

GRI G4 content index

Lonmin has prepared the 2017 Sustainable Development Report (the “Report”) according to the GRI¹ G4 guidelines and Mining and Metals Sector Supplement “in accordance” with the Core option. All Core indicators and material Aspects have been reported and, where possible, commentary on non-core indicators has been provided in the GRI G4 content index that follows. In exceptional cases, where it was not possible to disclose certain required information, omissions have been identified and explained. External assurance has been provided by KPMG on KPMG-specific indicators in the Report; these have been denoted in the GRI table that follows. The Independent Assurance Provider’s Limited and Reasonable Assurance Reports on Selected Sustainable Development Performance Information are available in the Sustainable Development Report pages 113 – 115 and 116 – 117 respectively. The full Sustainable Development Report is available for download or to view at <http://sd-report.lonmin.com/2017/>

Reporting according to the GRI

Material aspects and boundaries

The Sustainable Development Report is structured according to material focus chapters that present the applicable management approach and performance data relevant to that area. An overview of each of these and the related GRI material Aspects is provided in the table below. Reporting of the selected core GRI material Aspects includes disclosure of the management approach.

<i>Material focus area</i>	<i>Overview</i>	<i>Most relevant core GRI material Aspects (G4-19)</i>	<i>Aspect boundary (G4-20, G4-21)</i>
Employee relationships Investing in employee relationships and development (page 40)	The mining industry in South Africa has a history of confrontational relationships with labour. Maintaining strong relationships with employees, contractors and unions is critical to execute on our strategy as labour disputes affect production and threaten the sustainability of the organisation. Consider also emphasising the value the Company places in its employees not just focussing on sustaining the Company.	<ul style="list-style-type: none"> • Employment and transformation • Training and education • Labour practices and decent work • Freedom of association and collective bargaining • Labour/management Relations • Market presence 	Within Lonmin: Information in this chapter is relevant to all operations, however, data relating to accommodation applies to the Marikana operations. Outside Lonmin: The material focus area is material across the South African mining industry and extends beyond the organisation.
Safety and health Promoting safety and health for employees and contractors (page 54)	Lonmin’s ethical approach to doing business includes a commitment to Zero Harm to our employees and the contractors that work at our operations. Health and wellness are critical factors in improving quality of life, morale, productivity and safety performance. The safety and health of our workforce is also a key concern of our regulators.	<ul style="list-style-type: none"> • Occupational health and safety 	Within Lonmin: Reporting on this material focus area includes an overview of the Company’s approach to safety and health management across all Lonmin’s operations. It also outlines the healthcare facilities, programmes and services available to employees, contractors and community. Outside Lonmin: The material focus area is mostly internally focused; however, we understand the important role that the employee’s home environment, and the community in which they reside, has on the health and safety. Community projects that focus on health, safety and security are discussed under the material focus area: Community relationships and investments.

¹ The GRI (formerly the Global Reporting Initiative), is a global reporting guideline that provides a framework for sustainable development reporting (www.globalreporting.org).

Material focus area	Overview	Most relevant core GRI material Aspects (G4-19)	Aspect boundary (G4-20, G4-21)
<p>Community relationships and investment Maintaining our social licence to operate and investing in the community (page 64)</p>	<p>Lonmin views its corporate social responsibility as a business imperative and an investment in the future of local communities and the country. Strong and constructive relationships with the communities surrounding our operations create a predictable and stable operating environment.</p>	<ul style="list-style-type: none"> • Indirect economic impact • Local communities • Economic performance • Procurement practices • Security practices 	<p>Within Lonmin: Reporting on this material focus area includes an overview of the initiatives implemented in local communities, with a predominant focus on the Company's operations in the North West province.</p> <p>Outside Lonmin: The boundary of our reporting on our community covers communities that reside around our Marikana and Limpopo mining operations and in the vicinity of our PMR in Gauteng. Our community investment also extends to the Eastern Cape province from where some employees originate.</p>
<p>Managing environmental impacts and opportunities Managing our environmental footprint (page 76)</p>	<p>Mining and metals processing activities directly impact on the environment and are resource intensive. Our strategic commitment to operational excellence and ethical business practices drive our initiatives to minimise our environmental footprint. Environmental responsibility is a key concern for regulators, shareholders and society at large.</p>	<ul style="list-style-type: none"> • Energy • Electricity • Electricity efficiency • Energy efficiencies • Water • Emissions • Effluents and waste • Economic performance • Product stewardship 	<p>This material focus area provides an overview of Lonmin's most important environmental risks and opportunities, how these are managed, monitored and, where possible, mitigated.</p> <p>Within Lonmin: Most of the environmental programmes reported relate to our operations in the North West province near Marikana, where the majority of our operations are located. Performance data however includes all of our operations which we control.</p> <p>Outside Lonmin: Projects to address challenges associated with the environment are internally focused and mainly implemented in the North West province; however, the impact of environmental management extends beyond our operational boundaries.</p>
<p>Constructive engagement: Government, regulatory and other stakeholders Improving relationships with key stakeholders (page 94)</p>	<p>Building strong relationships with external stakeholders is important to ensure that all the necessary steps are taken to secure a sustainable future and realise shared value for all. Mining is a highly regulated environment and effective engagement with government and our regulators supports our ability to achieve our strategic goals.</p>		<p>This material focus area provides insight into relationships with all material stakeholders, both internal and external.</p> <p>We define stakeholders as those persons or groups who have an interest in the Company and can affect or are affected by its operations or strategies.</p> <p>Within Lonmin: Most of the environmental programmes reported relate to our operations in the North West province near Marikana, where the majority of our operations are located.</p> <p>Outside Lonmin: The material focus area is important to the Company's operations; however, the benefit of improved relationships with all stakeholders extends beyond the operational boundaries.</p>

Principles relating to the content of this report (G4-18)

Materiality	Our material focus areas frame the content of this report. These are determined through a six-step materiality process and reviewed annually. This process considered our value drivers, social impacts, risks and stakeholders, and the impact these had on our strategy. Page 30.
Stakeholder inclusiveness	Stakeholder perspectives are considered in our risk and materiality determination processes, which influence the content of this report. This included analyses of the community value proposition, media reports, NGO assessments, stakeholder concerns, open days, minutes of meetings, and research reports.
Sustainability context	Our overall sustainability context is outlined at the start of the report (page 8). Lonmin's performance is presented in the wider context of the economic, social and environmental sustainability of South Africa, where our operations are located. Each material focus area chapter provides topic specific context. Pages 40, 54, 64, 76 and 94.
Completeness	Material aspects per material focus area are listed on pages 1 – 2 of this GRI G4 content index. To gain an overview of our impacts, detail is provided in the approach and performance sections of each material focus area chapter. Pages 42, 56, 66, 78 and 95.

Principles relating to the quality of this report

Balance	We have undertaken to produce a balanced report through providing context, risks and opportunities and considering all operations under Lonmin's control.
Comparability	Where possible, five-year comparative data has been provided. Where this has not been possible we have endeavoured to provide comparisons with the previous year.
Accuracy	Qualitative and quantitative data are provided in line with best practice and reporting guidelines where possible.
Timeliness	In order to provide regular performance data to interested stakeholders, Lonmin produces a sustainable development report annually.
Clarity	Lonmin aims to provide a concise yet understandable account of our performance through our Sustainable Development Report and the supporting online materials.
Reliability	External assurance is provided across a range of key performance indicators included in this report. Pages 113 and 120.

Key

G4	"In accordance" "core" disclosure: indicators and DMAs
G4	Additional disclosure, not required for G4 "core" report
G4 DMA	Disclosure on management approach
MM	GRI G4 mining and metals sector disclosures
✓RA	Reasonable Assurance
✓LA	Limited Assurance
AR	Refer to the Annual Report and Accounts 2017 for disclosure

General standard disclosures

	Description	Section and page	Additional information
Strategy and analysis			
G4-1	Provide a statement from the most senior decision-maker of the organisation (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability.	<ul style="list-style-type: none"> Leadership overview: <ul style="list-style-type: none"> Letter from the Chief Executive Officer – page 24 Joint Chair statement – page 27 	Refer to the Sustainable Development Report.
G4-2	Provide a description of key impacts, risks, and opportunities.	<ul style="list-style-type: none"> GRI G4 content index Our sustainability approach and material matters: Our sustainability context – page 6 and 8 Our strategy: Our strategic approach – page 17 Reporting according to our material focus areas: Risk analysis – page 32 	<p>Refer to Sustainable Development Report.</p> <p>Sustainability related risks are used to determine our material focus areas, and are outlined with impacts and opportunities, for each of the material focus areas.</p>
Organisational profile			
G4-3	Report the name of the organisation.	<ul style="list-style-type: none"> Lonmin at a glance – page 1 	Refer to the Sustainable Development Report.
G4-4	Report the primary brands, products, and services.	<ul style="list-style-type: none"> Corporate profile: our business model and our output – pages 12 and 14 	Refer to the Sustainable Development Report.
G4-5	Report the location of the organisation's headquarters.	<ul style="list-style-type: none"> Lonmin at a glance – page 1 	Refer to the Sustainable Development Report.
G4-6	Report the number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report.	<ul style="list-style-type: none"> Lonmin at a glance – page 1 	Refer to the Sustainable Development Report.
G4-7	Report the nature of ownership and legal form.	<ul style="list-style-type: none"> Lonmin at a glance – page 1 Approach to reporting: Scope and boundary – page 2 Annual Report and Accounts: <ul style="list-style-type: none"> Corporate governance report: Owners of the Company – page 66 Shareholder information – page 198 	Refer to the Sustainable Development Report and Annual Report and Accounts 2017.
G4-8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	<ul style="list-style-type: none"> Our sustainability approach and material matters: Our sustainability context – page 8 Corporate profile: Our output – page 14 	Refer to the Sustainable Development Report.

