



HEALTH AT SOUTH32



South32 is proactive about the health of our individuals, communities and broader society.

HEALTH AT SOUTH32

OUR APPROACH TO HEALTH

South32 is intent on creating a culture of care through our Care Strategy. For health, this means building a workplace that supports mental wellbeing and the physical health of our employees and stakeholders. All elements of our Care Strategy are detailed in our 'Safety at South32' communication found at www.south32.net.

Our Care Strategy will create a healthy South32 by:

1. Creating an inclusive culture with a diverse workforce that feels empowered to speak up and be their true selves, thereby supporting mental wellbeing.
2. Implementing well-designed work to a) eliminate or engineer out potential health exposures and b) to re-design work to remove risks in the workplace that could cause physical harm to people's own, a colleague's, or other broader stakeholders' health.

HEALTHY INDIVIDUALS

Designing work so that it has no inherent health risks is a core part of our Care Strategy. We also have a health standard that provides minimum level guidance for health management at each operation. Together, these programs specify minimum thresholds and governance for occupational exposures and managing health risks to potentially harmful agents including carcinogenic

substances (silica, diesel particulate matter, lead, nickel, and coal tar pitch volatiles), exposure to noise, musculoskeletal disease and airborne contaminants, such as coal dust.

To manage these potential exposures, all our operations either implement controls at the project design and selection stage, or we remove health risks wherever reasonably practical by re-designing work.

Mental wellbeing

Recognising that a person's wellbeing can be related to factors outside the workplace, we provide all employees and their family members with unlimited access to an employee assistance provider. These wellbeing services support, guide and coach individuals to achieve and maintain individual wellbeing and effectiveness. The service builds the confidence and capability of individuals, so they can better work together with their colleagues.

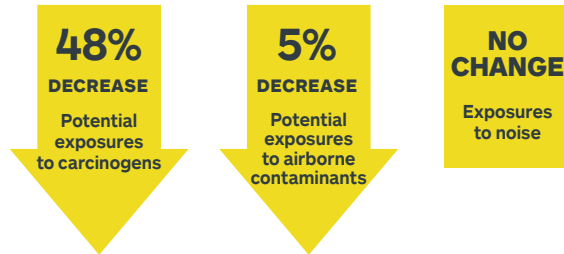
Fit for work

We have fit-for-work programs across all of our operations. Fit-for-work looks after the physical health of our employees so they can be present, alert and engaged with members of their teams. These health programs include a wellbeing-based drug and alcohol program, the development of fatigue management plans and medical assessment programs with qualified practitioners to support diagnosis and treatment.



OUR PERFORMANCE IN FY2016

Employee Occupational Exposures¹ % change FY2015 to FY2016



HOW DID WE PERFORM IN FY2016?

As we implement our Care Strategy, we expect occupational illnesses to decrease as we continue to create an inclusive and engaged workforce who care about each other (thereby increasing mental wellbeing and focus) and re-designing our work so it is safer and healthier.

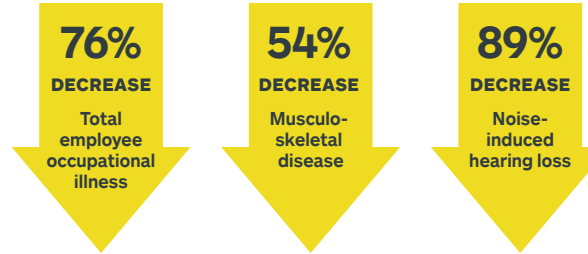
In FY2016, we implemented a number of improvement projects, which has resulted in a 48 per cent decrease in employee potential exposures to carcinogens and a 5 per cent decrease in employee potential exposures to airborne contaminants, compared to FY2015.

These are considered “potential” exposures, because employees are mandated to wear personal protective equipment (PPE) to manage the risk where exposure takes place. All of our operations have controls at the project design and equipment selection stage to eliminate health risks where it is reasonably practicable, in line with our Care Strategy.

