

GLOBAL REPORTING INITIATIVE (GRI) NAVIGATOR 2004

URS Corporate Sustainable Solutions independently assessed BHP Billiton's Health Safety Environment and Community Report 2004 against the current Global Reporting Initiative (GRI) 2002 Sustainability Reporting Guidelines. This GRI Navigator represents our assessment of where each requirement of Part C of these Guidelines is addressed in the Report. Further information on the Guidelines can be found at www.globalreporting.org.

The far right column of this Navigator provides example extracts from within the Report that illustrate where a GRI indicator has been addressed. Where specific, itemised references are not available for a particular GRI indicator, a brief discussion has been provided as to where and how the indicator is addressed. Not all references to an indicator are included in this Navigator, as it is impractical to list every applicable reference to an indicator. This Navigator provides, in our judgment, a fair and accurate discussion indicating how and where BHP Billiton has addressed the indicators within the Report.

The colour codes in the left-hand margin of the Navigator are an indication of the level of coverage of each GRI indicator in the Report. **Green** indicates adequate disclosure, **yellow** indicates partial disclosure, while **red** indicates no disclosure. Where there is no or partial disclosure, reasoning for this decision has been provided by BHP Billiton and is presented as **red text** in the right-hand column of the Navigator.

In compiling this Navigator, URS has taken into consideration a number of issues associated with the compilation and production of BHP Billiton's Health Safety Environment and Community Report 2004. Issues considered include the complexity of the Company and the materiality of the indicators in relation to its operations, and the general intent and purpose of the Global Reporting Initiative.



Geoff Byrne
Senior Principal



Jo Cain
Senior Principal, Sustainability Strategy



Cameron Jones
Senior Sustainability Consultant

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report	
VISION AND STRATEGY				
1.1 Statement of the organisation's vision and strategy regarding its contribution to sustainable development (including the organisation's main sustainable development issues, how stakeholders are included in identifying these issues, which stakeholders are most affected by each of these issues and how these issues are reflected in the organisation's values, business strategies, objectives and actions)	Message from the Chief Executive Officer		<ul style="list-style-type: none"> • 1st paragraph: 'At BHP Billiton, we take our commitment to sustainable development seriously.' • 6th paragraph: 'On a positive note, I am pleased to report that we have continued to progress soundly in the other dimensions of sustainable development.' • 7th paragraph: 'We have been delighted over the past year to again receive external recognition for our performance in . . . sustainable development.' • 9th paragraph: '. . . we have the capacity to plan for and meet the challenges that will arise as we contribute to sustainable development at the local, regional and global level.' 	
	Performance at a Glance	Executive summary	<ul style="list-style-type: none"> • Final paragraph: 'Looking ahead, we aim to continue improving our HSEC performance, working together for a sustainable future for the benefit of our shareholders and other stakeholders.' 	
	Sustainability at BHP Billiton	Our approach to sustainable development – Sustainability challenges		<ul style="list-style-type: none"> • These sections of the Report have been introduced for the first time in the 2004 HSEC Report. They bring together BHP Billiton's vision and strategy regarding its contribution to sustainable development.
		Our approach to sustainable development		<ul style="list-style-type: none"> • Table – 'BHP Billiton key sustainability processes' outlines how BHP Billiton ensures that its main sustainable development issues are reflected in its values, business strategies, objectives and actions. It is broken down into Policies (e.g., Guide to Business Conduct), Group-wide Standards (e.g., Fatal Risk Control Protocols), Committees (e.g., Forum on Corporate Responsibility) and Key Processes (e.g., Annual HSEC Reporting).
		Our approach to sustainable development – The business case		<ul style="list-style-type: none"> • Diagram – 'BHP Billiton sustainability value add' outlines BHP Billiton's key sustainable development issues, focusing on the outcomes that will be delivered if it 'gets the management right'. The issues include Employee Relations, Community Health Impacts, Ambient Pollution, National Economic Impacts and Business Ethics.
		Sustainability challenges		<ul style="list-style-type: none"> • Each of BHP Billiton's identified sustainability challenges, namely fatal risks, greenhouse gas emissions, access to resources, sustainable community development and closure and occupational and community health, are included. The approach taken, the drivers and the views of external stakeholders are incorporated into this section of the Report.
		Part of the global community – Our stakeholders		<ul style="list-style-type: none"> • 2nd paragraph: 'Building our relationships through engagement . . . helping us to jointly travel the journey to sustainability.'
	Part of the global community – Dialogue – Report dialogue		<ul style="list-style-type: none"> • 3rd paragraph and 3rd bullet point: 'Many stakeholders saw declaring a vision for a sustainable future as pivotal to achieving excellence in sustainability.' 	
	Performance Summaries	Environment – Background		<ul style="list-style-type: none"> • 1st paragraph: '. . . we have an overriding commitment to health, safety, environmental responsibility and sustainable development.'
	Policy in Action – Case Studies	Environment		<ul style="list-style-type: none"> • Case Study No. 17 – 'Engineering a sustainable future at Yabulu Refinery'.
Community			<ul style="list-style-type: none"> • Case Study No. 24 – 'PNG Sustainable Development Program Ltd completes first full year of operation'. 	
Socio-economic			<ul style="list-style-type: none"> • Case Study No. 30 – 'EKATI agreements aim to provide sustainable employment, training and business opportunities for indigenous communities'. • Case Study No. 38 – 'We support establishment of first Centre for Sustainability in Mining and Industry in Africa'. 	

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report	
VISION AND STRATEGY continued				
1.2	Statement from the CEO describing key elements of the report (including report content, commitment to sustainability, goals and targets, performance, approach to stakeholder engagement and major challenges for company)	Message from the Chief Executive Officer	<ul style="list-style-type: none"> • Full page statement from Chip Goodyear, Chief Executive Officer, BHP Billiton. • Report content is summarised in the 8th paragraph: 'The Full HSEC Report . . . represents a balanced and reasonable presentation of our organisation's economic, environmental and social performance.' • Commitment to sustainability is referenced in the 1st, 6th, 7th and 9th paragraphs (see GRI indicator 1.1). • 9th paragraph highlights BHP Billiton's approach to stakeholder engagement: '. . . we will continue to focus on the creation of value for our shareholders and our stakeholders.' • 3rd paragraph highlights a major challenge for the company, namely 'Zero Harm' and the number of personnel who lost their lives. 	
PROFILE				
2.1	Name of reporting organisation	About this Report	Explanation of Company terms	• 1st paragraph.
2.2	Major products and/or services	About Us		• 4th paragraph covers all seven Customer Sector Groups (CSGs) (Aluminium, Base Metals, Carbon Steel Materials, Diamonds and Specialty Products, Energy Coal, Petroleum and Stainless Steel Materials). An example description of a CSG is: 'Aluminium (mining of bauxite, refining to alumina and smelting to produce aluminium)'.
		Our Resources at Work		• Table – 'Our Resources at Work' lists all BHP Billiton commodities within their Customer Sector Groups, alongside their application for Energy, Construction, Industry, Household appliances and Personal use.
		BHP Billiton Locations		• Map – 'BHP Billiton Locations' illustrates the location of each BHP Billiton operation, with the products and services from each one detailed below the map.
		Sustainability at BHP Billiton	Governance – HSEC governance – Policy, standards and systems – HSEC Management Standards	• 'Standard 11 – Suppliers, Contractors and Partners' and 'Standard 12 – Product Stewardship'.
		Policy in Action – Case Studies	Socio-economic	• Case Study No. 32 – 'Mozal assists growth and development of local suppliers through collaboration and capacity-building programs'.
2.3	Operational structure of the organisation	About this Report		• 1st paragraph: 'BHP Billiton is a Dual Listed Company comprising BHP Billiton Limited and BHP Billiton Plc. The two entities continue to exist as separate companies, but operate as a combined group known as BHP Billiton.'
		About Us		• 3rd and 4th paragraphs provide a description of the customer-oriented groupings called Customer Sector Groups.
2.4	Description of major divisions, operating companies, subsidiaries and joint ventures	About Us		• 4th paragraph provides the name of each Customer Sector Group, along with the products for which they are responsible.
		BHP Billiton Locations		• Map – 'BHP Billiton Locations' illustrates the location of each BHP Billiton operation, with the relevant Customer Sector Group and the products and services from each one detailed below the map.
2.5	Countries in which the organisation's operations are located	BHP Billiton Locations		• Map – 'BHP Billiton Locations' illustrates the location of each BHP Billiton operation, with the relevant Customer Sector Group and the products and services from each one detailed below the map.

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report
PROFILE continued			
2.6 Nature of ownership; legal form	About Us		<ul style="list-style-type: none"> • 2nd paragraph: ‘The Company was created in 2001 through the Dual Listed Companies (DLC) merger of BHP Limited (now BHP Billiton Limited) and Billiton Plc (now BHP Billiton Plc). Headquartered in Melbourne, the Group has primary listings on the Australian and London stock exchanges.’ • The 11th paragraph outlines the shareholder base, detailing the level of public ownership of the company by continent.
	BHP Billiton Locations		<ul style="list-style-type: none"> • Map – ‘BHP Billiton Locations’ illustrates the location of each BHP Billiton operation, with the relevant Customer Sector Group and the % BHPB ownership of each site or asset detailed below the map.
2.7 Nature of markets served	About Us		<ul style="list-style-type: none"> • 8th paragraph: ‘Our key markets downstream are refiners and processors of raw materials, for example, steelworks, smelters, petroleum refiners, thermal power stations, diamond cutters and so on.’
	Performance Summaries	Socio-economic – Socio-economic performance – Economic contributions	<ul style="list-style-type: none"> • Graph – ‘Diversification by market (turnover)’ provides details of the nature of the markets served at 30 June 2004.
	Our Resources at Work		<ul style="list-style-type: none"> • Table – ‘Our Resources at Work’ lists all BHP Billiton commodities within their Customer Sector Groups, alongside their market application, namely Energy, Construction, Industry, Household appliances and Personal use.
2.8 Scale of the reporting organisation (including number of employees, production volume, net sales, total capitalisation, total assets, revenue by region, costs and employees by region or country)	About Us		<ul style="list-style-type: none"> • 1st paragraph: ‘BHP Billiton is the world’s largest diversified resources company . . . We have around 35 000 employees working in more than 100 operations and offices in more than 26 countries’. • 7th paragraph: ‘Annual attributable volumes of production for some of our most significant commodities have been in the order of . . .’ • Table – ‘Summary Financial Information for the BHP Billiton Group US\$ million (Year ending 30 June)’.
	Performance Summaries	Socio-economic	<ul style="list-style-type: none"> • Graphs throughout the whole section – ‘Regional geographic breakdown of total number of employees’, ‘Employment by CSG’, ‘Diversification by market (turnover)’, ‘CSG earnings before interest and tax’, ‘Total allocated expenditure by category’, ‘Expenditure by region’ and ‘Distribution of supply spend’.
	BHP Billiton Locations		<ul style="list-style-type: none"> • Map – ‘BHP Billiton Locations’, and accompanying text, indirectly illustrate the scale of BHP Billiton.
2.9 List of stakeholders, key attributes of each, and relationship to the reporting organisation (typically includes communities, customers, shareholders and providers of capital, suppliers, trade unions, workforce (direct and indirect), business partners, local authorities and NGOs)	Sustainability at BHP Billiton	Part of the global community	<ul style="list-style-type: none"> • Diagram – ‘BHP Billiton stakeholders’ illustrates the range of BHP Billiton’s stakeholders using a rope graphic.
		Part of the global community – Our stakeholders	<ul style="list-style-type: none"> • Outlines BHP Billiton’s approach to stakeholder relationships. Detail on the specific stakeholders, who they represent, their interests and concerns and BHP Billiton’s methods for engaging them is provided in the ‘BHP Billiton’s stakeholder relationships’ table. This table contains more detail than in the previous HSEC Report.
		Part of the global community – Dialogue	<ul style="list-style-type: none"> • Provides information on the processes in place to encourage dialogue with stakeholders, including the ‘Forum on Corporate Responsibility’ and ‘Report dialogue’.
	Performance Summaries	Community	<ul style="list-style-type: none"> • Issues relating to some key stakeholder groups are discussed in detail in this section of the Report. Information is provided on BHP Billiton’s participation in the ‘Oxfam Community Aid Abroad Corporate Community Leadership Program’, the ‘Employee Matched Giving Program’, indigenous culture and heritage initiatives, the ‘Community Relations Network’, Corporate foundations and initiatives at Ok Tedi.