General standard disclosures

Description	Section and page	Additional information
<p>G4-9</p> <p>Report the scale of the organisation, including:</p> <ul style="list-style-type: none"> • total number of employees; • total number of operations; • net sales (for private sector organisations) or net revenues (for public sector organisations); • total capitalisation broken down in terms of debt and equity (for private sector organisations); and • quantity of products or services provided. 	<ul style="list-style-type: none"> • Lonmin at a glance – page 1 • Corporate profile: <ul style="list-style-type: none"> – Financial value and cash distribution – page 15 • Annual Report and Accounts: <ul style="list-style-type: none"> – Key features – page 4 – Key performance indicators – page 30 – Strategic Report: <ul style="list-style-type: none"> – Capital Expenditure – page 39 – Revenue – page 41 – Financial statements – page 115 – Operating statistics – page 187 – Mineral resources and mineral reserves statement – page 194 	<p>Refer to the Sustainable Development Report and Annual Report and Accounts 2017.</p>
<p>G4-10</p> <p>Total workforce by employment type, employment contract, and region.</p>	<ul style="list-style-type: none"> • GRI G4 content index • Lonmin at a glance – page 1 • Employee relationships: <ul style="list-style-type: none"> – Key chapter takeaways – page 40 – Employee overview – page 42 – Employee turnover – page 43 • Annexures: Key performance statistics – page 120 	<p>Refer to the Sustainable Development Report.</p> <ul style="list-style-type: none"> • Breakdown by gender is provided for fulltime appointed employees. Workforce is reported by geographic origin. • The Lonmin workforce consists mostly of employees and contractors. • The Company cannot operate every aspect of operations without external specialised assistance, and it is critical to the success of our business that all external partners can provide an effective, reliable and ethically sound service to the Company. • Lonmin does not have a substantial number of people working for the Company who are self-employed; however, there are some temporary service providers who perform work for the Company on a short-term and project-specific basis. • The Company does not see any significant seasonal variations in employment numbers. • Turnover rates have improved year-on-year. These rates, however, have to be read in context with the reorganisation that took place in 2016. <p>GRI G4 content index, Figure 1 provides a breakdown of employees by region and gender.</p>

General standard disclosures

	Description	Section and page	Additional information
G4-11	Report the percentage of total employees covered by collective bargaining agreements.	<ul style="list-style-type: none"> Employee relationships: Union relations – page 52 	Refer to the Sustainable Development Report.
G4-12	Describe the organisation's supply chain.	<ul style="list-style-type: none"> Reporting according to our material focus areas: Related sustainability risks – page 34 Governance: Protecting human rights through supply chain – page 110 Supplementary reporting: Supply chain 	Refer to the Sustainable Development Report and online supplementary reporting.
G4-13	<p>Report any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain, including:</p> <ul style="list-style-type: none"> changes in the location of, or changes in, operations, including facility openings, closings, and expansions; changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organisations); and changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination. 	<ul style="list-style-type: none"> Approach to reporting: Scope and boundary – page 2 	Refer to the Sustainable Development Report.
G4-14	Report whether and how the precautionary approach or principle is addressed by the organisation.	<ul style="list-style-type: none"> Managing environmental impacts and opportunities: Accountability and governance – page 76 Lonmin's Safety and Sustainable Development Policy – page 122 	Refer to the Sustainable Development Report.

General standard disclosures

	Description	Section and page	Additional information
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses.	<ul style="list-style-type: none"> • Employee relationships: <ul style="list-style-type: none"> – Accountability and governance – page 40 – External policies, frameworks and regulations – page 41 • Safety and health: <ul style="list-style-type: none"> – Accountability and governance – page 34 – External policies, frameworks and regulations – page 55 • Community relationships and investment: <ul style="list-style-type: none"> – Accountability and governance – page 64 – External policies, frameworks and regulations – page 65 • Managing environmental impacts and opportunities: <ul style="list-style-type: none"> – Accountability and governance – page 76 – External policies, frameworks and regulations – page 77 • Constructive engagement: <ul style="list-style-type: none"> – Government, regulatory and other stakeholders – page 94 	Refer to the Sustainable Development Report.
G4-16	<p>List memberships of associations (such as industry associations) and national or international advocacy organisations in which the organisation:</p> <ul style="list-style-type: none"> • holds a position on the governance body; • participates in projects or committees; • provides substantive funding beyond routine membership dues; or • views membership as strategic. 	<ul style="list-style-type: none"> • Supplementary reporting: Membership organisations 	Refer to online supplementary reporting.

General standard disclosures

	Description	Section and page	Additional information
Identified material aspects and boundaries			
G4-17	List all entities included in the organisation's consolidated financial statements or equivalent documents, and explain any that are not covered by the report.	<ul style="list-style-type: none"> Annual Report and Accounts: <ul style="list-style-type: none"> – Notes to the accounts – page 170 	Refer to the Annual Report and Accounts 2017.
G4-18	<p>Explain the process for defining the report content and the Aspect boundaries.</p> <p>Explain how the organisation has implemented the reporting principles for defining report content.</p>	<ul style="list-style-type: none"> GRI G4 content index: Principles relating to the content of this report Approach to reporting: Reporting suite and guidelines – page 3 Reporting according to our material focus areas – page 30 	<p>Refer to the Sustainable Development Report.</p> <p>Refer to the GRI G4 content index: Summary table outlines the application of the principles.</p>
G4-19	List all the material Aspects identified in the process for defining report content.	<ul style="list-style-type: none"> GRI G4 content index: Material Aspects and boundaries 	Refer to the GRI G4 content index: Material Aspects and boundaries.
G4-20	For each material Aspect, report the Aspect boundary within the organisation.	<ul style="list-style-type: none"> GRI G4 content index: Material Aspects and boundaries Approach to reporting: Scope and boundary – page 2 	Refer to the Sustainable Development Report and GRI G4 content index: Material Aspects and boundaries.
G4-21	For each material Aspect, report the Aspect boundary outside the organisation.	<ul style="list-style-type: none"> GRI G4 content index: Material Aspects and boundaries 	Refer to the GRI G4 content index: Material Aspects and boundaries.
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	<ul style="list-style-type: none"> Approach to reporting: Rectifications – page 2 	Refer to the Sustainable Development Report.
G4-23	Report significant changes from previous reporting periods in the scope and Aspect boundaries.	<ul style="list-style-type: none"> GRI G4 content index: Material Aspects and boundaries Approach to reporting: <ul style="list-style-type: none"> – Scope and boundary – page 2 – Units of measurement and comparative data – page 2 	Refer to the Sustainable Development Report and GRI content index: Material Aspects and boundaries.

General standard disclosures

	Description	Section and page	Additional information
Stakeholder engagement			
G4-24	Provide a list of stakeholder groups engaged by the organisation.	<ul style="list-style-type: none"> • Constructive engagement: Government, regulatory and other stakeholders: key stakeholders – page 96 • Supplementary reporting: Stakeholder engagement 	Refer to the Sustainable Development Report and online supplementary reporting.
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	<ul style="list-style-type: none"> • Constructive engagement: Government, regulatory and other stakeholders – page 94 • Supplementary reporting: Stakeholder engagement 	Refer to the Sustainable Development Report and online supplementary reporting.
G4-26	Report the organisation's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	<ul style="list-style-type: none"> • Managing environmental impacts and opportunities: Engaging with stakeholders: An environmental context – page 78 • Constructive engagement: Government, regulatory and other stakeholders – page 94 • Supplementary reporting: Stakeholder engagement 	Refer to Sustainable Development Report and online supplementary reporting.
G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	<ul style="list-style-type: none"> • Constructive engagement: Government, regulatory and other stakeholders: key stakeholders – page 96 • Supplementary reporting: Stakeholder engagement 	Refer to Sustainable Development Report and online supplementary reporting.

General standard disclosures

	Description	Section and page	Additional information
Report profile			
G4-28	Reporting period (such as fiscal or calendar year) for information provided.	<ul style="list-style-type: none"> • Approach to reporting: Scope and boundary – page 2 	1 October 2016 to 30 September 2017.
G4-29	Date of most recent previous report (if any).	<ul style="list-style-type: none"> • Approach to reporting: Scope and boundary – page 2 	30 September 2016.
G4-30	Reporting cycle (such as annual, biennial).	<ul style="list-style-type: none"> • GRI G4 content index • Approach to reporting: Reporting suite and guidelines – page 3 	Annual.
G4-31	Provide the contact point for questions regarding the report or its contents.	<ul style="list-style-type: none"> • Approach to reporting: Feedback and requests – page 3 	Refer to the Sustainable Development Report.
G4-32	a) Report the 'in accordance' option the organisation has chosen.	<ul style="list-style-type: none"> • Approach to reporting: Reporting suite and guidelines – page 3 	Refer to the Sustainable Development Report.
	b) Report the GRI G4 content index for the chosen option.	<ul style="list-style-type: none"> • GRI G4 content index • Approach to reporting: Reporting suite and guidelines – page 3 	Refer to the Sustainable Development Report and GRI G4 content index.
	c) Report the reference to the external assurance report, if the report has been externally assured.	<ul style="list-style-type: none"> • Approach to reporting: Assurance – page 2 • Governance: Assurance – page 112 	Refer to the Sustainable Development Report.
G4-33	Report the organisation's policy and current practice with regard to seeking external assurance for the report.	<ul style="list-style-type: none"> • GRI G4 content index • Approach to reporting: Assurance – page 3 • Governance: <ul style="list-style-type: none"> – Assurance – page 112 – Independent assurance provider's report on selected key performance statistics – page 113 • Supplementary reporting: Lonmin's 15 Sustainable Development Standards 	<p>Refer to the Sustainable Development Report.</p> <p>Lonmin seeks external assurance not only because it is best practice, but it is also an ICMM membership requirement. The proposal for external assurance on these indicators is presented to the Safety, Health and Environmental Committee of the Board as well as to the Social, Ethics and Transformation Committee of the Board for their consideration and approval.</p>

General standard disclosures

Description	Section and page	Additional information
Governance		
<p>G4-34</p> <p>Report the governance structure of the organisation, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.</p>	<ul style="list-style-type: none"> • Governance: Governance for sustainable development – page 106 • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: <ul style="list-style-type: none"> – Role and effectiveness of the Board – page 58 – Safety, Health And Environment (SHE) Committee Report – page 68 – Social, Ethics and Transformation (SET) Committee Report – page 70 	<p>Refer to the Sustainable Development Report and Annual Report and Accounts 2017.</p>
<p>G4-35</p> <p>Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.</p>	<ul style="list-style-type: none"> • Governance: Governance for sustainable development – page 106 • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: <ul style="list-style-type: none"> – Role and effectiveness of the Board – page 58 – Board committees – page 64 – Safety, Health and Environment (SHE) Committee Report – page 68 – Social, Ethics and Transformation (SET) Committee Report – page 70 	<p>Refer to the Sustainable Development Report and Annual Report and Accounts 2017.</p>
<p>G4-36</p> <p>Report whether the organisation has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.</p>	<ul style="list-style-type: none"> • Governance: Governance for sustainable development – page 106 • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: <ul style="list-style-type: none"> – Executive Committee – page 56 – Role and effectiveness of the Board – page 58 – Safety, Health and Environment (SHE) Committee Report – page 68 – Social, Ethics and Transformation (SET) Committee Report – page 70 	<p>Refer to the Sustainable Development Report and Annual Report and Accounts 2017.</p>

