Gem Diamonds has made a long-term commitment to full (i.e. application Level A) GRI disclosure by the end 2014, including the Mining and Metals Sector Supplement (MMS). As at 31st December 2011 we fully reported against 60% and partially against 14% of GRI G3 performance indicators. We have chosen not to report against G3.1 requirements this year since we did not have sufficient time to update our data collection systems for the current reporting cycle. A full GRI content index is presented below.

### Performance indicators

<table>
<thead>
<tr>
<th>GRI reference</th>
<th>Indicator description</th>
<th>Assessment</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Economic</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>EC1</td>
<td>Direct economic value generated and distributed</td>
<td>Full</td>
<td>Value added statement (page 39)</td>
</tr>
<tr>
<td>EC2</td>
<td>Financial implications and other risks and opportunities for the organisation’s activities due to climate change</td>
<td>Not reported</td>
<td></td>
</tr>
<tr>
<td>EC3</td>
<td>Coverage of the organisation’s defined benefit plan obligations</td>
<td>Full</td>
<td>Remuneration and benefits (page 19)</td>
</tr>
<tr>
<td>EC4</td>
<td>Significant financial assistance received from government</td>
<td>Full</td>
<td>Creating economic value (page 38)</td>
</tr>
<tr>
<td>EC5</td>
<td>Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation</td>
<td>Full</td>
<td>Remuneration and benefits (page 19)</td>
</tr>
<tr>
<td>EC6</td>
<td>Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation</td>
<td>Full</td>
<td>Creating economic value (page 38)</td>
</tr>
<tr>
<td>EC7</td>
<td>Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation</td>
<td>Partial</td>
<td>Creating economic value (page 38)</td>
</tr>
<tr>
<td>EC8</td>
<td>Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement</td>
<td>Full</td>
<td>Overview of infrastructure projects (page 42)</td>
</tr>
<tr>
<td>EC9</td>
<td>Understanding and describing significant indirect economic impacts, including the extent of impacts</td>
<td>Not reported</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Environment</strong></th>
<th><strong>Indicator description</strong></th>
<th><strong>Assessment</strong></th>
<th><strong>Reference</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EN1</strong></td>
<td>Materials used by weight or volume</td>
<td>Full</td>
<td>Raw material consumption (page 27)</td>
</tr>
<tr>
<td><strong>EN2</strong></td>
<td>Percentage of materials used that are recycled input materials</td>
<td>Full</td>
<td>Water consumption and conservation (page 26) - Raw material consumption (page 27)</td>
</tr>
<tr>
<td><strong>EN3</strong></td>
<td>Direct energy consumption by primary energy source</td>
<td>Full</td>
<td>Total energy consumption (page 26)</td>
</tr>
<tr>
<td><strong>EN4</strong></td>
<td>Indirect energy consumption by primary source</td>
<td>Full</td>
<td>Total energy consumption (page 26)</td>
</tr>
<tr>
<td><strong>EN5</strong></td>
<td>Energy saved due to conservation and efficiency improvements</td>
<td>Full</td>
<td>Energy consumption and conservation (page 26)</td>
</tr>
<tr>
<td><strong>EN6</strong></td>
<td>Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives</td>
<td>Full</td>
<td>Energy consumption and conservation (page 26)</td>
</tr>
<tr>
<td><strong>EN7</strong></td>
<td>Initiatives to reduce indirect energy consumption and reductions achieved</td>
<td>Full</td>
<td>Energy consumption and conservation (page 26) - Reducing our energy footprint (page 25)</td>
</tr>
<tr>
<td><strong>EN8</strong></td>
<td>Total water withdrawal by source</td>
<td>Full</td>
<td>KPI: Water consumption by source (page 27)</td>
</tr>
<tr>
<td><strong>EN9</strong></td>
<td>Water sources significantly affected by withdrawal of water</td>
<td>Full</td>
<td>Water consumption and conservation (page 26)</td>
</tr>
<tr>
<td><strong>EN10</strong></td>
<td>Percentage and total volume of water recycled and reused</td>
<td>Partial</td>
<td>Water consumption and conservation (page 26)</td>
