

Aspect	General standard disclosures	Materiality boundary 1: Which operations is the aspect material to?	Materiality boundary 2: Where is it meaningful to report on this aspect?	Disclosure in report	Page / Reason for omission	Inclusion in Local reports
Governance and Ethics						
Strategy and Analysis	G4-1 CEO Letter	All operations	Global and local	Yes	Letter from our CEO and Chairman	
Organisational Profile	G4-3 Name of organisation	All operations	Global and local	a. Yes	Form 20F p.1, About ArcelorMittal	
	G4-4 Primary brands, products and services	All operations	Global and local	a. Yes	Form 20F p.56	
	G4-5 Location of the organization's headquarters	All operations	Global and local	a. Yes	http://corporate.arcelormittal.com/site-services/contact-us	
	G4-6 Countries and operation	All operations	Global and local	a. Yes	http://corporate.arcelormittal.com/what-we-do	
	G4-7 Nature of ownership and legal form	All operations	Global and local	a. Yes	Form 20F p.39	
	G4-8 Markets served	All operations	Global and local	a. Yes	Form 20F p.39, p.89	
	G4-9 Scale of the organization	All operations	Global and local	a. Yes	Total number of employees - Data table and Form 20F p.240. Total number of operations Form 20F p.89 - see list. Net sales (for private sector organizations) or net revenues (for public sector organizations) Form 20F p.55. Total capitalization broken down in terms of debt and equity (for private sector organizations). Quantity of products or services provided Form 20F steel - p.12; coal and iron ore/other p.61.	
	G4-10 Total number of employees	All operations	Global and local	a. Yes b. No c. No d. Yes e. No f. N/A	Form 20F p.240 a. Yes - data table b. Not consolidated at a group level. See local reports for this information. c. Gender not material d. Data table e. Not consolidated at group level f. Not consolidated or material at group level	Yes. Many countries already report this information. We aim for all to do so by 2016.
	G4-11 Percentage of total employees covered by collective bargaining agreements	All operations	Global and local	No	Changes to internal management structures mean that this year we are not able to disclose this information. It will be reported in 2015.	
	G4-12 Organization's supply chain	All operations	Global and local	a. Yes	Outcome 7 - Our approach to date - Our code for responsible sourcing / Conflict minerals / REACH and GHS regulation	
	G4-13 Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain	All operations	Global and local	a. Yes	About this Report, Form 20f p.35-38	
	G4-14 Precautionary approach	All operations	Global and local	Yes	The precautionary principle is integral to our sustainable development framework and risk assessment processes. Where scientists or other stakeholders indicate an issue of concern that could relate to our operations, we encourage our managers to evaluate it as a challenge or risk to our business. This approach is echoed throughout our report in the sections outlining stakeholders' expectations on the theme of each outcome.	
	G4-15 Externally developed charters, principles or initiatives which the organisation subscribes to or endorses	All operations	Global and local	a. Yes	Governance - Stakeholders	
G4-16 List of memberships to associations	All operations	Global and local	a. Yes	Governance - Stakeholders		
Identified material aspects and boundaries	G4-17 Entities included in the financial statement and Sustainability report	All operations	Global and local	a. Yes b. No	a. Form 20F p.90 b. The data in this report covers those operations where each impact is considered material. These are outlined for each indicator in our Basis of Reporting document. E.g. Small sites and offices are not covered in our energy reporting as the relative intensity is not considered material. Our health and safety data covers those sites where the our most significant risks exist.	
	G4-18 Aspect Boundaries and Reporting Principles for Defining Report Content.	All operations	Global and local	a. Yes b. Yes	Basis of reporting	
	G4-19 Material aspects identified in the process for defining report content	All operations	Global and local	a. Yes	Our 10 SD outcome - Our materiality story	
	G4-20 Aspect Boundary within the organization for each material aspects	All operations	Global and local	a. Yes	About this report	
	G4-21 Aspect Boundary outside the organization for each material aspects	All operations	Global and local	a. Yes	a. About this report Additionally, This is defined in the 'materiality boundary 1' column of our GRI G4 index.	
