



bhpbilliton

# Sustainability Reporting Navigator 2016

# Sustainability Reporting Navigator 2016

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**Our Sustainability Report 2016 is prepared in accordance with the Global Reporting Initiative (GRI) G4 Comprehensive Sustainability Reporting Guidelines, including the GRI G4 Mining and Metals Sector Disclosures. The GRI guidelines encourage companies to report on practices and performance that relate to sustainability in a manner that is clear and open and uses a globally shared framework of indicators.**

The Sustainability Reporting Navigator 2016 indicates the sections of BHP Billiton's Sustainability Report and Annual Report that specifically address what we have done to address the GRI guidelines and uphold the 10 principles of the International Council on Mining and Metals and the United Nations Global Compact. The BHP Billiton Sustainability Report also serves as our Advanced Level Communication on Progress for the UN Global Compact.



**Sustainability Report 2016**



**Annual Report 2016**

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## **KPMG has provided:**

- limited assurance in respect of the BHP Billiton Sustainability Report 2016 for the year ended 30 June 2016 ('Sustainability Report 2016'), including Subject Matters 1 to 4 of the ICMM Sustainable Development Framework;
- reasonable assurance in respect of the greenhouse gas emissions (Scope 1 and 2) and voluntary community investment included in the Sustainability Report 2016.

A copy of KPMG's independent assurance report is the Sustainability Report 2016.



### International Council on Mining and Metals

**Principle 1:** Implement and maintain ethical business practices and sound systems of corporate governance.

**Principle 2:** Integrate sustainable development considerations within the corporate decision-making process.

**Principle 3:** Uphold fundamental human rights and respect cultures, customs and values in dealings with employees and others who are affected by our activities.

**Principle 4:** Implement risk management strategies based on valid data and sound science.

**Principle 5:** Seek continual improvement of our health and safety performance.

**Principle 6:** Seek continual improvement of our environmental performance.

**Principle 7:** Contribute to conservation of biodiversity and integrated approaches to land use planning.

**Principle 8:** Facilitate and encourage responsible product design, use, re-use, recycling and disposal of our products.

**Principle 9:** Contribute to the social, economic and institutional development of the communities in which we operate.

**Principle 10:** Implement effective and transparent engagement, communication and independently verified reporting arrangements with our stakeholders.



