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

This document details how SABMiller's 2014 sustainability reporting – which can be found in our 2014 Sustainable Development Summary Report, Annual Report, website and other supporting documents – is aligned Global Reporting Initiative's (GRI) G3.1 Sustainability Reporting Guidelines and requirements to report progress against implementing the UN Global Compact Principles.

The GRI Sustainability Reporting 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. There are 84 indicators in total, of which 55 are core indicators and the reminder additional indicators. 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 indicators and whether these have been reported against fully or partially. Against this framework our reporting is consistent with an application level of B.

SABMiller is also committed to the ten principles of the UN Global Compact (UNGC). These are that businesses should:

Principle 1:   Support and respect the protection of internationally proclaimed human rights.
Principle 2:   Make sure that they are not complicit in human rights abuses.
Principle 3:   Uphold the freedom of association and the effective recognition of the right to collective bargaining
Principle 4:   Uphold the elimination of all forms of forced and compulsory labour.
Principle 5:   Uphold the effective abolition of child labour.
Principle 6:   Uphold the elimination of discrimination in respect of employment and occupation
Principle 7:   Support a precautionary approach to environmental challenges.
Principle 8:   Undertake initiatives to promote greater environmental responsibility.
Principle 9:   Encourage the development and diffusion of environmentally friendly technologies
Principle 10:   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

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

GRI/UNGC Index

AR: Annual Report 2014
SDR: Sustainable Development Summary Report
Online: www.sabmiller.com/sustainability (unless otherwise specified)

Ref	GRI Indicator	UNGC COP element addressed	Level of reporting	Where to find the relevant information
1. Strategy and analysis				
1.1	Statement from the most senior decision-maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.		FULL	AR: Chief Executive's statement (page: 6) SDR: Joint statement by the chairman of CARAC and the Chief Executive (page: 2 -3) Online: How we manage sustainable development/Overview from our board
1.2	Description of key impacts, risks, and opportunities.	Statement of continuing support of the UNGC	FULL	AR: Principal risks (page: 18 - 19) AR: Strategic report, Improving livelihoods (page: 40-43) AR: Strategic report, Strategic focus (page: 14 - 16) SDR: About SABMiller (page: IFC - 1) SDR: The 10 sustainable development priorities: a firm foundation (page: 3) SDR: A focused and more ambitious approach to sustainable development (page: 4 -5) SDR: Building sustainable development within our business (page: 20) SDR: A deeper look at the issues (page: 19) Online: Our five shared imperatives
2. Organisational profile				
2.1	Name of the organization.	No UNGC COP requirement	FULL	AR: About SABMiller (IFC) SDR: About SABMiller (page: IFC - 1) Online: www.sabmiller.com

2.2	Primary brands, products, and/or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.	FULL	AR: About SABMiller (IFC) AR: Strategic report (page: 20 - 31) SDR: About SABMiller (page: IFC - 1) Online: www.sabmiller.com
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	FULL	AR: About SABMiller (IFC) AR: Strategic report (page: 20 - 31) SDR: About SABMiller (page: IFC - 1) SDR: Operating companies included within this report (page: 19) Online: www.sabmiller.com
2.4	Location of organization's headquarters.	FULL	AR: Back cover SDR: Further reports and contacts (BC) Online: Contacts
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	FULL	As 2.3
2.6	Nature of ownership and legal form.	FULL	SABMiller is listed on the London and Johannesburg stock exchanges
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)	FULL	As 2.3

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2.8	Scale of the reporting organization, including:		FULL	AR: Chief Financial Officer's review (from page: 32)
	· Number of employees;			AR: Strategic report, An employer of choice around the world (page: 47)
				AR: Financial statements (page: 116)
	· Net sales (for private sector organizations) or net revenues (for public sector organizations);			AR: Financial statements (page: 95)
	· Total capitalization broken down in terms of debt and equity (for private sector organizations); and			AR: Financial statements (page: 96)
	· Quantity of products or services provided.			AR: as 2.3
2.9	Significant changes during the reporting period regarding size, structure, or ownership including.		FULL	AR: Director's report (starting page 85)
2.10	Awards received in the reporting period.		FULL	As reported by local operating businesses
				SDR: Operating companies included within this report (page: 19)
				Online: Reports
3. Report parameters				
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.		FULL	The report overs the financial year ended 31 March 2014
3.2	Date of most recent previous report (if any).	No UNGC COP requirement	FULL	Financial year ended 31 March 2013
3.3	Reporting cycle (annual, biennial, etc.)		FULL	Annual
3.4	Contact point for questions regarding the report or its contents.		FULL	SDR: Further reports and contacts (BC)

