

PanAust Sustainability Report 2011 Global Reporting Initiative INDEX

Application Level A+

GRI indicator	Description	Reported	Page ref.	Cross-reference/direct answer/reason for omission
Standard Disclosures PART 1: Profile disclosures				
Strategy and analysis				
1.1	Statement from the most senior decision-maker of the organisation	Fully	4-5	Chairman and Managing Director's Review
1.2	Description of key impacts, risks, and opportunities	Fully	5, 8, 13, 20	Chairman and Managing Director's Review, Governance, Risk Management, Objectives and Targets
Organisational profile				
2.1	Name of the organisation	Fully	i	Company Profile
2.2	Primary brands, products, and/or services	Fully	i, 48	Company Profile and Services
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures	Fully	i, 12	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	27-28	Economic Performance
2.8	Scale of the reporting organisation	Fully	22-25, 70	Economic Performance, Respecting our People, PanAust Annual Report 2011 (page 40)
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	i, 2	Company Profile, Changes and/or restatements
2.10	Awards received in the reporting period	Fully	5	Chairman and Managing Director's Review
Report parameters				
3.1	Reporting period (eg. fiscal/calendar year) for information provided	Fully	2	Report Scope
3.2	Date of most recent previous report (if any)	Fully	1	Contents
3.3	Reporting cycle (annual, biennial, etc.)	Fully	1	Contents
3.4	Contact point for questions regarding the report or its contents	Fully	89	Inside back cover
3.5	Process for defining report content	Fully	i, 2	Company Profile, Report Scope
3.6	Boundary of the report eg. countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance	Fully	2	Report Scope
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope)	Fully	2	Report Scope
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	Report Scope
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	Report Scope
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (eg. mergers/acquisitions, change of base years/periods, nature of business, measurement methods)	Fully	2	Report Scope
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report	Fully	2	Report Scope (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	website	www.panaustrian.com.au/reports

GRI indicator	Description	Reported	Page ref.	Cross-reference/direct answer/reason for omission
3.13	Policy and current practice with regard to seeking external assurance for the report.	Fully	2, website	Report Scope, www.panaustralian.com.au/reports
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	10	Governance
4.2	Indicate whether the Chair of the highest governance body is also an executive officer	Fully	10	Governance
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	10	Governance
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	Fully	10, 30	Governance
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	8-10, 2011 Annual Report (15-31)	Governance
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided	Fully	8	Governance
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	8	Governance
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	6-19	Governance
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	6-19	Governance
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance	Fully	8	Governance
4.11	Explanation of whether and how the Precautionary Approach or Principle is addressed by the organisation	Fully	13	Governance
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses	Fully	11	Governance
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	11	Governance, PanAust does not hold positions in any governance bodies, or committees and does not provide substantive funding beyond routine membership dues to any external organisation
4.14	List of stakeholder groups engaged by the organisation	Fully	30-32	Stakeholder Engagement
4.15	Basis for identification and selection of stakeholders with whom to engage	Fully	30-32	Stakeholder Engagement
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	Fully	30-34	Stakeholder Engagement
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	30-35	Stakeholder Engagement
Standard Disclosures PART II: Disclosures on Management Approach (DMAs)				
DMA EC	Disclosure on Management Approach EC	Fully	4, 22, 44, 27, 28	Chairman and Managing Director's Review, Economic Performance
DMA EN	Disclosure on Management Approach EN	Fully	14-17, 20, 36-51	Governance, Targets, Environmental Performance
DMA LA	Disclosure on Management Approach LA	Fully	20, 60-69, 70-83	Targets, Health and Safety, Respecting our People
DMA HR	Disclosure on Management Approach HR	Fully	18-19, 73-74, 75	Governance, Respecting our People

