

# PanAust Sustainability Report GRI Index 2009

## GRI indicators

(including some indicators from the Mining and Metals sector supplement, final version, March 2010)

Standard Disclosures	Outputs	Section	Importance	Detail	2009 Sustainability Report Page Reference and/or PanAust web site, <a href="http://www.panaust.com.au">www.panaust.com.au</a>
Strategy and Analysis		1.1	Mandatory	Statement from the Managing Director about the relevance of sustainability to the organisation and its strategy	7
		1.2	Mandatory	Description of key impacts, risks, and opportunities	8, 9, 21
Organisational Profile		2.1	Mandatory	Name of the organisation	i
		2.2	Mandatory	Primary brands, products and/or services	11
		2.3	Mandatory	Operational structure of the organisation	i, 18, 19
		2.4	Mandatory	Location of organisation's headquarters	i
		2.5	Mandatory	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	i, 3
		2.6	Mandatory	Nature of ownership and legal form	i
		2.7	Mandatory	Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries)	13
		2.8	Mandatory	Scale of the reporting organisation	i, 11, 12, 57
		2.9	Mandatory	Significant changes during the reporting period regarding size, structure or ownership	1, 7, 11
		2.10	Mandatory	Awards received in the reporting period	9, 43
Report Parameters	Report Profile	3.1	Mandatory	Reporting period for information provided	3
		3.2	Mandatory	Date of most recent previous report	33
		3.3	Mandatory	Reporting cycle	3
		3.4	Mandatory	Contact point for questions regarding the report or its contents	back cover
	Report Scope and Boundary	3.5	Mandatory	Process for defining report content including determining materiality, prioritising topics within the report and identifying stakeholders the organisation expects to use the report	3, 27
		3.6	Mandatory	Boundary of the report (e.g. countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers)	i, 3
		3.7	Mandatory	State any specific limitations on the scope or boundary of the report	3
		3.8	Mandatory	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	3
		3.9	Mandatory	Data measurement techniques, bases of calculations applied to the compilation of indicators and other information	3
		3.10	Mandatory	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement	3
		3.11	Mandatory	Significant changes from previous reporting periods in the scope, boundary or measurement methods applied in the report	3
	GRI Content Index	3.12	Mandatory	Table identifying the location of the Standard Disclosures in the report	Web site <a href="http://www.panaust.com.au">www.panaust.com.au</a>
	Assurance	3.13	Mandatory	Policy and current practice with regard to seeking external assurance for the report. Explain the relationship between the reporting organisation and the assurance provider	3, also glossary

## PanAust Sustainability Report GRI Index 2009 continued...

Standard Disclosures	Outputs	Section	Importance	Detail	2009 Sustainability Report Page Reference and/or PanAust web site, <a href="http://www.panaust.com.au">www.panaust.com.au</a>
Governance, Commitments and Engagement	Governance	4.1	Mandatory	Governance structure of the organisation	18, 19
		4.2	Mandatory	Indicate whether the Chair of the highest governance body is also an executive officer	18
		4.3	Mandatory	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	18
		4.4	Mandatory	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	17
		4.5	Mandatory	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)	18 and Annual Report 2009, p. 25, 26*
		4.6	Mandatory	Processes in place for the highest governance body to ensure conflicts of interest are avoided	18
		4.7	Mandatory	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	Web site, <a href="http://www.panaust.com.au">www.panaust.com.au</a> , governance structure, nominations committee
		4.8	Mandatory	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	20, Annual Report, 2009, p. 26
		4.9	Mandatory	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	20 and web site, <a href="http://www.panaust.com.au">www.panaust.com.au</a> , corporate governance
		4.10	Mandatory	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance	18 and Annual Report 2009, p. 25, 26*
	Commitment to External Initiatives	4.11	Mandatory	Explanation of whether and how the precautionary approach or principle is addressed by the organisation	21
		4.12	Mandatory	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or endorses	7, 9, 17, 20
		4.13	Mandatory	Memberships in associations (such as industry associations) and/or national/international advocacy organisations	20
	Stakeholder Initiatives	4.14	Mandatory	List of stakeholder groups engaged by the organisation	27, 39
		4.15	Mandatory	Basis for identification and selection of stakeholders with whom to engage	27, 39
		4.16	Mandatory	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	27, 28
		4.17	Mandatory	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	28
Economic Performance Indicators	Economic Performance	EC1	Mandatory	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	11, 12, 2009 Annual Report, p. 30
		EC3	Mandatory	Coverage of the Company's defined benefit plan obligations	2008 Sustainability Report, p. 29**
		EC4	Mandatory	Significant financial assistance received from government	2008 Sustainability Report, p. 36
	Market Presence	EC6	Mandatory	Policy, practices and proportion of spending on locally-based suppliers	57
		EC7	Mandatory	Procedures for local hiring and proportion of senior management hired from the local community	57, 58
Indirect Economic Impacts	EC8	Mandatory	Development and impact of infrastructure investments and services for public benefit	40, 41, 44	