</tr>
<tr>
<td><strong>EN11</strong></td>
<td>Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas</td>
<td>Full</td>
<td>Biodiversity (page 31)</td>
</tr>
<tr>
<td>GRI reference</td>
<td>Indicator description</td>
<td>Assessment</td>
<td>Reference</td>
</tr>
<tr>
<td>---------------</td>
<td>-----------------------</td>
<td>------------</td>
<td>-----------</td>
</tr>
<tr>
<td>Environment continued</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>EN12</td>
<td>Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas</td>
<td>Full</td>
<td>Effluents and pollution (page 31) Biodiversity (page 33)</td>
</tr>
<tr>
<td>MM1</td>
<td>Amount of land owned or leased, and managed for production activities or extractive use)</td>
<td>Full</td>
<td>Location and size of land owned or leased which has been disturbed Rehabilitation and restoration (page 30)</td>
</tr>
<tr>
<td>EN13</td>
<td>Habitats protected or restored</td>
<td>Partial</td>
<td>Location and size of land owned or leased which has been disturbed Rehabilitation and restoration (page 30)</td>
</tr>
<tr>
<td>EN14</td>
<td>Strategies, current actions, and future plans for managing impacts on biodiversity</td>
<td>Full</td>
<td>Biodiversity (page 33)</td>
</tr>
<tr>
<td>MM2</td>
<td>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</td>
<td>Full</td>
<td>Biodiversity (page 33)</td>
</tr>
<tr>
<td>EN15</td>
<td>Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk</td>
<td>Partial</td>
<td>Species on the IUCN Red Data list (page 33)</td>
</tr>
<tr>
<td>EN16</td>
<td>Total direct and indirect greenhouse gas emissions by weight</td>
<td>Full</td>
<td>Total GHG emissions (page 26)</td>
</tr>
<tr>
<td>EN17</td>
<td>Other relevant indirect greenhouse gas emissions by weight</td>
<td>Not reported</td>
<td></td>
</tr>
<tr>
<td>EN18</td>
<td>Initiatives to reduce greenhouse gas emissions and reductions achieved</td>
<td>Full</td>
<td>GHG emissions (page 26)</td>
</tr>
<tr>
<td>EN19</td>
<td>Emissions of ozone-depleting substances by weight</td>
<td>Not reported</td>
<td></td>
</tr>
<tr>
<td>EN20</td>
<td>NO, SO, and other significant air emissions by type and weight</td>
<td>Not reported</td>
<td></td>
</tr>
<tr>
<td>EN21</td>
<td>Total water discharge by quality and destination</td>
<td>Full</td>
<td>Effluents and pollution (page 31)</td>
</tr>
<tr>
<td>EN22</td>
<td>Total weight of waste by type and disposal method</td>
<td>Full</td>
<td>Solid waste generation by disposal routes (page 32)</td>
</tr>
<tr>
<td>MM3</td>
<td>Total amounts of overburden, rock, tailings and sludges and their associated risks</td>
<td>Full</td>
<td>Mineral waste generated (page 32)</td>
</tr>
<tr>
<td>EN23</td>
<td>Total number and volume of significant spills</td>
<td>Full</td>
<td>Environmental incidents (page 30)</td>
</tr>
<tr>
<td>EN24</td>
<td>Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention</td>
<td>Full</td>
<td>Waste management (page 32)</td>
</tr>
<tr>
<td>EN25</td>
<td>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</td>
<td>Full</td>
<td>Effluents and pollution (page 31)</td>
</tr>
<tr>
<td>EN26</td>
<td>Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation</td>
<td>Full</td>
<td>Raw material consumption (page 27) Water consumption and conversation (page 26) GHG emissions (page 26)</td>
</tr>
<tr>
<td>EN27</td>
<td>Percentage of products sold and their packaging materials that are reclaimed by category</td>
<td>Not reported</td>
<td></td>
</tr>
<tr>
<td>EN28</td>
<td>Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations</td>
<td>Full</td>
<td>Environmental incidents (page 30)</td>
</tr>
<tr>
<td>EN29</td>
<td>Significant environmental impacts of transporting products and other goods and materials used for the organisation’s operations, and transporting members of the workforce</td>
<td>Not reported</td>
<td></td>
</tr>
<tr>
<td>EN30</td>
<td>Total environmental protection expenditures and investments by type</td>
<td>Partial</td>
<td>Minimising our environmental impacts: what we are doing? (page 30)</td>
</tr>
</tbody>
</table>
### Performance indicators