### United Nations Global Compact

#### Human Rights

**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and

**Principle 2:** Make sure that they are not complicit in human rights abuses.

#### Labour

**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

**Principle 4:** The elimination of all forms of forced and compulsory labour;

**Principle 5:** The effective abolition of child labour; and

**Principle 6:** The elimination of discrimination in respect of employment and occupation.

#### Environment

**Principle 7:** Businesses should support a precautionary approach to environmental challenges;

**Principle 8:** Undertake initiatives to promote greater environmental responsibility; and

**Principle 9:** Encourage the development and diffusion of environmentally friendly technologies.

#### Anti-Corruption

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

## UN Global Compact Advanced Level Criterion

**Criterion 1:** The COP describes mainstreaming into corporate functions and business units.

**Criterion 2:** The COP describes value chain implementation.

### Robust Human Rights Management Policies and Procedures.

**Criterion 3:** The COP describes robust commitments, strategies or policies in the area of human rights.

**Criterion 4:** The COP describes effective management systems to integrate the human rights principles.

**Criterion 5:** The COP describes effective monitoring and evaluation mechanisms of human rights integration.

### Robust Labour Management Policies and Procedures.

**Criterion 6:** The COP describes robust commitments, strategies or policies in the area of labour.

**Criterion 7:** The COP describes effective management systems to integrate the labour principles.

**Criterion 8:** The COP describes effective monitoring and evaluation mechanisms of labour principles integration.

### Robust Environmental Management Policies and Procedures

**Criterion 9:** The COP describes robust commitments, strategies or policies in the area of environmental stewardship.

**Criterion 10:** The COP describes effective management systems to integrate the environmental principles.

**Criterion 11:** The COP describes effective monitoring and evaluation mechanisms for environmental stewardship.

### Robust Anti-Corruption Management Policies and Procedures

**Criterion 12:** The COP describes robust commitments, strategies or policies in the area of anti-corruption.

**Criterion 13:** The COP describes effective management systems to integrate the anti-corruption principle.

**Criterion 14:** The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption.

### Taking Action in Support of Broader UN Goals and Issues

**Criterion 15:** The COP describes core business contributions to UN goals and issues.

**Criterion 16:** The COP describes strategic social investments and philanthropy.

**Criterion 17:** The COP describes advocacy and public policy engagement.

**Criterion 18:** The COP describes partnerships and collective action.

### Corporate Sustainability Governance and Leadership

**Criterion 19:** The COP describes CEO commitment and leadership.

**Criterion 20:** The COP describes Board adoption and oversight.

**Criterion 21:** The COP describes stakeholder engagement.

## Sustainability Reporting Navigator 2016 continued

Standard Disclosures				
Disclosure	BHP Billiton Response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Principles Reference
<b>Strategy and Analysis</b>				
G4-1	Statement from the most senior decision-maker of the organisation.	CEO review p.1	2	19
G4-2	Description of key impacts, risks, and opportunities.	CEO review p.1, Our sustainability context pp.8–9; Sustainability at a glance pp.12–13; each subsequent focus area contains the key risks/issues; <b>Annual Report</b> section 1.9 Management of risk; 2.14 Risk management governance structure	2, 4	19
<b>Organisational Profile</b>				
G4-3	Name of the organisation.	BHP Billiton		
G4-4	Primary brands, products, and/or services.	BHP Billiton locations pp.6–7; <b>Annual Report</b> section 1.12 Overview of assets		
G4-5	Location of organisation's headquarters.	BHP Billiton locations pp.6–7		
G4-6	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	BHP Billiton locations pp.6–7		
G4-7	Nature of ownership and legal form.	<b>Annual Report</b> section 7.3 Organisational structure		
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	<b>Annual Report</b> section 7.3 Organisational structure		
G4-9	Scale of the reporting organisation.	About this Sustainability report p.57; <b>Annual Report</b> section 7.3 Organisational structure		
G4-10	Total workforce by employment type, gender, employment contract and region.	Appendix – Performance – People		6
G4-11	Percentage of employees covered by collective bargaining agreements.	Employee relations – working together p.53	3	1, 3
G4-12	Describe the organisation's supply chain.	Supply chain management p.29		2
G4-13	Significant changes during the reporting period regarding size, structure, ownership.	Reporting approach boundary and scope p.57; <b>Annual Report</b> section 1.12 Overview of assets		
G4-14	Explanation of whether and how the precautionary approach or principle is addressed.	Sustainability at a glance pp.12–13 and Responsibly managing and enabling a resilient environment pp.30–35; <b>Annual Report</b> section 1.9 Management of risk	2, 4	7
G4-15	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	About this report p.55; Inside back cover – Voluntary initiatives and public commitments	10	

## Sustainability Reporting Navigator 2016 *continued*

Standard Disclosures				
Disclosure	BHP Billiton Response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Principles Reference
<b>Organisational Profile</b> <i>continued</i>				
G4-16	Memberships in associations.	About this Sustainability report p.57; Discussion throughout the Report on our connection with industry associations; Inside back cover – Voluntary initiatives and public commitments		
<b>Identified Material Aspects and Boundaries</b>				
G4-17	a) List all entities included in the organisation's consolidated financial statements; b) Report whether any entity included in the organisation's consolidated financial statements or equivalent documents is not covered by the report.	BHP Billiton locations pp.6–7; About this Sustainability Report p.57; <b>Annual Report</b> section 7.3 Organisational structure		
G4-18	Process for defining the report content and the Aspect Boundaries and explanation how the Reporting Principles for Defining Report Content has been implemented.	Sustainability at a glance pp.12–13		
G4-19	List all the Material Aspects identified in the process for defining report content.	Sustainability at a glance pp.12–13; Sustainability Reporting Navigator 2016 (online at <a href="http://www.bhpbilliton.com">www.bhpbilliton.com</a> )		
G4-20	For each Material Aspect, report the Aspect Boundary within the organisation,	Sustainability Reporting Navigator 2016 (online at <a href="http://www.bhpbilliton.com">www.bhpbilliton.com</a> )		
G4-21	For each Material Aspect, report the Aspect Boundary outside the organisation,	Sustainability Reporting Navigator 2015 (online at <a href="http://www.bhpbilliton.com">www.bhpbilliton.com</a> )		
G4-22	Explanation of the effect of any re-statements	Footnotes throughout the Sustainability Report		
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries.	About this Sustainability Report p.57		
<b>Stakeholder Engagement</b>				
G4-24	List of stakeholder groups engaged by the organisation.	About this Sustainability Report p.57	10	21
G4-25	Basis for identification and selection of stakeholders with whom to engage.	About this Sustainability Report p.55	10	21
G4-26	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	About this Sustainability Report p.57	10	21
G4-27	Key topics and concerns that have been 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.	Sustainability at a glance pp.12–13; Climate change – Our position p.20; Community engagement p.37; Our stakeholders p.57	10	21

