Reporting in accordance with GRI and progress in implementing UN Global Compact Principles

The Global Reporting Initiative's (GRI) Sustainability Reporting Guidelines, first published in 2000 and most recently updated in 2011 (G3.1), provide a framework for reporting on an organisation's economic, social and environmental performance. The Guidelines consist of Principles for defining report content and ensuring the quality of reported information together with information relating to Performance Indicators and other disclosure items, as well as guidance on specific technical topics in reporting.

The following pages detail how our 2012 sustainability reporting – which can be found in our 2012 Sustainable Development Summary Report, Annual Report and Accounts, supporting documents and website pages – is aligned to the reporting elements and the 84 indicators (of which 55 are core indicators and the remainder additional indicators) of GRI. To be in accordance with GRI, a reporter does not have to report on additional indicators. However, in the interests of transparency and comparability, SABMiller has provided a fuller account of its performance – or non-reporting – against all 84 indicators. Where our reporting is not fully in accordance with certain elements and indicators, an explanation is provided. The disclosures that we make and the performance data reported meet the requirement of the Global Reporting Initiative's 'B+' application level. The grid below provides the context for this rating. To score B+, an organisation must comply with all elements of the level B grading (see table below), plus have its report assured by a third party verifier. More detail on application levels and a full description of the GRI, its aims, objectives and structure, together with the Guidelines themselves are available at www.globalreporting.org

Report Application Level	C	C+	B	B+	A	A+
G3 Profile Disclosures	Report on: 1.1, 2.1-2.10, 3.1-3.8, 3.10-3.12, 4.1-4.4, 4.14-4.15	Report externally verified	Report on all criteria listed for Level C plus: 1.2, 3.9, 3.13, 4.5-4.13, 4.16-4.17	Report externally verified	As per Level B	Report externally verified
G3 Management Approach Disclosures	Not Required		Management Approach Disclosures for each Indicator Category		As per Level B	
G3 Performance Indicators and Sector Supplement Performance Indicators	Report on a minimum of 10 Performance Indicators, including at least one from each of: o social o economic o environmental		Report on a minimum of 20 Performance Indicators, including at least one from each of: o economic o environmental o human rights o labour o society o product responsibility		Respond on each core G3 and Sector Supplement indicator with due regard to the materiality principle by either: a) reporting on the indicator b) explaining the reason for its omission	

GRI REPORT SELF DECLARED

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SABMiller is committed to the ten principles of UN Global Compact (UNGC).

Issue Areas	UNGC Principles	Definition
Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.
	Principle 2	Businesses should make sure that they are not complicit in human rights abuses.
Labour	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
	Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labour.
	Principle 5	Businesses should uphold the effective abolition of child labour.
	Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges.
	Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.
	Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.
Anti-Corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.

A requirement of participation in the UNGC is that a company must publish an annual Communication on Progress (COP) to stakeholders, which sets out the progress made in implementing the principles in its business activities and, where appropriate, in supporting broader UN goals through partnerships. The COP should contain:

- A *statement of continued support* for the UNGC
- A description of *practical actions to implement* the UNGC principles
- *Measurement of outcomes* using, as much as possible, standard indicators or metrics

In 2006, the GRI and the Global Compact produced guidance on how the GRI guidelines could be used assist in the preparation of the COP. The relationship between GRI and the UNGC was further strengthened in 2010 when the two organisations signed an agreement whereby the former will develop guidance regarding the Global Compact's ten principles and issue areas to integrate centrally in the next iteration of its Sustainability Reporting Guidelines (G4).

The GRI/UNGC Matrix below includes, where appropriate and in a manner recommended by GRI and the UN Global Compact, details of how particular GRI indicators and other disclosures align with the relevant UN Global Compact principles.