3.5	Process for defining report content, including: · Determining materiality; · Prioritizing topics within the report; and · Identifying stakeholders the organization expects to use the report.	PARTIAL	SDR: The 10 sustainable development priorities: a firm foundation (page: 3) SDR: A focused and more ambitious approach to sustainable development (page: 4 -5) SDR: Building sustainable development within our business (page: 20) Online: Our five shared imperatives Online: How we manage sustainable development/our sustainability framework
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	FULL	SDR: About SABMiller (page: IFC - 1) SDR: Operating companies included within this report (page: 19)
3.7	Specific limitations on the scope or boundary of the report.	FULL	As 3.6
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	FULL	As 3.6
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	FULL	SDR: Building sustainable development within our business (page: 20)
3.10	Explanation of the effect of any re-statements of information provided in earlier reports.	FULL	None
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	FULL	SDR: About SABMiller (page: IFC - 1) SDR: Building sustainable development within our business (page: 20)
3.12	Table identifying the location of the Standard Disclosures in the report.	FULL	Information contained herein
3.13	Policy and current practice with regard to seeking external assurance for the report.	FULL	SDR: Independent limited assurance report to the directors of SABMiller (page: 21)

4. Governance, commitments and engagement				
4.1	Governance structure of the organisation including committees under the highest governance body responsible for specific tasks such as setting strategy or organisational oversights		FULL	AR: Chairman statement (page: 5) AR: Governance (page: 46 - 58) SDR: Joint statement by the chairman of CARAC and the Chief Executive (page: 2 -3) SDR: Building sustainable development within our business (page: 20) Online: How we manage sustainable development/Governance and monitoring
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)		FULL	As 4.2
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)	Actions taken to implement UNGC principles	FULL	AR: Governance (page: 46 - 47)
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body		FULL	AR: Governance (page: 46 - 58)
4.5	Linkage between compensation for members of the highest governance body and the organisation's performance (including social and environmental)		FULL	AR: Directors' remuneration report (page: 65)
4.6	Processes in place for highest governance body to avoid conflicts of interest		FULL	As 4.4
4.7	Process for determining qualifications and expertise of the members of the highest governance body for guiding the organisations strategy on SEE topics		FULL	AR: Governance (page: 46 - 58) SDR: Building sustainable development within our business (page: 20)

4.8	Internally developed statements of mission or vales, codes of conduct, and principles relevant to SEE performance, and the status of their implementation	FULL	AR: Strategic report, Improving livelihoods (page: 40-43) SDR: Building sustainable development within our business (page: 20) Online: How we manage sustainable development/Our sustainability policies
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	FULL	AR: Governance (page: 46 - 58) SDR: Building sustainable development within our business (page: 20) Online: How we manage sustainable development/Governance and monitoring
4.10	Processes for evaluating the highest governance body's own performance particularly in respect to SEE performance	FULL	AR: Governance (page: 46 - 58)
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation	FULL	Our approach to sustainability is to look to the future and to have plans to meet various potential scenarios to ensure that our business is sustainable. This approach is described through our reporting. SDR: Demonstrated throughout Online: Our five shared imperatives
4.12	Externally developed SEE charters, principles or other initiatives to which the organisation subscribes or endorses	FULL	AR: Strategic report, Improving livelihoods (page: 40-43) SDR: About SABMiller (page: IFC - 1) SDR: Building sustainable development within our business (page: 20) Online: Our five shared imperatives/ our response (by imperative) Online: Our five shared imperatives/ our partners (by imperative)