## Sustainability Reporting Navigator 2016 continued

Standard Disclosures				
Disclosure	BHP Billiton Response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Principles Reference
<b>Reporting Profile</b>				
G4-28	Reporting period for information provided.	1 July 2015 – 30 June 2016 (FY2016)	10	
G4-29	Date of most recent previous report.	FY2015		
G4-30	Reporting cycle.	Annual	10	
G4-31	Contact point for questions regarding the report or its contents.	Inside back cover	10	
G4-32	Table identifying the location of the Standard Disclosures in the report.	Sustainability Reporting Navigator 2016 on our website		
G4-33	Policy and current practice with regard to seeking external assurance for the report.	About this Sustainability Report p.57; KPMG independent assurance report to the Directors and management of BHP Billiton p.64; <b>Annual Report</b> section 5.6 Independent Auditor's reports		19
<b>Governance</b>				
G4-34	Governance structure of the organisation, including committees responsible for decision-making on economic, environmental and social impacts.	Governance of sustainability p.8; <b>Annual Report</b> section 2.13 Board committees	1, 2	1, 20
G4-35	Process for delegating authority for economic, environmental and social topics from the highest governance body to the senior executives and other employees.	Governance of sustainability p.8; <b>Annual Report</b> section 2.13 Board committees; 2.15 Management	1, 2	1, 20
G4-36	Whether the organisation has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether the post holders report directly to the highest governance body.	Governance of sustainability p.8; <b>Annual Report</b> section 2.13 Board committees; 2.13.4 Sustainability Committee Report	1, 2	1, 20
G4-37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.	<b>Annual Report</b> section 4.8 Employee policies; section 2.3 Shareholder engagement	1, 2, 10	1, 20
G4-38	The composition of the highest governance body and its committees.	<b>Annual Report</b> section 2.5 Board membership; 2.7 Director skills, experience and attributes; 2.9 Independence	1, 2	1, 20
G4-39	Indicate whether the Chair of the highest governance body is also an executive officer.	<b>Annual Report</b> sections: 2.6 Chairman; 2.9 Independence	1, 2	1, 20
G4-40	Process for determining the qualifications and expertise of the members of the highest governance body.	<b>Annual Report</b> section 2.5 Board membership; 2.7 Director skills, experience and attributes	1, 2	1, 20
G4-41	Processes in place for the highest governance body to ensure conflicts of interest are avoided and managed.	<b>Annual Report</b> section 2.9 Independence (Conflict of interest)	1, 2	1, 20

## Sustainability Reporting Navigator 2016 continued

Standard Disclosures				
Disclosure	BHP Billiton Response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Principles Reference
<b>Governance</b> continued				
G4-42	Roles in the development, approval, and updating of the organisation's purpose, value or mission statements, strategies, policies, and goals.	<b>Annual Report</b> section 3.9 Corporate governance; 2.4 Role and responsibilities of the Board	1, 2	1, 20
G4-43	The measures taken to develop and enhance the highest governance body's collective knowledge.	<b>Annual Report</b> section 2.8 Director induction, training and development	1, 2	1, 20
G4-44	Processes for evaluating the highest governance body's own performance.	<b>Annual Report</b> section 2.10 Board evaluation	1, 2	1, 20
G4-45	Procedures of the highest governance body for overseeing the organisation's identification and management of performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct and principles.	Governance of sustainability p.8; <b>Annual Report</b> section 2.4 Role and responsibilities of the Board	1, 2	1, 20
G4-46	The highest governance body's role in reviewing the effectiveness of the organisation's risk management processes for economic, environmental and social topics.	Governance of sustainability p.8; <b>Annual Report</b> section 2.4 Role and responsibilities of the Board; 2.13.1 Risk and Audit Committee Report	1, 2, 4	1, 20
G4-47	The frequency of the highest governance body's review of economic, environmental and social impacts, risks and opportunities.	Governance of sustainability p.8; <b>Annual Report</b> section 2.11 Board meetings and attendance; 2.13 Board committees; 2.13.4 Sustainability Committee Report	1, 2, 4	1, 20
G4-48	The highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material aspects are covered.	Governance of sustainability p.8; <b>Annual Report</b> section 2.13.4 Sustainability Committee Report	1, 2	1, 20
G4-49	The process for communicating critical concerns to the highest governance body.	<b>Annual Report</b> section 2.3 Shareholder engagement	1, 2, 10	1, 20
G4-50	The nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	Governance of sustainability p.8; Business conduct p.26; <b>Annual Report</b> sections 2.3 Shareholder engagement; 2.13.4 Sustainability Committee Report	1, 2, 10	1, 20
G4-51	Remuneration policies for the highest governance body and senior executives for the following types of remuneration: Linkage to performance criteria to economic, environmental and social objectives.	Governance of sustainability p.8; Assessing our HSEC performance p.8; <b>Annual Report</b> section 3.18 Remuneration; 3.3 Remuneration policy report	1, 2	1, 20
G4-52	The process for determining remuneration; whether remuneration consultants are involved.	<b>Annual Report</b> section 2.13.2 Remuneration Committee Report; 3.3 Remuneration policy report	1, 2	1, 20
G4-53	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	<b>Annual Report</b> Section 3.3 Shareholder engagement	10	1, 20