<table>
<thead>
<tr>
<th>GRI reference</th>
<th>Indicator description</th>
<th>Assessment</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>LA1</td>
<td>Total workforce by employment type, employment contract and region</td>
<td>Full</td>
<td>Employees by employment type (page 18)</td>
</tr>
<tr>
<td>LA2</td>
<td>Total number and rate of new employee hires and employee turnover by age group, gender, and region</td>
<td>Not reported</td>
<td></td>
</tr>
<tr>
<td>LA3</td>
<td>Benefits provided to full-time employees who are not provided to temporary or part-time employees, by significant locations of operation</td>
<td>Full</td>
<td>Type of benefit by host country (page 19)</td>
</tr>
<tr>
<td>LA4</td>
<td>Percentage of employees covered by collective bargaining agreements</td>
<td>Full</td>
<td>Labour relations (page 20)</td>
</tr>
<tr>
<td>LA5</td>
<td>Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements</td>
<td>Partial</td>
<td>Labour relations (page 20)</td>
</tr>
<tr>
<td>LA6</td>
<td>Percentage of total workforce represented in formal joint management–worker health and safety committees that help monitor and advise on occupational health and safety programmes</td>
<td>Partial</td>
<td>Labour relations (page 20)</td>
</tr>
<tr>
<td>LA7</td>
<td>Rates of injury, occupational diseases, lost days and absenteeism, and number of work related fatalities by region</td>
<td>Partial</td>
<td>Incident reporting (page 12) Occupational diseases (page 13)</td>
</tr>
<tr>
<td>LA8</td>
<td>Education, training, counselling, prevention, and risk-control programmes in place to assist workforce members, their families, or community members regarding serious diseases</td>
<td>Partial</td>
<td>Environmental and serious diseases (page 14)</td>
</tr>
<tr>
<td>LA9</td>
<td>Health and safety topics covered in formal agreements with trade unions</td>
<td>Not reported (Not applicable)</td>
<td></td>
</tr>
<tr>
<td>LA10</td>
<td>Average hours of training per year per employee by employee category</td>
<td>Full</td>
<td>Career development (page 18)</td>
</tr>
</tbody>
</table>

### Human rights

<table>
<thead>
<tr>
<th>GRI reference</th>
<th>Indicator description</th>
<th>Assessment</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>HR1</td>
<td>Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening</td>
<td>Not reported</td>
<td></td>
</tr>
<tr>
<td>HR2</td>
<td>Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken</td>
<td>Not reported</td>
<td></td>
</tr>
<tr>
<td>HR3</td>
<td>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</td>
<td>Full</td>
<td>Human rights (page 20)</td>
</tr>
<tr>
<td>HR4</td>
<td>Total number of incidents of discrimination and corrective actions taken</td>
<td>Full</td>
<td>Human rights (page 20)</td>
</tr>
</tbody>
</table>
### Performance indicators

