

SUSTAINABILITY DATA TABLES

These tables provide the data for the material Global Reporting Initiative Indicators, as identified in the GRI Navigator, which is located on our website.

References to the 'Africa Region' includes the Operations within South Africa and Mozambique, whereas the 'Australia Region' includes Operations in Australia and Colombia. Totals include Corporate, other global and Regional office data.

Metrics describing health, safety, environment and community (HSEC) performance apply to "operated assets" that have been wholly operated by South32, or that have been operated by South32 in a joint venture operation, from 1 July 2015 to 30 June 2016 (FY2016).

Health And Safety

Workforce data by region	Fatalities	TRIF ⁽¹⁾⁽²⁾ FY2015	TRIF ⁽¹⁾⁽²⁾ FY2016	Occupational illnesses ⁽²⁾⁽³⁾ employees	Occupational illnesses ⁽²⁾⁽³⁾ contractors
Africa Region	4	3.34	3.52	1.08	0.3
Australia Region	0	10.43	15.09	1.86	1.45
Total	4	5.79	7.71	1.33	0.71

(1) Total Recordable Injury Frequency (TRIF): (The sum of (fatalities + lost-time cases + restricted work cases + medical treatment cases) x 1,000,000) ÷ actual hours worked. Stated in units of per million hours worked.

(2) To ensure that incident classification definitions are applied uniformly across our workforce, we have adopted the United States Government Occupational Safety and Health Assessment (OSHA) guidelines for the recording and reporting of occupational injuries and illnesses.

(3) Illness per million hours worked.

Regional safety fines levied	2016	Number of fines
Africa Region	\$0	0
Australia Region	\$0	0
Total	\$0	0

People

Employee numbers exclude Non-Executive Directors and are the total at 30 June 2016.

Turnover and new hire rates are calculated using the total number of employees for FY2016 (i.e. 14,049) as the denominator and the total count for FY2016 as the nominator.

Employee Head Count by Employment Type, Location and Gender

	Permanent	Fixed term or temporary	Total	Gender		Employment Type	
				Female	Male	Part-time	Full-time
South Africa	7,006	335	7,341	1,406	5,935	-	7,341
Mozambique	1,121	44	1,165	110	1,055	-	1,165
Australia	4,403	94	4,497	536	3,961	46	4,451
Brazil	15	-	15	6	9	-	15
Colombia	872	5	877	56	821	-	877
Europe	22	-	22	14	8	1	21
Singapore	132	-	132	73	59	2	130
All Regions (Grand Total)	13,571	478	14,049	2,201	11,848	49	14,000

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Employee Head Count by Age, Gender and Location

	<30 Years Old		30-50 Years Old		>50 Years Old		Total
	Female	Male	Female	Male	Female	Male	
South Africa	390	793	928	3,864	88	1,278	7,341
Mozambique	17	137	87	821	6	97	1,165
Australia	129	461	356	2,582	51	918	4,497
Brazil	2	2	3	7	1	-	15
Colombia	8	38	45	586	3	197	877
Europe	-	1	14	6	-	1	22
Singapore	6	4	62	50	5	5	132
All Regions (Grand Total)	552	1,436	1,495	7,916	154	2,496	14,049

Employee Turnover Rate

<i>Turnover Rate in italics</i>	<30 Years Old				30-50 Years Old				>50 Years Old			
	Female		Male		Female		Male		Female		Male	
South Africa	30	0.2%	109	0.8%	103	0.7%	547	3.9%	42	0.3%	585	4.2%
Mozambique	2	0.0%	6	0.0%	3	0.0%	24	0.2%	1	0.0%	12	0.1%
Australia	27	0.2%	66	0.5%	99	0.7%	286	2.0%	20	0.1%	257	1.8%
Brazil	-	0.0%	1	0.0%	1	0.0%	2	0.0%	-	0.0%	1	0.0%
Colombia	-	0.0%	11	0.1%	19	0.1%	76	0.5%	1	0.0%	63	0.4%
Europe	-	0.0%	-	0.0%	1	0.0%	2	0.0%	-	0.0%	-	0.0%
Singapore	1	0.0%	1	0.0%	3	0.0%	3	0.0%	-	0.0%	1	0.0%
All Regions (Grand Total)	60	0.4%	194	1.4%	229	1.5%	940	6.6%	64	0.4%	919	6.5%