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report
PROFILE continued			
2.10 Contact person(s) for the report, including email and web addresses	Directory		• Contact details for the Vice President Sustainable Development and Community Relations are provided in 'Directory', including a name, email address and the website.
	Feedback form		• hsec@bhpbilliton.com is the contact email address provided on the Feedback form.
2.11 Reporting period (e.g. fiscal/calendar year) for information provided	Basis of Reporting	Data collection and basis	• 2nd paragraph: 'The statistics in this Report cover the facilities owned and operated by BHP Billiton during the 12-month period to 30 June 2004.'
2.12 Date of most recent previous report	About this Report	Transparency and feedback	• Final paragraph: 'Our 2001, 2002 and 2003 HSEC Reports are also available on our website at www.bhpbilliton.com/bb/sustainableDevelopment/reports.jsp'.
2.13 Boundaries of report (countries/regions, products/services, divisions/facilities/joint ventures/subsidiaries) and any specific limitations on the scope	About this Report		• 2nd paragraph: 'While every effort has been made to ensure the accuracy of the information, including the figures, in this Report, the data are derived from our many operations around the world and, in some cases, grouped data are not strictly comparable.'
	Basis of Reporting	Data collection and basis	• 2nd paragraph: 'Joint venture projects where we are not the operator are excluded unless expressly stated.'
2.14 Significant changes in size, structure, ownership, or products/services that have occurred since the previous report	About Us		• 9th paragraph: 'During the year, there were no mergers or acquisitions that have materially affected our results. The only site that was closed during the year was our Selbaie zinc and copper operation located in Canada.'
	Basis of Reporting	Data collection and basis	• 3rd paragraph: 'The Report identifies where information has been provided to facilitate year-to-year comparison of our performance without BHP Steel, which commenced trading on the Australian Stock Exchange as a separate listed company in July 2002.'
2.15 Basis for reporting on joint ventures, partially owned subsidiaries, leased facilities, outsourced operations, and other situations . . .	About this Report		• 2nd paragraph: 'Throughout this Report, the terms BHP Billiton, the Company and the Group refer to the combined group, including both BHP Billiton Limited and subsidiary companies and BHP Billiton Plc and subsidiary companies.'
	Basis of Reporting	Data collection and basis	• 2nd paragraph: 'Joint venture projects where we are not the operator are excluded unless expressly stated.'
2.16 Explanation of the nature and effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement	Throughout the Report		• This is widespread throughout the Report, in particular when comparing data from this reporting period against previous reporting periods. Information from previous reports is compared in most graphs and tables.
	Basis of Reporting	Data collection and basis	• 3rd paragraph: 'The Report identifies where information has been provided to facilitate year-to-year comparison of our performance without BHP Steel, which commenced trading on the Australian Stock Exchange as a separate listed company in July 2002.'
2.17 Decisions not to apply GRI principles or protocols in the preparation of the report	GRI Navigator		• This GRI Navigator includes responses by BHP Billiton as to why some GRI Indicators have not been reported against in the 2004 HSEC Report. • Where partial compliance with an indicator is demonstrated, discussion is also provided as to why this is the case.
	Sustainability at BHP Billiton	Part of the global community – Building global links – Global Reporting Initiative	• 2nd paragraph: 'Reporting in accordance with the GRI guidelines is an evolving process, as our reporting systems continue to enhance the information reported. Due to the size and complexity of our business, judgements have had to be made regarding the extent of the information that can be presented in relation to each GRI indicator.'

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report
PROFILE continued			
2.18 Criteria/definitions used in any accounting for economic, environmental and social costs and benefits	Basis of Reporting	Glossary of terms	<ul style="list-style-type: none"> • 'Glossary of terms'.
	About Us		<ul style="list-style-type: none"> • Footnotes to the table – 'Summary financial information' for the BHP Billiton Group US\$ million.
	Performance Summaries	Environmental spending	<ul style="list-style-type: none"> • Footnotes to the table.
		Community – Community contributions	<ul style="list-style-type: none"> • 1st sentence: 'During 2004, our voluntary contributions to community programs totalled US\$46.5 million, comprising cash, in-kind support and management time'.
2.19 Significant changes from previous years in the measurement methods applied to key economic, environmental, and social information	Performance Summaries	Safety – Safety performance – HSEC reporting system	<ul style="list-style-type: none"> • 1st paragraph: 'Over the reporting period, a Company-wide central HSEC reporting and storage system was introduced. The system, a module of our First Priority HSEC information system, has provided added rigour and consistency to our overall HSEC performance reporting.'
	Basis of Reporting	Data collection and basis	<ul style="list-style-type: none"> • 5th paragraph: 'Over the reporting period, a number of changes have been introduced to improve the method of safety data collection and storage and clarify the definition of reporting terms . . .'
2.20 Policies and internal practices to enhance and provide assurance about the accuracy, completeness, and reliability that can be placed on the sustainability report	About this Report	Transparency and feedback	<ul style="list-style-type: none"> • 1st paragraph: 'Our aim is to provide a balanced and reasonable presentation of the Company's economic, health, safety, environmental and community performance.' • 2nd paragraph: 'We are continuously improving our reporting systems and endeavour to present useful and accurate information. While every effort has been made to ensure the accuracy of the information, including the figures, in this Report, the data are derived from our many operations around the world and, in some cases, grouped data are not strictly comparable.'
	Sustainability at BHP Billiton	Governance	<ul style="list-style-type: none"> • Whilst there is no direct reference to accuracy, completeness and reliability in this section of the Report, these philosophies are addressed throughout. Aspects covered are 'Structure and responsibilities', 'HSEC Committee of the Board membership', 'Policy standards and systems', 'HSEC Management Standards', 'Risk management', 'Investment processes', 'Business conduct', 'Global Ethics Panel' and 'Audit'.
		Governance – Policy, standards and systems – Audit	<ul style="list-style-type: none"> • 1st paragraph: 'Our HSEC Management Standards include a requirement for an auditing process to check that our Charter, HSEC Policy and HSEC Management Standards are being applied and to verify performance.' • 2nd paragraph: 'The process provides assurance to the Group and the Board that HSEC risks are being satisfactorily managed and identifies leading practices that can be shared across the Company.'
	Basis of Reporting	URS Assurance Statement	<ul style="list-style-type: none"> • URS Assurance Statement.
2.21 Policy and current practice with regard to providing independent assurance for the Full Report	Basis of Reporting	URS Assurance Statement	<ul style="list-style-type: none"> • URS Assurance Statement provides independent assurance for the Report, as defined in the URS Assurance Statement.

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report
PROFILE continued			
2.22 Means by which report users can obtain additional information and reports about economic, environmental, and social aspects of the organisation's activities, including facility-specific information (if available)	About this Report	Transparency and feedback	<ul style="list-style-type: none"> • 3rd paragraph: 'Anyone seeking to rely on information in this Report or seeking to draw detailed conclusions from the data should contact the Company for verification and assistance.'
	Directory		<ul style="list-style-type: none"> • Contact details for the Vice President Sustainable Development and Community Relations are included in 'Directory'.
	Directory	External links	<ul style="list-style-type: none"> • 'The following websites provide additional information relevant to this Report.'
	Feedback form		<ul style="list-style-type: none"> • hsec@bhpbilliton.com is the contact email address provided on the Feedback form.
GOVERNANCE AND MANAGEMENT SYSTEMS			
3.1 Governance structure of the organisation, including major committees under the Board of Directors that are responsible for setting strategy and for oversight of the organisation	Sustainability at BHP Billiton	Governance	<ul style="list-style-type: none"> • 2nd paragraph: 'Our approach to corporate governance is detailed in the Corporate governance section on our website (see www.bhpbilliton.com/bb/aboutUs/governance.jsp) and also within our financial Annual Report (see www.bhpbilliton.com/bb/investorCentre/annualReports.jsp).'
		Governance – HSE governance – Structure and responsibilities	<ul style="list-style-type: none"> • 2nd paragraph: '. . . the Company's peak HSE governance body is the HSE Committee, which is a subcommittee of the Board.' • Diagram – 'HSEC organisation structure'.
		Governance – HSEC governance – Structure and responsibilities – HSE Committee of the Board membership	<ul style="list-style-type: none"> • Provides photographs and details on the background/skills/experience of each member of this Committee.
		Governance – HSE governance – Policy, standards and systems – Global Ethics Panel	<ul style="list-style-type: none"> • 1st paragraph: 'The Global Ethics Panel comprises business representatives and corporate representatives from relevant functional areas (i.e., Group Audit Services, Human Resources and Legal) and two external representatives.'
3.2 Percentage of the Board of Directors that are independent, non-executive Directors	Sustainability at BHP Billiton	Governance – HSEC governance – Structure and responsibilities	<ul style="list-style-type: none"> • 2nd paragraph: 'Current membership of the Committee comprises two executive Directors; a non-executive Director (who is Committee Chair); the Vice President Health, Safety and Environment (HSE); and recognised international experts in the fields of health, safety and the environment.'
		Governance – HSEC governance – Structure and responsibilities – HSE Committee of the Board membership	<ul style="list-style-type: none"> • Provides photographs and details on the background/skills/experience of each member of this Committee.
3.3 Process for determining the expertise Board members need to guide the strategic direction of the organisation, including issues related to environmental and social risks and opportunities	Sustainability at BHP Billiton	Governance – HSEC governance – Structure and responsibilities	<ul style="list-style-type: none"> • 2nd paragraph: '. . . recognised international experts in the fields of health, safety and the environment.' • 2nd paragraph: 'The non-executive Director member is proposed by the Chair of the BHP Billiton Board and approved by the Directors.' • 3rd paragraph: 'For further detail on how the HSE Committee functions, see their Terms of Reference (www.bhpbilliton/bbContentRepository/AboutUs/Governance/HSETermsofReference.pdf).'

