

GRI index

Global Reporting Initiative (GRI) G3 Content Assessment.

Referenced page numbers refer to our printed Integrated Annual Report for 2020 which is also available in pdf format on our website, the other references are to our online integrated report for 2020 on our website which contains additional information and information in other areas of our website.

STANDARD DISCLOSURES PART I: Profile Disclosures

1. Strategy and Analysis

Profile Disclosure	Description	Reference	Section
1.1	Statement from the most senior decision-maker of the organization	40-41	Chairman's report
1.2	Description of key impacts, risks, and opportunities.	2-3 , 4-5 , 6-7 , 58 , 8-9	Organisation al overview and business model, Our operating context; Material issues, Approach to risk management

2. Organisational Profile

2.1	Name of the organization.	FC	Front cover
2.2	Primary brands, products, and/or services.	2-7 , 60 , 18-21	Organisation al overview and business model, Our operating context;
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	2 , 60-61	Organisation al overview ;
2.4	Location of organisation's headquarters .	iBC , and online	Corporate information
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	2 , 18-21 , 6-7	Organisation al overview and business model Our operating context; Manufactured capital
2.6	Nature of ownership and legal form.	1 , 2 , 60-61 , 63	About this report

2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	6-7, 10-13	Our operating context; Chief Executive Officer's strategic review;
2.8	Scale of the reporting organization.	2, 3, 4, 6, 6-7, 10-14, 14-17, 34	Group condensed statement of comprehensive income The total workforce of Glencore-Merafe Chrome Venture by employment contract
2.9	Significant changes during the reporting period regarding size, structure, or ownership .	1, 3, 60-61, 40-41	About this report
2.10	Awards received in the reporting period.	1, 2, 40-41	About this report, Chairman's
3. Report Parameters			
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	1, 14-17, 60-61	About this report
3.2	Date of most recent previous report (if any).	1	About this report
3.3	Reporting cycle (annual, biennial, etc.)	FC, 1	Front cover
3.4	Contact point for questions regarding the report or its contents.	IFC	Corporate information
3.5	Process for defining report content .	1 , 8-9, 59	About this report, Material issues
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	1, 59	About this report
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	1, 59	About this report
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 organizations.	1, 2, 60-61	About this report
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	1, 4, 8-9, 30-35	Human capital

	decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.		
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).	22-26, 60-61	Greenhouse gas emissions (GHGs) and energy use
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	1	About this report
3.12	Table identifying the location of the Standard Disclosures in the report.	Available on our website	
3.13	Policy and current practice with regard to seeking external assurance for the report.	1, 50, 40-41	Chairman's report; Sustainability review and assurance
4. Governance, Commitments, and Engagement			
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	39, 42-49	Our approach to governance
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	40-41, 42-43, 44-48	Directorate, Chairman's report
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	40-41, 42-43, 60-61	Directorate, Our approach to governance
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	40-41, 42-49, 5, 65	Chairman's report. Social, Ethics & transformation Committee, Stakeholder engagement table in online integrated report for 2020
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	50-57	Abridged remuneration report
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	39, 42-49 and website	Reporting in terms of Section 3.84 of the JSE; Our approach

			to governance in our online integrated report for 2020
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	40-41 , 42-49	Remuneration and Nomination Committee,
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.	44-45 , 41 , 46 , 47 , 48 and website	Social, Ethics and Transformation Committee report, Ethics section of online integrated report for 2020
4.9	Procedures of the highest governance body for overseeing the organization'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.	7-8 , 48 , 8-9 , 58 , 49 integrated report for and our online 2020	Social, Ethics and Transformation Committee report, Ethics section of online integrated report for 2020
4.10	Processes for evaluating the highest governance body's own performance , particularly with respect to economic, environmental, and social performance.	37 , 44-45 , 46-49	Our approach to governance
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	8-9 , 58 , 44-45	Material issues
4.12	Externally developed economic, environmental, and social charters , principles, or other initiatives to which the organization subscribes or endorses.	30-35	Human rights
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	22 , also stakeholder engagement table on our website	Externally developed principles, charters and initiatives which Merafe and Venture subscribe
4.14	List of stakeholder groups engaged by the organization.	4 , 8-9 , 58	Stakeholders
4.15	Basis for identification and selection of stakeholders with whom to engage.	4 and on website	Stakeholders and Stakeholder

			engagement table which forms part of our online integrated report for 2020
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	4, 8-9, 26, 29 , and on our website stakeholder engagement	Engagement with stakeholders, stakeholder responsiveness and the stakeholder engagement table which forms part of our online integrated report
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	8-9, 58 and website	Stakeholders and stakeholder engagement table which forms part of our online integrated report
STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)			
G3 DMA			
DMA EC	Disclosure on Management Approach EC	8-9, 10-12, 14-16, 39-44, 58	Strategic Review, Financial capital and Governance
DMA EN	Disclosure on Management Approach EN	22-26 and online integrated report for 2020	Incidents and compliance
DMA LA	Disclosure on Management Approach LA	30-35 , and our online integrated report for 2020	Human capital
DMA HR	Disclosure on Management Approach HR	30-35 and our online integrated	Respecting the rights of

		report for 2020	communities; Human rights
DMA SO	Disclosure on Management Approach SO	36-38 and our online integrated report for 2020	Social capital
DMA PR	Disclosure on Management Approach PR	Natural capital section of our online integrated report for 2020	Product stewardship
STANDARD DISCLOSURES PART III: Performance Indicators			
Economic			
Performance Indicator			
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.	14-17	Statement of comprehensive income and value added statement
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change .	22-26 and our online integrated report for 2020	The risks associated with climate change
EC3	Coverage of the organisation's defined benefit plan obligations.	Our online integrated report for 2020	Employee benefits
EC4	Significant financial assistance received from government .	N/A	N/A
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	N/A	N/A
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	37-38	Procurement
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	30-35	Job creation and skills development
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	34-35 and our online integrated report for 2020	Socio - economic development

EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	36 , and our online integrated report for 2020	Social - economic development
Environmental			
EN1	Materials used by weight or volume.	22	Water
EN2	Percentage of materials used that are recycled input materials .	Natural capital section of our online integrated report for 2020	Waste
EN3	Direct energy consumption by primary energy source.	22-24 Natural section of our online integrated report for 2020	Natural capital
EN4	Indirect energy consumption by primary source.	Online integrated report for 2020	Natural capital
EN5	Energy saved due to conservation and efficiency improvements.	5 , 22-26	Five year historical review and Manufactured capital
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	22-26 and our online integrated report for 2020	Natural capital
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	22-26 and our online integrated report for 2020	Natural capital
EN8	Total water withdrawal by source.	25	The Venture's water usage
EN9	Water sources significantly affected by withdrawal of water.	25	Water use and availability
EN10	Percentage and total volume of water recycled and reused.	25	Water

EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas .	Our online integrated report for 2020	Biodiversity and land management
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	N/A	N/A
EN13	Habitats protected or restored.	N/A	N/A
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity .	Our online integrated report for 2020	Biodiversity and land management
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	N/A	N/A
EN16	Total direct and indirect greenhouse gas emissions by weight.	26	Natural capital
EN17	Other relevant indirect greenhouse gas emissions by weight.	N/A	N/A
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	22-26 and our online integrated report for 2020	Natural capital
EN19	Emissions of ozone-depleting substances by weight.	N/A	N/A
EN20	NOx, SOx, and other significant air emissions by type and weight.	26 , Our online integrated report for 2020	Managing emissions
EN21	Total water discharge by quality and destination.	N/A	N/A
EN22	Total weight of waste by type and disposal method.	26 , Our online integrated report for 2020	Natural capital, Waste
EN23	Total number and volume of significant spills .	26 , Our online integrated report for 2020	Incidents and compliance
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.	N/A	N/A
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	N/A	N/A

EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation .	N/A	N/A
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Our online integrated report for 2020	Product stewardship
EN28	Monetary value of significant fin es and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	25-26	Incidents and compliance
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	N/A	N/A
EN30	Total environmental protection expenditures and investments by type.	N/A	N/A
Social: Labour Practices and Decent Work			
LA1	Total workforce by employment type, employment contract, and region.	34	The total workforce of Venture by employment contract
LA2	Total number and rate of employee turnover by age group, gender, and region.	N/A	N/A
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Our online integrated report for 2020	Employee benefits
LA4	Percentage of employees covered by collective bargaining agreements .	33 , 29	Labour relations
LA5	Minimum notice periods regarding significant operational changes, including whether it is specified in collective agreements.	N/A	N/A
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.	30-35	Accountability
LA7	Rates of injury , occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	3 , 5 , 30-35	Safety
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases .	36-38 and our online integrated report for 2020	Human capital
LA9	Health and safety topics covered in formal agreements with trade unions .	30-35	Accountability
LA10	Average hours of training per year per employee by employee category.	35	Development and training

LA11	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	30-35, 36-37	Human capital
LA12	Percentage of employees receiving regular performance and career development reviews.	Our online integrated report for 2020	Our approach
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	34	Human capital and Governance
LA14	Ratio of basic salary of men to women by employee category.	34 and our online integrated report for 2020	Our approach to our employees and Employee remuneration
Social: Human Rights			
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening .	N/A	N/A
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	35	Ethics
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.	35	Development and training
HR4	Total number of incidents of discrimination and actions taken.	Our online integrated report for 2020	Social capital: Our approach
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.	Our online integrated report for 2020	Social capital: Our approach
HR6	Operations identified as having significant risk for incidents of child labour , and measures taken to contribute to the elimination of child labour.	Our online integrated report for 2020	Social capital: Our approach
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.	Our online integrated report for 2020	Social capital: Our approach

HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.	N/A	N/A
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Our online integrated report for 2020	Social capital: Our approach
Social: Society			
SO1	Nature, scope, and effectiveness of any programmes and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting .	37-38	Respecting the rights of communities
SO2	Percentage and total number of business units analysed for risks related to corruption .	37-38	Ethics
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	35	Ethics
SO4	Actions taken in response to incidents of corruption.	38	Ethics
SO5	Public policy positions and participation in public policy development and lobbying.	Our online integrated report for 2020	Externally developed principles, charters and initiatives to which Merafe and the Venture subscribe
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	N/A	N/A
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	N/A	N/A
SO8	Monetary value of significant finances and total number of non-monetary sanctions for non-compliance with laws and regulations.	N/A	N/A
Social: Product Responsibility			
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.	Our online integrated report for 2020	Product stewardship
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.	N/A	N/A
PR3	Type of product and service information required by procedures , and percentage of significant products and services subject to such information requirements.	N/A	N/A

PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling , by type of outcomes.	N/A	N/A
PR5	Practices related to customer satisfaction , including results of surveys measuring customer satisfaction.	N/A	N/A
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications , including advertising, promotion, and sponsorship.	N/A	N/A
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.	N/A	N/A
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data .	N/A	N/A
PR9	Monetary value of significant fin es for non-compliance with laws and regulations concerning the provision and use of products and services.	N/A	N/A