



REPORTING IN LINE  
WITH GRI  
APPENDIX 7 2015



# APPENDIX 7: REPORTING IN LINE WITH GRI

The Global Reporting Initiative's G4 (GRI G4) guidelines have been adopted as the basis for the DRDGOLD Integrated Report 2015 and Appendices 1 to 7 which contain supplementary information. The company has reported in accordance with the core option. KPMG has provided limited assurance (LA) on selected information – see the KPMG assurance report in Appendix 6.

## GENERAL STANDARD DISCLOSURES

General Standard Disclosures	IR page and/or Appendix (App) number, page
<b>STRATEGY AND ANALYSIS</b>	
G4-1: Provide a statement from the most senior decision-maker of the organisation (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability	2, 3 18, 19
<b>ORGANISATIONAL PROFILE</b>	
G4-3: Report the name of the organisation	4
G4-4: Report the primary brands, products, and services	4, 6, 8
G4-5: Report the location of the organisation's headquarters	4
G4-6: Report the number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report	4
G4-7: Report the nature of ownership and legal form	5
G4-8: Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	8
G4-9: Report the scale of the organisation, including:	
a. Total number of employees	5
b. Total number of operations	4
c. Net sales (for private sector organisations) or net revenues (for public sector organisations)	21
d. Total capitalisation broken down in terms of debt and equity (for private sector organisations)	5, 21
e. Quantity of products or services provided	9
G4-10: Report the composition of the workforce, including:	
a. Report the total number of employees by employment contract and gender	5 and App 3: 4
b. Report the total number of permanent employees by employment type and gender	App 3: 4
c. Report the total workforce by employees and supervised workers and by gender	App 3: 4
d. Report the total workforce by region and gender	5 and App 3: 4
e. Report whether a substantial portion of the organisation's work is performed by workers who are legally recognised as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors	5
f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries)	5

General Standard Disclosures	IR page and/or Appendix (App) number, page
<b>ORGANISATIONAL PROFILE</b> continued	
G4-11: Report the percentage of total employees covered by collective bargaining agreements	App 3: 5
G4-12: Describe the organisation's supply chain	27
G4-13: Report any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain, including:	
a. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions	None
b. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organisations)	5, Note 17.1 AFS
c. Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination	27
G4-14: Report whether and how the precautionary approach or principle is addressed by the organisation	12, 13
G4-15: List externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses	IFC, 40, 42 and App 3: 3, App 5:3
G4-16: List memberships of associations (such as industry associations) and national or international advocacy organisations in which the organisation:	
• Holds a position on the governance body	n/a
• Participates in projects or committees	n/a
• Provides substantive funding beyond routine membership dues	n/a
• Views membership as strategic	n/a
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>	
G4-17:	
a. List all entities included in the organisation's consolidated financial statements or equivalent documents	4, 5, Note 12 AFS
b. Report whether any entity included in the organisation's consolidated financial statements or equivalent documents is not covered by the report	IFC
G4-18:	
a. Explain the process for defining the report content and the aspect boundaries	IFC
G4-19: List all the material aspects identified in the process for defining report content	16, 17
G4-20: For each material aspect, report the aspect boundary within the organisation, as follows:	
• Report whether the aspect is material within the organisation	IFC
If the aspect is not material for all entities within the organisation (as described in G4-17), select one of the following two approaches and report either:	
• The list of entities or groups of entities included in G4-17 for which the aspect is not material or	n/a
• The list of entities or groups of entities included in G4-17 for which the aspects is material	n/a
Report any specific limitation regarding the aspect boundary within the organisation	IFC
G4-21: For each material aspect, report the aspect boundary outside the organisation, as follows:	
• Report whether the aspect is material outside of the organisation	n/a
• If the aspect is material outside of the organisation, identify the entities, groups of entities or elements for which the aspect is material. In addition, describe the geographical location where the aspect is material for the entities identified	n/a
• Report any specific limitation regarding the aspect boundary outside the organisation	n/a
G4-22: Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements	App: 6: 2
G4-23: Report significant changes from previous reporting periods in the scope and aspect boundaries	None, IFC

