

## GRI Navigator

URS Corporate Sustainable Solutions independently assessed BHP Billiton's Sustainability Report 2005 against the current Global Reporting Initiative (GRI) 2002 Sustainability Reporting Guidelines and the GRI Mining and Metals Sector Supplement Pilot Version 1.0. 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](http://www.globalreporting.org).

The 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. Text in *italics* has been used to represent quotes from the body of the Report.

The colour coding of the indicator is 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 Navigator.

In compiling this Navigator, URS has taken into consideration a number of issues associated with the compilation and production of BHP Billiton's Sustainability Report 2005. 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.



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Geoff Byrne

*Senior Principal*



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Refer to the following for links corresponding to the relevant GRI Indicators:

- [Vision and Strategy](#)
- [Profile](#)
- [Governance and Management Systems](#)
- [Economic Performance Indicators](#)
- [Environmental Performance Indicators](#)
- [Social Performance Indicators](#)

## Vision & Strategy

	Adequate disclosure
	Partial disclosure
	No disclosure

### Vision & Strategy

**GRI Indicator:**




**Reference in website:**

**Reference in report:**

1.1 - Statement of the organisation's vision and strategy regarding its contribution to sustainable development	
Performance at a Glance > <a href="#">Message From the CEO</a>	Full page statement from Chip Goodyear, Chief Executive Officer, BHP Billiton.
Sustainability at BHP Billiton > <a href="#">Sustainable Development at BHP Billiton</a>	<p>2nd paragraph - <i>For BHP Billiton, sustainable development is about ensuring our business remains viable and contributes lasting benefits to society through the consideration of social, environmental, ethical and economic aspects in all that we do.</i></p> <p>6th paragraph - <i>The proposition that the value of our products outweighs any environmental or social impacts is, however, not acceptable. We have established a strategic approach to sustainable development that looks not only at what we need to do at a business level but also involves participation in a number of initiatives to better understand how we can minimise our impacts, while maximising our broader contributions to society.</i></p>
Sustainability at BHP Billiton > Sustainable Development at BHP Billiton > <a href="#">Our Approach</a>	<p><i>Our Vision - At BHP Billiton, our vision for sustainable development is to be the company of choice — creating sustainable value for shareholders, employees, contractors, suppliers, customers, business partners and host communities. Central to vision is our aspirational goal of Zero Harm to people and the environment.</i></p> <p><i>Our Strategy - Our sustainable development strategy comprises two dimensions - business dimensions and sustainability dimensions - that together contribute to a single bottom line performance. Business dimensions represent traditional contributors to a financially successful and competitive business, as without a profitable business we are unable to contribute to the broader goals of sustainability.</i></p> <p><i>BHP Billiton sustainability dimensions</i></p> <ul style="list-style-type: none"> <li>● <i>aspiring towards 'Zero Harm' to people, host communities and the environment</i></li> <li>● <i>ensuring effective governance and risk management processes are in place</i></li> <li>● <i>recognising the need to be socially responsible and contribute to sustainable community development</i></li> <li>● <i>ensuring the broader economic contributions of our operations are effectively injected into the regions where we operate.</i></li> </ul>

<p>Governance &gt; <a href="#">Our Approach</a></p>	<p>2nd paragraph: <i>While this section focuses on those governance processes we have in place to implement our commitment to sustainable development, we also have a suite of corporate governance processes that manage the broader affairs of the Company. The <a href="#">Corporate Governance Statement</a> outlines the key principles and practices of the BHP Billiton Group. Our financial <a href="#">Annual Report</a> also provides details in this regard.</i></p>
<p>Governance &gt; Our Approach &gt; <a href="#">Hierarchy of Systems and Documents</a></p>	<p>Sustainable Development Policy - <i>Supporting the values of our Charter is our <a href="#">Sustainable Development Policy</a>. While we strive to deliver strong financial returns to shareholders, we fully recognise and deliver on our wider responsibilities to our stakeholders – as the Policy states 'our objective is to be the company of choice – creating sustainable value for our shareholders, employees, contractors, suppliers, customers, business partners and host communities.' Integral to this is our aspiration to Zero Harm.</i></p>
<p><b>1.2 - Statement from the CEO (or equivalent senior manager) describing key elements of the report</b></p>	
<p>Performance at a Glance &gt; <a href="#">Message From the CEO</a></p>	<p>Full page statement from Chip Goodyear, Chief Executive Officer, BHP Billiton.</p> <p>1st paragraph - <i>At BHP Billiton we recognise that integrating sound principles governing safety, business conduct, social, environmental and economic activities into business practice is both good for society and good for our business.</i></p> <p>4th paragraph - <i>I am very pleased to report that strong progress has been made in this regard. We have identified desirable HSEC leadership attributes for line managers and strong performance in this area is now a prerequisite for promotion. Our Fatal Risk Control Protocols have been implemented and we continue to focus on the importance of sharing knowledge. Despite our efforts, however, three of our colleagues lost their lives at work during this fiscal year. All of us are affected by these events and by the impact on family, friends and associates. It makes our resolve even stronger to provide a workplace that consistently delivers Zero Harm — we will not be satisfied until we achieve this objective.</i></p>

## Profile

	Adequate disclosure
	Partial disclosure
	No disclosure

### Profile

#### GRI Indicator:

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#### Reference in website:

#### Reference in report:

2.1 - Name of reporting organisation	
About This Report > Our Approach to Reporting > <a href="#">Data Collection &amp; Basis</a>	<p>Explanation of Company Terms - BHP Billiton is a Dual Listed Company comprising BHP Billiton Limited and BHP Billiton Plc and their subsidiaries. The two entities continue to exist as separate companies but operate as a combined group known as BHP Billiton.</p> <p>The headquarters of BHP Billiton Limited and the global headquarters of the combined BHP Billiton Group are located in Melbourne, Australia. BHP Billiton Plc is located in London, UK. Both companies have identical Boards of Directors and are run by a unified management team. Throughout this Report, the Boards are referred to collectively as the Board. 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.</p>

## 2.2 - Major products and/or services, including brands if appropriate

About This Report > [About Us](#)

About Us, 3rd paragraph - *We have adopted a business model based on customer-oriented groupings called Customer Sector Groups (CSGs). This structure reflects our focus on the needs of our customers. In March 2004, we announced that we had modified our organisational structure to streamline reporting and maximise the operational effectiveness of the Company. As a result, the existing CSGs were brought together under three broadly related business areas of Non-Ferrous Materials, Carbon Steel Materials and Energy.*

*Each of the CSGs is a substantial business in its own right, and several are leaders in their respective fields. They have autonomy to optimise their businesses, with clear accountabilities.*

The CSGs are:

- *Aluminium (mining of bauxite, refining to alumina and smelting to produce aluminium)*
- *Base Metals (mining of copper, lead, zinc, gold, silver and uranium, processing of copper and uranium oxide)*
- *Carbon Steel Materials (mining and processing of iron ore, mining of metallurgical coal and mining and smelting of manganese)*
- *Diamonds and Specialty Products (mining and processing of diamonds and titanium minerals, metals distribution, exploration and technology, production of high-analysis fertiliser)*
- *Energy Coal (mining of thermal coal)*
- *Petroleum (onshore and offshore processing of oil, gas, liquefied natural gas, liquefied petroleum gas)*
- *Stainless Steel Materials (mining and processing of nickel, cobalt and chrome).*

About This Report > [About Us](#)

About Us, 7th paragraph - *Annual attributable volumes of production for some of our most significant commodities have been in the order of:*

- *1.3 million tonnes of aluminium and 4.1 million tonnes of alumina*
- *1.0 million tonnes of copper*
- *96.7 million tonnes of iron ore*
- *37.3 million tonnes of metallurgical coal*
- *87.4 million tonnes of thermal coal*
- *3.6 million carats of diamonds*
- *50.8 million barrels of crude oil and condensate*
- *345.7 billion cubic feet of natural gas*
- *0.1 million tonnes of nickel.*

*Our key markets downstream are refiners and processors of raw materials, for example, steelworks, smelters, petroleum refiners, thermal power stations and diamond cutters.*

[BHP Billiton Locations Map](#)

This figure illustrates the location of each BHP Billiton operation, with the relevant Customer Sector Group and the products and services from each on detailed.

## 2.3 - Operational structure of the organisation

<p>About This Report &gt; Our Approach to Reporting &gt; <a href="#">Data Collection &amp; Basis</a></p>	<p>Explanation of Company Terms - <i>BHP Billiton is a Dual Listed Company comprising BHP Billiton Limited and BHP Billiton Plc and their subsidiaries. The two entities continue to exist as separate companies but operate as a combined group known as BHP Billiton.</i></p> <p><i>The headquarters of BHP Billiton Limited and the global headquarters of the combined BHP Billiton Group are located in Melbourne, Australia. BHP Billiton Plc is located in London, UK. Both companies have identical Boards of Directors and are run by a unified management team. Throughout this Report, the Boards are referred to collectively as the Board. 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.</i></p>
<p>About This Report &gt; <a href="#">About Us</a></p>	<p>About Us, 3rd paragraph - <i>We have adopted a business model based on customer-oriented groupings called Customer Sector Groups (CSGs). This structure reflects our focus on the needs of our customers. In March 2004, we announced that we had modified our organisational structure to streamline reporting and maximise the operational effectiveness of the Company. As a result, the existing CSGs were brought together under three broadly related business areas of Non-Ferrous Materials, Carbon Steel Materials and Energy.</i></p>
<p>Performance at a Glance &gt; <a href="#">Customer Sector Group Reviews</a></p>	<p>This entire section also provides an overview of the Company's structure.</p>

## 2.4 - Description of major divisions, operations companies, subsidiaries and joint ventures

<p>About This Report &gt; <a href="#">About Us</a></p>	<p>About Us, 3rd paragraph - <i>We have adopted a business model based on customer-oriented groupings called Customer Sector Groups (CSGs). This structure reflects our focus on the needs of our customers. In March 2004, we announced that we had modified our organisational structure to streamline reporting and maximise the operational effectiveness of the Company. As a result, the existing CSGs were brought together under three broadly related business areas of Non-Ferrous Materials, Carbon Steel Materials and Energy.</i></p>
<p>Socio Economic &gt; Our Performance &gt; <a href="#">Economic Contributions</a></p>	<p>Financial Performance - <i>The data in this section deal with the economic affairs of the BHP Billiton Group and covers both operated assets and our share of unincorporated joint ventures. Details on the financial definitions and additional performance information are available in the financial <a href="#">Annual Reports</a>.</i></p>
<p><a href="#">BHP Billiton Locations Map</a></p>	<p>This figure illustrates the location of each BHP Billiton operation, with the relevant Customer Sector Group and the products and services from each on detailed.</p>

## 2.5 - Countries in which the organisation's operations are located

<p>About This Report &gt; <a href="#">About Us</a></p>	<p>About Us, 1st paragraph - <i>BHP Billiton is the world's largest diversified resources company, with a portfolio of high-quality, long-life assets and a significant pipeline of growth projects. We have around 36 000 employees working in more than 100 operations and offices in 25 countries (see <a href="#">BHP Billiton Locations Map</a> PDF 159 KB).</i></p>
<p><a href="#">BHP Billiton Locations Map</a></p>	<p>This figure illustrates the location of each BHP Billiton operation, with the relevant Customer Sector Group and the products and services from each.</p>

## 2.6 - Nature of ownership; legal form

<p>About This Report &gt; <a href="#">About Us</a></p>	<p>About Us, 2nd paragraph - <i>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.</i></p>
<p>About This Report &gt; Our Approach to Reporting &gt; <a href="#">Data Collection &amp; Basis</a></p>	<p>Explanation of Company terms- entire section</p>
<p><a href="#">BHP Billiton Locations Map</a></p>	<p>Figure illustrates the location of each BHP Billiton operation, with the relevant Customer Sector Group and the % BHPB ownership of each site detailed below the map.</p>

## 2.7 - Nature of markets served

<p>About This Report &gt; <a href="#">About Us</a></p>	<p>About Us, 8th paragraph - <i>Our key markets downstream are refiners and processors of raw materials, for example, steelworks, smelters, petroleum refiners, thermal power stations and diamond cutters. For a summary of the various uses for our products, refer to <a href="#">Our Resources at Work</a> (PDF 50 Kb).</i></p>
<p>About This Report &gt; <a href="#">About Us</a></p>	<p>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.</p>
<p>Socio Economic &gt; Our Performance &gt; <a href="#">Economic Contributions</a></p>	<p>Figure - Diversification by Market (Turnover) at 30 June 2005</p>

## 2.8 - Scale of the reporting organisation

About This Report > <a href="#">About Us</a>	Entire Section
Performance at a Glance > Data Tables> <a href="#">Key Sustainability Data Summary</a>	Key Sustainability Data Summary
Socio Economic > Our Performance > <a href="#">Economic Contributions</a>	Figures throughout this entire section that illustrate the scale and nature of the Company.
<a href="#">BHP Billiton Locations Map</a>	Figure illustrates the location of each BHP Billiton operation, with the relevant Customer Sector Group and the % BHPB ownership of each site detailed below the map.

## 2.9 - List of stakeholders, key attributes of each, and relationship to the reporting organisation

Sustainability at BHP Billiton > <a href="#">Our Sustainability Challenges</a>	Figure - BHP Billiton decision matrix for determining our sustainability challenges, addresses value to stakeholders
Sustainability at BHP Billiton > Our Sustainability Challenges > <a href="#">Access to Resources</a>	Stakeholder Engagement, 1st paragraph - <i>We seek proactive engagement by stakeholder and work with them to identify and manage their issues and concerns. (For details on our approach to engagement refer to <a href="#">Our stakeholders</a>.) Specifically, we have publicly committed to a number of policy positions in conjunction with our key stakeholders.</i>
Sustainability at BHP Billiton > <a href="#">Engaging Stakeholders</a>	Entire section
Sustainability at BHP Billiton > Engaging Stakeholders > <a href="#">Our Approach to Dialogue</a>	Figure - BHP Billiton stakeholder relationships
Governance> Our Approach > <a href="#">Hierarchy of Systems and Documents</a>	15 HSEC Management Standards - HSEC Management Standard 7: Communication, consultation and participation
Community > <a href="#">Community Case Studies</a>	All community case studies provide information as to the type of stakeholders and how they relate to the organisation.
Socio-Economic > <a href="#">Socio-Economic Case Studies</a>	All socio-economic case studies provide information as to the type of stakeholders and how they relate to the organisation.



## 2.10 - Contact person(s) for the report, including e-mail and web addresses

About This Report > [Our Approach to Reporting](#)

Our Approach to Reporting, 6th paragraph - *If you have any further queries, please do not hesitate to contact us.*

About This Report > [Our Approach to Reporting](#)

Our Approach to Reporting, 6th paragraph - *Your comments on the content and usability of our Sustainability Report are appreciated as they are useful in preparing future Reports. Please use our Feedback mechanism if you have any suggestions for our future Sustainability Reports.*

## 2.11 - Reporting period (eg., fiscal/calendar year) for information provided

About This Report > Our Approach to Reporting > [Data Collection & Basis](#)

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 2005. Data is reported on a 100 per cent basis for facilities operated by BHP Billiton irrespective of our equity share, unless otherwise stated. Joint venture projects where we are not the operator are excluded unless expressly stated. All dollar figures in the Report are US unless otherwise indicated. Throughout the report, tabulated figures in italics indicate that this figure has been adjusted since it was previously reported.*

## 2.12 - Date of most recent previous report (if any)

About This Report > [Our Approach to Reporting](#)

Our Approach to Reporting, 7th paragraph - *Our past Sustainability (previously Health, Safety, Environment and Community) Reports are available on our [website](#).*

**2.13 - Boundaries of report (countries/regions, products/services, divisions/facilities/joint ventures / subsidiaries) and any specific limitations on the scope**

<p>About This Report &gt; <a href="#">Our Approach to Reporting</a></p>	<p>Our Approach to Reporting, 4th paragraph - <i>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. 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.</i></p>
<p>About This Report &gt; Our Approach to Reporting &gt; <a href="#">Data Collection &amp; Basis</a></p>	<p>Data Collection and Basis, 2nd, 3rd and 4th paragraphs - <i>The statistics in this Report cover the facilities owned and operated by BHP Billiton during the 12-month period to 30 June 2005. Data is reported on a 100 per cent basis for facilities operated by BHP Billiton irrespective of our equity share, unless otherwise stated. Joint venture projects where we are not the operator are excluded unless expressly stated. All dollar figures in the Report are US unless otherwise indicated. Throughout the report, tabulated figures in italics indicate that this figure has been adjusted since it was previously reported.</i></p> <p><i>BHP Steel began trading on the Australian Stock Exchange as a separate listed company in July 2002 and was subsequently renamed BlueScope Steel. The data in this report have been restated to facilitate year-to-year comparison of our performance without BHP Steel.</i></p> <p><i>BHP Billiton took control of WMC Resources Ltd (WMC), effective 3 June 2005. Due to the timing of this transaction in the 2005 reporting year and variations between the two companies' data collection and reporting systems, our 2005 Sustainability Report does not reflect data from WMC. This data will be integrated into our 2006 reporting cycle. In the interim, historic WMC sustainability data can be viewed online in the <a href="#">WMC sustainability reports</a>.</i></p>

**2.14 - Significant changes in size, structure, ownership, or products/services that have occurred since the previous report**