New Employee Hire Rate

<i>Hire Rate in italics</i>	<30 Years Old				30-50 Years Old				>50 Years Old			
	Female		Male		Female		Male		Female		Male	
South Africa	70	0.5%	97	0.7%	84	0.6%	141	1.0%	5	0.0%	15	0.1%
Mozambique	2	0.0%	20	0.1%	-	0.0%	20	0.1%	1	0.0%	-	0.0%
Australia	25	0.2%	57	0.4%	72	0.5%	133	0.9%	8	0.1%	18	0.1%
Brazil	1	0.0%	1	0.0%	-	0.0%	2	0.0%	-	0.0%	-	0.0%
Colombia	3	0.0%	-	0.0%	1	0.0%	3	0.0%	-	0.0%	2	0.0%
Europe	-	0.0%	-	0.0%	-	0.0%	2	0.0%	-	0.0%	1	0.0%
Singapore	1	0.0%	1	0.0%	2	0.0%	4	0.0%	1	0.0%	-	0.0%
All Regions (Grand Total)	102	0.7%	176	1.2%	159	1.1%	305	2.0%	15	0.1%	36	0.2%

Environment

Land		2015	2016
Total land disturbed	hectares	23,880	24,047
Total land rehabilitated	hectares	13,843	14,417
Total land set aside for conservation	hectares	767	2,346
Land owned, leased or managed	hectares	524,035	525,577

Biodiversity Management Plans (BMPs)

	2016
Implemented required BMPs	100%

Water⁽⁴⁾

		2015	2016
Inputs			
- water input by quality - type 1	megalitres	12,857	18,550
- water input by quality - type 2	megalitres	20,732	26,296
- water input by quality - type 3	megalitres	27,332	30,782
- water input by source - surface water	megalitres	29,111	38,516
- water input by source - groundwater	megalitres	24,429	26,216
- water input by source - seawater	megalitres	0	0
- water input by source - third party water	megalitres	7,382	10,896
Outputs			
- water output by quality - type 1	megalitres	35,736	39,025
- water output by quality - type 2	megalitres	7,308	14,957
- water output by quality - type 3	megalitres	8,877	10,283
- water output by destination - surface water	megalitres	886	8,857
- water output by destination - groundwater	megalitres	2,848	4,018
- water output by destination - sea water	megalitres	2,962	2,984
- water output by destination - third party water	megalitres	6,798	7,562
- water output by destination - other	megalitres	38,426	40,845
Recycling			
- water recycled and reused	megalitres	98,811	87,952

(4) South32 reports its water use according to the Minerals Council of Australia's Water Accounting Framework (WAF). The WAF is the accepted industry water accounting standard which aims to improve data integrity and comparability across the sector to ensure the continuous improvement of water reporting.

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Energy		2015	2016
Africa Region			
Energy use - electricity	petajoules	72	70
Energy use - coal and coke	petajoules	8	4
Energy use - natural gas	petajoules	3	3
Energy use - distillate/gasoline	petajoules	4	3
Energy use - other	petajoules	17	17
Energy use - total	petajoules	104	96
Energy use - renewable sources	petajoules	29	29
Australia Region			
Energy use - electricity	petajoules	10	9
Energy use - coal and coke	petajoules	31	34
Energy use - natural gas	petajoules	27	25
Energy use - distillate/gasoline	petajoules	4	4
Energy use - other	petajoules	7	5
Energy use - total	petajoules	79	78
Energy use - renewable sources	petajoules	6	5
Total			
Energy use - electricity	petajoules	82	79
Energy use - coal and coke	petajoules	39	38
Energy use - natural gas	petajoules	30	28
Energy use - distillate/gasoline	petajoules	8	7
Energy use - other	petajoules	24	22
Energy use - total	petajoules	183	174
Energy use - renewable sources	petajoules	35	34