<table>
<thead>
<tr>
<th>GRI reference</th>
<th>Indicator description</th>
<th>Assessment</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Human rights continued</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>HR5</td>
<td>Operations identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights</td>
<td>Full</td>
<td>Labour relations (page 20)</td>
</tr>
<tr>
<td>MM5</td>
<td>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</td>
<td>Partial</td>
<td>Indigenous peoples (page 21) Stakeholder communication and engagement (page 45)</td>
</tr>
<tr>
<td>HR6</td>
<td>Operations and significant suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour</td>
<td>Full</td>
<td>Human rights (page 20)</td>
</tr>
<tr>
<td>HR7</td>
<td>Percentage of security personnel trained in the organisation’s policies or procedures concerning aspects of human rights that are relevant to operations</td>
<td>Partial</td>
<td>Human rights (page 20)</td>
</tr>
<tr>
<td>HR9</td>
<td>Total number of incidents of violations involving rights of indigenous people and actions taken</td>
<td>Full</td>
<td>Stakeholder communication and engagement (page 45)</td>
</tr>
<tr>
<td><strong>Society continued</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SO1</td>
<td>Nature, scope and effectiveness of any programmes and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting</td>
<td>Partial</td>
<td>Indigenous peoples (page 21) Minimising our environmental impacts (page 28) Optimising community benefit (page 36)</td>
</tr>
<tr>
<td>MM6</td>
<td>Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples</td>
<td>Full</td>
<td>Stakeholder communication and engagement (page 45)</td>
</tr>
<tr>
<td>MM7</td>
<td>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</td>
<td>Full</td>
<td>Stakeholder communication and engagement (page 45)</td>
</tr>
<tr>
<td>MM8</td>
<td>Number (and percentage) of company operating sites where artisanal and small-scale mining takes place on, or adjacent to the site, the associated risks and the actions taken to manage and mitigate these risks</td>
<td>Full</td>
<td>Creating economic value (page 40)</td>
</tr>
<tr>
<td>MM9</td>
<td>Sites where resettlement took place, the number of households resettled in each, and how their livelihoods were affected in the process</td>
<td>Full</td>
<td>Displacement and resettlement (page 45)</td>
</tr>
<tr>
<td>MM10</td>
<td>Number or percentage of operations with closure plans</td>
<td>Full</td>
<td>Rehabilitation and restoration (page 30)</td>
</tr>
<tr>
<td>SO2</td>
<td>Percentage and total number of business units analysed for risks related to corruption</td>
<td>Full</td>
<td>Corruption, bribery and ethics (page 45)</td>
</tr>
<tr>
<td>SO3</td>
<td>Percentage of employees trained in organisation’s anti-corruption policies and procedures</td>
<td>Partial</td>
<td>Corruption, bribery and ethics (page 45)</td>
</tr>
<tr>
<td>SO4</td>
<td>Actions taken in response to incidents of corruption</td>
<td>Full</td>
<td>Corruption, bribery and ethics (page 45)</td>
</tr>
<tr>
<td>SO5</td>
<td>Public policy positions and participation in public policy development and lobbying</td>
<td>Not reported</td>
<td></td>
</tr>
<tr>
<td>SO6</td>
<td>Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country</td>
<td>Full</td>
<td>Diamond certification (page 38)</td>
</tr>
<tr>
<td>SO7</td>
<td>Total number of legal actions for anticompetitive behaviour, anti-trust, and monopoly practices and their outcomes</td>
<td>Full</td>
<td>Corruption, bribery and ethics (page 45)</td>
</tr>
<tr>
<td>SO8</td>
<td>Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations</td>
<td>Full</td>
<td>Environmental incidents (page 30)</td>
</tr>
<tr>
<td>MM11</td>
<td>Programmes and progress relating to materials stewardship</td>
<td>Not reported</td>
<td></td>
</tr>
</tbody>
</table>
# Performance indicators

<table>
<thead>
<tr>
<th>GRI reference</th>
<th>Indicator description</th>
<th>Assessment</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>PR1</td>
<td>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</td>
<td>Not reported</td>
<td></td>
</tr>
<tr>
<td>PR2</td>
<td>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</td>
<td>Not reported</td>
<td></td>
</tr>
<tr>
<td>PR3</td>
<td>Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements</td>
<td>Not reported</td>
<td></td>
</tr>
<tr>
<td>PR4</td>
<td>Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes</td>
<td>Full</td>
<td>Diamond certification (page 48)</td>
</tr>
<tr>
<td>PR5</td>
<td>Practices related to customer satisfaction, including results of surveys measuring customer satisfaction</td>
<td>Full</td>
<td>Customer satisfaction (page 48)</td>
</tr>
<tr>
<td>PR6</td>
<td>Programmes for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship</td>
<td>Not reported</td>
<td></td>
</tr>
<tr>
<td>PR7</td>
<td>Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes</td>
<td>Not reported</td>
<td></td>
</tr>
<tr>
<td>PR8</td>
<td>Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data</td>
<td>Not reported</td>
<td></td>
</tr>
<tr>
<td>PR9</td>
<td>Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services</td>
<td>Not reported</td>
<td></td>
</tr>
</tbody>
</table>

# Profile disclosures

<table>
<thead>
<tr>
<th>GRI reference</th>
<th>Profile disclosure description</th>
<th>Assessment</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>PR1</td>
<td>Statement from the most senior decision maker of the organisation</td>
<td>Full</td>
<td>Chief Executive Officer’s Review (page 2)</td>
</tr>
<tr>
<td>PR2</td>
<td>Description of key impacts, risks, and opportunities</td>
<td>Full</td>
<td>Sustainable Development Framework (page 9)</td>
</tr>
</tbody>
</table>

