

APPENDIX

OUR PERFORMANCE DATA SUMMARY

DATA	MMG (NOT LAS BAMBAS)	
	2014	2013
Our People		
Full-time employees (number)	4,319	4,883
Part-time employees (number)	27	36
Casual employees (number)	205	244
Contractors (number)	3,671	3,788
Total workforce (number)	8,222	8,951
Female (number)	713	897*
Female ratio (%)	16%	17%*
Indigenous employees (number)	121	206
Indigenous ratio (%)	3%	2%
Local employee (number)^	2,413	3,036
National employee (vs. Ex-pat) ratio (%)^	94%	92%
Turnover (number)	574	652
Turnover (%)	13.2%	12.6%
Health and Safety		
Fatalities (number)	0	1
Total Recordable Injury Frequency (TRIF) per million hours worked	2.3	2.4
Lost Time Injury Frequency (LTIF) per million hours worked	0.6	0.5
Working with our Stakeholders		
Community contributions, excluding compensation (US\$ million)	14.2	14.8*
Community compensation payments (US\$ million)	2.4	2.2
Grievances and complaints (% resolution)	97	Not reported
Respecting our Environment		
Incidents involving 'out of limit' monitoring results (number)	15	41
Fines and prosecutions (US\$)	0	0
Energy use (terajoules)	8,128	9,016
Greenhouse gas emissions – Scope 1 (thousand tonnes CO ₂ equivalent)	385	443*
Greenhouse gas emissions – Scope 2 (thousand tonnes CO ₂ equivalent)	544	576*
Greenhouse gas emissions – Total (thousand tonnes CO ₂ equivalent)	929	1,020*
Total water managed (million litres)	53,810	55,567*
Total water inputs (million litres)	26,770	31,799*
Total water inputs – Category 1 (million litres)	19,022	20,653
Total water outputs (million litres)	33,003	39,555*
Land owned, leased or managed (hectares)	2,821,949	4,200,443 ^{*(3)}
Land footprint – total land disturbed (hectares)	6,688	6,349 ^{*(2)}
Land footprint – total land rehabilitated (hectares)	771	646 ^{*(2)}

^ For Kinsevere, Sepon and Exploration (excluding contractors).

DATA	MMG (NOT LAS BAMBAS)	
	2014	2013
Respecting our Environment		
Land footprint – total land disturbed but not rehabilitated (hectares)	5,977	5,704 ^{*(2)}
New disturbance in reporting period (hectares)	339	698 ^{*(2)}
New rehabilitation in reporting period (hectares)	66	261 ^{*(2)}
Mineral waste disposed – tailings (million tonnes)	13	15 [*]
Mineral waste disposed – waste rock (million tonnes)	32	58 [*]
Non-mineral waste disposed (tonnes)	5,076	5,832
Non-mineral waste recycled (tonnes)	4,187	2,421
Oxides of sulfur (SO _x) emissions (tonnes)	139	146 ^{*(1)}
Oxides of nitrogen (NO _x) emissions (tonnes)	1,961	2,514 ^{*(1)}
Particulate matter (PM ₁₀) emissions (tonnes)	5,937	6,634 ^{*(1)}
Volatile organic compounds (VOC) emissions (tonnes)	120	145 ^{*(1)}

* Numbers restated from those published in the 2013 Sustainability Report following data verification in 2014. The only inventories for which these changes were material, were emissions to air (due to an error in the statement of Kinsevere's emissions) and community contributions (to align Sepon pre-education and training investment with current definitions).

(1)NO_x, PM₁₀ and VOC emissions exclude contributions from Sepon (not currently estimated).

(2)Excluding exploration activities not associated with brownfields operations.

(3)The change from 2013 to 2014 was influenced by divestment and acquisition of exploration tenements, as well as restatement of exploration tenement areas in Africa.

2014 MATERIAL SUSTAINABILITY ISSUES

The 29 material sustainability issues identified below represent this year's subjects of most importance to a broad sample of our stakeholders (see page 76 for a table of our key stakeholders).

OUR PEOPLE

1. Employing local people
2. Local staff management capability development
3. Staff training and development
4. Quality and diverse staff attraction and retention

HEALTH AND SAFETY

1. Safety of our people
2. Significant and potentially fatal incidents at MMG
3. Health of workers/staff
4. Road safety in near-mine communities
5. Public interaction with operations (security and safety management)

WORKING WITH OUR STAKEHOLDERS

1. Stakeholder engagement and relations including good faith negotiations with Indigenous peoples
2. Licence to operate/community support and management
3. Managing life of mine/closure and post-closure planning
4. Local community and regional development
5. Land access (denied/delayed) and community management
6. Managing human rights issues
7. Managing community cultural heritage around MMG mines

OUR ENVIRONMENT

1. Water management (including tailings and acid rock drainage)
2. Environmental incidents (spills, exceedances)
3. Environmental impacts left over after mining
4. Biodiversity management
5. Energy uses, sources, carbon emissions and climate change impacts

OUR ECONOMIC PERFORMANCE

1. Ethics, anti-corruption and business conduct
2. Company growth, financial performance and productivity
3. Contribution to local and regional economies
4. Regulatory compliance at site and Group level
5. Production levels impacted by plant failure, major disruptive event and ore extraction issues
6. Sustainable procurement and understanding of social and environmental implications along the supply chain including material stewardship
7. Investment in new acquisitions and projects
8. Resource nationalism/legislative change



"Calibrating our sustainability and business strategy to those issues with potentially material impact on MMG and our stakeholders is a core part of ensuring our business performs successfully."