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report
GOVERNANCE AND MANAGEMENT SYSTEMS continued			
3.4 Board level processes for overseeing the organisation’s identification and management of economic, environmental, and social risks and opportunities	Performance at a Glance	Executive summary	<ul style="list-style-type: none"> • 5th paragraph: ‘To help us better understand and manage HSEC risks that are critical to our business, risk registers are in place and being maintained at all sites and at Customer Sector Group and Corporate levels of the Company, in line with our HSEC target. Work was also undertaken during the year to better align HSEC risk assessment processes with our Enterprise-Wide Risk Management processes to improve the efficiency of assessments.’ • 4th paragraph outlines the continued implementation of Fatal Risk Protocols towards the achievement of ‘Zero Harm.’
	Sustainability at BHP Billiton	Governance – HSEC governance – Policy, standards and systems – HSEC Management Standards	<ul style="list-style-type: none"> • ‘Standard 3 – Risk and Change Management. Intent: HSEC hazards are identified and associated risks assessed, classified, documented and managed.’ • References to company risk also appear in other HSEC Management Standards, e.g., ‘Standard 10 – Operations and Maintenance. Intent: All plant and equipment is operated, maintained, inspected and tested using systems and procedures that manage HSEC risks.’ • 10th paragraph: ‘To ensure that our HSEC (including human rights) management requirements are embedded into significant investment decisions, we have established an investment process that covers a range of investment types . . .’
		Governance – HSEC governance – Policy, standards and systems – Risk management	<ul style="list-style-type: none"> • Outlines the ‘Enterprise-Wide Risk Management (EWRM) strategy’.
	Policy in Action – Case Studies	Safety	<ul style="list-style-type: none"> • Case Study No. 7 – ‘Implementation of Fatal Risk Control Protocols under way at all our operations’.
3.5 Linkage between executive compensation and achievement of the organisation’s financial and non-financial goals (e.g. environmental performance, labour practices)	Sustainability at BHP Billiton	Governance – HSEC governance – Structure and responsibilities	<ul style="list-style-type: none"> • 1st paragraph: ‘Executive remuneration is also directly linked to the financial and non-financial performance of the Company. Non-financial performance indicators include health, safety, environment and community targets.’
3.6 Organisational structure and key individuals responsible for oversight, implementation, and audit of economic, environmental, social, and related policies	Sustainability at BHP Billiton	Governance – HSEC governance – Structure and responsibilities	<ul style="list-style-type: none"> • Diagram – ‘HSEC organisation structure’.
		Governance – HSEC governance – Structure and responsibilities – HSE Committee of the Board membership	<ul style="list-style-type: none"> • Provides photographs and details on the background/ skills/experience of each member of this Committee.

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report
GOVERNANCE AND MANAGEMENT SYSTEMS continued			
3.7 Mission and values statements, internally developed codes of conduct or principles, and policies relevant to economic, environmental and social performance, and the status of implementation	Sustainability at BHP Billiton	Our approach to sustainable development – The business case	• Diagram – ‘BHP Billiton sustainability value add’ outlines those aspects that the organisation needs to manage well in order to deliver key outcomes.
		Sustainability challenges – Greenhouse gas emissions	• Highlights the ‘Climate Change Position Statement’, available on the BHP Billiton website.
		Governance – HSEC governance – Policy, standards and systems	• 1st paragraph highlights that ‘Central to our business is our Company Charter, which states our overriding commitment to health, safety, environmental responsibility and sustainable development.’ • 2nd paragraph: ‘Working Responsibly at BHP Billiton: Our Health, Safety, Environment and Community Policy’: ‘... providing the framework for our commitment to sustainable development and our aspiration towards Zero Harm.’
		Governance – HSEC governance – Policy, standards and systems – HSEC Management Standards	• ‘HSEC Management Standards’.
3.8 Mechanisms for shareholders to provide recommendations or direction to the Board of Directors	About this Report	Transparency and feedback	• 4th paragraph: ‘Your comments on the contents of our HSEC Report would be greatly appreciated and can be noted on the Feedback Form.’
	Sustainability at BHP Billiton	Part of the global community – Our stakeholders	• Shareholder engagement methods are outlined in the third row of table – ‘BHP Billiton’s stakeholder relationships’.
	Feedback Form		• ‘Feedback Form’.
3.9 Basis for the identification and selection of major stakeholders	Sustainability at BHP Billiton	Governance – HSEC governance – Policy, standards and systems – HSEC Management Standards	• ‘Standard 7 – Communication, Consultation and Participation’.
		Part of the global community – Our stakeholders	• 1st paragraph: ‘Key stakeholders are generally identified as people who are adversely or positively impacted by our operations, those who have an interest in what we do or those who have an influence on what we do.’ • Diagram – ‘BHP Billiton stakeholders’ shows the key stakeholder groups identified. • Table – ‘BHP Billiton’s stakeholder relationships’ details the key stakeholder groups, who they represent, their interests and concerns and how BHP Billiton engages them.
	Performance Summaries	Community – Community performance – Community relations	• 1st paragraph: ‘... 98 per cent of the sites required to have community relations plans in place now have operational plans ...’
	Policy in Action – Case Studies	Community	• Case Study No. 22 – ‘Illawarra Coal develops process to address community issues and improve communication with stakeholders’. • Case Study No. 29 – ‘Cerro Colorado incorporates community participation and consultation into project planning’.
		Socio-economic	• Case Study No. 32 – ‘Mozal assists growth and development of local suppliers through collaboration and capacity-building programs’.

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report
GOVERNANCE AND MANAGEMENT SYSTEMS continued			
3.10 Approaches to stakeholder consultation reported in terms of frequency of consultations by type and by stakeholder group	Sustainability at BHP Billiton	Part of the global community – Our stakeholders	<ul style="list-style-type: none"> Table – ‘BHP Billiton’s stakeholder relationships’ details the key stakeholder groups, who they represent, their interests and concerns and how BHP Billiton engages them.
		Part of the global community – Dialogue	<ul style="list-style-type: none"> Outlines the numerous processes in place across the business to encourage dialogue with stakeholders and to utilise outcomes. These include ‘Forum on Corporate Responsibility’, ‘Employees and contractors’, ‘Local communities’, ‘Report dialogue’, ‘Public policy’ and ‘Socially responsible investors’.
		Part of the global community – Building global links	<ul style="list-style-type: none"> Covers BHP Billiton’s involvement in the International Council on Mining and Metals, UN Global Compact, the GRI and the World Business Council for Sustainable Development.
	Policy in Action – Case Studies	Community	<ul style="list-style-type: none"> Community case studies illustrate BHP Billiton’s substantial level of stakeholder consultation at its facilities.
BHP Billiton Comment: Due to the large array of stakeholders, it is impractical to report details of all consultations by frequency and type.			
3.11 & 3.12 Type of information generated by stakeholder consultations and its use	Sustainability at BHP Billiton	Part of the global community – Our stakeholders	<ul style="list-style-type: none"> Table – ‘BHP Billiton’s stakeholder relationships’ details the interests and concerns of stakeholder groups, i.e., the information from stakeholder consultation and its use.
		Part of the global community – Dialogue	<ul style="list-style-type: none"> Outlines the key information that is obtained via processes in place across the business. These include ‘Forum on Corporate Responsibility’, ‘Employees and contractors’, ‘Local communities’, ‘Report dialogue’, ‘Public policy’ and ‘Socially responsible investors’.
	Performance Summaries	Community	<ul style="list-style-type: none"> The Report outlines how information is obtained via BHP Billiton’s participation in the ‘Oxfam Community Aid Abroad Corporate Community Leadership Program’, the ‘Employee Matched Giving Program’, Indigenous culture and heritage initiatives, the ‘Community Relations Network’ and Corporate foundations.
Policy in Action – Case Studies	Community	<ul style="list-style-type: none"> Case Study No. 22 – ‘Illawarra Coal develops process to address community issues and improve communication with stakeholders’. Case Study No. 23 – ‘Antimina’s support of environmental committees provides key lessons about the community consultation process’. Case Study No. 25 – ‘Dialogue Table meetings provide a forum for resolving community issues at Tintaya’. Case Study No. 29 – ‘Cerro Colorado incorporates community participation and consultation into project planning’. 	
3.13 How the precautionary principle is addressed (i.e. approach to risk management)	Sustainability at BHP Billiton	Governance – HSEC governance – Policy, standards and systems – Risk management	<ul style="list-style-type: none"> 1st paragraph: ‘Supporting the risk basis of the Management Standards is our Enterprise-Wide Risk Management (EWRM) strategy, which is embedding risk management processes into all our critical business systems, allowing us to adopt a precautionary approach to business management.’
	Policy in Action – Case Studies	Safety	<ul style="list-style-type: none"> Case Study No. 7 – ‘Implementation of Fatal Risk Control Protocols under way at all our operations’.

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report
GOVERNANCE AND MANAGEMENT SYSTEMS continued			
3.14 Voluntary charters or other initiatives	Performance at a Glance	Executive summary	<ul style="list-style-type: none"> • 13th paragraph: ‘... progress assessment against the principles contained in the United Nations Global Compact.’ • 16th paragraph: ‘This Full HSEC Report was prepared in accordance with the Global Reporting (GRI) Initiative 2002 Sustainability Reporting Guidelines.’
	Sustainability at BHP Billiton		<ul style="list-style-type: none"> • 10th paragraph: ‘Mining, Minerals and Sustainable Development (MMSD) Strategy.’
		Part of the global community – Dialogue – Socially responsible investors	<ul style="list-style-type: none"> • ‘FTSE4Good Index’. • ‘Dow Jones Sustainability Index’. • ‘Business in the Community – Corporate Responsibility Index’. • ‘Business in the Environment Index’. • ‘Corp Rate’. • ‘Johannesburg Stock Exchange SRI Index’. • ‘Carbon Disclosure Project’.
		Part of the global community – Building global links	<ul style="list-style-type: none"> • 3rd paragraph: ‘The major externally developed voluntary initiatives that we are involved in...’ • ‘Global Compact progress assessment’ table. • ‘Global Reporting Initiative’. • ‘World Business Council for Sustainable Development’.
	Performance Summaries	Management systems – Audit and self-assessment	<ul style="list-style-type: none"> • 5th paragraph.
	Policy in Action – Case Studies	Health Socio-economic	<ul style="list-style-type: none"> • Case Study No. 2 – ‘Medicines for Malaria Venture aims to develop effective, affordable anti-malarial drugs’. • Case Study No. 36 – ‘Mining Certification Evaluation Project adopts draft criteria for certification and protocol for mine audits’.
3.15 Industry and business associations memberships	Performance at a Glance	Executive summary	<ul style="list-style-type: none"> • 12th paragraph: ‘During the year, we have been active in the International Council on Mining and Metals (ICMM) work program.’
	Sustainability at BHP Billiton	Part of the global community – International Council on Mining and Metals	<ul style="list-style-type: none"> • 1st paragraph: ‘We have continued to be active in the work program of the International Council on Mining and Metals (ICMM)...’ • Final row of table – ‘BHP Billiton’s stakeholder relationships’ details ‘Industry Associations’.
		Part of the global community – Building global links	<ul style="list-style-type: none"> • 2nd paragraph.
3.16 Policies and systems for managing upstream and downstream impacts	Performance at a Glance	HSEC targets scorecard	<ul style="list-style-type: none"> • Product Stewardship – ‘Life Cycle Assessments prepared for all major BHP Billiton minerals products by 30 June 2004 (incorporating participation in industry programs as appropriate.’
	Sustainability at BHP Billiton	Our approach to sustainable development – The business case	<ul style="list-style-type: none"> • Diagram – ‘BHP Billiton sustainability value add’ – ‘If we get the management of these right’ – ‘Product Stewardship’.
		Governance – HSEC governance – Policy, standards and systems – HSEC Management Standards	<ul style="list-style-type: none"> • ‘Standard 11 – Suppliers, Contractors and Partners’ and ‘Standard 12 – Product Stewardship’.
		Part of the global community – Our stakeholders	<ul style="list-style-type: none"> • ‘Suppliers’ row in table – ‘BHP Billiton’s stakeholder relationships’.
	Performance Summaries	Environment – Environmental performance – Resource use	<ul style="list-style-type: none"> • ‘Supply chain management’.