GRI/UNGC Matrix

LEVEL OF REPORTING	
● Full reporting	*Unless otherwise stated, all references relate to online SABMiller's 2012 Sustainable Development Report. All references to the relevant pages of the sustainable development website are abbreviated to 'WWW'. All references to the Annual Report are abbreviated to 'AR'. References relating to the Sustainable Development Summary Report (which can be downloaded from www.sabmiller.com/sd) are abbreviated to 'SDR'*
⊙ Partial reporting	
O Don't report, will consider	
⊗ Don't report, not considered to be of material importance	
✗ Not applicable	

GRI INDICATOR	UNGC COP ELEMENT ADDRESSED	LEVEL OF REPORTING	WHERE TO FIND THE INDICATOR
1. STRATEGY AND ANALYSIS			
1.1 Statement from the most senior decision-maker of the organisation about the relevance of sustainability to the organisation and its strategy	Statement of Continuing Support	●	WWW: Overview from our board WWW: Message from our CEO (video) AR: Chief Executive's review (page 14), Sustainable Development (page 46)
1.2 Description of key impacts, risks and opportunities	Ditto	●	WWW: Managing SD WWW: Our 10 priorities (Why this a priority explains the rationale for the selection of each priority) WWW: Priorities in action AR: Principal risks (page 22,23)
2.1 Name of reporting organisation	No Specific COP Requirement	●	AR: Performance highlights (page 1) WWW:sabmiller.com WWW: Reporting (Boundaries and scope) SDR: About SABMiller (IFC), Operating businesses covered in this report (page 21)
2.2. Primary brands, products and/or services	Ditto	●	SDR: About SABMiller (IFC) WWW: Managing SD (Business partnerships)

			AR: Performance highlights (page 1), our business in brief (page 2,3), our operations around the world (page 4,5)
2.3 Operational structure of the organisation including main divisions, operating companies, subsidiaries and joint ventures	Ditto	●	AR: Performance highlights (page 1), our business in brief (page 2,3), our operations around the world (page 4,5), Financial statements (pages 161)
2.4 Location of organisation's headquarters	Ditto	●	AR: Administration (page 184)
2.5 Number of countries where the organisation operates and names of countries with either major operations or that are specifically relevant to the sustainability issues covered n the report.	Ditto	●	WWW: Reporting (Boundaries and scope) SDR: About SABMiller (IFC), Operating businesses covered in this report (page 21) AR: Performance highlights (page 1)
2.6 Nature of ownership and legal form	Ditto	●	SABMiller plc is listed on the London and Johannesburg stock exchanges AR: Ordinary shareholding analyses (pager 182)
2.7 Markets served (including geographical breakdown, sectors served and types of customers/beneficiaries)	Ditto	●	AR: Performance highlights (page 1), our business in brief (page 2,3), our operations around the world (page 4,5), Financial statements (pages 161)
2.8 Scale of the reporting organisation:	Ditto		
o number of employees	Ditto	●	WWW: Our people AR: People (page 50) AR: Financial statements (page 108)
o net sales / revenues	Ditto	●	AR: Financial statements (page 86)
o total capitalisation broken down in terms of debt and equity	Ditto	●	AR: Financial statements (pages 124,125), ordinary shareholding analyses (pager 182)
o quantity of products or services provided	Ditto	●	AR: Performance highlights (page 1), our business in brief (page 2,3), our operations around the world (page 4,5), operations review (page 25-36)
2.9 Significant changes during the reporting period regarding size, structure or ownership	Ditto	●	AR: Directors' report (pages55 – 58)
2.10 Awards received in the reporting period	Ditto	●	WWW: Our 10 priorities ('Performance' tab within Transparency and Ethics)
3. REPORT PARAMETERS			
3.1 Reporting period for the information provided	No Specific COP Requirement	●	The report covers the financial year ending 31 March 2012 and is aligned with our ARA WWW: Reporting (Boundaries and scope)
3.2 Date of most recent report	Ditto	●	Previous report for year ending 31 March 2011
3.3 Reporting cycle	Ditto	●	Annual – aligned with ARA
3.4 Contact point for questions regarding the	Ditto	●	WWW: Contacts