General standard disclosures

	Description	Section and page	Additional information
G4-37	<p>Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.</p>	<ul style="list-style-type: none"> • GRI G4 content index • Constructive engagement: Government, regulatory and other stakeholders – page 94 • Governance: Governance for sustainable development – page 106 • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: <ul style="list-style-type: none"> – How we communicate with our institutional shareholders – page 67 – How we communicate with our private shareholders – page 67 – Formal reporting to shareholders – page 67 – Formal reporting more widely – page 68 – Safety, Health and Environment (SHE) Committee Report – page 68 – Social, Ethics and Transformation (SET) Committee Report – page 70 	<p>Refer to the Sustainable Development Report and Annual Report and Accounts 2017.</p>
G4-38	<p>Report the composition of the highest governance body and its committees by:</p> <ul style="list-style-type: none"> • executive or non-executive independence; • tenure on the governance body; • number of each individual's other significant positions and commitments, and the nature of the commitments; • gender; • membership of under-represented social groups; • competences relating to economic, environmental and social impacts; and • stakeholder representation. 	<ul style="list-style-type: none"> • Governance: Governance for sustainable development – page 106 • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: <ul style="list-style-type: none"> – Board of Directors – page 54 – Executive Committee – page 56 – Balance and independence of the Board members – page 61 – How we assess and refresh the Board and its committees – page 63 	<p>Refer to the Sustainable Development Report and Annual Report and Accounts 2017.</p>

General standard disclosures

	Description	Section and page	Additional information
G4-39	Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organisation's management and the reasons for this arrangement).	<ul style="list-style-type: none"> • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: – Board of Directors – page 54 – Key Board roles – page 60 	Refer to the Annual Report and Accounts 2017.
G4-40	Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members, including: <ul style="list-style-type: none"> • whether and how diversity is considered; • whether and how independence is considered; • whether and how expertise and experience relating to economic, environmental and social topics are considered; and • whether and how stakeholders (including shareholders) are involved. 	<ul style="list-style-type: none"> • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: – Appointments to the Board – page 61 – Balance and independence of the Board members – page 61 – Nomination Committee Report – page 84 	Refer to the Annual Report and Accounts 2017.
G4-41	Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum: <ul style="list-style-type: none"> • cross-board membership; • cross-shareholding with suppliers and other stakeholders; • existence of controlling shareholder; and • related-party disclosures. 	<ul style="list-style-type: none"> • Governance: Ethics and human rights – page 100 • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: – Board of Directors – page 54 – How the Board manages conflicts of interest – page 66 – Nomination Committee Report: Policy on appointments to the Board – page 84 	Refer to the Sustainable Development Report and Annual Report and Accounts 2017.
G4-42	Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organisation's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	<ul style="list-style-type: none"> • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: – Key Board roles – page 60 – Board Committees, and how they support the Board – page 64 	Refer to the Annual Report and Accounts 2017.

General standard disclosures

	Description	Section and page	Additional information
G4-43	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	<ul style="list-style-type: none"> • Constructive engagement: Government, regulatory and other stakeholders – page 94 • Governance: Governance for sustainable development – page 106 • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: <ul style="list-style-type: none"> – How we assess and refresh the Board and its committees – page 63 – Activities of the SHE Committee during the year – page 68 – Activities of the SET Committee during the year – page 70 	Refer to the Sustainable Development Report and Annual Report and Accounts 2017.
G4-44	<p>a) Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics.</p> <ul style="list-style-type: none"> – Report whether such evaluation is independent or not, and its frequency. – Report whether such evaluation is a self-assessment. 	<ul style="list-style-type: none"> • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: How we assess and refresh the Board and its committees – page 63 	Refer to the Annual Report and Accounts 2017.
	<p>b) Report actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organisational practice.</p>	<ul style="list-style-type: none"> • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: How we assess and refresh the Board and its committees – page 63 	Refer to the Annual Report and Accounts 2017.

General standard disclosures

	Description	Section and page	Additional information
G4-45	<p>a) Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes.</p>	<ul style="list-style-type: none"> • Reporting according to our material focus areas: Materiality Determination Process – page 30 • Risk analysis – page 33 • Governance: Governance for sustainable development – page 106 • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: <ul style="list-style-type: none"> – Chairman's letter – page 8 – The Safety, Health and Environment (SHE) Committee – page 68 – The Audit and Risk Committee Report – page 73 	<p>Refer to the Sustainable Development Report and Annual Report and Accounts 2017.</p>
	<p>b) Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities.</p>	<ul style="list-style-type: none"> • Reporting according to our material focus areas: Risk analysis – page 33 • Constructive engagement: Government, regulatory and other stakeholders – page 94 • Governance: Governance for sustainable development – page 106 • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: Role and effectiveness of the Board – page 58 	<p>Refer to the Sustainable Development Report and Annual Report and Accounts 2017.</p>
G4-46	<p>Report the highest governance body's role in reviewing the effectiveness of the organisation's risk management processes for economic, environmental and social topics.</p>	<ul style="list-style-type: none"> • Reporting according to our material focus areas: Risk analysis – page 33 • Governance: Governance for sustainable development – page 106 • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: <ul style="list-style-type: none"> – Safety, Health and Environment (SHE) Committee Report – page 68 – Social, Ethics and Transformation (SET) Committee Report – page 70 – The Audit and Risk Committee Report – page 73 	<p>Refer to the Sustainable Development Report and Annual Report and Accounts 2017.</p>

General standard disclosures

	Description	Section and page	Additional information
G4-47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	<ul style="list-style-type: none"> • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: – Safety, Health and Environment (SHE) Committee Report – page 68 – Social, Ethics and Transformation (SET) Committee Report – page 70 – The Audit and Risk Committee Report – Risks related to sustainability – page 73 	Refer to the Sustainable Development Report and Annual Report and Accounts 2017.
G4-48	Report the highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material Aspects are covered.	<ul style="list-style-type: none"> • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: – Safety, Health and Environment (SHE) Committee Report – page 68 – Social, Ethics and Transformation (SET) Committee Report – page 70 – Ethics and human rights – page 109 	Refer to the Annual Report and Accounts 2017.
G4-49	Report the process for communicating critical concerns to the highest governance body.	<ul style="list-style-type: none"> • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: Role and effectiveness of the Board – page 58 	Refer to the Annual Report and Accounts 2017.
G4-50	Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	<ul style="list-style-type: none"> • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: The Audit and Risk Committee Report – pages 74 	Refer to the Annual Report and Accounts 2017.

General standard disclosures

	Description	Section and page	Additional information
G4-51	<p>a) Report the remuneration policies for the highest governance body and senior executives for the below types of remuneration:</p> <ul style="list-style-type: none"> • Fixed pay and variable pay: <ul style="list-style-type: none"> – performance-based pay; – equity-based pay; – bonuses; and – deferred or vested shares. • Sign-on bonuses or recruitment incentive payments • Termination payments • Clawbacks • Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees 	<ul style="list-style-type: none"> • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: Directors' remuneration report – page 86 – Financial Statements: Notes to accounts – page 161 	Refer to the Annual Report and Accounts 2017.
	<p>b) Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.</p>	<ul style="list-style-type: none"> • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: Directors' remuneration report – page 87, 89 	Refer to the Annual Report and Accounts 2017.
G4-52	<p>Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organisation.</p>	<ul style="list-style-type: none"> • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: <ul style="list-style-type: none"> – Directors' remuneration report – page 86 – Scheme interests awarded and held by Directors in FY2017 – page 93 	Refer to the Annual Report and Accounts 2017.
G4-53	<p>Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.</p>	<ul style="list-style-type: none"> • GRI G4 content index • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: Directors' Remuneration Policy Report: Advisors to the committee – page 99 	Remuneration policy was voted on at the 2015 AGM.

General standard disclosures

	Description	Section and page	Additional information
G4-54	Report the ratio of the annual total compensation for the organisation's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	<ul style="list-style-type: none"> • Employee relationships: Remuneration and benefits – page 45 • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: Directors' remuneration report – page 88 	Refer to the Sustainable Development Report and Annual Report and Accounts 2017.
G4-55	Report the ratio of percentage increase in annual total compensation for the organisation's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	<ul style="list-style-type: none"> • Annual Report and Accounts: <ul style="list-style-type: none"> – Directors' remuneration report – pages 87 	Refer to the Annual Report and Accounts 2017.
Ethics and integrity			
G4-56	Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.	<ul style="list-style-type: none"> • Governance: Ethics and human rights – page 109 • Annexures: Safety and Sustainable Development Policy – page 122 • Annexures: Lonmin Charter – page 123 • Online: https://www.lonmin.com/about-us/business-conduct 	Refer to the Sustainable Development Report.
G4-57	Report the internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organisational integrity, such as helplines or advice lines.	<ul style="list-style-type: none"> • Governance: Ethics and human rights – page 109 • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: Audit and Risk Committee report: Whistle-blowing – page 80 	Refer to the Sustainable Development Report and Annual Report and Accounts 2017.
G4-58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters related to organisational integrity, such as escalation through line management, whistle-blowing mechanisms or hotlines.	<ul style="list-style-type: none"> • Governance: Ethics and human rights – page 109 • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: Audit and Risk Committee report: Whistle-blowing – page 80 	Refer to the Sustainable Development Report and Annual Report and Accounts 2017.