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General Standard Disclosures	IR page and/or Appendix (App) number, page
<b>STAKEHOLDER ENGAGEMENT</b>	
G4-24: Provide a list of stakeholder groups engaged by the organisation	10, 11 and App 1:1
G4-25: Report the basis for identification and selection of stakeholders with whom to engage	IFC, 10, 11
G4-26: Report the organisation's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	10, 11 and App 1
G4-27: Report 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. Report the stakeholder groups that raised each of the key topics and concerns	10, 11, 16, 17 App 1
<b>REPORT PROFILE</b>	
G4-28: Reporting period (such as fiscal or calendar year) for information provided	IFC
G4-29: Date of most recent previous report (if any)	IFC
G4-30: Reporting cycle (such as annual, biennial)	IFC
G4-31: Provide the contact point for questions regarding the report or its contents	IFC
G4-32: "In accordance" option:	
a. Report the 'in accordance' option the organisation has chosen	IFC
b. Report the GRI content index for the chosen option	App 7
c. Report the reference to the external assurance report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the guidelines	IFC and App 6
G4-33: Assurance:	
a. Report the organisation's policy and current practice with regard to seeking external assurance for the report	App 5:10
b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided	App 6
c. Report the relationship between the organisation and the assurance providers	App 6
d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organisation's sustainability report	App 6

General Standard Disclosures

**GOVERNANCE**

**GOVERNANCE STRUCTURE AND COMPOSITION**

G4-34: Report the governance structure of the organisation, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts	40 – 42 and App 5: 3
G4-35: Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees	App 5: 3
G4-36: Report whether the organisation has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body	32, 45 and App 5: 3
G4-38: Report the composition of the highest governance body and its committees by:	
• Executive or non-executive	40, 44 – 45
• Independence	40, 44 – 45
• Tenure on the governance body	44 – 45
• Number of each individual's other significant positions and commitments, and the nature of the commitments	44 – 45
• Gender	44 – 45
• Membership of under-represented social groups	44 – 45
• Competences relating to economic, environmental and social impacts	App 5
• Stakeholder representation	44 – 45
G4-39: Report whether the chair of the highest governance body is also an executive officer (and, if so, his or her function within the organisation's management and the reasons for this arrangement)	40 and App 5: 5
G4-40: Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members, including:	
• Whether and how diversity is considered	40
• Whether and how independence is considered	40 and App 5: 6
• Whether and how expertise and experience relating to economic, environmental and social topics are considered	App 5: 3
• Whether and how stakeholders (including shareholders) are involved	40
G4-41: Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum:	
• Cross-board membership	40
• Cross-shareholding with suppliers and other stakeholders	40
• Existence of controlling shareholder	40
• Related party disclosures	40

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General Standard Disclosures	IR page and/or Appendix (App) number, page
<b>GOVERNANCE</b> <i>continued</i>	
<b>HIGHEST GOVERNANCE BODY'S ROLE IN SETTING PURPOSE, VALUES, AND STRATEGY</b>	
G4-42: Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organisation's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts	App 5: 3
<b>HIGHEST GOVERNANCE BODY'S COMPETENCIES AND PERFORMANCE EVALUATION</b>	
G4-43: Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics	App 5: 3
G4-44:	
a. Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a self-assessment	App 5: 6
b. Report actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organisational practice	App 5: 6
<b>HIGHEST GOVERNANCE BODY'S ROLE IN RISK MANAGEMENT</b>	
G4-45:	
a. Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes	App 5: 3
b. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities	IFC and App 5: 3
G4-46: Report the highest governance body's role in reviewing the effectiveness of the organisation's risk management processes for economic, environmental and social topics	App 5: 4, 5
G4-47: Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities	IFC and App 5: 4
<b>HIGHEST GOVERNANCE BODY'S ROLE IN SUSTAINABILITY REPORTING</b>	
G4-48: Report the highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material aspects are covered	IFC and App 5: 1, 7, 8, 10
G4-50: Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them	Throughout this report and appendices

General Standard Disclosures

**GOVERNANCE** continued

**REMUNERATION AND INCENTIVES**

G4-51:

a. Report the remuneration policies for the highest governance body and senior executives for the below types of remuneration: 46 – 49

- Fixed pay and variable pay
- Performance-based pay
- Equity-based pay
- Bonuses
- Deferred or vested shares
- Sign-on bonuses or recruitment incentive payments
- Termination payments
- Clawbacks
- Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees

b. Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives 46 – 49

G4-52: Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organisation 46 – 49

**ETHICS AND INTEGRITY**

G4-56: Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics 42, App 5: 4

G4-57: Report the internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organisational integrity, such as helplines or advice lines 10, 42, App 1: 3, App 5: 4 – 10

G4-58: Report the internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters related to organisational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines 10, App 1: 3

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## SPECIFIC STANDARD DISCLOSURES