There was a 76 per cent reduction in South32 employee occupational illnesses per million hours worked for FY2016 compared to FY2015. The significant reduction in occupational illnesses was primarily due to fewer cases of musculoskeletal illnesses (from 54 cases in FY2015 to 23 cases in FY2016). Musculoskeletal conditions are conditions of the bones, muscles and their attachments (e.g. joints and ligaments).

¹ These are potential exposures above the mandated occupational exposure limits (OEL).

Employee Occupational Illness % change FY2015 to FY2016



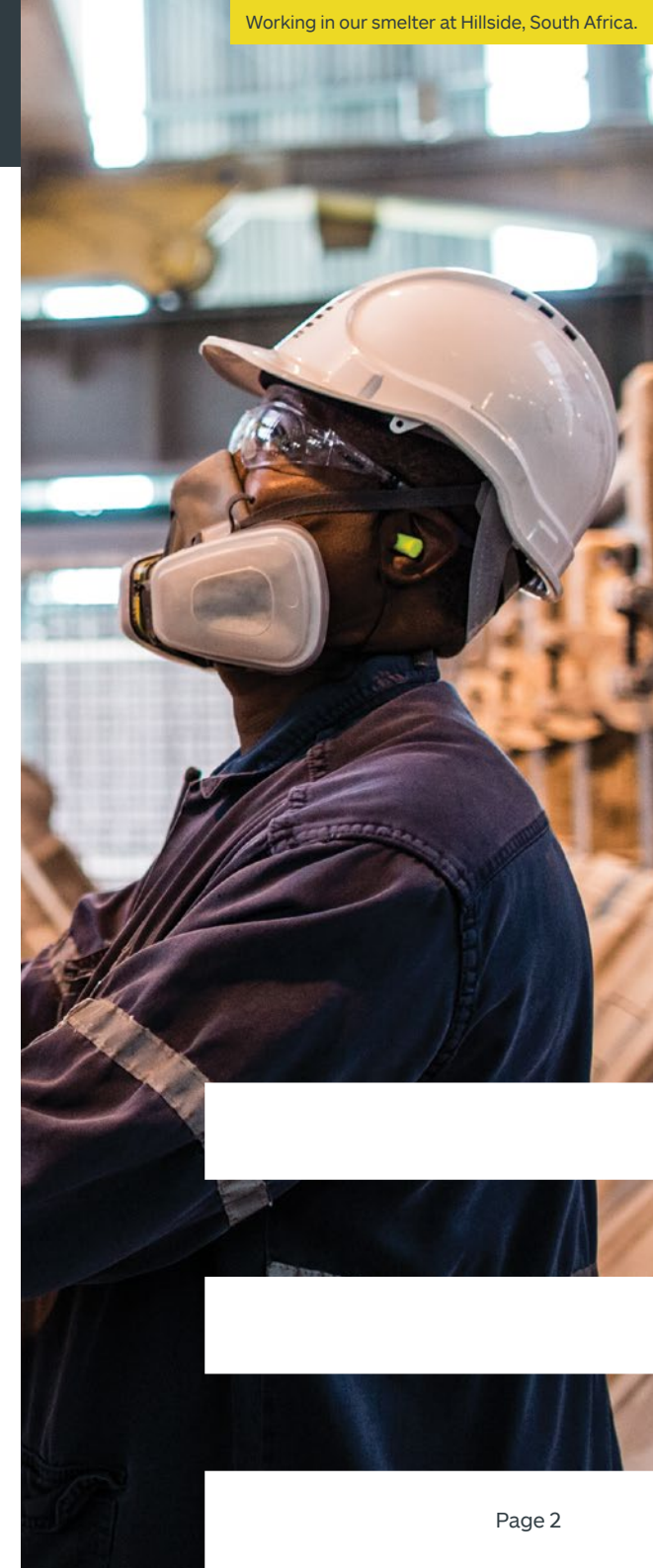
MANAGING HEALTH EXPOSURES

Wessels Manganese Mine, South Africa

Wessels Manganese Mine is an underground operation in South Africa. Since opening in 1973, production rates and associated mobile and diesel operated equipment has increased substantially. This has led to an increase in potential employee exposures to carcinogens and airborne contaminants above the legislated occupational exposure limit (OEL).