Specific standard disclosures

Description	Section and page	Additional information
Category: economic		
Aspect: Economic performance		
G4 DMA	<p>Overview of why the Aspect is material and the impacts that make this Aspect material. How the organisation manages the Aspect and its impacts, and the evaluation of the management approach.</p> <ul style="list-style-type: none"> • GRI G4 content index • Corporate profile: Financial value and cash distribution – page 15 • Risk analysis – page 33 • Reporting according to our material focus areas: Related sustainability risks – page 37 • Community relationships and investment: Community focus areas – page 67 • Managing environmental impacts and opportunities: Climate change – page 85 • Constructive engagement: Government, regulatory and other stakeholders: Overview – page 94 	<p>Refer to the Sustainable Development Report.</p> <p>Lonmin distributes financial value to a variety of stakeholders through business operations, shareholdings, investments, procurement contracts and development projects.</p> <p>A portion of the value created through the Company's mining operations is dedicated to the development of local communities, community infrastructure projects, and upskilling local people and has the aim to build South Africa (EC1).</p> <p>Climate change and carbon emissions have been identified as important to Lonmin, due to the Company's dependence on Eskom's coal-based electricity, the impact this is potentially having on rainfall and, thus, water supply, and physical and regulatory risks associated with climate change (EC2). External and internal auditing of financial performance provides evaluation of the management approach.</p>
G4. EC1	<p>Direct economic value generated and distributed.</p> <p>MM: report countries of operation that are either candidate to or compliant with the Extractive Industries Transparency Initiative (EITI).</p>	<ul style="list-style-type: none"> • GRI G4 content index • Corporate profile: Financial value and cash distribution – page 15 • Supplementary reporting: Membership organisations • Online: https://www.lonmin.com/about-us/business-conduct/eiti <p>Refer to the Sustainable Development Report.</p> <p>The data is provided in Rand value or US\$ and as cash distributed. The value-added statement is prepared in US\$ which is the Group reporting currency and aligns to the financial statements.</p>
G4. EC2	<p>Financial implications and other risks and opportunities for the organisation's activities due to climate change.</p>	<ul style="list-style-type: none"> • Reporting according to our material focus areas: Related sustainability risks – page 37 • Managing environmental impacts and opportunities: <ul style="list-style-type: none"> – Water management – page 79 – Climate change – page 85 <p>Refer to the Sustainable Development Report.</p>

Specific standard disclosures

	Description	Section and page	Additional information
G4. EC3	Coverage of the organisation's defined benefit plan obligations.	<ul style="list-style-type: none"> Employee relationships: Remuneration and benefits – page 44 Annual Report and Accounts: <ul style="list-style-type: none"> Financial Statements: Pensions and post-retirement benefits – page 134 	Refer to the Sustainable Development Report.
G4. EC4	Financial assistance received from government.	<ul style="list-style-type: none"> GRI G4 content index 	<p>None.</p> <p>Lonmin receives refunds from the Mining Qualifications Authority (MQA), governed by the Department of Labour. The MQA is a Sector Education Training Authority for the Mining and Minerals Sector with the mission to facilitate and promote human resources development in the sector.</p>
Aspect: Market presence			
G4 DMA	Overview of why the Aspect is material and the impacts that make this Aspect material. How the organisation manages the Aspect and its impacts, and the evaluation of the management approach.	<ul style="list-style-type: none"> Employee relationships: Accountability and governance – page 40 	Refer to the Sustainable Development Report.
G4. EC5	Ratios of standard entry-level wage by gender compared to local minimum wage at significant locations of operation.	<ul style="list-style-type: none"> GRI G4 content index Employee relationships: Remuneration and benefits – page 44 	<p>Refer to the Sustainable Development Report.</p> <p>Omission: South Africa's mining industry does not have a standard minimum wage. Lonmin pays its employees in line with the industry, and as per the agreement with the majority labour union; there is no distinction in entry-level wages between males and females.</p>
Aspect: Indirect economic impacts			
G4 DMA	Overview of why the Aspect is material and the impacts that make this Aspect material. How the organisation manages the Aspect and its impacts, and the evaluation of the management approach.	<ul style="list-style-type: none"> Reporting according to our material focus areas: Related sustainability risks – page 36 Community relationships and investment: <ul style="list-style-type: none"> Accountability and governance – page 64 Community relations and engagement – page 66 Constructive engagement: Government, regulatory and other stakeholders: Primary regulations – page 103 	Refer to the Sustainable Development Report.

Specific standard disclosures

	Description	Section and page	Additional information
G4. EC6	Proportion of senior management hired from the local community at significant locations of operation.	<ul style="list-style-type: none"> • GRI G4 content index • Employee relationships: <ul style="list-style-type: none"> – Employee overview – page 42 – Employment equity and diversity – page 47 	<p>Refer to the Sustainable Development Report.</p> <p>Employee data is reported according to employee's place of origin as opposed to where they are currently residing (local communities).</p>
G4. EC7	Development and impact of infrastructure investments and services supported.	<ul style="list-style-type: none"> • GRI G4 content index • Corporate profile: Value-added statement – page 15 • Community relationships and investment: <ul style="list-style-type: none"> – Community relations and engagement – page 66 – Community education – page 67 – Community health – page 70 – Local economic development – page 71 	<p>Refer to the Sustainable Development Report.</p> <p>Community upliftment: The majority of the projects reported on link to our social and labour plans, which is a regulated requirement under the MPRDA.</p> <p>Assurance: Project spend in South African Rands against approved project budget (Health, Environment, Social Infrastructure) WPL and EPL.</p>
G4. EC8	Significant indirect economic impacts, including the extent of impacts.	<ul style="list-style-type: none"> • Employee relationships: Accommodation and living conditions – page 48 • Community relationships and investment: <ul style="list-style-type: none"> – Community relations and engagement – page 66 – Transformation through enterprise development and procurement – page 72 	Refer to the Sustainable Development Report.
Aspect: Procurement practices			
G4 DMA	Overview of why the Aspect is material and the impacts that make this Aspect material. How the organisation manages the Aspect and its impacts, and the evaluation of the management approach.	<ul style="list-style-type: none"> • Reporting according to our material focus areas: Related sustainability risks – page 36 • Community relationships and investment: <ul style="list-style-type: none"> – Accountability and governance – page 64 – Transformation through enterprise development and procurement: Preferential procurement – page 73 • Supplementary reporting: Supply chain 	Refer to the Sustainable Development Report.
G4. EC9	Proportion of spending on local suppliers at significant locations of operation.	<ul style="list-style-type: none"> • Community relationships and investment: Transformation through enterprise development and procurement – page 73 	Refer to the Sustainable Development Report.

Specific standard disclosures

Description	Section and page	Additional information
Category: Environmental		
Aspect: Materials		
<p>G4. EN1</p> <p>Materials used by weight or volume.</p>	<ul style="list-style-type: none"> • GRI G4 content index 	<p>In addition to water and electricity, the other input materials at our operations are timber (used for underground support pillars), coal and diesel.</p> <ul style="list-style-type: none"> • Timber: 17,707 tonnes • Coal: 13,452 tonnes • Diesel fuel: 6,375,217 litres
Aspect: Energy		
<p>G4 DMA</p>	<p>Overview of why the Aspect is material and the impacts that make this Aspect material. How the organisation manages the Aspect and its impacts, and the evaluation of the management approach.</p>	<ul style="list-style-type: none"> • Reporting according to our material focus areas: Related sustainability risks – page 38 • Managing environmental impacts and opportunities: <ul style="list-style-type: none"> – Accountability and governance – page 76 – Energy management – page 82 <p>Refer to the Sustainable Development Report.</p>
<p>G4. EN2</p>	<p>Percentage of materials used that are recycled input materials.</p>	<ul style="list-style-type: none"> • GRI G4 content index • Managing environmental impacts and opportunities: <ul style="list-style-type: none"> – Waste management – page 88 <p>The Lonmin Waste Standard states that Lonmin will, as far as practically possible, seek to utilise products which have recyclable content and, in doing so, assist in developing a market for recyclable material.</p>

Specific standard disclosures

	Description	Section and page	Additional information
G4. EN3	Energy consumption within the organisation.	<ul style="list-style-type: none"> • GRI G4 content index • Managing environmental impacts and opportunities: <ul style="list-style-type: none"> – Energy management – page 83 	<p>Refer to the Sustainable Development Report.</p> <ul style="list-style-type: none"> • Total energy consumption in terajoules and grid electricity consumption in MWh is reported. • Lonmin does not sell any electricity, heat, cooling or steam. • Lonmin follows the SANS 50001 standard as external governance framework for energy. • For conversions, the following guidelines are used: 2014 Guidelines to DEFRA/DECC's GHG Conversion Factors for Company Reporting, 2006 IPCC Guidelines for national Greenhouse Gas Inventories, Volume 2: Energy; Australian AGO Factors and Methods Workbook, Department of the Environment and Heritage, December 2006 on page 20. • Lonmin has implemented a number of projects to reduce electricity consumption. Efforts are not focused on renewable fuels but rather on electricity consumed, as that is the Company's biggest source of energy, and we aim to look at renewable sources (solar plant) for electricity rather than renewable fuel. <p>GRI G4 content index, Figure 2 provides a detailed breakdown of the energy consumption per energy type consumed as per EN3 requirements. (Located at the end of this index.)</p> <p>Assurance: Total direct and indirect energy ✓LA</p>
G4. EN4	Energy consumption outside of the organisation.	<ul style="list-style-type: none"> • GRI G4 content index 	<p>Energy consumed within the scope 3 boundary for 2017 (Categories 1, 4 and 7) amounts to 60TJ.</p>
G4. EN5	Energy intensity.	<ul style="list-style-type: none"> • GRI G4 content index • Managing environmental impacts and opportunities: <ul style="list-style-type: none"> – Energy management – page 83 	<p>Refer to the Sustainable Development Report.</p> <p>Efficiency is measured and reported in terms of Terajoules of electricity consumed per platinum group metal ounce (PGMoz) produced.</p>

Specific standard disclosures

	Description	Section and page	Additional information
G4. EN6	Reduction of energy consumption.	<ul style="list-style-type: none"> GRI G4 content index Managing environmental impacts and opportunities: Energy management – page 82 	<p>Refer to the Sustainable Development Report.</p> <p>Reduction data relates to electricity.</p>
G4. EN7	Reductions in energy requirements of products and services.	<ul style="list-style-type: none"> Managing environmental impacts and opportunities: Energy management – page 82 	Refer to the Sustainable Development Report.
Aspect: Water			
G4 DMA	Overview of why the Aspect is material and the impacts that make this Aspect material. How the organisation manages the Aspect and its impacts, and the evaluation of the management approach.	<ul style="list-style-type: none"> Reporting according to our material focus areas: Related sustainability risks – page 38 Managing environmental impacts and opportunities: <ul style="list-style-type: none"> – Accountability and governance – page 76 – Water management – page 79 	Refer to the Sustainable Development Report.
G4. EN8	Total water withdrawal by source.	<ul style="list-style-type: none"> GRI G4 content index Managing environmental impacts and opportunities: Water management – page 79 	<p>Refer to the Sustainable Development Report.</p> <p>Assurance: Total fresh water consumption ✓LA</p>
G4. EN9	Water sources significantly affected by withdrawal of water.	<ul style="list-style-type: none"> GRI G4 content index Managing environmental impacts and opportunities: Water management – page 79 	Refer to the Sustainable Development Report.
G4. EN10	Percentage and total volume of water recycled and reused.	<ul style="list-style-type: none"> Managing environmental impacts and opportunities: Water management – page 80 	Refer to the Sustainable Development Report.
Aspect: Biodiversity			
G4 DMA	Overview of why the Aspect is material and the impacts that make this Aspect material. How the organisation manages the Aspect and its impacts, and the evaluation of the management approach.	<ul style="list-style-type: none"> Managing environmental impacts and opportunities: <ul style="list-style-type: none"> – Accountability and governance – page 76 – Biodiversity and land management – page 92 Supplementary reporting: Biodiversity management 	Refer to the Sustainable Development Report and online supplementary reporting.
G4. EN11	Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas.	<ul style="list-style-type: none"> Managing environmental impacts and opportunities: Biodiversity and land management – page 92 Supplementary reporting: Biodiversity management 	Refer to the Sustainable Development Report and online supplementary reporting.