<p>About This Report &gt; Our Approach to Reporting &gt; <a href="#">Data Collection &amp; Basis</a></p>	<p>Data Collection and Basis, 3rd paragraph onwards - <i>BHP Steel began trading on the Australian Stock Exchange as a separate listed company in July 2002 and was subsequently renamed BlueScope Steel. The data in this report have been restated to facilitate year-to-year comparison of our performance without BHP Steel.</i></p>
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**2.15 - Basis for reporting on joint ventures, partially owned subsidiaries, leased facilities, outsourced operations, and other situations that can significantly affect comparability from period to period and/or between reporting organisations**

<p>About This Report &gt; <a href="#">Our Approach to Reporting</a></p>	<p>Our Approach to Reporting, 4th paragraph - <i>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. 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.</i></p>
<p>About This Report &gt; Our Approach to Reporting &gt; <a href="#">Data Collection &amp; Basis</a></p>	<p>Data Collection &amp; Basis, 2nd to 4th paragraph - <i>The statistics in this Report cover the facilities owned and operated by BHP Billiton during the 12-month period to 30 June 2005. Data is reported on a 100 per cent basis for facilities operated by BHP Billiton irrespective of our equity share, unless otherwise stated. Joint venture projects where we are not the operator are excluded unless expressly stated. All dollar figures in the Report are US unless otherwise indicated. Throughout the report, tabulated figures in italics indicate that this figure has been adjusted since it was previously reported.</i></p>

**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 (eg. mergers/acquisitions, change of base years/periods, nature of business, measurement methods)**

<p>Throughout the Report</p>	<p>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.</p>
<p>About This Report &gt; Our Approach to Reporting &gt; <a href="#">Data Collection &amp; Basis</a></p>	<p>Data Collection and Basis, 3rd paragraph onwards - <i>BHP Steel began trading on the Australian Stock Exchange as a separate listed company in July 2002 and was subsequently renamed BlueScope Steel. The data in this report have been restated to facilitate year-to-year comparison of our performance without BHP Steel.</i></p>

**2.17 - Decisions not to apply GRI principles or protocols in the preparation of the report.**

<p><a href="#">GRI Navigator</a></p>	<p>This GRI Navigator includes responses by BHP Billiton as to why some GRI Indicators have not been reported against in the 2005 Sustainability Report. Where partial compliance with an indicator has been demonstrated, discussion is also provided as to why this is the case.</p>
<p>About This Report &gt; <a href="#">Our Approach to Reporting</a></p>	<p>Our Approach to Reporting, 3rd paragraph - <i>The 2005 Full Sustainability Report has been prepared in accordance with the <a href="#">Global Reporting Initiative (GRI) 2002 Sustainability Reporting Guidelines</a>. It should be recognised that, due to the size and complexity of our business, judgements have had to be made regarding the extent of the information presented in relation to each GRI Indicator.</i></p>
<p>About This Report &gt; Our Approach to Reporting &gt; <a href="#">Indicator Selection</a></p>	<p>Indicator Selection - <i>The decision as to which indicators are reported within our Sustainability Report is based on:</i></p> <ul style="list-style-type: none"> <li>● <i>consideration of the key health, safety, environment, community and socio-economic risks of our business</i></li> <li>● <i>consideration of stakeholder feedback and commentary with regards to issues of materiality</i></li> <li>● <i>a desire to continually improve our 'in accordance' reporting with the <a href="#">Global Reporting Initiative (GRI) 2002 Sustainability Reporting Guidelines</a></i></li> <li>● <i>our support of industry-based reporting initiatives such as the recently introduced pilot <a href="#">GRI Industry Sector Supplement for Mining and Metals</a></i></li> <li>● <i>meeting our public commitments.</i></li> </ul>

**2.18 - Criteria/definitions used in any accounting for economic, environmental and social costs and benefits**

<p>About This Report &gt; Our Approach to Reporting &gt; <a href="#">Glossary of Terms</a></p>	<p>Glossary of Terms</p>
<p>Throughout the Report</p>	<p>Widespread use of footnotes throughout the report explaining criteria and definitions used in costing tables.</p>

**2.19 - Significant changes from previous years in the measurement methods applied to key economic, environmental and social information**

<p>About This Report &gt; <a href="#">Our Approach to Reporting</a></p>	<p>Our Approach to Reporting, 2nd paragraph - <i>We are continually improving our reporting systems and endeavor to present useful and accurate information. Further background is available on our approach to reporting, why we report, who we report to the basis of our data and a guide to our terminology.</i></p>
<p>About This Report &gt; Our Approach to Reporting &gt; <a href="#">Data Collection &amp; Basis</a></p>	<p>Data Collection and Basis, 6th paragraph - <i>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 is derived from our many operations around the world and, in some cases, grouped data is not strictly comparable.</i></p>

**2.20 - Policies and internal practices to enhance and provide assurance about the accuracy, completeness, and reliability that can be placed in the sustainability report**

<p>About This Report &gt; <a href="#">Our Approach to Reporting</a></p>	<p>Approach to Reporting, 4th paragraph - <i>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. 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.</i></p>
<p>About This Report &gt; Our Approach to Reporting &gt; <a href="#">Data Collection &amp; Basis</a></p>	<p>Data Collection and Basis, 6th paragraph - <i>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 is derived from our many operations around the world and, in some cases, grouped data is not strictly comparable.</i></p>
<p>About This Report &gt; <a href="#">Assurance</a></p>	<p>Assurance - <i>In 2005, BHP Billiton commissioned <a href="#">URS Australia Pty Ltd</a> (URS) to provide an independent review of the 2005 Sustainability Report. The intent of the review was to provide an opinion on:</i></p> <ul style="list-style-type: none"> <li>● <i>data accuracy, capture processes and controls</i></li> <li>● <i>the corporate processes and mechanisms in place for the preparation and delivery of the Report</i></li> <li>● <i>adequacy and relevance of information contained in the Report</i></li> <li>● <i>'In accordance' claim with regards to the Global Reporting Initiative 2002 Sustainability Reporting Guidelines.</i></li> </ul>

**2.21 - Policy and current practice with regard to providing independent assurance for the full report**

<p>About This Report &gt; <a href="#">Assurance</a></p>	<p>Assurance - <i>In 2005, BHP Billiton commissioned <a href="#">URS Australia Pty Ltd</a> (URS) to provide an independent review of the 2005 Sustainability Report. The intent of the review was to provide an opinion on:</i></p> <ul style="list-style-type: none"> <li>● <i>data accuracy, capture processes and controls</i></li> <li>● <i>the corporate processes and mechanisms in place for the preparation and delivery of the Report</i></li> <li>● <i>adequacy and relevance of information contained in the Report</i></li> <li>● <i>'In accordance' claim with regards to the Global Reporting Initiative 2002 Sustainability Reporting Guidelines.</i></li> </ul>
<p><a href="#">Assurance Statement</a></p>	<p>URS Assurance Statement</p>

**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)**

<p>About This Report &gt; <a href="#">Links</a></p>	<p>Links - <i>The following provides additional information relevant to this Report.</i></p>
<p>About This Report &gt; Our Approach to Reporting &gt; <a href="#">Data Collection &amp; Basis</a></p>	<p>Data Collection and Basis, 3rd paragraph -<i>BHP Billiton took control of WMC Resources Ltd (WMC), effective 3 June 2005. Due to the timing of this transaction in the 2005 reporting year and variations between the two companies' data collection and reporting systems, our 2005 Sustainability Report does not reflect data from WMC. This data will be integrated into our 2006 reporting cycle. In the interim, historic WMC sustainability data can be viewed online in the <a href="#">WMC sustainability reports</a>.</i></p>

## Governance Structure & Management Systems

<span style="color: green;">■</span>	Adequate disclosure
<span style="color: orange;">■</span>	Partial disclosure
<span style="color: red;">■</span>	No disclosure

### Governance Structure & Management Systems

Reference in website:

Reference in report:

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	
Governance > Our Approach > <a href="#">Structure and Responsibilities</a>	Structure and Responsibilities - <i>Our organisation for sustainable development is characterised by the following key features:</i> <ul style="list-style-type: none"> <li><i>The Sustainability Committee of the Board provides assurance on HSEC matters across the Group.</i></li> <li><i>Line management has primary responsibility and accountability for HSEC performance.</i></li> <li><i>The HSEC function provides advice and guidance directly, and through a series of networks across the business.</i></li> <li><i>Clear links between remuneration and HSEC performance.</i></li> <li><i>The HSEC function advocates best practices and commercially effective global solutions.</i></li> </ul>
Governance> Our Approach > <a href="#">Structure and Responsibilities</a>	Figure - Sustainable Development Organisational Structure
Governance> Our Approach > <a href="#">Structure and Responsibilities</a>	Sustainability Committee of the Board (formerly HSE Committee)- <i>The Company's peak HSEC governance body during the reporting period was the HSE Committee, a subcommittee of the Board.</i>
Governance> Our Approach > <a href="#">Structure and Responsibilities</a>	Corporate HSEC - <i>Core HSEC governance functions are provided from the Corporate Centre, with the majority of staff embedded in the Customer Sector Groups. A critical component of the HSEC governance function provided by Corporate is the HSEC audit program, specifically designed to ensure our Charter, Sustainable Development Policy and HSEC Management Standards are effectively implemented across the Group.</i>
Governance> <a href="#">Our Approach</a>	2nd paragraph - <i>While this section focuses on those governance processes we have in place to implement our commitment to sustainable development, we also have a suite of corporate governance processes that manage the broader affairs of the Company. The <a href="#">Corporate Governance Statement</a> outlines the key principles and practices of the BHP Billiton Group. Our financial <a href="#">Annual Report</a> also provides details in this regard.</i>

### 3.2 - Percentage of the board of directors that are independent, non-executive directors

Governance> Our Approach > <a href="#">Structure and Responsibilities</a>	Sustainability Committee of the Board (formerly HSE Committee)- <i>The Company's peak HSEC governance body during the reporting period was the HSE Committee, a subcommittee of the Board.</i>
Governance> Our Approach > <a href="#">Hierarchy of Systems and Documents</a>	15 HSEC Management Standards - Standard 1: Leadership and accountability
Governance> Our Approach > Structure and Responsibilities > <a href="#">HSE Committee of the Board Membership</a>	Provides photographs and details on the background / skills / experience of each member of the 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

Governance> Our Approach > <a href="#">Structure and Responsibilities</a>	Sustainability Committee of the Board (formerly HSE Committee)- <i>The Company's peak HSEC governance body during the reporting period was the HSE Committee, a subcommittee of the Board.</i>
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### 3.4 - Board-level processes for overseeing the organisation's identification and management of economic, environmental and social risks and opportunities

Governance> <a href="#">Our Approach</a>	2nd paragraph - <i>While this section focuses on those governance processes we have in place to implement our commitment to sustainable development, we also have a suite of corporate governance processes that manage the broader affairs of the Company. The <a href="#">Corporate Governance Statement</a> outlines the key principles and practices of the BHP Billiton Group. Our financial <a href="#">Annual Report</a> also provides details in this regard.</i>
Governance> Our Approach > <a href="#">Hierarchy of Systems and Documents</a>	Entire Section
Governance> Our Approach > <a href="#">Key Management Processes</a>	Key Management Processes - <i>Wherever we operate, HSEC aspects are addressed in our decision-making processes, alongside other business considerations. This means that, while we strive to deliver strong financial returns to shareholders, we fully recognise and deliver on our wider responsibilities to our stakeholders.</i>
Governance> Our Approach > <a href="#">Key Management Processes</a>	Business Conduct - <i>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. 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.</i>



<p>Governance&gt; Our Approach &gt; <a href="#">Key Management Processes</a></p>	<p>Investment Processes - <i>New investments are essential for the Company to deliver on our strategic and financial objectives and to shape the organisation to best respond to the changing external environment. We clearly recognise, however, the potential risks and opportunities new investments pose to our commitment to sustainable development, and consequently have integrated the consideration of HSEC into our investment processes and decision-making.</i></p>
<p>Governance&gt; Our Approach &gt; <a href="#">Key Management Processes</a></p>	<p>Risk Management - <i>Supporting the risk basis of the Management Standards is our Enterprise-Wide Risk Management (EWRM) strategy. This strategy embeds risk management processes into all our critical business systems, allowing us to adopt a precautionary approach to business management.</i></p>
<p>Governance&gt; Our Approach &gt; <a href="#">Key Management Processes</a></p>	<p>Audit - <i>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.</i></p>
<p><b>3.5 - Linkage between executive compensation and achievement of the organisation's financial and non-financial goals (eg. environmental performance, labour practices)</b></p>	
<p>Governance&gt; Our Approach &gt; <a href="#">Structure and Responsibilities</a></p>	<p>Structure and Responsibilities, 2nd paragraph - <i>Executive remuneration is directly linked to the financial and non-financial performance of the Company. Non-financial performance indicators include health, safety, environment and community targets.</i></p>
<p><b>3.6 - Organisational structure and key individuals responsible for oversight, implementation, and audit of economic, environmental, social and related policies</b></p>	
<p>Governance&gt; Our Approach &gt; <a href="#">Structure and Responsibilities</a></p>	<p>Figure - Sustainable Development Organisation Structure</p>
<p>Governance&gt; Our Approach &gt; <a href="#">Structure and Responsibilities</a></p>	<p>Sustainability Committee of the Board (formerly HSE Committee)- <i>The Company's peak HSEC governance body during the reporting period was the HSE Committee, a subcommittee of the Board.</i></p>
<p>Governance&gt; Our Approach &gt; Structure and Responsibilities &gt; <a href="#">HSE Committee of the Board Membership</a></p>	<p>Provides photographs and details on the background / skills / experience of each member of the Committee.</p>

**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**

<p>Governance&gt; Our Approach &gt; <a href="#">Hierarchy of Systems and Documents</a></p>	<p>15 HSEC Management Standards</p>
<p>Governance&gt; Our Approach &gt; <a href="#">Hierarchy of Systems and Documents</a></p>	<p>Company Charter - <i>Central to our business is our <a href="#">Company Charter</a>, which states our 'overriding commitment to health, safety, environmental responsibility and sustainable development'. Honesty and transparency are core to this commitment and, importantly, the Charter also recognises that 'to prosper and achieve real growth we must ...earn the trust of employees, customers, suppliers, communities and shareholders by being forthright in our communications and consistently delivering on commitments'.</i></p>
<p>Governance&gt; Our Approach &gt; <a href="#">Hierarchy of Systems and Documents</a></p>	<p>Sustainable Development Policy - <i>Supporting the values of our Charter is our <a href="#">Sustainable Development Policy</a>. While we strive to deliver strong financial returns to shareholders, we fully recognise and deliver on our wider responsibilities to our stakeholders – as the Policy states 'our objective is to be the company of choice – creating sustainable value for our shareholders, employees, contractors, suppliers, customers, business partners and host communities.' Integral to this is our aspiration to Zero Harm.</i></p>
<p>Governance&gt; Our Approach &gt; <a href="#">Key Management Processes</a></p>	<p>Business Conduct - <i>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. 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.</i></p>
<p>Governance&gt; Our Approach &gt; <a href="#">Key Management Processes</a></p>	<p>Risk Management - <i>Supporting the risk basis of the Management Standards is our Enterprise-Wide Risk Management (EWRM) strategy. This strategy embeds risk management processes into all our critical business systems, allowing us to adopt a precautionary approach to business management.</i></p>

### 3.8 - Mechanisms for shareholders to provide recommendations or direction to the board of directors

<p>About This Report &gt; <a href="#">Our Approach to Reporting</a></p>	<p>Our Approach to Reporting - <i>Your comments on the content and usability of our Sustainability Report are appreciated as they are useful in preparing future Reports. Please use our <a href="#">Feedback</a> mechanism if you have any suggestions for our future Sustainability Reports.</i></p>
<p>Sustainability at BHP Billiton &gt; Engaging Stakeholders &gt; Our Stakeholders&gt; <a href="#">Shareholders</a></p>	<p>Interests and Concerns- <i>Shareholders are broadly interested in ensuring that financial returns occur as a result of suitable Company performance and governance.</i></p> <p>Dialogue - <i>Shareholders are invited to attend the Annual General Meetings where they can question directors on matters relating to the Company's performance.</i></p>
<p>Sustainability at BHP Billiton &gt; Engaging Stakeholders &gt; Our Stakeholders&gt; <a href="#">Investment Community</a></p>	<p>Dialogue - <i>Our Investor Relations &amp; Communications group is responsible for communicating with mainstream investment organisations. Typically, this involves briefing analysts on key issues.</i></p> <p><i>Our Sustainable Development and Community Relations group is responsible for communicating with SRI analysts. The publication of our Sustainability Report is a cornerstone of this activity. In addition we hold an annual briefings for SRI analysts.</i></p>

### 3.9 - Basis for identification and selection of major stakeholders

<p>Sustainability at BHP Billiton &gt; Our Sustainability Challenges &gt; <a href="#">Access to Resources</a></p>	<p>Stakeholder Engagement - <i>We seek proactive engagement by stakeholder and work with them to identify and manage their issues and concerns. (For details on our approach to engagement refer to <a href="#">Our stakeholders</a>.) Specifically, we have publicly committed to a number of policy positions in conjunction with our key stakeholders.</i></p>
<p>Sustainability at BHP Billiton &gt; <a href="#">Engaging Stakeholders</a></p>	<p>Engaging Stakeholders - <i>Every day we interact with numerous people from varied backgrounds. We are committed to maintaining and promoting dialogue with our stakeholders and remaining responsive to the global community's concerns and aspirations.</i></p>
<p>Sustainability at BHP Billiton &gt; Engaging Stakeholders &gt; <a href="#">Identifying Our Stakeholders</a></p>	<p>Identifying Our Stakeholders - <i>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. Our HSEC Management Standard 7 states that 'Systems are in place to identify and work with stakeholders and develop strategies to address their concerns and expectations'.</i></p>
<p>Governance&gt; Our Approach &gt; <a href="#">Hierarchy of Systems and Documents</a></p>	<p>15 HSEC Management Standards - Standard 7 -Communication, consultation and participation</p>

### 3.10 - Approaches to stakeholder consultation reported in terms of frequency of consultations by type and stakeholder group

Sustainability at BHP Billiton > Engaging Stakeholders > <a href="#">Our Stakeholders</a>	This entire section of the Report provides in-depth discussion on the type and scale of stakeholder consultation undertaken by the Company
BHP Billiton Stakeholder Relationships	Entire document
Community > <a href="#">Community Case Studies</a>	All community case studies illustrate BHP Billiton's substantial level of stakeholder consultation at its facilities.