Our aim is to reduce the number of workers exposed over an OEL, however when a worker is exposed at a greater level, respiratory protection and health status checks are mandatory. We created a multi-disciplinary team to eliminate and engineer out exposures and manage critical controls to mitigate the risk of exposures over the OEL.

As a result, the number of potential exposures requiring the use of personal protective equipment reduced significantly. These projects included improved ventilation, switching from high sulphur fuel to low sulphur fuel, and fitting filters to the underground mobile equipment to catch airborne contaminants.



Monitoring coal dust exposures

There has been a re-emergence of coal workers pneumoconiosis identified in Queensland, Australia. South32's Illawarra Metallurgical Coal is located in New South Wales (NSW) and operates under a different regulation, evaluation and monitoring framework.

Under the NSW Coal Industry Act 2001, an independent body (Coal Services) implements a comprehensive governance model for managing airborne contaminant exposure risks. We voluntarily apply a more stringent OEL (2mg/m³) for respirable coal dust than that legislated by either the NSW (2.5mg/m³) or Queensland (3mg/m³) regulations. Where airborne levels exceed an OEL, respiratory protective equipment is mandated for affected workers.



South32 physiotherapists and community members working together for increased quality of life at Groote Eylandt.

Groote Eylandt, Australia

Machado Joseph Disease (MJD) is a genetic, neurodegenerative disease that slowly affects a person's muscle function until they are wheelchair dependent and rely on care for all aspects of daily life. The projected figures for people on Groote Eylandt living with the disease are among the highest anywhere in the world. Since 2008, GEMCO has supported the MJD Foundation to improve the quality of life for Indigenous Australians and their families living with the disease. GEMCO's cash and in-kind contributions have enabled the MJD Foundation to address significant gaps in the provision of equipment and services, and to identify unique treatment methods. This includes a physiotherapy

program that focusses on increased physical activity (pictured) and therapy in medical facilities and 'On Country'. These methods have been credited with slowing the progression of MJD and enabling patients to maintain their independence longer. Through GEMCO's support and in collaboration with international scientists, the MJD Foundation is seeking to develop a treatment to slow the progression of the disease. Specialised education programs and genetic counselling support is provided for those at risk of having the disease so they can build an understanding of how it is passed to the next generation. It is through initiatives like this that GEMCO aims to leave a positive and lasting impact on current and future generations on Groote Eylandt.

HEALTHY COMMUNITIES

South32 operations are sometimes within or near host communities and we seek to understand and manage activities that affect community health. This includes managing dust, noise and waste effluents to reduce our impact on those host communities. We monitor our impact and, for issues that arise, South32 has a grievance procedure and complaints mechanism at every operation.

This means that community members can report a concern to us and we will seek to resolve the concern in a reasonable timeframe. See our 'Local Communities at South32' communication at www.south32.net for more information about community complaints and grievances.

HEALTHY SOCIETIES

South32 sells raw commodities that are transported via train, road and ship to customers globally. The raw commodities are turned into the essential products for modern society, including those which support health such as hospital infrastructure and medical equipment. Along the way we invest in "product stewardship" initiatives to mitigate any potential negative impacts that could occur in the handling of our raw products as they leave our care and enter into our customers' control.

Some of the commodities we produce are consumed or used by people to keep them healthy. Of all the manganese, silver and zinc mined, a small proportion of that mined globally goes into products for human health, but this amount can have big impacts around the globe.