Andrew Michelmore,
Chief Executive Officer MMG Limited



MI MATERIAL ISSUE SYMBOL

This symbol identifies our material issue topics as they appear throughout the report's relevant chapters.

MMG 2014 MATERIALITY MATRIX – RANKED ISSUES, MEDIUM TO HIGH IMPACT AND IMPORTANCE.



MATERIALITY DETERMINATION

In line with ICMM and GRI requirements, our materiality determination process, conducted independently by sustainability consultants, identified a list of material sustainability issues from a review of MMG’s 2013 issues against key references for 2014. These references included: MMG’s updated risk registers; Three-year Business Plan; Board Safety, Health, Environment and Community (SHEC) Committee papers; survey results relating to people, workplace culture and brand equity; community perception and social impact assessments; annual media coverage reports; industry reports and peer sustainability reports.

A representative sample of 38 stakeholders (19 internal – including some MMG Board and Executive Committee members, and 19 external) was then engaged to rank the material issues and identify their ‘top three’. The stakeholders were then engaged in more detail on their rankings via one-on-one interviews, where they also provided constructive feedback on our previous report.

Following the ranking process, the issues were plotted according to their potential business impact and importance to stakeholders. The MMG Board SHEC Committee, which has responsibility for our reporting process, reviewed and approved this year’s 29 medium-high ranked material issues, which were then used to determine the structure and content of this report.

ALIGNMENT WITH THE ICMM SUSTAINABLE DEVELOPMENT PRINCIPLES

As members of the ICMM, we are committed to aligning our practices with the ICMM Sustainable Development Framework. This includes integrating a set of 10 principles and seven supporting position statements on sustainability into our Company policies and Standards and assessing our performance against them.

A review conducted in 2011 identified areas of responsibility, benchmarking gaps and action required for our Company’s policies and Standards to be aligned to best practices within the 10 principles and position statements. In 2014, we completed the final stage of our program of work, including finalising policy and Standards refinements incorporating the business process prescribed in our new Operating Model.

The following table outlines ICMM’s 10 Sustainable Development Principles and our self-assessment of current alignment to them.

ICMM’S 10 SUSTAINABLE DEVELOPMENT PRINCIPLES	2014 ALIGNMENT	2013 ALIGNMENT
1. Implement and maintain ethical business practices and sound systems of corporate governance. (Position statement: Transparency of mineral revenues.)		
2. Integrate sustainable development considerations within the corporate decision-making process.		
3. Uphold fundamental human rights and respect cultures, customs and values in dealings with employees and others who are affected by our activities. (Position statement: Mining and Indigenous people issues.)		
4. Implement risk-management strategies based on valid data and sound science. (Position statements: Policy on climate change, Mercury risk management.)		
5. Seek continual improvement of our health and safety performance.		
6. Seek continual improvement of our environmental performance.		
7. Contribute to conservation of biodiversity and integrated approaches to land-use planning.		
8. Facilitate and encourage responsible product design, use, reuse, recycling and disposal of our products. (Position statement: Mercury risk management.)		
9. Contribute to the social, economic and institutional development of the communities in which we operate. (Position statement: Mining partnership for development.)		
10. Implement effective and transparent engagement, communication and independently verified reporting arrangements with our stakeholders.		

2014 ROLES AND REMUNERATION BY GENDER

WORK GROUP	PERCENTAGE FEMALE/MALE		AVERAGE SALARY (A\$)		AVERAGE AGE
	FEMALE	MALE	FEMALE	MALE	
Executives and General Managers	10%	90%	\$367,867	\$510,800	53
Managers	15%	85%	\$211,594	\$243,276	48
Superintendents	18%	82%	\$172,905	\$184,261	45
Specialists/Supervisors (Level 1 or 2)	23%	78%	\$138,508	\$167,513	45
Support Roles	35%	65%	\$97,939	\$127,932	39
Mill/Mining/Trade	4%	96%	\$104,934	\$125,261	42
Total MMG	16%	83%	\$117,915	\$148,486	42

Includes employees paid in A\$ only.

Total MMG is an average of the total divided by the specific category.

CEO remuneration is not included. For further details of executive remuneration, refer to our 2014 Annual Report, www.mmg.com, pages 62 and 138.

Casual employees and contractors are not included.



Geologists examining ore samples at Golden Grove.

