



	FY2003	FY2004
REPORT SCOPE		
2.10 Contact person (name and contact details)	EHSC	IFC
2.11 Reporting period	EHSC	Pg 5
2.12 Date of most recent previous report	EHSC	Pg 5
2.13 Boundaries of report and specific limitations of scope	EHSC	Pg 5
2.14 Significant changes in size, structure, ownership or products/services since previous report	EHSC + AFR	AFR
2.15 Basis for reporting joint ventures, subsidiaries, leased facilities, outsourced operations, etc.	EHSC + AFR	Pg 5, AFR
2.16 Explanation of nature and effect of re-statements of information in earlier reports and reasons for re-statement	EHSC	AFR
REPORT PROFILE		
2.17 Decisions not to apply GRI principles or protocols	EHSC	Pg 5
2.18 Criteria/definitions used in accounting for environmental, economic and social costs and benefits	AFR	AFR
2.19 Significant changes from previous years in measurement methods used for economic, environmental and social information	EHSC	–
2.20 Policies and internal practices to enhance and provide assurance regarding accuracy, completeness and reliability of information in the report	X	X
2.21 Policy and current practice with regard to independent assurance	X	X
2.22 Means for obtaining additional information and reports on organization's economic, environmental and social activities	X	X

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GOVERNANCE STRUCTURE AND MANAGEMENT SYSTEMS		
STRUCTURE AND GOVERNANCE		
3.1 Governance structure of the organization (major committees under board of directors)	AFR	AFR
3.2 Percentage of board of directors that are independent, non-executive directors	AFR	AFR
3.3 Process for determining expertise of board members (strategic direction + environmental and social risks and opportunities)	AFR	AFR
3.4 Board-level process for overseeing identification and management of economic, environmental and social risks and opportunities	AFR	Pg 23, AFR
3.5 Link between executive compensation and achievement of organization's financial and non-financial goals	X	X
3.6 Organizational structure and key individuals responsible for oversight, implementation and audit of economic, environmental, social and related policies	AFR	AFR
3.7 Mission and values statement, codes of conduct, policies relevant to economic, environmental and social performance	EHSC + AFR	Pg 3
3.8 Mechanisms for shareholders to provide recommendations/ direction to board of directors	AFR	AFR
STAKEHOLDER ENGAGEMENT		
3.9 Basis for identifying and selecting major stakeholders	X	X
3.10 Approaches to stakeholder consultation (frequency of consultations by type and stakeholder group)	X	X
3.11 Type of information generated by stakeholder consultations	X	X
3.12 Use of information resulting from stakeholder engagements	X	X
OVERARCHING POLICIES AND MANAGEMENT SYSTEMS		
3.13 Explanation of whether and how precautionary approach/principle is addressed	EHSC + AFR	Pg 27
3.14 Externally developed, voluntary economic, environmental and social charters, principles or initiatives endorsed by the organization	AFR	Pg 21

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3.15 Principal memberships in industry and business associations and/or national/international advocacy organizations	X	X
3.16 Policies and/or systems for managing upstream and downstream impacts	X	Pg 27
3.17 Organization's approach to managing indirect economic environmental and social impacts resulting from its activities	X	*
3.18 Major decisions during reporting period regarding location of or changes in operations	–	–
3.19 Programmes and procedures pertaining to economic, environmental and social performance	EHSC	*
3.20 Status of certification pertaining to economic, environmental and social management systems	EHSC	*
ECONOMIC PERFORMANCE INDICATORS		
DIRECT ECONOMIC IMPACTS		
Customers		
EC1 Net sales	AFR	AFR
EC2 Geographic breakdown of markets	AFR	AFR
Suppliers		
EC3 Costs of all goods, materials and services provided	AFR	AFR
EC4 Percentage of contracts paid in accordance with agreed terms, excluding agreed penalty arrangements	AFR	AFR
EC11 <i>Supplier breakdown by organization and country</i>	AFR	AFR
Employees		
EC5 Total payroll and benefits	AFR	Pg 6, AFR
Providers of capital		
EC6 Distributions to providers of capital (analysed)	AFR	AFR
EC7 Increase/decrease in retained earnings for period	AFR	AFR
Public sector		
EC8 Total sum of taxes of all types paid (by country)	AFR	AFR
EC9 Subsidies received (by country or region)	AFR	AFR
EC10 Donations to community, civil society and other groups (cash/in-kind, by group)	AFR	AFR
EC12 <i>Total spent on non-core business infrastructure development</i>	AFR	AFR