## Strategy and Analysis

<table>
<thead>
<tr>
<th>GRI reference</th>
<th>Profile disclosure description</th>
<th>Assessment</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1</td>
<td>Name of the organisation</td>
<td>Full</td>
<td>Front cover</td>
</tr>
<tr>
<td>1.2</td>
<td>Primary brands, products, and/or services</td>
<td>Full</td>
<td>What we do (page 4)</td>
</tr>
<tr>
<td>1.3</td>
<td>Operational structure of the organisation</td>
<td>Full</td>
<td>How we do it (page 4)</td>
</tr>
<tr>
<td>1.4</td>
<td>Location of organisation’s headquarters</td>
<td>Full</td>
<td>Where we do it (page 5)</td>
</tr>
<tr>
<td>1.5</td>
<td>Number of countries where the organisation operates</td>
<td>Full</td>
<td>What we do (page 5)</td>
</tr>
<tr>
<td>1.6</td>
<td>Nature of ownership and legal form</td>
<td>Full</td>
<td>What we do (page 4)</td>
</tr>
<tr>
<td>1.7</td>
<td>Markets served</td>
<td>Full</td>
<td>Where we do it (page 5)</td>
</tr>
<tr>
<td>1.8</td>
<td>Scale of the reporting organisation</td>
<td>Full</td>
<td>About Gem Diamonds (page 4 &amp; 5)</td>
</tr>
<tr>
<td>1.9</td>
<td>Significant changes during the reporting period regarding size, structure, or ownership</td>
<td>Full</td>
<td>Where we do it (page 5)</td>
</tr>
<tr>
<td>1.10</td>
<td>Awards received in the reporting period</td>
<td>Not relevant</td>
<td>No rewards received</td>
</tr>
</tbody>
</table>

## Organisational Profile

<table>
<thead>
<tr>
<th>GRI reference</th>
<th>Profile disclosure description</th>
<th>Assessment</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.1</td>
<td>Name of the organisation</td>
<td>Full</td>
<td>Front cover</td>
</tr>
<tr>
<td>2.2</td>
<td>Primary brands, products, and/or services</td>
<td>Full</td>
<td>What we do (page 4)</td>
</tr>
<tr>
<td>2.3</td>
<td>Operational structure of the organisation</td>
<td>Full</td>
<td>How we do it (page 4)</td>
</tr>
<tr>
<td>2.4</td>
<td>Location of organisation’s headquarters</td>
<td>Full</td>
<td>Where we do it (page 5)</td>
</tr>
<tr>
<td>2.5</td>
<td>Number of countries where the organisation operates</td>
<td>Full</td>
<td>What we do (page 5)</td>
</tr>
<tr>
<td>2.6</td>
<td>Nature of ownership and legal form</td>
<td>Full</td>
<td>What we do (page 4)</td>
</tr>
<tr>
<td>2.7</td>
<td>Markets served</td>
<td>Full</td>
<td>Where we do it (page 5)</td>
</tr>
<tr>
<td>2.8</td>
<td>Scale of the reporting organisation</td>
<td>Full</td>
<td>About Gem Diamonds (page 4 &amp; 5)</td>
</tr>
<tr>
<td>2.9</td>
<td>Significant changes during the reporting period regarding size, structure, or ownership</td>
<td>Full</td>
<td>Where we do it (page 5)</td>
</tr>
<tr>
<td>2.10</td>
<td>Awards received in the reporting period</td>
<td>Not relevant</td>
<td>No rewards received</td>
</tr>
</tbody>
</table>

## Report parameters

<table>
<thead>
<tr>
<th>GRI reference</th>
<th>Profile disclosure description</th>
<th>Assessment</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1</td>
<td>Reporting period</td>
<td>Full</td>
<td>About this report (inside front cover)</td>
</tr>
<tr>
<td>3.2</td>
<td>Date of most recent previous report</td>
<td>Full</td>
<td>About this report (inside front cover)</td>
</tr>
<tr>
<td>3.3</td>
<td>Reporting cycle</td>
<td>Full</td>
<td>About this report (inside front cover)</td>
</tr>
<tr>
<td>3.4</td>
<td>Contact point for questions regarding the report or its contents</td>
<td>Full</td>
<td>Back cover</td>
</tr>
</tbody>
</table>
### Profile disclosures

