

BUILDING FOREVER

GRI INDEX 2016



GLOBAL REPORTING INITIATIVE INDEX

We have prepared the Report to Society 2016 in line with the Global Reporting Initiative (GRI) G4 Guidelines, an international best practice standard for sustainability reporting. The following Index supplements the Report to Society 2016 and provides direction to the Report, online content and other documents. Taken together, these provide full disclosure of our sustainability approach and performance in 2016.

Applying the GRI Reporting Guidelines is a key part of our commitment to continuous improvement and to achieving the highest levels of sustainability performance and transparency. We have prepared the table below to help stakeholders quickly find the information they are seeking.

It is our belief, and the independent assessment of our assurance provider, that the Report to Society 2016 is prepared in accordance with the 'core' level of the GRI's fourth generation Guidelines (GRI G4).

Page references provided in this index relate to the Report to Society 2016 except where noted as being for the De Beers Group website (www.debeersgroup.com) or the 2016 Anglo American Annual Report, which is available to download at www.angloamerican.com/investors/annual-reporting.

ASSURANCE

We engaged KPMG LLP to undertake an independent limited assurance engagement, using the assurance standards ISAE 3000 and ISAE 3410 over the sustainability related information in the De Beers Report to Society; the De Beers' Material Issues webpages as set out at www.debeersgroup.com/materialissues and the De Beers' Global Reporting Initiative Index as set out at www.debeersgroup.com/publications (together 'the Report') for the year ended 31 December 2016. KPMG's work was performed in the context of the Report as a whole and not over the individual components of the Report.

KPMG LLP's full statement is available on pages 50 and 51 of the De Beers' Report to Society available at www.debeersgroup.com/reporttosociety. KPMG have issued an unqualified opinion on the Report.

The level of assurance provided for a limited assurance engagement is substantially lower than a reasonable assurance engagement. In order to reach their opinion, KPMG performed a range of procedures which included interviews with management, examination of reporting systems and data testing. A summary of the work they performed is included within their assurance opinion.

Non-financial performance information, greenhouse gas quantification in particular, is subject to more inherent limitations than financial information.

The Reporting Criteria used to prepare the Report are the Sustainability Reporting Guidelines G4 of the Global Reporting Initiative (GRI) as set out at www.globalreporting.org supported by De Beers' internally developed guidelines, as described in the De Beers' Basis of Reporting as set out at www.debeersgroup.com/publications (together 'the Reporting Criteria').

It is important to read the Report in the context of KPMG's full limited assurance statement and the Reporting Criteria.

GENERAL STANDARD DISCLOSURES

GRI G4 Indicator	Description	Location	Notes
STRATEGY AND ANALYSIS			
G4-1	CEO statement	2	
G4-2	Description of key impacts, risks and opportunities	8-9, 11, 23, 33, 43	Also, www.debeersgroup.com/materialissues
ORGANISATIONAL PROFILE			
G4-3	Name of the organisation	Cover	
G4-4	Primary brands, products and services	Inside front cover (IFC)	
G4-5	Location of headquarters	55	
G4-6	Operating countries	IFC, 55	
G4-7	Nature of ownership and legal form	IFC	
G4-8	Markets served	IFC	
G4-9	Scale of the organisation	IFC, 16-17, 40-41	Also, www.debeersgroup.com/en/explore-de-beers.html
G4-10	Breakdown of workforce	40-41	Also, www.debeersgroup.com/employee-development Also, www.debeersgroup.com/gender
G4-11	Percentage of total employees covered by collective bargaining agreements	www.debeersgroup.com/industrialrelations	
G4-12	Describe the organisation's supply chain	GRI Index	As an international mining company, De Beers has a large and complex supply chain supporting our varied operations. In 2016, our Group-wide procurement spend was almost US\$1.9 billion with 19,000 suppliers and over 210,000 individual purchase order lines. Our supply function employs 432 people globally.
G4-13	Significant changes regarding the organisation's size, structure, ownership or supply chain	14-15, 49	