MMG STAKEHOLDERS AND ENGAGEMENT AVENUES

STAKEHOLDER	STAKEHOLDER GROUPS	AREAS OF INTEREST	ENGAGEMENT AVENUES
Employees	<p>MMG employees and contractors at:</p> <ul style="list-style-type: none"> > Mine sites > Development projects > Exploration projects > All offices including Group head office in Melbourne 	<p>Staff safety and wellbeing – safety management and performance</p> <p>Our economic performance – business strategy</p> <p>Talent attraction and retention – values and behaviours, working conditions, work plans, remuneration and benefits, career opportunities</p> <p>Diversity – equal opportunity</p>	<ul style="list-style-type: none"> > Safety meetings > Shift change meetings > Management and CEO presentations > Emailed and written updates > Corporate and individual site intranets > Quarterly employee magazine > Cultural and people development programs and training > Annual People and Culture Survey
Communities	<ul style="list-style-type: none"> > Host and regional communities > Local villages and towns near our operations 	<p>Post-closure community expectations and community and regional development – impacts on local communities, community investment and development, local amenity and housing</p> <p>Stakeholder relationships – local business support</p> <p>Environmental management and compliance – environmental impacts and management</p> <p>Public interaction with operations – health and safety impacts</p> <p>Economic sustainability – future financial viability</p> <p>Community and regional development – sustainable employment post mine life</p>	<ul style="list-style-type: none"> > Community investment projects > Quarterly and monthly newsletters > Meetings > Written communications > Local media > Community Perception Surveys > Social Impact Assessment
Suppliers	<ul style="list-style-type: none"> > Businesses from which to purchase products and services 	<p>Our economic performance – economic security of the business, supply opportunities, payment processes</p> <p>Contractor selection – health and safety, contractor management procedures, supplier contractual conditions</p>	<ul style="list-style-type: none"> > Tender and contract documents > Direct communications > Induction and training
Government	<ul style="list-style-type: none"> > Regulators and government authorities with responsibilities for the areas where we operate > Local, state and federal government in countries including Australia, Laos, DRC and Canada 	<p>Government relations – compliance with permits and licences, social policy and fiscal regimes applicable to the resources sector</p> <p>Community and regional development – engagement with host and local communities, community investment and development, market access</p> <p>Environmental management and compliance – environmental impact management, product stewardship</p>	<ul style="list-style-type: none"> > Statutory and licence reporting, regular meetings > Written communication > Foreign Investment and Review Board reporting

MMG STAKEHOLDERS AND ENGAGEMENT

AVENUES CONTINUED

STAKEHOLDER	STAKEHOLDER GROUPS	AREAS OF INTEREST	ENGAGEMENT AVENUES
Investors	<ul style="list-style-type: none"> > Retail investors in Hong Kong > Global institutional investors > Analysts and brokers > Stock commentators > China Minmetals Corporation (majority Shareholder) > Debt providers 	<p>Company performance</p> <p>Growth strategy including acquisitions, projects and exploration</p> <p>Commodity and market outlook</p> <p>Board and governance</p> <p>Corporate responsibility and sustainable development</p>	<ul style="list-style-type: none"> > Announcements to the Stock Exchange of Hong Kong in accordance with the Listing Rules > Quarterly production reports, interim and annual reports > Investor roadshows, meetings, teleconferences and site visits > Attendance at major global mining conferences > Shareholder communications > Monthly and quarterly Shareholder reports to the Board
Non-government organisations	<ul style="list-style-type: none"> > Non-government organisations > Special interest groups 	<p>Community and regional development – impacts on local communities, community investment and development, community health, local infrastructure development and investment</p> <p>Public interaction with operations – interactions with local communities</p> <p>Human rights</p> <p>Bribery and facilitation payments</p> <p>Workforce localisation</p> <p>Environmental management and compliance – environmental impacts and management</p> <p>Post-closure community expectations</p> <p>Management decision making – governance, risk management, Board composition and operation</p>	<ul style="list-style-type: none"> > Sustainability report > Meetings > Media releases > Website content > Site visits
Social media	<ul style="list-style-type: none"> > Local and regional media in the areas of our operations > Finance and resources media internationally 	<p>Potential for interest in all material issues, particularly those of current interest to other stakeholders</p>	<ul style="list-style-type: none"> > Media releases > Website content > Media tours, interviews
Industry	<ul style="list-style-type: none"> > Other mining businesses > Industry associations > University and technical training providers > Unions 	<p>MMG share price – earnings and production results, share price performance against industry peers</p> <p>Acquisition investment – project announcements, merger and acquisition programs</p> <p>Management decision making – governance, risk management, Board composition and operation</p> <p>Stakeholder relationships and government relations – support for industry initiatives, involvement in industry fora, support for industry-specific training and development</p>	<ul style="list-style-type: none"> > Membership of international, national and regional industry groups > Representation on executive and working group committees > Sustainability reporting against GRI and ICMM benchmarks > Sponsorship and support of technical training institutions

