

PanAust Sustainability Report 2010 Global Reporting Initiative (GRI) INDEX

Application Level B+

GRI Profile	Description	Level of Reporting	2010 Sustainability Report Page Reference	Report Section, Heading, Direct Answer or Links
1. Strategy and Analysis				
1.1	Statement from the most senior decision-maker of the organisation.	Fully	4-7	Chairman and Managing Director's Review
1.2	Description of key impacts, risks, and opportunities.	Fully	6, 16, 22-23	Chairman and Managing Director's Review, Risk Management, Objectives and Targets
2. Organisational Profile				
2.1	Name of the organisation.	Fully	i	Company Profile
2.2	Primary brands, products, and/or services.	Fully	i, 48-49	Company Profile, Products and Services
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	i, 15	Company Profile, Organisational Structure
2.4	Location of organisation's headquarters.	Fully	i	Company Profile
2.5	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	i	Company Profile
2.6	Nature of ownership and legal form.	Fully	i	Company Profile
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	29, 30	Economic Contribution, Markets and Customers
2.8	Scale of the reporting organisation.	Fully	24, 27, 72	Goals and Performance 2010, PanAust Annual Report 2010 (p.33), Operational Performance, Workforce Composition
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	i, 2	Company Profile, Changes or restatements
2.10	Awards received in the reporting period.	Fully	7, 58	Chairman and Managing Director's Review: Receiving Recognition, Community Development Award
3. Report Parameters				
3.1	Reporting period (e.g. fiscal/calendar year) for information provided.	Fully	2	Report Scope
3.2	Date of most recent previous report (if any).	Fully	2	Previous reports for 2009, 2008 calendar years available at www.panaust.com.au
3.3	Reporting cycle (annual, biennial, etc).	Fully	2	Annual
3.4	Contact point for questions regarding the report or its contents.	Fully	90	Back Cover
3.5	Process for defining report content.	Fully	2, 16, 84-85	About Materiality, Risk Management, Consequence Table
3.6	Boundary of the report (e.g. countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	2	Global Reporting Initiative, Changes and/or restatements.
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	2	Global Reporting Initiative, Changes and/or restatements
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organisations.	Fully	2	Global Reporting Initiative, Changes and/or restatements
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Fully	2	Global Reporting Initiative, Changes and/or restatements
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g. mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Fully	2	Changes and/or restatements (some tables include footnotes where reporting procedures have changed over time to better reflect the growing business)
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	i, 2	Company Profile, Global Reporting Initiative, Changes and/or restatements (some tables include footnotes where reporting procedures have changed over time to better reflect the growing business)
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	2, website	http://panaust.com.au/reports
3.13	Policy and current practice with regard to seeking external assurance for the report.	Fully	2, website	Global Reporting Initiative, http://www.panaust.com.au/reports
4. Governance, Commitments, and Engagement				
4.1	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.	Fully	12-13	Board of Directors, Sustainability Committee, PanAust's 2010 Annual Report
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	13	Board of Directors - Status of each member
4.3	For organisations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Fully	13	Board of Directors - Status of each member
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	13	Mechanisms for Shareholder/employees
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organisation's performance (including social and environmental performance).	Fully	12, 14	Board of Directors, Remuneration Strategy, PanAust Annual Report 2010 (p.12-25)

