REPORTING IN LINE WITH GRI

The following table presents the GRI content index in line with the G4 guidelines, including GRI's G4 Mining and Metals Sector Supplement (MMSS), to which Northam has reported 'in accordance' with the Core option.

SPECIFIC STANDARD DISCLOSURES				
General standard disclosures		**Section and page number**	**Reporting level**	**External assurance**
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	Chief executive's review (pages 18 – 21)	Fully	Assured
G4-2	Provide a description of key impacts	Managing business risks and opportunities (pages 33 – 38) Sustainability review (pages 80 – 81) Stakeholder engagement (pages 82 – 86) Northam's operations have been affected by strike action (Zondereinde) and are still ramping up (Booysendal). The company is reviewing its sustainability targets and will include revised targets in the F2015 report	Fully	Assured
ORGANISATIONAL PROFILE				
G4-3	Report the name of the organisation	Front cover Scope (inside front cover)	Fully	Assured
G4-4	Report the primary brands, products, and services	Profile, structure and products (pages 3 – 5)	Fully	Assured
G4-5	Report the location of the organisation's headquarters	Northam Platinum and the Bushveld Complex (page 2) Administration and contact information (inside back cover)	Fully	Assured
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	Scope (inside front cover) Northam Platinum and the Bushveld Complex (page 2) Corporate profile (page 3)	Fully	Assured
G4-7	Report the nature of ownership and legal form	Profile, structure and products (pages 3 - 5)	Fully	Assured
G4-8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	Profile, structure and products (pages 3 – 5) Manufactured capital (pages 135 – 136)	Fully	Assured
G4-9	Report the scale of the organisation, including: a. Total number of employees b. Total number of operations c. Net sales (for private sector organisations) or net revenues (for public sector organisations) d. Total capitalisation broken down in terms of debt and equity (for private sector organisations) e. Quantity of products or services provided	Scope (inside front cover) Corporate profile (page 3) Chief executive's review (page 19) Chief financial officer's review (pages 68 – 70, 75, 77) Annual financial statements – statement of financial position (page 196 – 197) Human capital (page 105)	Fully	Assured

SPECIFIC STANDARD DISCLOSURES

General standard disclosures		Section and page number	Reporting level	External assurance
G4-10	Report the composition of the workforce, including: a. Report the total number of employees by employment contract and gender. b. Report the total number of permanent employees by employment type and gender. c. Report the total workforce by employees and supervised workers and by gender. d. Report the total workforce by region and gender. e. Report whether a substantial portion of the organisation's work is performed by workers who are legally recognised as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries)	Human capital (pages 105 – 106 and 108 – 109)	Partially	Assured
G4-11	Report the percentage of total employees covered by collective bargaining agreements	Report of the SE&HR committee (pages 42 -43) Human capital (pages 103 – 104)	Fully	Assured
G4-12	Describe the organisation's supply chain	Profile, structure and products (page 5) Manufactured capital (pages 132 – 136)	Partially	Assured
G4-13	Report any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain, including: a. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions b. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organisations) c. Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination	Scope (inside front cover) Profile, structure products (page 3) Chairman's statement (page 17)	Fully	Assured
G4-14	Report whether and how the precautionary approach or principle is addressed by the organisation	This page The precautionary approach (that is, the recognition of our duty to consider and take action to investigate, address and mitigate threats of harm to the environment even when cause and effect relationships have not been fully identified) is embedded in policies, and implemented through our risk management processes.	Fully	Assured

SPECIFIC STANDARD DISCLOSURES				
General standard disclosures		**Section and page number**	**Reporting level**	**External assurance**
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses	www.cdp.net/en-US/Results/Pages/Company-Responses.aspx?company=13459 Throughout this report The South African mining industry, including Northam, is governed by various laws, codes and guidance initiatives. These include: • MPRDA • NEMA • Employment equity act • National water act • Mining Charter • ILO • SAMREC Voluntary codes Northam subscribes to include: • GRI • CDP • SRI • MHSC targets • Framework agreement on a sustainable mining industry • Framework for peace and stability in the mining industry	Fully	Assured
G4-16	List memberships of associations (such as industry associations) and national or international advocacy organisations in which the organisation: • Holds a position on the governance body • Participates in projects or committees • Provides substantive funding beyond routine membership dues • Views membership as strategic	As a South African mining company, Northam is a member of the Chamber of Mines which is an industry association responsible for representing the interests of the mining industry. Natural capital (page 125)	Fully	Assured
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES				
G4-17	a. List all entities included in the organisation's consolidated financial statements or equivalent documents b. Report whether any entity included in the organisation's consolidated financial statements or equivalent documents is not covered by the report	Profile, structure and products (page 3)	Fully	Assured
G4-18	a. Explain the process for defining the report content and the Aspect Boundaries b. Explain how the organisation has implemented the Reporting Principles for Defining Report Content	Managing business risks and opportunities (pages 33 – 38) Sustainability review (pages 80 – 81) Stakeholder engagement (pages 82 – 86) Throughout this report	Fully	Assured