	G4-22 Restatements	All operations	Global and local	No	n/a	
	G4-23 Significant changes from previous reporting periods in the Scope and Aspect Boundaries.	All operations	Global and local	a. Yes	a. About this report	
Stakeholder engagement	G4-24 List of stakeholder groups engaged by the organization.	All operations	Global and local	a. Yes	Governance - Stakeholders	
	G4-25 Basis for identification and selection of stakeholders with whom to engage.	All operations	Global and local	a. Yes	Governance - Stakeholders	
	G4-26 Organization's approach to stakeholder engagement	All operations	Global and local	a. Yes	Governance - Stakeholders	
	G4-27 Key topics and concerns that have been raised through stakeholder engagement	All operations	Global and local	a. Yes	Governance - Stakeholders	
Report profile	G4-28 Reporting period	All operations	Global and local	a. Yes	About this report	
	G4-29 Date of most recent previous report	All operations	Global and local	a. Yes	About this report	
	G4-30 Reporting cycle	All operations	Global and local	a. Yes	About this report	
	G4-31 Contact point for questions	All operations	Global and local	a. Yes	Contact	
	G4-32 Content index and "in accordance" option	All operations	Global and local	a. Yes b. Yes c. Yes	About this report	
G4-33 External assurance	All operations	Global and local	a. Yes b. Yes c. Yes d. Yes	About this report		
Sub-category: Governance						
Governance Structure and Composition	G4-34 Governance structure of the organisation	All operations	Global and local	Yes	Governance - Ethics and integrity - Global: Policies and Procedures, Form 20F p. 228	
Sub-category: Ethics and Integrity						
Ethics and Integrity	G4-56 Organization's values, principles, standards and norms of balance	All operations	Global and local	Yes	Governance - ethics and integrity, Form 20F p.238	

Economic performance indicators							
Economic performance	G4-EC1	Direct economic value generated and distributed	All operations	Global and local	a. Yes b. Yes.	a. Data table; Outcome 10 - What we did in 2014 - Global: Direct economic contribution (graphic) b. see local reports	See local report for South Africa . We expect all local reports to include this information by 2016.
	G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	All operations	Global and local	a. Yes	a. Outcome 6 - Climate Change, Form 20F p.67.	No
	G4-EC3	Coverage of the organization's defined benefit plan obligations	All operations	Global	a. Yes b. Yes c. Yes d. Yes e. Yes	Form 20F p.F-21	No
Market presence	G4-EC6	Proportion of senior management hired from the local community	All industrial sites	Local	No	Given the geographical spread of our operations, it is not feasible to report this at group level.	Yes - e.g. Liberia, Kazakhstan, Canada
Indirect economic impacts	G4-EC7	Development and impact of infrastructure investments and services supported	All industrial sites	Global and local	a. Yes b. Yes c. Yes	a,b,c. Outcome 8 - Community Investment / Community Land use, Outcome 10 - Stakeholders	Yes - e.g. Liberia, Kazakhstan, Ukraine, South Africa ; Yes - e.g. South Africa, Kazakhstan
Procurement practices	G4-EC9	Proportion of spending on local suppliers	All operations	Local	No	Given the geographical spread of our operations, it is not feasible to report this at group level.	See local report for South Africa . We expect all local reports to include this information by 2016.
Environmental performance indicators							
Materials	G4-DMA	Generic Disclosures on Management Approach	Major industrial steel and mining sites	Global and local	a. Yes b. Yes c. Yes	Outcome 4, data table	Not to date
	G4-EN1	Materials used by weight or volume	Major industrial steel and mining sites	Global and local	a. Yes	Data table	Not to date
	G4-EN2	Percentage of materials used that are recycled input materials	Major industrial steel and mining sites	Global and local	a. Yes	a. Data table provides volume of scrap and slag used, as well as raw materials; to allow the calculation of % data. Residues re-used are expressed as % of total residues.	Some reports.
Energy	G4-EN3	Energy consumption within the organization	Major industrial steel and mining sites	Global and local	a. No b. No c. No d. No e. Yes f. Yes g. Yes	a., b., c. d. Most of this data is available at site level, but the data is not consolidated in this level of detail at group level. We will review the value of reporting validated data to this level of detail at local level as part of outcome 6. e. Data table (Primary energy consumption reported in GJ) f. Basis of reporting g. Basis of reporting	Some reports.