<table>
<thead>
<tr>
<th>GRI reference</th>
<th>Profile disclosure description</th>
<th>Assessment</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.5</td>
<td>Process for defining report content</td>
<td>Partial</td>
<td>Process for prioritising sustainability issues (page 9)</td>
</tr>
<tr>
<td>3.6</td>
<td>Boundary of the report</td>
<td>Full</td>
<td>About this report (inside front cover) What we do (page 4 &amp; 5)</td>
</tr>
<tr>
<td>3.7</td>
<td>Limitations on the scope or boundary of the report</td>
<td>Full</td>
<td>About this report (inside front cover) What we do (page 4 &amp; 5)</td>
</tr>
</tbody>
</table>

**Report parameters continued**

| 3.8 | Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities | Full | About this report (inside front cover) |
| 3.9 | Data measurement techniques and the bases of calculations | Not reported | |
| 3.10 | Explanation of the effect of any re-statements of information provided in earlier reports | Not reported | |

### Governance, Commitments, and Engagement

<table>
<thead>
<tr>
<th>GRI reference</th>
<th>Profile disclosure description</th>
<th>Assessment</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.11</td>
<td>Significant changes from previous reporting periods in the scope, boundary, or measurement methods</td>
<td>Full</td>
<td>About this report (inside front cover) What we do (page 4 &amp; 5)</td>
</tr>
<tr>
<td>3.12</td>
<td>Table identifying the location of the Standard Disclosures in the report</td>
<td>Full</td>
<td>GRI content index</td>
</tr>
<tr>
<td>3.13</td>
<td>Policy and current practice with regard to seeking external assurance for the report</td>
<td>Not reported</td>
<td></td>
</tr>
</tbody>
</table>

| 4.1 | Governance structure of the organisation | Full | 2011 Annual Report |
| 4.2 | Indicate whether the Chair of the highest governance body is also an executive officer | Full | 2011 Annual Report |
| 4.3 | Number and gender of members of the highest governance body that are independent and/or non-executive members | Full | 2011 Annual Report |
### Profile disclosures

<table>
<thead>
<tr>
<th>GRI reference</th>
<th>Profile disclosure description</th>
<th>Assessment</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Governance, Commitments, and Engagement continued</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.4</td>
<td>Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body</td>
<td>Full</td>
<td>2011 Annual Report</td>
</tr>
<tr>
<td>4.5</td>
<td>Linkage between compensation for members of the highest governance body, senior managers, and executives</td>
<td>Full</td>
<td>2011 Annual Report</td>
</tr>
<tr>
<td>4.6</td>
<td>Processes in place for the highest governance body to ensure conflicts of interest are avoided</td>
<td>Full</td>
<td>2011 Annual Report</td>
</tr>
<tr>
<td>4.7</td>
<td>Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees</td>
<td>Full</td>
<td>2011 Annual Report</td>
</tr>
<tr>
<td>4.8</td>
<td>Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance</td>
<td>Full</td>
<td>2011 Annual Report</td>
</tr>
<tr>
<td>4.9</td>
<td>Procedures of the highest governance body for overseeing the organisation’s identification and management of economic, environmental, and social performance</td>
<td>Full</td>
<td>2011 Annual Report</td>
</tr>
<tr>
<td>4.10</td>
<td>Processes for evaluating the highest governance body’s own performance, particularly with respect to economic, environmental, and social performance</td>
<td>Full</td>
<td>2011 Annual Report</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>GRI reference</th>
<th>Profile disclosure description</th>
<th>Assessment</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Governance, Commitments, and Engagement continued</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.11</td>
<td>Explanation of whether and how the precautionary approach or principle is addressed by the organisation</td>
<td>Not reported</td>
<td></td>
</tr>
<tr>
<td>4.12</td>
<td>Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses</td>
<td>Full</td>
<td>Data quality (inside front cover) Minimising our environmental impacts: what are we doing? (page 30) Diamond certification (page 48)</td>
</tr>
<tr>
<td>4.13</td>
<td>Memberships in associations (such as industry associations and/or national/international advocacy organisations)</td>
<td>Full</td>
<td>Labour relations (page 20)</td>
</tr>
<tr>
<td>4.14</td>
<td>List of stakeholder groups engaged by the organisation</td>
<td>Partial</td>
<td>Stakeholder communication and engagement (page 45)</td>
</tr>
<tr>
<td>4.15</td>
<td>Basis for identification and selection of stakeholders with whom to engage</td>
<td>Not reported</td>
<td></td>
</tr>
<tr>
<td>4.16</td>
<td>Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.</td>
<td>Partial</td>
<td>Stakeholder communication and engagement (page 45)</td>
</tr>
<tr>
<td>4.17</td>
<td>Key topics and concerns that have been raised through stakeholder engagement</td>
<td>Partial</td>
<td>Stakeholder communication and engagement (page 45)</td>
</tr>
</tbody>
</table>
## HSSE Scorecard