SPECIFIC STANDARD DISCLOSURES				
General standard disclosures		**Section and page number**	**Reporting level**	**External assurance**
G4-19	List all the material Aspects identified in the process for defining report content	Managing business risks and opportunities (pages 33 – 38) Sustainability review (pages 82 – 86) Stakeholder engagement (pages 82 – 86) Throughout the report	Fully	Assured
G4-20	For each material Aspect, report the Aspect Boundary within the organisation, as follows: • Report whether the Aspect is material within the organisation • If the Aspect is not material for all entities within the organisation (as described in G4-17), select one of the following two approaches and report either: • The list of entities or groups of entities included in G4-17 for which the Aspect is not material or • The list of entities or groups of entities included in G4-17 for which the Aspects is material • Report any specific limitation regarding the Aspect Boundary within the organisation	Managing business risks and opportunities (pages 33 – 38) Sustainability review (pages 82 – 86) Stakeholder engagement (pages 82 – 86) Throughout the report	Fully	Assured
G4-21	For each material Aspect, report the Aspect Boundary outside the organisation, as follows: • Report whether the Aspect is material outside of the organisation • If the Aspect is material outside of the organisation, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified • Report any specific limitation regarding the Aspect Boundary outside the organisation	Throughout this report	Fully	Assured
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements	Scope (inside front cover)	Fully	Assured
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries	Scope (inside front cover) Profile, structure products (page 3)	Fully	Assured
STAKEHOLDER ENGAGEMENT				
G4-24	Provide a list of stakeholder groups engaged by the organisation	Stakeholder engagement (pages 82 – 86) Throughout the **Reviewing sustainability in terms of the five capitals** section	Fully	Assured
G4-25	Report the basis for identification and selection of stakeholders with whom to engage	Managing business risks and opportunities (pages 33 – 38) Sustainability review (pages 81 – 82) Stakeholder engagement (pages 82 – 86)	Fully	Assured

SPECIFIC STANDARD DISCLOSURES				
General standard disclosures		**Section and page number**	**Reporting level**	**External assurance**
G4-26	Report the organisation's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and give an indication as to whether any of the engagement was undertaken specifically as part of the report preparation process	Managing business risks and opportunities (pages 33 – 38) Sustainability review (pages 81 – 82) Stakeholder engagement (pages 82 – 86) Throughout the **Reviewing sustainability in terms of the five capitals** section	Fully	Assured
G4-27	Report key topics and concerns 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	Managing business risks and opportunities (pages 33 – 38) Sustainability review (pages 81 – 82) Stakeholder engagement (pages 82 – 86) Throughout the **Reviewing sustainability in terms of the five capitals** section	Fully	Assured
REPORT PROFILE				
G4-28	Reporting period (such as fiscal or calendar year) for information provided	Scope (inside front cover)	Fully	Assured
G4-29	Date of most recent previous report (if any)	Scope (inside front cover)	Fully	Assured
G4-30	Reporting cycle (such as annual, biennial)	Scope (inside front cover)	Fully	Assured
G4-31	Provide the contact point for questions regarding the report or its contents	Administration and contact information (inside back cover)	Fully	Assured
G4-32	'In accordance' option: a. Report the 'in accordance' option the organisation has chosen. b. Report the GRI Content Index for the chosen option. c. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.	GRI content index and independent assurance report (pages 274 – 278)	Fully	Assured
G4-33	Assurance: a. Report the organisation's policy and current practice with regard to seeking external assurance for the report. b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. c. Report the relationship between the organisation and the assurance providers. d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organisation's sustainability report.	Scope (inside front cover) Independent assurance report (page 286)	Fully	Assured