GRI G4 Indicator	Description	Location	Notes
COMMITMENTS TO EXTERNAL INITIATIVES			
G4-14	Whether and how the precautionary approach or principle is addressed by the organisation	25-28, 34-39	Also, www.debeersgroup.com/biodiversity
G4-15	Externally developed economic, environmental and social charters, principles or other initiatives subscribed to or endorsed	6, 26, 46, 47	Also, www.debeersgroup.com/partnership
G4-16	Memberships of associations and national or international advocacy organisations	24, 26	Also, www.debeersgroup.com/partnership
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES			
G4-17	Entities included in the organisation's consolidated financial statements or equivalent documents and whether covered in GRI report	GRI Index	<p>We do not include De Beers Diamond Jewellers in this Report. During the reporting period covered, January 2016 to December 2016, it was an independently managed company that was not part of our sustainability governance structure and did not use the same processes as the rest of the Group (eg the Best Practice Principles).</p> <p>Debswana and Namdeb are also independently managed companies but are included due to the strategic and operational alignment of sustainability activities across the business.</p>
G4-18	Process for defining report content and boundaries	8-9	
G4-19	Material aspects identified	8-9	Also, www.debeersgroup.com/materialissues
G4-20	Aspect boundaries within the organisation	www.debeersgroup.com/materialissues	
G4-21	Aspect boundaries outside the organisation	www.debeersgroup.com/materialissues	
G4-22	Restatements of information provided in previous reports	GRI Index	No restatements of information or data other than where noted in the Report.
G4-23	Significant changes in the report scope and boundaries	GRI Index	No significant changes were made to scope, boundary or measurement methods.

GRI G4 Indicator	Description	Location	Notes
STAKEHOLDER ENGAGEMENT			
G4-24	Stakeholder groups engaged by the organisation	7, 13, 21, 26, 36, 47	Also, www.debeersgroup.com/en/building-forever/our-approach/our-stakeholders.html Also, www.debeersgroup.com/partnership
G4-25	Basis for identification and selection of stakeholders	7	Also, www.debeersgroup.com/en/building-forever/our-approach/our-stakeholders.html
G4-26	Approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group	7	Also, www.debeersgroup.com/en/building-forever/our-approach/our-stakeholders.html
G4-27	Key topics and concerns raised through stakeholder engagement, and how the organisation has responded	9, 13, 18, 21, 26, 36, 45, 47	
REPORT PROFILE			
G4-28	Reporting period	GRI Index	Information provided in the Report refers to the calendar year (1 January to 31 December 2016).
G4-29	Date of most recent previous report	GRI Index	May 2016
G4-30	Reporting cycle	IFC	
G4-31	Contact point for the report	GRI Index	Email: buildingforever@debeersgroup.com
G4-32	GRI content index	GRI Index	
G4-33	Policy and current practice with regard to external assurance	GRI Index, IFC, 50-51	
GOVERNANCE			
G4-34	Governance structure of the organisation	www.debeersgroup.com/en/our-story/corporate-governance.html	
ETHICS AND INTEGRITY			
G4-56	Values, principles, standards and norms of behaviour	www.debeersgroup.com/en/building-forever/our-approach.html	
G4-58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior and matters related to organisational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines	www.debeersgroup.com/businessintegrity	

SPECIFIC STANDARD DISCLOSURES

Material aspects	DMA and indicators	Location	Notes
ECONOMIC			
ASPECT: ECONOMIC PERFORMANCE			
G4-DMA	Disclosure on Management Approach	www.debeersgroup.com/transparency ; Anglo American AR 46-48	
G4-EC1	Direct economic value generated and distributed	16-17	
G4-EC4	Financial assistance received from government	GRI Index	No significant financial assistance was received from governments in 2016.
ASPECT: MARKET PRESENCE			
G4-DMA	Disclosure on Management Approach	40-41	
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	40-41	
MMG4-EC6	In significant locations of operation, report proportion of the facility's total workforce from the local community	40-41	
ASPECT: INDIRECT ECONOMIC IMPACTS			
G4-DMA	Disclosure on Management Approach	12-20	Also, www.debeersgroup.com/economicimpact
G4-EC7	Development and impact of infrastructure investments and services supported	16-17	
G4-EC8	Significant indirect economic impacts	12-20	Also, www.debeersgroup.com/economicimpact
ASPECT: PROCUREMENT PRACTICES			
G4-DMA	Disclosure on Management Approach	18-19	
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	18-19	