### 3.11 - Type of information generated by stakeholder consultations

### 3.12 - Use of information resulting from stakeholder engagements

Sustainability at BHP Billiton > <a href="#">Engaging Stakeholders</a>	Engaging Stakeholders, 1st paragraph - <i>Every day we interact with numerous people from varied backgrounds. We are committed to maintaining and promoting dialogue with our stakeholders and remaining responsive to the global community's concerns and aspirations. We recognise the importance of trust to relationship building.</i>
Sustainability at BHP Billiton > <a href="#">Engaging Stakeholders</a>	This entire section addresses how BHP Billiton engages its major stakeholder groups, and provides detail on the type of information generated from this engagement and secondly, how this information is being incorporated into business decisions.
Community > <a href="#">Community Case Studies</a>	<p>Integrated Mine Planning Process gives stakeholders a say in underground coal mining decisions in the Illawarra</p> <p>Community engagement program facilitates oil field developments in the environmentally and socially sensitive Exmouth Sub-basin</p> <p>Learning to look through the eyes of others</p> <p>The Pilbara LNG site selection study uses community engagement to identify a site of low environmental and social sensitivity</p> <p>Consultation the key to positive community engagement in the Angostura oil and gas project in Trinidad and Tobago</p> <p>Kalahari Diamonds utilises broad media mix to communicate with community and other stakeholders</p> <p>Correjón continues to make good progress with its community relations programs</p> <p>Consultation program aims to foster community understanding of Cabrillo Port project</p>
Socio Economic > <a href="#">Socio Economic Case Studies</a>	<p>Mozal - a model for integrating sustainability into resource projects</p> <p>Relationship building is key to managing socioeconomic impacts of the Ravensthorpe Nickel Project</p>

**BHP Billiton Response:** Due to the large array of stakeholders, it is impractical to report details of all consultations by frequency and type.

### 3.13 - Explanation of whether and how the precautionary approach of principle is address by the organisation

<p>About This Report &gt; <a href="#">GC Navigator</a></p>	<p>Principle 7: Businesses should support a precautionary approach to environmental challenges</p>
<p>Sustainability at BHP Billiton &gt; <a href="#">Sustainable Development at BHP Billiton</a></p>	<p>Sustainable Development at BHP Billiton - <i>The most commonly stated definition of sustainable development is 'development that meets the needs of the present without compromising the ability of future generations to meet their own needs'. (Source: World Commission on Environment and Development [Bruntland Commission], 1987)</i></p>
<p>Governance&gt; Our Approach &gt; <a href="#">Key Management Processes</a></p>	<p>Risk Management - <i>Supporting the risk basis of the Management Standards is our Enterprise-Wide Risk Management (EWRM) strategy. This strategy embeds risk management processes into all our critical business systems, allowing us to adopt a precautionary approach to business management.</i></p>

### 3.14 - Externally developed, voluntary economic, environmental, and social charters, sets of principles, or other initiatives to which the organisation subscribes or which it endorses

<p>Sustainability at BHP Billiton &gt; Engaging Stakeholders &gt; <a href="#">Building Global Links</a></p>	<p>Building Global Links - <i>The major externally developed voluntary initiatives that we are involved in, or are progressively implementing (the date in brackets indicates the year in which we commenced our involvement) include:</i></p> <ul style="list-style-type: none"> <li>● <i>Australian Minerals Industry Code for Environmental Management (1996), now 'Enduring Value'</i></li> <li>● <i>Global Reporting Initiative (2002) and the Minerals Sector Supplement</i></li> <li>● <i>International Council on Mining and Metals Sustainable Development Framework (2003)</i></li> <li>● <i>ISO 14001 Environmental Management Systems (2002)</i></li> <li>● <i>Mining Certification Evaluation Project – Australian Regional Initiative (2002)</i></li> <li>● <i>UN Global Compact (2002)</i></li> <li>● <i>UN Universal Declaration of Human Rights (2001)</i></li> <li>● <i>US-UK Voluntary Principles on Security and Human Rights (2003)</i></li> <li>● <i>World Bank Operational Directive on Involuntary Resettlement (2003).</i></li> </ul>
<p>Sustainability at BHP Billiton &gt; Engaging Stakeholders &gt; Our Stakeholders&gt; <a href="#">Investment Community</a></p>	<p>Socially Responsible Investors, 3rd paragraph - <i>The following sections outline our performance over the period in some of the key benchmarking programs:</i></p> <ul style="list-style-type: none"> <li>● <a href="#">FTSE4Good Index</a></li> <li>● <a href="#">Dow Jones Sustainability Index</a></li> <li>● <a href="#">Australian SAM Sustainability Index (AuSSI)</a></li> <li>● <a href="#">Business in the Community – Corporate Responsibility Index</a></li> <li>● <a href="#">Johannesburg Stock Exchange SRI Index</a></li> <li>● <a href="#">Carbon Disclosure Project</a></li> </ul>

<p>Governance&gt; Our Approach &gt; <a href="#">Key Management Processes</a></p>	<p>Stewardship, 3rd paragraph - <i>In addition, we set and achieved a Company-wide target that lifecycle assessments (LCA) be prepared for all major minerals products by 30 June 2004. The LCA studies were conducted through research institutes and academia and in conjunction with commodity and industry associations such as the <a href="#">International Aluminium Institute</a>, the <a href="#">International Copper Association</a> and the <a href="#">Nickel Development Institute</a>.</i></p> <p>Stewardship, 6th paragraph - <i>Consumer health is also of growing importance to us, and we are involved with industry associations in progressing initiatives in this area. For example, we are currently working with the Nickel Development Institute in relation to the proposed EU Chemical Policy, which will require industry to demonstrate that 'chemicals' (which includes metal in this context) are safely produced and managed through their lifecycles.</i></p>
<p><b>3.15 - Principal memberships in industry and business associations, and/or national/international advocacy organisations</b></p>	
<p>Sustainability at BHP Billiton &gt; Engaging Stakeholders &gt; Our Stakeholders&gt; <a href="#">Industry Associations</a></p>	<p>Entire Section</p>
<p>Sustainability at BHP Billiton &gt; Engaging Stakeholders &gt; <a href="#">Building Global Links</a></p>	<p>4th paragraph - <i>We also collaborate with governments, NGOs and academic institutions worldwide to undertake and support research on improving HSEC performance. See below for further details on our activities with the following organisations:</i></p> <ul style="list-style-type: none"> <li>● <a href="#">Global Reporting Initiative</a></li> <li>● <a href="#">UN Global Compact</a></li> </ul> <p><i>Also refer to <a href="#">Our Stakeholders – Industry Associations</a> for further details on specific initiatives we are undertaking through our relationships with the International Council on Mining &amp; Metals and World Business Council for Sustainable Development.</i></p>
<p>Governance&gt; Our Approach &gt; <a href="#">Key Management Processes</a></p>	<p>Stewardship, 3rd paragraph - <i>In addition, we set and achieved a Company-wide target that lifecycle assessments (LCA) be prepared for all major minerals products by 30 June 2004. The LCA studies were conducted through research institutes and academia and in conjunction with commodity and industry associations such as the <a href="#">International Aluminium Institute</a>, the <a href="#">International Copper Association</a> and the <a href="#">Nickel Development Institute</a>.</i></p> <p>Stewardship, 6th paragraph - <i>Consumer health is also of growing importance to us, and we are involved with industry associations in progressing initiatives in this area. For example, we are currently working with the Nickel Development Institute in relation to the proposed EU Chemical Policy, which will require industry to demonstrate that 'chemicals' (which includes metal in this context) are safely produced and managed through their lifecycles.</i></p>

**3.16 - Policies and/or systems for managing upstream and downstream impacts, including:**

- Supply chain management as it pertaining to outsourcing and supplier environmental and social performance; and
- Product and service stewardship initiatives.

Performance at a Glance > <a href="#">Targets Scorecard</a>	Product stewardship - <i>Lifecycle assessments have been completed for all major minerals products. In addition, we have also commenced work on life cycle assessments of several minor minerals products</i>
Governance> Our Approach > <a href="#">Hierarchy of Systems and Documents</a>	15 HSEC Management Standards - Standard 11: Suppliers, contractors and partners and Standard 12: Stewardship
Governance> Our Performance > <a href="#">Stewardship</a>	Stewardship - entire section Figure - The Different Stewardship Types in the Product Life Cycle Figure - The Different Stewardship Types in the Extractive Stage of a Life Cycle

**3.17 - Reporting organisation's approach to managing indirect economic, environmental, and social impacts resulting from its activities**

Performance at a Glance > <a href="#">Targets Scorecard</a>	Product stewardship - <i>Lifecycle assessments have been completed for all major minerals products. In addition, we have also commenced work on life cycle assessments of several minor minerals products</i>
Sustainability at BHP Billiton > Engaging Stakeholders > Our Stakeholders> <a href="#">Suppliers</a>	Dialogue - <i>All contract work within our organisation is to be assigned to a BHP Billiton manager or supervisor as the single point of accountability. This ensures that regular reporting and communications are maintained between the Company and our suppliers.</i>
Governance> Our Approach > <a href="#">Hierarchy of Systems and Documents</a>	15 HSEC Management Standards - Standard 11: Suppliers, contractors and partners and Standard 12: Stewardship
Governance> Our Approach > <a href="#">Key Management Processes</a>	Business Conduct - <i>The BHP Billiton Guide to Business Conduct is founded on our Charter. The Charter states that the Company cares as much about how results are obtained as it does about delivering good results. How the Company achieves results is important because.</i>
Socio-Economic> <a href="#">Our Approach</a>	Entire section

### 3.18 - Major decisions during the reporting period regarding the location of, or changes in, operations

<p>About This Report &gt; <a href="#">About Us</a></p>	<p>About Us, 9th paragraph - <i>During the year, we acquired WMC Resources Ltd (WMC) and sold our Samancor Chrome business (South Africa). The hot briquetted iron facilities at the Boodarie Iron plant in Port Hedland (Australia) was also placed under care and maintenance.</i></p>
<p>About This Report &gt; Our Approach to Reporting&gt; <a href="#">Data Collection &amp; Basis</a></p>	<p>Data Collection &amp; Basis, 4th paragraph - <i>BHP Billiton took control of WMC Resources Ltd (WMC), effective 3 June 2005. Due to the timing of this transaction in the 2005 reporting year and variations between the two companies' data collection and reporting systems, our 2005 Sustainability Report does not reflect data from WMC. This data will be integrated into our 2006 reporting cycle. In the interim, historic WMC sustainability data can be viewed online in the <a href="#">WMC sustainability reports</a>.</i></p> <p><i>Effective 1 June, we sold our Samancor Chrome business (South Africa). For the purposes of this Report, performance data for these interests is included to the point of divestment. In addition, during the reporting period, our Boodarie Iron facility (Australia) was placed under care and maintenance; data continues however to be collected.</i></p>

### 3.19 - Programs and procedures pertaining to economic, environmental and social performance. Include discussion of:

- Priority and target setting;
- Major programs to improve performance;
- Internal communication and training;
- Performance monitoring;
- Internal and external auditing; and
- Senior management review




<p>Throughout the Report</p>	<p>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.</p>
<p>Performance at a Glance &gt; <a href="#">Targets Scorecard</a></p>	<p>Targets Scorecard - <i>Provides details on programs and procedures undertaken by BHP Billiton at a Company-wide level to manage sustainable development, or HSEC performance.</i></p>
<p>Governance&gt; Our Approach &gt; <a href="#">Hierarchy of Systems and Documents</a></p>	<p>HSEC Management Standards, 1st paragraph - <i>The BHP Billiton HSEC Management Standards form the basis for the development and application of HSEC management systems at all levels in the Company, and represent a key process through which we drive our contribution to sustainable development.</i></p>
<p>Governance&gt; Our Approach &gt; <a href="#">Hierarchy of Systems and Documents</a></p>	<p>Figure - HSEC Management Standards Continual Improvement Model</p>
<p><a href="#">Case Studies</a></p>	<p>All Case Studies</p>



### 3.20 - Status of certification pertaining to economic, environmental, and social management systems

<p>Performance at a Glance &gt; <a href="#">Targets Scorecard</a></p>	<p>Targets Scorecard - <i>All sites to maintain ISO 14001 Certification.</i></p>
<p>Sustainability at BHP Billiton &gt; Engaging Stakeholders &gt; <a href="#">Building Global Links</a></p>	<p>Building Global Links, 4th bullet point - "ISO 14001 Environmental Management Systems (2002)"</p>
<p>Governance&gt; Our Approach &gt; <a href="#">Hierarchy of Systems and Documents</a></p>	<p>Hierarchy of Systems and Documents, 2nd paragraph - <i>The BHP Billiton HSEC management system is hierarchical, where documents and systems must meet and support the requirements of those of higher levels. We are aiming for some of our management systems to be certified. For example, in line with our HSEC target, all our major operating sites have now achieved and are required to maintain ISO 14001 certification. Additionally, some of our sites are now working towards certification of their safety management systems to OHSAS 18001. A number of our sites are also certified to the ISO 9000 standards for quality management systems.</i></p>
<p>Governance&gt; Our Performance &gt; <a href="#">Management Systems Review</a></p>	<p>HSEC Management Standards Review, 2nd bullet point - <i>Ensuring that the Standards were consistent with the International Standards Organisation revision of ISO 14001:2004</i></p>

## Economic Performance Indicators

	Adequate disclosure
	Partial disclosure
	No disclosure

### Economic Performance Indicators

#### Reference in website:

#### Reference in report:

EC1 - Net Sales	
<p>About This Report &gt; <a href="#">About Us</a></p>	<p>About Us, 7th paragraph - <i>Annual attributable volumes of production for some of our most significant commodities have been in the order of:</i></p> <ul style="list-style-type: none"> <li>• 1.3 million tonnes of aluminium and 4.1 million tonnes of alumina</li> <li>• 1.0 million tonnes of copper</li> <li>• 96.7 million tonnes of iron ore</li> <li>• 37.3 million tonnes of metallurgical coal</li> <li>• 87.4 million tonnes of thermal coal</li> <li>• 3.6 million carats of diamonds</li> <li>• 50.8 million barrels of crude oil and condensate</li> <li>• 345.7 billion cubic feet of natural gas</li> <li>• 0.1 million tonnes of nickel.</li> </ul> <p>About Us, 10th paragraph - <i>BHP Billiton has an annual turnover of US\$31.8 billion, attributable profit (excluding exceptional items) of approximately US\$6.5 billion and net operating assets of US\$29.6 billion (at 30 June 2005).</i></p>
EC2 - Geographic breakdown of markets	
<p>Socio Economic &gt; Our Performance &gt; <a href="#">Economic Contributions</a></p>	<p>Figure - Diversification by Market (Turnover) at 30 June 2005</p> <p>Figure - Diversification by Geographic Region (Net Operating Assets) at 30 June 2005</p> <p>Figure - Total allocated expenditure by category 2004/05 (US\$ million) 2004/05</p>
EC3 - Cost of all goods, materials, and services purchased	
<p>Socio Economic &gt; Our Performance &gt; <a href="#">Economic Contributions</a></p>	<p>Figure - Employee Payments, Goods and Services by Region 2004/05</p> <p>Figure - Total allocated expenditure by category 2004/05 (US\$ million)</p> <p>Figure - Total Allocated Expenditure by Category 2004/05</p>

**EC4 - Percentage of contracts that were paid in accordance with agreed terms, excluding agreed penalty arrangements**

**BHP Billiton Response:** During the reporting period we attempted to collect these data for the first time. Current data collection methods resulted in only a proportion of available data being captured, consequently we considered this to be not fully representative and have not reported these data. We will endeavour to improve our data collection methods for the next reporting period.

**EC5 - Total payroll and benefits (including wages, pension, other benefits, and redundancy payments) broken down by country or region**

Socio Economic > Our Performance > [Economic Contributions](#)

Figure - Employee Payments, Goods and Services by Region 2004/05 includes aggregated remuneration data for employee payments, goods and services.