report			
3.5 Process for defining report content, including: - Determining Materiality - Prioritising topics within the report - Identifying stakeholders	Ditto	◉	WWW: Managing SD WWW: Key focus areas WWW: Our 10 priorities (Why this a priority explains the rationale for the selection of each priority)
3.6 Boundary of the report (eg, countries, divisions, subsidiaries, eased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Ditto	●	WWW: Reporting (Boundaries and scope) WWW: Managing SD (business partnerships) SDR: Operating businesses covered in this report (page 21)
3.7 Specific limitations on the scope or boundary of the report	Ditto	●	WWW: Reporting (Boundaries and scope)
3.8 Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can affect comparability from period to period and/or between organisations	Ditto	●	WWW: Reporting (Boundaries and scope) WWW: Managing SD (business partnerships)
3.9 Data measurement techniques and the basis for calculation, including assumptions and techniques underlying estimations applied to the compilation of the indicators and other information in the report	Ditto	◉	WWW: Managing SD WWW: sabmiller.com/sd (link to SAM data reporting tool, which includes explanations of measurement criteria)
3.10 Explanation of the effect and reasons for any restatements of information provided in earlier reports	Ditto	●	WWW: Our 10 Priorities (Communities – see 'Performance' tab for explanation of restated 2011 CSI spend)
3.11 Significant changes from previous reporting periods in scope, boundary or measurement methods applied in the report	Ditto	◉	WWW: Reporting (Boundaries and scope) WWW: Managing SD (business partnerships) WWW: Our 10 Priorities (Communities – see 'Performance' tab for explanation of restated 2011 CSI spend)
3.12 Table identifying location of Standard Disclosures in the report.	Ditto	●	The information contained herein
3.13 Policy and current practice with regard to seeking external assurance for the report.	Ditto	●	WWW: Reporting (Assuring our approach) SDR: Assurance and commentary (page 21)
4. GOVERNANCE, COMMITMENTS AND ENGAGEMENT			
4.1 Governance structure of the organisation including committees under the highest	Actions Taken to Implement	●	AR: Corporate governance (page 59-67) WWW: Managing SD

governance body responsible for specific task such as setting strategy or organisational oversights	Principles 1-10		
4.2 Indication of whether the Chair of the highest governance body is also an executive officer (and if so their function within the organisation's management and the reason for this arrangement)	Ditto	●	Ditto
4.3 For organisations that have a unitary board structure, number of members of the highest governance body that are independent and/or non-executive members (unitary boards only)	Ditto	●	Ditto
4.4 Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	Ditto	●	Ditto
4.5 Linkage between compensation for members of the highest governance body and the organisation's performance (including social and environmental)	Ditto	●	AR: Director's remuneration report (pages 68-83)
4.6 Processes in place for highest governance body to avoid conflicts of interest	Ditto	●	AR: Corporate governance (page 59-67)
4.7 Process for determining qualifications and expertise of the members of the highest governance body for guiding the organisations strategy on SEE topics	Ditto	◉	AR: Corporate governance (page 59-67) WWW: Managing SD
4.8 Internally developed statements of mission or values, codes of conduct, and principles relevant to SEE performance, and the status of their implementation	Ditto	●	WWW: Overview from our board WWW: Our 10 Priorities (Respecting human rights) WWW: Our 10 Priorities (see 'position papers' for each priority) AR: Corporate governance (page 59-67)
4.9 Procedures of the highest governance body for overseeing the organisation's identification and management of SEE performance, including relevant risks and opportunities and opportunities and adherence or compliance with internationally agreed standards, code of conduct and principles	Ditto	●	WWW: Overview from our board WWW: Managing SD AR: Corporate governance (page 59-67)
4.10 Processes for evaluating the highest	Ditto	●	AR: Corporate governance (page 59-67)