Material aspects	DMA and indicators	Location	Notes
ENVIRONMENT			
G4-DMA	Disclosure on Management Approach – Environment	www.debeersgroup.com/en/building-forever/our-issue-areas/environment.html	See table 1, below.
ASPECT: ENERGY			
G4-DMA	Disclosure on Management Approach	www.debeersgroup.com/energysecurity	
G4-EN3	Energy consumption within the organisation	www.debeersgroup.com/energysecurity	Also, www.debeersgroup.com/en/building-forever/performance.html
G4-EN6	Reduction of energy consumption	44	Also, www.debeersgroup.com/energysecurity
ASPECT: WATER			
G4-DMA	Disclosure on Management Approach	44, 46	Also, www.debeersgroup.com/water
G4-EN8	Total water withdrawal by source	46	Also, www.debeersgroup.com/en/building-forever/performance.html
G4-EN10	Percentage and total volume of water recycled and reused	46	Also, www.debeersgroup.com/en/building-forever/performance.html
ASPECT: BIODIVERSITY			
G4-DMA	Disclosure on Management Approach	47-48	Also, www.debeersgroup.com/biodiversity
G4-EN12	Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	47-48	Also, www.debeersgroup.com/biodiversity
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	www.debeersgroup.com/biodiversity	Also, www.debeersgroup.com/en/building-forever/performance.html See table 2, below.
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	www.debeersgroup.com/biodiversity	
G4-EN13	Habitats protected or restored	www.debeersgroup.com/biodiversity	See table 2, below.

Material aspects	DMA and indicators	Location	Notes
ENVIRONMENT CONT.			
ASPECT: EMISSIONS			
G4-DMA	Disclosure on Management Approach	www.debeersgroup.com/climatechange	
G4-EN15	Direct greenhouse (GHG) emissions (scope 1)	www.debeersgroup.com/climatechange	Also, www.debeersgroup.com/en/building-forever/performance.html
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (scope 2)	www.debeersgroup.com/climatechange	Also, www.debeersgroup.com/en/building-forever/performance.html
G4-EN21	NOX, SOX and other significant air emissions	www.debeersgroup.com/climatechange	Also, www.debeersgroup.com/en/building-forever/performance.html
ASPECT: EFFLUENTS AND WASTE			
G4-DMA	Disclosure on Management Approach	www.debeersgroup.com/waste	
G4-EN23	Total weight of waste by type and disposal method	www.debeersgroup.com/waste	
G4-EN24	Total number and volume of significant spills	45	No significant spills occurred in 2016.
MM3	Total amounts of overburden, rock, tailings and sludges and their associated risks	www.debeersgroup.com/waste	
ASPECT: COMPLIANCE			
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	GRI Index	The De Beers Group of Companies was not subject to any significant fines or non-monetary sanctions for non-compliance with environmental laws and regulations in 2016.

TABLE 1 – ENVIRONMENT DMA – ENVIRONMENTAL MANAGEMENT ACTIVITIES ACROSS THE MINING LIFECYCLE, 2016

Phase	Activity	Objective	2016 action/key projects
Conceptual	Environmental and social screening	To establish if the proposed project has the potential to generate significant or unacceptable environmental or social impacts	– Alternate Mining Vessel 3
Pre-feasibility	Scoping	To gather and evaluate information and undertake specialist studies for the Environmental and Social Impact Assessment (ESIA)	– Jwaneng Cut 9 – Orapa Cut 3 – Orapa Process Plant Optimisation
Feasibility	Environmental and Social Impact Assessment and Environmental and Social Management Plan (ESMP) or Environmental Management Plan (EMP)	To identify, qualify and quantify project impacts on the biophysical, socio-economic, heritage, aesthetic and cultural environments. To document and detail future monitoring and management requirements outlined in the ESIA and develop closure plans in line with the life of mine	– Debmar Pacific 700
Construction or commissioning		To ensure inclusion of all requirements of the EMP for the operational phase, for smooth transition to the operational phase	– Grand Banks (Life Extension) – Letlhakane Tailing Mineral Resource Treatment Plant – DBMN Alternative Resource Development Capability (ARDC) project – Venetia Underground
Operations	Environmental management systems (EMS)	To ensure ISO 14001 compliant EMS are in place at all diamond mining operations, to guide the management of our operational environmental impacts and promote continual improvement in environmental performance and implementation of concurrent rehabilitation	All mines and key facilities are ISO 14001 certified
Closure/disposal	Closure plans/liabilities	To implement a final closure plan once production ceases, or ensure adequate financial provision for outstanding environmental liabilities on sale of a mine to other operators	Closure and rehabilitation of various sites (see details in table 2)