SOCIAL INVESTMENT INITIATIVES 2014

Century	Gulf seed management program employing Indigenous rangers
	Community Sponsorship Program distributed A\$70,000 throughout the Lower Gulf region
	Living Leadership School awards program for young regional leaders
	Work Ready Job Ready pre-employment and apprenticeship program placing trainees into local business in the community
Golden Grove	Bayalgu Indigenous Pre-employment Training Program
	SHINE Skills development program for female Geraldton high school students.
	Continued provision of Yalgoo Community Benefit Fund
Rosebery	Community Health Centre funding for after-hours Accident & Emergency services for community and employees
	Working at Height Training for Rosebery High School and local small business employees
	University of Tasmania Rural Communities program providing second-year medical students with an insight into the mine's health and safety initiatives
	Traineeships, apprenticeship and scholarship programs
Dugald River	Sponsorship of Cloncurry's Quamby Rodeo
Kinsevere	Lubumbashi Power Supply project (NR Kasapa substation) for local community power supply
	Community warehouses construction for grain and agricultural product storage in three villages
	Farmers' Assistance Project and grain bank: 680 local farmers 'borrow' seed and fertiliser
	School Teachers' Capacity Building project training 100 teachers in five schools
	Financial support to local schools program subsidising 63 teachers' salaries and 3,300 students
	Sewing Workshop Project training 20 local tailors to supply MMG Kinsevere uniforms and clothes
	Built Kandulwe Village School (5th local school) for 450 students
	Annual upgrade to village roads and paths enabling farmers access to market in Lubumbashi
	Annual Village Women's Awareness Program assisting 700 rural women in 26 villages around mine
Sepon	Agricultural business development project partnership with Business for Millennium Development and Ironbark Citrus to grow local mandarins, boosting local community revenue
	Enhanced Milled Rice Project assisting 1,500 farmers and 8 rice millers
	Village banking project enabling 46 villages access to reliable savings and micro-loans
	Training program for local business and agricultural development, supporting 26 local businesses at the Houay Kong Training Centre
	Participatory Development through Village Development Fund (Poverty Alleviation Fund) in 42 villages
	Implementation of the Sepon Development Trust Fund by District authorities
	Year 3 of the 3-year, A\$1.4 million UNICEF 1000 Day Project on micronutrient distribution to 180,000 children in Laos
Izok Corridor	Completed and delivered extensive traditional knowledge report (commenced in 2012–13) to Inuit and Inuvialuit cultural and resource management organisations in preparation for the regulatory review of the Izok Corridor Project
	Sponsorship of the ACTUA Program delivering science and technology camps for Inuit youth in Kitikmeot
Group Office	Partnership with Newcrest in the Monash University Mining Engineering School
	Annual cultural sponsorship of the Chinese Museum, Melbourne
	Water category sponsor of Australia's Banksia Awards for Sustainability leadership
	Educational sponsorships in science for Canadian and Australian school students

GRI CONTENT INDEX



This table identifies the Global Reporting Initiative G3.1 indicators addressed in this Sustainability Report and where to find the relevant content. Where an indicator is addressed directly in the table, relevant text appears in *italics*.

GRI CATEGORY	GRI INDICATOR NUMBER	GRI INDICATOR DESCRIPTION	SUSTAINABILITY REPORT REFERENCE	PAGE
STANDARD DISCLOSURES: STRATEGY AND PROFILE				
Strategy and analysis	1.1	CEO's Message	Chief Executive Officer's Message, Chief Executive Officer's Report in 2014 Annual Report (p13-14): www.mmg.com	1, Online
	1.2	Sustainability impacts, risks and opportunities	<i>About this report; Our approach to sustainability; Sustainability highlights and challenges; 2012-14 goals and targets; 2015-18 objectives and targets</i>	3, 6-9, 11-17
Organisational profile	2.1 – 2.9	Company, products, operational structure, organisational footprint and scale, significant changes during the reporting period	<i>The mining process; About this report; About MMG; The year in review; The year ahead; Our people (2014 total workforce composition (table); People profile by employment term (graph); People profile by site (graph)); Our economic performance (Financial Performance (table and graphs))</i>	1-5, 10, 13, 20-27, 57-58
	2.10	Awards	<i>MMG Limited did not receive any awards during 2014</i>	
Report parameters	3.1 – 3.4, 3.6 – 3.11	Report profile and contact point for this report; report scope and boundary	<i>About this report; About MMG; Our People (Gender Diversity); Back cover; ICMM Content Index; GRI Content Index</i> <i>No joint ventures, leased facilities or significant outsourced operations</i>	3-5, 25, 66, 72 Appendix
	3.5	Process for defining report content	<i>About this report; 2014 Material sustainability issues; MMG stakeholders and engagement avenues</i>	3, Appendix
	3.12	Standard Disclosures	<i>GRI Content Index</i>	Appendix
	3.13	Assurance	<i>About this report; Ernst & Young Assurance Terms and Statement; GRI Application Service Logo</i>	3, 63-64, Appendix
Governance, commitments and engagement	4.1 – 4.10	Governance	<i>Our approach to sustainability; Corporate governance in 2014 Annual Report (p70-79): www.mmg.com</i>	6-9
	4.11 – 4.13	Commitments to external initiatives	<i>About this report (Reporting Approach); Our approach to sustainability; Working with our stakeholders (Engaging with our stakeholders)</i> <i>The precautionary principle is implemented by MMG through a risk-based management approach, as demonstrated in Our approach to sustainability</i>	3, 6-9, 34
	4.14 – 4.17	Stakeholder engagement	<i>Working with our stakeholders (Stakeholder engagement); 2014 material sustainability issues; MMG stakeholders and engagement avenues</i>	34-36 Appendix