	G4-EN5	Energy intensity	Major industrial steel and mining sites	Global and local	a. Yes b. Yes c. Yes d. Yes	a., b. Outcome 6 - Energy efficiency, Data table b. Tonne of crude steel produced. See Basis of reporting c., d. Energy use inside the organisation, except where used in the upstream processing of inputs. See Basis of Reporting .	No
	G4-EN6	Reduction of energy consumption	Major industrial steel and mining sites	Global (commercial sensitivities of reporting locally)	a. Yes b. Yes c. Yes d. Yes	a. Given the scale of our operations it is not feasible to report all energy reductions in detail. Examples if initiatives in some business units are given in Outcome 6 - Energy efficiency - performance and progress . e.g. Energize. In future reporting we will report using more detailed data e.g. by segment, GJ and energy type c. Base year may vary depending on when the business unit initiative started. d. About this Report, Basis of Reporting	Yes
	G4-EN7	Reductions in energy requirements of products and services	Major industrial steel and mining sites	Global and local	a. Yes b. Yes c. Yes	a. Given the size of our product portfolio, we limit our reporting to those examples supported by recent studies: our own EPD and LCA studies, as referred to in outcomes 2 and 3 , include assessments of relative energy consumption of different products over lifecycle; also a recent study by Boston Consulting on steel products - see outcome 6 . b. Yes - Basis of reporting c. Yes - Basis of reporting	Some countries e.g. Germany
Water	G4-EN8	Total water withdrawal by source	Major industrial steel and mining sites	Global and local	a. Yes - total volume but not by source b. See Basis of Reporting	At corporate level, we report on water intake per tonne of steel to give us an overview of our average water consumption. Production volumes are also given in the data table so that total volumes can be calculated. Water intake is reported by source at local level where it is material.	Yes where material eg Argentina, Brazil
Biodiversity	G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	All industrial sites	Local	a. No	a. We report on the most material example of this in Outcome 5: land - what we did in 2014 - Liberia: protecting natural habitats . Full reporting on this indicator is covered by the local report .	a. Yes: Liberia . We expect all local reports to detail this information where it is material by 2016.
	G4-EN13	Habitats protected or restored	All industrial sites	Local	a. Yes b. Yes- c. Yes d. Yes	a. Outcome 5 - Land - What we did in 2014 - Liberia: protecting natural habitats, outcome 5 - Water - case study Sustain our Great Lakes b. As above; also, Transparent good governance - stakeholders - NGOs .	Yes: e.g. Liberia, Ostrava, USA . We expect all local reports to detail this information where it is material by 2016.
	G4-EN14	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	All industrial sites	Local	a. Yes	a. Outcome 5 - Land - What we did in 2014 - Liberia: protecting natural habitats	Yes: Liberia . We expect all local reports to detail this information where it is material by 2016.

Emissions	G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	All major industrial sites	Global	a. Yes b. Yes c. Yes d. Yes e. Yes f. Yes g. Yes	a. Outcome 6 - Carbon reporting - What we did in 2014, Data table b. - g. - see Basis of Reporting	
	G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	All major industrial sites	Global	a. Yes b. Yes c. n/a d. yes e. yes f. yes	a.-f. See Basis of Reporting document.	
