



Sustainability Reporting Navigator 2015



Sustainability Reporting Navigator 2015

Our Sustainability Report 2015 is prepared in accordance with the Global Reporting Initiative (GRI) G4 Comprehensive Sustainability Reporting Guidelines, including the Mining and Metals Sector Supplement. 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 2015 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 2015**



**Annual
Report 2015**

KPMG has provided:

- limited assurance in respect of the BHP Billiton Sustainability Report 2015 for the year ended 30 June 2015 ('Sustainability Report 2015'), 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 2015.

A copy of KPMG's independent assurance report is on page 68 of the Sustainability Report 2015.



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 2015 *continued*

Standard Disclosures					
Disclosure		BHP Billiton Response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Criterion Reference
Strategy and Analysis					
G4-1	Statement from the most senior decision-maker of the organisation.	CEO review p1	2		19
G4-2	Description of key impacts, risks and opportunities.	CEO review p1, Our sustainability approach pp3-4; Measuring our performance p6; each subsequent focus area contains the key risks/issues; Annual Report section 1.7 Management of risk	2, 4		19, 20
Organisational Profile					
G4-3	Name of the organisation.	Inside front cover – About this Sustainability Report			
G4-4	Primary brands, products and/or services.	Gatefold, BHP Billiton locations; Annual Report section 2 Business overview			
G4-5	Location of organisation's headquarters.	Gatefold, BHP Billiton locations			
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.	Gatefold, BHP Billiton locations			
G4-7	Nature of ownership and legal form.	Inside front cover – About this Sustainability Report; Annual Report section 9.3 Organisational structure			
G4-8	Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries).	Inside front cover – About this Sustainability Report; Annual Report section 9.3 Organisational structure			
G4-9	Scale of the reporting organisation.	Inside front cover – About this Sustainability Report; Annual Report section 9.3 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.	Working together p31	3	1, 3	
G4-12	Describe the organisation's supply chain.	Sustainability in our supply chain p14			2
G4-13	Significant changes during the reporting period regarding size, structure, ownership.	Inside front cover – Report boundary and scope; Annual Report section 2 Business overview; 2.1.7 Discontinued operations			
G4-14	Explanation of whether and how the precautionary approach or principle is addressed.	Our material sustainable issues p7; Annual Report section 1.7 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.	Inside front cover – About this Sustainability Report; Inside back cover – Voluntary initiatives and public commitments	10		

Sustainability Reporting Navigator 2015 *continued*

Standard Disclosures					
Disclosure	BHP Billiton Response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Criterion Reference	
Organisational Profile <i>continued</i>					
G4-16	Memberships in associations.	Our sustainability approach p3; Discussion throughout the Report on our connection with industry associations; Inside back cover – Voluntary initiatives and public commitments			18
Identified Material Aspects and Boundaries					
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.	Gatefold, BHP Billiton locations; Annual Report gatefold and section 2 Business overview			
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.	Our material sustainability issues p7			
G4-19	List all the material Aspects identified in the process for defining report content.	Our material sustainability issues p7 Sustainability Reporting Navigator 2015			
G4-20	For each material Aspect, report the Aspect Boundary within the organisation.	Sustainability Reporting Navigator 2015			
G4-21	For each material Aspect, report the Aspect Boundary outside the organisation.	Sustainability Reporting Navigator 2015			
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.	Report and boundary scope (inside front cover)			
Stakeholder Engagement					
G4-24	List of stakeholder groups engaged by the organisation.	Appendix – Our stakeholders pp61–62	10		21
G4-25	Basis for identification and selection of stakeholders with whom to engage.	Appendix – Our stakeholders pp61–62	10		21
G4-26	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Appendix – Our stakeholders pp61–62; Our material sustainability issues p7	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.	Our material sustainability issues p7; The Forum on Corporate Responsibility p5; Climate change – Our approach p16; Engaging effectively in communities pp46–47; Our broad socio-economic contribution p53; Appendix – Our stakeholders pp61–62	10		21