Mn
Manganese

MANGANESE - is an essential trace mineral that is a co-factor in many of the body's enzymes. Taking manganese can prevent manganese deficiency, which can show in skin rashes, anaemia and contribute to weak bones.

Ag
Silver

SILVER - has long been known for its antibacterial properties. A variety of medical products including ointments, bandages, surgical tools and catheters employ silver-based technologies to prevent or fight infection.

Zn
Zinc

ZINC - is an essential trace element that plays a role in every living cell in the body. There are over 300 enzymes that need zinc for healthy function. Zinc is important in the proper functioning of the immune system, wound healing and the maintenance of healthy skin.



PRODUCT STEWARDSHIP AND HEALTH IMPACTS

As our main activities are resource extraction and primary processing, the majority of the life cycles of our products occur after they have left our control.

Product stewardship is an approach to managing the impacts of different products and materials. It acknowledges that those involved in producing, selling, using and disposing of products have a shared responsibility to ensure that those products or materials are managed in a way that reduces their impact, on the environment and on human health and safety.

Labels and Safety Data Sheets (SDS) are the main tools we use to communicate current, complete and accurate information to all stakeholders in our supply chain. The SDS outline the health, safety and environmental aspects of the products to allow their safe and responsible use.

For products where chemical safety assessments are required by law, we also supply exposure scenario information to our customers, which cover risk management measures for the identified uses of our product.

In FY2016, we undertook a number of product stewardship initiatives, including with the International Manganese Institute, International Aluminium Institute and the Nickel Institute. We have also conducted a full compliance review for the products we sell into the European Union (EU) under the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) regulation.

We adopted REACH to improve the protection of human health and the environment from risks that can be posed by chemicals. REACH also promotes alternative methods for the hazard assessment of substances to reduce the number of tests on animals.

We are committed to healthy individuals, healthy communities and a healthy society. We will continue to make progress in implementation of our Care Strategy and product stewardship initiatives.



THE GLOBAL GOALS

For Sustainable Development

1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY INNOVATION AND INFRASTRUCTURE

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

14 LIFE BELOW WATER

15 LIFE ON LAND

16 PEACE AND JUSTICE STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS


THE GLOBAL GOALS
For Sustainable Development

SUSTAINABLE DEVELOPMENT GOALS

South32 supports the United Nations (UN) Sustainable Development Goals (SDGs). The United Nations 2030 Agenda for Sustainable Development defined 17 SDGs in September 2015 that seek to address the world's greatest challenges. The SDGs build on the work undertaken through the Millennium Development Goals, but have a greater focus on the involvement of the private sector. Our approach to health supports two SDGs:

3 GOOD HEALTH AND WELL-BEING

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

SDG 3 - GOOD HEALTH AND WELLBEING where we seek to ensure healthy lives and promote wellbeing for all at all ages.

SDG 12 - RESPONSIBLE CONSUMPTION AND PRODUCTION where we promote resource and energy efficiency, sustainable infrastructure, and providing access to basic services, green and decent jobs and a better quality of life for all.

In FY2017, we will continue to align our activities to the specific SDG targets underpinning each SDG goal, in order to advance the 2030 Agenda for Sustainable Development.

WHO WE ARE



OUR PURPOSE

Our purpose is to make a difference by developing natural resources, improving people's lives now and for generations to come. We are trusted by our owners and partners to realise the potential of their resources.



OUR STRATEGY

Our strategy is to invest in high-quality metals and mining operations where our distinctive capabilities and regional model enable us to stretch performance in a sustainable way. By maintaining financial discipline and continually optimising our portfolio we will deliver sector leading total shareholder returns.



OUR VALUES

CARE

We care about people, the communities we are a part of and the world we depend on.

TRUST

We deliver on our commitments and rely on each other to do the right thing.

TOGETHERNESS

We value difference, listen and share, knowing that together we are better.

EXCELLENCE

We are courageous and challenge ourselves to be the best in what matters.

IMPORTANT NOTICES AND DISCLAIMER

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