TABLE 2 – MMI AND EN13 – CLOSURE AND REHABILITATION STATUS ACROSS DE BEERS, 2016

South Africa	<p>THE OAKS, LIMPOPO PROVINCE The Oaks open-pit mine ceased production in 2008. Active restoration has been concluded and a project to review open-pit closure criteria globally was conducted to inform the final closure criteria. Water quality sampling is ongoing.</p> <p>NAMAQUALAND, NORTHERN CAPE PROVINCE The sale of Namaqualand Mines was concluded in 2014. DBCM retained the rehabilitation liabilities in the Buffels Marine Right with altered land of size 3,652 ha. Rehabilitation of the area disturbed by many decades of mining has been ongoing. This area lies in the Succulent Karoo Biome so restoration of biodiversity is important. All land reclamation and profiling work was completed in 2015 with approximately 35 million cubic metres of earth having been reclaimed over a period of eight years. Various areas across the landscape have been subject to active ecological intervention in the form of netting, seeding and transplanting and these are being monitored. During 2016, work continued on a number of general clean-up projects and the accurate quantification of the remaining infrastructure demolition requirements. Negotiations are in progress to appoint a demolition contractor to commence work in the first quarter 2017.</p> <p>KIMBERLEY EXPLORATION, NORTHERN CAPE PROVINCE As part of decommissioning of the Exploration Geology Pit in Kimberley, which ceased operations in 2005, water monitoring and vegetation assessments continue according to the comprehensive five-year closure plan in line with legal requirements. The backfill of the pit using the Gemdene dump shale material was successful and vegetation self-established to the extent that no artificial seeding is needed. A second round of alien invader plants removal was completed as per the closure plan.</p> <p>KIMBERLEY MINES, NORTHERN CAPE PROVINCE Kimberley Mines was sold to Ekapa Minerals – an investor consortium comprising Ekapa Mining and Petra Diamonds Limited – and operations were taken over in January 2016.</p>
Namibia	<p>As part of the comprehensive Namdeb Legacy Rehabilitation Project, the status is as follows:</p> <ul style="list-style-type: none"> – All marine contractor mining sites have been fully rehabilitated and are monitored annually for transplanting success. – Within the steel and concrete and demolition project, several redundant infrastructure areas were removed from Southern Coastal Mines inclusive of some unsafe workshops and an entire Re-Treatment plant. – About 126,000t of scrap steel has been removed as part of the Scrap Removal Joint Venture since the inception of the project in 2008. – Biodiversity restoration continued at Bogenfels with 400 new seedlings transplanted on to rehabilitated areas. Biophysical monitoring of the remaining pond continued and an update was given at the Namdeb Annual Stakeholder Forum in November. – Concurrent rehabilitation at Daberas of profiling of dumps reduces the legacy liability – The ecological restoration programme for Sendelingsdrif was escalated successfully from a field trial to actual restoration of a dump in the mining area. – The end of Life of Mine for Northern Coastal Mines is 2019 and concerted effort was made by the operational teams to backfill some of the mined out voids. To date, about 820,000t of material was back-dumped.
Botswana	<p>EXPLORATION – LOBATSE SAMPLE TREATMENT CENTRE In terms of the closure process, the rehabilitation and monitoring programme, including public review and stakeholder engagement processes, has been completed in full compliance with the government approved Preliminary Environmental Impact Assessment. Finalisation thereof is subject to a site visit by the Department of Environmental Affairs, scheduled for 2017.</p> <p>MORUPULE MINE The Morupule coal mine was sold in August 2016.</p>

Material aspects	DMA and indicators	Location	Notes
LABOUR			
ASPECT: EMPLOYMENT			
G4-DMA	Disclosure on Management Approach	40-41	Also, www.debeersgroup.com/employee-development
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	www.debeersgroup.com/employee-development	Also, www.debeersgroup.com/en/building-forever/performance.html
ASPECT: OCCUPATIONAL HEALTH AND SAFETY			
G4-DMA	Disclosure on Management Approach	34-39	Also, www.debeersgroup.com/safety Also, www.debeersgroup.com/health
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	37-39	Also, www.debeersgroup.com/safety Also, www.debeersgroup.com/health
ASPECT: TRAINING AND EDUCATION			
G4-DMA	Disclosure on Management Approach	37-39	Also, www.debeersgroup.com/employee-development
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	www.debeersgroup.com/employee-development	
ASPECT: DIVERSITY AND EQUAL OPPORTUNITY			
G4-DMA	Disclosure on Management Approach	40-41	Also, www.debeersgroup.com/gender
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	40-41	Also, www.debeersgroup.com/gender