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report
GOVERNANCE AND MANAGEMENT SYSTEMS continued			
3.17 Approach to managing indirect impacts	Performance at a Glance	HSEC targets scorecard	• Product Stewardship – ‘Life Cycle Assessments prepared for all major BHP Billiton minerals products by 30 June 2004 (incorporating participation in industry programs as appropriate).’
	Sustainability at BHP Billiton	Our approach to sustainable development – The business case	• ‘BHP Billiton sustainability value add’ – ‘If we get the management of these right’ – ‘Product Stewardship’.
		Governance – HSEC governance – Policy, standards and systems – HSEC Management Standards	• ‘Standard 11 – Suppliers, Contractors and Partners’ and ‘Standard 12 – Product Stewardship’.
		Part of the global community – Our stakeholders	• ‘Suppliers’ row in table – ‘BHP Billiton’s stakeholder relationships’.
	Performance Summaries	Environment – Environmental performance – Resource use	• ‘Supply chain management’.
3.18 Major decisions on operational changes	About Us		• 8th paragraph: ‘During the year, there were no mergers or acquisitions that have materially affected our results. The only site that was closed during the year was our Selbaie zinc and copper operation located in Canada.’
	Basis of Reporting	Data collection and basis	• 3rd paragraph: ‘The Report identifies where information has been provided to facilitate year-to-year comparison of our performance without BHP Steel, which commenced trading on the Australian Stock Exchange as a separate listed company in July 2002.’
3.19 Programs and procedures relating to sustainable development performance	Performance at a Glance	HSEC targets scorecard	• Provides details on programs and procedures undertaken by BHP Billiton at a Company-wide level to manage sustainable development, or HSEC, performance.
	Sustainability at BHP Billiton		• Provides details on programs and procedures to address key sustainability challenges and improve performance.
	Sustainability at BHP Billiton	Governance – HSEC governance – Policy, standards and systems – HSEC Management Standards	• Provides details on programs and procedures to address HSEC performance. • All Standards, but in particular ‘Standard 4 – Planning, Goals and Targets’ and ‘Standard 15 – Monitoring, Audit and Review’.
	Performance Summaries	Management systems	• ‘Audit and self-assessment’.
	Throughout the Report		• The bulk of the Report describes and discusses the programs and procedures that BHP Billiton has in place to manage its sustainable development, or HSEC, performance.
3.20 Certification pertaining to management systems	Sustainability at BHP Billiton	Governance – HSEC governance – Policy, standards and systems – Hierarchy of systems and documents	• 2nd paragraph: ‘. . . we have achieved our target for ISO 14001 certification of our environmental management systems at all of our major operating sites.’ OHSAS 18001 for safety management systems and ISO 9000 for quality management are also mentioned.
	Performance Summaries	Management systems – Background	• 1st paragraph: ‘The objectives of the Standards are to: . . . provide a risk-based HSEC management system framework, broadly consistent with international standards, such as ISO 14001, OHSAS 18001 and SA 8000.’
		Environment – Environmental management	• ‘Environmental management systems’.

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report
ECONOMIC PERFORMANCE INDICATORS			
EC1 Net sales	About Us		<ul style="list-style-type: none"> Table – ‘Summary financial information for the BHP Billiton Group US\$ million (Year ending 30 June)’.
EC2 Geographic breakdown of markets	Performance Summaries	Socio-economic – Socio-economic performance – Economic contributions – Our economic footprint	<ul style="list-style-type: none"> Graph – ‘Diversification by market (turnover) at 30 June 2004’.
EC3 Costs of all goods, materials, and services purchased	Performance Summaries	Socio-economic – Socio-economic performance – Economic contributions – Our economic footprint	<ul style="list-style-type: none"> Table – ‘Expenditure by region (US\$ million) 2003/04’.
EC4 Percentage of contracts that were paid in accordance with agreed terms, excluding penalty arrangements	–	–	<p>NO DISCLOSURE</p> <ul style="list-style-type: none"> BHP Billiton Comment: Due to the large array of contracts held, it is currently impractical to collect and report these data.
EC5 Total payroll and benefits (including wages, pension, other benefits and redundancy payments) broken down by country or region	Performance Summaries	Socio-economic – Socio-economic performance – Economic contributions – Our economic footprint	<ul style="list-style-type: none"> Table – ‘Expenditure by region (US\$ million) 2003/04’ incorporates aggregated remuneration data for employee payments, goods and services. <p>PARTIAL DISCLOSURE</p> <ul style="list-style-type: none"> BHP Billiton Comment: Remuneration data are aggregated with Employee Payments, Goods and Services data in ‘Expenditure by region (US\$ million) 2003/04’ (in Performance Summaries – Socio-economic section).
EC6 Distributions to providers of capital broken down by interest on debt and borrowings, and dividends on all classes of shares, with any arrears of preferred dividends to be disclosed	About Us		<ul style="list-style-type: none"> Table – ‘Summary financial information for the BHP Billiton Group’ incorporates dividends paid.
	Performance Summaries	Socio-economic – Socio-economic performance – Economic contributions – Our economic footprint	<ul style="list-style-type: none"> Table – ‘Expenditure by region (US\$ million) 2003/04’ includes shareholder dividends. <p>PARTIAL DISCLOSURE</p> <ul style="list-style-type: none"> BHP Billiton Comment: Due to the complexity of the business, not all data relating to this indicator have been disclosed in the Report.
EC7 Increase/decrease in retained earnings at end of period	About Us		<ul style="list-style-type: none"> Table – ‘Summary financial information for the BHP Billiton Group’ in which trend data is provided for 2001/02, 2002/03 and 2003/04, which facilitates the comparison of year-on-year earnings.
EC8 Total sum of taxes of all types paid broken down by country	About Us		<ul style="list-style-type: none"> Table – ‘Summary financial information for the BHP Billiton Group’ in which taxation paid (net of refunds) is detailed, but not broken down by country.
	Performance Summaries	Socio-economic – Socio-economic performance – Economic contributions – Our economic footprint	<ul style="list-style-type: none"> Graph – ‘Total allocated expenditure by category 2003/04 (US\$ million)’ provides the overall total for income tax, resource rent tax and royalties. Table – ‘Expenditure by region (US\$ million) 2003/04’ includes income tax, resource rent tax and royalties by region (Africa, Australia and Asia, Europe, North America and South America) rather than individual countries. <p>PARTIAL DISCLOSURE</p> <ul style="list-style-type: none"> BHP Billiton Comment: Taxation figures have been broken down by region, rather than country. BHP Billiton has confirmed its support for the Extractive Industries Transparency Initiative regarding disclosure of payment of taxes and royalties and will work with host governments that participate in this process to ensure public reporting of these payments.
EC9 Subsidies received broken down by country or region	–	–	<p>NO DISCLOSURE</p> <ul style="list-style-type: none"> BHP Billiton Comment: BHP Billiton defines subsidies to be payments made from governments to industry. As such, these data are not disclosed as BHP Billiton is not a significant beneficiary of subsidies and therefore has not endeavoured to obtain these data.

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report
ECONOMIC PERFORMANCE INDICATORS continued			
EC10 Donations to community, civil society, and other groups broken down in terms of cash and in-kind donations per type of group	Performance Summaries	Community – Community performance – Community contributions	<ul style="list-style-type: none"> • 1st paragraph: ‘During 2004, our voluntary contributions to community programs totalled US\$46.5 million, comprising cash, in-kind support and management time.’ • Graph – ‘Community contributions by program category 2003/04’ shows the percentage breakdown of the types of program on which community donations are spent, e.g., environment 8% and health 12%. • Graph – ‘Community contributions by geographic region 2003/04’ shows the percentage breakdown of where community donations are spent, e.g., South America 31% and Africa 27%.
ENVIRONMENTAL PERFORMANCE INDICATORS			
EN1 Total materials use other than water, by type	Performance Summaries	Environment – Environmental performance – Resource use – Other consumables	<ul style="list-style-type: none"> • 1st paragraph: ‘This year, we have introduced the reporting of consumables used on a Company-wide basis.’ These include tonnages for acids, caustic soda, explosives, purchased gas other than natural gas, and other materials (lime, stone dust, magnetite and others).
		Environment – Environmental performance – Resource use – Energy	<ul style="list-style-type: none"> • Graph – ‘Total energy use 2001/02 to 2003/04’ shows the year-on-year energy consumption by each of the Customer Sector Groups (CSGs). • Graph – ‘Energy use by type 2003/04’ shows the sources of energy used, e.g., purchased electricity and natural gas.
		Environment – Environmental performance – Resource use – Water	<ul style="list-style-type: none"> • Graph – ‘Fresh water consumption 2001/02 to 2003/04’ shows the year-on-year fresh water consumption by each of the CSGs. • Graph – ‘Sources of fresh water 2003/04’ shows the sources of fresh water used, e.g., storm and rain and municipal town and mains. • Graph – ‘Recycled water use 2001/02 to 2003/04’ shows the year-on-year recycled water consumption by each of the CSGs. • Graph – ‘Fresh and recycled water use 2003/04’ shows the breakdown between the total percentage fresh water usage and the total percentage recycled water usage.
		Environment – Environmental data summary	<ul style="list-style-type: none"> • Table – ‘Environmental data summary’ provides the data supporting the charts outlined above.
EN2 Percentage of materials used that are wastes (processed or unprocessed) from sources external to the reporting organisation	–	–	<p>NO DISCLOSURE:</p> <ul style="list-style-type: none"> • BHP Billiton Comment: These data are not disclosed, as BHP Billiton is primarily involved in the extraction of resources. Where ‘downstream’ processes are undertaken, it is presently impractical to identify feedstocks that are by-products of other processes.
EN3 & EN4 Direct and indirect energy use	Performance Summaries	Environment – Environmental performance – Resource use – Energy	<ul style="list-style-type: none"> • Graph – ‘Total energy use 2001/02 to 2003/04’ shows the year-on-year energy consumption by each of the Customer Sector Groups (CSGs). • Graph – ‘Energy use by type 2003/04’ shows the sources of energy used, e.g., purchased electricity and natural gas. • Graph – ‘BHP Billiton energy intensity index 2001/02 to 2003/04’.
		Environment – Environmental performance – Resource use – Energy – Energy Intensity of selected products	<ul style="list-style-type: none"> • Graph – ‘Energy intensity of selected products – Petroleum products 2000/01 to 2003/04’. • Graph – ‘Energy intensity of selected products – Queensland nickel 2000/01 to 2003/04’. • Graph – ‘Energy intensity of selected products – Queensland coal 2000/01 to 2003/04’. • Graph – ‘Energy intensity of Selected Products – Aluminium 2000/01 to 2003/04’. • Graph – ‘Energy intensity of selected products – Copper 2000/01 to 2003/04’.
		Environment – Environmental data summary	<ul style="list-style-type: none"> • Table – ‘Environmental data summary’ provides the data supporting the graphs outlined above.