## Sustainability Reporting Navigator 2016 continued

Standard Disclosures					
Disclosure	BHP Billiton Response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Principles Reference	
<b>Governance</b> <small>continued</small>					
G4-54	The ratio of the total annual compensation for the organisation's highest-paid individual in each country of significant operations to the median and annual total compensation for all employees (excluding the highest-paid individual) in the same country.	Performance data – People pp.60–61	6	1, 20	
G4-55	The ratio of the percentage increase in total annual compensation for the organisation's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	Performance data – People pp.60–61	6	1, 20	
<b>Ethics and Integrity</b>					
G4-56	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Our Charter (inside front cover); Measuring our performance p.8; Business conduct p.26	1, 2	10	12, 13, 14
G4-57	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.	Business conduct p.26; <b>Annual Report</b> section 2.3 Shareholder engagement	1, 2	10	12, 13, 14
G4-58	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 of hotlines.	Business conduct p.26; <b>Annual Report</b> section 2.3 Shareholder engagement	1, 2	10	12, 13, 14

Impact boundary key

- 1. Employees and contractors; 2. Business partners (JVs); 3. Local communities; 4. Customers;
- 5. Labour unions; 6. Shareholders and investor groups; 7. Industry peers and associations;
- 8. Government and regulators; 9. Suppliers; 10. Community organisations and NGOs (including environment)

Specific Standard Disclosures					
Disclosure	BHP Billiton response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Principles Reference	Impact boundary
<b>Economic</b>					
<b>Economic performance</b>					
DMA	Disclosure on Management Approach.	Actively supporting communities – Our position p.36; Contributing to the quality of life in communities p.39;			
G4-EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Contributing to local and national economies and beyond pp.17–19; Contributing to the quality of life in communities p.39; Appendix – Performance data – Economic (Payments to governments and Economic value distribution) p.59	9		15, 16, 17, 18
G4-EC2	Financial implications and other risks and opportunities for the organisation’s activities due to climate change.	Climate change – Our position p.20; Climate change portfolio analysis ( <a href="http://www.bhpbilliton.com">www.bhpbilliton.com</a> ); <b>Annual Report</b> section 1.9 Management of risk	6	7	9, 10, 11
G4-EC3	Coverage of the organisation’s defined benefit plan obligations.	<b>Annual Report</b> section 5.1 Consolidated Financial Statements: Note 30 Pension and other post-retirement obligations			
G4-EC4	Significant financial assistance received from government.	BHP Billiton does not receive significant financial assistance from governments			
<b>Market presence</b>					
DMA	Disclosure on Management Approach.	Leading inclusion and diversity – our position p.50	9		
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	Appendix – Performance – People (Table) p.61		6	6
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation.	Appendix – Performance – People (Footnote 3) p.61	9	6	6
<b>Indirect economic impacts</b>					
DMA	Disclosure on Management Approach.	Actively supporting communities – Our position p.36; Contributing to local and national economies and beyond pp.17–19; Contributing to the quality of life in communities p.39	9		
G4-EC7	Development and impact of infrastructure investments and services supported.	Contributing to local and national economies and beyond pp.17–19; Actively supporting communities – Our position p.36; Contributing to the quality of life in communities p.39	9		15, 16, 18
G4-EC8	Significant indirect economic impacts, including the extent of impacts.	Actively supporting communities – Our position p.36; Contributing to local and national economies and beyond pp.17–19; Contributing to the quality of life in communities p.39	9		15, 16, 18

**Impact boundary key**  
 1. Employees and contractors; 2. Business partners (JVs); 3. Local communities; 4. Customers;  
 5. Labour unions; 6. Shareholders and investor groups; 7. Industry peers and associations;  
 8. Government and regulators; 9. Suppliers; 10. Community organisations and NGOs  
 (including environment)