	G4-EN18	Greenhouse gas (GHG) emissions intensity	All major industrial sites	Global	a. Yes b. Yes c. Yes d. Yes	a. outcome 6 - Carbon reporting, data table b. tonne of liquid steel c. Scopes 1, 2, 3 (upstream, ot including transportation) - see Basis of reporting. d. CO2 only (for steel)	
	G4-EN21	NO _x , SO _x , and other significant air emissions	Steel plants; Mines;	Global and local	a. Yes b. Yes c. Yes	a. Outcome 5 - Air - What we did in 2014 b. Basis of reporting c. Basis of reporting	Most local reports include this information. We expect all local reports to do so by 2016
Effluents and waste	G4-EN23	Total weight of waste by type and disposal method	All industrial sites	Global and local	a. Yes b. No	a. Outcome 5 - Land - Progress and performance: data on % of residues sent to landfill separately for steel and for mining (also in Data table). For mining the % of overburden and tailing is provided in the narrative.	We expect local reports to include this information where material by 2016
Products and Services	G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Products in use	Global	a. Yes b. N/A	a. Outcome 2 - Automotive - What we did in 2014 - Performance and Progress, Outcome 2 - Packaging - What we did in 2014 - Performance and Progress, Outcome 3 - Buildings - What we did in 2014 - Replacing hazardous compounds / Reducing Zinc	
	G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	Products in use	Global	a. Yes b. Yes	a. Outcome 4 - Recycling Steel - Our approach to date. (Table with % of recovery for each product type). This information, by its nature, is only available at the level of the market, rather than specific products. Research to look at % by country is ongoing. b. Footnote to table.	
Compliance	G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	All operations	Global and local	Yes	No significant fines (assuming materiality threshold of 1% of revenues.) However, where important to local stakeholders we have reported this in Outcome 5 (Canada; South Africa)	We expect significant examples to be covered in local reports. See 2014 South Africa report for an example.
Overall	G4-EN31	Total environmental protection expenditures and investments by type	Major industrial sites	Global and local	a. Yes	a. Outcome 5 - Achieving our new outcome (air and water), outcome 6 - energy. Investment projects are grouped together for the purposes of commercial confidentiality	Yes
Supplier Environmental Assessment	G4-EN32	Percentage of new suppliers that were screened using environmental criteria	Supply chain	Global and local	a. Yes	Outcome 7 : What we did in 2014 - Performance and Progress. Data currently available on group procurement only	No
	G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	Supply chain	Global and local	a. Yes b. No c. Yes d. No e. Yes	a. Outcome 7 - What we did in 2014 - Performance and Progress. (Data at group level covers group procurement only.) b. and d. We expect our reporting on these elements will mature over the next 3 years as we make progress on outcome 7. e. None	We expect our local reports to begin to report on this aspect by 2016.
Social performance indicators							
Sub-category: labour practices and decent work							
Employment	G4-DMA	Generic Disclosures on Management Approach	All operations	Global and local	Yes	Outcome 1 - Employee relations - Our approach to date. We expect this to evolve as our SD framework develops.	We expect this information to be included in local reports by 2017.
	G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	All operations	Local	a.	This information is not currently collected by age group, region or gender at corporate level.	We expect this information to be included in local reports by 2017.
	G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	All operations	Local	No	Data is not yet available at group level	We expect this information to be included in local reports by 2017.
	G4-LA3	Return to work and retention rates after parental leave, by gender	All operations	Local	No		We expect this information to be included in local reports by 2017.
Labour / management relations	G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	All operations	Local	a. No b. Yes	All employees have a contract or employee collective agreement that states the minimum notice period. This will vary depending on labour agreement and local regulatory requirements.	We expect this information to be included in local reports by 2017.
Occupational health and safety	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 programs	All operations within our health and safety perimeter (see Basis of Reporting)	Global and local	a. Yes b. Yes	a. Outcome 1 - Safety. Our group JHSC covers all our employees. b. The JHSC is supported by similar committees at each of our production units, which typically meet once a month. We are now learning from the progress made in steel by setting up the same committee structure for mining.	
	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	All operations within our health and safety perimeter (see Basis of Reporting)	Global and local	a. Yes b. Yes	a. Data table, outcome 1 - safety. Data reported for steel/mining except where confidentiality required. Not reported by gender as not considered to be material to do so given the low proportion of female employees.	LTIFR and fatalities are reported within each local report.
Training and education	G4-LA9	Average hours of training per year per employee by gender, and by employee category	All operations	Global and local	Yes	Data table, outcome 1 - Employee development. Not considered sufficiently material to disclose by employee category.	

	G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	All operations	Global and local	Yes	Outcome 1 - Employee development	
	G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	All operations	Global and local	Yes	Outcome 1 - Employee development - for our 'exempt' population only - some 25,000 employees - but not yet by gender.	