GRI CATEGORY	GRI INDICATOR NUMBER	GRI INDICATOR DESCRIPTION	SUSTAINABILITY REPORT REFERENCE	PAGE
Economic	EC1, EC4.	Direct economic value generated and distributed	Our people; Working with our stakeholders (Community Investment; 2014 Community Investment by Sector and site (graph)); Our economic performance (Financial Performance (table and graph); Local Economic Development; Case Study – Building up a local business); 2014 Annual Report www.mmg.com <i>No direct assistance was received from governments</i>	20-27, 40-41, 57-60, Online
	EC2	Financial implications due to climate change	Our approach to sustainability; Our environment (energy uses) <i>MMG tracks and co-ordinates with sector responses to climate change impacts under membership of the ICMM</i>	6, 52-54
	EC3	Coverage of the organisation's defined benefit plan obligations	Our people: Workforce development and composition; 2014 Annual Report (p108): www.mmg.com	20-21, Online
	EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	<i>2014 Roles and Remuneration by gender are reported on (LA14). This is not currently collated in relation to ratios of minimum and entry-level wages for reporting purposes</i>	
Market presence	EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation	Working with our stakeholders (Community Investment; 2014 Community Investment by sector and site (graph)); Our economic performance (financial performance; local economic development; case study – building up local business) <i>MMG's definition of local is the region of lowest governmental jurisdiction (province, shire, council or city)</i>	40-41, 57-61
	EC7	Procedures for local hiring and proportion of senior management and workforce hired from the local community at significant locations of operation	Our people (Workforce development and composition; Workforce localisation; case study – Century's Work Ready, Job Ready Program)	20-23
Indirect Economic Impacts	EC8, EC9	Infrastructure and services provided primarily for public benefit	Working with our stakeholders (community investment; 2014 community investment by sector and site (graph)); Our economic Performance (local economic development; case study – building up local business)	40-41, 57-61
Materials	EN1, EN2	Materials	About MMG (Map of operations); Respecting our environment; Our performance data summary <i>MMG does not use recycled input materials</i>	4-5, 48, Appendix
Energy	EN3, EN4, EN5, EN6, EN7	Direct and indirect energy consumption, energy savings/efficiency	Respecting our environment (Energy Use; Case Study – Power and current efficiency at Kinsevere; Case Study – Dewatering team champions reduced energy use at Sepon); Our performance data summary	52-54, Appendix
Water	EN8, EN9, EN10, EN21, EN25, MM3	Water withdrawal, water source, recycling and re-use	Respecting our environment (Water management; 2014 water balance; continual improvement in water discharge management; water outputs by quality; case study – addressing water management challenges at Century; continual improvement in mineral waste management); Our performance data summary	49-51, Appendix

GRI CATEGORY	GRI INDICATOR NUMBER	GRI INDICATOR DESCRIPTION	SUSTAINABILITY REPORT REFERENCE	PAGE
Biodiversity	EN11, EN12, EN13, EN14, EN15	Location and size of land in or adjacent to protected areas, description of impacts, habitats protected, biodiversity management strategies	Respecting our environment (Biodiversity and Land Management; Cumulative land Disturbance and Rehabilitation; biodiversity and land management); Our performance data summary	55, Appendix
	MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Respecting our environment (Biodiversity and Land Management; Cumulative land Disturbance and Rehabilitation)	55, Appendix
	MM2	Sites identified as requiring biodiversity management plans and the number (%) of those sites with plans in place	Respecting our environment (Biodiversity and Land Management)	55
Emissions, effluents and waste	EN16, EN17, EN18, EN19	Greenhouse gas emissions and ozone depleting substances	Respecting our environment (Energy Use; Greenhouse gas emissions) <i>There were no known or material emissions of ozone depleting substances from our operations</i>	52-54, Appendix
	EN20	NOx, SOx and other significant air emissions by type and weight	Our performance data summary	Appendix
	EN22	Total weight of waste	Respecting our environment (Continual improvement in mineral waste management); Our performance data summary	51, Appendix
	EN23	Number and volume of significant spills	Respecting our environment (managing impacts from environmental incidents)	48
	MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks	Respecting our environment (Water Management; Continual improvement in mineral waste management); Our performance data summary	49-51, Appendix
Products and services	EN26	Initiatives to mitigate environmental impacts	Respecting our environment (Biodiversity and land management)	55
	EN27	Percentage of products sold and their packaging materials that are reclaimed by category	<i>This is not applicable to MMG as concentrates are sold in bulk and not packaged for the end consumer</i>	
Compliance	EN28	Monetary value of fines	Respecting our environment (Reducing non-compliances); Our economic performance (Anti-corruption and business conduct) Our performance data summary	48-49, 62 Appendix
Transport	EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce	<i>The major environmental impact of transporting product and our people is in greenhouse gas emissions. Established transport routes and services are utilised</i>	