Specific standard disclosures

	Description	Section and page	Additional information
G4. EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	<ul style="list-style-type: none"> Managing environmental impacts and opportunities: Biodiversity and land management – page 92 Supplementary reporting: Biodiversity management 	Refer to the Sustainable Development Report and online supplementary reporting.
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	<ul style="list-style-type: none"> Managing environmental impacts and opportunities: Closure and rehabilitation – page 93 Supplementary reporting: Biodiversity management 	Refer to the Sustainable Development Report and online supplementary reporting.
G4. EN13	Habitats protected or restored.	<ul style="list-style-type: none"> Managing environmental impacts and opportunities: Closure and rehabilitation – page 93 Supplementary reporting: Biodiversity management 	Refer to the Sustainable Development Report and online supplementary reporting.
G4. EN14	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	<ul style="list-style-type: none"> Supplementary reporting: Biodiversity management 	Refer to the online supplementary reporting.
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place.	<ul style="list-style-type: none"> Managing environmental impacts and opportunities: Biodiversity and land management – page 92 Supplementary reporting: Biodiversity management 	Refer to the Sustainable Development Report and online supplementary reporting.
Aspect: Emissions			
G4 DMA	Overview of why the Aspect is material and the impacts that make this Aspect material. How the organisation manages the Aspect and its impacts, and the evaluation of the management approach.	<ul style="list-style-type: none"> Reporting according to our material focus areas: Related sustainability risks – page 37 Managing environmental impacts and opportunities: <ul style="list-style-type: none"> – Accountability and governance – page 76 – Climate change – page 85 	Refer to the Sustainable Development Report. GRI G4 content index, Figure 3 provides the breakdown of scope 1, 2 and 3 emissions per source location, and provides additional information on the standards and methodologies used.

Specific standard disclosures

	Description	Section and page	Additional information
G4. EN15	Direct greenhouse gas (GHG) emissions (scope 1).	<ul style="list-style-type: none"> • GRI G4 content index • Managing environmental impacts and opportunities: Climate change – page 86 	<p>Refer to the Sustainable Development Report.</p> <ul style="list-style-type: none"> • Gases included in the calculation: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, with CO₂ being the most significant out of the six. • The source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source include the 2014 Guidelines to DEFRA/DECC's GHG conversion factors for company reporting; the 2006 IPCC Guidelines for national Greenhouse Gas Inventories, and the Eskom 2015 emission factor. <p>Assurance: Scope 1, 2 and 3 greenhouse gas (GHG) emissions as per defined boundary ✓LA</p>
G4. EN16	Energy indirect greenhouse gas (GHG) emissions (scope 2).	<ul style="list-style-type: none"> • GRI G4 content index • Managing environmental impacts and opportunities: Climate change – page 86 	<p>Refer to the Sustainable Development Report.</p> <ul style="list-style-type: none"> • Gases included in the calculation: CO₂ • Standards, methodologies, and assumptions used: rate provided by Eskom 2014. • The source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source: Carbon content factor (grams CO₂/kWh). <p>Assurance: Scope 1, 2 and 3 greenhouse gas (GHG) emissions as per defined boundary ✓LA</p>
G4. EN17	Other indirect greenhouse gas (GHG) emissions (scope 3).	<ul style="list-style-type: none"> • GRI G4 content index • Managing environmental impacts and opportunities: Climate change – page 86 	<p>Refer to the Sustainable Development Report.</p> <ul style="list-style-type: none"> • Gases included in the calculation: CO₂, CH₄, N₂O • Standards, methodologies, and assumptions used: The GHG protocol: Corporate value chain accounting and reporting standard is use for calculating scope 3 emissions. 2014 Guidelines to DEFRA/DECC's GHG conversion factors for company reporting. <p>Assurance: Scope 1, 2 and 3 greenhouse gas (GHG) emissions as per defined boundary ✓LA</p>

Specific standard disclosures

	Description	Section and page	Additional information
G4. EN18	Greenhouse gas (GHG) emissions intensity.	<ul style="list-style-type: none"> • GRI G4 content index • Managing environmental impacts and opportunities: Climate change – page 87 	<p>Refer to the Sustainable Development Report.</p> <ul style="list-style-type: none"> • Types of GHG emissions included in the intensity ratio: Scope 1, 2 and 3 per PGM ounce. • Gases included in the calculation: As per those listed in scope 1,2 and 3 (EN 15 – 17).
G4. EN19	Reduction of greenhouse gas (GHG) emissions.	<ul style="list-style-type: none"> • GRI G4 content index • Managing environmental impacts and opportunities: Climate change – page 86 	<p>Refer to the Sustainable Development Report.</p> <ul style="list-style-type: none"> • Gases included in the calculation: All of the gases listed in scope 1, 2 and 3 (EN 15 – 17) have been used to calculate the reduction of GHG. • Reductions in GHG emissions reported for scope 1 and scope 2 emissions.
G4. EN20	Emissions of ozone-depleting substances (ODS).	<ul style="list-style-type: none"> • GRI G4 content index • Managing environmental impacts and opportunities: Air quality – page 84 	<p>Refer to the Sustainable Development Report.</p>
G4. EN21	NOx, SOx, and other significant air emissions.	<ul style="list-style-type: none"> • GRI G4 content index • Managing environmental impacts and opportunities: Air quality – page 84 	<p>Refer to the Sustainable Development Report.</p> <ul style="list-style-type: none"> • Standards, methodologies, and assumptions used: SO₂ passive sampling network and a continuous monitoring network, which monitors PM10, PM2.5 and SO₂ • Source of the emission factors used: SO₂ emissions are calculated using a mass balance: Tonnes of matte produced, smelted and the SO₂ emitted as a result of these activities through the concrete stack and SFP stack at the Company Smelter. • Emissions are classified into point sources and non-point sources, where point sources the release of emissions from a single identifiable and fixed location, and non-point sources are emissions not associated with a single identifiable source or fixed location.

Specific standard disclosures

Description	Section and page	Additional information
Aspect: Effluents and waste		
G4 DMA	<p>Overview of why the Aspect is material and the impacts that make this Aspect material. How the organisation manages the Aspect and its impacts, and the evaluation of the management approach.</p>	<ul style="list-style-type: none"> • GRI G4 content index • Managing environmental impacts and opportunities: <ul style="list-style-type: none"> – Accountability and governance – page 76 – Waste management – page 88 – Water management – page 79 <p>Refer to the Sustainable Development Report.</p>
G4. EN22	<p>Total water discharge by quality and destination.</p>	<ul style="list-style-type: none"> • GRI G4 content index • Managing environmental impacts and opportunities: <ul style="list-style-type: none"> Water quality and discharge – page 80 <p>Refer to the Sustainable Development Report.</p> <p>There were no planned discharges and three unplanned incidents, as listed in the report.</p> <p>The volume of the discharge is difficult to determine due to factors such as rain, evaporation and theft. Discharges can take place in areas where no meters are in place.</p> <p>We compare our water quality to various standards pending the various water source and end use. These standards include SANS 241, DWAF Water Quality Guidelines 1996 and 1998.</p> <p>We have management procedures developed for discharges. These procedures include:</p> <ol style="list-style-type: none"> 1) Daily and weekly monitoring of the freeboard of the various containment facilities. 2) Communication of emergency situation notifying the relevant operational managers and environmental specialists. 3) Response to the incident, including any corrective and preventive actions. 4) Reporting to relevant government authorities.

Specific standard disclosures

	Description	Section and page	Additional information
G4. EN23	Total weight of waste by type and disposal method.	<ul style="list-style-type: none"> Managing environmental impacts and opportunities: Waste management – page 88 	Refer to the Sustainable Development Report.
MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks.	<ul style="list-style-type: none"> Managing environmental impacts and opportunities: Waste management – page 88, 90 	Refer to the Sustainable Development Report.
G4. EN24	Total number and volume of significant spills.	<ul style="list-style-type: none"> Managing environmental impacts and opportunities: Water quality and discharge – page 80 	Refer to the Sustainable Development Report. Three level 3 environmental incidences were reported.
G4. EN25	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.	<ul style="list-style-type: none"> GRI G4 content index 	Refer to the Sustainable Development Report. No waste deemed hazardous under the Basel Convention Annex I, II, III, and VIII is shipped internationally by Lonmin.
G4. EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organisation's discharges of water and runoff.	<ul style="list-style-type: none"> Managing environmental impacts and opportunities: Water quality and discharge – page 80 	Refer to the Sustainable Development Report.
Aspect: Products and services			
G4. EN27	Extent of impact mitigation of environmental impacts of products and services.	<ul style="list-style-type: none"> GRI G4 content index Managing environmental impacts and opportunities: Realising product opportunities and promoting product stewardship – page 93 	Refer to the Sustainable Development Report. Lonmin participated in a life cycle assessment project that was completed through the International Platinum Group Metals Association (IPA). The study evaluated the environmental impact of producing 1kg of platinum, palladium and rhodium in the production of a three-way catalyst for a standard gasoline engine or a diesel oxidation catalyst.
G4. EN28	Percentage of products sold and their packaging materials that are reclaimed by category.	<ul style="list-style-type: none"> GRI G4 content index 	The percentage of products Lonmin sells for which the packaging is reclaimed is not significant, nor is the percentage of materials used that are recycled or classified as secondary input material in the context of PGMs production.