governance body's own performance particularly in respect to SEE performance			
4.11 Explanation of whether and how the precautionary approach or principle is addressed by the organisation	Actions Taken to Implement Principle 7	●	Our approach to SD is to look to the future and to have plans to meet various potential scenarios to ensure that our business is sustainable. This is also the case for our four environmental priorities which cover water, energy and carbon, packaging and waste. WWW: Our 10 priorities
4.12 Externally developed SEE charters, principles or other initiatives to which the organisation subscribes or endorses	Actions Taken to Implement Principles 1-10	●	WWW: Partnerships WWW: Reporting (International agreements and standards) WWW: Our 10 priorities (for relevant issues based agreements)
4.13 Memberships in associations (such as industry associations) and/or advocacy organisations in which the organisation has a position in governance bodies, participates in projects, provide substantive funding, views membership as strategic	Ditto	●	WWW: Partnerships WWW: Reporting (International agreements and standards) WWW: Our 10 priorities (for relevant issues based agreements) Examples include: WWF; CEO Water Mandate; World Economic Forum; UNGC
4.14 List of stakeholder groups engaged by the organisation	Sharing the COP with the Company's Stakeholders	◉	WWW: Partnerships WWW: Our 10 priorities (stakeholders section of each priority)
4.15 Basis for identification and selection of stakeholders with whom to engage. This includes the organisation's process for defining its stakeholders group and for determining the groups with which to engage and not to engage	Ditto	◉	WWW: Our 10 priorities (stakeholders section of each priority)
4.16 Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	Ditto	◉	WWW: Our 10 priorities (stakeholders section of each priority) WWW: Our 10 priorities (Transparency and ethics)

4.17 Key topics and concerns raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns including through its reporting	Ditto	◉	WWW: Our 10 priorities (stakeholders section of each priority)
Economic Performance Indicators			
Management Approach	Actions Taken to Implement Principles 1, 4, 6 and 7	●	*Goals and performance, policy and contextual information are provided in the 2012 Annual Report and Accounts.* AR: Performance highlights (page 1), our business in brief (page 2,3), our operations around the world (page 4,5), Chief Executive's review (14-19), Chief Financial Officer's review (37-45)*
CORE - EC1: Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings and payments to capital providers and governments	No Specific COP Requirement	●	WWW: Overview from our board WWW: Key focus areas (Economic contribution) WWW: Our 10 priorities (Benefiting communities) AR: Financial statements (from page 86)
CORE - EC2: Financial implications, risk and opportunities for the organisation's activities due to climate change	Actions Taken to Implement Principle 7	◉	WWW: Our 10 priorities (Water, Energy and Carbon)
CORE - EC3: Coverage of the organisation's defined benefit plan obligations	No Specific COP Requirement	●	AR: Pensions and post retirement benefits (page 154)
CORE - EC4: Significant government financial assistance	Ditto	✗	
ADDITIONAL - EC5: Range of ratios of standard level entry wage compared to local minimum wage at significant locations of operation	Outcomes from Implementing Principle 1	○	
CORE - EC6: Policy, practices and proportion of spending on locally-based suppliers at significant locations of operation	No Specific COP Requirement	◉	WWW: Our 10 priorities (Enterprise development)
CORE - EC7: Procedures for local hiring and proportion of senior management from the local community at locations of significant operation	Actions Taken and Outcomes from Implementing Principle 6	◉	WWW: Our people (Equality and diversity) AR: People (page 50-51)
CORE - EC8: Development and impact of infrastructure investments and services provided	No Specific COP Requirement	◉	WWW: Our 10 priorities (in each, particularly Enterprise Development and CSI sections, plus priorities in action for specific examples)