GRI CATEGORY	GRI INDICATOR NUMBER	GRI INDICATOR DESCRIPTION	SUSTAINABILITY REPORT REFERENCE	PAGE
Overall	EN30	Total environmental protection expenditures and investments by type	<i>MMG undertakes significant investment in managing our environmental impacts</i> <i>For more information on our operational and capital expenditure, please refer to the 2014 Annual Report: http://www.mmg.com/en/Investors-and-Media/Reports-and-Presentations/Annual-Reports.aspx</i>	
Local communities	SO1 (MMSS), SO1 (G3.1)	Nature, scope and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting	Working with our stakeholders (Stakeholder engagement; Case study – Engaging on the impacts of a change in operations; Building community trust; Land access; Community development; Case study – Growing new revenues in Vilabouly, Laos; Case study – improving farmers self-sufficiency around Kinsevere; 2014 Community investment by sector and site; Closure planning and legacy management; Case study – progressing Century's closure plan – rehabilitation); Our economic performance (Local economic development)	34-37, 40-47, 59
	MM6	Significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	Working with our stakeholders (Building community trust; Responding to complaints and grievances; 2014 complaints and grievances by category and site; Land access; Respecting indigenous rights and interests)	36-37
	MM7	Use of grievance mechanisms to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples	Working with our stakeholders (Building community trust; Responding to complaints and grievances; Land access; Respecting indigenous rights and interests)	36-37
Artisanal and small-scale mining	MM8	Company operating sites where artisanal and small scale mining takes place on, or adjacent to, the site, associated risks and actions taken	Our stakeholders (Managing artisanal and small-scale mining risks; Case study – Exploration and ASM in the DRC)	39
Resettlement	MM9	Sites where resettlement takes place, the number of households resettled and how livelihoods were affected	Case Study – The integration of Las Bambas: – Community resettlement; Working with our Stakeholders (Land access; Achieving positive resettlement outcomes) <i>Resettlements took place during the reporting period at Las Bambas only</i>	18-19, 37
Closure planning	MM10	Operations with closure plans	Working with our stakeholders (Closure planning and legacy management; Evolving our closure planning processes; Case study – Progressing Century's closure plan – rehabilitation; Case study – Closing Century responsibly); 2012-2014 Goals and Targets; 2015-2018 Objectives and Targets	12-13, 16-17, 45-47
	SO9	Operations with significant potential or actual negative impacts on local communities	Working with our stakeholders (Stakeholder engagement; Case study – Engaging on the impacts of a change in operations; Collaborating to preserve tangible and intangible cultural heritage)	34-35, 44
	SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities	Working with our stakeholders (Stakeholder engagement; Case study – Engaging on the impacts of a change in operations; Case study – Growing new revenues in Vilabouly, Laos; Collaborating to preserve tangible and intangible cultural heritage)	34-35, 42, 44

GRI CATEGORY	GRI INDICATOR NUMBER	GRI INDICATOR DESCRIPTION	SUSTAINABILITY REPORT REFERENCE	PAGE
Corruption	SO2	Analysis for risks	Our approach to sustainability (Sustainability governance; Our policies and sustainability; Managing material risk events); Our Economic Performance (Anti-Corruption and Business Conduct)	6-9, 62
	SO3	Employee training	Our people (Training and Developing our people) <i>In 2014, MMG delivered anti-corruption training as part of an ongoing program. Anti-corruption training will continue in 2015</i>	26
	SO4	Actions taken in response to corruption	<i>This information is proprietary and business confidential</i>	
Public Policy	SO5, SO6	Participation in public policy development, contributions to political parties	Our economic performance (Governance – Anti-corruption and business conduct; Public policy initiatives)	61-62
Anti-competitive behaviour	SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	<i>No incidents or situations were identified or reported in the reporting period</i>	
Compliance	SO8	Fines for non-compliance with laws and regulations	Respecting our environment (Environment incidents (spills, exceedances); Reducing non-compliances) <i>No significant fines or non-monetary sanctions in the reporting period</i>	48, 62
Materials stewardship	MM11	Programs and progress relating to materials stewardship	Our economic performance (Product stewardship) <i>MMG works with the International Zinc Association (IZA), the ICMM and the Minerals Council of Australia (MCA) on materials stewardship programs</i>	60
Customer health and safety	PR1, PR2	Health and safety impacts of products and services, non-compliances	Our economic performance (Product stewardship) <i>MMG works with its trade and smelter customers on correct product handling and movement, using Material Data Safety Sheets.</i> <i>Zero non-compliances in the reporting period</i>	60
Product and service labelling	PR3, PR4, PR5	Product and service information, non-compliances and customer satisfaction surveys	<i>MMG's products are sold as concentrates in bulk, not to the end consumer, thus customer satisfaction data are not collected. MMG follows product handling, safety and labelling requirements for the transport of our product. MMG does not deal directly with the end users of our products nor collects customer satisfaction data</i> <i>Zero non-compliances in the reporting period</i>	
Marketing communications	PR6, PR7	Adherence to laws, standards and voluntary codes related to marketing communications, non-compliances	<i>MMG does not undertake marketing communications for our product as they are sold as bulk concentrates on the global metals market</i> <i>Zero non-compliances in the reporting period</i>	
Customer privacy and Compliance	PR8, PR9	Fines concerning the provision and use of products and services, non-compliances re: customer privacy	<i>MMG does not collect or store customer data</i> <i>Zero non-compliances or fines in the reporting period</i>	