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4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	12	Board of Directors
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organisation's strategy on economic, environmental, and social topics.	Fully	12	Board of Directors, http://www.panaust.com.au/directors
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Fully	8-10	Vision and values, Code of Conduct
4.9	Procedures of the highest governance body for overseeing the organisation's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Fully	10, 12, 13	Code of Conduct, Board of Directors, Sustainability Committee, http://www.panaust.com.au/corporate-governance
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Fully	12	Board of Directors
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	Fully	16	Risk Management, Precautionary Principle
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	Fully	12	External Standards, Principles and Guidelines
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organisations in which the organisation: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	Fully	10, 12	Governance, External Standards
4.14	List of stakeholder groups engaged by the organisation.	Fully	32, 34	Stakeholder Engagement Table
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	32	Stakeholder Engagement
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Fully	32, 34	Stakeholder Engagement Table
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting.	Fully	32-34, 34-37	Stakeholder Engagement Table, Grievance and Request Mechanisms
Economic				
DMA EC	Disclosure on Management Approach EC	Fully	4, 24	Chairman and Managing Director's Review, Economic Performance Section
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Fully	29, 30-31, 52, 58	Economic Contribution, Community Section, PanAust Website: Annual Review 2010
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	Partially	22, 24	Financial Risk associated with Climate Change, Targets
EC3	Coverage of the organisation's defined benefit plan obligations.	Fully	Previously reported and	2008 Sustainability Report, p.28
EC4	Significant financial assistance received from government.	Not		
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	Partially	29	Economic Contribution
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Fully	30, 31, 52	Economic Contribution, Community
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Fully	29, 52, 74	Economic Contribution, Workforce Statistics
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Fully	29-30, 54-58	Economic Contribution, Community Programs.
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Fully	29-30, 54, 55, 56	Economic Contribution, Community Programs, LTI Incident Summary.
Environmental				
DMA EN	Disclosure on Management Approach EN	Fully	18, 19, 22, 41, 58, 45, 46, 48, 49, 22, 38	Auditing and Benchmarking, Materials Management, Energy Management, Water Management, Water Quality, Biodiversity and Land Management, Emissions and Waste, Noise and Air Pollution, Products and Services, Targets, Environmental Performance.
EN1	Materials used by weight or volume.	Fully	41, 42	Materials Management.
EN2	Percentage of materials used that are recycled input materials.	Not	40	Materials Management.
EN3	Direct energy consumption by primary energy source.	Fully	42, 47	Materials Management, Energy Management.
EN4	Indirect energy consumption by primary source.	Fully	42, 47, 48	Materials Management, Energy Management.
EN5	Energy saved due to conservation and efficiency improvements.	Partially	47, 48	Energy Management
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Not		PanAust's product is concentrate. It is an intermediate product used by other industry and not a final product.
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Not	47	Energy Management
EN8	Total water withdrawal by source.	Fully	45	Water Management
EN9	Water sources significantly affected by withdrawal of water.	Partially	45, 46	Water Management

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EN10	Percentage and total volume of water recycled and reused.	Fully	45	Water Management
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Fully	46-47	Biodiversity and Land Rehabilitation
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Partially	46	Not applicable
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	Fully	47	Biodiversity and Land Rehabilitation
EN13	Habitats protected or restored.	Fully	47	Biodiversity and Land Rehabilitation
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Partially	46-47	Biodiversity and Land Rehabilitation
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place.	Fully	46	Biodiversity and Land Rehabilitation
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Not		Not reported as not significant at PanAust operations
EN16	Total direct and indirect greenhouse gas emissions by weight.	Not		Not reported
EN17	Other relevant indirect greenhouse gas emissions by weight.	Not		Not reported
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Not		Not reported
EN19	Emissions of ozone-depleting substances by weight.	Fully	48	Noise and Air pollution
EN20	NOx, SOx, and other significant air emissions by type and weight.	Not		Not reported
EN21	Total water discharge by quality and destination.	Fully	45	Water Management
EN22	Total weight of waste by type and disposal method.	Fully	43, 44	General Waste Management
MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks.		43	Tailings and Waste Rock Management
EN23	Total number and volume of significant spills.	Not	41, 84-85	Environmental Incidents, Consequence Table. Note No material spill occurred in 2010. This indicator was not relevant in the reporting year.
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Fully	44	General Waste Management
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff.	Partially	45	State Nam Mo river is not a protected water source
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Not	48, 49	Products and Services
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Not	48, 49	Products and Services
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Fully	41	Environmental Incidents
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	Partially	48	Product Recycling and Sustainability
EN30	Total environmental protection expenditures and investments by type.	Fully	40	Environmental performance
Social: labour Practices and Decent Work				
DMA LA	Disclosure on Management Approach LA	Fully	22-23, 62, 72, 75-76, 78, 77	2011 Targets, Health and Safety Performance Reporting, Employee Relations and Engagement, Training and Development, Indigenous Employment, Succession Planning and Performance Review
LA1	Total workforce by employment type, employment contract, and region.	Fully	72, 74	Workforce Composition
LA2	Total number and rate of employee turnover by age group, gender, and region.	Not	76	Attraction and Retention
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Fully		Previously reported in 2008 Sustainability report p.31 (employee case study)
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	75, 76	Employee Relations and Engagement
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Not		Not applicable
MM4	Number of strikes and lock-outs exceeding one week's duration, by country.	Fully	75	Employee Relations and Engagement
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 programs.	Not	75	Employee Relations and Engagement
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Fully	62, 63, 64	Health and Safety Performance Reporting, LTI Incident Summary. Zero Fatal Injuries occurred in 2010. Whole data relevant in each year is provided in the 2008/2009 Sustainability Reports. http://www.panaust.com.au/reports .
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Partially	68-69	Community Health and Wellbeing
LA9	Health and safety topics covered in formal agreements with trade unions.	Not	76	Employee Relations and Engagement