**BHP Billiton Response:** Remuneration data are aggregated with Employee Payments and Goods and Services data.

**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**

Socio Economic > Our Performance > [Economic Contributions](#)

Figure - Summary financial information for the BHP Billiton Group US\$ million (Year ending 30 June), includes dividends paid or payable

Figure - Total allocated expenditure by category 2004/05 (US\$ million), includes dividends paid or payable

**BHP Billiton Response:** 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**

Performance at a Glance > Data Tables > [Key Sustainability Data Summary](#)

Figure - Key Sustainability Data Summary

Socio Economic > Our Performance > [Economic Contributions](#)

Figure - Summary financial information for the BHP Billiton Group US\$ million (Year ending 30 June)

**EC8 - Total sum of taxes of all types paid broken down by country**

Socio Economic > Our Performance >  
[Economic Contributions](#)

Figure - Summary financial information for the BHP Billiton Group  
US\$ million (Year ending 30 June)

Figure - Total allocated expenditure by category 2004/05 (US\$ million)

Figure - Income Tax, Resource Rent Tax and Royalties by Region  
2004/05

**BHP Billiton Response:** 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 payments 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**

**BHP Billiton Response:** 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 endeavored to obtain these data.

**EC10 - Donations to community, civil society, and other groups broken down in terms of cash and in-kind donations per type of group**

<p>Performance at a Glance &gt; Data Tables &gt; <a href="#">Key Sustainability Data Summary</a></p>	<p>Figure - Key Sustainability Data Summary</p>
<p>Community &gt; Our Performance &gt; <a href="#">Community Programs</a></p>	<p>Employee Matched Giving Program and Tsunami Contributions, 3rd paragraph - <i>During 2005, BHP Billiton contributed US\$ 358,000 to over 400 not-for-profit organisations to match its employees' cash, volunteering and fundraising activities (excluding tsunami donations).</i></p>
<p>Community &gt; Our Performance &gt; <a href="#">Community Programs</a></p>	<p>Community Contributions - <i>The Company supports community initiatives in the locations where it operates. During 2004, our voluntary contributions to community programs totalled US\$57.4 million, comprising cash, in-kind support and administration costs.</i></p>
<p>Community &gt; Our Performance &gt; <a href="#">Community Programs</a></p>	<p>Figure - Community Contributions 2001/02 to 2004/05            Figure - Community Contributions by Program Category 2004/05            Figure - Community Contributions by Geographic Region 2004/05            Figure - Community Contributions by Locality 2004/05            Community Contributions, 4th paragraph - <i>During the 2005 review of the Company's community targets, the Company's executive management and the HSEC function reaffirmed its commitment to our target to invest 1per cent of pre-tax profit on community programs. However, it was also acknowledged that the current methodology used to calculate the 1% target has been problematic in its implementation.</i></p>
<p>Community &gt; <a href="#">Community Case Studies</a></p>	<p>Tsunami tragedy touches the hearts of our employees</p>
<p>Socio Economic &gt; Our Performance&gt; <a href="#">Economic Contributions</a></p>	<p>Figure - Total allocated expenditure by category 2004/05 (US\$ million)</p>

**EC11 - Supplier breakdown by organisation and country  
(additional indicator)**




**BHP Billiton Response:** During the reporting period we attempted to collect these data for the first time. Current data collection methods resulted in only a proportion of available data being captured, consequently we considered this to be not fully representative and have not reported these data. We will endeavour to improve our data collection methods for the next reporting period.

**MM1 - Identify those sites where the local economic contribution and development impact is of particular significance and interest to stakeholders (eg. Remote sites) and outline policies with respect to assessing this contribution. Relevant information includes:**

- Percentage of good, materials, and services purchased locally;
- Percentage of workforce from local communities;
- Investment in public infrastructure and its maintenance; and
- Compensation payments

Community > Our Approach > <a href="#">Human Rights</a>	<p>Land Compensation- <i>Our approach to land compensation, especially for major projects, is undertaken on a case-by-case basis.</i></p> <p><i>Firstly, consideration is given to what land we need; our possible impacts on that land, both short and long term; the present and past use of the land; and the effects that our use may have on existing land owners and occupiers.</i></p>
Community > Our Performance > <a href="#">Community Programs</a>	Entire section
Socio Economic > Our Performance > <a href="#">Supply</a>	<p>Supply, 6th paragraph - <i>Our approach is to use local suppliers where possible. Over the reporting period, our distribution of spend with international suppliers reduced from 26 per cent in the previous year to 19 per cent in the current year, while distribution of spend with both local and national suppliers was at 27 per cent and 54 per cent respectively. Local spend refers to spend within the communities where we operate and the regions, such as states and provinces, where our operations are located.</i></p> <p>Figure - Distribution of Supply Spend 2004/05</p>
Socio Economic > Our Performance > <a href="#">Employee Relations</a>	<p>Employment Equity in South Africa - Entire Section</p> <p>Indigenous Employment and Training - Entire Section</p>
Socio-Economic > <a href="#">Case Studies</a>	All
<b>MM2 - Value added disaggregated to country level</b>	
Socio Economic > Our Performance > <a href="#">Economic Contributions</a>	<p>Value Added - <i>Value added, consistent with the definition used by the Global Reporting Initiative, is total revenues less total cost of procurement.</i></p> <p><b>BHP Billiton Response:</b> Value Added figures are currently disclosed on a regional basis.</p>

## Environmental Performance Indicators

	Adequate disclosure
	Partial disclosure
	No disclosure

### Environmental Performance Indicators

Reference in website:

Reference in report:

EN1 - Total material use other than water, by type	
Performance at a Glance > Data Tables > <a href="#">Key Sustainability Data Summary</a>	Key Sustainability Data Summary, provides the data supporting the charts mentioned above
Performance at a Glance > Data Tables > <a href="#">Environmental Data Summary</a>	Environmental Data Summary provides the data supporting the charts mentioned above
Environment > Our Performance > <a href="#">Resource Use</a>	<p>Waste, Other Consumables, 1st paragraph: <i>Due to the diversity of our operations, we seek to report only consumables of significant quantities. Over the reporting period we consumed (excluding fuels, which are reported in <a href="#">Energy</a>):</i></p> <ul style="list-style-type: none"> <li>• 812 610 tonnes of acid</li> <li>• 377 730 tonnes of caustic soda</li> <li>• 481 930 tonnes of explosives</li> <li>• 38 920 tonnes of purchased gas other than natural gas</li> <li>• 453 470 tonnes of other materials (lime, stone dust, magnetite and others).</li> </ul> <p>Figure - Total Energy Use 2001/02 to 2004/05                      Figure - Energy Use by Type                      Figure - Fresh Water Consumption 2001/02 to 2004/05</p>
EN2 - Percentage of materials used that are wastes (processed or unprocessed) from sources external to the reporting organisation	
<p><b>BHP Billiton Response:</b> 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.</p>	

## EN3 & EN4 - Direct and indirect energy use segmented by primary source

Performance at a Glance > Data Tables > [Environmental Data Summary](#)

Environmental Data Summary provides the data supporting the charts mentioned below

Environment > Our Performance > [Resource Use](#)

Energy, 2nd paragraph: *Our energy consumption decreased from 327 petajoules in the previous reporting period to 309 petajoules.*

Figure - Energy Use by Type Table

Figure - Energy Intensity Index 2001/02 to 2004/05

Figure - Energy intensity of selected products - Charts show energy intensity of selected products - aluminum smelting, copper, petroleum products, Queensland coal and Queensland nickel.

## EN5 - Total water use

Environment > Our Performance > [Resource Use](#)

Water, 2nd paragraph: *Total fresh water consumption amounted to 153 170 megalitres, similar to the 153 020 megalitres reported in the previous reporting period, as shown in the graph below.*

Water, 5th paragraph: *The use of recycled water fell slightly compared to last year.*

Water, Figures: Fresh Water Consumption 2001/02 to 2004/05 and Source of Fresh Water 2004/05

Water, Figure - Recycled Water Use 2001/02 to 2004/05.

Water intensity of selected products, various figures - These show water intensity of selected products - aluminum smelting, copper, petroleum products, Queensland coal and Queensland nickel.

## EN6 - Location and size of land owned, leased or managed in biodiversity-rich habitats

Environment > Our Performance > [Biodiversity](#)

Biodiversity, 7th bullet point: *Approximately 650 000 hectares of land are managed in biodiversity-rich habitats; 332 400 hectares of this is associated with the Artic tundra of the entire EKATI mine lease.*

Environment > Our Performance > [Resource Use](#)

Land, 2nd paragraph - *As demonstrated in the graph below, the amount of land newly disturbed over the reporting period fell by 12 per cent compared with the previous period. Land rehabilitated fell by 10 per cent.*

Figures - Land Newly Disturbed 2001/02 to 2004/05; Land Rehabilitated 2001/02 to 2004/05; Land Requiring Rehabilitation 2001/02 to 2004/05

Environment > [Environment Case Studies](#)

Selbaie Mine develops environmental program for the long term

Land rehabilitation programs at Cerrejón and Mt Arthur Coal show the value of mine closure planning

Recognising and managing the impacts of our operations on biodiversity values



**EN7 - Description of the major impacts on biodiversity associated with activities and/or products and services in terrestrial freshwater, and marine environments**

<p>Environment &gt; Our Performance &gt; <a href="#">Biodiversity</a></p>	<p>Biodiversity, 2nd bullet point: <i>Eleven sites reported operating adjacent to areas designated as protected areas by government authorities or national legislation. These sites include Coermotibo operations at Billiton Maatschappij Suriname (Wane Reserve, Suriname) and the Point of Ayr Terminal (at our Liverpool Bay petroleum asset in the UK) which lies at the outer reaches of the Dee Estuary, recognised nationally as a Site of Special Scientific Interest, at European level as a Special Protection Area for birds and as an internationally important wetland (Ramsar).</i></p> <p>Biodiversity, 7th bullet point: <i>Approximately 650 000 hectares of land are managed in biodiversity-rich habitats; 332 400 hectares of this is associated with the Artic tundra of the entire EKATI mine lease.</i></p>
<p>Environment &gt; Our Performance &gt; <a href="#">Resource Use</a></p>	<p>Land, 2nd paragraph - <i>As demonstrated in the graph below, the amount of land newly disturbed over the reporting period fell by 12 per cent compared with the previous period. Land rehabilitated fell by 10 per cent.</i></p> <p>Figures - Land Newly Disturbed 2001/02 to 2004/05; Land Rehabilitated 2001/02 to 2004/05; Land Requiring Rehabilitation 2001/02 to 2004/05</p>
<p>Environment &gt; <a href="#">Environment Case Studies</a></p>	<p>Selbaie Mine develops environmental program for the long term</p> <p>Land rehabilitation programs at Cerrejón and Mt Arthur Coal show the value of mine closure planning</p> <p>Recognising and managing the impacts of our operations on biodiversity values</p>

**EN8 - Greenhouse gas emissions**

<p>Performance at a Glance &gt; <a href="#">Targets Scorecard</a></p>	<p>Table titled 'Environment' - outlines targets and 2004/2005 energy and greenhouse performance.</p>
<p>Performance at a Glance &gt; Data Tables &gt; <a href="#">Environmental Data Summary</a></p>	<p>Environmental Data Summary - Section of table titled 'Greenhouse Gas Emissions. Table provides a breakdown of the greenhouse gas emissions for each sector.</p>
<p>Sustainability at BHP Billiton &gt; Our Sustainability Challenges &gt; <a href="#">Greenhouse Gas Emissions</a></p>	<p>Entire Section</p>
<p>Environment &gt; Our Performance &gt; <a href="#">Emissions</a></p>	<p>Greenhouse Gases - Entire Section, including tables and graphs</p>

## EN9 - Use and emissions of ozone-depleting substances

Environment > Our Performance > [Emissions](#)

Ozone Depleting Substances - *The amount of ozone-depleting substances discharged or leaked to air increased from 0.35 tonne of chlorofluorocarbon (CFC) equivalent in the previous reporting period to 0.42 tonne CFC equivalent in the current reporting period. This was mainly due to a leak in the refrigeration and air conditioning system at a petroleum site (which has since been corrected). We continue to phase out the use of ozone-depleting substances across our operations in compliance with legislative requirements.*

## EN10 - NOx, SOx, and other significant air emissions by type

Performance at a Glance > Data Tables > [Environmental Data Summary](#)

Environmental Data Summary provides the data supporting the charts mentioned below

Environment > Our Approach > [Emissions Management](#)

Emissions Management: *The key air emissions generated by the Company's activities include greenhouse gas emissions, oxides of sulphur and nitrogen, ozone-depleting substances and fluoride.*

*Primary greenhouse gases of concern to us are carbon dioxide (a product of energy use and the use of fluxes) and methane (which occurs at coal mines and from oil and gas production facilities). Less significant are emissions of perfluorocarbons associated with our Aluminium CSG.*

Environment > Our Performance > [Emissions](#)

Oxides of Nitrogen - subsection including Figure - NOx Emissions to Air 2001/02 to 2004/05

Environment > Our Performance > [Emissions](#)

Oxides of Sulphur - sub-section including Figure - SOx Emissions to Air 2001/02 to 2004/05

Environment > Our Performance > [Emissions](#)

Fluoride - subsection including Figure - Fluoride Emissions to Air 2001/02 to 2004/05

## EN11 - Total amount of waste by type and destination

<p>Performance at a Glance &gt; Data Tables &gt; <a href="#">Environmental Data Summary</a></p>	<p>Environmental Data Summary provides the data supporting the charts mentioned below</p>
<p>Performance at a Glance &gt; Data Tables &gt; <a href="#">Key Sustainability Data Summary</a></p>	<p>Broken down into specific information relating to general waste, hazardous and non-hazardous waste and waste rock and tailings. Total tonnages generated are provided.</p> <p>Figure - Waste disposed (excluding mineral processing waste 2004/05 broken down into general waste to landfill, waste oil and other hazardous waste.)</p> <p>Figure - General waste disposal methods 2004/05</p> <p>Figure - General waste disposed to landfill 2001/02 to 2004/05</p>
<p>Environment &gt; Our Performance &gt; <a href="#">Resource Use</a></p>	<p>General Waste, 1st paragraph - <i>General waste or domestic waste types include paper, cardboard, and building and construction material. Our operations generated 214 270 tonnes of general waste in the reporting period, of which 28 per cent was recycled, reused, or composted and 72 per cent was disposed to landfill; only 590 tonnes (less than one per cent) was incinerated. The graph below shows the methods of general waste disposal.</i></p>

## EN12 - Significant discharge to water by type

<p>Performance at a Glance &gt; Data Tables &gt; <a href="#">Environmental Data Summary</a></p>	<p>Waste (various units) provides quantities of waste water &amp; effluent discharge.</p>
<p>Environment &gt; Our Performance &gt; <a href="#">Resource Use</a></p>	<p>Wastewater and Effluent Discharge - Entire Section</p>
<p>Environment &gt; Our Performance &gt; <a href="#">Resource Use</a></p>	<p>Wastewater and Effluent Discharge</p> <p>Figure - Wastewater and Effluent Discharged 2003/04 and 2004/05</p> <p>Figure - Wastewater and Effluent Discharged 2004/05</p> <p>Figure - Key Constituents in the Wastewater and Effluent Discharged 2004/05</p>

## EN13 - Significant spills of chemicals, oils, and fuels in terms of total number and total volume

<p>Performance at a Glance &gt; Data Tables &gt; <a href="#">Environmental Data Summary</a></p>	<p>Accidental discharges (litres) provides quantity and type of accidental discharges.</p>
<p>Environment &gt; Our Performance &gt; <a href="#">Environmental Incidents</a></p>	<p>Accidental Discharges, 1st paragraph - <i>Accidental discharges of hydrocarbons to either land or water totalled 121 440 litres for the reporting period, a small decrease from 129 080 litres reported in the previous year.</i></p> <p>Figure - Accidental Discharges of Hydrocarbons 2001/02 to 2004/05</p>

## EN14 - Significant environmental impacts of principal products and services

Performance at a Glance > <a href="#">Targets Scorecard</a>	Product Stewardship- <i>Lifecycle assessments have been completed for all major minerals products. In addition, we have also commenced work on life cycle assessments of several minor minerals products</i>
Governance > Our Approach > <a href="#">Hierarchy of Systems and Documents</a>	15 HSEC Management Standards - Standard 11: Suppliers, Contractors and Partners and Standard 12: Product Stewardship
Governance> Our Approach > <a href="#">Key Management Processes</a>	Stewardship, 2nd paragraph - <i>The Company has had an HSEC Management Standard dealing with product stewardship since the establishment of the Standards in 2001. The intent, as stated in Management Standard 12, is to promote 'The lifecycle HSEC impacts associated with resources, materials, process, facilities and products are minimised and managed.'</i>
Governance> Our Approach > <a href="#">Key Management Processes</a>	Stewardship, 4th paragraph - <i>The global Green LeadT project, as reported in our 2002 and 2003 HSEC Reports, is an initiative of the lead industry. Our Base Metals CSG is actively involved, primarily through the Cannington silver/lead/zinc operation in north Queensland, which initiated the project.</i>

## 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

Governance> Our Approach > <a href="#">Key Management Processes</a>	<p>Stewardship, 1st paragraph. <i>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.</i></p> <p><b>BHP Billiton Response:</b> 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.</p>
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## EN16 - incidents of all 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 > <a href="#">Targets Scorecard</a>	Zero Harm - Environmental Incidents and Fines
Environment > Our Performance > <a href="#">Environmental Fines</a>	1st paragraph - <i>Environmental fines totalled US\$1,100, a reduction from the previous years total of US\$3,300, however we did not meet our target of zero fines and prosecutions.</i>
Environment > Our Performance > <a href="#">Environmental Incidents</a>	Several environmental incidents are discussed within this section of the Report.

