
<b>Training and Education</b>			
G4-LA9	Average hours of training per year per employee	■	85
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	■	
G4-LA11	Percentage of employees receiving regular performance and career development reviews <i>Omission: disclosed by region and not gender and employee category</i>	■	84
<b>Diversity and Equal Opportunity</b>			
G4-LA12	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	■	85
<b>Equal Remuneration for Women and Men</b>			
G4-LA13	Ratio of basic salary of women to men by employee category	■	85
<b>Supplier Assessment for Labour Practices</b>			
G4-LA14	Percentage of new suppliers screened using labour practices criteria	■	
G4-LA15	Significant actual and potential negative impacts for labour practices in the supply chain and actions taken	■	
<b>Labour Practices Grievance Mechanisms</b>			
G4-LA16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	■	
<b>Social: Human Rights</b>			
<b>Investment</b>			
G4-HR1	Total number and percentage of significant investment agreements that include human rights clauses or that underwent human rights screening	N/A	
G4-HR2	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	■	
<b>Non-discrimination</b>			
G4-HR3	Total number of incidents of discrimination and actions taken	■	
<b>Freedom of Association and Collective Bargaining</b>			
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	■	
<b>Child Labour</b>			
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour <i>Omission: suppliers not assessed</i>	■	82

Indicator	Description	Status	Page reference / comments
<b>Forced or Compulsory Labour</b>			
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour <i>Omission: suppliers not assessed</i>	■	82
<b>Security Practices</b>			
G4-HR7	Percentage of security personnel trained in the organisation's human rights policies or procedures that are relevant to operations	■	64
<b>Indigenous Rights</b>			
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	■	None
<b>Assessment</b>			
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	■	
<b>Supplier Human Rights Assessment</b>			
G4-HR10	Percentage of new suppliers screened using human rights criteria	■	
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	■	
<b>Human Rights Grievance Mechanisms</b>			
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	■	
<b>Social: Society</b>			
<b>Local Communities</b>			
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments and development programmes	■	87
G4-SO2	Operations with significant actual and potential negative impacts on local communities	■	24
<b>Anti-corruption</b>			
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and identified significant risks	■	63
G4-SO4	Communication and training on anti-corruption policies and procedures	■	63
G4-SO5	Confirmed incidents of corruption and actions taken	■	
<b>Public Policy</b>			
G4-SO6	Total value of political contributions by country and recipient	■	8
<b>Anti-competitive Behaviour</b>			
G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	■	34, 64
<b>Compliance</b>			
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	None	62
<b>Supplier Assessment for Impacts on Society</b>			
G4-SO9	Percentage of new suppliers screened using criteria for impacts on society	■	
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	■	

Indicator	Description	Status	Page reference / comments
<b>Grievance Mechanisms for Impacts on Society</b>			
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	■	
<b>Social: Product Responsibility</b>			
<b>Customer Health and Safety</b>			
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	■	
G4-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	■	
<b>Product and Service Labelling</b>			
G4-PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	■	81
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	■	81
G4-PR5	Results of surveys measuring customer satisfaction	■	8
<b>Marketing Communications</b>			
G4-PR6	Sale of banned or disputed products	■	8
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications	None	
<b>Customer Privacy</b>			
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	■	8
<b>Compliance</b>			
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	None	