Specific Standard Disclosures					
Disclosure	BHP Billiton response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Principles Reference	Impact boundary
<b>Economic continued</b>					
<b>Procurement practices</b>					
DMA	Disclosure on Management Approach.	Supply chain management p.29; Supporting local businesses p.37	9		
G4-EC9	Proportion of spending on locally-based suppliers at significant locations of operation.	Supporting local businesses p.39	9	2	
<b>Environmental</b>					
<b>Materials</b>					
DMA	Disclosure on Management Approach.	Minimising, rehabilitating and compensating for impacts (use of recycled water) p.30	6		
G4-EN1	Materials used by weight or volume.	Performance data – Environment p.62	6	7, 8	
G4-EN2	Percentage of materials used that are recycled input materials.	Performance data – Environment p.62	6	8, 9	
<b>Energy</b>					
DMA	Disclosure on Management Approach.	Our position on climate change p.20	6		
G4-EN3	Energy consumption within the organisation.	Performance data – Environment p.62	6	7, 8	
G4-EN4	Energy consumption outside of the organisation.	Performance data – Environment p.62	6	8	
G4-EN5	Energy intensity.	Performance data – Environment pp.62–63 (and Footnote 3)	6	8	
EN-6	Reduction of energy consumption.	Climate Change – Mitigation p.21; Case study: Supporting REDD+ p.22	6	8, 9	
G4-EN7	Reductions in energy requirements of products and services.	Climate Change – Mitigation p.21; Case study: Supporting REDD+ p.22; Performance data – Environment p.62	6	8, 9	
<b>Water</b>					
DMA	Disclosure on Management Approach.	Responsibly managing and enabling a resilient environment – Our position p.30	6		
G4-EN8	Total water withdrawal by source.	Performance data – Environment p.62	6	7, 8	
G4-EN9	Water sources significantly affected by withdrawal of water.	Managing our water-related risks p.34; Case studies: Managing our water-related risks p.35	6	8	9, 10, 11
G4-EN10	Percentage and total volume of water recycled and reused.	Performance data – Environment p.62		8	

Impact boundary key

1. Employees and contractors; 2. Business partners (JVs); 3. Local communities; 4. Customers; 5. Labour unions; 6. Shareholders and investor groups; 7. Industry peers and associations; 8. Government and regulators; 9. Suppliers; 10. Community organisations and NGOs (including environment)

Specific Standard Disclosures					
Disclosure	BHP Billiton response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Principles Reference	Impact boundary
<b>Environmental continued</b>					
<b>Biodiversity</b>					
DMA	Disclosure on Management Approach.	Responsibly managing and enabling a resilient environment – Our position p.30	6, 7		
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Avoiding environmental impacts p.28; Minimising, rehabilitating and compensation for impacts p.30; Performance data – Environment p.62	2, 7	8	9, 10, 11
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.	BHP Billiton had no significant incidents resulting from our operated activities, with significant biodiversity impacts in protected areas and areas of high biodiversity value outside protected areas reported in FY2016	7	8	9, 10, 11
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	Performance data – Environment p.62	2, 6, 7	8	
G4-EN13	Habitats protected or restored.	Avoiding environmental impacts p.30; Minimising, rehabilitating and compensation for impacts p.30; Land and biodiversity target performance p.31; Performance data – Environment (land set aside for conservation) p.62; Case study: Conservation p.31	6, 7	8	9, 10, 11
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.	Sustainability at a glance (Environment target) p.12–13. Land and biodiversity target performance p.31	2, 6, 7	7, 8	
G4-EN14	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	We are improving our collection of data to disclose this information in future		8	
<b>Emissions</b>					
DMA	Disclosure on Management Approach.	Climate change – Our position – p.20	6		
G4-EN15	Direct GHG emissions (Scope 1).	Greenhouse gas emissions graph p.21; Performance data – Environment p.63	6	7, 8	9, 10, 11
G4-EN16	Energy indirect GHG emissions (Scope 2).	Greenhouse gas emissions graph p.21; Performance data – Environment p.63		7, 8	9, 10, 11
G4-EN17	Other indirect GHG emissions (Scope 3).	Performance data – Environment p.63	6	7, 8	9, 10, 11
G4-EN18	GHG emissions intensity.	Performance data – Environment p.63; Footnote (3) p.63		8	9, 10, 11
G4-EN19	Reduction of GHG emissions.	Sustainability at a glance pp.12–13; Climate change – Mitigation p.21; Performance data – Environment p.63	6	7, 8, 9	9, 10, 11