Sustainability Reporting Navigator 2015 *continued*

Standard Disclosures					
Disclosure	BHP Billiton Response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Criterion Reference	
Reporting profile					
G4-28	Reporting period for information provided.	Inside front cover – Report boundary and scope (fiscal year)	10		
G4-29	Date of most recent previous report.	2014			
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 2015			
G4-33	Policy and current practice with regard to seeking external assurance for the report.	Inside front cover – Reporting approach; KPMG independent assurance report to the Directors and management of BHP Billiton p68; Annual Report section 7.6 Independent Auditors' reports			19
Governance					
G4-34	Governance structure of the organisation, including committees responsible for decision-making on economic, environmental and social impacts.	Our sustainability approach pp3–4; Board approach p3; Annual Report section 3.14 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.	Board approach p3; Annual Report section 3.14 Board committees; 3.16 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.	Board approach p3; Annual Report section 3.14 Board committees; 3.14.4 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.	Forum on Corporate Responsibility p5; Annual Report section 5.8 Employee policies; 3.3 Shareholder engagement	1, 2, 10		1, 20
G4-38	The composition of the highest governance body and its committees.	Annual Report section 3.5 Board membership; 3.8 Director skills, experience and attributes; 3.10 Independence	1, 2		1, 20
G4-39	Indicate whether the Chair of the highest governance body is also an executive officer.	Annual Report section 3.6 Chairman; 3.10 Independence	1, 2		1, 20
G4-40	Process for determining the qualifications and expertise of the members of the highest governance body.	Annual Report section 3.5 Board membership; 3.8 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.	Annual Report section 3.10 Independence (Conflict of interest)	1, 2		1, 20

Sustainability Reporting Navigator 2015 *continued*

Standard Disclosures					
Disclosure		BHP Billiton Response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Criterion Reference
Governance continued					
G4-42	Roles in the development, approval and updating of the organisation's purpose, value or mission statements, strategies, policies and goals.	Annual Report section 1.8 Corporate governance; 3.4 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.	Annual Report section 3.9 Director induction, training and development	1, 2		1, 20
G4-44	Processes for evaluating the highest governance body's own performance.	Annual Report section 3.11 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.	Board approach p3; Annual Report section 3.4 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.	Board approach p3; Annual Report section 3.4 Role and responsibilities of the Board; 3.14.1. 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.	Board approach p3; Annual Report section 3.14 Board committees; 3.14.4 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.	Our material sustainability issues p7; Annual Report section 3.14.4 Sustainability Committee Report	1, 2		1, 20
G4-49	The process for communicating critical concerns to the highest governance body.	The Forum on Corporate Responsibility p5; Annual Report section 3.3 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.	Our commitment to ethical business behaviour p10; Annual Report section 3.3 Shareholder engagement; 3.14.4 Sustainability Committee Report	1, 2, 10	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.	Board approach p3; Assessing our HSEC performance; Annual Report section 3.19 Remuneration; 4.3 Remuneration policy report	1, 2		1, 20
G4-52	The process for determining remuneration; whether remuneration consultants are involved.	Annual Report section 4.3 Remuneration policy report; 4.4.1 Board oversight and Remuneration Committee	1, 2		1, 20
G4-53	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Annual Report section 4.4.4 Statement of voting at the 2014 AGMs	10		1, 20

Sustainability Reporting Navigator 2015 *continued*

Standard Disclosures					
Disclosure		BHP Billiton Response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Criterion Reference
Governance <i>continued</i>					
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 p65		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 p65		6	1, 20
Ethics and Integrity					
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 sustainability approach p3; Measuring our performance p6; Our commitment to ethical business behaviour p10	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.	Our commitment to ethical business behaviour p10; Annual Report section 3.3 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.	Our commitment to ethical business behaviour p10; Annual Report section 3.3 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.

Specific Standard Disclosures

Disclosure		BHP Billiton response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Criterion Reference	Impact boundary
Economic						
Economic performance					15, 16, 17, 18	1, 2, 3, 5, 7, 8, 9, 10
DMA	Disclosure on Management Approach.	Society – Our approach p44; Making a positive contribution to society – why this is important p53				
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.	Transparency of payments to governments p13; Our broad socio-economic contribution p53; Economic value distribution table p53; Improving the quality of life in our host communities p54; Appendix – Performance data – Governance (Payments to governments) p63	9		11, 15, 16	
G4-EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	Climate change – Our approach p16; Annual Report section 1.7 Management of risk	6	7	9, 10, 11	
G4-EC3	Coverage of the organisation's defined benefit plan obligations.	Annual Report section 7.1 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				
Market presence						1, 2, 3
DMA	Disclosure on Management Approach.	Developing our workforce – Why this is a focus area p30	9			
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	Attracting the right people p31; Appendix – Performance – People (table) p65		6	6	
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation.	Attracting the right people p31; Appendix – Performance – People (footnote 3) p65	9	6	6	
Indirect economic impacts						1, 2, 3, 7, 8, 9, 10
DMA	Disclosure on Management Approach.	Society – Our approach p44; Making a positive contribution to society – Why this is important p53	9			
G4-EC7	Development and impact of infrastructure investments and services supported.	Making a positive contribution to society pp53–54	9		15, 16, 18	
G4-EC8	Significant indirect economic impacts, including the extent of impacts.	Making a positive contribution to society pp53–54	9		15, 16, 18	
Procurement practices						3, 9, 10
DMA	Disclosure on Management Approach.	Sustainability in the supply chain p14 Supporting local businesses p59	9			
G4-EC9	Proportion of spending on locally based suppliers at significant locations of operation.	Supporting local businesses p59	9		2	

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.