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report
ENVIRONMENTAL PERFORMANCE INDICATORS continued			
EN5 Total water use	Performance Summaries	Environment – Environmental performance – Resource use – Water	<ul style="list-style-type: none"> Graph – ‘Fresh water consumption 2001/02 to 2003/04’ shows the year-on-year fresh water consumption by each of the CSGs. Graph – ‘Sources of fresh water 2003/04’ shows the sources of fresh water used, e.g., storm and rain and municipal town and mains. Graph – ‘Recycled water use 2001/02 to 2003/04’ shows the year-on-year recycled water consumption by each of the CSGs. Graph – ‘Fresh and recycled water use 2003/04’ shows the breakdown between the total percentage fresh water usage and the total percentage recycled water usage. Graph – ‘BHP Billiton fresh water intensity index 2001/02 to 2003/04’.
		Environment – Environmental performance – Resource use – Water – Water intensity of selected products	<ul style="list-style-type: none"> Graph – ‘Water intensity of selected products – Petroleum products 2000/01 to 2003/04’. Graph – ‘Water intensity of selected products – Queensland nickel 2000/01 to 2003/04’. Graph – ‘Water intensity of selected products – Queensland coal 2000/01 to 2003/04’. Graph – ‘Water intensity of selected products – Aluminium 2000/01 to 2003/04’. Graph – ‘Water intensity of selected products – Copper 2000/01 to 2003/04’.
		Environment – Environmental data summary	<ul style="list-style-type: none"> Table – ‘Environmental data summary’ provides the data supporting the graphs outlined above.
EN6 Location and size of land owned, leased, or managed in biodiversity-rich habitats	Performance Summaries	Environment – Environmental performance – Biodiversity	<ul style="list-style-type: none"> 1st paragraph: ‘The reporting of biodiversity information has been refined over the year in line with the Global Reporting Initiative reporting requirements . . .’ Bullet points describe sites adjacent to areas designated as protected areas (8), sites undertaking specific activities related to biodiversity conservation (39) and sites with biodiversity aspects in their closure plans (34). The spend on biodiversity initiatives is also detailed at US\$1.3 million.
		Environment – Environmental performance – Resource use – Land	<ul style="list-style-type: none"> Graph – ‘Land newly disturbed 2001/02 to 2003/04’ by CSG. Graph – ‘Land rehabilitated 2001/02 to 2003/04’ by CSG. Graph – ‘Land requiring rehabilitation 2001/02 to 2003/04’ by CSG. 4th paragraph: ‘The total footprint of land owned, leased and/or managed by our operations was 1.76 million hectares . . .’ This total is broken down in terms of the percentage used for infrastructure, mining, supporting infrastructure and exploration. In addition, the percentage intended for future operation/expansion, designated as buffer zones and other purposes is provided.
		Environment – Environmental data summary	<ul style="list-style-type: none"> Table – ‘Environmental data summary’ provides the data supporting the graphs outlined above.
	Policy in Action – Case Studies	Environment	<ul style="list-style-type: none"> Case Study No. 16 – ‘Conserving biodiversity at the Ravensthorpe Nickel Project’. Case Study No. 21 – ‘Documentary film series highlights the environmental richness and fragility of the Sahara’. <p>PARTIAL DISCLOSURE:</p> <ul style="list-style-type: none"> BHP Billiton Comment: Despite the information presented above, this indicator is not fully disclosed, as data relating specifically to the area of land managed in biodiversity rich habitats are not captured.

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report
ENVIRONMENTAL PERFORMANCE INDICATORS continued			
EN7 Description of the major impacts on biodiversity associated with activities and/or products and services in terrestrial, fresh water and marine environments	Performance Summaries	Environment – Environmental performance – Biodiversity	<ul style="list-style-type: none"> • 1st paragraph: ‘The reporting of biodiversity information has been refined over the year in line with the Global Reporting Initiative reporting requirements . . .’ • Bullet points cover sites adjacent to areas designated as protected areas (8), sites undertaking specific activities related to biodiversity conservation (39) and sites with biodiversity aspects in their closure plans (34). • The spend on biodiversity initiatives is also detailed at US\$1.3 million.
		Environment – Environmental performance – Resource use – Land	<ul style="list-style-type: none"> • Graph – ‘Land newly disturbed 2001/02 to 2003/04’ by CSG. • Graph – ‘Land rehabilitated 2001/02 to 2003/04’ by CSG. • Graph – ‘Land requiring rehabilitation 2001/02 to 2003/04’ by CSG. • 4th paragraph: ‘The total footprint of land owned, leased and/or managed by our operations was 1.76 million hectares . . .’ This total is broken down in terms of the percentage used for infrastructure, mining, supporting infrastructure and exploration. In addition, the percentage intended for future operation/expansion, designated as buffer zones and other purposes is provided.
		Environment – Environmental data summary	• Table – ‘Environmental data summary’ provides the data supporting the graphs outlined above.
		Environment – Environmental performance – Rehabilitation, remediation and closure	• Provides information on the financial provisions made for reclamation and decommissioning of land.
	Policy in Action – Case Studies	Environment	<ul style="list-style-type: none"> • Case Study No. 14 – ‘Closure program at San Manuel copper mine addresses environmental issues’. • Case Study No. 16 – ‘Conserving biodiversity at the Ravensthorpe Nickel Project’. • Case Study No. 19 – ‘Innovative approach to reclamation at La Plata Mine is producing positive results’. <p>PARTIAL DISCLOSURE:</p> <ul style="list-style-type: none"> • BHP Billiton Comment: Despite the information presented above, this indicator is not fully disclosed, as information relating specifically to the impacts of BHP Billiton activities on biodiversity is not detailed.
EN8 Greenhouse gas emissions	Performance Summaries	Environment – Environmental performance – Emissions – Greenhouse gases	<ul style="list-style-type: none"> • Outlines the main greenhouse gases of concern and total greenhouse gas emissions. • Graph – ‘Greenhouse gas emissions 2001/02 to 2003/04’ by CSG. • Graph – ‘Sources of greenhouse gas emissions 2003/04’, e.g., natural gas and distillate and fuel oil. • Graph – ‘BHP Billiton greenhouse gas intensity index 2001/02 to 2003/04’.
		Environment – Environmental performance – Emissions – Greenhouse gases – Greenhouse gas intensity of selected products	<ul style="list-style-type: none"> • Graph – ‘Greenhouse intensity of selected products – Petroleum products 2000/01 to 2003/04’. • Graph – ‘Greenhouse intensity of selected products – Queensland nickel 2000/01 to 2003/04’. • Graph – ‘Greenhouse intensity of selected products – Queensland coal 2000/01 to 2003/04’. • Graph – ‘Greenhouse intensity of selected products – Aluminium 2000/01 to 2003/04’. • Graph – ‘Greenhouse intensity of selected products – Copper 2000/01 to 2003/04’.
		Environment – Environmental data summary	• Table – ‘Environmental data summary’ provides the data supporting the graphs outlined above.
	Sustainability at BHP Billiton	Sustainability challenges – Greenhouse gas emissions	• Outlines the approach, the drivers and an external view, with reference to BHP Billiton’s ‘Climate Change Position Statement’.
	Policy in Action – Case Studies	Environment	• Case Study No. 13 – ‘Coal bed methane offers a fuel source with the potential to deliver zero greenhouse gas emission power’.

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report
ENVIRONMENTAL PERFORMANCE INDICATORS continued			
EN9 Use and emission of ozone-depleting substances	Performance Summaries	Environment – Environmental performance – Emissions – Ozone-depleting substances	<ul style="list-style-type: none"> • 1st paragraph: ‘The amount of ozone-depleting substances discharged or leaked to air increased . . .’
EN10 NO _x , SO _x and other significant air emissions by type	Performance Summaries	Environment – Environmental performance – Emissions – Oxides of sulphur	<ul style="list-style-type: none"> • 1st paragraph: ‘. . . emissions of oxides of sulphur (SO_x) to air decreased . . .’ • Graph – ‘SO_x emissions to air 2001/02 to 2003/04’ by CSG.
		Environment – Environmental performance – Emissions – Oxides of nitrogen	<ul style="list-style-type: none"> • 1st paragraph: ‘NO_x emissions increased . . .’ • Graph – ‘NO_x emissions to air 2001/02 to 2003/04’ by CSG.
		Environment – Environmental performance – Emissions – Fluoride	<ul style="list-style-type: none"> • 1st paragraph: ‘Fluoride emissions from our aluminium smelters decreased . . .’ • Graph – ‘Fluoride emissions to air 2000/01 to 2003/04’.
		Environment – Environmental data summary	<ul style="list-style-type: none"> • Table – ‘Environmental data summary’ provides the data supporting the graphs outlined above.
EN11 Total amount of waste by type and destination	Performance Summaries	Environment – Environmental performance – Resource use – Waste	<ul style="list-style-type: none"> • Broken down into specific information relating to general waste, hazardous and non-hazardous waste and waste rock and tailings. Total tonnages generated are provided. • Graph – ‘Waste disposed (excluding mineral processing waste) 2003/04’ broken down into general waste to landfill, other hazardous waste and waste oil. • Graph – ‘General waste disposal methods 2003/04’. • Graph – ‘General waste disposed to landfill 2001/02 to 2003/04’ by CSG. • Graph – ‘Hazardous and non-hazardous waste disposed 2003/04’.
		Environment – Environmental data summary	<ul style="list-style-type: none"> • Table – ‘Environmental data summary’ provides the data supporting the graphs outlined above.
	Policy in Action – Case Studies	Environment	<ul style="list-style-type: none"> • Case Study No. 18 – ‘Waste management practices at Cannington are delivering benefits for the operation and other stakeholders’.
EN12 Significant discharges to water by type	Performance Summaries	Environment – Environmental performance – Resource use – Waste – Wastewater and effluent discharge	<ul style="list-style-type: none"> • 1st paragraph: ‘This year we have enhanced our reporting of wastewater and effluent discharge, consistent with GRI requirements.’ • A total figure of discharges is provided. • Graph – ‘Wastewater and effluent discharged 2003/04’ broken down into destination, namely wetlands/river/lake, ocean, ground water, treatment plant or other. • Graph – ‘Key constituents in the wastewater and effluent discharged 2003/04’ broken down into biological oxygen demand, chemical oxygen demand, total suspended solids and key metals.
		Environment – Environmental data summary	<ul style="list-style-type: none"> • Table – ‘Environmental data summary’ provides the data supporting the graphs outlined above.
	Policy in Action – Case Studies	Environment	<ul style="list-style-type: none"> • Case Study No. 15 – ‘Selbaie Mine develops environmental program to contain acidic waters during the snow-melting season’.
EN13 Significant spills of chemicals, oils and fuels in terms of total number and total volume	Performance Summaries	Environment – Environmental performance – Accidental discharges	<ul style="list-style-type: none"> • 1st paragraph: ‘Accidental discharges of hydrocarbons to land and water increased . . .’ • Graph – ‘Accidental discharges of hydrocarbons 2001/02 to 2003/04’ by CSG.
		Environment	<ul style="list-style-type: none"> • Table – ‘Environmental data summary’ provides the data supporting the graph outlined above, as well as spills of materials other than hydrocarbons.