Impact boundary key

1. Employees and contractors; 2. Business partners (JVs); 3. Local communities; 4. Customers; 5. Labour unions; 6. Shareholders and investor groups; 7. Industry peers and associations; 8. Government and regulators; 9. Suppliers; 10. Community organisations and NGOs (including environment)

Specific Standard Disclosures					
Disclosure	BHP Billiton response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Principles Reference	Impact boundary
<b>Environmental continued</b>					
<b>Emissions continued</b>					
G4-EN20	Emissions of ozone-depleting substances by weight.	This has not been identified as a relevant/material issue. As a result, it is not included in our environmental data collection systems			2, 3, 9, 10
G4-EN21	NOx, SOx, and other significant air emissions by type and weight.	Performance data – Environment p.63	6	7, 8	9, 10, 11
<b>Effluents and waste</b>					
DMA	Disclosure on Management Approach.	Avoiding environmental impacts p.30; Minimising, rehabilitating and compensation for impacts p.30; Performance data – Environment (waste) p.61	6		2, 3, 8, 10
G4-EN22	Total water discharge by quality and destination.	Performance data – Environment p.62	6	8	9, 10, 11
G4-EN23	Total weight of waste by type and disposal method.	Performance data – Environment p.62	6	8	9, 10, 11
MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks.	Performance data – Environment p.62; Note: We do not collect/report the amounts of overburden and rock	7		9, 10, 11
G4-EN24	Total number and volume of significant spills.	Our sustainability performance pp.12–13; Performance data – Environment (Waste) p.62	6	8	9, 10, 11
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention.	Performance data – Environment p.62		8	9, 10, 11
G4-EN26	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.	We disclose this on a case by case basis through case studies: Managing our water-related risks p.35		8	9, 10, 11
<b>Environmental products and services</b>					
DMA	Disclosure on Management Approach.	Product stewardship p.29			2, 4, 9
G4-EN27	Extent of impact mitigation of environmental impacts of products and services.	Mitigation p.21; Product stewardship p.29	6	7, 8, 9	9, 10, 11
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category.	The majority of BHP Billiton's product tonnage is sold in bulk form and therefore has little or no packaging	8	8	9, 10, 11
<b>Environmental compliance</b>					
DMA	Disclosure on Management Approach.	Responsibly managing and enabling a resilient environment p.30	6		9, 10, 11
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Performance data – Environment p.63 <b>Annual Report</b> section 4.19 Performance in relation to environmental regulation	6	8	9, 10, 11

**Impact boundary key**  
 1. Employees and contractors; 2. Business partners (JVs); 3. Local communities; 4. Customers;  
 5. Labour unions; 6. Shareholders and investor groups; 7. Industry peers and associations;  
 8. Government and regulators; 9. Suppliers; 10. Community organisations and NGOs  
 (including environment)

Specific Standard Disclosures					
Disclosure	BHP Billiton response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Principles Reference	Impact boundary
<b>Environmental continued</b>					
<b>Aspect: Environmental transport</b>					
DMA	Disclosure on Management Approach.	Product stewardship p.29			
EN29 G4-EN30	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	Product stewardship p.29	6	7, 8, 9	9, 10, 11
<b>Environmental grievance mechanisms</b>					
DMA	Disclosure on Management Approach.	Actively supporting communities – Engagement p.37	6, 9		
G4-EN34	Number of grievances about environmental impacts filed, addressed and resolved through formal grievance mechanisms.	Actively supporting communities – Engagement p.37; Performance data – Society p.61	6	8	9, 10, 11
<b>Social: Labour Practices and Decent Work</b>					
<b>Employment</b>					
DMA	Disclosure on Management Approach.	Leading inclusion and diversity – our position p.50			
G4-LA1	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Performance data – People p.60		6	6, 7, 8
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operations.	<b>Annual Report</b> sections 3.8 Employee policies and engagement; 3.3. Remuneration policy report		6	6, 7, 8
G4-LA3	Return to work and retention rates after parental leave, by gender.	Performance data – People (footnote 2) p.61		6	6, 7, 8
<b>Labour/management relations</b>					
G4-LA4	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Employment relations – Working together p.53	3	3	6, 7, 8
MM4	Number of strikes and lock-outs exceeding one week's duration, by country.	Employment relations – Working together p.53	3	3	6, 7, 8
<b>Occupational health and safety</b>					
DMA	Disclosure on Management Approach.	Managing our responsibility for people's safety – our position p.14	5		
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 programs.	Managing our responsibility for people's safety – our position p.14	5		6, 7, 8