primarily for public benefit through commercial, in-kind or pro bono engagement			
ADDITIONAL - EC9: Indirect economic impacts, including the extent of the impact	Ditto	◉	WWW: Key focus areas (Economic contribution) WWW: Our 10 priorities (Enterprise Development, Benefiting Communities)
Environmental Performance Indicators			
Management approach	Actions Taken to Implement Principles 7, 8 and 9	●	***Goals and performance:*** Each of the sections of Our 10 Priorities that relate to environmental impacts provide details of our progress, targets for 2012 and performance: WWW: Our 10 priorities (water, energy and carbon, packaging, waste) **Policy:** Information is included in each of the relevant sections (as above). Our position papers on each of the 10 priorities are included on our website. **Organisation responsibility, training and awareness:** WWW: Managing SD **Monitoring and follow up:** WWW: Managing SD Information can also be found at WWW: Reporting (including the SAM reporting tool)
CORE: EN1: Materials used by weight or volume	Outcomes from Implementing Principle 8	◉	WWW: Our 10 priorities (Water, Packaging) WWW: Key focus areas (water-food-energy nexus) WWW: for details of our water usage please also refer to Carbon Disclosure Project Water www.cdproject.net
CORE: EN2: Percentage of materials used that are recycled input materials	Outcomes from Implementing Principles 8 and 9	◉	WWW: Our 10 priorities (Packaging) Further information is limited given the nature of our product
CORE: EN3: Direct energy consumption by primary energy source	Outcomes from Implementing	●	WWW: Our 10 priorities (Energy and carbon)

	Principle 8		WWW: Reporting (including the SAM reporting tool) WWW: see also our Carbon Disclosure Project submission at www. cdproject.net
CORE: EN4: Indirect energy consumption by primary source	Ditto	◉	WWW: Our 10 priorities (Energy and carbon) WWW: Reporting (including the SAM reporting tool) WWW: see also our Carbon Disclosure Project submission at www. cdproject.net
ADDITIONAL: EN5: Energy saved due to conservation and efficiency improvements	Outcomes from Implementing Principles 8 and 9	●	WWW: Our 10 priorities (Energy and carbon)
ADDITIONAL: EN6: Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy as a result of these initiatives	Actions Taken to Implement Principles 8 and 9	✕	
ADDITIONAL: EN7: Initiatives to reduce indirect energy consumption and reductions achieved	Ditto	◉	WWW: Our 10 priorities (Energy and carbon)
CORE: EN 8: Total water withdrawal by source	Outcomes from Implementing Principle 8	●	WWW: Our 10 priorities (Water) WWW: Reporting (including the SAM reporting tool) http://www.sabmiller.com/files/reports/sdreporting/index.asp WWW: for details of our water usage please also refer to Carbon Disclosure Project Water www.cdproject.net WWW: Reporting (Water Futures report)
ADDITIONAL: EN9: Water sources significantly affected by withdrawal of water	Ditto	◉	WWW: Our 10 priorities (Water) WWW: Reporting (Water Futures report)
ADDITIONAL: EN10: Percentage and total volume of water recycled and reused	Outcomes from Implementing Principles 8 and 9	●	WWW: Our 10 priorities (Water) WWW: Reporting (including the SAM reporting tool)
CORE: EN11: Location and size of land owned,	Outcomes from	○	

leased or managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Implementing Principle 8		
CORE: EN12: Significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Ditto	O	
ADDITIONAL: EN13: Habitats protected or restored	Ditto	◉	WWW: Our 10 priorities (Water – priority in action: 'Partnering to protect watersheds at MillerCoors)
ADDITIONAL: EN14: Strategies, current actions and future plans for managing impacts on biodiversity	Actions Taken to Implement Principle 8	O	
ADDITIONAL: EN15: Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	Outcomes from Implementing Principle 8	O	
CORE: EN16: Total direct and indirect greenhouse gas emissions by weight	Ditto	●	WWW: Our 10 priorities (Energy and carbon) WWW: Reporting (including the SAM reporting tool) http://www.sabmiller.com/files/reports/sdreporting/index.asp WWW: see also our Carbon Disclosure Project submission at www. cdproject.net
CORE: EN17: Other relevant indirect greenhouse gas emissions by weight	Ditto	◉	WWW: Carbon Disclosure Project submission at www. cdproject.net
ADDITIONAL: EN18: Initiatives to reduce greenhouse gas emissions and reductions achieved	Actions Taken and Outcomes from Implementing Principles 7, 8 and 9	●	WWW: Our 10 priorities (Energy and carbon)
CORE: EN19: Emissions of ozone-depleting substances by weight	Outcomes from Implementing Principle 8	O	
CORE: EN20: NO, SO and other significant air emissions by type and weight	Ditto	O	WWW: Carbon Disclosure Project submission at www. cdproject.net
CORE: EN21Total water discharge by quality and	Ditto	O	