Specific standard disclosures

	Description	Section and page	Additional information
Aspect: Compliance			
G4. EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	<ul style="list-style-type: none"> Managing environmental impacts and opportunities: Environmental compliance – page 78 	Refer to the Sustainable Development Report.
Aspect: Transport			
G4. EN30	Significant environmental impacts of transporting products and other goods and materials for the organisation's operations, and transporting members of the workforce.	<ul style="list-style-type: none"> GRI G4 content index 	Mobile combustion equates to 18,065.03tCO ₂ e and transportation of employees to 2,944tCO ₂ e of fuel consumption. These indicators have been part of the GHG scope 1 and 3 calculations to determine the CO ₂ -e. The same calculation method has been used to calculate the scope 1 and 3 GHG emissions.
Aspect: Overall			
G4. EN31	Total environmental protection expenditures and investments by type.	<ul style="list-style-type: none"> Managing environmental impacts and opportunities: Accountability and governance – page 77 	Refer to the Sustainable Development Report.
Aspect: Supplier environmental assessment			
G4. EN32	Percentage of new suppliers that were screened using environmental criteria.	<ul style="list-style-type: none"> Supplementary reporting: Supply chain 	Refer to online supplementary reporting.
G4. EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken.	<ul style="list-style-type: none"> Supplementary reporting: Supply chain 	Refer to online supplementary reporting.
Aspect: Environmental grievance mechanisms			
G4. EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms.	<ul style="list-style-type: none"> Supplementary reporting: Stakeholder engagement Managing environmental impacts and opportunities: An environmental context – page 78 	Refer to the Sustainable Development Report.

Specific standard disclosures

Description	Section and page	Additional information
Category: Social		
Sub-category: Labour practices and decent work		
Aspect: Employment		
<p>G4 DMA</p> <p>Overview of why the Aspect is material and the impacts that make this Aspect material. How the organisation manages the Aspect and its impacts, and the evaluation of the management approach.</p>	<ul style="list-style-type: none"> • GRI G4 content index • Reporting according to our material focus areas: <ul style="list-style-type: none"> – Related sustainability risks – page 34 • Employee relationships: <ul style="list-style-type: none"> – Accountability and governance – page 40 – Employee overview – page 42 • Constructive engagement: Government, regulatory and other stakeholders: Employees and contractors – page 96 	<p>Refer to the Sustainable Development Report.</p> <p>Mining is a labour-intensive industry and without the support of our labour force, we cannot mine. The management of employee services falls under our Human Resources function which has a strategy in place to improve and build on established engagement channels.</p> <p>Lonmin expects suppliers and contractors to adhere to the country's legal frameworks, including labour laws.</p> <p>The terms and conditions contracting companies have to sign require them to adhere to Lonmin's Sustainable Development Standards and also require contracting companies to adhere to the Basic Conditions of Employment Act of South Africa.</p>
<p>G4. LA1</p>	<p>Total number and rates of new employee hires and employee turnover by age group, gender, and region.</p> <ul style="list-style-type: none"> • Employee relationships: <ul style="list-style-type: none"> – Employee overview – page 42 	<p>Refer to the Sustainable Development Report.</p> <p>GRI G4 content index, Figure 4 provides the breakdown per gender and age group.</p>
<p>G4. LA2</p>	<p>Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.</p> <ul style="list-style-type: none"> • Employee relationships: Remuneration and benefits – page 44 	<p>Refer to the Sustainable Development Report.</p>
<p>G4. LA3</p>	<p>Return to work and retention rates after parental leave, by gender.</p> <ul style="list-style-type: none"> • GRI G4 content index 	<p>Lonmin only reports how many women leave after parental leave as the risk of women leaving after parental leave is deemed to be higher. Maternity leave given is four months.</p> <p>Paternity leave is usually taken as family responsibility leave of which three days are allowed.</p> <p>In 2017, no female employees left Lonmin's employment after returning from maternity leave.</p>

Specific standard disclosures

	Description	Section and page	Additional information
Aspect: Labour/management relations			
G4 DMA	Overview of why the Aspect is material and the impacts that make this Aspect material. How the organisation manages the Aspect and its impacts, and the evaluation of the management approach.	<ul style="list-style-type: none"> • GRI G4 content index • Reporting according to our material focus areas: Related sustainability risks – page 34 • Employee relationships: <ul style="list-style-type: none"> – Accountability and governance – page 40 – Union relations – page 52 • Constructive engagement: Government, regulatory and other stakeholders: Unions – page 97 	<p>Refer to the Sustainable Development Report.</p> <p>To improve relationships with employees, various programmes are discussed within the report. Most of the programmes have specific outcomes and regular reporting of these takes place. Personal performance indicators and/or departmental indicators are linked to the balanced scorecard and have an impact on the performance bonus.</p>
G4. LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreement.	<ul style="list-style-type: none"> • GRI G4 content index 	Lonmin adheres to the Labour Relations Act as well as to section 52 of the MPRDA.
MM4	Number of strikes and lock-outs exceeding one week's duration, by country.	<ul style="list-style-type: none"> • Our sustainability context: A challenging political environment in South Africa – page 9 	Refer to the Sustainable Development Report.
Aspect: Occupational health and safety			
G4 DMA	Overview of why the Aspect is material and the impacts that make this Aspect material. How the organisation manages the Aspect and its impacts, and the evaluation of the management approach.	<ul style="list-style-type: none"> • GRI G4 content index • Reporting according to our material focus areas: Related sustainability risks – page 35 • Safety and health: <ul style="list-style-type: none"> – Accountability and governance – page 54 – Safety at Lonmin – page 56 – Health and wellbeing – page 58 	Refer to the Sustainable Development Report.
G4. LA5	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.	<ul style="list-style-type: none"> • Safety and health: Accountability and governance – page 54 	Refer to the Sustainable Development Report.
G4. LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	<ul style="list-style-type: none"> • GRI G4 content index • Employee relationships: <ul style="list-style-type: none"> – Employee overview – page 43 • Safety and health: <ul style="list-style-type: none"> – Safety at Lonmin – page 56 – Health and wellbeing – page 58 – Contractor safety and health – page 62 	<p>Refer to the Sustainable Development Report.</p> <p>Regional breakdown of data: Injury data is predominantly from our Marikana operations, due to the bulk of our plants and shafts being located there.</p> <p>Assurance:</p> <ul style="list-style-type: none"> – Lost time injury frequency rate (LTIFR). ✓RA – Total injury frequency rate (TIFR). ✓RA

Specific standard disclosures

	Description	Section and page	Additional information
G4. LA7	Workers with high incidence or high risk of diseases related to their occupation.	<ul style="list-style-type: none"> • GRI G4 content index • Safety and health: <ul style="list-style-type: none"> – Safety at Lonmin – page 56 – Health and wellbeing – page 59 – Contractor safety and health – page 62 	<p>Refer to the Sustainable Development Report.</p> <p>Assurance: Number of new cases of noise-induced hearing loss (NIHL) diagnosed. ✓LA</p> <p>Assurance: Number of new cases of TB diagnosed and treated. ✓LA</p>
G4. LA8	Health and safety topics covered in formal agreements with trade unions.	<ul style="list-style-type: none"> • GRI G4 content index • Safety and health: Accountability and governance – page 54 	<p>Refer to the Sustainable Development Report.</p> <p>Safety and health representatives attend quarterly Health and Safety Committee meetings on behalf of employees. Topics discussed include TB, HIV and medical incapacity. Various safety aspects are discussed such as serious injuries and safety performance.</p>
Aspect: Training and education			
G4 DMA	Overview of why the Aspect is material and the impacts that make this Aspect material. How the organisation manages the Aspect and its impacts, and the evaluation of the management approach.	<ul style="list-style-type: none"> • GRI G4 content index • Reporting according to our material focus areas: <ul style="list-style-type: none"> – Related sustainability risks – page 34 • Employee relationships: <ul style="list-style-type: none"> – Accountability and governance – page 40 – Skills development – page 46 	<p>Refer to the Sustainable Development Report.</p> <p>Each business area has personal performance indicators against which managers are evaluated on an annual basis.</p>
G4. LA9	Average hours of training per year per employee by gender, and by employee category.	<ul style="list-style-type: none"> • GRI G4 content index • Employee relationships: Skills development – page 46 	<p>Refer to the Sustainable Development Report.</p> <p>Assurance: HRD expenditure as a percentage of total annual payroll (excluding mandatory skills development levy). ✓LA</p>
G4. LA10	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	<ul style="list-style-type: none"> • Employee relationships: Skills development – page 46 	Refer to the Sustainable Development Report.
G4. LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	<ul style="list-style-type: none"> • Employee relationships: Skills development – page 46 	Refer to the Sustainable Development Report.
Aspect: Diversity and equal opportunity			

Specific standard disclosures

	Description	Section and page	Additional information
G4 DMA	Overview of why the Aspect is material and the impacts that make this Aspect material. How the organisation manages the Aspect and its impacts, and the evaluation of the management approach.	<ul style="list-style-type: none"> • GRI G4 content index • Reporting according to our material focus areas: Related sustainability risks – page 36 • Employee relationships: <ul style="list-style-type: none"> – Accountability and governance – page 40 – Employment equity and diversity – page 47 • Annual Report and Accounts: <ul style="list-style-type: none"> – Directors’ remuneration report – page 89 	<p>Refer to the Sustainable Development Report.</p> <p>Due to the South African legacy – transformation and empowerment of Historically Disadvantaged South Africans (HDSAs) are important to Lonmin. The Mining Charter requires transformation, creating equal opportunities for HDSAs is material to the Company and to South Africa. Lonmin is focusing to create a pipeline of internal candidates, specifically HDSAs, to take Lonmin into the future. Lonmin has recruitment policies in place to cater for transformation aspects. Targets for measuring the Company’s transformation performance are reported on.</p>
G4. LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	<ul style="list-style-type: none"> • GRI G4 content index • Employee relationships: Employment equity and diversity – page 47 • Governance: <ul style="list-style-type: none"> – Governance for sustainable development – page 106 – Social, Ethics and Transformation committee – page 107 • Annual Report and Accounts: <ul style="list-style-type: none"> – Strategic Report: <ul style="list-style-type: none"> – Gender profile – page 46 	<p>Refer to the Sustainable Development Report.</p> <p>Gender statistics as well as how many employees are HDSAs are reported.</p> <p>GRI G4 content index, Figure 5 provides the detail of full time (own) employees by age and gender.</p>

Specific standard disclosures

	Description	Section and page	Additional information
Aspect: Equal remuneration for women and men			
G4. LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	<ul style="list-style-type: none"> • GRI G4 content index 	<p>While Lonmin doesn't apply any discrimination when determining salary levels, there are some legacy issues which result in the differential between male and female compensation averaging around 5.5%, especially at management levels, i.e. females are paid on average 5.0% less than males on the same level. This does not, however, take into account the specific roles being filled or differences in qualifications and/or levels of experience. We are, however, actively working to address these anomalies, with the intention of eradicating any gender disparity in pay. South Africa is the only significant location of operation. As the mining industry was traditionally male dominant, the industry still has progress to make to enhance women in the workforce. As a first step the Mining Charter requires the implementation of Women in Mining programmes.</p>
Aspect: Supplier assessment for labour practices			
G4. LA14	Percentage of new suppliers that were screened using labour practices criteria.	<ul style="list-style-type: none"> • Supplementary reporting: Supply chain 	Refer to online supplementary reporting.
G4. LA15	Significant actual and potential negative impacts for labour practices in the supply chain and actions taken.	<ul style="list-style-type: none"> • Supplementary reporting: Supply chain 	Refer to online supplementary reporting.