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	FY2003	FY2004
INDIRECT ECONOMIC IMPACTS		
<i>EC13 Organization's indirect economic impacts</i>	X	X
ENVIRONMENTAL PERFORMANCE INDICATORS		
Materials		
EN1 Total materials used other than water, by type	EHSC	Pg 102
EN2 Percentage of materials used that are wastes from sources external to the organization	EHSC	X
Energy		
EN3 Direct energy use, segmented by primary source	EHSC	Pg 28, 32, 102, 103
EN4 Indirect energy use	EHSC	Pg 102, 103
<i>EN17 Initiatives to use renewable energy sources and increase energy efficiency</i>	•	•
<i>EN18 Energy consumption footprint of major products</i>	•	•
<i>EN19 Other indirect energy use and implications and use of energy-intensive materials</i>	•	•
Water		
EN5 Total water use	EHSC	Pg 30, 33, 102,103
<i>EN20 Water sources and related ecosystems/habitats affected by use of water</i>	EHSC	*
<i>EN21 Annual withdrawals of ground and surface water as percent of annual renewable quantity of water available from sources (by region)</i>	EHSC	*
<i>EN22 Total recycling and reuse of water</i>	EHSC	*
Biodiversity		
EN6 Location and size of land owned, leased or managed in biodiversity-rich habitats	X	X
EN7 Description of major impacts on biodiversity associated with activities and/or products/services	X	X
<i>EN23 Total amount of land owned, leased or managed for production activities or extractive use</i>	AFR	AFR
<i>EN24 Amount of impermeable surface as percentage of land purchased or leased</i>	X	X
<i>EN25 Impacts of activities and operations on protected and sensitive areas</i>	X	X
<i>EN26 Changes to natural habitats resulting from activities and operations and percentage of habitat protected or restored</i>	EHSC	*

	FY2003	FY2004
EN27 Objectives, programmes and targets for protecting and restoring native ecosystems	X	X
EN28 Number of UCN Red List species with habitats in areas affected by operations	–	–
EN29 Business units currently operating or planning operations in or around protected or sensitive areas	X	X
Emissions, Effluents and Waste		
EN8 Greenhouse gas emissions (by specific gas types)	EHSC	Pg 33, 102, 103
EN9 Use and emissions of ozone-depleting substances	X	X
EN10 Nitrous oxide and sulphur oxide air emissions by type	EHSC	Pg 33, 102, 103
EN11 Total amount of waste by type and destination	EHSC	*
EN12 Significant discharges to water by type	–	–
EN13 Significant spills of chemicals, oils and fuels	X	–
EN30 Other relevant indirect greenhouse gases	EHSC	Pg 102, 103
EN31 Production, transport import or export of waste deemed “hazardous”	X	X
EN32 Water sources and related ecosystems/habitats affected by discharges of water and runoff	EHSC	*
Suppliers		
EN33 Performance of suppliers relative to environmental components of programmes and procedures in section 3.16	•	•
Products and services		
EN14 Significant environmental impacts of principal products and services	EHSC	Pg 16, 17
EN15 Percentage of weight of products sold that is reclaimable at the end of the product’s useful life and the percentage that is actually claimed	X	•
Compliance		
EN16 Incidents and fines for non-compliance with all applicable legislation, etc.	X	X
Transport		
EN34 Significant environmental impacts of transportation used for logistical purposes	X	•
Overall		
EN35 Total environmental expenditures by type	AFR	AFR

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	FY2003	FY2004	
SOCIAL PERFORMANCE INDICATORS			
LABOUR PRACTICES AND DECENT WORK			
Employment			
LA1	Breakdown of workforce by region/country, status, employment type, employment contract. Also contract workers	X	Pg 62 to 67
LA2	Net employment creation and average turnover	X	AFR
LA12	<i>Employee benefits beyond those legally mandated</i>	AFR	Pg 62 to 67
Labour/Management Relations			
LA3	Percentage of employees represented by independent trade union organizations or other employee representatives	X	Pg 62 to 67
LA4	Policy and procedures involving information, consultation and negotiation with employees over changes in the reporting organization's operations	X	X
LA13	<i>Provision for formal worker representation in decision-making or management, including corporate governance</i>	AFR	AFR
Health and Safety			
LA5	Practices on recording and notification of occupational accidents and diseases	EHSC	*
LA6	Description of formal joint health and safety committees	EHSC	Pg 53
LA7	Standard injury, lost day and absentee rates and number of work-relate fatalities	EHSC	Pg 54 to 58
LA8	Policies or programmes on HIV/AIDS	EHSC	Pg 47 to 50
LA14	<i>Evidence of substantial compliance with ILO guidelines for occupational health management systems</i>	EHSC	Pg 42 to 44
LA15	<i>Formal agreements with trade unions or other employee representatives regarding health and safety at work and proportion of workforce covered by such agreements</i>	X	X
Training and Education			
LA9	Average hours of training per year per employee by category of employee	AFR	Pg 68 to 72
LA16	<i>Programmes to support continued employability of employees and to manage career endings</i>	X	Pg 68 to 72
LA17	<i>Specific policies and programmes for skills management or for life-long learning</i>	X	Pg 68 to 72