Impact boundary key

1. Employees and contractors; 2. Business partners (JVs); 3. Local communities; 4. Customers; 5. Labour unions; 6. Shareholders and investor groups; 7. Industry peers and associations; 8. Government and regulators; 9. Suppliers; 10. Community organisations and NGOs (including environment)

Specific Standard Disclosures					
Disclosure	BHP Billiton response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Principles Reference	Impact boundary
<b>Social: Labour Practices and Decent Work continued</b>					
<b>Occupational health and safety continued</b>					
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Performance data – People p.60 – We do not collect this data by gender	5	1	2, 6, 7, 8
G4-LA7	Workers with incidence or high risk of diseases related to their occupation.	Addressing potential health impacts associated with our operations – Our position p.54	5	1	6, 7, 8
G4-LA8	Health and safety topics covered in formal agreements with trade unions.	We do not have access to this information	5	3	6, 7, 8
<b>Training and education</b>					
DMA	Disclosure on Management Approach.	Developing our people p.52			1, 3, 5
G4-LA9	Average hours of training per year per employee by gender and by employee category.	Developing our people p.52; We do not collect this data by gender	5	6	6, 7, 8
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Developing our people p.52; We are improving our systems to report in future on the type and scope of programs implemented and assistance provided to upgrade employee skills	3	6	6, 7, 8
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	Developing our people p.52; We are improving our systems to report this data by employee category in future	3	6	6, 7, 8
<b>Diversity and equal opportunity</b>					
DMA	Disclosure on Management Approach.	Inclusion and diversity p.50			1, 3
G4-LA12	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Inclusion and diversity in our workforce p.51; Performance data – People p.60. We are currently improving or systems to report employee category according to minority group membership		6	6, 7, 8
<b>Equal remuneration for men and women</b>					
DMA	Disclosure on Management Approach.	Inclusion and diversity p.50	3		1, 3
G4-LA13	Ratio of basic salary of men to women by employee category, by significant locations of operation.	Performance data – People p.60		1, 6	6, 7, 8

Impact boundary key

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- 5. Labour unions; 6. Shareholders and investor groups; 7. Industry peers and associations;
- 8. Government and regulators; 9. Suppliers; 10. Community organisations and NGOs (including environment)

Specific Standard Disclosures					
Disclosure	BHP Billiton response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Principles Reference	Impact boundary
<b>Social: Labour Practices and Decent Work</b> continued					
<b>Labour practices and grievance mechanisms</b>					
DMA	Disclosure on Management Approach.	Business conduct p.26	9		
G4-LA16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms.	Business conduct p.26	3	6	6, 7, 8
<b>Social: Human Rights</b>					
<b>Human rights – investment</b>					
DMA	Disclosure on Management Approach.	Realising and respecting human rights – Our position p.46	3		
G4-HR1	Total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	Human rights in our supply chain p.48; Detailed due diligence is undertaken in a range of sustainability aspects, including human rights, for all significant investments	2	1, 2, 3, 4, 5, 6	3, 4, 5
G4-HR2	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.	Performance data – Society p.61 (data is presented in number of employees trained – not hours or percentage)	3	1, 2, 3, 4, 5, 6	3, 4, 5
<b>Freedom of association and collective bargaining</b>					
DMA	Disclosure on Management Approach.	Working together p.53	3		
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.	Supply chain management p.29; Employment relations – Working together p.53; Realising and respecting human rights p.47	3	1, 2, 3	2, 3, 4, 5
<b>Child labour</b>					
DMA	Disclosure on Management Approach.	Realising and respecting human rights – Our position p.46	3		
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.	Supply chain management p.29; Employment relations – Working together p.53; Realising and respecting human rights p.46; Human rights in our supply chain p.48	3	1, 2, 5	2, 3, 4, 5
<b>Forced and compulsory labour</b>					
DMA	Disclosure on Management Approach.	Realising and respecting human rights – Our position p.46			
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.	Supply chain management p.29; Employment relations – Working together p.53; Realising and respecting human rights p.46; Human rights in our supply chain p.46	3	1, 2, 4	2, 3, 4, 5