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	FULL	AR: Strategic report, Improving livelihoods (page: 40-43) SDR: About SABMiller (page: IFC - 1) SDR: Building sustainable development within our business (page: 20) SDR: Expert views (page: 18) Online: Our five shared imperatives/ our response (by imperative) Online: Our five shared imperatives/ our partners (by imperative)
4.14	List of stakeholder groups engaged by the organisation	FULL	SDR: Expert views (page: 18) SDR: Examples of stakeholder engagement throughout Online: Our five shared imperatives/ our partners (by imperative)
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	PARTIAL	SABMiller works in partnership with a wide range of stakeholders worldwide to drive progress on its shared imperatives. Determination of these stakeholders depends on many factors, including the issues, expertise and capability, location and reach. Specific examples of stakeholder relationships and partnerships are provided throughout the company's reporting.
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	PARTIAL	As 4.15
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	FULL	SDR: Expert views (page: 18) SDR: Deeper look at the issues (page: 19) SDR: Examples of stakeholder engagement throughout and organisational response Online: Our five shared imperatives/ our response (by imperative) Online: Our five shared imperatives/ our partners (by imperative)

Economic performance indicators				
Management approach		Actions taken to implement principles 1, 4, 6 and 7	FULL	Goals and performance, policy and contextual information are provided throughout the Annual Report and Accounts. Readers may wish to refer to the Chief Executive's review starting on page 6 to provide an overview.
EC1 (Core)	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	FULL	AR: Chief Financial Officer's review (from page: 32) AR: Financial statements (from page: 94) SDR: Joint statement by the chairman of CARAC and the Chief Executive (page: 2 -3) SDR: Accelerate growth and social development in our value chains (page: 6 - 7)
EC2 (Core)	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Actions taken to implement principles 7, 8 and 9	PARTIAL	SDR: Secure shared water resources for our business and local communities (page: 10 -11) SDR: Create value through reducing waste and carbon emissions (page: 12-13) SDR: Support responsible, sustainable use of land for brewing crops (page: 14 - 15) Online: Our five shared imperatives/Secure shared water resources for our business and local communities Online: Our five shared imperatives/Create value through reducing waste and carbon emissions Online: Our five shared imperatives/Support responsible, sustainable use of land for brewing crops
EC3 (Core)	Coverage of the organization's defined benefit plan obligations.	No specific COP requirement	FULL	AR: Financial statements, employee benefits (page: 106) AR: Financial statements, employee and key management compensation costs (page: 119) AR: Financial statements, pensions and post-retirement benefits (page: 153)
EC4 (Core)	Significant financial assistance received from government.	No specific COP requirement	NOT APPLICABLE	Not relevant to SABMiller
EC5 (Additional)	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	Outcomes from implementing principle 1	NONE	

EC6 (Core)	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	No specific COP requirement	PARTIAL	SDR: Accelerate growth and social development in our value chains (page: 6 - 7) SDR: Support responsible, sustainable use of land for brewing crops (page: 14 - 15) Online: Accelerate growth and social development in our value chains Online: Our five shared imperatives/Support responsible, sustainable use of land for brewing crops
EC7 (Core)	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Actions taken to implement principle 6	PARTIAL	AR: Strategic report, An employer of choice around the world (page: 44-45) SDR: Valuing and empowering our people (page: 17)
EC8 (Core)	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	No specific COP requirement	FULL	SDR: Accelerate growth and social development in our value chains (page: 6 - 7) SDR: Support responsible, sustainable use of land for brewing crops (page: 14 - 15) Online: Accelerate growth and social development in our value chains Online: Our five shared imperatives/Support responsible, sustainable use of land for brewing crops
EC9 (Additional)	Understanding and describing significant indirect economic impacts, including the extent of impacts.	No specific COP requirement	FULL	As EC8 Online: www.sabmiller.com/reports/Sustainable and scaling the impact of enterprise development programmes Online: www.sabmiller.com/reports/The contribution made by SABMiller to the European Economy