GRI CATEGORY	GRI INDICATOR NUMBER	GRI INDICATOR DESCRIPTION	SUSTAINABILITY REPORT REFERENCE	PAGE
Employment	LA1, LA2	Workforce by employment type, region and employee turnover	Our people (Performance; 2014 total workforce composition (table); People profile by employment term (graph); People profile by site (graph); Total employee turnover (graph); Gender diversity) Our performance data summary	20-21, 25, Appendix
	LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations	Our people (Performance); 2014 Annual Report (pages 53, 98) <i>Part time employees have same entitlements as full time. Temporary employees do not have access to St Luke's healthcare, novated leasing, paternity leave or site STI unless specifically outlined in their contract or when they have been with MMG for 12 months</i>	20-21
	LA15	Return to work and retention rates after parental leave by gender	<i>Data on parental leave return rates by gender are not currently collated and cannot therefore be reported</i> <i>MMG continues to work towards the 2016 disclosure deadline agreed with the GRI and will consider this disclosure in light of its G4 materiality process</i>	
Labour/management relations	LA4	Employees covered by collective agreements	<i>Rosebery: 42% of Rosebery employees are covered by Enterprise Bargain Agreement for the underground workforce</i> <i>Century: 49% of the total MMG Century workforce is covered by a collective agreement</i> <i>Kinsevere: All local 'blue collar' employees covered by collective agreements</i>	
	LA5	Minimum notice periods regarding operational changes	<i>There is no specific minimum notice period however, once MMG has made a definite decision to pursue a specific course of action then MMG would notify all relevant parties</i>	
	MM4	Number of strikes and lock-outs exceeding one week's duration, by country	<i>There were no strikes or lock-outs during the reporting period</i>	
Occupational health and safety	LA6, LA7, LA8, LA9	Health and safety committees, agreements and rates of injury and work-related fatalities	Health and safety (Reporting Safety Performance; Creating safe work; Total recordable injuries by site; Total recordable injury frequency rate and lost time injury frequency rate (graph); Health of employees; Disease Management; Case study – Responding to the Ebola outbreak; Case study – A focus on lead-exposure reduction at Century and Sepon) <i>Health and Safety management – worker committees are active at all sites to represent 100% of our employees. There are no specific health and safety topics in formal agreements. In the past this was a common practice, however there is now Commonwealth and State Safety legislation that covers the field of safety</i>	28 – 35, Appendix

GRI CATEGORY	GRI INDICATOR NUMBER	GRI INDICATOR DESCRIPTION	SUSTAINABILITY REPORT REFERENCE	PAGE
Training and Education	LA10	Staff training	<p>Our people (2014 Training courses: Number of employees trained)</p> <p>Working with our stakeholders (Case study – Human rights and security training at Kinsevere; 2014 Community investment in education and training by site (graph) and total spend (graph))</p> <p><i>MMG Human Resources Team is working towards collating training data broken down by average hours per employee, by gender and employee type, by 2015 Sustainability Report</i></p>	27, 38, 41
	LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	<p>Our people (Case study – Closing Century responsibly; developing management capability in local employees; training and developing our people)</p>	15, 24, 26-27
	LA12	Performance and career development reviews	<p>Our people (Workforce development and composition)</p> <p><i>100% of employees receive regular performance and career development reviews</i></p>	20-21
Diversity and equal opportunity	LA13	Composition of governance bodies and employee categories	<p>Our approach to sustainability (sustainability governance); Our people (2014 total workforce composition); 2014 Annual Report (MMG board and governance structure (pages 8, 9) www.mmg.com)</p>	6, 21
	LA14	Salary ratio of men to women by employee category	2014 Roles and Remuneration by gender (table)	Appendix
Investment and procurement practices	HR1, HR2, HR3	<p>Significant investment agreements that include human rights and suppliers and contractors that have undergone screening</p> <p>Employee training on policies and procedures concerning human rights</p>	<p>Working with our stakeholders (Case study – Human rights and security training at Kinsevere; Human Rights; Assessing human rights risks); Our economic performance (Sustainable supply chain)</p> <p><i>Human rights screening is not currently part of investment, supply and procurement processes at MMG</i></p> <p><i>Code of conduct application and training occurred across MMG, including contractors, and links to human rights management and related internal MMG standards</i></p> <p><i>All Sepon and Kinsevere security personnel are trained in how to manage security issues and the rights of people involved</i></p>	38, 60
Non-discrimination	HR4	Incidents of discrimination and actions taken	<i>No incidents or situations identified or reported in the reporting period</i>	
Freedom of association and collective bargaining	HR5, HR6, HR7	The right to exercise freedom of association and collective bargaining. Child labour, compulsory labour	<i>No incidents or situations identified or reported in the reporting period</i>	

GRI CATEGORY	GRI INDICATOR NUMBER	GRI INDICATOR DESCRIPTION	SUSTAINABILITY REPORT REFERENCE	PAGE
Security practices	HR8	Security personnel trained in relevant human rights policies or procedures	<p>Working with our stakeholders (Human rights; Aligning security management with human rights principles; Case study – Human rights and security training at Kinsevere); Our economic performance (Sustainable supply chain)</p> <p><i>Human rights screening is not currently part of investment, supply and procurement processes at MMG</i></p> <p><i>Code of conduct application and training occurred across MMG, including contractors, and links to human rights management and related internal MMG standards</i></p> <p><i>All Sepon and Kinsevere security personnel are trained in how to manage security issues and the rights of people involved</i></p>	38, 60
Indigenous rights	MM5, HR9	Operations taking place in or adjacent to Indigenous Peoples' territories, and operations where there are formal agreements with Indigenous Peoples' communities, incidents relating to Indigenous rights	<p>Working with our stakeholders (Government and institutional relations; Land access; Community development; Case study – Gulf community relationships and administration)</p> <p><i>Zero incidents or situations identified in the reporting period</i></p>	34-35, 37, 40, 62
Assessment	HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments	<p>Working with our stakeholders (Assessing human rights risks; Case study – Human rights and security training at Kinsevere)</p> <p><i>Human rights risk assessments were completed at one site in 2014 (Sepon, approx. 20% of operations) and at another site (Kinsevere) in 2013</i></p>	38
Remediation	HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms	<i>No incidents or situations were identified or reported in the reporting period</i>	

ICMM CONTENT INDEX

ADDITIONAL INFORMATION

This table identifies the ICMM's 10 sustainable development principles and where to find related content in MMG's 2014 Sustainability Report.