Diversity and equal opportunity	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	All operations	Global and local	a. Yes. b. No	a. 20F (Item 6A) ; gender, age, citizenship of members of Board of Directors b. Outcome 1 - Diversity and inclusion. This information is available at country level and will be reported by 2017 in group or local reports	a. We expect this to be reported at local level by 2017 b. Yes
Equal remuneration for women and men	G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	All operations	Local	a. No b. No	Data is not yet available at group level. We will review the materiality of this at group and local levels.	Data is not yet available at local level.
Supplier assessment for labour practices	G4-DMA	Generic Disclosures on Management Approach	All operations	Global and local	a. Yes b. Yes c. Yes	Outcome 7 - Our approach to date; What we did in 2014 - Performance and Progress.	We expect our local reports to report on this aspect by 2016.
	G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	All operations	Global and local	a. Yes b. No c. Yes d. No e. Yes	a. Outcome 7 - What we did in 2014 - Performance and Progress. (Data at group level covers group procurement only.) b. and d. We expect our reporting on these elements will mature over the next 3 years as we make progress on outcome 7.	We expect our local reports to begin to report on this aspect by 2016.
Labour practices and grievance mechanisms	G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	All operations	Local	No	Reporting at group level not considered meaningful	Many already report on this. We expect our local reports to begin to report on this aspect by 2016.
Sub-category: Human rights							
Investment	G4-DMA	Generic Disclosures on Management Approach	All operations	Global and local	Yes	Transparent good governance - Human rights	Many already report on this. We expect our local reports to begin to report on this aspect by 2016.
	G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	All operations	Global and local	a. No b. Yes	a. We will review the materiality of this element. b. Transparent Good Governance - Human Rights	We expect our local reports to begin to report on this aspect by 2016.
Non-discrimination	G4-HR3	Total number of incidents of discrimination and corrective actions taken	All operations	Global and local	a. No b. No	We are currently reviewing how to collate and disclose this information at group level.	
Freedom of association and collective bargaining	G4-DMA	Generic Disclosures on Management Approach	Supply chain	Global and local	Yes	Outcome 1 - Employee relations	We expect our local reports to begin to report on this aspect by 2016.
	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	Supply chain	Global and local	a. Yes b. Yes.	Outcome 1 - Employee relations. No significant supply chain risk identified in 2014.	We expect our local reports to begin to report on this aspect by 2016.
Child labour	G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	Supply chain	Global and local	a. No b. No c. No	No significant risk identified in 2014. We expect to strengthen our framework to assess this and intend to report back on the results in 2015	We will review our local procurement assessment as part of the work towards Outcome 7 in the coming years.
Forced or compulsory labour	G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	Supply chain	Global and local	a. No b. No	No significant risk identified in 2014. Framework to assess this to be strengthened.	We will review our local procurement assessment as part of the work towards Outcome 7 in the coming years.
Security practices	G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	All operations and supply chain	Global and local	a. No b. Yes	a. 2014 data not available at group level, and we will review how this is reported. b. Outcome 1 - Safety and Security	We will review our reporting of this aspect at local level.
Indigenous rights	G4-HR8 and MMS	Total number of incidents of violations involving rights of indigenous peoples and actions taken	Mining operations	Global and local	a. Yes b. No	a. Outcome 8 - Community land use b. No violation identified	Yes - Liberia, Canada
Assessment	G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	All operations and supply chain	Global and local	a. No	No assessments undertaken in 2014	No. we expect local reports to cover this where material.
Supplier human rights assessment	G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Supply chain	Global and local	Yes	Outcome 7 - What we did in 2014 - Progress and performance.	Yes
	G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	Supply chain	Global and local	a. Yes b. No c. Yes d. No e. Yes	a. Outcome 7 - What we did in 2014 - Performance and Progress. (Data at group level covers group procurement only.) b. and d. We expect our reporting on these elements will mature over the next 3 years as we make progress on outcome 7.	We expect our local reports to begin to report on this aspect by 2016.