Impact boundary key

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Specific Standard Disclosures					
Disclosure	BHP Billiton response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Principles Reference	Impact boundary
<b>Social: Human Rights</b> continued					
<b>Security practices</b>					
DMA	Disclosure on Management Approach.	Security-related human rights risks p.49			1, 2, 3, 9
G4-HR7	Percentage of security personnel trained in the organisation's human rights policies or procedures that are relevant to operations.	Security-related human rights risks p.49; Performance data – Society p.61	3	1, 2	3, 4, 5
<b>Indigenous rights</b>					
DMA	Disclosure on Management Approach.	Engaging with Indigenous peoples – Our position p.41			3, 8, 10
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.	Performance data – Society – p.61	3, 10	1, 2	3, 4, 5
G4-HR8	Total number of incidents of violations involving rights of Indigenous people and actions taken.	There have been no reported incidents of violations involving rights of Indigenous peoples	3	1, 2	3, 4, 5
<b>Human rights assessment</b>					
DMA	Disclosure on Management Approach.	Realising and respecting human rights – Our position p.46			1, 2, 3
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	Human rights impact assessments p.49	3	1, 2	3, 4, 5
<b>Aspect: human rights grievance mechanism</b>					
DMA	Disclosure on Management Approach.	Realising and respecting human rights – Our position p.46			1, 2, 3, 4, 7, 8, 9, 10
G4-HR12	Number of grievances about human rights impacts filed, addressed and resolved through formal grievance mechanisms.	Human rights impact assessments p.49	3, 9	1, 2	3, 4, 5
<b>Social: Society</b>					
<b>Local community</b>					
DMA	Disclosure on Management Approach.	Actively supporting communities – Our position p.36	3, 9		1, 2, 3, 6, 8, 10
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Actively supporting communities – Engagement p.37	9	1	
G4-SO2	Operations with significant actual and potential negative impacts on local communities.	Actively supporting communities – Engagement p.37		1	
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous peoples.	Resettlements in Cerrejón p.49	10	1	

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Specific Standard Disclosures					
Disclosure	BHP Billiton response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Principles Reference	Impact boundary
<b>Social: Society</b> continued					
<b>Local community</b>					
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.	Responding to stakeholder concerns p.49	9, 10	1	
<b>Artisanal and small-scale mining</b>					
MM8	Number (and percentage) or company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	We have no reported artisanal and small-scale mining on or adjacent to our operations		7	
<b>Resettlement</b>					
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	Resettlements in Cerrejón p.49	3, 10	1	
<b>Closure planning</b>					
DMA	Disclosure on Management Approach.	Closure planning p.29			
MM10	Number and percentage of operations with closure plans.	Closure planning p.29; <b>Annual Report</b> section 9.1 Note 14 (Closure and rehabilitation provisions)	6, 9	7	
<b>Anti-corruption</b>					
DMA	Disclosure on Management Approach.	Anti-corruption p.27	1		12, 13, 14
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.	Anti-corruption risk assessments p.27	1	10	12, 13, 14
G4-SO4	Communication and training on anti-corruption policies and procedures.	Anti-corruption training and communications p.27	1, 2		12, 13, 14
G4-SO5	Confirmed incidents of corruption and actions taken.	Anti-corruption – Resolution with the SEC p.28; Information in relation to other incidents of corruption is proprietary and legally privileged	1	10	12, 13, 14
<b>Public policy</b>					
G4-SO6	Total value of political contributions by country and recipient beneficiary.	No political contributions/donations for political purposes were made by the Group to any political party, politician, elected official or candidate for public office during FY2016. <b>Annual Report</b> section 4.13 Political donations	1	10	12, 13, 14

**Impact boundary key**  
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 5. Labour unions; 6. Shareholders and investor groups; 7. Industry peers and associations;  
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 (including environment)

Specific Standard Disclosures						
Disclosure	BHP Billiton response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Principles Reference	Impact boundary	
<b>Social: Society</b> continued						
<b>Compliance</b>						
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Performance data – People – Regional safety and environmental fines levied p.60; <b>Annual Report</b> section 6.5 Legal proceedings	4	10	12, 13, 14	1, 2, 3, 8
<b>Grievance mechanisms for impacts on society</b>						
DMA	Disclosure on Management Approach.	Actively supporting communities – Engagement p.37	9			1, 2, 3
G4-SO11	Number of grievances about impacts on society filed, addressed and resolved through formal grievance mechanisms.	Actively supporting communities – Engagement p.37				
<b>Social: Product Responsibility</b>						
<b>Materials Stewardship</b>						
DMA	Disclosure on Management Approach.	Product stewardship p.29	8			
MM11	Programs and progress relating to materials stewardship.	Product stewardship p.29	2, 8	8, 9		
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	Product stewardship p.29	8	1		
G4-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.	BHP Billiton has had no significant fines concerning the provision and use of products and services reported in FY2016 exceeding US\$10 million	8			