## EN17 - Initiatives to use renewable energy sources and to increase energy efficiency

(additional indicator)

<p>Performance at a Glance &gt; <a href="#">Targets Scorecard</a></p>	<p>Environment. Energy and Greenhouse: <i>All sites with emissions greater than 100 000 tonnes per year of carbon dioxide equivalent are required to have and maintain energy conservation plans with specific targets.</i></p>
<p>Performance at a Glance &gt; Data Tables &gt; <a href="#">Environmental Data Summary</a></p>	<p>Environmental data summary provides the data supporting the charts outlined below.</p>
<p>Sustainability at BHP Billiton &gt; Our Sustainability Challenges &gt; <a href="#">Greenhouse Gas Emissions</a></p>	<p>BHP Billiton Climate Change Related Activities and Priorities for 2005/06, includes details on energy efficiency policy and programs.</p>
<p>Environment &gt; Our Performance &gt; <a href="#">Resource Use</a></p>	<p>Figure -BHP Billiton energy intensity index 2001/02 to 2004/05</p> <p>Figure - Energy intensity of selected products - Aluminium Smelting 2001/02 to 2004/2005</p> <p>Figure - Energy intensity of selected products- Copper 2001/02 to 2004/2005</p> <p>Figure - Energy intensity of selected products - Petroleum Products 2001/02 to 2004/2005</p> <p>Figure - Energy intensity of selected products- Queensland Coal 2001/02 to 2004/05</p> <p>Figure - Energy intensity of selected products- Queensland Nickel 2001/02 to 2004/05</p>
<p>Environment &gt; <a href="#">Environment Case Studies</a></p>	<p>Worsley Alumina reduces its greenhouse gas emissions</p>

## EN20 - Water sources and related ecosystems/habitats significantly affected by use of water

(additional indicator)

<p>Performance at a Glance &gt; Data Tables &gt; <a href="#">Environmental Data Summary</a></p>	<p>The summary table (under Waste Water and Effluent Discharge) provides quantitative performance data on water discharges to wetlands/rivers/lakes; ocean; ground water; treatment plan and 'other'.</p>
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## EN21 - Annual withdrawals of ground and surface water as a percent of annual renewable quantity of water available from the sources

(additional indicator)

<p>Performance at a Glance &gt; Data Tables &gt; <a href="#">Environmental Data Summary</a></p>	<p>The summary table (under Water Consumption) provides quantitative performance data on fresh water consumed from wetlands/river/lake; ground water (including water drawn from wells); storm and rainwater; town and mains water supply; and water 'manufactured' on site.</p>
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## EN22 - Total recycling and reuse of water

(additional indicator)

<p>Performance at a Glance &gt; Data Tables &gt; <a href="#">Environmental Data Summary</a></p>	<p>Environmental data summary provides the data supporting the charts outlined below.</p>
<p>Environment &gt; Our Performance &gt; <a href="#">Resource Use</a></p>	<p>Water, 5th paragraph - <i>The ratio of fresh water to recycled water used during the reporting period (48 per cent to 52 per cent) increased marginally from the previous year (47 per cent to 53 per cent), as shown in the following graph.</i></p> <p>Figure - Fresh and Recycled Water Use 2004/05</p>
<p>Environment &gt; Our Performance &gt; <a href="#">Resource Use</a></p>	<p>Figure - Recycled water use 2001/02 to 2003/04 shows the year-on-year recycled water consumption by each of the CSGs.</p> <p>Figure - Sources of Fresh Water 2004/2005 shows the breakdown between the total percentage freshwater usage and the total percentage recycled water usage.</p>
<p>Environment &gt; <a href="#">Environment Case Studies</a></p>	<p>Working towards our water target</p>

## EN23 - Total amount of land owned, leased, or managed for production activities or extractive use. Mining companies should report the following:

1. Total land disturbed and not yet rehabilitated (opening balance);
2. Total amount of land newly disturbed within the reporting period;
3. Total amount of land newly rehabilitated within the reporting period to the agreed upon end use; and
4. Total land disturbed and not yet rehabilitated (closing balance)

(additional indicator)

<p>Environment &gt; Our Performance &gt; <a href="#">Resource Use</a></p>	<p>Land, 2nd paragraph - <i>As demonstrated in the graph below, the amount of land newly disturbed over the reporting period fell by 12 per cent compared with the previous period. Land rehabilitated fell by 10 per cent.</i></p> <p>Figures - Land Newly Disturbed 2001/02 to 2004/05; Land Rehabilitated 2001/02 to 2004/05; Land Requiring Rehabilitation 2001/02 to 2004/05</p>
<p>Environment &gt; Our Performance &gt; <a href="#">Resource Use</a></p>	<p>Land, 4th paragraph: <i>The total footprint of land owned, leased and/or managed by our operations was 1.73 million hectares, of which one per cent was for infrastructure (buildings and offices, processing plants, roads and rails), two per cent for mining, four per cent for supporting infrastructure, and four per cent for on-going exploration. Approximately 26 per cent of land is intended for future operation/expansion, 40 per cent is designated as buffer zones and areas not intended/planned for operation, and the remaining 23 per cent is for other purposes. In addition, our Exploration group holds approximately 29 million hectares of exploration rights, leases and permits.</i></p>

**EN25 - Impacts of activities and operations on protected and sensitive areas**

*(additional indicator)*

<p>Environment &gt; Our Performance &gt; <a href="#">Biodiversity</a></p>	<p>Bullet points cover sites adjacent to areas designated as protected areas, sites undertaking specific activities related to biodiversity conservation and sites with biodiversity aspects in their closure plans.</p>
<p>Environment &gt; Our Approach &gt; <a href="#">Biodiversity</a></p>	<p>3rd paragraph - <i>Without systematic assessment and management, from exploration through to post-closure land use, there are potential risks that biodiversity values and impacts will not be recognised. The majority of our sites have embedded biodiversity considerations into their overall environmental management system, and many are actively engaged in biodiversity-related programs. For example, our Worsley Alumina operation in Western Australia is developing an enhanced wildlife corridor through the Saddleback Timber Reserve and the George Forest Block. In addition some sites, such as Escondida (Chile), form partnerships with academia and research institutes to improve biodiversity outcomes.</i></p>
<p>Environment &gt; <a href="#">Environment Case Studies</a></p>	<p>Recognising and managing the impacts of our operations on biodiversity values</p>

**EN27 - Objectives, programs, and targets for protecting and restoring native ecosystems and species in degraded areas**

*(additional indicator)*

<p>Environment &gt; Our Performance &gt; <a href="#">Biodiversity</a></p>	<p>Biodiversity, 6th bullet point - <i>Thirty-four sites reported that biodiversity aspects are currently incorporated into closure plans. For example, at the Saraji coal operation (Australia), closure will entail the establishment of wildlife corridors linking rehabilitation with remnant vegetation communities. In addition, our <a href="#">Closure Standard</a> now requires the formal consideration of biodiversity aspects in Closure Plans.</i></p>
<p>Environment &gt; Our Performance &gt; <a href="#">Rehabilitation, Remediation and Closure</a></p>	<p>Entire section - Outlines closure plans and provisions for rehabilitation, which includes restoring native ecosystems and species in degraded areas.</p>
<p>Environment &gt; Our Performance &gt; <a href="#">Resource Use</a></p>	<p>Land, 2nd paragraph - <i>As demonstrated in the graph below, the amount of land newly disturbed over the reporting period fell by 12 per cent compared with the previous period. Land rehabilitated fell by 10 per cent.</i></p> <p>Figure -Land rehabilitated 2001/02 to 2004/05</p>

**'EN29 - Business units currently operating or planning operations in or around protected or sensitive areas**  
(additional indicator)

Environment > Our Performance > [Biodiversity](#)

Entire section - Several bullet points in this section cover sites adjacent to areas designated as protected areas, sites undertaking specific activities related to biodiversity conservation and sites with biodiversity aspects in their closure plans. For example:  
*Approximately 650 000 hectares of land are managed in biodiversity-rich habitats; 332 400 hectares of this is associated with the Artic tundra of the entire EKATI mine lease.*

**EN30 - Other relevant indirect greenhouse gas emissions**  
(additional indicator)

Environment > Our Performance > [Emissions](#)

Greenhouse Gases - Entire section. This section outlines the main greenhouse gases of concern and greenhouse gas emissions. Greenhouse gas emissions relating to energy sources are, effectively, indirect emissions unless BHP Billiton is the generator of the energy.

Figure - Greenhouse Gas Emissions 2001/02 to 2004/05

Figure - BHP Billiton energy intensity index 2001/02 to 2004/05

Figure - Greenhouse intensity of selected products - Aluminum Smelting 2001/02 to 2004/2005

Figure - Greenhouse intensity of selected products- Copper 2001/02 to 2004/2005

Figure - Greenhouse intensity of selected products - Petroleum Products 2001/02 to 2004/2005

Figure - Greenhouse intensity of selected products- Queensland Coal 2001/02 to 2004/05

Figure - Greenhouse intensity of selected products- Queensland Nickel 2001/02 to 2004/05

**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**  
(additional indicator)

Environment > Our Performance > [Resource Use](#)

Hazardous Waste, 3rd paragraph - *During the period 67 710 tonnes of hazardous waste were disposed of. This compares with 59 100 tonnes for 2003/4. The increase is due to several closed sites undergoing demolition and cleanup within the Base Metals CSG, balanced by reductions associated with the Manganese sites and the Petroleum CSGs.*

Figure - Waste disposed (excluding mineral processing waste) 2004/05 broken down into general waste to landfill, waste oil and other hazardous waste.

Figure - Hazardous Waste index 2004/05



## EN35 - Total environmental expenditure by type

(additional indicator)

Environment > Our Performance > [Environmental Spending](#)

Environmental Spending - Entire Section including table. This section summarises the environmental spending of CSGs broken down into the categories of Research and Development, Site Rehabilitation, Environmental Monitoring and Other expenditure such as environmental impact assessment and training.

Figure - Environmental spending estimates 2004/05 (\$US '000)

## MM3 - The number / percentage of sites identified as requiring biodiversity management plans, and the number/percentage of sites with plans in place. Also include criteria for deciding that a biodiversity management plan is required and the key components of a plan.

Environment > Our Performance > [Biodiversity](#)

2nd bullet point- *Eleven sites reported operating adjacent to areas designated as protected areas by government authorities or national legislation. These sites include Coermotibo operations at Billiton Maatschappij Suriname (Wane Reserve, Suriname) and the Point of Ayr Terminal (at our Liverpool Bay petroleum asset in the UK) which lies at the outer reaches of the Dee Estuary, recognised nationally as a Site of Special Scientific Interest, at European level as a Special Protection Area for birds and as an internationally important wetland (Ramsar).*

Environment > Our Approach > [Biodiversity](#)

2nd Paragraph - *We seek to recognise and manage the values of biodiversity that may be adversely affected by our activities. While indicators specific to the resource sector are still in the early stages of development, we continue to refine our approach to biodiversity management, including the development of appropriate biodiversity management plans.*

## MM4 - Percentage of products(s) derived from secondary materials

Environment > Our Performance > [Resource Use](#)

Waste, 3rd paragraph - *Most of our activities relate to resource extraction and primary processing, and during the reporting period only a negligible amount of product was derived from secondary materials, for example scrap metal.*

**BHP Billiton Response:** These data are not captured by BHP Billiton as amounts are negligible and capture of such data is therefore not deemed material.

**MM5 - Describe policies for assessing the eco-efficiency and sustainability attributes of products (eg. recyclability, material use, energy use, toxicity etc.)**

<p>Sustainability at BHP Billiton &gt; Engaging Stakeholders &gt; Our Stakeholders&gt; <a href="#">Industry Associations</a></p>	<p>1st paragraph - <i>We have maintained our membership of the World Business Council for Sustainable Development (WBCSD).</i></p> <p>2nd paragraph - <i>The WBCSD has a global network of 50 national and regional business councils and partner organisations located in more than 35 countries. Its mission is to provide business leadership as a catalyst for change towards sustainable development and to promote the role of eco-efficiency, innovation and corporate social responsibility.</i></p>
<p>Governance&gt; Our Approach &gt; <a href="#">Key Management Processes</a></p>	<p>Stewardship, 2nd paragraph - <i>The Company has had an HSEC Management Standard dealing with product stewardship since the establishment of the Standards in 2001. The intent, as stated in Management Standard 12, is to promote 'The lifecycle HSEC impacts associated with resources, materials, process, facilities and products are minimised and managed.'</i></p> <p>3rd paragraph - <i>The global Green LeadT project, as reported in our 2002 and 2003 HSEC Reports, is an initiative of the lead industry. Our Base Metals CSG is actively involved, primarily through the Cannington silver/lead/zinc operation in north Queensland, which initiated the project.</i></p>

**MM6 - Describe approach to management of overburden, rock tailings, and sludges/residues including:**




- Assessment of risks;
- Structural stability of storage facilities;
- Metal leaching potential; and,
- Hazardous properties

<p>Performance at a Glance &gt; <a href="#">Targets Scorecard</a></p>	<p>Environment section of table under 'Waste : <i>Aggregate Group target of 20 per cent reduction in waste (excluding recycled and mining-related materials, such as waste rock, tailings, coal reject and slag) per unit of production by 30 June 2007.</i></p>
<p>Environment &gt; Our Approach &gt; <a href="#">Tailings and Waste Rock</a></p>	<p>Entire section.</p>
<p>Environment &gt; Our Performance &gt; <a href="#">Resource Use</a></p>	<p>Overburden, Waste Rock and Mineral Residues 2nd &amp; 3rd paragraphs: <i>Mineral residues include tailings, sludges and slags from mineral processing and also drilling muds and cuttings from petroleum operations. 152 million tonnes of non-hazardous mineral residue was disposed of, while 30 million tonnes of hazardous mineral residue was disposed of. Hazardous mineral residue includes those mineral residues classified as hazardous in some regulatory jurisdictions or due to their leaching characteristics and includes certain tailings, sludges and slags. Mineral residues are placed in engineered structures, providing both physical and chemical stability.</i></p>

Environment > [Environment Case Studies](#)

'Land rehabilitation programs at Cerrejón and Mt Arthur Coal show the value of mine closure planning, 13th paragraph: *Also under the land management plan, a bund (embankment) is being constructed from overburden on the boundary of the mine site. At 40 to 50 metres in height, the bund is designed to create a visual screen between the town of Muswellbrook and the mining operation. Shortly after the placement of the overburden, the bund is being vegetated with a combination of pasture grass and native trees so that it blends in with the surrounding rural landscape.*

## Social Performance Indicators

	Adequate disclosure
	Partial disclosure
	No disclosure

### Social Performance Indicators

**GRI Indicator:**

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**Reference in website:**

**Reference in report:**

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**Labour Practices and Decent Work**

<p><b>LA1 - Breakdown of workforce, where possible, by region/country, status (employee/non-employee), employment type (full time/part time), and by employment contract (indefinite or permanent/fixed term or temporary). Also identify workforce retained in conjunction with other employers (temporary agency workers or workers in co-employment relationships), segmented by region/country</b></p>	
<p>Sustainability at BHP Billiton &gt; Engaging Stakeholders &gt; Our Stakeholders &gt; <a href="#">Employees &amp; Contractors</a></p>	<p>Who Are They?, 1st paragraph - <i>BHP Billiton has some 36 000 employees and a similar number of contractors in more than 25 countries, with each, in their own way, acting as an ambassador for the Company.</i></p>
<p>Socio Economic &gt; Our Performance &gt; <a href="#">Employee Relations</a></p>	<p>Employee Profile - <i>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 around 36 470 compared to 35 070 reported in the previous period. This does not include approximately 3000 employees who have joined our Company as a result of the WMC acquisition.</i></p> <p>3rd paragraph - <i>Approximately two per cent of employees were engaged on a part-time basis. The average turnover rate of employees who were engaged at operated sites and corporate offices was two per cent. A total of around 50,000 contractors were engaged at operated sites.</i></p> <p>Figure - Regional Geographic Breakdown of Total Number of Employees 2004/05</p> <p>Figure - Employment by CSG (Average) 2004/05</p> <p>Diversity, 1st paragraph - <i>Approximately seven per cent of our Company's management are women. In the year ending 30 June 2005, about 12 per cent of full-time employees at operated sites and offices were women.</i></p>

**LA2 - Net employment creation and average turnover segmented by region/country**

<p>Sustainability at BHP Billiton &gt; Engaging Stakeholders &gt; Our Stakeholders&gt; <a href="#">Employees &amp; Contractors</a></p>	<p>Who Are They?, 1st paragraph - <i>BHP Billiton has some 36 000 employees and a similar number of contractors in more than 25 countries, with each, in their own way, acting as an ambassador for the Company.</i></p>
<p>Socio Economic &gt; Our Performance &gt; <a href="#">Employee Relations</a></p>	<p>Employee Profile, 1st paragraph - <i>“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 around 36 470 compared to 35 070 reported in the previous period. This does not include approximately 3000 employees who have joined our Company as a result of the WMC acquisition.</i></p> <p>Employee Profile, 3rd paragraph - <i>The average turnover rate of employees who were engaged at operated sites and corporate offices was two per cent.</i></p> <p>Figure - Regional Geographic Breakdown of Total Number of Employees 2004/05</p> <p>Figure - Employment by CSG (Average) 2004/05</p>