destination			
CORE: EN22: Total weight of waste by type and disposal method	Ditto	●	WWW: Our 10 priorities (Energy and carbon) WWW: Reporting (including the SAM reporting tool)
CORE: EN23: Total number and volume of significant spills	Ditto	O	
ADDITIONAL: EN24: Weight of transported, imported, exported or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, IV and percentage of transported waste shipped internationally	Ditto	✕	
ADDITIONAL: EN25: Identity, size, protected status and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff	Ditto	O	
CORE: EN26: Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	Actions Taken to Implement Principles 7, 8 and 9	●	WWW: Our 10 priorities (water, energy and carbon, packaging, waste)
CORE: EN27: Percentage of products sold and their packaging materials that are reclaimed by category	Outcomes from Implementing Principles 8 and 9	◉	WWW: Our 10 priorities (Packaging) WWW: Reporting (including the SAM reporting tool)
CORE: EN28: Monetary value of significant fines & total number of non-monetary sanctions for non-compliance with environmental laws & regulations	Outcomes from Implementing Principle 8	O	
ADDITIONAL: EN29: Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations and transporting members of the workforce	Ditto	◉	WWW: Our 10 priorities (Energy and carbon) WWW: Carbon Disclosure Project submission at www. cdproject.net

ADDITIONAL: EN30: Total environmental protection expenditures and investments by type	Actions Taken and Outcomes from Implementing Principles 7, 8 and 9	○	
Labour Practices and Decent Work Performance Indicators			
Management approach	Actions Taken to Implement Principles 1, 3 and 6	●	**Goals and performance:** WWW: Key focus areas (Economic contribution) WWW: Our 10 priorities (Enterprise development, HIV/Aids, human rights, our people) **Policy:** Information is included in each section of the sections above. Position papers on each of these priorities are included in our website. **Organisation responsibility, training and awareness:** WWW: Managing SD **Monitoring and follow up:** WWW: Our 10 priorities (Transparency) AR: Corporate governance (page 59-67) WWW: Reporting (including the SAM reporting tool)
CORE: LA1: Total workforce by employment type, contract and region	No Specific COP Requirement	◉	WWW: Our people AR: Financial statements (page 108)
CORE: LA2: Total number and rate of employee turnover by age, group, gender and region	Outcomes from Implementing Principle 6	○	
ADDITIONAL: LA3: Benefits that are only provided to full-time employees and not temporary or part-time employees	No Specific COP Requirement	○	
CORE: LA4: Percentage of employees covered by collective bargaining agreements	Outcomes from Implementing Principles 1 and 3	●	WWW: Our 10 priorities (Human rights)
CORE: LA5: Minimum notice period regarding	Outcomes from	○	