SPECIFIC STANDARD DISCLOSURES				
General standard disclosures		**Section and page number**	**Reporting level**	**External assurance**
GOVERNANCE				
Governance structure and composition				
G4-34	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.	Corporate governance report (pages 24 – 30)	Fully	Assured
G4-36	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.	Corporate governance report (pages 29 – 31) The chief executive takes ultimate responsibility for matters relating to the sustainability at the business.	Fully	Assured
G4-38	Report the composition of the highest governance body and its committees by: • 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 • Stakeholder representation	Corporate governance report (pages 24 – 30)	Fully	Assured
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).	Corporate governance report (pages 24 – 30)	Fully	Assured
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: • Cross-board membership • Cross-shareholding with suppliers and other stakeholders • Existence of controlling shareholder • Related party disclosures	Corporate governance report (pages 25, 27 and 32)	Fully	Assured
G4-47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	Corporate governance report (page 28 – 30)	Fully	Assured
Highest governance body's role in sustainability reporting				
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	Corporate governance report (28 – 30)	Fully	Assured

SPECIFIC STANDARD DISCLOSURES				
General standard disclosures		**Section and page number**	**Reporting level**	**External assurance**
Remuneration and incentives				
G4-51	a. Report the remuneration policies for the highest governance body and senior executives for the types of remuneration below: • Fixed pay and variable pay: • Performance-based pay • Equity-based pay • Bonuses • 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 b. Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives	Report of the SE&HR committee (pages 41 – 49) AFS (pages 148 – 156)	Fully	Assured
G4-52	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.	Report of the SE&HR committee (pages 41 – 49)	Fully	Assured
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	Corporate governance report (pages 31 – 32) www.northam.co.za/governance/policies-and-procedures	Fully	Assured
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	Corporate governance report (pages 31 and 32) www.northam.co.za/governance/policies-and-procedures	Fully	Assured
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, whistleblowing mechanisms or hotlines	Corporate governance report (pages 31 and 32) www.northam.co.za/governance/policies-and-procedures	Fully	Assured

REPORTING IN LINE WITH GRI

SPECIFIC STANDARD DISCLOSURES					
Material aspects: DMA and indicators		**Page**	**Omissions**	**Reporting level**	**External assurance**
ECONOMIC					
Economic performance		DMA: Financial capital (pages 87 – 92)	N/A	Fully	Assured
G4-EC1	G4-EC1: Direct economic value generated and distributed	Financial capital (pages 88 – 92)	N/A	Fully	LA Assured
G4-EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	Natural capital (page 128 – 131) Carbon Disclosure Project Report www.cdp.net/en-US/Results/Pages/Company-Responses.aspx?company=13459	Total financial data has not been collated for F2014 although savings related to specific projects and risks and opportunities are discussed in the CDP report.	Partially reported	Not assured
G4-EC4	Financial assistance received from government	Financial capital (page 89)	N/A	Fully	Not assured
Indirect economic impacts		DMA: Financial capital (pages 90 – 94)	N/A	Fully	Assured
G4-EC7	Development and impact of infrastructure investments and services supported	Financial capital (page 89) Social capital (pages 114 – 119)	N/A	Fully	LA Assured
G4-EC8	Significant indirect economic impacts, including the extent of impacts	Financial capital (page 89) Social capital (pages 114 – 119)	N/A	Fully	Not assured
Procurement practices		DMA: Financial capital (pages 90 and 91)	N/A	Fully	Assured
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	Financial capital (pages 90 and 91)	N/A	Fully	Not assured
ENVIRONMENTAL					
Materials		DMA: Natural capital (page 123)	N/A	Fully	Assured
G4-EN1	Materials used by weight or volume	Natural capital (page 124)	N/A	Fully	Not assured
Energy		Natural capital (page 126)	N/A	Fully	Assured
G4-EN3	Direct energy consumption	Natural capital (pages 126 – 127)	N/A	Fully	LA Assured
G4-EN5	Energy intensity	Natural capital (pages 126 – 129)	N/A	Fully	Not assured
Water		DMA: Natural capital (page 125)	N/A	Fully	Assured
G4-EN8	Total water withdrawal by source	Natural capital (pages 125 – 126)	N/A	Fully	Not assured
Biodiversity		DMA: Natural capital (page 130 – 131)	N/A	Fully	Assured
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Natural capital (page 130 – 131)	N/A	Fully	Not assured