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report
ENVIRONMENTAL PERFORMANCE INDICATORS continued			
EN14 Significant environmental impacts of principal products and services	Performance at a Glance	HSEC targets scorecard	<ul style="list-style-type: none"> Product Stewardship – ‘Life cycle assessments prepared for all major BHP Billiton minerals products by 30 June 2004 (incorporating participation in industry programs as appropriate).’
	Sustainability at BHP Billiton	Governance – HSEC governance – Policy, standards and systems – HSEC Management Standards	<ul style="list-style-type: none"> ‘Standard 11 – Suppliers, Contractors and Partners’ and ‘Standard 12 – Product Stewardship’.
		Part of the global community – Building global links	<ul style="list-style-type: none"> ‘Suppliers’ row in table – ‘BHP Billiton’s stakeholder relationships’. 2nd paragraph outlines BHP Billiton’s involvement in a wide range of product-specific industry associations and projects, e.g., Silver Research Consortium.
	Performance Summaries	Management systems – Product stewardship	<ul style="list-style-type: none"> 4th paragraph: ‘During the reporting period, in line with this target, LCAs were completed for copper, nickel, iron ore, aluminium, metallurgical coal, manganese and thermal coal. The LCA studies were conducted through research institutes and academia and in conjunction with commodity and industry associations.’
		Environment – Environmental performance – Resource use	<ul style="list-style-type: none"> ‘Supply chain management’.
EN15 Percentage of the weight of products sold that is reclaimable at the end of the products’ useful life and percentage that is actually reclaimed	Performance Summaries	Management systems – Product stewardship	<ul style="list-style-type: none"> 1st paragraph: ‘While the physical and chemical nature of metals ensures their infinite recyclability, we are working with commodity organisations to address life-cycle and product-stewardship considerations.’ 8th paragraph: ‘. . . we need to better define product stewardship . . . This will be a focus for the coming year.’ <p>PARTIAL DISCLOSURE:</p> <ul style="list-style-type: none"> BHP Billiton Comment: While BHP Billiton is working with commodity associations to address life-cycle considerations, it is currently impractical to collate and report data on the amount of reclaimable product following useful life.
EN16 Incidents of and fines for non-compliance with all applicable international declarations/conventions/treaties, and national, sub-national, regional and local regulations associated with environmental issues	Performance at a Glance	HSEC targets scorecard	<ul style="list-style-type: none"> ‘Management Systems – Legal Compliance’: ‘Ten fines totalling US\$37 845’.
	Performance Summaries	Environment – Environmental performance – Environmental incidents	<ul style="list-style-type: none"> 2nd paragraph: ‘. . . we had two Level 3 incidents during the reporting period.’

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report
ADDITIONAL ENVIRONMENTAL PERFORMANCE INDICATORS			
EN17 Initiatives to use renewable energy sources and increase energy efficiency	Performance Summaries	Environment – Environmental performance – Resource use – Energy	<ul style="list-style-type: none"> 4th paragraph: ‘Energy conservation initiatives across the Company contributed to the reduction in the energy intensity index.’ Graph – ‘Energy use by type 2003/04’ shows the sources of energy used, e.g., purchased electricity and natural gas. Graph – ‘BHP Billiton energy intensity index 2001/02 to 2003/04’.
		Environment – Environmental performance – Resource use – Energy – Energy intensity of selected products	<ul style="list-style-type: none"> ‘Energy intensity of selected products’ – ‘... there has been a reduction in energy intensity at our nickel operations in Queensland, Australia, and aluminium smelters in southern Africa, mainly due to efficiency and operational improvement.’ Graph – ‘Energy intensity of selected products – Queensland nickel 2000/01 to 2003/04’. Graph – ‘Energy intensity of selected products – Aluminium 2000/01 to 2003/04’.
		Environment – Environmental data summary	<ul style="list-style-type: none"> Table – ‘Environmental data summary’ provides the data supporting the graphs outlined above.
	Policy in Action – Case Studies	Environment	<ul style="list-style-type: none"> Case Study No. 13 – ‘Coal bed methane offers a fuel source with the potential to deliver zero greenhouse gas emission power’.
EN22 Total recycling and reuse of water	Performance Summaries	Environment – Environmental performance – Resource use – Water	<ul style="list-style-type: none"> Graph – ‘Recycled water use 2001/02 to 2003/04’ shows the year-on-year recycled water consumption by each of the CSGs. Graph – ‘Fresh and recycled water use 2003/04’ shows the breakdown between the total percentage fresh water usage and the total percentage recycled water usage.
		Environment – Environmental data summary	<ul style="list-style-type: none"> Table – ‘Environmental data summary’ provides the data supporting the graphs outlined above.
EN23 Total amount of land owned, leased or managed for production activities extractive use	Performance Summaries	Environment – Environmental performance – Resource use – Land	<ul style="list-style-type: none"> 4th paragraph: ‘The total footprint of land owned, leased and/or managed by our operations was 1.76 million hectares ...’ This total is broken down in terms of the percentage used for infrastructure, mining, supporting infrastructure and exploration. In addition, the percentage intended for future operation/expansion, designated as buffer zones and other purposes is provided.
EN25 Impacts of activities and operations on protected and sensitive areas	Performance Summaries	Environment – Environmental performance – Biodiversity	<ul style="list-style-type: none"> Bullet points describe sites adjacent to areas designated as protected areas (8), sites undertaking specific activities related to biodiversity conservation (39) and sites with biodiversity aspects in their closure plans (34). The spend on biodiversity initiatives is also detailed at US\$1.3 million.
		Environment – Environmental performance – Resource use – Land	<ul style="list-style-type: none"> Graph – ‘Land newly disturbed 2001/02 to 2003/04’ by CSG. Graph – ‘Land rehabilitated 2001/02 to 2003/04’ by CSG. Graph – ‘Land requiring rehabilitation 2001/02 to 2003/04’ by CSG. 4th paragraph: ‘The total footprint of land owned, leased and/or managed by our operations was 1.76 million hectares ...’ This total is broken down in terms of the percentage used for infrastructure, mining, supporting infrastructure and exploration. In addition, the percentage intended for future operation/expansion, designated as buffer zones and other purposes is provided.
		Environment – Environmental data summary	<ul style="list-style-type: none"> Table – ‘Environmental data summary’ provides the data supporting the graphs outlined above.
	Policy in Action – Case Studies	Environment	<ul style="list-style-type: none"> Case Study No. 16 – ‘Conserving biodiversity at the Ravensthorpe Nickel Project’. Case Study No. 21 – ‘Documentary film series highlights the environmental richness and fragility of the Sahara’.

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report
ADDITIONAL ENVIRONMENTAL PERFORMANCE INDICATORS continued			
EN27 Objectives, programs and targets for protecting and restoring native ecosystems and species in degraded areas	Performance Summaries	Environment – Environmental performance – Rehabilitation, remediation and closure	<ul style="list-style-type: none"> • Outlines closure plans and provisions for rehabilitation, which includes restoring native ecosystems and species in degraded areas.
		Environment – Environmental performance – Biodiversity	<ul style="list-style-type: none"> • 1st paragraph: ‘The reporting of biodiversity information has been refined over the year in line with the Global Reporting Initiative reporting requirements . . .’ • The spend on biodiversity initiatives is also detailed at US\$1.3 million. • Graph – ‘Land rehabilitated 2001/02 to 2003/04’ by CSG.
	Policy in Action – Case Studies	Environment	<ul style="list-style-type: none"> • Case Study No. 14 – ‘Closure program at San Manuel copper mine addresses environmental issues’. • Case Study No. 15 – ‘Selbaie Mine develops environmental program to contain acidic waters during the snow-melting season’. • Case Study No. 16 – ‘Conserving biodiversity at the Ravensthorpe Nickel Project’.
EN29 Business units currently operating or planning operations in or around protected or sensitive areas	Performance Summaries	Environment – Environmental performance – Resource use – Biodiversity	<ul style="list-style-type: none"> • Bullet points describe sites adjacent to areas designated as protected areas (8), sites undertaking specific activities related to biodiversity conservation (39) and sites with biodiversity aspects in their closure plans (34).
EN30 Other relevant indirect greenhouse gas emissions	Performance Summaries	Environment – Environmental performance – Emissions – Greenhouse gases	<ul style="list-style-type: none"> • Outlines the main greenhouse gases of concern and total greenhouse gas emissions. Greenhouse gas emissions relating to energy sources are, effectively, indirect emissions unless BHP Billiton is the generator of the energy. • Graph – ‘Greenhouse gas emissions 2001/02 to 2003/04’ by CSG. • Graph – ‘Sources of greenhouse gas emissions 2003/04’, e.g., natural gas and distillate & fuel oil. • Graph – ‘BHP Billiton greenhouse gas intensity index 2001/02 to 2003/04’.
		Environment – Environmental performance – Emissions – Greenhouse gas intensity of selected products	<ul style="list-style-type: none"> • Graph – ‘Greenhouse intensity of selected products – Petroleum products 2000/01 to 2003/04’. • Graph – ‘Greenhouse intensity of selected products – Queensland nickel 2000/01 to 2003/04’. • Graph – ‘Greenhouse intensity of selected products – Queensland coal 2000/01 to 2003/04’. • Graph – ‘Greenhouse intensity of selected products – Aluminium 2000/01 to 2003/04’. • Graph – ‘Greenhouse intensity of selected products – Copper 2000/01 to 2003/04’.
		Environment – Environmental data summary .	<ul style="list-style-type: none"> • Table – ‘Environmental data summary’ provides the data supporting the graphs outlined above.
EN31 All production, transport, import or export of any waste deemed ‘hazardous’ under the terms of the Basel Convention Annex I, II, III and VIII	Performance Summaries	Environment – Environmental performance – Resource use – Waste	<ul style="list-style-type: none"> • Broken down into specific information relating to general waste, hazardous and non-hazardous waste and waste rock and tailings. Total tonnages generated are provided. • Graph – ‘Waste disposed (excluding mineral processing waste) 2003/04’ broken down into general waste to landfill, other hazardous waste and waste oil. • Graph – ‘Hazardous and non-hazardous waste disposed 2003/04’.
EN35 Total environmental expenditures by type	Performance Summaries	Environment – Environmental performance – Environmental spending	<ul style="list-style-type: none"> • 1st paragraph: ‘Environmental spending for the reporting period totalled US\$207 million, up from US\$134 million last year (this is thought to reflect . . . better data gathering).’ • Table – ‘Environmental spending 2003/04 (US\$000)’ breaks expenditure down into Research and Development, Site Rehabilitation, Environmental Monitoring and Other, by CSG.

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report
SOCIAL PERFORMANCE INDICATORS			
LA1 Workforce breakdown (where possible by region)	About Us		<ul style="list-style-type: none"> • 1st paragraph: 'We have around 35 000 employees working in more than 100 operations and offices in 26 countries.'
	Performance Summaries	Socio-economic – Employee profile	<ul style="list-style-type: none"> • 1st paragraph: 'During the year, the average number of permanent employees across the Company (including our owned and operated facilities, as well as our share of unincorporated joint ventures) was 35 070, compared to 34 800 reported in the previous period.' • 2nd paragraph: 'Around 5 per cent of employees were engaged on a part-time or casual basis'
		Socio-economic – Diversity	<ul style="list-style-type: none"> • 3rd paragraph: 'Approximately 7 per cent of our Company's management are women . . . There were significant regional differences, with women representing about 33 per cent, 18 per cent and 12 per cent of full-time employees in Europe, North America and Australia respectively.'
LA2 Net employment creation and average turnover	About Us		<ul style="list-style-type: none"> • 1st paragraph: 'We have around 35 000 employees working in more than 100 operations and offices in 26 countries.'
	Performance Summaries	Socio-economic – Employee profile	<ul style="list-style-type: none"> • Graph – 'Regional geographic breakdown of total number of employees 2003/04'. • 3rd paragraph: 'The average turnover rate of employees at operated sites and corporate offices was 6 per cent.' • Graph – 'Regional geographic breakdown of total number of employees 2003/04'.
LA3 Employees represented by trade union organisations by country or region	Part of the global community	Building global links – Global Compact progress assessment	<ul style="list-style-type: none"> • Global Compact Principle 3 – 'Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining'.
	Performance Summaries	Socio-economic – Freedom of association	<ul style="list-style-type: none"> • This entire section of the Report addresses this GRI Indicator. • Graph – 'Reported percentage of employees covered by collective bargaining agreements by region 2003/04'.
LA4 Policy and procedure relating to consultation with employees (including relating to changes to the organisation)	Performance Summaries	Socio-economic – Employee relations	<ul style="list-style-type: none"> • 2nd bullet point: 'build open and productive relationships with employees and provide processes to assist in equitably addressing workplace issues.' • 2nd paragraph: 'Employee relations arrangements at individual workplaces are required to respect local legislative requirements and other local standards and circumstances.'