Emissions		2015	2016
Africa Region			
GHG - Scope 1 ⁽⁵⁾	millions of tonnes CO ₂ -e	4.0	3.4
GHG - Scope 2 ⁽⁵⁾	millions of tonnes CO ₂ -e	12.2	11.3
GHG Scope 1 and 2	millions of tonnes CO ₂ -e	16.2	14.7
Total oxides of sulphur	tonnes	22,595	23,225
Total oxides of nitrogen	tonnes	3,084	2,541
Total mercury	tonnes	0.00	0.00
Australia Region			
GHG - Scope 1 ⁽⁵⁾	millions of tonnes CO ₂ -e	7.2	7.8
GHG - Scope 2 ⁽⁵⁾	millions of tonnes CO ₂ -e	1.0	1.0
GHG Scope 1 and 2	millions of tonnes CO ₂ -e	8.2	8.8
Total oxides of sulphur	tonnes	12,520	13,770
Total oxides of nitrogen	tonnes	7,586	7,562
Total mercury	tonnes	0.26	0.26
Total			
GHG - Scope 1 ⁽⁵⁾	millions of tonnes CO ₂ -e	11.2	11.2
GHG - Scope 2 ⁽⁵⁾	millions of tonnes CO ₂ -e	13.2	12.3
GHG Scope 1 and 2	millions of tonnes CO ₂ -e	24.4	23.5
Total oxides of sulphur	tonnes	35,115	36,994
Total oxides of nitrogen	tonnes	10,669	10,104
Total mercury	tonnes	0.3	0.3

(5) Measured according to the World Resources Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol. Scope 2 refers to market-based calculations. In FY2017, we will also report location-based Scope 2 emissions.

Greenhouse gas (GHG) emissions by Source (kilotonnes CO₂-e)	FY2016
GHG from electricity	12,122
GHG from fugitive sources	3,825
GHG from coal & coke	3,460
GHG from other sources	2,101
GHG from natural gas	1,455
GHG from distillate and gas	529
Total	23,492

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Waste		2015	2016
Africa Region			
Hazardous waste - mineral total	kilotonnes	8,060	3,698
Non-hazardous waste - mineral tailings	kilotonnes	11,823	10,200
Accidental discharge of water and tailings ⁽⁶⁾	megalitres	0.0	0.0
Australia Region			
Hazardous waste - mineral total	kilotonnes	12,322	12,207
Non-hazardous waste - mineral tailings	kilotonnes	9,216	6,449
Accidental discharge of water and tailings ⁽⁶⁾	megalitres	0.0	0.0
Total			
Hazardous waste - mineral total	kilotonnes	20,382	15,905
Non-hazardous waste - mineral tailings	kilotonnes	21,039	16,649
Accidental discharge of water and tailings ⁽⁶⁾	megalitres	0.0	0.0

(6) Data reported for environmentally significant events

Designated protected area	Areas adjacent to land managed by our operations	Areas on land managed by our operations	Size of common land on or overlapping designated protected area
	Number	Number	Hectares
Mozambique			
Terrestrial	0	0	0
Freshwater	0	0	0
Maritime	0	0	0
South Africa			
Terrestrial	1	1	0
Freshwater	2	1	152
Maritime	0	0	0
Australia			
Terrestrial	2	11	2,161
Freshwater	0	0	0
Maritime	2	0	0
Colombia			
Terrestrial	1	0	0
Freshwater	0	0	0
Maritime	0	0	0
South32 Total			
Terrestrial	4	12	2,161
Freshwater	2	1	152
Maritime	2	0	0

Regional environmental fines levied	2016	Number of fines
Africa	\$112	3
Australia	\$0	0
Total	\$112	3

Society

FY2016 Community Investment⁽⁷⁾	FY2015	FY2016
Community Investment ⁽⁷⁾	\$18,600,000	\$16,533,840

FY2016 Community Investment⁽⁷⁾ by Country	Percentage
South Africa	56%
Colombia	25%
Australia	13%
Mozambique	6%

(7) Community investment consists of cash, in-kind support and administrative costs and includes donations and investment of funds in the broader community where the target beneficiaries are external to the company. The amount accounts for actual expenditures in the reporting period, not commitments, prepared on an accruals basis and representing South32's equity share for operated assets.

Community complaints	2016
Africa Region	
Dust	0
Noise	0
Odour	0
Other	8
Australia Region	
Dust	8
Noise	82
Odour	2
Other	22
Total	122

Cultural awareness training - employees	2016
Total	5404

Human rights training	2016
Employees	4,980
Contractors	3,248

Human rights reviews conducted	Percentage of sites reviewed
Africa Region	100%
Australia Region	100%

Community engagement	
Operations with implemented local engagement, impact assessments and development programmes	100%

Security training - employee and contractors	2016
Africa Region	621
Australia Region	57
Total	678