**LA3 - Percentage of employees represented by independent trade union organizations or other bona fide employee representatives broken down geographically OR percentage of employees covered by collective bargaining agreements broken down by region/country**

<p>Sustainability at BHP Billiton &gt; Engaging Stakeholders &gt; <a href="#">Building Global Links</a></p>	<p>UN Global Compact- <i>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. Prospective employees are made aware of employment arrangements prior to joining the Company. At all times, our businesses comply with local employment law requirements and treat employees in accordance with the values expressed in our Charter. For further details, refer to our section on <a href="#">Freedom of Association</a>.</i></p>
<p>Socio Economic &gt; Our Performance &gt; <a href="#">Employee Relations</a></p>	<p>Freedom of Association- <i>In line with our commitments to uphold the <a href="#">UN Universal Declaration on Human Rights</a> and our support for the <a href="#">UN Global Compact</a>, we fully recognise the right of our employees to freely associate and join trade unions.</i></p> <p>Figure - Reported Percentage of Employees Covered by Collective Bargaining Agreements by Region 2004/05</p>

**LA4 - Policy and procedures involving information, consultation, and negotiation with employees over changes in the reporting organisation's operations (eg. restructuring)**

<p>Governance &gt; Our Approach &gt; <a href="#">Hierarchy of Systems and Documents</a></p>	<p>15 HSEC Management Standards - Standard 7: Communication, consultation and participation</p>
<p>Socio Economic &gt; <a href="#">Our Approach</a></p>	<p>1st paragraph - <i>The socio-economic aspects of our operations relate to how we manage our people and contribute to the economies within which we operate. Our priorities are:</i></p> <ul style="list-style-type: none"> <li>• <i>Our relationships with our employees and contractors: development of our leaders; diversity, including indigenous employment; training; remuneration and other benefits of our employees.</i></li> <li>• <i>Our economic contribution to society: the payments we make to governments, including taxes and royalties, and the added value we provide as a result of our operations and their broader contributions through aspects such as payments to suppliers and employees.</i></li> </ul>
<p>Socio Economic &gt; Our Approach &gt; <a href="#">Employee Relations</a></p>	<p>1st paragraph - <i>Employee relations at BHP Billiton is the responsibility of local and business unit management. Each business is required to:</i></p> <ul style="list-style-type: none"> <li>• <i>implement employment arrangements that deliver outcomes consistent with the BHP Billiton Charter, Sustainable Development Policy and Guide to Business Conduct</i></li> <li>• <i>build open and productive relationships with employees and provide processes to address workplace issues in an equitable manner</i></li> <li>• <i>ensure that employees have the opportunity to develop skills that allow them to contribute to business success and are recognised and rewarded for those results</i></li> <li>• <i>support fundamental human rights and freedom of association and ensure legal requirements governing employment are fully met</i></li> <li>• <i>respect local legislative requirements and other local standards and circumstances.</i></li> </ul> <p>Freedom of Association, 2nd paragraph - <i>The Company's policy is to consult with employees on major organisational changes and ensure processes are in place at all locations to address any issues.</i></p>

**LA5 - Practices or recording and notification of occupational accidents and diseases, and how they relate to the ILO Code of Practice on Recording and Notification of Occupational Accidents and Diseases**

<p>Performance at a Glance &gt; <a href="#">Message from the CEO</a></p>	<p>Within 4th paragraph - <i>Despite our efforts, however, three of our colleagues lost their lives at work during this fiscal year.</i></p> <p>6th paragraph - <i>In health we have been successful in reducing the number of new cases of occupational illness by 36 per cent when compared to the 2002/03 baseline.</i></p>
<p>Performance at a Glance &gt; <a href="#">Targets Scorecard</a></p>	<p>Performance against company-wide Health and Safety targets presented.</p>
<p>Performance at a Glance &gt; <a href="#">Customer Sector Group Reviews</a></p>	<p>Discussion of fatalities for each Customer Sector Group</p>
<p>Performance at a Glance &gt; Data Tables &gt; <a href="#">Key Sustainability Data Summary</a></p>	<p>Number of fatalities and classified injury frequency rate data reported</p>

Safety > Our Performance > <a href="#">Fatalities</a>	Entire section
Safety > Our Performance > <a href="#">Classified Injury Frequency Rate</a>	Entire section
Safety > Our Performance > <a href="#">Near Miss and Significant Incident Reporting</a>	Entire section
Governance > Our Approach > <a href="#">Structure and Responsibilities</a>	<p>1st paragraph - <i>Our organisation for sustainable development is characterised by the following key features:</i></p> <ul style="list-style-type: none"> <li>• <i>The Sustainability Committee of the Board provides assurance on HSEC matters across the Group.</i></li> <li>• <i>Line management has primary responsibility and accountability for HSEC performance.</i></li> <li>• <i>The HSEC function provides advice and guidance directly, and through a series of networks across the business.</i></li> <li>• <i>Clear links between remuneration and HSEC performance.</i></li> <li>• <i>The HSEC function advocates best practices and commercially effective global solutions.</i></li> </ul> <p>Figure - Sustainable Development Organisational Structure</p> <p>Sustainability Committee of the Board (formerly HSE Committee) - <i>The Company's peak HSEC governance body during the reporting period was the HSE Committee, a subcommittee of the Board.</i></p> <p>Corporate HSEC- <i>Core HSEC governance functions are provided from the Corporate Centre, with the majority of staff embedded in the Customer Sector Groups. A critical component of the HSEC governance function provided by Corporate is the HSEC audit program, specifically designed to ensure our Charter, Sustainable Development Policy and HSEC Management Standards are effectively implemented across the Group.</i></p> <p>HSEC Networks - <i>Across the Company, various specialist networks have been formed to foster the sharing of knowledge. Each network consists of people from across the business who apply what they know around topics of common interest. Five specialist HSEC Networks have been established to manage the development of HSEC practices and the response to issues of Company-wide significance.</i></p>
Governance > Our Approach > <a href="#">Hierarchy of Systems and Documents</a>	15 HSEC Management Standards - Standard 7: Communication, consultation and participation and Standard 15 - Monitoring, audit and review

**LA7 - Standard injury, lost day, and absentee rates and number of work-related fatalities (including subcontracted workers)**

Performance at a Glance > <a href="#">Targets Scorecard</a>	Performance against company-wide Health and Safety targets presented.
Performance at a Glance > <a href="#">Customer Sector Group Reviews</a>	Discussion of fatalities and classified injury frequency rates for each Customer Sector Group
Performance at a Glance > Data Tables > <a href="#">Key Sustainability Data Summary</a>	Number of fatalities and classified injury frequency rate data reported
Safety > Our Performance > <a href="#">Fatalities</a>	Entire section
Safety > Our Performance > <a href="#">Classified Injury Frequency Rate</a>	Entire section

**LA8 - Description of policies or programs (for the workplace and beyond) on HIV/AIDS**

Health > Our Approach > <a href="#">Community Health</a>	HIV/AIDS, 2nd paragraph - <i>For many years, we have adopted a proactive approach to managing the disease within our workplaces. This has included conducting education programs, ensuring employees and dependants have appropriate access to medical care, and reducing hostel-type accommodation for employees, which is known to be a risk factor for the disease. We have also increased our support to community facilities that assist in managing the disease and its consequences. We are now seeking ways to support initiatives that will help manage the disease in the wider population.</i>
Health > Our Performance > <a href="#">Community Health</a>	3rd paragraph - <i>We have also progressed a project during the year supporting the development of a new treatment for HIV/AIDS that may be applicable to the African subcontinent. The Company has provided significant funding to develop a clinical trial on this treatment, which is given as an injectable therapeutic vaccine. We are assisting to recruit other organisations to provide further funding and develop the early stages of the clinical trial program.</i>
Health > <a href="#">Health Case Studies</a>	A long-running health program at Cerrejón is helping to improve the quality of life in host communities  Supporting the development of advancements in HIV/AIDS treatments
Socio-Economic > <a href="#">Socio-Economic Case Studies</a>	Moza - a model for integrating sustainability into resource projects

**LA9 - Average hours of training per year per employee by category of employee**

**BHP Billiton Response:** 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 - Description of equal opportunity policies or programs, as well as monitoring systems to ensure compliance and results of monitoring**

<p>Socio Economic &gt; Our Approach &gt; <a href="#">Employee Relations</a></p>	<p>Equality in Employment- Entire Section</p>
<p>Socio Economic &gt; Our Performance &gt; <a href="#">Employee Relations</a></p>	<p>Diversity, 1st paragraph - <i>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.</i></p> <p>3rd paragraph - <i>The Company has identified some specific sites and countries where diversity issues are particularly sensitive. Examples of ongoing policies or programs undertaken to address employment diversity issues include <a href="#">Employment Equity in South Africa</a>, which ultimately aims to achieve representation at all levels in our businesses consistent with the demographic profile of South Africa, and targeted indigenous employment programs in the Pilbara region of Australia (Iron Ore), the Northwest Territories in Canada (EKATI), and New Mexico in the United States (New Mexico Coal). Further detail on our indigenous employment strategies is provided in <a href="#">Indigenous Employment and Training</a>.</i></p>
<p>Socio Economic &gt; Our Performance &gt; <a href="#">Employee Relations</a></p>	<p>Employment Equity in South Africa - Entire section</p>
<p>Socio Economic &gt; Our Performance &gt; <a href="#">Employee Relations</a></p>	<p>Indigenous Employment and Training - Entire section</p>

**LA11 - Composition of senior management and corporate governance bodies (including the board of directors), including female/male ration and other indicators of diversity as culturally appropriate**

<p>Governance&gt; <a href="#">Our Approach</a></p>	<p>2nd paragraph - <i>While this section focuses on those governance processes we have in place to implement our commitment to sustainable development, we also have a suite of corporate governance processes that manage the broader affairs of the Company. The <a href="#">Corporate Governance Statement</a> outlines the key principles and practices of the BHP Billiton Group. Our financial <a href="#">Annual Report</a> also provides details in this regard.</i></p>
<p>Socio Economic &gt; Our Performance &gt; <a href="#">Employee Relations</a></p>	<p>Diversity', 2nd paragraph - <i>Approximately seven per cent of our Company's management are women. In the year ending 30 June 2005, about 12 per cent of full-time employees at operated sites and offices were women. There were significant regional differences, with women representing about 9 per cent of full-time employees in Africa, 11 per cent in Australia, 18 per cent in North America and 7 per cent in South America. In our Corporate offices, women represented 46 per cent of full-time employees. While there are currently no female members of the Board, the Company Secretary is a woman, as is the President of Gas and Power.</i></p>
<p>Sustainability at BHP Billiton &gt; Engaging Stakeholders &gt; Our Stakeholders &gt; Non-government Organisations &gt; <a href="#">Forum on Corporate Responsibility Member Profiles</a></p>	<p>Entire Section</p>

Governance > Our Approach > Structure and Responsibilities <a href="#">HSE Committee of the Board Membership</a>	Entire Section
Governance > Our Approach > <a href="#">Key Management Processes</a>	Business Conduct, Global Ethics Panel - <i>The Global Ethics Panel includes business representatives and corporate representatives from relevant functional areas — Group Audit Services, Human Resources and Legal— and two external representatives. John Fast, Chief Legal Counsel and Head of External Affairs, holds the position of Chairman.</i>
<b>LA12 - Employee benefits beyond those legally mandated (additional indicator)</b>	
Health > Our Approach > <a href="#">Community Health</a>	HIV/AIDs, 2nd paragraph - <i>For many years, we have adopted a proactive approach to managing the disease within our workplaces. This has included conducting education programs, ensuring employees and dependants have appropriate access to medical care, and reducing hostel-type accommodation for employees, which is known to be a risk factor for the disease. We have also increased our support to community facilities that assist in managing the disease and its consequences. We are now seeking ways to support initiatives that will help manage the disease in the wider population.</i>
Socio Economic > Our Approach > <a href="#">Employee Relations</a>	Work-life Balance, Employee Assistance Program - <i>BHP Billiton's Employee Assistance Programs (EAP) offer staff assistance with personal and work-related problems that can arise from time to time. Employees have direct access to professional and independent counselling, through a service that is free, voluntary and confidential.</i>
Socio Economic > Our Approach > <a href="#">Employee Relations</a>	Career and Employee Development - Entire section
<b>LA13 - Provision for formal worker representation in decision making or management, including corporate governance (additional indicator)</b>	
Governance > Our Approach > <a href="#">Hierarchy of Systems and Documents</a>	15 HSEC Management Standards - Standard 7: Communication, consultation and participation
Socio Economic > Our Approach > <a href="#">Employee Relations</a>	Bullet point - <i>build open and productive relationships with employees and provide processes to address workplace issues in an equitable manner</i>

**LA14 - Evidence of substantial compliance with the ILO Guidelines for Occupational Health Management Systems**  
(additional indicator)

Governance > Our Approach > <a href="#">Hierarchy of Systems and Documents</a>	15 HSEC Management Standards
Health > <a href="#">Our Approach</a>	Entire section
Safety > <a href="#">Our Approach</a>	Entire section

**BHP Billiton Comment:** BHP Billiton has reviewed the ILO Guidelines on Occupational Safety and Health Management Systems and consider that our management systems, comprising of our Sustainable Development Policy, HSEC Management Standards, Fatal Risk Control Protocols and other supporting material and processes, sufficiently meet the requirements of the guidelines.

**Human Rights**

**HR1 - Description of policies, guidelines, corporate structure, and procedures to deal with all aspects of human rights relevant to operations, including monitoring mechanisms and results**

Sustainability at BHP Billiton > Our Sustainability Challenges > <a href="#">Access to Resources</a>	3rd paragraph - <i>Not only must we be aware of the direct human rights impacts we may have as a result of our operations, we must also recognise our role in promoting human rights within our supply chain, with our business partners and more broadly within the regions where we operate.</i>
Sustainability at BHP Billiton > Engaging Stakeholders > <a href="#">Building Global Links</a>	1st paragraph - <i>The major externally developed voluntary initiatives that we are involved in, or are progressively implementing (the date in brackets indicates the year in which we commenced our involvement) include:</i> <ul style="list-style-type: none"> <li>● Australian Minerals Industry Code for Environmental Management (1996), now 'Enduring Value'</li> <li>● Global Reporting Initiative (2002) and the Minerals Sector Supplement</li> <li>● International Council on Mining and Metals Sustainable Development Framework (2003)</li> <li>● ISO 14001 Environmental Management Systems (2002)</li> <li>● Mining Certification Evaluation Project – Australian Regional Initiative (2002)</li> <li>● UN Global Compact (2002)</li> <li>● UN Universal Declaration of Human Rights (2001)</li> <li>● US-UK Voluntary Principles on Security and Human Rights (2003)</li> <li>● World Bank Operational Directive on Involuntary Resettlement (2003).</li> </ul>
Sustainability at BHP Billiton > Engaging Stakeholders > Our Stakeholders > <a href="#">Non-Government Organisations</a>	1st paragraph - <i>Non-government organisations (NGOs) with which we typically engage include environmental, social and human rights organisations at both local and international levels.</i>

<p>Governance &gt; Our Approach &gt; <a href="#">Hierarchy of Systems and Documents</a></p>	<p>15 HSEC Management Standards - Standard 8: Business Conduct, Human Rights and Community Development</p>
<p>Community &gt; <a href="#">Our Approach</a></p>	<p>5th paragraph - <i>Priority community relations issues are:</i></p> <ul style="list-style-type: none"> <li>● <i>upholding the human rights of our employees and contractors, our suppliers and the people in the communities in which we operate</i></li> <li>● <i>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 (see also HSEC governance)</i></li> <li>● <i>acknowledging and respecting all communities that are potentially impacted by our operations or live nearby, and ensuring they have access to employment opportunities within the Company</i></li> <li>● <i>implementing responsible and sustainable community development, where the challenge is to assist people to achieve an enhanced quality of life without compromising their values, culture or heritage and without creating dependency on our activities</i></li> <li>● <i>measuring the effectiveness of our community programs from the perspectives of all key stakeholders.</i></li> </ul>
<p>Community &gt; Our Approach &gt; <a href="#">Human Rights</a></p>	<p>Entire section</p>
<p>Community &gt; Our Performance &gt; <a href="#">Human Rights</a></p>	<p>7th paragraph: <i>Importantly, as part of the <a href="#">HSEC Management Standards review</a>, we sought to further clarify the requirements of HSEC Management Standard 8, 'Business Conduct, Human Rights and Community Development'. The revised standard now clearly requires:</i></p> <ul style="list-style-type: none"> <li>● <i>the assessment and prioritisation of human rights issues as they apply to our sphere of influence</i></li> <li>● <i>training of employees and contractors with regards to our human rights commitments</i></li> <li>● <i>systems to abide by the <a href="#">US-UK Voluntary Principles on Security and Human Rights</a></i></li> <li>● <i>resettlement plans, where required, consistent with the <a href="#">World Bank Operational Directive on Involuntary Resettlement</a>.</i></li> </ul>
<p><b>HR2 - Evidence of consideration of human rights impacts as part of investment and procurement decisions, including selection of suppliers/contractors</b></p>	
<p>Governance &gt; Our Approach &gt; <a href="#">Hierarchy of Systems and Documents</a></p>	<p>Coverage, 6th paragraph - <i>Management Standard 11 requires operations to evaluate the social and environmental performance of our contractors, suppliers and partners, including such issues as human rights records and previous environmental incidents. Further detail on our approach to the supply chain can be read at <a href="#">Our Approach: Suppliers</a>.</i></p>
<p>Governance &gt; Our Approach &gt; <a href="#">Key Management Processes</a></p>	<p>Investment Processes - entire section</p>