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Environmental Performance Indicators	Materials	EN1	Mandatory	Materials used by weight or volume	32
	Energy	EN3	Mandatory	Direct energy consumption by primary energy source	36
	Water	EN8	Mandatory	Total water withdrawal by source	34
		EN10	Optional	Percentage and total volume of water recycled and reused	34
	Biodiversity	EN11	Mandatory	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity	35
		EN13	Optional	Habitats protected or restored	35
	Emissions, Effluents and Wastes	MM2	Mandatory	Number and percentage of total sites identified as requiring biodiversity management plans and number with plans in place	34
		EN21	Mandatory	Total water discharge by quality and destination	34
		EN23	Mandatory	Total number and volume of significant spills	32
	Compliance	MM3	Mandatory	Total amounts of overburden, rock, tailings, and sludges and their associated risks	33
EN28		Mandatory	Fines and sanctions for non-compliance with environmental laws and regulations	32	
Overall	EN30	Optional	Total environmental protection expenditures and investments by type	31	
Labour Practices and Decent Work Performance Indicators	Employment	LA1	Mandatory	Total workforce by employment type, employment contract and region	57, 58
		LA2	Mandatory	Total number and rate of employee turnover by age group, gender, and region	59
	Labour/Management Relations	MM4	Mandatory	Number of strikes and lockouts exceeding one week's duration, by country	65
	Occupational Health and Safety	LA7	Mandatory	Rates of injury, occupational diseases, lost days, absenteeism and total number of work-related fatalities, by region	50, 51, absenteeism not reported
		LA8	Mandatory	Education, training, counselling, prevention and risk-control programs regarding serious diseases	40, 54
	Training and Education	LA10	Mandatory	Average hours of training per year per employee by employee category	61
		LA11	Optional	Programs for skills management and lifelong learning	59, 62, 63
		LA12	Optional	Percentage of employees receiving regular performance and career development reviews	59
Diversity and Equal Opportunity	LA13	Mandatory	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority, group membership and other indicators of diversity	18, 57, 58	
Human Rights	Non-Discrimination	HR4	Mandatory	Total number of incidents of discrimination and actions taken	25
	Child Labour	HR6	Mandatory	Operations identified as having significant risk for incidents of child labour and measures to contribute to the elimination of child labour	25
	Forced and Compulsory Labour	HR7	Mandatory	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	25
	Security Practices	HR8	Optional	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations	25
Society Performance Indicators	Community	SO1	Mandatory	Programs and practices that assess and manage the impacts of operations on communities	39
	Corruption	SO3	Mandatory	Percentage of employees trained in organisation's anti-corruption policies and procedures	60 all new employees receive training in these policies and procedures
		MM6	Mandatory	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples	28
	Public Policy	SO6	Mandatory	Total value of financial and in-kind contributions to political parties, politicians, and related institutions	17
Customer Health and Safety	Product Responsibility	PR1	Mandatory	Life cycle stages in which health and safety impacts of products are assessed for improvement and percentage of significant products subject to such procedures	36

\* Annual Report 2009, [www.panaust.com.au](http://www.panaust.com.au)

\*\* 2008 Sustainability Report, [www.panaust.com.au](http://www.panaust.com.au)