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report
SOCIAL PERFORMANCE INDICATORS continued			
LA5 Recording and notification of occupational accidents and diseases	Message from the Chief Executive Officer		<ul style="list-style-type: none"> • 3rd paragraph: 'Seventeen of our colleagues have lost their lives during this fiscal year.'
	Performance at a Glance	HSEC targets scorecard – Safety	<ul style="list-style-type: none"> • Seventeen fatalities in controlled activities. • During the year our Classified Injury Frequency Rate reduced, resulting in an overall reduction to date of 26 per cent against the baseline.
		HSEC targets scorecard – Health	<ul style="list-style-type: none"> • 98 per cent of required sites implemented baseline surveys • Potential occupational exposure to noise increased by 4 per cent if not for the use of personal protective equipment. The 2004 financial year was the baseline year in determining other exposures (excluding noise) above occupational exposure limits. • 15 per cent reduction against the baseline in the incidence of occupational disease per 10 000 employees.
	Sustainability at BHP Billiton	Governance – HSEC Governance – Policy, standards and systems – HSEC Management Standards	<ul style="list-style-type: none"> • Standard 6 – 'Health and Hygiene' – Intent: Employees and contractors are assessed for their fitness for work and protected from health hazards associated with their work. • Standard 13 – 'Incident Reporting and Investigation Investigation' – Intent: Incidents are reported, investigated and analysed. Corrective and preventative actions are taken and lessons shared.
		Governance – HSEC Governance – Policy, standards and systems – Risk management	<ul style="list-style-type: none"> • BHP Billiton HSEC Consequence Severity Table – Injury and disease
	Performance Summaries	Health	<ul style="list-style-type: none"> • Includes text and graphs on the monitoring, measuring and reporting of occupational illnesses, personal protective equipment compliance, employee health and community health.
		Safety	<ul style="list-style-type: none"> • Includes text and graphs on the monitoring, measuring and reporting of fatalities, First Priority information system, Classified Injury Frequency Rate, Fatal Risk Control Protocols, safety management and contractor management.
	Policy in Action – Case Studies	Health	<ul style="list-style-type: none"> • All case studies in this section of the Report.
Safety		<ul style="list-style-type: none"> • All case studies in this section of the Report. 	
LA6 Joint health and safety committees	Sustainability at BHP Billiton	Governance – HSEC governance	<ul style="list-style-type: none"> • Diagram – 'HSEC Organisation Structure'. • 2nd paragraph: 'As shown in the diagram adjacent, the Company's peak HSE governance body is the HSE Committee, which is a subcommittee of the Board.' • 3rd paragraph: 'HSEC Standards across the Company are coordinated and monitored through the BHP Billiton Executive Committee ...' • Section 'HSE Committee of the Board Membership'.
		Governance – HSEC governance – Policy, standards and systems	<ul style="list-style-type: none"> • 3rd paragraph: 'Wherever we operate, HSEC aspects are addressed in our decision-making processes, alongside other business considerations.'
		Part of the global community – Dialogue – Employees and contractors	<ul style="list-style-type: none"> • 4th paragraph: 'At the site level, in line with HSEC Management Standard 7, sites are required to ensure processes are in place to enable stakeholders, including employees and contractors, to participate in and commit to HSEC performance improvement initiatives.'

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report
SOCIAL PERFORMANCE INDICATORS continued			
LA7 Injury, lost day and absentee rates (including work related fatalities)	Performance at a Glance	HSEC targets scorecard – Safety	<ul style="list-style-type: none"> Seventeen fatalities in controlled activities. During the year our Classified Injury Frequency Rate reduced, resulting in an overall reduction of 26 per cent against the baseline.
		HSEC targets scorecard – Health	<ul style="list-style-type: none"> 98 per cent of required sites implemented baseline surveys. Potential occupational exposure to noise, if not for the use of personal protective equipment, increased by 4 per cent. The 2004 financial year was the baseline year in determining other exposures (excluding noise) above occupational exposure limits. During the year the incidence of occupational illness reduced, resulting in an overall reduction to date of 15 per cent against the baseline.
	Performance Summaries	Health – Health performance – Occupational illnesses	<ul style="list-style-type: none"> Graph – ‘New illnesses by type’.
		Safety	<ul style="list-style-type: none"> ‘Fatalities’ section, including graph – ‘Fatalities at our controlled operations 2001/02 to 2003/04’. ‘Classified Injury Frequency Rate’ section, including graph – ‘Classified Injury Frequency Rate 2001/02 to 2003/04’. ‘Safety Incidents’ section, including graph – ‘Significant safety incidents by fatal risk control protocol and incident type 2001/02 to 2003/04’ and ‘Basic cause categories – surface mobile equipment significant incidents 2001/02 to 2003/04’.
LA8 Policies and programs on HIV/AIDS	Performance at a Glance	Executive summary	<ul style="list-style-type: none"> 14th paragraph: ‘We received an award recognising Business Excellence for Innovation from the Global Business Coalition on HIV/AIDS, the pre-eminent organisation leading the business fight against the AIDS pandemic.’
	Sustainability at BHP Billiton	Sustainability challenges – Occupational and community health	<ul style="list-style-type: none"> Our approach – Community health, 2nd paragraph: ‘Health is a key focus of our community programs. Many of our operations are in regions where the three most significant global infectious diseases (HIV/AIDS, malaria and tuberculosis) have significant impact.’
	Policy in Action – Case Studies	Health	<ul style="list-style-type: none"> Case Study No. 1 – ‘Seeking ways to help manage the impact of HIV/AIDS on a broader scale’.
LA9 Average hours of training per year	–	–	<p>NO DISCLOSURE:</p> <ul style="list-style-type: none"> BHP Billiton Comment: BHP Billiton’s employment policies encourage all employees to receive training appropriate to their roles and development needs. Collating and reporting average training hours is currently impractical for BHP Billiton, as it does not provide a meaningful measure of the quality of training and associated competencies provided by the Company.
LA10 Equal opportunity policies and programs	Performance Summaries	Socio-economic – Socio-economic performance – Employee relations – Diversity	<ul style="list-style-type: none"> This entire section provides information on the Company’s equal opportunity policies and programs currently in place.
		Socio-economic – Socio-economic performance – Employee relations – Diversity – Employment equity in South Africa	<ul style="list-style-type: none"> 1st paragraph: ‘To address historical issues of South Africa, which resulted in the majority of South Africans being excluded from participating in the mainstream economy, BHP Billiton South Africa adopted an empowerment strategy of change.’
	Policy in Action – Case Studies	Socio-economic	<ul style="list-style-type: none"> Case Study No. 30 – ‘EKATI agreements aim to provide sustainable employment, training and business opportunities for indigenous communities’. Case Study No. 31 – ‘Black Economic Empowerment Supply Unit established to promote BEE supply initiatives in the southern African Region’.

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report
SOCIAL PERFORMANCE INDICATORS continued			
LA11 Composition of senior management and corporate governance bodies (including male/female ratios)	Sustainability at BHP Billiton	Governance – HSEC governance	<ul style="list-style-type: none"> • Diagram – ‘HSEC Organisation Structure’. • HSE Committee of the Board membership. • Global Ethics Panel – ‘The Global Ethics Panel comprises business representatives and corporate representatives from relevant functional areas . . . and two external representatives.’
		Part of the global community – Forum on Corporate Responsibility	<ul style="list-style-type: none"> • Entire section.
	Performance Summaries	Socio-economic – Socio-economic performance – Employee relations – Diversity	<ul style="list-style-type: none"> • 3rd paragraph: ‘. . . about 9 per cent of full-time employees at operated sites and offices were women.’
HR1 Policies and guidelines dealing with human rights	Performance at a Glance	HSEC targets scorecard – Community	<ul style="list-style-type: none"> • No identified transgressions within the Group’s activities of the principles embodied within the United Nations Universal Declaration of Human Rights.
		Executive summary	<ul style="list-style-type: none"> • 10th paragraph: ‘No transgressions of the principles embodied within the United Nations Universal Declaration of Human Rights were reported to have occurred within the Group during the year.’
	Sustainability at BHP Billiton	Governance – HSEC governance – HSEC Management Standards	<ul style="list-style-type: none"> • Standard 8 – Business Conduct, Human Rights and Indigenous Affairs.
		Part of the global community – Our stakeholders – BHP Billiton’s stakeholder relationships	<ul style="list-style-type: none"> • 9th row – Non-government organisations: Non-government organisations with which we typically engage include environmental, social and human rights organisations. They range from the local to the international level.
		Part of the global community – Building global links	<ul style="list-style-type: none"> • 3rd paragraph: ‘The major externally developed voluntary initiatives that we are involved in. . . UN Global Compact (2002); United Nations Universal Declaration of Human Rights (2001).’ • Table – ‘Global Compact progress assessment’.
	Performance Summaries	Community – Human rights	<ul style="list-style-type: none"> • Entire ‘Human rights’ section.
Socio-economic – Employee relations		<ul style="list-style-type: none"> • Discusses approach to employee relations. 	
Policy in Action – Case Studies	Community	<ul style="list-style-type: none"> • Case Study No. 25 – ‘Dialogue Table meetings provide a forum for resolving community issues at Tintaya’. • Case Study No. 28 – ‘Process of resolving Tabaco land acquisition issues continues’. 	
HR2 Consideration of human rights impacts as part of investment and procurement decisions	Sustainability at BHP Billiton	Governance – HSEC governance – HSEC Management Standards	<ul style="list-style-type: none"> • Standard 8 – ‘Business Conduct, Human Rights and Indigenous Affairs’. • 10th paragraph: ‘To ensure that our HSEC (including human rights) management requirements are embedded into significant investment decisions, we have established an investment process that covers a range of investment types of establishes the policy by which all investments are to be reviewed and authorised.’

