

## GRI content index

Gem Diamonds has made a long-term commitment to full (i.e. application Level A) GRI disclosure by the end 2013, including the Mining and Metals Sector Supplement (MMS). As at 31st December 2012 we fully reported against 81% of GRI G3.1 requirements.

### Performance indicators

GRI reference	Indicator description	Assessment	Reference
<b>Economic</b>			
EC1	Direct economic value generated and distributed	◆	Optimising community benefit P 48
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	◇	Not applicable
EC3	Coverage of the organisation's defined benefit plan obligations	◆	Developing and retaining our people P 44
EC4	Significant financial assistance received from government	◆	Our governance approach P 15
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	◆	Developing and retaining our people P 44
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation	◆	Optimising community benefit P 48
EC7	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation	◆	Optimising community benefit P 38 Developing and retaining our people P 42
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement	◆	Optimising community benefit P 47
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts	◇	Optimising community benefit P 48
<b>Environment</b>			
EN1	Materials used by weight or volume	◆	Reducing our resource consumption P 25
EN2	Percentage of materials used that are recycled input materials	◆	Reducing our resource consumption P 27
EN3	Direct energy consumption by primary energy source	◆	Reducing our resource consumption P 26
EN4	Indirect energy consumption by primary source	◆	Reducing our resource consumption P 26
EN5	Energy saved due to conservation and efficiency improvements	◆	Reducing our resource consumption P 26
EN6	Initiatives to provide energy-efficient or renewable-energy-based products and services, and reductions in energy requirements as a result of these initiatives	◆	Reducing our resource consumption P 26
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	◆	Reducing our resource consumption P 26
EN8	Total water withdrawal by source	◆	Reducing our resource consumption P 27
EN9	Water sources significantly affected by withdrawal of water	◆	Reducing our resource consumption P 28
EN10	Percentage and total volume of water recycled and re-used	◇	Reducing our resource consumption P 27
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	◆	Minimising our environmental impacts P 34 P 36
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	◆	Minimising our environmental impacts P 36
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	◆	Minimising our environmental impacts P 33
EN13	Habitats protected or restored	◆	Minimising our environmental impacts P 33
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity	◆	Minimising our environmental impacts P 36
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	◆	Minimising our environmental impacts P 36
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	◆	Minimising our environmental impacts P 36
EN16	Total direct and indirect greenhouse gas emissions by weight	◆	Reducing our resource consumption P 27
EN17	Other relevant indirect greenhouse gas emissions by weight	◇	Not applicable
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	◆	Reducing our resource consumption P 26
EN19	Emissions of ozone-depleting substances by weight	◇	Not applicable
EN20	NOx, SOx, and other significant air emissions by type and weight	◇	Not applicable
EN21	Total water discharge by quality and destination	◆	Minimising our environmental impacts P 34
EN22	Total weight of waste by type and disposal method	◆	Minimising our environmental impacts P 34
MM3	Total amounts of overburden, rock, tailings and sludges and their associated risks	◆	Minimising our environmental impacts P 34
EN23	Total number and volume of significant spills	◆	Minimising our environmental impacts P 32
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention	◆	Minimising our environmental impacts P 34

Performance indicators

GRI reference	Indicator description	Assessment	Reference
<b>Environment continued</b>			
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff	◆	Reducing our resource consumption P 27
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	◆	Reducing our resource consumption P 24 Minimising our environmental impacts P 30
EN27	Percentage of products sold and their packaging materials that are reclaimed by category	◇	Not applicable
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	◆	Our governance approach P 14
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce	◇	Not applicable
EN30	Total environmental protection expenditures and investments by type	◆	Minimising our environmental impacts P 37
<b>Labour practices and decent work</b>			
LA1	Total workforce by employment type, employment contract and region, broken down by gender	◆	Developing and retaining our people P 40
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region	◇	Developing and retaining our people P 40
LA3	Benefits provided to full time employees that are not provided to temporary or part time employees, by significant locations of operation	◆	Developing and retaining our people P 44
LA4	Percentage of employees covered by collective bargaining agreements	◆	Developing and retaining our people P 44
LA5	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements	◆	Developing and retaining our people P 44
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	◆	Creating a safe and healthy working environment P 21
MM4	Number of strikes and lock-outs exceeding one week's duration, by country	◆	Developing and retaining our people P 44
LA7	Rates of injury, occupational diseases, lost days and absenteeism, and number of work related fatalities by region and by gender	◆	Creating a safe and healthy working environment P 18
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases	◆	Creating a safe and healthy working environment P 23
LA9	Health and safety topics covered in formal agreements with trade unions	◆	Creating a safe and healthy working environment P 18
LA10	Average hours of training per year per employee by gender, and by employee category	◆	Developing and retaining our people P 42
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	◆	Developing and retaining our people P 42
LA12	Percentage of employees receiving regular performance and career development reviews, by gender	◇	Developing and retaining our people P 42
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group members, and other indicators of diversity	◆	Developing and retaining our people P 43
LA14	Ratio of basic salary and remuneration of women to men by employee category by significant location of operations	◆	Developing and retaining our people P 44
LA15	Return to work and retention rates after parental leave by gender	◇	Not applicable
<b>Human rights</b>			
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening	◇	Not applicable
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken	◇	Not applicable
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	◆	Developing and retaining our people P 44
HR4	Total number of incidents of discrimination and corrective actions taken	◆	Developing and retaining our people P 44
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights	◆	Developing and retaining our people P 44
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	◆	Optimising community benefit P 48 P 51
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour	◆	Developing and retaining our people P 44
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour	◆	Developing and retaining our people P 44
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations	◆	Developing and retaining our people P 44
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken	◆	Optimising community benefit P 55
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments	◆	Developing and retaining our people P 44
HR11	Number of grievances related to human rights filed addressed and resolved through formal grievance mechanisms	◆	Developing and retaining our people P 44 P 55