Environmental performance indicators				
Management approach		Actions taken to implement principles 7, 8 and 9	FULL	Goals and performance: SDR: Secure shared water resources for our business and local communities (page: 10 -11) SDR: Create value through reducing waste and carbon emissions (page: 12-13) SDR: Support responsible, sustainable use of land for brewing crops (page: 14 - 15) Online: Our five shared imperatives/Secure shared water resources for our business and local communities Online: Our five shared imperatives/Create value through reducing waste and carbon emissions Online: Our five shared imperatives/Support responsible, sustainable use of land for brewing crops Policy: Information is included in each of the relevant sections (as above). Our position papers material environmental issues are included on our website. Online: How we manage sustainable development/Our sustainability policies Organisation responsibility, training and awareness: SDR: Building sustainable development within our business (page: 20) Online: How we manage sustainable development/Governance and monitoring Monitoring and follow up: SDR: Building sustainable development within our business (page: 20) Online: Reporting (including SAM reporting tool)
EN1 (Core)	Materials used by weight or volume.	Outcomes from implementing principle 8	PARTIAL	SDR: Secure shared water resources for our business and local communities (page: 10 -11) SDR: Create value through reducing waste and carbon emissions (page: 12-13) SDR: Support responsible, sustainable use of land for brewing crops (page: 14 - 15) Online: Our five shared imperatives/Secure shared water resources for our business and local communities Online: Our five shared imperatives/Create value through reducing waste and carbon emissions Online: Our five shared imperatives/Support responsible, sustainable use of land for brewing crops

EN2 (Core)	Percentage of materials used that are recycled input materials.	Outcomes from implementing principle 8 and 9	PARTIAL	SDR: Create value through reducing waste and carbon emissions (page: 12-13) Online: Our five shared imperatives/Create value through reducing waste and carbon emissions Online: Reporting (including SAM reporting tool)
EN3 (Core)	Direct energy consumption by primary energy source.	Outcomes from implementing principle 8	FULL	SDR: Create value through reducing waste and carbon emissions (page: 12-13), Online: Our five shared imperatives/Create value through reducing waste and carbon emissions Online: Reporting (including SAM reporting tool)
EN4 (Core)	Indirect energy consumption by primary source.	Outcomes from implementing principle 8	FULL	As EN3
EN5 (Additional)	Energy saved due to conservation and efficiency improvements.	Outcomes from implementing principles 8 and 9	FULL	As EN3
EN6 (Additional)	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Actions taken to implement principles 8 and 9	NOT APPLICABLE	Not relevant to SABMiller
EN7 (Additional)	Initiatives to reduce indirect energy consumption and reductions achieved.	Actions taken to implement principles 8 and 9	PARTIAL	SDR: Create value through reducing waste and carbon emissions (page: 12-13), reducing supply chain emissions
EN8 (Core)	Total water withdrawal by source. (Core)	Outcomes from implementing principle 8	FULL	Online: Our five shared imperatives/Secure shared water resources for our business and local communities Online: Reporting (including SAM reporting tool)
EN9 (Additional)	Water sources significantly affected by withdrawal of water.	Outcomes from implementing principle 8	PARTIAL	As EN9 Online: www.sabmiller.com/reports/The Water-Food-Energy Nexus

EN10 (Additional)	Percentage and total volume of water recycled and reused.	Outcomes from implementing principles 8 and 9	NONE	
EN11 (Core)	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Outcomes from implementing principle 8	NONE	
EN12 (Core)	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Outcomes from implementing principle 8	NONE	
EN13 (Additional)	Habitats protected or restored.	Outcomes from implementing principle 8	PARTIAL	SDR: Secure shared water resources for our business and local communities (page: 10 -11)
EN14 (Additional)	Strategies, current actions, and future plans for managing impacts on biodiversity.	Actions from implementing principle 8	NONE	
EN15 (Additional)	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	NONE	
EN16 (Core)	Total direct and indirect greenhouse gas emissions by weight. (Core)	Outcomes from implementing principle 8	FULL	AR: Strategic report, Improving livelihoods (page: 40-43) SDR: Create value through reducing waste and carbon emissions (page: 12-13), Online: Our five shared imperatives/Create value through reducing waste and carbon emissions Online: Reporting (including SAM reporting tool)