<table>
<thead>
<tr>
<th>Aspect</th>
<th>Objectives &amp; Targets 2011</th>
<th>Performance 2011</th>
<th>2012 Objectives &amp; Targets</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Safety</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Achieve zero fatalities</td>
<td>✗</td>
<td>2</td>
<td>↑</td>
</tr>
<tr>
<td>Achieve Lost Time Injury Frequency Rate (LTI FR) of zero</td>
<td>✗</td>
<td>0.25</td>
<td>↑</td>
</tr>
<tr>
<td>Achieve a Severity Rate (SR) of zero</td>
<td>✗</td>
<td>501</td>
<td>↑</td>
</tr>
<tr>
<td>Achieve an All Injury Frequency Rate (AIFR) ≤ 5.05</td>
<td>✓</td>
<td>4.54</td>
<td>↓</td>
</tr>
<tr>
<td>Conduct pre-employment medicals for 100% of employees</td>
<td>✗</td>
<td>100% – Letšeng &amp; Ellendale 65% – Ghaghoo</td>
<td>↑</td>
</tr>
<tr>
<td>Develop and implement an improved HIV/AIDS awareness, education and VCT at affected and relevant operations</td>
<td>✓</td>
<td>Both Letšeng and Ghaghoo have appropriate HIV/AIDS programmes in place</td>
<td>↑</td>
</tr>
<tr>
<td>Achieve an external HSSE audit score of 4 Star IRCA rating</td>
<td>✗</td>
<td>Ellendale achieved 4 Star Letšeng achieved 3 Star</td>
<td></td>
</tr>
<tr>
<td><strong>Environmental</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Achieve zero major environmental incidents</td>
<td>✓</td>
<td>Zero</td>
<td>↓</td>
</tr>
<tr>
<td>Achieve no more than one significant environmental incident per operation</td>
<td>✗</td>
<td>2 – Letšeng 1 – Ellendale</td>
<td>↑</td>
</tr>
<tr>
<td>Develop and implement at least one environmental optimisation initiative per annum</td>
<td>✓</td>
<td>6 – Letšeng 2 – Ellendale 2 – Ghaghoo</td>
<td>↑</td>
</tr>
<tr>
<td>Maintain compliance with permitted land clearance authorisations at all times</td>
<td>✓</td>
<td>100%</td>
<td>↑</td>
</tr>
<tr>
<td>Ensure full integration of the rehabilitation and mine plan</td>
<td>✓</td>
<td>Full integration not yet achieved, but closure plans are much improved</td>
<td>↑</td>
</tr>
<tr>
<td>Achieve a 10% year on year reduction in hydrocarbon pollution incidents</td>
<td>✗</td>
<td>Both Ellendale and Letšeng exceed target, but improved reporting</td>
<td>↑</td>
</tr>
<tr>
<td><strong>Community</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Achieve zero major stakeholder complaints</td>
<td>✓</td>
<td>Zero</td>
<td>↓</td>
</tr>
<tr>
<td>Achieve no more than one significant stakeholder complaint per operation</td>
<td>✓</td>
<td>1 – Ghaghoo. Letšeng and Ellendale, zero</td>
<td>↑</td>
</tr>
<tr>
<td>Meet site specific employee localisation targets.</td>
<td>✓</td>
<td>All targets met</td>
<td>↑</td>
</tr>
<tr>
<td><strong>Corporate Social Responsibility / General</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Existing operations to achieve external HSSE audit score of minimum 4 Star IRCA rating.</td>
<td>✗</td>
<td>Letšeng</td>
<td>↓</td>
</tr>
<tr>
<td>Ensure that 100% of operational staff undergoes annual re-induction</td>
<td>✗</td>
<td>Majority of staff completed re-inductions at the operations</td>
<td></td>
</tr>
<tr>
<td>Develop full integration Global Reporting Initiative Performance Indicators and existing business processes, including reporting in respect thereof, by year end</td>
<td>✗</td>
<td>Some shortfalls are still to be resolved</td>
<td>↑</td>
</tr>
</tbody>
</table>