

## GRI Index

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<b>Society</b>				
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## Appendix A: Waste generation and disposal method

Operation	Waste stream	Trans-boundary movement of waste	Disposal method	Comments
Letšeng	Domestic and general waste (including inert industrial waste)	No	Wastes are separated into recyclable and non-recyclable waste. Non-recyclable wastes are incinerated using an on-site, EU emissions standards-compliant incinerator.	Letšeng continues to operate in compliance with its operation-specific integrated waste management plan.
	Hazardous waste	Yes	Waste oil generated on the site is collected and transported to South Africa under the provisions of the Basel Convention for recycling. Oily rags, and any additional used oil, are used as a fuel source for the on-site EU emissions standards-compliant incinerator. Incinerator ash is transported to South Africa under the provisions of the Basel Convention for landfilling.	
	Healthcare waste	No	Medical wastes are incinerated using an on-site, EU-compliant incinerator.	
	Sewage	No	Sewage is treated by means of an on-site sewage treatment plant and liquid effluent is discharged to the slimes dam.	
Ghaghoo	Domestic and general waste (including inert industrial waste)	No	Wastes are separated into recyclable and non-recyclable waste. Non-recyclable wastes are disposed of at a licensed landfill site in Lephephe.	Due to the fact that the Ghaghoo mine is located within the Central Kalahari Game Reserve, no waste may be disposed of on site.
	Hazardous waste	Yes	Used oils are collected and recycled by a licensed service provider. During 2013, all other hazardous wastes were stored in appropriately enclosed and contained facilities on site, until the trans-boundary movement of the waste to South Africa for disposal is approved.	During 2015, the operation embarked on its first transboundary movement of waste in order to responsibly dispose of the waste at a licensed facility. Botswana does not currently have licensed hazardous waste disposal sites and therefore the waste was moved to South Africa for disposal. This was done in compliance with the Basel Convention.
	Healthcare waste	No	Transported by medical service provider to a licensed facility in Gaborone for disposal.	All the necessary regulatory requirements are in place and continue to be met.
	Other: reverse osmosis brine	No	Reverse osmosis brine is disposed of onto a lined evaporation pond.	A contamination transport model was conducted. It was concluded that the disposal of the brine and/or treated sewage effluent would have no material impact on the receiving groundwater environment and/or other water users.
	Sewage	No	Sewage is treated by means of an on-site sewage treatment plant and treated liquid effluent is discharged onto a lined grey-water dam.	

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## Appendix B: Waste generated by year and category

Waste generated per category	Year	General and industrial waste (kg)	Hazardous waste disposed (kg)	Total volume of waste incinerated (kg)	Total volume of waste recycled (kg)
Letšeng	2012	93 521	1 191	388	15
	2013	1 215	111	147	0
	2014	1 238	204	147	0
	2015	89 845	0	47 029	0
Ghaghoo	2012	596	1	0	0
	2013	406	8	0	0
	2014	110	25	0	0
	2015	1 005	400	0	0
Other operations	2012	1 210	0	0	0
	2013	474	0	0	0
	2014	428	0	0	0
	2015	451	0	0	0

## Appendix C: Benefit descriptions at specific operations

Benefit description	UK	RSA	Belgium	Mauritius	Lesotho	Botswana
Life insurance	–	–	–	–	–	–
On-site healthcare (in excess of first-aid emergency assistance)	–	–	–	–	•	•
External healthcare/medical aid	–	–	–	–	–	–
Workman's compensation/similar	•	•	–	•	•	•
Disability/invalidity cover under workman's compensation/similar	•	•	–	•	•	•
Maternity/paternity leave	•	•	•	–	–	•
Retirement provision	–	–	–	–	•	•
Stock ownership/options	•	•	–	–	•	•
Social security	•	•	•	–	–	–

• Provided  
– Not provided

## Appendix D: Restatements

## Restatements

During the implementation of new Group sustainability software, discrepancies were noted in terms of the formula the Group has been using since 2011 to calculate Group-wide energy usage. This led to certain parameters being included twice and Gem Diamonds grossly overstating energy consumption over the 2011 to 2014 period. Energy consumption comparatives for 2011 – 2014 have therefore been restated to reflect the updated calculations.