EN17 (Core)	Other relevant indirect greenhouse gas emissions by weight.	Outcomes from implementing principle 8	PARTIAL	As EN16 Online: submission to Carbon Disclosure Project at www.cdp.net
EN18 (Additional)	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Actions taken and outcomes from implementing principle 7, 8 and 9	PARTIAL	SDR: Create value through reducing waste and carbon emissions (page: 12-13), Online: Our five shared imperatives/Create value through reducing waste and carbon emissions
EN19 (Core)	Emissions of ozone-depleting substances by weight.	Outcomes from implementing principle 8	PARTIAL	Online: submission to Carbon Disclosure Project at www.cdp.net
EN20 (Core)	NOx, SOx, and other significant air emissions by type and weight.	Outcomes from implementing principle 8	NONE	
EN21 (Core)	Total water discharge by quality and destination.	Outcomes from implementing principle 8	NONE	
EN22 (Core)	Total weight of waste by type and disposal method.	Outcomes from implementing principle 8	FULL	SDR: Create value through reducing waste and carbon emissions (page: 12-13), Online: Our five shared imperatives/Create value through reducing waste and carbon emissions Online: Reporting (including SAM reporting tool)
EN23 (Core)	Total number and volume of significant spills.	Outcomes from implementing principle 8	NONE	
EN24 (Core)	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Outcomes from implementing principle 8	NOT APPLICABLE	Not relevant to SABMiller

EN25 (Additional)	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Outcomes from implementing principle 8	NONE	
EN26 (Core)	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Actions taken to implement principles 7, 8 and 9	PARTIAL	SDR: Secure shared water resources for our business and local communities (page: 10 -11) SDR: Create value through reducing waste and carbon emissions (page: 12-13) Online: Our five shared imperatives/Secure shared water resources for our business and local communities Online: Our five shared imperatives/Create value through reducing waste and carbon emissions
EN27 (Core)	Percentage of products sold and their packaging materials that are reclaimed by category.	Outcomes from implementing principles 8 and 9	FULL	SDR: Create value through reducing waste and carbon emissions (page: 12-13) Online: Our five shared imperatives/Create value through reducing waste and carbon emissions Online: Reporting (including SAM reporting tool)
EN28 (Core)	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Outcomes from implementing principle 8	NONE	
EN29 (Additional)	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Outcomes from implementing principle 8	PARTIAL	SDR: Create value through reducing waste and carbon emissions (page: 12-13), Online: Our five shared imperatives/Create value through reducing waste and carbon emissions Online: Reporting (including SAM reporting tool)
EN30 (Additional)	Total environmental protection expenditures and investments by type.	Outcomes from implementing principle 8	NONE	

Labour practices and decent work performance indicators				
Management approach		Actions taken to implement principles 1, 3 and 6	FULL	Goals and performance: AR: Strategic report, An employer of choice around the world (page: 47) SDR: Valuing and empowering our people (page: 16-17) SDR: Accelerate growth and social development in our value chains (page: 6 - 7) SDR: Support responsible, sustainable use of land for brewing crops (page: 14-15) Online: Our five shared imperatives/Accelerate growth and social development in our value chains Online: Our five shared imperatives/Support responsible, sustainable use of land for brewing crops Policy: Information is included in each of the relevant sections (as above). Our position papers material environmental issues are included on our website. Online: How we manage sustainable development/Our sustainability policies Organisation responsibility, training and awareness: SDR: Building sustainable development within our business (page: 20) Online: How we manage sustainable development/Governance and monitoring Monitoring and follow up: AR: Governance (page: 46 - 58) SDR: Building sustainable development within our business (page: 20)
LA1 (Core)	Total workforce by employment type, employment contract, and region.	No specific COP requirement	PARTIAL	AR: Strategic report, An employer of choice around the world (page: 47) AR: Financial statements (page: 116)
LA2 (Core)	Total number and rate of employee turnover by age group, gender, and region.	Outcomes from implementing principle 6	NONE	
LA3 (Additional)	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	No specific COP requirement	NONE	

LA4 (Core)	Percentage of employees covered by collective bargaining agreements.	Outcomes from implementing principles 1 and 3	FULL	SDR: Valuing and empowering our people (page: 16-17)
LA5 (Core)	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Outcomes from implementing principle 3	NONE	
LA6 (Additional)	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.	Outcomes from implementing principle 1	NONE	
LA7 (Core)	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Outcomes from implementing principle 1	PARTIAL	SDR: Valuing and empowering our people (page: 16-17)
LA8 (Core)	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Actions taken to implement principle 1	FULL	AR: Strategic report, An employer of choice around the world (page: 47) SDR: Valuing and empowering our people (page: 16-17) Online: Reporting (including SAM reporting tool)
LA9 (Additional)	Health and safety topics covered in formal agreements with trade unions.	Actions taken to implement principle 1	NONE	
LA10 (Core)	Average hours of training per year per employee by gender and by employee category. (Core)	No specific COP requirement	PARTIAL	AR: Strategic report, An employer of choice around the world (page: 47) SDR: Valuing and empowering our people (page: 16-17) Online: Reporting (including SAM reporting tool)