Sub-category: Society							

Local communities	G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	All industrial operations	Global and local	No.	At group level we report on the management systems to ensure these activities take place, but given the scale of our organisation, we do not report on the details at group level.	Most local reports cover their stakeholder engagement plans; development programs; some include EIAs and SIAs, e.g. Liberia, South Africa
	G4-SO2	Operations with significant actual and potential negative impacts on local communities	All operations	Global and local	Yes	Outcome 8 , outcome 10	We expect local reports to cover this as part of their reporting on outcomes 8 and 10.
Anti-corruption	G4-SO4	Communication and training on anti-corruption policies and procedures	All operations	Global and local	a. yes b. yes c. no d. no e. yes	a. All members of the Board of Directors are required to sign the Company's Code of Business Conduct upon first joining the Board of Directors and confirm their adherence thereto on an annual basis thereafter. b. As for a. but not by category c. Data not yet collected on this d. Data on this not yet sufficiently disaggregated. e. Governance - Ethics and integrity	No
Compliance	G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	All operations	Global and local	Yes	No significant fines (assuming materiality threshold of 1% of revenues.) However, where important to local stakeholders we have reported this in outcome 5 (Canada; South Africa)	We expect significant examples to be covered in local reports. See 2014 South Africa report for an example.
Supplier assessment for impacts on society	G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Supply chain	Global and local	Yes	Outcome 7 - What we did in 2014 - Progress and performance.	Yes
Product responsibility performance indicators	G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	Supply chain	Global and local	a. Yes b. No c. Yes d. No e. Yes	a. Outcome 7 - What we did in 2014 - Performance and Progress. (Data at group level covers group procurement only.) b. and d. We expect our reporting on these elements will mature over the next 3 years as we make progress on outcome 7. e. as for a.	We expect our local reports to begin to report on this aspect by 2016.
Sub-category: product responsibility							
Compliance	G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	All operations	Global and local	Yes	No significant fines (assuming materiality threshold of 1% of revenues.)	
Social disclosures for the mining and metals sector							
Employment	G4-DMA	How policies, standards and practices are applied to contractors	All operations	Global and local	Yes	Policies and standards apply to employees and contractors. For example, see Safety in outcome 1.	
Labour / management relations	G4-DMA	Representation and engagement with employees, other workers and their trade unions	All operations	Global and local	Yes	Outcome 1 - Employee relations	
	MM-4	Number of strikes and lock-outs exceeding one week's duration, by country	All operations	Global and local	Yes	Outcome 1 - Employee relations	
Occupational health and safety	G4-DMA	Application of ILO convention 176	All operations	Global and local	Yes	Outcome 1 - Safety and security, outcome 1 - Health.	No
Sub-category: Human rights							
Freedom of association and collective bargaining	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 gender	All operations	Global and local	Yes	Outcome 1 - Safety and security, outcome 1 - Health.	
	G4-DMA	Freedom of association policy implementation	All operations	Local	No	Given the scale of our organisation, this can only be meaningfully reported at local level	local
Indigenous rights	G4-DMA	Policies relating to community consultation and support and settings where such dialogues are required	Mining operations	Global and local	Yes	Our policies - Human rights policy (online only) Outcome 8 - Community dialogue, community land use	Yes
	MM-5	Total number of indigenous 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	Mining operations	Global and local	Yes	Total number = 1 (Baffinland); Outcome 8 - Community land use	Yes
Sub-category: Society							
Local communities	G4-DMA	Report whether there are programs in place for assessing the impacts of operations on local communities	Mining operations	Global and local	Yes	We aim to adhere to IFC guidelines Outcome 8 - Community dialogue - Our approach to date, Outcome 8 - Community Land use - Our approach to date, Governance - Human Rights - Policy	Yes
	MM-6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples	Mining operations	Local	Yes	Outcome 8 - Community land use	Yes - Liberia, Mexico, Canada
	MM-7	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	Mining operations	Local	Yes	Outcome 8 - Community land use	Yes - Liberia, Mexico, Canada
Emergency preparedness	G4-DMA	Existence of emergency plans and implementation	All industrial operations	Global and local	Yes	Outcome 1 - Health (example of Ebola)	Yes - Liberia
Resettlement	MM-9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Mining operations	Local	Yes	Outcome 8 - Community investment (general information)	Yes - Liberia