DMA and indicators	Page
<b>ECONOMIC</b>	
<b>ECONOMIC PERFORMANCE</b>	
G4-EC1: Direct economic value generated and distributed	20
<b>INDIRECT ECONOMIC IMPACTS</b>	
G4-EC7: Development and impact of infrastructure investments and services supported	20 and App 4: 1 – 4
G4-EC8: Significant indirect economic impacts, including the extent of impacts	20 and App 4: 1 – 4
<b>PROCUREMENT PRACTICES</b>	
G4-EC9: Proportion of spending on local suppliers at significant locations of operation	27
<b>ENVIRONMENTAL</b>	
<b>MATERIALS</b>	
G4-EN1: Materials used by weight or volume	App 2: 3, 4, 5
G4-EN2: Percentage of materials used that are recycled input materials	30 – 31
<b>ENERGY</b>	
G4-EN3: Energy consumption within the organisation	App 2: 3, 4
G4-EN4: Energy consumption outside of the organisation	App 2: 3, 4
G4-EN5: Energy intensity	App 2: 3, 4
G4-EN6: Reduction of energy consumption	App 3: 3
<b>WATER</b>	
G4-EN8: Total water withdrawal by source	30, 31
G4-EN9: Water sources significantly affected by withdrawal of water	30, 31
G4-EN10: Percentage and total volume of water recycled and reused	30, 31
<b>EMISSIONS</b>	
G4-EN15: Direct greenhouse gas (GHG) emissions (scope 1)	App 2: 4
G4-EN16: Energy indirect greenhouse gas (GHG) emissions (Scope 2)	App 2: 4
G4-EN17: Other indirect greenhouse gas (GHG) emissions (Scope 3)	App 2: 4
G4-EN18: Greenhouse gas (GHG) emissions intensity	App 2: 4
G4-EN19: Reduction of greenhouse gas (GHG) emissions	App 2: 4
<b>EFFLUENTS AND WASTE</b>	
G4-EN22: Total water discharge by quality and destination	30, 31
G4-EN23: Total weight of waste by type and disposal method	30, 31
G4-EN24: Total number and volume of significant spills	App 2: 1
G4-EN26: Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organisation's discharges of water and runoff	30, 31



DMA and indicators	Page
<b>ENVIRONMENTAL</b> continued	
<b>COMPLIANCE</b>	
G4-EN29: Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	None
G4-EN31: Total environmental protection expenditures and investments by type	App 2: 6
<b>SOCIAL: LABOUR PRACTICES AND DECENT WORK</b>	
<b>EMPLOYMENT</b>	
G4-LA1: Total number and rates of new employee hires and employee turnover by age group, gender, and region	App 3: 4
G4-LA2: Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	32, 33 and App 3
<b>OCCUPATIONAL HEALTH AND SAFETY</b>	
G4-LA5: Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes	34, App 3
G4-LA6: Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work related fatalities, by region and by gender	34, 35, App 3
G4-LA7: Workers with high incidence or high risk of diseases related to their occupation	App 3: 10, 11
<b>TRAINING AND EDUCATION</b>	
G4-LA9: Average hours of training per year per employee by gender, and by employee category	33, App 3: 11 – 13
G4-LA10: Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	33, App 3: 14 – 19
G4-LA11: Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	App 3: 14 – 17
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>	
G4-LA12: Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	App 3: 3
<b>SUPPLIER ASSESSMENT FOR LABOUR PRACTICES</b>	
G4-LA15: Significant actual and potential negative impacts for labour practices in the supply chain and actions taken	None
<b>LABOUR PRACTICES GRIEVANCE MECHANISMS</b>	
G4-LA16: Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	None
<b>SOCIAL: HUMAN RIGHTS</b>	
<b>INVESTMENT</b>	
G4-HR1: Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	None
<b>NON-DISCRIMINATION</b>	
G4-HR3: Total number of incidents of discrimination and corrective actions taken	None

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DMA and indicators	Page
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>	
G4-HR4: Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	None
<b>CHILD LABOUR</b>	
G4-HR5: Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour	None
<b>FORCED OR COMPULSORY LABOUR</b>	
G4-HR6: Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour	None
<b>ASSESSMENT</b>	
G4-HR9: Total number and percentage of operations that have been subject to human rights reviews or impact assessments	None
<b>SOCIAL: SOCIETY</b>	
<b>LOCAL COMMUNITIES</b>	
G4-SO1: Percentage of operations with implemented local community engagement, impact assessments, and development programmes	10, 11, App 1
G4-SO2: Operations with significant actual or potential negative impacts on local communities	Throughout this report
<b>ANTI-CORRUPTION</b>	
G4-SO3: Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	42
G4-SO4: Communication and training on anti-corruption policies and procedures	App 5
G4-SO5: Confirmed incidents of corruption and actions taken	None
<b>COMPLIANCE</b>	
G4-SO8: Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	None



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