LA11 (Additional)	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	No specific COP requirement	PARTIAL	AR: Strategic report, An employer of choice around the world (page: 47) SDR: Valuing and empowering our people (page: 16-17) SDR: Accelerate growth and social development in our value chains (page: 6 - 7) SDR: Support responsible, sustainable use of land for brewing crops (page: 14-15) Online: Our five shared imperatives/Accelerate growth and social development in our value chains Online: Our five shared imperatives/Support responsible, sustainable use of land for brewing crops Online: Reporting (including SAM reporting tool)
LA12 (Additional)	Percentage of employees receiving regular performance and career development reviews, by gender.	No specific COP requirement	NONE	
LA13 (Core)	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	PARTIAL	AR: Governance (page: 46 - 47) SDR: Joint statement by the chairman of CARAC and the Chief Executive (page: 2 -3) SDR: Building sustainable development within our business (page: 20) Online: How we manage sustainable development/Governance and monitoring
LA14 (Core)	Ratio of basic salary of men and remuneration of women to men by employee category, by significant locations of operation.	Outcomes from implementing principles 1 and 6	NONE	
LA15 (Core)	Return to work and retention rates after parental leave, by gender.	Outcomes from implementing principles 6	NONE	

Human rights performance indicators				
Management approach		Actions taken to implement principles 1, 2, 3, 4, 5 and 6	FULL	Goals and performance: AR: Strategic report, An employer of choice around the world (page: 47) SDR: Valuing and empowering our people (page: 16-17) SDR: Accelerate growth and social development in our value chains (page: 6 - 7) SDR: Support responsible, sustainable use of land for brewing crops (page: 14-15) Online: Our five shared imperatives/Accelerate growth and social development in our value chains Online: Our five shared imperatives/Support responsible, sustainable use of land for brewing crops Policy: Information is included in each of the relevant sections (as above). Our position papers material environmental issues are included on our website. Online: How we manage sustainable development/Our sustainability policies Organisation responsibility, training and awareness: SDR: Building sustainable development within our business (page: 20) Online: How we manage sustainable development/Governance and monitoring Monitoring and follow up: AR: Governance (page: 46 - 58) SDR: Building sustainable development within our business (page: 20)
HR1 (Core)	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	PARTIAL	All significant investments are subject to our Human Rights principles and the Supplier Code of Conduct and Sustainable Development Standards.
HR2 (Core)	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Actions taken to implement principles 1, 2, 3, 4, 5 and 6	PARTIAL	SDR: Valuing and empowering our people (page: 17 - Responsible procurement)

HR3 (Additional)	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	PARTIAL	SDR: Valuing and empowering our people (page: 17 - Employee training in ethics over the past three years)
HR4 (Core)	Total number of incidents of discrimination and actions taken.	Actions taken and outcomes from implementing principles 1, 2 and 6	NONE	
HR5 (Core)	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	Actions taken to implement principles 1, 2 and 3	NONE	
HR6 (Core)	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	Actions taken to implement principles 1, 2 and 5	NONE	
HR7 (Core)	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	Actions taken to implement principles 1, 2 and 4	NONE	
HR8 (Additional)	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Outcomes from implementing principles 1 and 2	NONE	

HR9 (Additional)	Total number of incidents of violations involving rights of indigenous people and actions taken.	Actions taken and outcomes from implementing principles 1 and 2	NONE
HR10 (Core)	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	NONE
HR11(Core)	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	Outcomes from implementing principles 1, 2, 3, 4, 5 and 6	NONE