Specific Standard Disclosures

Disclosure		BHP Billiton response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Criterion Reference	Impact boundary
Environmental						
Materials						2, 3, 8, 10
DMA	Disclosure on Management Approach.	As a producer of raw materials, we do not use recycled input materials	6			
G4-EN1	Materials used by weight or volume.	Performance data – Environment p66	6	7, 8		
G4-EN2	Percentage of materials used that are recycled input materials.	Performance data – Environment p66	6	8, 9		
Energy						2, 3, 8, 10
DMA	Disclosure on Management Approach.	Climate change – Our position on climate change p16	6		9, 10, 11	
G4-EN3	Energy consumption within the organisation.	Performance data – Environment p66	6	7, 8	9, 10, 11	
G4-EN4	Energy consumption outside of the organisation.	Performance data – Environment p66	6	8		
G4-EN5	Energy intensity.	Performance data – Environment pp66–67 (and footnote 5)	6	8		
EN-6	Reduction of energy consumption.	Climate Change – Mitigation p17; Case study: Delivering GHG emissions reduction projects p18	6	8, 9		
G4-EN7	Reductions in energy requirements of products and services.	Climate Change – Mitigation p17; Case study: Delivering GHG emissions reduction projects p18; Performance data – Environment p66	6	8, 9		
Water						2, 3, 7, 8, 10
DMA	Disclosure on Management Approach.	Water – Why this is a focus area p40	6			
G4-EN8	Total water withdrawal by source.	Performance data – Environment p66	6	7, 8		
G4-EN9	Water sources significantly affected by withdrawal of water.	Water – Our water risks p40; Case studies: Managing for excess water p41; Managing for water supply variability p42; Minimising impacts to shared groundwater resources p43	6	8	9, 10, 11	
G4-EN10	Percentage and total volume of water recycled and reused.	Performance data – Environment p66		8		
Biodiversity						2, 3, 7, 8, 10
DMA	Disclosure on Management Approach.	Environment – Our approach p34; Biodiversity management – Why this is a focus area p36	6, 7			
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Our environmental obligations p36; Minimising our impacts p37; Performance data – Environment p66	2, 7	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.

Specific Standard Disclosures

Disclosure	BHP Billiton response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Criterion Reference	Impact boundary
Environmental continued					
Biodiversity continued					
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 with significant biodiversity impacts in protected areas and areas of high biodiversity value outside protected areas reported in FY2015	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 p66	2, 6, 7	8		
G4-EN13 Habitats protected or restored.	Our biodiversity target performance p36; Our environmental obligations p36; Performance data – Environment (land set aside for conservation) p66; Contributing to environmental resilience p43	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.	Measuring our performance (Environment target) p6. Our biodiversity target performance p36	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		
Emissions					2, 3, 9, 10
DMA Disclosure on Management Approach.	Climate change – Our approach p16	6			
G4-EN15 Direct GHG emissions (Scope 1).	Greenhouse gas emissions graph p17; Performance data – Environment p66	6	7, 8	9, 10, 11	
G4-EN16 Energy indirect GHG emissions (Scope 2).	Greenhouse gas emissions graph p17; Performance data – Environment p66		7, 8	9, 10, 11	
G4-EN17 Other indirect GHG emissions (Scope 3).	Performance data – Environment p66	6	7, 8	9, 10, 11	
G4-EN18 GHG emissions intensity.	Performance data – Environment p66; (footnote 5) p67		8	9, 10, 11	
G4-EN19 Reduction of GHG emissions.	Our sustainability performance p6; Climate change pp16–17; Performance data – Environment p66; Case study: Delivering BHP Billiton GHG emissions reduction projects p18	6	7, 8, 9	9, 10, 11	
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	6	7, 8	9, 10, 11	
G4-EN21 NOx, SOx, and other significant air emissions by type and weight.	Performance data – Environment p66	6	7, 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.