Specific standard disclosures

Description	Section and page	Additional information
Aspect: Labour practices grievance mechanisms		
G4 DMA Overview of why the Aspect is material and the impacts that make this Aspect material. How the organisation manages the Aspect and its impacts, and the evaluation of the management approach.	<ul style="list-style-type: none"> • GRI G4 content index • Employee relationships: Grievance procedures – page 46 • Community relationships and investment: Community relations and engagement – page 66 • Constructive engagement: Government, regulatory and other stakeholders: Key stakeholders – page 94 • Governance: Ethics and human rights – page 109 	Refer to the Sustainable Development Report. Lonmin complies with the provisions of South African Constitution (Bill of Rights) as well as the Organisational Rights section of the Labour Relations Act. Lonmin is committed to the highest standards of social and business practices and requires the same of employees and contractor. Representatives of our Executive Committee are responsible for driving Human Resources, Communications and Public Affairs, and Transformation, and their performance is evaluated against the success of these broad objectives.
G4. LA16 Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms.	<ul style="list-style-type: none"> • Governance: Ethics and human rights – page 109 	Refer to the Sustainable Development Report.
Sub-category: Human rights		
Aspect: Investment		
G4. HR1 Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	<ul style="list-style-type: none"> • GRI G4 content index 	All of our contracts with suppliers contain clauses pertaining to human rights requirements.
G4. HR2 Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	<ul style="list-style-type: none"> • GRI G4 content index • Governance: Ethics and human rights – page 109 	Refer to the Sustainable Development Report. This year, 76% of employees and 73% of contractors attended the induction programme, which covers human rights training.
Aspect: Non-discrimination		
G4. HR3 Total number of incidents of discrimination and corrective actions taken.	<ul style="list-style-type: none"> • Governance: Ethics and human rights – page 109 	Refer to the Sustainable Development Report.

Specific standard disclosures

Description	Section and page	Additional information
Aspect: Freedom of association and collective bargaining		
<p>G4 DMA</p> <p>Overview of why the Aspect is material and the impacts that make this Aspect material. How the organisation manages the Aspect and its impacts, and the evaluation of the management approach.</p>	<ul style="list-style-type: none"> • GRI G4 content index • Reporting according to our material focus areas: Related sustainability risks – page 34 • Employee relationships: Union relations – page 52 • Governance: Ethics and human rights – page 109 • Constructive engagement: Government, regulatory and other stakeholders: Key stakeholders – page 94 	<p>Refer to the Sustainable Development Report.</p> <p>Lonmin is committed to providing a working environment that upholds international standards for human rights in alignment with our internal values and Code of Ethics. Our Human Rights Policy and Security Code of Conduct, are aligned to the United Nations Declaration of Human Rights and the International Labour Organisation, and the Principles of the International Council on Mining and Metals. Our CEO is ultimately accountable for human rights matters across all of our operations. Lonmin remains committed to ensuring our working conditions are in line with our Human Rights Policy. This includes commitment to rights of freedom of association and collective bargaining.</p> <p>Lonmin complies with the provisions of South African Constitution (Bill of Rights) as well as Organisational Rights section of the Labour Relations Act.</p>
<p>G4. HR4</p> <p>Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights.</p>	<ul style="list-style-type: none"> • Reporting according to our material focus areas: Related sustainability risks – page 34 • Employee relationships: Union relations – page 52 • Governance: Ethics and human rights – page 109 • Supplementary reporting: Supply chain 	<p>Refer to the Sustainable Development Report and online supplementary reporting.</p>
Aspect: Child labour		
<p>G4. HR5</p> <p>Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour.</p>	<ul style="list-style-type: none"> • Governance: Ethics and human rights – page 109 • Supplementary reporting: Supply chain 	<p>Refer to the Sustainable Development Report and online supplementary reporting.</p>
Aspect: Forced or compulsory labour		
<p>G4. HR6</p> <p>Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures taken to contribute to the elimination of all forms of forced or compulsory labour.</p>	<ul style="list-style-type: none"> • Governance: Ethics and human rights – page 109 • Supplementary reporting: Supply chain 	<p>Refer to Sustainable Development Report and online supplementary reporting.</p>

Specific standard disclosures

	Description	Section and page	Additional information
Aspect: Security practices			
G4 DMA	Overview of why the Aspect is material and the impacts that make this Aspect material. How the organisation manages the Aspect and its impacts, and the evaluation of the management approach.	<ul style="list-style-type: none"> Governance: Ethics and human rights – page 109 	Refer to the Sustainable Development Report.
G4. HR7	Percentage of security personnel trained in the organisation's human rights policies or procedures that are relevant to operations.	<ul style="list-style-type: none"> Governance: Ethics and human rights – page 109 	Refer to the Sustainable Development Report.
Aspect: Indigenous rights			
G4. HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken.	<ul style="list-style-type: none"> GRI G4 content index 	There were no known incidents of violence between Lonmin and the rights of indigenous people.
MM5	Total number of operations taking place in or adjacent to indigenous peoples' territories, and number and percentage of operations or sites where there are formal agreements with indigenous peoples' communities.	<ul style="list-style-type: none"> Community relationships and investment: BEE equity ownership – page 72 Constructive engagement: Government, regulatory and other stakeholders: Key stakeholders – page 97 	Refer to the Sustainable Development Report.
Aspect: Assessment			
G4. HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	<ul style="list-style-type: none"> GRI G4 content index Governance: Ethics and human rights – page 109 	Refer to the Sustainable Development Report. Lonmin's revised Human Rights Policy was adopted by the Board in November 2015. Human rights due diligence checklists are currently being developed as part of our overall human rights impact assessment.
Aspect: Supplier human rights assessment			
G4. HR10	Percentage of new suppliers that were screened using human rights criteria.	<ul style="list-style-type: none"> Governance: Ethics and human rights – page 109 Supplementary reporting: Supply chain 	Refer to the Sustainable Development Report. We screen all (100%) new suppliers using human rights criteria.
G4. HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken.	<ul style="list-style-type: none"> Governance: Ethics and human rights – page 109 	Refer to the Sustainable Development Report.
Aspect: Human rights grievance mechanisms			
G4. HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms.	<ul style="list-style-type: none"> Governance: Ethics and human rights – page 109 	Refer to the Sustainable Development Report.

Specific standard disclosures

	Description	Section and page	Additional information
Sub-category: Society			
Aspect: Local communities			
G4 DMA	Overview of why the Aspect is material and the impacts that make this Aspect material. How the organisation manages the Aspect and its impacts, and the evaluation of the management approach.	<ul style="list-style-type: none"> • GRI G4 content index • Reporting according to our material focus areas: Related sustainability risks – page 36 • Community relationships and investment: <ul style="list-style-type: none"> – Accountability and governance – page 64 – Community relations and engagement – page 66 • Constructive engagement: Government, regulatory and other stakeholders: Key stakeholders – page 97 	<p>Refer to the Sustainable Development Report.</p> <p>Maintaining a social licence to operate through securing the trust and acceptance of communities and stakeholders is important as they host the Company's operations. The Lonmin Social, Ethics and Transformation Committee is responsible for ensuring that the Company meets its commitments in the areas of transformation and community development. Lonmin engages with local communities through dedicated community officers.</p> <p>Lonmin's commitment to partner with communities is entrenched in the Company charter and actionable commitments are outlined in the Safety and Sustainable Development Policy. As a member of the ICMM Lonmin supports the Position Paper on Mining and Indigenous People.</p>
G4. SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programmes.	<ul style="list-style-type: none"> • Community relationships and investment: Approach and performance – page 66 • Community focus areas: Community education – page 67 	Refer to the Sustainable Development Report.
G4. SO2	Operations with significant actual or potential negative impacts on local communities.	<ul style="list-style-type: none"> • Reporting according to our material focus areas: Related sustainability risks – page 36 	Refer to Sustainable Development Report.
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples.	<ul style="list-style-type: none"> • GRI G4 content index 	During the year, there were no new significant disputes lodged relating to land ownership. There is a historic dispute between factions of the Bapo Community as to ownership of the Wonderkop area.
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and indigenous peoples, and the outcomes.	<ul style="list-style-type: none"> • Community relationships and investment: Community relations and engagement – page 66 • Governance: Ethics and human rights – page 110 	<p>Refer to the Sustainable Development Report.</p> <p>The dispute between Bapo factions as regards Wonderkop (MM6) was initially dealt with by the Land Claims Commission, but was subsequently referred to the courts.</p>

Specific standard disclosures

	Description	Section and page	Additional information
Aspect: Anti-corruption			
G4. SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.	<ul style="list-style-type: none"> • GRI G4 content index • Governance: Ethics and human rights – page 110 	Refer to the Sustainable Development Report.
G4. SO4	Communication and training on anti-corruption policies and procedures.	<ul style="list-style-type: none"> • Governance: Ethics and human rights – page 109 	Refer to the Sustainable Development Report.
G4. SO5	Confirmed incidents of corruption and actions taken.	<ul style="list-style-type: none"> • Governance: Ethics and human rights – page 109 	Refer to the Sustainable Development Report.
Aspect: Public policy			
G4. SO6	Total value of political contributions by country and recipient/beneficiary.	<ul style="list-style-type: none"> • Annual Report and Accounts: <ul style="list-style-type: none"> – Governance: – Directors' Report: Statutory Disclosures – page 109 	
Aspect: Anti-competitive behaviour			
G4. SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	<ul style="list-style-type: none"> • GRI G4 content index 	The Group received no legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.
Aspect: Compliance			
G4. SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	<ul style="list-style-type: none"> • Letter from the Chief Executive Officer – page 25 • Material focus area: Managing environmental impacts and opportunities – page 78 • Constructive engagement: Government, regulatory and other stakeholders: Primary regulations – page 97 	Refer to the Sustainable Development Report.