**HR3 - Description of policies and procedures to evaluate and address human rights performance within the supply chain and contractors, including monitoring systems and results of monitoring**

<p>Governance &gt; Our Approach &gt; <a href="#">Hierarchy of Systems and Documents</a></p>	<p>Coverage, 6th paragraph - <i>Management Standard 11 requires operations to evaluate the social and environmental performance of our contractors, suppliers and partners, including such issues as human rights records and previous environmental incidents. Further detail on our approach to the supply chain can be read at <a href="#">Our Approach: Suppliers</a>.</i></p>
<p>Community &gt; Our Performance &gt; <a href="#">Human Rights</a></p>	<p>Human Rights Self-Assessment - entire section, but notably 3rd paragraph:</p> <p><i>A guide to, and supporting presentation on, human rights has also been developed and is available to our sites to assist in educating our people about their roles and responsibilities. During 2004/05, 25 sites reported that they had undertaken some form of human rights training. The training was delivered to 5500 employees and 7179 contractors. Thirty sites currently have cultural awareness programs in place.</i></p> <p><i>Thirty-two of our sites report that they have security forces operating, and 19 of these sites have advised that these forces have undertaken human rights training.</i></p> <p><b>BHP Billiton Comment:</b> 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 these assessments are not currently fully captured.</p>

**HR4 - Description of global policy and procedures/programs preventing all forms of discrimination in operations, including monitoring systems and results of monitoring**

<p>Performance at a Glance &gt; <a href="#">Targets Scorecard</a></p>	<p>Zero Harm Target - <i>No transgressions within the Group's activities of the principles embodied within the United Nations Universal Declaration of Human Rights.</i></p>
<p>Governance &gt; Our Approach &gt; <a href="#">Hierarchy of Systems and Documents</a></p>	<p>15 HSEC Management Standards - Standard 8: Business Conduct, Human Rights and Community Development</p>
<p>Socio Economic &gt; Our Approach &gt; <a href="#">Employee Relations</a></p>	<p>Our Employment Principles, Equality in Employment - <i>Decisions based on attributes unrelated to job performance (for example, race, colour, sex, national origin, age, disability, personal associations, religion, political beliefs, union involvement, marital status, sexual orientation, pregnancy, family responsibilities) may constitute discrimination and are prohibited. Decisions relating to suppliers, customers, and other stakeholders should also be based on merit.</i></p>

**HR5 - Description of freedom of association policy and extent to which this policy is universally applied independent of local laws, as well as description of procedures/programs to address this issue**

<p>Sustainability at BHP Billiton &gt; Engaging Stakeholders &gt; <a href="#">Building Global Links</a></p>	<p>UN Global Compact, 3rd paragraph - <i>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. Prospective employees are made aware of employment arrangements prior to joining the Company. At all times, our businesses comply with local employment law requirements and treat employees in accordance with the values expressed in our Charter. For further details, refer to our section on <a href="#">Freedom of Association</a>.</i></p>
<p>Socio Economic &gt; Our Approach &gt; <a href="#">Employee Relations</a></p>	<p>Employee Relations, 4th bullet point - <i>Support fundamental human rights and freedom of association and ensure legal requirements governing employment are fully met.</i></p>
<p>Socio Economic &gt; Our Approach &gt; <a href="#">Employee Relations</a></p>	<p>Freedom of Association, 1st paragraph - <i>We fully recognise the right of our employees to freely associate and join trade unions. We have a number of locations where we have a mix of collective and individually regulated employment arrangements, but this does not affect the rights of those employees to choose to belong to trade unions.</i></p>
<p>Socio Economic &gt; Our Performance &gt; <a href="#">Employee Relations</a></p>	<p>Figure - Reported Percentage of Employees Covered by Collective Bargaining Agreements by Region - 2004/05</p>

**HR6 - Description of policy excluding child labour as defined by the ILO Convention 138 and extent to which this policy is visibly stated and applied, as well as description of procedures/programs to address this issue, including monitoring systems and results of monitoring**

<p>Sustainability at BHP Billiton &gt; Engaging Stakeholders &gt; <a href="#">Building Global Links</a></p>	<p>UN Global Compact - <i>The <a href="#">UN Global Compact</a> is an international initiative that brings together companies with UN agencies, labour organisations and civil society to support ten principles covering human rights, labour, environment and anti-corruption.</i></p>
<p>Governance &gt; Our Approach &gt; <a href="#">Hierarchy of Systems and Documents</a></p>	<p>Sustainable Development Policy, 3rd paragraph - <i>While our Policy broadly aligns with a number of international conventions such as the UN Universal Declaration of Human Rights, it also requires that we meet or, where less stringent than our standards, exceed applicable legal and other requirements. As such, the Policy recognises that where governments implement international conventions, such as those of the International Labour Organisation, we will comply.</i></p>
<p>Socio Economic &gt; Our Approach &gt; <a href="#">Employee Relations</a></p>	<p>Child and Forced Labour- <i>In line with our Policy commitment to the <a href="#">UN Universal Declaration of Human Rights</a>, we exclude the use of child labour and prohibit the use of forced labour at our operations. All sites are required to report the age of their youngest worker and the corresponding minimum working age in their jurisdiction.</i></p>

**HR7 - Description of policy to prevent forced and compulsory labour and extent to which this policy is visibly stated and applied as well as description of procedures/programs to address this issue, including monitoring systems and results of monitoring**

Sustainability at BHP Billiton > Engaging Stakeholders > <a href="#">Building Global Links</a>	UN Global Compact - <i>The <a href="#">UN Global Compact</a> is an international initiative that brings together companies with UN agencies, labour organisations and civil society to support ten principles covering human rights, labour, environment and anti-corruption.</i>
Socio Economic > Our Approach > <a href="#">Employee Relations</a>	Child and Forced Labour- <i>In line with our Policy commitment to the <a href="#">UN Universal Declaration of Human Rights</a>, we exclude the use of child labour and prohibit the use of forced labour at our operations. All sites are required to report the age of their youngest worker and the corresponding minimum working age in their jurisdiction.</i>
Socio Economic > Our Performance > <a href="#">Employee Relations</a>	Child and Forced Labour - <i>All sites are required to report the age of their youngest worker and the corresponding minimum working age in their jurisdiction. Over the reporting period, the youngest employees were 16.5 years of age working as apprentices and administrative trainees in our Australian operations. In line with our <a href="#">Policy</a> commitment, we do not employ forced labour.</i>
Safety > <a href="#">Safety Case Studies</a>	Pakistan Asset Team develops HSEC starter pack to help contractors meet our Standards

**HR8 - Employee training on policies and practices concerning all aspects of human rights relevant to operations**

*(additional indicator)*

Governance > Our Approach > <a href="#">Hierarchy of Systems and Documents</a>	15 HSEC Management Standards - Standard 8: Business Conduct, Human Rights and Community Development
Community > Our Performance > <a href="#">Human Rights</a>	<p>Human Rights Self Assessment, 3rd paragraph: <i>A guide to, and supporting presentation on, human rights has also been developed and is available to our sites to assist in educating our people about their roles and responsibilities. During 2004/05, 25 sites reported that they had undertaken some form of human rights training. The training was delivered to 5500 employees and 7179 contractors. Thirty sites currently have cultural awareness programs in place.</i></p> <p><i>Thirty-two of our sites report that they have security forces operating, and 19 of these sites have advised that these forces have undertaken human rights training.</i></p>
Safety > <a href="#">Safety Case Studies</a>	Pakistan Asset Team develops HSEC starter pack to help contractors meet our Standards

<b>HR9 - Description of appeal practice, including, but not limited to, human rights issues</b> <i>(additional indicator)</i>	
Socio Economic > Our Approach > <a href="#">Employee Relations</a>	<p>Grievance Mechanisms - Our <a href="#">Guide to Business Conduct</a> provides the overall framework if employees think a decision or action may be inconsistent with our Charter, policies or standards.</p> <p>Wherever possible we encourage employees to first discuss issues with their immediate manager or supervisor. If an employee feels unable to do this, there are a number of other avenues for raising queries.</p>
<b>HR10 - Description of non-retaliation policy and effective, confidential employee grievance system (including, but not limited to, its impact on human rights)</b> <i>(additional indicator)</i>	
Socio Economic > Our Approach > <a href="#">Employee Relations</a>	<p>Grievance Mechanisms - Our <a href="#">Guide to Business Conduct</a> provides the overall framework if employees think a decision or action may be inconsistent with our Charter, policies or standards.</p> <p>Wherever possible we encourage employees to first discuss issues with their immediate manager or supervisor. If an employee feels unable to do this, there are a number of other avenues for raising queries.</p>
<b>HR11 - Human rights training for security personnel</b> <i>(additional indicator)</i>	
Sustainability at BHP Billiton > Engaging Stakeholders > <a href="#">Building Global Links</a>	Bullet point - <i>US-UK Voluntary Principles on Security and Human Rights (2003)</i>
Community > Our Performance > <a href="#">Human Rights</a>	Human Rights Self Assessment, 4th paragraph: <i>Thirty-two of our sites report that they have security forces operating, and 19 of these sites have advised that these forces have undertaken human rights training.</i>
Community > <a href="#">Community Case Studies</a>	Cerrejón continues to make good progress with its community relations programs - <i>As reported previously, Cerrejón has committed to implement the US-UK Voluntary Principles on Security and Human Rights. As part of this commitment, Cerrejón has conducted a series of workshops for military and police units active in the area. To date, more than 500 soldiers, policemen and security guards have received training on humanitarian law and human rights.</i>



**HR12 - Description of policies, guidelines, and procedures to address the needs of indigenous people**  
**(additional indicator)**

<p>Governance &gt; Our Approach &gt; <a href="#">Hierarchy of Systems and Documents</a></p>	<p>15 HSEC Management Standards - Standard 8: Business Conduct, Human Rights and Community Development</p>
<p>Sustainability at BHP Billiton &gt; Engaging Stakeholders &gt; <a href="#">Identifying Our Stakeholders</a></p>	<p>Identifying our Stakeholders, 3rd paragraph: <i>Consequently we require the identification and consideration of stakeholders, their expectations and their concerns for all operational activities, across the lifecycle of operations. Importantly, we also require sites to specifically consider any minority groups (such as indigenous groups), and any social and cultural differences that may be critical to stakeholder engagement.</i></p>
<p>Sustainability at BHP Billiton &gt; Engaging Stakeholders &gt; Our Stakeholders &gt; <a href="#">Local &amp; Indigenous Communities</a></p>	<p>Entire Section</p>
<p>Environment &gt; Our Approach &gt; <a href="#">Closure Planning</a></p>	<p>2nd paragraph - <i>The Closure Standard mandates compliance with relevant legislative and regulatory requirements and goes the additional step to tie closure planning to a set of objectives which support our <a href="#">Sustainable Development Policy</a> in aspiring to:</i></p> <ul style="list-style-type: none"> <li>● <i>protect and enhance the reputation of BHP Billiton as a responsible corporate citizen</i></li> <li>● <i>ensure that stakeholders' needs, concerns and aspirations are taken into account when considering closure</i></li> <li>● <i>limit or mitigate adverse environmental effects, including taking into account biodiversity</i></li> <li>● <i>help protect indigenous values</i></li> <li>● <i>avoid or minimise costs and long-term liabilities to BHP Billiton and our stakeholders including the government and host communities.</i></li> </ul>
<p>Community &gt; Our Approach &gt; <a href="#">Community Relations</a></p>	<p>Indigenous Culture and Heritage - Entire Section</p>
<p>Community &gt; Our Approach &gt; <a href="#">Human Rights</a></p>	<p>Human Rights, 1st paragraph - <i>The BHP Billiton Sustainable Development Policy states that 'Wherever we operate we will ... ensure we understand, promote and uphold fundamental human rights within our sphere of influence, respecting the traditional rights of Indigenous peoples and valuing cultural heritage'.</i></p>
<p>Socio Economic &gt; Our Performance &gt; <a href="#">Employee Relations</a></p>	<p>Indigenous Employment and Training - Entire Section</p>
<p>Health &gt; <a href="#">Health Case Studies</a></p>	<p>A long-running health program at Cerrejón is helping to improve the quality of life in host communities</p>
<p>Community &gt; <a href="#">Community Case Studies</a></p>	<p>Cerro Colorado prioritises aid to neighbouring Communities</p> <p>Kalahari Diamonds utilises broad media mix to communicate with community and other stakeholders</p> <p>Cerrejón continues to make good progress with its community relations programs</p>

<p>Socio Economic &gt; <a href="#">Socio Economic Case Studies</a></p>	<p>Black Economic Empowerment Procurement Policy implemented across our sites in southern Africa</p> <p>Mozaal - a model for integrating sustainability into resource projects</p>
<p><b>HR13 - Description of jointly managed community grievance mechanisms/authority</b> (additional indicator)</p>	
<p>Sustainability at BHP Billiton &gt; Engaging Stakeholders &gt; Our Stakeholders&gt; <a href="#">Local &amp; Indigenous Communities</a></p>	<p>Dialogue, 2nd paragraph: <i>Our HSEC Management Standard 7 requires all operations to have systems in place to identify and work with stakeholders and to develop strategies to address their concerns and expectations. Sites are also required to record, register and address any complaints or concerns lodged by stakeholders.</i></p>
<p>Sustainability at BHP Billiton &gt; Engaging Stakeholders &gt; <a href="#">Our Approach to Dialogue</a></p>	<p>6th paragraph - <i>Specifically, HSEC Management Standard 7 requires:</i></p> <ul style="list-style-type: none"> <li>● systems to <i>identify stakeholders</i></li> <li>● consideration of local, social and cultural contexts in engagement mechanisms</li> <li>● regular communication on HSEC matters, risks, plans and performance</li> <li>● employee and contractor participation in the development, implementation and review of HSEC initiatives and programs</li> <li>● regular management of the effectiveness of communication, consultation and participation processes.</li> </ul>
<p>Community &gt; <a href="#">Community Case Studies</a></p>	<p>Tintaya resolves to restore community consultative processes following violent protest</p>
<p><b>HR14 - Share of operating revenues from the area of operations that are redistributed to local communities</b> (additional indicator)</p>	
<p>Performance at a Glance &gt; Data Table&gt; <a href="#">Key Sustainability Data Summary</a></p>	<p>Community Contributions data</p>
<p>Community &gt; Our Performance &gt; <a href="#">Community Programs</a></p>	<p>Community Contributions - <i>The Company supports community initiatives in the locations where it operates. During 2004/05, our voluntary contributions to community programs totalled US\$57.4 million, comprising cash, in-kind support and administration costs.</i></p>
<p>Community &gt; Our Performance &gt; <a href="#">Community Programs</a></p>	<p>Figure - Community Contributions 2001/02 to 2004/05 Figure - Community Contributions by Program Category 2004/05 Figure - Community Contributions by Geographic Region 2004/05 Figure - Community Contributions by Locality 2004/05</p>
<p>Socio Economic &gt; Our Performance&gt; <a href="#">Economic Contributions</a></p>	<p>Figure - Total allocated expenditure by category 2004/05 (US\$ million) - Community Contributions</p>

## Society

SO1 - Description of policies to manage impacts on communities in areas affected by activities, as well as description of procedures/programs to address this issue, including monitoring systems and results of monitoring	
Performance at a Glance > Customer Sector Group Reviews > <a href="#">Aluminium</a>	Bullet point -Community projects will continue with the focus on positive partnerships with the communities in which we operate. Programs will be designed to impact overall HSEC needs as well as capacity building.
Sustainability at BHP Billiton > Sustainable Development at BHP Billiton > <a href="#">Our Approach</a>	<p>Our Strategy -</p> <p><b>BHP Billiton sustainability dimensions</b></p> <ul style="list-style-type: none"> <li>● <i>aspiring towards Zero Harm to people, host communities and the environment</i></li> <li>● <i>ensuring effective governance and risk management processes are in place</i></li> <li>● <i>recognising the need to be socially responsible and contribute to sustainable community development</i></li> <li>● <i>ensuring the broader economic contributions of our operations are effectively injected into the regions where we operate.</i></li> </ul>
Sustainability at BHP Billiton > Our Sustainability Challenges > <a href="#">Sustainable Community Development and Closure</a>	Our Approach, 3rd paragraph -To assist sites develop and implement community programs we have Company-wide guidelines, which provide a set of principles to facilitate a consistent approach to community development and support for community activities. Principles include valuing the knowledge and opinion that resides within communities and working with them to develop meaningful programs, investing in programs where our contribution can be leveraged through support from other bodies, and building local capacities so that community members are empowered to take control of their own development processes.
Sustainability at BHP Billiton > Our Sustainability Challenges > <a href="#">Occupational and Community Health</a>	This section includes information on how the company is adequately addressing community health issues.
Governance> Our Approach > <a href="#">Hierarchy of Systems and Documents</a>	15 HSEC Management Standards - Standard 7: Communication, consultation and participation
Community > <a href="#">Community Case Studies</a>	All case studies
Socio-Economic> <a href="#">Socio-economic case studies</a>	All case studies