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LA10	Average hours of training per year per employee by employee category.	Fully	79	Phu Bia Mining Employee Training Hours 2010
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Partially	78-81	Training and Development. Retirement training is not undertaken as it is not a material issue for the organisation at present.
LA12	Percentage of employees receiving regular performance and career development reviews.	Partially	77	
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Fully	12, 72, 74, 75	Board of Directors, Respecting our People. Note: Employees by age group is not reported as it is not a material indicator for PanAust at this time.
LA14	Ratio of basic salary of men to women by employee category.	Not	Not applicable	Sexual distinction is not a factor of determining basic salary for PanAust. As such, it is not meaningful to aggregate the ratio of basic salary of men to women.
Social: Human Rights				
DMA HR	Disclosure on Management Approach HR	Fully	20-21,74-78	Human Rights, Child and Forced Labour, Respecting our People
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights	Not	Not applicable at this time	
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Fully	21	Security and Human Rights
HR3	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.	Partially	10	Code of Conduct
HR4	Total number of incidents of discrimination and actions taken.	Fully	20	Human Rights
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	Partially	75	Employee Relations and Engagement
HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.	Partially	21	Child and Forced Labour
HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour.	Fully	21	Child and Forced Labour
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.	Partially	20	Human Rights
MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities.	Fully	20, 54	Human Rights, Defining the Local Community
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Fully	20	Security and Human Rights
Social: Society				
DMA SC	Disclosure on Management Approach SC	Fully	52, 58, 60, 34, 67, 10	2011 Targets, Community, Community Development, Resettlement, Closure Planning, Grievance Mechanisms, Crisis Management, Code of Conduct
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	Fully	19, 35-36, 52,54	Socio-Economic Health Survey, Stakeholder Engagement, Community, Learning about Local Community.
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.	Fully	34	Stakeholder Engagement, Definitions
MM7	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.	Fully	34	Stakeholder Engagement
MM8	Number (and percentage) or company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	Fully	58, 59	Artisanal and Small-Scale Mining
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	Fully	60	Resettlement
MM10	Number and percentage of operations with closure plans.	Partially	60	Closure planning
SO2	Percentage and total number of business units analysed for risks related to corruption.	Not		
SO3	Percentage of employees trained in organisation's anti-corruption policies and	Partially	10	Code of Conduct
SO4	Actions taken in response to incidents of corruption.	Fully	10	Code of Conduct
SO5	Public policy positions and participation in public policy development and lobbying.	Partially	59	Conduct
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Not		Not applicable
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	Fully	10	Code of Conduct
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Fully	10, 64	Code of Conduct
Social: Product Responsibility				
DMA PR	Disclosure on Management Approach PR	Fully	48-50	Noise and air pollution, Products and Services, Product Stewardship
MM11	Programs and progress relating to materials stewardship.	Partially	47-51	Noise and air pollution, Products and Services, Product Stewardship

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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.	Not	50	Not applicable to PanAust products being copper-gold concentrate and gold doré
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.	Fully	50	Product Stewardship
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Not	50	Not applicable to PanAust products being copper-gold concentrate and gold doré
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	Fully	50	Product Stewardship
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Partially	50	Product Stewardship
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Not		Not applicable
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.	Fully	50	Product Stewardship
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Fully	50	Product Stewardship
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Fully	50	Product Stewardship