## Performance indicators

GRI reference	Indicator description	Assessment	Reference
<b>Society</b>			
SO1 (G3)	Nature, scope and effectiveness of any programmes and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting	◆	Optimising community benefit P 47
SO1 (G3.1)	Percentage of operations with implemented local community engagement, impact assessments, and development programmes	◆	Optimising community benefit P 47
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples	◆	Optimising community benefit P 55
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	◆	Optimising community benefit P 55
MM8	Number (and percentage) of company operating sites where artisanal and small-scale mining takes place on, or adjacent to the site; the associated risks and the actions taken to manage and mitigate these risks	◆	Optimising community benefit P 50
MM9	Sites where resettlement took place, the number of households resettled in each, and how their livelihoods were affected in the process	◆	Optimising community benefit P 56
MM10	Number or percentage of operations with closure plans	◆	Minimising our environmental impacts P 33
SO2	Percentage and total number of business units analysed for risks related to corruption	◆	Our governance approach P 14
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures	◆	Our governance approach P 14
SO4	Actions taken in response to incidents of corruption	◆	Our governance approach P 14
SO5	Public policy positions and participation in public policy development and lobbying	◇	Not applicable
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	◆	Our governance approach P 15
SO7	Total number of legal actions for anticompetitive behaviour, anti-trust, and monopoly practices and their outcomes	◆	Our governance approach P 15
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	◆	Our governance approach P 14
MM11	Programs and progress relating to materials stewardship	◇	Not applicable
SO9	Operations with significant potential or actual negative impacts on local communities	◆	Optimising community benefit P 47
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities	◆	Optimising community benefit P 47
<b>Product responsibility</b>			
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures	◇	Not applicable
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes	◇	Not applicable
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	◇	Not applicable
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	◆	Our governance approach P 14 Product integrity P 59
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	◆	Product integrity P 59
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship	◇	Not applicable
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes	◇	Not applicable
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	◆	Product integrity P 59
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	◆	Our governance approach P 14 Product integrity P 59
<b>Strategy and analysis</b>			
1.1	Statement from the most senior decision-maker of the organisation	◆	Chief Executive Officer's Review P 6
1.2	Description of key impacts, risks, and opportunities	◆	Our strategy P 8 Our sustainable development framework P 9
<b>Organisational profile</b>			
2.1	Name of the organisation	◆	Front cover
2.2	Primary brands, products, and/or services.	◆	About Gem Diamonds P 4
2.3	Operational structure of the organisation	◆	About Gem Diamonds P 4 Our governance approach P 14
2.4	Location of organisation's headquarters.	◆	About Gem Diamonds P 4
2.5	Number of countries where the organisation operates	◆	About Gem Diamonds P 4
2.6	Nature of ownership and legal form	◆	About Gem Diamonds P 4
2.7	Markets served	◆	About Gem Diamonds P 4

Performance indicators

GRI reference	Indicator description	Assessment	Reference
<b>Organisational profile continued</b>			
2.8	Scale of the reporting organisation	◆	About Gem Diamonds P 4
2.9	Significant changes during the reporting period regarding size, structure, or ownership	◆	About Gem Diamonds P 4
2.10	Awards received in the reporting period	◇	No rewards received
<b>Report parameters</b>			
3.1	Reporting period	◆	About this report P 3
3.2	Date of most recent previous report	◆	About this report P 3
3.3	Reporting cycle	◆	About this report P 3
3.4	Contact point for questions regarding the report or its contents	◆	Back cover
3.5	Process for defining report content	◇	About this report P 3 Our sustainable development framework P 9
3.6	Boundary of the report	◆	About this report P 3
3.7	Limitations on the scope or boundary of the report	◆	About this report P 3
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities	◆	About this report P 3
3.9	Data measurement techniques and the bases of calculations	◆	About this report P 3
3.10	Explanation of the effect of any re-statements of information provided in earlier reports	◇	Not applicable
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods	◆	About this report P 3
3.12	Table identifying the location of the Standard Disclosures in the report	◆	GRI content index P 62
3.13	Policy and current practice with regard to seeking external assurance for the report	◆	About this report P 3
<b>Governance, commitments and engagement</b>			
4.1	Governance structure of the organisation	◆	Our governance approach P 14 2012 Annual Report –
4.2	Indicate whether the Chair of the highest governance body is also an executive officer	◆	Our governance approach P 14 2012 Annual Report –
4.3	Number and gender of members of the highest governance body that are independent and/or non-Executive members	◆	Our governance approach P 14 2012 Annual Report –
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	◆	2012 Annual Report –
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives	◆	2012 Annual Report –
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided	◆	2012 Annual Report –
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees	◆	2012 Annual Report –
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance	◆	2012 Annual Report –
4.9	Procedures of the highest governance body for overseeing the organisation's identification and management of economic, environmental, and social performance	◆	2012 Annual Report –
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance	◆	2012 Annual Report –
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation	◆	Minimising our environmental impacts P 31 IFC
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses	◆	About this report P 3 Our governance approach P 14 Creating a safe and healthy working environment P 17 Minimising our environmental impacts P 31 Product integrity P 59
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organisations	◆	Developing and retaining our people P 44 Creating a safe and healthy working environment P 19 Product integrity P 59
4.14	List of stakeholder groups engaged by the organisation	◆	Optimising community benefit P 55
4.15	Basis for identification and selection of stakeholders with whom to engage	◆	Optimising community benefit P 55
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	◆	Optimising community benefit P 55
4.17	Key topics and concerns that have been raised through stakeholder engagement	◆	Optimising community benefit P 55