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report
SOCIAL PERFORMANCE INDICATORS continued			
HR3 Policies and procedures to evaluate human rights (within the supply chain and contractors, including monitoring systems)	Sustainability at BHP Billiton	Governance – HSEC governance – HSEC Management Standards	<ul style="list-style-type: none"> Standard 8 – ‘Business Conduct, Human Rights and Indigenous Affairs’. Standard 11 – ‘Suppliers, Contractors and Partners’.
	Performance Summaries	Community – Community performance – Human rights	<ul style="list-style-type: none"> 1st paragraph: ‘During 2003, a Human Rights Self-Assessment Toolkit was developed and distributed to all Company sites to assist them in appraising their potential exposure to human rights issues.’ 3rd paragraph: ‘Human Rights Guides for managers and employees and a presentation for employees have also been developed and are available to our sites to assist them in educating our people about their roles and responsibilities.’
	Policy in Action – Case Studies	Community	<ul style="list-style-type: none"> Case Study No. 25 – ‘Dialogue Table meetings provide a forum for resolving community issues at Tintaya’. Case Study No. 28 – ‘Process of resolving Tabaco land acquisition issues continues’. <p>PARTIAL DISCLOSURE:</p> <ul style="list-style-type: none"> BHP Billiton Comment: While the Human Rights Self-Assessment toolkit has been ‘rolled-out’ to BHP Billiton operations, partial disclosure against this indicator has been determined, as data from the process are not yet centrally collated.
HR4 Global policy preventing discrimination, including monitoring systems	Sustainability at BHP Billiton	Governance – HSEC governance – HSEC Management Standards	<ul style="list-style-type: none"> Standard 8 – ‘Business Conduct, Human Rights and Indigenous Affairs’.
		Part of the global community – Building global links	<ul style="list-style-type: none"> Table – ‘Global Compact progress assessment’.
		Governance – HSEC governance – Business conduct	<ul style="list-style-type: none"> 2nd paragraph: ‘The Guide to Business Conduct applies to all our workforce regardless of their specific job or location. It provides employees and contractors with direction and advice on carrying out business and interacting with governments, communities and business partners.’
	Performance Summaries	Socio-economic – Socio-economic performance – Employee relations – Diversity	<ul style="list-style-type: none"> 1st paragraph: ‘The Company is committed to developing a diverse workforce and to providing a work environment in which everyone is treated fairly and with respect and has the opportunity to contribute to business success and realise their potential. In real terms, this means harnessing the unique skills, experience and perspectives that each individual brings and recognising that these differences are important to our success.’
HR5 Freedom of association policies and procedures	Sustainability at BHP Billiton	Part of the global community – Building global links	<ul style="list-style-type: none"> Table – ‘Global Compact progress assessment’.
		Part of the global community – Building global links – UN Global Compact	<ul style="list-style-type: none"> 2nd paragraph: ‘With regard to the Global Compact’s core values in the area of labour standards, while we fully recognise the right of our employees to freely associate and join trade unions, at a number of locations we have a mix of collective and individual arrangements.’
	Performance Summaries	Socio-economic – Socio-economic performance – Employee relations – Freedom of association	<ul style="list-style-type: none"> Entire section – text. Graph – ‘Reported percentage of employees covered by collective bargaining agreements by region 2003/04’.
		Socio-economic – Socio-economic performance – Employee relations	<ul style="list-style-type: none"> 3rd paragraph: ‘Further details on our approach to employment and our policies with regard to equality, recruitment, remuneration, performance management and employee development can be found in our Employment Principles (see http://www.bhpbilliton.com/bb/peopleAndEmployment/employmentPrinciples.jsp).’

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report
SOCIAL PERFORMANCE INDICATORS continued			
HR6 Policy excluding child labour	Sustainability at BHP Billiton	Governance – HSEC governance – Policy, standards and systems	• 3rd paragraph: ‘As such, the Policy recognises that where governments implement international conventions, such as those of the International Labour Organisation, we will comply.’
		Part of the global community – Building global links	• Table – ‘Global Compact progress assessment’.
	Performance Summaries	Community – Community performance – Human rights	• 2nd paragraph: ‘The toolkit enables sites to assess their level of impact on or exposure to human rights (encompassing child labour and forced labour) . . .’
		Socio-economic – Socio-economic performance – Employee relations – Child and forced labour	• Entire section.
HR7 Policy to prevent forced and compulsory labour	Sustainability at BHP Billiton	Governance – HSEC governance – Policy, standards and systems	• 3rd paragraph: ‘As such, the Policy recognises that where governments implement international conventions, such as those of the International Labour Organisation, we will comply.’
		Part of the global community – Building global links – UN Global Compact	• Table – ‘Global Compact progress assessment’.
	Performance Summaries	Community – Community performance – Human rights	• 2nd paragraph: ‘The toolkit enables sites to assess their level of impact on or exposure to human rights (encompassing child labour and forced labour) . . .’
		Socio-economic – Socio-economic performance – Employee relations – Child and forced labour	• Entire section.
HR12 Policies and guidelines for needs of indigenous people	Sustainability at BHP Billiton	Governance – HSEC governance – HSEC Management Standards	• Standard 8 – ‘Business Conduct, Human Rights and Indigenous Affairs’.
		Part of the global community – Our stakeholders – BHP Billiton’s stakeholder relationships	• Table – 2nd row ‘Local and indigenous Communities’; 7th row ‘Community Organisations’.
		Part of the global community – Building global links – UN Global Compact	• Table – ‘Global Compact progress assessment’.
	Performance Summaries	Community – Community performance – Community management – Indigenous culture and heritage	• 1st paragraph: ‘The Company recognises and respects the importance of indigenous people’s culture, heritage and traditional rights and supports the identification, recording, management and protection of indigenous cultural heritage sites.’
		Socio-economic – Socio-economic performance – Employee relations – Diversity – Indigenous employment and training	• The entire section provides details on the Company’s policies and programs with respect to the needs of indigenous peoples.
	Policy in Action – Case Studies	Community	• Case Studies No. 23, 25, 28 and 29 relate to addressing the needs of indigenous peoples.
Socio-economic		• Case Studies No. 30, 31, 32, 33 and 34 relate to addressing the needs of indigenous peoples.	

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report
SOCIAL PERFORMANCE INDICATORS continued			
HR14 Share of operating revenues redistributed to local communities	Performance at a Glance	Executive summary	<ul style="list-style-type: none"> • 10th paragraph: 'Our community contributions of 1.3 per cent of our pre-tax profit, based on a rolling three-year average, once again exceeded the target of 1 per cent.'
	Performance Summaries	Community – Community performance – Community contributions	<ul style="list-style-type: none"> • 1st paragraph: 'The Company supports community initiatives in the locations where it operates. During 2004, our voluntary contributions to community programs totalled US\$46.5 million, comprising cash, in-kind support and management time. This amount equates to 1.3 per cent of pre-tax profit (three-year rolling average), which exceeds our target of 1 per cent.' • Graph – 'Community contributions by program category 2003/04'. • Graph – 'Community contributions by geographic region 2003/04'.
S01 Policies to manage impacts on communities in areas affected by activities	Performance at a Glance	HSEC targets scorecard	<ul style="list-style-type: none"> • Community – All sites to have and maintain a community relations plan. • Community – Aggregate contribution to community programs, including in-kind support, of a target of 1 per cent of pre-tax profits, calculated on a three-year rolling average.
	Sustainability at BHP Billiton	Governance – HSEC governance – Policy, standards and systems – HSEC Management Standards	<ul style="list-style-type: none"> • Standard 7 – 'Communication, Consultation and Participation'.
		Sustainability challenges – Sustainable community development and closure	<ul style="list-style-type: none"> • Entire section provides information of the Company's approach, policies and procedures on minimising the impact of closing an operation on the local community.
		Sustainability challenges – Occupational and community health	<ul style="list-style-type: none"> • This section includes information on how the Company is adequately addressing community health issues.
		Part of the global community – Our stakeholders	<ul style="list-style-type: none"> • Table – 'BHP Billiton's stakeholder relationships' – Local and Indigenous Communities, right-hand column.
	Policy in Action – Case Studies	Community	<ul style="list-style-type: none"> • All Community case studies (Nos. 22–29).
Socio-economic		<ul style="list-style-type: none"> • Case Studies Nos. 30, 31, 32, 33, 34. 	
S02 Policies to address bribery and corruption	Sustainability at BHP Billiton	Governance – HSEC governance – Policy, standards and systems – Business conduct	<ul style="list-style-type: none"> • 2nd paragraph: 'This includes clear guidelines on general workplace behaviour as well as our policies, standards and guidelines on a wide range of ethical issues including conflict of interest, financial inducements and bribery, insider trading and political contributions.' • 6th paragraph: 'For issues related to fraud or bribery, the fraud hotline is contacted. Employees can escalate issues to the Global Ethics Panel.'
		Part of the global community – Building global links – UN Global Compact	<ul style="list-style-type: none"> • Table – 'Global Compact progress assessment'.
	Performance Summaries	Community – Background	<ul style="list-style-type: none"> • 3rd paragraph, last bullet point: 'conducting all international business ethically, including interactions with governments, communities and business partners, as well as issues of workplace behaviour, equal employment opportunity, conflict of interest, financial inducements and bribery, insider trading and political contributions.'

GRI Indicator	BHP Billiton 2004 HSEC Report Section	BHP Billiton 2004 HSEC Report Sub-section	Reference in Full Report	
SOCIAL PERFORMANCE INDICATORS continued				
SO3 Policies to address political lobbying and contributions	Sustainability at BHP Billiton	Governance – HSEC governance – Policy, standards and systems – Business conduct	<ul style="list-style-type: none"> • 2nd paragraph: ‘This includes clear guidelines on general workplace behaviour as well as our policies, standards and guidelines on a wide range of ethical issues including conflict of interest, financial inducements and bribery, insider trading and political contributions.’ • 6th paragraph: ‘For issues related to fraud or bribery, the fraud hotline is contacted. Employees can escalate issues to the Global Ethics Panel.’ 	
		Part of the global community – Building global links – UN Global Compact	<ul style="list-style-type: none"> • Table – ‘Global Compact progress assessment’. 	
		Performance Summaries	Community – Background	<ul style="list-style-type: none"> • 3rd paragraph, last bullet point: ‘conducting all international business ethically, including interactions with governments, communities and business partners, as well as issues of workplace behaviour, equal employment opportunity, conflict of interest, financial inducements and bribery, insider trading and political contributions.’
		Sustainability at BHP Billiton	Part of the global community – Dialogue – Public policy	<ul style="list-style-type: none"> • 1st paragraph: ‘The Company maintains a position of impartiality with respect to party politics.’
SO4 Awards received relevant to social, ethical and environmental performance	Performance at a Glance	Executive summary	<ul style="list-style-type: none"> • 13th paragraph: ‘Over the year we received recognition for our performance in a number of areas. We received an award . . .’ 	
	Recognition	Employee HSEC Awards External recognition	<ul style="list-style-type: none"> • Entire section. • Entire section. 	
PR1 Policy for preserving customer health and safety	Sustainability at BHP Billiton	Governance – HSEC governance – Policy, standards and systems – HSEC Management Standards	<ul style="list-style-type: none"> • Standard 11 – ‘Suppliers, Contractors and Partners’. • Standard 12 – ‘Product Stewardship’. • 8th paragraph: ‘Through Management Standard 12 on Product Stewardship, we also cover the consumption end of our material life cycle. Material Safety Data Sheets (MSDS) are available for our products, identifying potential health, safety and environmental aspects associated with their use.’ 	
		Part of the global community – Our stakeholders	<ul style="list-style-type: none"> • Table – ‘BHP Billiton’s stakeholder relationships’ – Customers – right-hand column, 2nd point: ‘Product information brochures, including material safety data sheets.’ 	
		Performance Summaries	Management systems – Product stewardship	<ul style="list-style-type: none"> • Entire section.
PR2 Policy and procedures relating to product information and labelling	Sustainability at BHP Billiton	Governance – HSEC governance – Policy, standards and systems – HSEC Management Standards	<ul style="list-style-type: none"> • 8th paragraph: ‘Through Management Standard 12 on Product Stewardship, we also cover the consumption end of our material life cycle. Material Safety Data Sheets (MSDS) are available for our products, identifying potential health, safety and environmental aspects associated with their use.’ • Standard 12 – ‘Product Stewardship’. 	
		Part of the global community – Our stakeholders	<ul style="list-style-type: none"> • Table – ‘BHP Billiton’s stakeholder relationships’ – Customers – right-hand column, 2nd point: ‘Product information brochures, including material safety data sheets.’ 	
PR3 Policy and procedures relating to consumer privacy	–	–	<p>NO DISCLOSURE:</p> <ul style="list-style-type: none"> • BHP Billiton Comment: This indicator is not considered relevant to BHP Billiton as its ‘consumers’ are other large organisations. 	