Specific standard disclosures

	Description	Section and page	Additional information
Aspect: Supplier assessment for impacts on society			
G4. SO9	Percentage of new suppliers that were screened using criteria for impacts on society.	<ul style="list-style-type: none"> • GRI G4 content index • Governance: Ethics and human rights – page 110 • Supplementary reporting: Supply chain 	<p>Refer to the Sustainable Development Report and online supplementary reporting.</p> <p>We screen all new suppliers to determine whether we have any local suppliers we can utilise as we believe procuring local has an economic benefit in the communities in which we operate.</p>
G4. SO10	Significant actual and potential negative impacts on society in the supply chain, and actions taken.	<ul style="list-style-type: none"> • GRI G4 content index 	<p>We are not aware of any incidents of negative impacts on society within our supply chain. We have a tip-off line in place that can be utilised to report any such incidents.</p>
Aspect: Grievance mechanisms for impacts on society			
G4. SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms.	<ul style="list-style-type: none"> • Government, regulatory and other stakeholder engagement: Primary regulations – page 103 • Governance: Ethics and human rights – page 109 	<p>Refer to the Sustainable Development Report.</p>
MM Aspect: Emergency preparedness			
G4 DMA	Overview of why the Aspect is material and the impacts that make this Aspect material. How the organisation manages the Aspect and its impacts, and the evaluation of the management approach.	<ul style="list-style-type: none"> • GRI G4 content index • Safety and health: Trauma and emergency care – page 62 • Supplementary reporting: Lonmin's 15 Sustainable Development Standards 	<p>Refer to the Sustainable Development Report.</p> <p>Mining is a high-risk and high-impact industry which can have potentially negative consequences that could result in the loss of our mining licence and social licence to operate if not managed appropriately.</p> <p>Lonmin's 15 Sustainable Development Standards: Standard 14 – Emergency management: Procedures and resources are in place to respond to emergency situations. Regular emergency drills are conducted at our primary healthcare facilities to test emergency preparedness. Lonmin Emergency and Disaster Management Structure ensures that emergency management is effectively implemented.</p> <p>Emergency management processes incorporate the emergency identification systems, response plans, alignment with external response organisations, equipment, training, and emergency preparedness drills.</p>

Specific standard disclosures

	Description	Section and page	Additional information
MM Aspect: Resettlement			
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	<ul style="list-style-type: none"> GRI G4 content index 	No resettlement of communities took place during the year.
MM Aspect: Closure Planning			
G4 DMA	<p>Overview of why the Aspect is material and the impacts that make this Aspect material. How the organisation manages the Aspect and its impacts, and the evaluation of the management approach.</p> <p>Programmes and progress relating to materials stewardship (former MM11).</p>	<ul style="list-style-type: none"> Managing environmental impacts and opportunities: <ul style="list-style-type: none"> Governance and accountability – page 76 Water management – page 79 Waste management – page 88 Biodiversity and land management – page 92 	Refer to the Sustainable Development Report.
MM10	Number and percentage of operations with closure plans.	<ul style="list-style-type: none"> GRI G4 content index Managing environmental impacts and opportunities: Biodiversity and land management – page 92 	<p>Refer to the Sustainable Development Report.</p> <p>Closure: All (100%) of our operations have closure plans in place as required by legislation.</p>
Sub-category: Product responsibility			
Aspect: Customer health and safety			
G4 DMA	<p>Overview of why the Aspect is material and the impacts that make this Aspect material. How the organisation manages the Aspect and its impacts, and the evaluation of the management approach.</p>	<ul style="list-style-type: none"> GRI G4 content index Managing environmental impacts and opportunities: Realising product opportunities and promoting product stewardship – page 93 Supplementary reporting: Lonmin's 15 Sustainable Development Standards 	Lonmin's 15 Sustainable Development Standards: Standard 12 – Product stewardship: The responsible production, transport, storage, use, recycling and disposal of our resources, materials, products and wastes in order to minimise their life-cycle impacts.
G4. PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	<ul style="list-style-type: none"> Managing environmental impacts and opportunities: Realising product opportunities and promoting product stewardship – page 93 	Refer to the Sustainable Development Report.
G4. PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes.	<ul style="list-style-type: none"> GRI G4 content index Managing environmental impacts and opportunities: Realising product opportunities and promoting product stewardship – page 93 	There were no incidents of non-compliance with voluntary codes regarding the health and safety impact associated with the marketing practices of the final product.

Specific standard disclosures

Description	Section and page	Additional information
Aspect: Product and service labelling		
<p>G4. PR3</p> <p>Type of product and service information required by the organisation's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements.</p>	<ul style="list-style-type: none"> • GRI G4 content index 	<p>Our labelling reflects the required layout and symbols established under the United Nations' Globally Harmonised System (GHS). None of our products require product and service information.</p>
<p>G4. PR4</p> <p>Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.</p>	<ul style="list-style-type: none"> • GRI G4 content index 	<p>No incident concerning the marketing of the product occurred.</p>
<p>G4. PR5</p> <p>Results of surveys measuring customer satisfaction.</p>	<ul style="list-style-type: none"> • GRI G4 content index 	<p>There were no violations of customer privacy or data loss that occurred during the year.</p>
Aspect: Marketing communications		
<p>G4. PR6</p> <p>Sale of banned or disputed products.</p>	<ul style="list-style-type: none"> • GRI G4 content index 	<p>Lonmin does not sell banned or disputed products.</p>
<p>G4. PR7</p> <p>Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes.</p>	<ul style="list-style-type: none"> • GRI G4 content index • Supplementary reporting: Lonmin's 15 Sustainable Development Standards 	<p>Lonmin's 15 Sustainable Development Standards: Standard 7 – Communication, consultation and participation:</p> <p>We regularly meet with our customers to promote our products, and we remain committed to the responsible marketing and selling of our products, as informed by our values and policies. Our marketing practices are further guided by our Lonmin Sustainable Development Standard 7 which cements our commitment to communicating the necessary information on our products and materials to all our stakeholders, including external stakeholders such as customers and suppliers. We have not been involved in any incidents of non-compliance with regulations or voluntary codes concerning the marketing of our products.</p>

Specific standard disclosures

	Description	Section and page	Additional information
Aspect: Customer privacy			
G4. PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	<ul style="list-style-type: none"> • GRI G4 content index 	Lonmin regularly performs customer satisfaction surveys to assess performance on delivery, quality, labelling and packaging. The result of these surveys has been satisfactory and the relationship with customers remains excellent. There were also no violations of customer privacy or data loss that occurred during the year.
G4. PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	<ul style="list-style-type: none"> • GRI G4 content index 	Lonmin was not issued with any fines or prosecutions relating to the provision and use of products and services.

Supporting data tables

2017

Figure 1 G4-10 Total workforce by region and gender

Labour sending area	Male	Male %	Female	Female %	Grand Total	Overall %
Foreign	3,954	16.00	26	0.11	3,980	16
South African	18,501	74.86	2,232	9.03	20,733	84
Eastern Cape	8,159	33.02	327	1.32	8,486	41
North West	5,870	23.75	1,496	6.05	7,366	36
Limpopo	1,151	4.66	86	0.35	1,237	6
Free State	905	3.66	36	0.15	941	5
Gauteng	1,111	4.50	204	0.83	1,315	6
KwaZulu-Natal	698	2.82	32	0.13	730	4
Mpumalanga	355	1.44	28	0.11	383	2
Northern Cape	245	0.99	22	0.09	267	1
Western Cape	7	0.03	1	0.00	8	0
Grand total	22,455	90.86	2,258	9.14	24,713	100

Figure 2 EN3 Energy type

Energy type	Terrajoules	%
Fuel	670	11
Electricity	5,568	89
Heating	0	0
Cooling	0	0
Steam	0	0
Total	6,238	100

Supporting data tables (continued)

Figure 3 EN15-17 GHG emissions breakdown by location

Source (t CO ₂ e)	2016				2017			
	Scope 1	Scope 2	Scope 3	Total	Scope 1	Scope 2	Scope 3	Total
Marikana	70,035.47	1,505,123.37	3,390.09	1,578,548.93	68,489.68	1,449,377.82	4,451.38	1,522,318.88
PMR	2,569.52	17,966.32	95.14	20,630.98	2,606.08	18,316.83	37.75	20,960.66
Limpopo operations	542.09	64,247.17		64,789.26	657.58	63,401.53		64,059.10
Group			1,250.52	1,250.52			1,367.99	1,367.99
Total	73,147.07	1,587,336.86	4,735.75	1,665,219.69	71,753.34	1,531,096.18	5,857.12	1,608,706.64

Lonmin calculates its GHG emissions in accordance with the 2006 IPCC Guidelines for National Greenhouse Gas Inventories, the GHG Protocol's Corporate Accounting and Reporting Standard and the 2014 Guidelines to DEFRA/DECC's GHG Conversion. The GHG calculation covers all Kyoto GHG, and scope 1 emissions include explosives used in opencast mining in 2015, which were not included in the 2014 reporting scope. The disclosure of scope 1 GHG was expanded in 2016 to include emissions from the Mooinooi landfill site and waste water treatment works.

Figure 4 LA1 Turnover by age group and gender (number)

Count of persons Age group	Gender		
	Female	Male	Grand Total
15 to 25	6	22	28
26 to 35	20	211	231
36 to 45	24	259	283
46 to 55	10	308	318
56 to 62	1	144	145
63 +	0	3	3
Grand total	61	947	1,008

Figure 5 LA12 Employment Equity by age group and gender (number)

Employment equity by age group and gender

Age groups	EE				EE total	Other				Other total	Grand total
	Female	Female %	Male	Male %		Female	Female %	Male	Male %		
15 to 25	83	27	205	67	288	0	0	17	6	17	305
26 to 35	863	14	4,907	80	577	6	0	339	6	345	6,115
36 to 45	918	10	6,709	73	7,627	9	0	1,535	17	1,544	9,171
46 to 55	316	5	4,636	67	4,952	6	0	2,013	29	2,019	6,971
56 to 62	52	2	1,143	53	1,195	4	0	944	44	948	2,143
63 +	1	13	3	38	4	0	0	4	50	4	8
Grand total	2,233	9	17,603	71	19,836	25	0	4,852	20	4,877	24,713