**SO2 - Description of the policy, procedures/management systems, and compliance mechanisms for organisations and employees addressing bribery and corruption**

<p>Governance&gt; Our Approach &gt; <a href="#">Key Management Processes</a></p>	<p>Business Conduct, 2nd paragraph - <i>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. 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.</i></p>
<p>Governance&gt; Our Performance &gt; <a href="#">Business Conduct</a></p>	<p>Business Conduct, 1st paragraph - <i>There were 103 substantive enquiries to the Business Conduct Helpline and fraud hotline systems in the year to 30 June 2005. This represents a 29 per cent increase from the previous year when 80 enquires were recorded. This increase in the number of enquiries may be attributed to a greater awareness of the business conduct system and processes.</i></p>
<p>Community &gt; <a href="#">Our Approach</a></p>	<p>Bullet point - <i>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 (see also HSEC governance)</i></p>
<p>Socio Economic &gt; Our Approach &gt; <a href="#">Economic Contributions</a></p>	<p>2nd paragraph - <i>Extensive attention was given to socio-economic issues in this study, including mineral wealth capture, distribution of mineral wealth, corruption, and social issues regarding local communities and mines. This project was completed in 2002, with a number of actions identified to assist in creating a 'vision for the future' for the sector in which mineral wealth would be spent transparently to support social and economic goals. From an industry perspective, one key outcome was the establishment of the <a href="#">International Council on Mining &amp; Metals</a>, whose aim is to help enable the industry to make a positive contribution to sustainable development.</i></p>

**SO3 - Description of policy, procedures/management systems, and compliance mechanisms for managing political lobbying and contributions**

<p>Sustainability at BHP Billiton &gt; Engaging Stakeholders &gt; Our Stakeholders&gt; <a href="#">Governments</a></p>	<p>Public Policy - Enitre section</p>
<p>Governance&gt; Our Approach &gt; <a href="#">Key Management Processes</a></p>	<p>Business Conduct- <i>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. 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.</i></p>

**SO4 - Awards received relevant to social, ethical, and environmental performance**  
(additional indicator)

<p>Performance at a Glance &gt; <a href="#">Message From the CEO</a></p>	<p>8th paragraph - <i>We are particularly proud to have been selected as the 'Company of the Year' at the Business in the Community Awards in the UK. These are the premier awards in the UK that support and encourage corporate social responsibility. We are the first company in the extractive industries to receive the award and are the first recipient acknowledged for its global activities.</i></p>
<p>Performance at a Glance &gt; Customer Sector Group Reviews &gt; <a href="#">Carbon Steel Materials</a></p>	<p>HSEC Overview - <i>A number of our sites received recognition for their performance in sustainable development:</i></p> <ul style="list-style-type: none"> <li>• <i>BHP Billiton Mitsubishi Alliance (BMA) Blackwater Mine (Queensland, Australia) was awarded the Minerals Council of Australia 2004 National Safety and Health Innovation Award for its engineering solution to significantly reduce the risk of 'crushing' incidents to operators of Vehicle Loading Cranes</i></li> <li>• <i>WA Iron Ore received the WA Government annual 'Golden Gecko' award for environmental excellence for Dust Research and Measurement work at Port Hedland</i></li> <li>• <i>BMA Crinum Mine was awarded both the Queensland Central Region Award and the overall State Chief Inspector's Safety Management Award by the Minister of Mines and Energy and the Chief Inspector of Mines.</i></li> </ul>
<p>Performance at a Glance &gt; Recognition&gt; <a href="#">External Recognition</a></p>	<p>Entire section</p>
<p>Community &gt; <a href="#">Community Case Studies</a></p>	<p>Correjón continues to make good progress with its community relations programs - <i>On 16 December 2004, Correjón received the 'Gold Karratza' award for its contribution to the development of the Wayuu ethnic group. The Company was acknowledged for its support in the region through health programs, training provided for the social development of the Wayuu community in La Guajira and associated educational and cultural activities.</i></p>

**SO5 - Amount of money paid to political parties and institutions whose prime function is to fund political parties or their candidates**  
(additional indicator)

<p>Sustainability at BHP Billiton &gt; Engaging Stakeholders &gt; Our Stakeholders&gt; <a href="#">Governments</a></p>	<p>Public Policy - <i>The Company maintains a position of impartiality with respect to party politics. Accordingly, we do not contribute funds to any political party, politician or candidate for public office in any country. We do, however, attend selected events such as political party conventions for the purpose of better understanding the implications of policy development on business operations. Employees are free to participate in political activities as individuals and, if there is any doubt, they are asked to ensure that it is clear they are representing their personal views and not those of the Company.</i></p>
<p>Governance &gt; Our Approach &gt; <a href="#">Key Management Processes</a></p>	<p>Business Conduct, 2nd paragraph - <i>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. 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.</i></p>

**SO7 - Description of policy, procedures/management systems, and compliance mechanisms for preventing anti-competitive behavior  
(additional indicator)**

<p>Governance &gt; Our Approach &gt; <a href="#">Hierarchy of Systems and Documents</a></p>	<p>15 HSEC Management Standards - Standard 8: Business Conduct, Human Rights and Community Development</p>
<p>Governance &gt; Our Approach &gt; <a href="#">Key Management Processes</a></p>	<p><i>Anti-Trust Protocols - Anti-trust laws apply to virtually all industries and to every level of business and are designed to prohibit a variety of practices that restrain trade.</i></p> <p><i>BHP Billiton has adopted Anti-trust Protocols that set out and confirm the minimum Anti-trust compliance standards expected of all Company personnel regardless of their specific job or location. The Protocols reflect the Group's ongoing commitment to its Guide to Business Conduct and corporate governance policies.</i></p>
<p>Socio Economic &gt; <a href="#">Socio Economic Case Studies</a></p>	<p>Business conduct and the supply relationship</p>

## Product Responsibility

PR1 - Description of policy for preserving customer health and safety during use of products and services, and extent to which this policy is visibly stated and applied, as well as description of procedures/programs to address this issue, including monitoring systems and results of monitoring	
Sustainability at BHP Billiton > Engaging Stakeholders > Our Stakeholders> <a href="#">Customers</a>	Dialogue- <i>Our business model is based on customer-oriented groupings (Customer Sector Groups), which are supported by marketing offices located in The Hague and Singapore. Our Marketing Group is in regular contact with customers, providing technical support on occasion to assist with product utilisation, either in terms of process efficiency or product handling; and product information, including material safety data sheets; and facilitating visits to our operating sites and technology exchanges with our operating sites.</i>
Governance> Our Approach > <a href="#">Hierarchy of Systems and Documents</a>	15 HSEC Management Standards- Standard 11- Suppliers, contractors and partners, Standard 12: Stewardship, Standard 13: Incident reporting and investigation, Standard 15: Monitoring, audit and review
Governance for Sustainable Development > Our Approach > <a href="#">Key Management Processes</a>	Stewardship - Entire Section
PR2 - Description of policy/procedures/management systems, and compliance mechanisms related to product information and labelling	
Sustainability at BHP Billiton > Engaging Stakeholders > Our Stakeholders> <a href="#">Customers</a>	Dialogue- <i>Our business model is based on customer-oriented groupings (Customer Sector Groups), which are supported by marketing offices located in The Hague and Singapore. Our Marketing Group is in regular contact with customers, providing technical support on occasion to assist with product utilisation, either in terms of process efficiency or product handling; and product information, including material safety data sheets; and facilitating visits to our operating sites and technology exchanges with our operating sites.</i>
Governance> Our Approach > <a href="#">Hierarchy of Systems and Documents</a>	15 HSEC Management Standards - Standard 12: Stewardship
PR3 - Description of policy, procedures/management systems, and compliance mechanisms for consumer privacy	
<p><b>BHP Billiton Response:</b> This indicator is not considered relevant to BHP Billiton as its consumers are other large organisations.</p>	

**PR6 - Voluntary code compliance, product labels or awards with respect to social and/or environmental responsibility that the reporter is qualified to use or has received  
(additional indicator)**

<p>Sustainability at BHP Billiton &gt; Engaging Stakeholders &gt; <a href="#">Building Global Links</a></p>	<p>1st paragraph - <i>The major externally developed voluntary initiatives that we are involved in, or are progressively implementing (the date in brackets indicates the year in which we commenced our involvement) include:</i></p> <ul style="list-style-type: none"> <li>● <i>Australian Minerals Industry Code for Environmental Management (1996), now 'Enduring Value'</i></li> <li>● <i>Global Reporting Initiative (2002) and the Minerals Sector Supplement</i></li> <li>● <i>International Council on Mining and Metals Sustainable Development Framework (2003)</i></li> <li>● <i>ISO 14001 Environmental Management Systems (2002)</i></li> <li>● <i>Mining Certification Evaluation Project – Australian Regional Initiative (2002)</i></li> <li>● <i>UN Global Compact (2002)</i></li> <li>● <i>UN Universal Declaration of Human Rights (2001)</i></li> <li>● <i>US-UK Voluntary Principles on Security and Human Rights (2003)</i></li> <li>● <i>World Bank Operational Directive on Involuntary Resettlement (2003).</i></li> </ul>
<p>Governance &gt; Our Performance &gt; <a href="#">Stewardship</a></p>	<p>Entire section</p>
<p>Community &gt; Our Performance &gt; <a href="#">Human Rights</a></p>	<p>Human Rights Self Assessment - <i>Importantly, as part of the <a href="#">HSEC Management Standards review</a>, we sought to further clarify the requirements of HSEC Management Standard 8, 'Business Conduct, Human Rights and Community Development'. The revised standard now clearly requires:</i></p> <ul style="list-style-type: none"> <li>● <i>the assessment and prioritisation of human rights issues as they apply to our sphere of influence</i></li> <li>● <i>training of employees and contractors with regards to our human rights commitments</i></li> <li>● <i>systems to abide by the <a href="#">US-UK Voluntary Principles on Security and Human Rights</a></i></li> <li>● <i>resettlement plans, where required, consistent with the <a href="#">World Bank Operational Directive on Involuntary Resettlement</a>.</i></li> </ul>



## Mining and Metals Sector Supplement Indicators

### MM7 - Describe significant incidents affecting communities during the reporting period, and grievance mechanisms used to resolve the incidents and their outcomes

Community > Our Performance > [Human Rights](#)

Human Rights Self Assessment, 5th paragraph: *Our Tintaya operation in Peru reported a significant community incident on 24 May 2005 when a group of 2000 people from the Province of Espinar invaded the mine site, causing the operation to shutdown for 25 days. Policemen defended the Company's private property. Some minor injuries were sustained by both community members and police, and these were treated at the Tintaya hospital. This action affected not only Tintaya but also, because of the shutdown, economic activity in the province. BHP Billiton received widespread support and recognition for the manner in which the incident was managed. For further details see our case study [Tintaya resolves to restore community consultative processes following violent protest](#).*

Community > [Community Case Studies](#)

Tintaya resolves to restore community consultative processes following violent protest

### MM8 - Describe programs in which the reporting organisation has been involved that addressed artisanal and small-scale mining (ASM) within company areas of operation

**BHP Billiton Response:** We do not consider this indicator relevant to our current operations, as we do not have current activities impacted by artisanal and small scale mining such as in the gold or diamond sectors (our only current diamond operation is our EKATI operation in Canada).

### MM9 - Describe resettlement policies and activities

Community > Our Approach > [Human Rights](#)

Human Rights, 1st paragraph: *The BHP Billiton Sustainable Development Policy states that 'Wherever we operate we will ... ensure we understand, promote and uphold fundamental human rights within our sphere of influence, respecting the traditional rights of Indigenous peoples and valuing cultural heritage'.*

*In addition we have made a number of voluntary public commitments to human rights including:*

- [UN Universal Declaration on Human Rights](#)
- [UN Global Compact](#)
- [World Bank Operational Directive on Involuntary Resettlement](#)
- [US-UK Voluntary Principles on Security and Human Rights](#).

Land Compensation - Entire Section

Community > Our Performance > [Human Rights](#)

Resettlements, 1st paragraph: *Seven sites have reported resettlements in the past year, mainly due to expansions of the operations and land acquisition and, in the case of Tintaya, as a result of a resolution to a long-standing community issue: Tintaya (Peru) – 80 families were resettled, all of them voluntarily according to the principles of the Dialogue Table and with the accompaniment of the NGOs that participate in the Dialogue Table; Cerro Matoso (Colombia) – 26 families; Middelburg (South Africa) – one family; ZAC (South Africa) resettled two families that resided at the site earmarked for infrastructure for a new project. The two families agreed to voluntary resettle and the local tribal chief was part of the consultation process, allocating the alternative settlement areas; Klipspruit (South Africa) – 27 families; and one permittee resettled at Navajo Mine (US). It is a requirement where resettlements have occurred, that these are undertaken consistent with our commitment to the World Bank Operational Directive on Involuntary Resettlement.*

Socio Economic > <a href="#">Socio Economic Case Studies</a>	Mozaal - a model for integrating sustainability into resource projects
<b>MM10 - Number or percentage of operations with closure plans, covering social - including labour transition - , environmental and economic aspects. Describe company policy, stakeholder engagement processes, frequency of plan review, and amount and type of financial provisions for closure</b>	
Sustainability at BHP Billiton > Our Sustainability Challenges > <a href="#">Sustainable Community Development and Closure</a>	Entire section
Environment > Our Performance > <a href="#">Rehabilitation, Remediation and Closure</a>	Closure Standard Update- <i>BHP Billiton officially adopted the Closure Standard during the reporting period. The Closure Standard mandates compliance with relevant legislative and regulatory requirements and goes the additional step to tie closure planning to a set of objectives which support BHP Billiton's Charter and Sustainable Development Policy.</i>
Environment > Our Performance > <a href="#">Rehabilitation, Remediation and Closure</a>	Closure Standard Update - <i>Currently, 94 per cent of sites required to have closure plans, reported to have closure plans in place.</i>
Environment > Our Approach > <a href="#">Closure Planning</a>	<p>1st paragraph - <i>Closing an operation poses risks and opportunities that need to be identified, assessed and managed. To this end we have a Company-wide Closure Standard that applies to all BHP Billiton investment opportunities and controlled operations. The <a href="#">Closure Standard</a> (PDF 598 Kb) seeks to ensure our operations leave a lasting positive legacy that outlives the operation and ensures a positive future for our host communities.</i></p> <p>3rd paragraph - <i>Many of our operations have existing closure plans that have been developed to satisfy regulatory or internal needs. Under the Closure Standard, however, each asset will review existing plans and make adjustments as required to meet the new requirements. This review will include a rigorous assessment of site specific closure risks and opportunities, identification of risk management actions and development of reasonable and accurate closure cost estimates.</i></p>

**MM11 - Describe process for identifying local communities' land and customary rights, including those of indigenous people, and grievance mechanisms used to resolve any disputes**

Sustainability at BHP Billiton > Engaging Stakeholders > Our Stakeholders> <a href="#">Local &amp; Indigenous Communities</a>	Dialogue, 2nd paragraph - <i>Our HSEC Management Standard 7 requires all operations to have systems in place to identify and work with stakeholders and to develop strategies to address their concerns and expectations. Sites are also required to record, register and address any complaints or concerns lodged by stakeholders.</i>  <i>Each of our operations is required to have a community relations plan, a component of which must be a formal mechanism to engage with people in their local communities.</i>
Governance> Our Approach > <a href="#">Hierarchy of Systems and Documents</a>	15 HSEC Management Standards - Standard 7: Communication, consultation and participation
Community > Our Approach > <a href="#">Human Rights</a>	Land Compensation- entire section
Community > <a href="#">Community Case Studies</a>	Tintaya resolves to restore community consultative processes following violent protest

**MM12 - Describe approach to identifying, preparing for, and responding to emergency situations affecting employees, communities, or the environment. Include a description of the nature of existing skills, teams who respond to emergency situations, training, drills, review processes and community involvement.**

Governance> Our Approach > <a href="#">Hierarchy of Systems and Documents</a>	15 HSEC Management Standards - Standard 14 Crisis and emergency management
Safety > <a href="#">Safety Case Studies</a>	Best practice processes support crisis and emergency management across the Company

**MM13 - Number of new cases of occupational disease by type. Describe programs to prevent occupational disease**

Performance at a Glance > Data Tables > <a href="#">Key Sustainability Data Summary</a>	Key Sustainability Data Summary: <i>Number of new cases of occupational disease - 152 (2004/05)</i>
Sustainability at BHP Billiton > Our Sustainability Challenges > <a href="#">Occupational and Community Health</a>	Employee Exposure, 1st paragraph: <i>Throughout the Company we continue to develop and refine standardised procedures for managing occupational exposure levels and for measuring and reporting exposure. We have increased the networking capability of our professionals in these areas by formalising global networks and increasing communication and knowledge transfer.</i>
Health > Our Performance > <a href="#">Occupational Illnesses</a>	Entire section
Health > <a href="#">Health Case Studies</a>	Aluminum CSG implements comprehensive occupational health management strategy