Material aspects	DMA and indicators	Location	Notes
HUMAN RIGHTS			
G4-DMA	Disclosure on Management Approach – Human rights	31	Also, www.debeersgroup.com/humanrights
ASPECT: INVESTMENT			
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	www.debeersgroup.com/humanrights	
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	31	
ASPECT: NON-DISCRIMINATION			
G4-DMA	Disclosure on Management Approach	www.debeersgroup.com/humanrights	
G4-HR3	Total number of incidents of discrimination and corrective actions taken	GRI Index	No substantiated incidents of discrimination were reported within De Beers Group in 2016.
ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
G4-DMA	Disclosure on Management Approach	www.debeersgroup.com/humanrights www.debeersgroup.com/industrialrelations	
G4-HR4	Operations and suppliers identified where the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures to support these rights	www.debeersgroup.com/industrialrelations	No operations have been identified where the right to exercise freedom of association and collective bargaining has been violated or is at significant risk.
ASPECT: CHILD LABOUR			
G4-DMA	Disclosure on Management Approach	www.debeersgroup.com/humanrights	
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	www.debeersgroup.com/humanrights	

Material aspects	DMA and indicators	Location	Notes
HUMAN RIGHTS CONT.			
ASPECT: FORCED OR COMPULSORY LABOUR			
G4-DMA	Disclosure on Management Approach	www.debeersgroup.com/humanrights	
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced and compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour	www.debeersgroup.com/humanrights	
ASPECT: SECURITY			
G4-DMA	Disclosure on Management Approach	31	Also, www.debeersgroup.com/humanrights
G4-HR7	Percentage of security personnel trained in the organisation's human rights policies or procedures that are relevant to operations	31	Also, www.debeersgroup.com/humanrights
ASPECT: INDIGENOUS RIGHTS			
G4-DMA	Disclosure on Management Approach	15, 18-19	Also, www.debeersgroup.com/indigenouscommunities Also, www.debeersgroup.com/partnership
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	www.debeersgroup.com/indigenouscommunities	
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	www.debeersgroup.com/indigenouscommunities	
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	www.debeersgroup.com/humanrights	

Material aspects	DMA and indicators	Location	Notes
SOCIETY			
ASPECT: LOCAL COMMUNITIES			
G4-DMA	Disclosure on Management Approach	13, 18-20	Also, www.debeersgroup.com/communitydevelopment
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments and development programmes	13	Also, www.debeersgroup.com/communitydevelopment
G4-SO2	Operations with significant actual or potential negative impacts on local communities	www.debeersgroup.com/communitydevelopment	
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	www.debeersgroup.com/landaccess	
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	www.debeersgroup.com/communitydevelopment	
ASPECT: ANTI-CORRUPTION			
G4-DMA	Disclosure on Management Approach	www.debeersgroup.com/businessintegrity	
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	30	Also, www.debeersgroup.com/businessintegrity
G4-SO4	Communication and training on anti-corruption policies and procedures	30	Also, www.debeersgroup.com/businessintegrity
ASPECT: PUBLIC POLICY			
G4-DMA	Disclosure on Management Approach	7	
G4-SO6	Total value of political contributions by country and recipient/beneficiary	GRI Index	No political contributions were made in 2016.
ASPECT: ANTI-COMPETITIVE BEHAVIOUR			
G4-DMA	Disclosure on Management Approach	www.debeersgroup.com/businessintegrity	
G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	www.debeersgroup.com/businessintegrity	

Material aspects	DMA and indicators	Location	Notes
SOCIETY CONT.			
ASPECT: COMPLIANCE			
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	www.debeersgroup.com/ businessintegrity	
SECTOR-SPECIFIC ASPECT: ARTISANAL AND SMALL-SCALE MINING			
MM8	Number (and percentage) of 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	www.debeersgroup.com/ informalmining	
SECTOR-SPECIFIC ASPECT: RESETTLEMENT			
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	www.debeersgroup.com/ landaccess	
SECTOR-SPECIFIC ASPECT: CLOSURE PLANNING			
G4-DMA	Disclosure on Management Approach	49	Also, www.debeersgroup.com/ mineclosure
MM10	Number and percentage of operations with closure plans	www.debeersgroup.com/ mineclosure	
PRODUCT RESPONSIBILITY			
ASPECT: PRODUCT AND SERVICE LABELLING			
G4-DMA	Disclosure on Management Approach	26	Also, www.debeersgroup.com/ conflictdiamonds
G4-PR3	Type of product and service information required by the organisation's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements	www.debeersgroup.com/ conflictdiamonds	
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	www.debeersgroup.com/ conflictdiamonds	