Specific Standard Disclosures

Disclosure		BHP Billiton response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Criterion Reference	Impact boundary
Environmental continued						
Effluents and waste						2, 3, 8, 10
DMA	Disclosure on Management Approach.	Our environmental obligations p36; Minimising our impacts p37; Performance data – Environment p67	6			
G4-EN22	Total water discharge by quality and destination.	Performance data – Environment p66	6	8	9, 10, 11	
G4-EN23	Total weight of waste by type and disposal method.	Performance data – Environment p66	6	8	9, 10, 11	
MM3	Total amounts of overburden, rock, tailings and sludges and their associated risks.	Performance data – Environment p67; Note: We do not collect/report the amounts of overburden	7		9, 10, 11	
G4-EN24	Total number and volume of significant spills.	Our sustainability performance p6; Performance data – Environment p66	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 p67	6	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 for excess water p41; Managing for water supply variability p42	6, 7	8	9, 10, 11	
Environmental products and services						2, 4, 9
DMA	Disclosure on Management Approach.	Product stewardship p15				
G4-EN27	Extent of impact mitigation of environmental impacts of products and services.	Product stewardship p15	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	
Environmental compliance						2, 8
DMA	Disclosure on Management Approach.	Environment – Our approach p34	6			
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 p67; Annual Report section 5.19 Performance in relation to environmental regulation	6	8	9, 10, 11	
Environmental grievance mechanisms						2, 3, 6, 8
DMA	Disclosure on Management Approach.	Responding to stakeholder concerns p46	6, 9			
G4-EN34	Number of grievances about environmental impacts filed, addressed and resolved through formal grievance mechanisms.	Responding to stakeholder concerns p46; Performance data – Society p65	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.

Specific Standard Disclosures

Disclosure		BHP Billiton response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Criterion Reference	Impact boundary
Social: Labor Practices and Decent Work						
Employment						1, 3, 5
DMA	Disclosure on Management Approach.	Why this is a focus area p30; Our inclusive and diverse workforce p30			6, 7, 8	
G4-LA1	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Performance data – People p64		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.	Annual Report sections 1.13.2 Employee policies and engagement; 4.3. 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) p65		6	6, 7, 8	
Labor/management relations						1, 3, 5
G4-LA4	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Working together p32	3	3	6, 7, 8	
MM4	Number of strikes and lock-outs exceeding one week's duration, by country.	Working together p32	3	3	6, 7, 8	
Occupational health and safety						1, 2, 3, 5, 7, 9
DMA	Disclosure on Management Approach.	Our approach p22	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.	Our approach p22	5		6, 7, 8	
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 p64 – We do not collect this data by gender	5	1	6, 7, 8	
G4-LA7	Workers with incidence or high risk of diseases related to their occupation.	Managing our health risks p27	5	1	6, 7, 8	
G4-LA8	Health and safety topics covered in formal agreements with trade unions.	Working together p33	5	3	6, 7, 8	
Training and education						1, 3, 5
DMA	Disclosure on Management Approach.	Why this is a focus area p30				
G4-LA9	Average hours of training per year per employee by gender and by employee category.	Developing our people p31; We do not collect this data by gender	5	6	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.

Specific Standard Disclosures					
Disclosure	BHP Billiton response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Criterion Reference	Impact boundary
Social: Labor Practices and Decent Work continued					
Training and education continued					
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 p31; 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 p31; We are improving our systems to report this data by employee category in future	3	6	6, 7, 8
Diversity and equal opportunity					
DMA	Disclosure on Management Approach.	Why this is a focus area p30; Our inclusive and diverse workforce p30			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.	Our diverse and inclusive workforce p30; Performance data – People p64. We are currently improving or systems to report employee category according to minority group membership		6	6, 7, 8
Equal remuneration for men and women					
DMA	Disclosure on Management Approach.	Our diverse and inclusive workforce p30	3		1, 3
G4-LA13	Ratio of basic salary of men to women by employee category, by significant locations of operation.	Our diverse and inclusive workforce p30; Performance data – People p65		1, 6	6, 7, 8
Labour practices and grievance mechanisms					
DMA	Disclosure on Management Approach.	Our commitment to ethical business behaviour pp10–11	9		1, 3
G4-LA16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms.	Our commitment to ethical business behaviour pp10–11	3	6	6, 7, 8
Social: Human Rights					
Human rights – Investment					
DMA	Disclosure on Management Approach.	Society – Our approach p44; Why this is important p49	3		1, 2, 3, 8
G4-HR1	Total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	Human Rights – Our commitments p49; 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 p65 (data is presented in number of employees trained – not hours or percentage)	3	1, 2, 3, 4, 5, 6	3, 4, 5

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.