GRI indicator	Description	Reported	Page ref.	Cross-reference/direct answer/reason for omission
DMA SO	Disclosure on Management Approach SO	Fully	20, 27-28, 30-34, 52-59, 18-19	Targets, Economic Section, Stakeholder Engagement, Community, Governance.
DMA PR	Disclosure on Management Approach PR	Fully	18, 48, 50	Targets, Environmental Performance
Standard Disclosures PART III: Performance Indicators				
Economic performance				
EC1COMM	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	22, 28, 56, 27	Economic Performance
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	Fully	44	Environmental Performance Section, PanAust sites are not currently exposed to or affected by any carbon-related regulatory risks. Regulatory changes are anticipated to occur over time, with advance notice allowing PanAust sites adequate time to adjust to requirements and at this point is not considered a material risk issue
EC3	Coverage of the organisation's defined benefit plan obligations.	Fully	82	Respecting our People, the aggregate total of plan coverage is zero
EC4	Significant financial assistance received from government	Fully	i, 27	Company Profile, Economic Performance, PanAust does not receive any significant financial assistance from Governments in Australia, Chile, Laos or Thailand
Market presence				
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation	Fully	78, GRI Index	Respecting our People, the range is not reported as it is not considered material for PanAust. Salary benchmarking is used to determine salaries, rather than local minimum wage. PanAust's minimum wage level is 87% higher than the set national minimum wage
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation	Fully	27, 28, 56	Economic Performance, Community
EC7COMM	Procedures for local hiring and proportion of senior management and workforce hired from the local community at significant locations of operation	Fully	74	Respecting our People
Indirect economic impacts				
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement	Fully	27-28, 54-56	Economic Performance, Community
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts	Fully	27-28, 54-57	Economic Performance, Community
Environmental				
Materials				
EN1	Materials used by weight or volume	Fully	38	Environmental Performance
EN2COMM	Percentage of materials used that are recycled input materials	Fully	38	Environmental Performance
Energy				
EN3	Direct energy consumption by primary energy source	Fully	38	Environmental Performance
EN4	Indirect energy consumption by primary source	Fully	38	Environmental Performance
EN5	Energy saved due to conservation and efficiency improvements	Fully	46	Environmental Performance
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 - an intermediate product used by other industry and not a final product
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	Not		Nil quantifiable initiatives were available for reporting during the period
Water				
EN8	Total water withdrawal by source	Fully	42	Environmental Performance, a small volume of domestic water is estimated from camp occupancy figures where quantifiable data is not currently available

GRI indicator	Description	Reported	Page ref.	Cross-reference/direct answer/reason for omission
EN9	Water sources significantly affected by withdrawal of water	Partially	42	Environmental Performance, impact assessments are used to identify significant sources rather than m3, for this reason we do not report the total number of significantly affected water sources by type, indicating size in m3.
EN10	Percentage and total volume of water recycled and reused	Fully	42	Environmental Performance
Biodiversity				
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	43, 24	Environmental Performance
EN12COMM	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Fully	42-43	Environmental Performance
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Fully	43	Environmental Performance
EN13COMM	Habitats protected or restored	Fully	43	Environmental Performance
EN14COMM	Strategies, current actions, and future plans for managing impacts on biodiversity	Fully	42-43	Environmental Performance
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	42-43	Environmental Performance
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	Fully	42-43	Environmental Performance
Emissions, effluents and waste				
EN16	Total direct and indirect greenhouse gas emissions by weight	Fully	46	Environmental Performance
EN17	Other relevant indirect greenhouse gas emissions by weight	Fully	46	Environmental Performance
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	Fully	46	Environmental Performance
EN19	Emissions of ozone-depleting substances by weight	Fully	46	Environmental Performance
EN20COMM	NOx, SOx, and other significant air emissions by type and weight	Not	46	Environmental Performance, NOx emissions were not material in the reporting year, SOx emissions have not been a priority to this point based on impact assessments, prioritisation, and given the age of mining fleet (all fitted with catalytic convertors) working in an open pit environment
EN21	Total water discharge by quality and destination	Fully	42	Environmental Performance
EN22COMM	Total weight of waste by type and disposal method	Fully	40	Environmental Performance, the total amount of waste (hazardous and non-hazardous) in tonnes by type for recovery, deep well injection and composting is not applicable or zero
MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks	Fully	40	Environmental Performance, the total amount of waste (hazardous and non-hazardous) in tonnes by type for composting is not applicable
EN23COMM	Total number and volume of significant spills	Fully	38	Environmental Performance, nil occurrences in the reporting period
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	40	Environmental Performance
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	Fully	40	Environmental Performance, PanAust Operations do not discharge to water bodies or habitats of high biodiversity value, discharges are stringently managed to IFC requirements and background conditions so that there is no significant affect on water bodies discharged to
Products and services				
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	Fully	46, 48, 50, 64	Environmental Performance
EN27	Percentage of products sold and their packaging materials that are reclaimed by category	Fully	28	Environmental Performance, product sold is reported, however packaging is not applicable as PanAust product is delivered in bulk container - there is no significant packaging
Compliance				
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Fully	38, 48, 34	Environmental Performance/Stakeholder Engagement