operational changes	Implementing Principle 3		
ADDITIONAL: LA6: Percentage of total workforce represented in formal joint management-worker health and safety committees	Outcomes from Implementing Principle 1	○	
CORE: LA7: Rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities by region	Ditto	◉	WWW: Our people AR: People (page 50)
CORE: LA8: Education, training, counselling, prevention and risk-control programs in place to assist workforce members, their families and community members regarding serious diseases	Actions Taken to Implement Principle 1	●	WWW: Our 10 priorities (HIV/Aids) AR: People (page 50)
ADDITIONAL: LA9: health and safety topics included in agreements with trade unions	Ditto	○	
CORE: LA10: Average hours of training per year per employee by employee category	No Specific COP Requirement	◉	WWW: Our people AR: People (page 50)
ADDITIONAL: LA11: Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Ditto	◉	WWW: Our 10 priorities (Enterprise development, CSI) WWW: Our people AR: People (page 50)
ADDITIONAL: LA12: Percentage of employees receiving regular performance and career development reviews	Ditto	○	
CORE: LA13: Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity	Outcomes from Implementing Principles 1 and 6	◉	WWW: Our people AR: People (page 50) AR: Board of Directors (52-54) AR: Corporate governance (page 59-67)
CORE: LA14: Ratio of basic salary of men to women by employee category	Ditto	○	
CORE: LA15: Return to work and retention rates after parental leave, by gender	Outcomes from Implementing Principle 6	○	
Human Rights Performance Indicators			
Management approach	Actions Taken to	●	**Goals and performance:**

	Implement Principles 1, 2, 3, 4, 5 and 6		WWW: Key focus areas (Economic contribution) WWW: Our 10 priorities (Enterprise development, HIV/Aids, human rights) WWW: Our people **Policy:** Information is included in each section of the sections above. Position papers on each of these priorities are included in our website. **Organisation responsibility, training and awareness:** WWW: Managing SD **Monitoring and follow up:** WWW: Our 10 priorities (Transparency) AR: Corporate governance (page 59-67) WWW: Reporting (including the SAM reporting tool)
CORE: HR1: Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening	Outcomes from Implementing Principles 1, 2, 3, 4, 5, and 6	◉	All significant investments are subject to our Human Rights principles and global responsible sourcing principles
CORE: HR2: Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken	Actions Taken and Outcomes from Implementing Principles 1, 2, 3, 4, 5, and 6	◉	WWW: Our 10 priorities (Human rights) All significant investments are subject to our Human Rights principles and global responsible sourcing principles
CORE: HR3: Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Outcomes from Implementing Principles 1, 2, 3, 4, 5 and 6	◉	WWW: Our 10 priorities (Human rights)
CORE: HR4: Total number of incidents of discrimination and actions taken	Actions Taken and Outcomes from Implementing Principles 1, 2 and 6	O	
CORE: HR5: Operations identified in which the right to exercise freedom of association and	Actions Taken to Implement	O	

collective bargaining may be at significant risk, and actions taken to support these rights	Principles 1, 2 and 3		
CORE: HR6: Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour	Actions Taken to Implement Principles 1, 2 and 5	○	WWW: Our 10 priorities (Human rights, transparency and ethics) WWW: Case studies (2012- human rights)
CORE: HR7: Operations identified as having significant risk for incidents of forced or compulsory labour and measures to contribute to the elimination of forced or compulsory labour	Actions Taken to Implement Principles 1, 2 and 4	⊙	WWW: Our 10 priorities (Human rights, transparency and ethics) WWW: Case studies (2012- human rights)
ADDITIONAL: HR8: Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations	Outcomes from Implementing Principles 1 and 2	○	
ADDITIONAL: HR9: Total number of incidents of violations involving rights of indigenous people and actions taken	Actions Taken and Outcomes from Implementing Principles 1 and 2	○	
CORE: HR10: Percentage and total number of operations that have been subject to human rights reviews and /or impact assessments	Outcomes from Implementing Principles 1, 2, 3, 4, 5 and 6	⊙	WWW: Our 10 priorities (Human rights, transparency and ethics) WWW: Case studies (2012- human rights)
CORE: HR11: Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms	Ditto	○	
Society Performance Indicators			
Management approach	Actions Taken to Implement Principle 10	⊙	**Goals and performance:** WWW: key focus areas (economic contribution) WWW: Our 10 priorities (Enterprise development, HIV/Aids, human rights) WWW: Our people **Policy:** Information is included in each section of the sections above. Position papers on each of these priorities are included in our website. **Organisation responsibility, training and awareness:**