Specific Standard Disclosures

Disclosure		BHP Billiton response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Criterion Reference	Impact boundary
Social: Human Rights continued						
Freedom of association and collective bargaining						1, 2, 3, 5, 8
DMA	Disclosure on Management Approach.	Working together p32	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.	Sustainability in our supply chain p15; Working together p32; Respecting human rights p32	3	1, 2, 3	2, 3, 4, 5	
Security practices						1, 2, 3, 9
DMA	Disclosure on Management Approach.	Managing our security-related material risks p51				
G4-HR7	Percentage of security personnel trained in the organisation's human rights policies or procedures that are relevant to operations.	Managing our security-related material risks p51; Performance data – Society p65	3	1, 2	3, 4, 5	
Indigenous rights						3, 8, 10
DMA	Disclosure on Management Approach.	Society – our approach p44; Respecting Indigenous rights and cultures p50				
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.	Respecting Indigenous rights and cultures p50	3, 10	1, 2	3, 4, 5	
G4-HR8	Total number of incidents of violations involving rights of Indigenous peoples and actions taken.	Responding to stakeholder concerns p46	3	1, 2	3, 4, 5	
Human rights assessment						1, 2, 3
DMA	Disclosure on Management Approach.					
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	Our commitments p49	3	1, 2	3, 4, 5	
Aspect: Human rights grievance mechanism						1, 2, 3, 4, 7, 8, 9, 10
DMA	Disclosure on Management Approach.	Respecting human rights p49				
G4-HR12	Number of grievances about human rights impacts filed, addressed and resolved through formal grievance mechanisms.	Responding to stakeholder concerns p47; Our commitment to ethical business behaviour p49 UN Guiding Principles on Business and Human Rights p49	3, 9	1, 2	3, 4, 5	

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.

Specific Standard Disclosures

Disclosure		BHP Billiton response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Criterion Reference	Impact boundary
Social: Society						
Local Community						1, 2, 3, 6, 8, 10
DMA	Disclosure on Management Approach.	Society – Our approach p44	3, 9			
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments and development programs.	Engaging with our host communities p46	9	1		
G4-SO2	Operations with significant actual and potential negative impacts on local communities.	Engaging with our host communities p46; Responding to stakeholder concerns p47		1		
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.	Responding to stakeholder concerns p47	10	1		
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 p47	9, 10	1		
Artisanal and small-scale mining						3, 8, 10
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.	Respecting Indigenous rights and culture p50		7		
Resettlement						3, 8, 10
MM9	Sites where resettlements took place, the number of households resettled in each and how their livelihoods were affected in the process.	Responding to stakeholder concerns p47; Respecting Indigenous rights and culture p50; Respecting customary rights p51	3, 10	1		
Closure planning						1, 2, 3, 7, 8, 10
DMA	Disclosure on Management Approach.	Closure planning p15				
MM10	Number and percentage of operations with closure plans.	Closure planning p15; Annual Report Note 14 (Closure and rehabilitation provisions)	6, 9	7		
Anti-Corruption						1, 2, 3, 6, 8, 9, 10
DMA	Disclosure on Management Approach.	Anti-corruption p11	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 p12	1	10	12, 13, 14	
G4-SO4	Communication and training on anti-corruption policies and procedures.	Anti-corruption policies and procedures p11; Anti-corruption training and communications p12	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.

Specific Standard Disclosures					
Disclosure	BHP Billiton response	ICMM Principles Reference	UN Global Compact Principles Reference	UNGC Advanced Level Criterion Reference	Impact boundary
Social: Society continued					
Anti-Corruption continued					
G4-SO5 Confirmed incidents of corruption and actions taken.	Anti-corruption – Resolution with the SEC p12; Information in relation to other incidents of corruption is proprietary and legally privileged	1	10	12, 13, 14	
Public policy					1, 2, 3, 4, 6, 8, 9, 10
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 FY2015. Annual Report section 5.13 Political donations	1	10	12, 13, 14	
Compliance					1, 2, 3, 8
G4-SO8 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Performance data – Governance – Regional safety and environmental fines levied p64 and p67; Annual Report section 6 Legal proceedings	4	10	12, 13, 14	
Grievance mechanisms for impacts on society					1, 2, 3
DMA Disclosure on Management Approach.	Responding to stakeholder concerns p47	9			
G4-SO11 Number of grievances about impacts on society filed, addressed and resolved through formal grievance mechanisms.	Responding to stakeholder concerns p47	10			
Social: Product Responsibility					
Materials stewardship					2, 4, 6, 7, 8, 10
DMA Disclosure on Management Approach.	Product stewardship p15	8			
MM11 Programs and progress relating to materials stewardship.	Product stewardship p15	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 p15	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 FY2015 exceeding US\$10 million	8			