Social performance indicators				
Management approach		Actions taken to implement principle 10	FULL	Goals and performance: AR: Strategic report, An employer of choice around the world (page: 47) SDR: Valuing and empowering our people (page: 16-17) SDR: Accelerate growth and social development in our value chains (page: 6 - 7) SDR: Support responsible, sustainable use of land for brewing crops (page: 14-15) Online: Our five shared imperatives/Accelerate growth and social development in our value chains Online: Our five shared imperatives/Support responsible, sustainable use of land for brewing crops Policy: Information is included in each of the relevant sections (as above). Our position papers material environmental issues are included on our website. Online: How we manage sustainable development/Our sustainability policies Organisation responsibility, training and awareness: SDR: Building sustainable development within our business (page: 20) Online: How we manage sustainable development/Governance and monitoring Monitoring and follow up: AR: Governance (page: 46 - 58) SDR: Building sustainable development within our business (page: 20)
SO1 (Core)	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	No specific COP requirement	FULL	All SABMiller have programmes to implement our five shared imperatives in some shape of form, depending on its relevance in that market (for example, not all operations will have a farming programme in place. Furthermore, all operations have a Corporate Social Investment Programme.
SO2 (Core)	Percentage and total number of business units analyzed for risks related to corruption.	Outcomes from implementing principle 10	PARTIAL	SABMiller is committed to working against bribery and corruption in all its forms. Our Code of Business Conduct and Ethics requires compliance with all applicable laws, including anti-corruption laws, and we have a zero-tolerance approach to corruption. Our anti-corruption programme is reviewed by the audit committee. AR: Strategic report, Improving livelihoods (page: 40-43)

SO3 (Core)	Percentage of employees trained in organization's anti-corruption policies and procedures.	Outcomes from implementing principle 10	FULL	SDR: Valuing and empowering our people (page: 17 - Employee training in ethics over the past three years)
SO4 (Core)	Actions taken in response to incidents of corruption.	Actions taken to implement principle 10	NONE	
SO5 (Core)	Public policy positions and participation in public policy development and lobbying.	Outcomes from implementing principles 1 to 10	FULL	AR: Governance (page: 46 - 58) SDR: Building sustainable development within our business (page: 20) Online: How we manage sustainable development/Governance and monitoring Online: How we manage sustainable development/Our sustainability policies
SO6 (Additional)	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Outcomes from implementing principle 10	FULL	AR: Governance (page: 86 - Political donations)
SO7 (Additional)	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	No specific COP requirement	NONE	
SO8 (Core)	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	No specific COP requirement	PARTIAL	AR: Governance (page: 46 - 58)
S09 (Core)	Operations with significant potential or actual negative impacts on local communities.	No specific COP requirement	NONE	
S10 (Core)	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	No specific COP requirement	NONE	

Product responsibility performance indicators				
Management approach		Actions taken to implement principles 1 to 8	FULL	Goals and performance: SDR: Make beer the natural choice for the moderate drinker (page: 8 -9) SDR: Accelerate growth and social development in our value chains (page: 6 - 7) Online: Our five shared imperatives/ Make beer the natural choice for the moderate drinker Online: Our five shared imperatives Accelerate growth and social development in our value chains Policy: Information is included in each of the relevant sections (as above). Our position papers material environmental issues are included on our website. Online: How we manage sustainable development/Our sustainability policies Organisation responsibility, training and awareness: SDR: Building sustainable development within our business (page: 20) Online: How we manage sustainable development/Governance and monitoring Monitoring and follow up: AR: Governance (page: 46 - 58) SDR: Building sustainable development within our business (page: 20)
PR1 (Core)	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Actions taken and outcomes from implementing principle 1	NONE	
PR2 (Additional)	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	NONE	

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PR3 (Core)	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Actions taken and outcomes from implementing principle 8	FULL	SDR: Make beer the natural choice for the moderate drinker (page: 8 -9) Online: Our five shared imperatives/ Make beer the natural choice for the moderate drinker Online: Reports (e.g., Presence of responsible drinking messages on packaging and advertising)
PR4 (Additional)	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	NONE	
PR5 (Additional)	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	No specific COP requirement	NONE	
PR6 (Core)	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	No specific COP requirement	FULL	SDR: Make beer the natural choice for the moderate drinker (page: 8 -9) SDR: Create value through reducing waste and carbon emissions (page: 12-13) SDR: Building sustainable development within our business (page: 20) Online: Our five shared imperatives/ Make beer the natural choice for the moderate drinker Online: Our five shared imperatives/Create value through reducing waste and carbon emissions Online: How we manage sustainable development/Our sustainability policies
PR7 (Additional)	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	No specific COP requirement	NONE	
PR8 (Additional)	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Outcomes from implementing principle 1	NONE	
PR9 (Core)	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	NONE	