			WWW: Managing SD **Monitoring and follow up:** WWW: Our 10 priorities (Transparency and ethics, human rights) AR: Corporate governance (page 59-67) WWW: Reporting (including the SAM reporting tool)
CORE: SO1: Nature, scope and effectiveness of any programmes and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting	No Specific COP Requirement	●	WWW: Our 10 priorities (Communities, Enterprise development, HIV/Aids, Human rights) WWW: Our people WWW: Reporting (Reports – for independent socio-economic impact assessments)
CORE: SO2: Percentage and total number of business units analysed for risks related to corruption	Outcomes from Implementing Principle 10	◉	WWW: Our 10 priorities (Human rights) AR: Corporate governance (page 59-67)
CORE: SO3: Percentage of employees trained in anti-corruption policies and procedures	Ditto	◉	WWW: Our 10 priorities (Human rights)
CORE: SO4: Actions taken in response to incidents of corruption	Actions Taken to Implement Principle 10	O	AR: Sustainable Development (page 46-49)
CORE: SO5: Public policy positions and participation in public policy development and lobbying	Actions Taken to Implement Principles 1-10	●	WWW: Our 10 priorities (Transparency and ethics) WWW: Reporting WWW: Partnerships
ADDITIONAL: SO6: Total value of financial and in-kind contributions to political parties, politicians and related institutions by country	Outcomes from Implementing Principle 10	●	AR: Corporate governance (page 59-67)
ADDITIONAL: SO7: Total number of legal actions for anti-competitive behaviour, anti-trust and monopoly practices and their outcomes	No Specific COP Requirement	◉	AR: Corporate governance (page 59-67)
CORE: SO8: Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Ditto	◉	AR: Corporate governance (page 59-67)
CORE: SO9: Operations with significant potential	No Specific COP	O	

or actual negative impacts on local communities	Requirement		
CORE: SO10: Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities	Ditto	O	
Product Responsibility Performance Indicators			
Management approach	Actions Taken to Implement Principles 1 and 8	●	**Goals and performance:** WWW. Our 10 priorities (Responsible drinking, packaging, transparency and ethics) **Policy:** WWW. Our 10 priorities (Responsible drinking, packaging, transparency and ethics) **Organisation responsibility, training and awareness:** WWW: Managing SD **Monitoring and follow up:** WWW: Our 10 priorities (Transparency and ethics, human rights) AR: Corporate governance (page 59-67) WWW: Reporting (including the SAM reporting tool)
CORE: PR1: Life cycle stages in which health and safety impacts of products and services are assessed for improvements, and percentage of significant products and service categories subject to such procedures	Actions Taken and Outcomes from Implementing Principle 1	◉	WWW. Our 10 priorities (Responsible drinking, packaging, transparency and ethics)
ADDITIONAL: PR2: Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes	Outcomes from Implementing Principle 1	O	
CORE: PR3: Type of product and service information required by procedures, and percentage of significant products and services	Actions Taken and Outcomes from Implementing	O	

subject to such information requirements	Principle 8		
ADDITIONAL: PR4: Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	Outcomes from Implementing Principle 8	O	
ADDITIONAL: PR5: Practices related to customer satisfaction, including results of survey measuring customer satisfaction	No Specific COP Requirement	O	
CORE: PR6: Programmes for adherence to laws, standards and voluntary codes related to marketing communications, including advertising, promotion and sponsorship	Ditto	●	WWW: Our 10 priorities (Responsible drinking, transparency and ethics) WWW: Key focus areas
ADDITIONAL: PR7: Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship by type of outcomes	Ditto	O	AR: Financial statements (page 153)
ADDITIONAL: PR8: Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	Outcomes from Implementing Principle 1	✕	
CORE: PR9: Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	No Specific COP Requirement	◉	AR: Financial statements (page 153)