	ICMM PRINCIPLE	REPORT SECTION	PAGE
1	Implement and maintain ethical business practices and sound systems of corporate governance	Our Approach to Sustainability (Sustainability governance, Our sustainability policy, Our values and sustainability); Working with our Stakeholders (Government and institutional relations); Our Economic Performance (Anti-corruption and business conduct); Corporate governance in 2014 Annual Report (p 70-78): www.mmg.com	6-7, 34, 62 Online
2	Integrate sustainable development considerations within the corporate decision-making process	Our Approach to Sustainability (Managing material risk events, Our standards and sustainability); 2012-14 Goals and Targets; 2015-2018 Objectives and Targets; Our People (Workforce localisation, Workforce diversity and people development, Training and developing our people); Working with our Stakeholders (Closure planning and legacy management); Our Economic Performance (Sustainable supply chain); 2014 Material Sustainability Issues (Materiality).	8, 12-13, 16-17, 22, 25-27, 45, 60, 72-73
3	Uphold fundamental human rights and respect cultures, customs and values in dealings with employees and others who are affected by our activities	Our Approach to Sustainability (Sustainability governance, Our Sustainability Policy); Case Study : The integration of Las Bambas (Community resettlement); Our People (Workforce localisation, Workforce diversity and people development, Gender diversity); Case Study : Sepon Supervisor and Superintendent Development programs; Working with our Stakeholders (Human rights, Case Study : Human rights and security training at Kinsevere; Collaborating to preserve tangible and intangible cultural heritage); Case Study : First time archaeological finds at Sepon); Our Economic Performance (Local Economic Development, Sustainable supply chain, Product Stewardship).	6, 19, 22, 25, 38, 44, 59-60
4	Implement risk management strategies based on valid data and sound science	Chief Executive Officer's Message; Our Approach to Sustainability (Sustainability governance, Our Sustainability Policy, Managing material risk events); Case Study : Implementing common procedures to manage fatality risks; 2015-2018 Objectives and Targets; Health and Safety (Improving the SHEC incident investigation process, Case Study : Rosebery's emergency response team beats); Working with our Stakeholders (Assessing human rights risks, Closure planning and legacy management); Case Study : Progressing Century's Closure Plan – Rehabilitation; Respecting our environment (Managing impacts from environmental incidents, Reducing non-compliances, Verifying critical controls to reduce the risk of catastrophic tailings dam failure); 2014 material sustainability issues; MMG stakeholders and engagement avenues; 2014 Annual Report : Chief Executive Officer's Report (p 13), and Financial and Capital Risk Management (p 53); www.mmg.com .	1, 6, 8, 9, 16, 30, 32 38, 45-48, 51, Appendix, Online
5	Seek continual improvement of our health and safety performance	Our Approach to Sustainability; 2012-14 Goals and Targets; 2015-2018 Objectives and Targets; Health and Safety.	6-9, 12-13, 16-17, 28-33
6	Seek continual improvement of our environmental performance	Our Approach to Sustainability; 2012-14 Goals and Targets; 2015-2018 Objectives and Targets; Respecting our environment.	6-9, 12-13, 16-17, 48-55
7	Contribute to conservation of biodiversity and integrated approaches to land use planning	Our Approach to Sustainability (Our Sustainability Policy); Case Study : The Integration of Las Bambas; Case Study : Progressing Century's Closure Plan – Rehabilitation; Respecting our environment (Biodiversity and land management; Protecting biodiversity).	6, 18-19 46-47, 55
8	Facilitate and encourage responsible product design, use, re-use, recycling and disposal of products	Our Economic Performance (Sustainable Supply Chain, Product stewardship).	60

	ICMM PRINCIPLE	REPORT SECTION	PAGE
9	Contribute to the social, economic and institutional development of the communities in which we operate	Our Approach to Sustainability (Our Sustainability Policy, Our values and sustainability); Case Study: Closing Century responsibly; 2015-2018 Objectives and Targets; Case Study: The integration of Las Bambas (Community Investment); Working with our Stakeholders (Stakeholder Engagement, Community development, Case Study: Growing new revenues in Vilabouly, Laos, Case Study: Improving farmers' self-sufficiency around Kinsevere); Our Economic Performance (Local economic development, Product Stewardship, Supply chain, Case Study: Building up a local business); Social Investment Initiatives 2014; 2014 Community Investment by Sector and Site.	6-7, 15, 17, 19, 34, 40-43, 59-61, Appendix
10	Implement effective and transparent engagement, communication and independently verified reporting arrangements with our stakeholders.	About this report (Materiality, External Assurance); 2015-2018 Objectives and Targets; Working with our Stakeholders (Engaging with our stakeholders; Case Study: Engaging on the impacts of a change in operations; 2014 complaints and grievances by category and site; responding to complaints and grievances; 2014 community investment by sector and site; Closure planning and legacy management); Assurance Terms and Statement; 2014 Material Sustainability Issues; MMG stakeholders and engagement avenues.	3, 17, 34-36, 41, 45, 63-64, Appendix