SPECIFIC STANDARD DISCLOSURES					
Material aspects: DMA and indicators		**Page**	**Omissions**	**Reporting level**	**External assurance**
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	Natural capital (page 130 – 131)	N/A	Fully	Not assured
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Natural capital (page 130 - 131)	N/A	Fully	Not assured
Emissions		DMA: Natural capital (pages 128 and 130)	N/A	Fully	Assured
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Natural capital (page 129) Carbon Disclosure Project Report www.cdp.net/en-US/Results/Pages/Company-Responses.aspx?company=13459	N/A	Fully	LA Assured
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Natural capital (page 129) Carbon Disclosure Project Report www.cdp.net/en-US/Results/Pages/Company-Responses.aspx?company=13459	N/A	Fully	LA Assured
G4-EN18	Greenhouse gas (GHG) emissions intensity	Natural capital (pages 130 and 131) Carbon Disclosure Project Report www.cdp.net/en-US/Results/Pages/Company-Responses.aspx?company=13459	N/A	Fully	Not assured
G4-EN20	Emissions of ozone depleting substances	Natural capital (page 129)	N/A	Fully	Assured (SO2 – LA)
G4-EN22	Total water discharge by quality and destination	Natural capital (pages 125 - 126)	N/A Note: Northam has a "no release policy". Discharges may be logged as environmental incidents depending on severity. No significant environmental incidents were recorded during the year.	Partially reported	Not assured
Effluents and waste		DMA: Natural capital (pages 122 – 123)	N/A	Fully	Assured
G4-EN24	Total number and volume of significant spills	Natural capital (page 122)	N/A	Fully	LA Assured
G4-EN34	Number of grievances about environmental impacts filed addressed and resolved through formal grievance mechanisms	Natural capital (page 122) This page	No grievances regarding environmental impacts were received during the year.	Fully	Not assured
Compliance			**N/A**	**Fully**	Assured
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Natural capital (page 122) This page	Northam did not receive any significant fines or non-monetary sanctions for non-compliance with environmental laws and regulations	Fully	Not assured

SPECIFIC STANDARD DISCLOSURES					
Material aspects: DMA and indicators		**Page**	**Omissions**	**Reporting level**	**External assurance**
SOCIAL: LABOUR PRACTICES AND DECENT WORK					
Employment		DMA: Human capital (pages 102, 104 – 105)	N/A	Fully	Assured
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	Human capital (pages 105 – 106)	Turnover by age group or gender is not collated and therefore not available	Partially reported	Not assured
G4-LA4	Percentage of employees covered by collective bargaining agreements	Human capital (pages 103 – 105)	N/A	Fully	Not assured
Labour/management relations		DMA: Human capital (pages 103 – 105)	N/A	Fully	Assured
MM4	Number of strikes and lock-outs exceeding one week's duration, by country	Human capital (page 103)	N/A	Fully	Assured
Occupational health and safety		DMA: Human capital (pages 94 and 95)	N/A	Fully	Assured
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	Human capital (pages 94 – 95)	N/A	Fully	LA Assured
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	Human capital (pages 94 – 95)	Information on absenteeism is not available	Partially reported	
Diversity and equal opportunity		DMA: Human capital – employment equity and transformation (pages 107 – 109)	N/A	Fully	Assured
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	Human capital (page 108)	A breakdown of employees by age group is not available. A more critical measure in South Africa specifically, is the percentage of historically disadvantaged South Africans (HDSAs) in management roles and women in mining, which we have reported	Partially reported	LA Assured
Labour practices grievance mechanisms		DMA: Human capital – human rights (page 112)	N/A	Fully	Assured
G4-LA16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	Human capital (page 114)	N/A	Fully	Not assured

SPECIFIC STANDARD DISCLOSURES					
Material aspects: DMA and indicators		**Page**	**Omissions**	**Reporting level**	**External assurance**
SOCIAL: HUMAN RIGHTS					
G4-HR4	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	Human capital (pages 102 – 105)	No operations have been identified where the right to exercise freedom of association and collective bargaining may be at risk. Northam upholds the basic labour rights of the Fundamental Rights Convention of the ILO, through the implementation of fair employment practices	Fully	Not assured
Child labour		DMA: Human capital (pages 102 – 105)	N/A	Fully	Assured
G4-HR5	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	Human capital (pages 102 – 105)	Northam upholds the basic labour rights of the Fundamental Rights Convention of the ILO and in legislation, regulations and practices of South Africa. The company does not employ child labour, nor does it employ workers younger than 18 years of age as all prospective employees are screened in terms of Northam's employment policies and procedures.	Partially	Not assured
Forced or compulsory labour		DMA: Human capital (pages 102 – 105)			
G4-HR6	Operations and 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	Human capital (pages 102 – 105)	Northam upholds the basic labour rights of the Fundamental Rights Convention of the ILO and in legislation, regulations and practices of South Africa. No operations identified concerns relating to forced or compulsory labour.	Partially	Not assured
SOCIAL: SOCIETY					
Local communities		DMA: Social capital (page 114)	N/A	Fully	Assured
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programmes	Social capital (pages 114 – 119)	N/A	Fully	LA Assured
Anti-corruption		DMA: Corporate governance report (pages 29 – 32, 30 – 37)	N/A	Fully	Not assured