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Diversity and Opportunity		
LA10 Equal opportunity policies or programmes as well as monitoring systems to ensure compliance (and results of monitoring)	AFR	Pg 24, 62 to 67 87
LA11 Composition of senior management and corporate governance bodies, including male/female ratios and other culturally appropriate indicators of diversity	AFR	Pg 62, 63, 65
HUMAN RIGHTS		
Strategy and Management		
HR1 Policies, guidelines, corporate structure and procedures to deal with human rights relevant to operations	X	Pg 75
HR2 Evidence of consideration of human rights impacts as part of investment and procurement decisions	X	X
HR3 Policies and procedures to evaluate and address human rights performance within the supply chain and contractors	X	X
HR8 <i>Employee training on policies and practices concerning all aspects of human rights</i>	X	X
Non-discrimination		
HR4 Global policy and procedures/programmes preventing all forms of discrimination Freedom of Association and Collective Bargaining	AFR	Pg 75, AFR
HR5 Freedom of association policy and extent to which this policy is universally applied independent of local laws	X	Pg 75
Child Labour		
HR6 Policy excluding child labour as defined by ILO Convention 138	X	X
Forced and Compulsory Labour		
HR7 Policy to prevent forced and compulsory labour (as per ILO Convention Article 29)	X	X
Disciplinary Practices		
HR9 <i>Description of appeal practices, including human rights issues</i>	X	X
HR10 <i>Non-retaliation policy and effective, confidential employee grievance system</i>	X	X
Security Practices		
HR11 <i>Human rights training for security personnel</i>	X	X

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Indigenous Rights		
HR12 Policies, guidelines and procedures to address needs of indigenous people	EHSC	Pg 75, 82
HR13 Jointly managed community grievance mechanisms/ authority	X	X
HR14 Share of operating revenues redistributed to local communities	X	Pg 89, AFR
Community		
SO1 Policies to manage impacts on communities in areas affected by activities	EHSC	Pg 27, 77, 78
SO4 Awards received relevant to social, ethical and environmental performance	EHSC	Pg 100
Bribery and Corruption		
SO2 Policy, procedures/management systems and compliance mechanisms to address bribery and corruption	X	Pg 75
Political Contributions		
SO3 Policy, procedures/management systems and compliance mechanisms for managing political lobbying and contributions	X	Pg 75
SO5 Amount of money paid to political parties and institutions that fund political parties or their candidates	-	-
Competition and Pricing		
SO6 Court decisions regarding anti-trust and monopoly regulations	-	-
SO7 Policy, procedures/management systems and compliance mechanisms for preventing anti-competitive behaviour	-	-
PRODUCT RESPONSIBILITY		
Customer Health and Safety		
PR1 Policy for preserving customer health and safety during use of products and services	X	X
PR4 Number and type of instances of non-compliance with regulations concerning customer health and safety (including penalties and fines)	EHSC	X
PR5 Number of complaints upheld by regulator or official bodies that regulate health and safety or products and services	-	-
PR6 Voluntary code compliance, product labels or awards with respect to social and/or environmental responsibility	X	X

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PR2 Policy, procedures/management systems and compliance mechanisms relating to product information and labelling	–	–
PR7 <i>Number and type of instances of non-compliance (including penalties and fines)</i>	–	–
PR8 <i>Policy, procedures/management systems and compliance mechanisms relating to customer satisfaction surveys.</i>	EHSC	*
Advertising		
PR9 <i>Policies, procedures/management systems and compliance mechanisms for adherence to standards and voluntary codes relating to advertising</i>	X	X
PR10 <i>Number and type of breaches of advertising and marketing regulations</i>	X	X
Respect for Privacy		
PR3 Policy, procedures/management systems and compliance mechanisms for consumer privacy	X	X
PR11 <i>Number of substantiated complaints regarding breaches of consumer privacy</i>	X	X