GRI indicator	Description	Reported	Page ref.	Cross-reference/direct answer/reason for omission
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	Fully	46, 43	Environmental Performance
Overall				
EN30	Total environmental protection expenditures and investments by type	Fully	36	Environmental Performance
Social: labour practices and decent work				
Employment				
LA1	Total workforce by employment type, employment contract, and region	Fully	70-72	Respecting our People
LA2	Total number and rate of employee turnover by age group, gender, and region	Fully	76	Respecting our People
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations	Fully	75	Respecting our People, additional information is available in the 2008 Sustainability report for Laos Employees and remains unchanged
Labour/management relations				
LA4	Percentage of employees covered by collective bargaining agreements	Fully	75	Respecting our People
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements	Not		Not applicable - no collective bargaining agreements
MM4	Number of strikes and lock-outs exceeding one week's duration, by country	Fully	75	Respecting our People
Occupational health and safety				
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	Partially	75	Respecting our People, GRI Index, the percentage of the total workforce represented in formal joint management/worker health and safety committees
LA7COMM	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region	Partially	88, 60-63	Health and Safety, controlled contractors are not reported separately - they are included within the group statistics. Absentee rates (related to a workplace accident are recorded in the company reported statistics for both workers and contractors on controlled sites). General absenteeism is not recorded as an indicator of safety performance as the company provides personnel leave which includes leave for a variety of reasons unrelated to safety performance
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases	Fully	66-67, 68, 78-82, 55-56	Health and Safety, Respecting our People
LA9	Health and safety topics covered in formal agreements with trade unions	Not		GRI Index, not applicable - no collective bargaining agreements. The site selects topics based on incident trends, and as identified through risk management programs and associated job-specific training matrices
Training and education				
LA10	Average hours of training per year per employee by employee category	Fully	79	Respecting our People
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Fully	78 -80, 54-56	Respecting our People, Health and Safety, Community, employees considering retirement are eligible for participation in Community Development Programs and Training.
LA12	Percentage of employees receiving regular performance and career development reviews	Fully	78	Respecting our People
Diversity and equal opportunity				
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	70, 73, 74, 10	Respecting our People, Governance
LA14	Ratio of basic salary of men to women by employee category	Not		Sexual distinction is not a factor for determining basic salary for PanAust, and is not meaningful to aggregate the ratio of men to women
Social: Human Rights				
Investment and procurement practices				
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening	Not		Not applicable at this point
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Fully	19	Human Rights

GRI indicator	Description	Reported	Page ref.	Cross-reference/direct answer/reason for omission
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	Fully	19	Human Rights
Non-discrimination				
HR4	Total number of incidents of discrimination and actions taken	Fully	19	Human Rights
Freedom of association and collective bargaining				
HR5COMM	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	Fully	75	Respecting our People
Child labour				
HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour	Fully	74	Respecting our People
Forced and compulsory 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	19	Human Rights
Security practices				
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations	Fully	18	Human Rights
Indigenous 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	18, 52	Human Rights, Community
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken	Fully	18	Human Rights
Social: Society				
Community				
SO1COMM	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	30-34, 52-59, 27-28, 18-19	Targets, Stakeholder Engagement, Community, Economic, Governance, community development programs are selected with the consideration of the impacts on communities for closure. Closure plans and the Enterprise Risk Management process are used to consider impacts to local communities and community development programs on <u>eventual mine closure</u>
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	Fully	34, 84-85, 86	Stakeholder Engagement. Consequence Table, Glossary
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
Artisanal and small-scale mining				
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, 43	Community, Environmental Performance
Resettlement				
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Not	58	Community, no resettlement undertaken to date
Closure planning				
MM10	Number and percentage of operations with closure plans	Fully	44	Environmental Performance
Corruption				
SO2	Percentage and total number of business units analysed for risks related to corruption	Fully	18	Governance
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures	Partially		
SO4	Actions taken in response to incidents of corruption	Fully	18	Governance
Public policy				
SO5	Public policy positions and participation in public policy development and lobbying	Fully	18	Governance

GRI indicator	Description	Reported	Page ref.	Cross-reference/direct answer/reason for omission
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	Fully	18	Governance
Anti-competitive behaviour				
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	Fully	18	Governance
Compliance				
SO8COMM	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Fully	18	Governance
Social: product responsibility				
Materials Stewardship				
MM11	Programs and progress relating to materials stewardship	Fully	46, 48, 50, 64	Environmental Performance, Health and Safety
Customer health and safety				
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		Not applicable to PanAust products being copper and 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	38, 48	Environmental Performance
Product and service labelling				
PR3	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements	Fully	48	Environmental Performance, sourcing of components of the products is not a requirement of the MSDS procedures, service information is not relevant
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	48	Environmental Performance
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	Fully	48	Environmental Performance
Marketing communications				
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship	Not		Not applicable to PanAust products being copper and gold concentrate and gold doré
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	48	Environmental Performance
Customer privacy				
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	Fully	50	Environmental Performance
Compliance				
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Fully	50	Environmental Performance