



**bhpbilliton**  
resourcing the future

A photograph of three workers in an arid, scrubby landscape. In the foreground, a woman wearing a white hard hat with the BHP Billiton logo, safety glasses, and a high-visibility orange and grey work jacket is kneeling and smiling. She is holding a mobile device. In the background, two other workers in similar attire are visible; one is standing and looking at a clipboard, and the other is kneeling. The ground is reddish-brown soil with sparse, dry vegetation. The sky is clear and blue.

# Sustainability Reporting Navigator 2011

# Sustainability Reporting Navigator

Our Sustainability Report is prepared in accordance with the Global Reporting Initiative (GRI) G3 Sustainability Reporting Guidelines, including the Mining and Metals Sector Supplement. The GRI guidelines encourage companies to report on practices and performance that relate to sustainability in a manner that is clear and open and uses a globally shared framework of indicators.

The Sustainability Reporting Navigator indicates the sections of BHP Billiton's Sustainability Report, Annual Report and Summary Review that specifically address what we have done to address the GRI guidelines and uphold the 10 principles of the United Nations Global Compact and the International Council on Mining and Metals.



Sustainability Report 2011



Annual Report 2011



Summary Review 2011



## United Nations Global Compact

### Human Rights

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

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

### Labour

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

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

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

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

### Environment

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

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

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

### Anti-Corruption

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



## International Council on Mining and Metals

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

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

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

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

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

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

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

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

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

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

## Sustainability Reporting Navigator *continued*

### GRI Application Levels

We report to an A+ Application Level. The GRI statement below is also available on page 46 of our Sustainability Report 2011.

Material 'core' and 'sector supplement' indicators have been addressed and 'additional' indicators have been included where we consider they are material to our business or of particular interest to our stakeholders. Material indicators are anything that reflect BHP Billiton's significant economic, environmental and social impacts or that would substantially influence the assessments and decisions of stakeholders.

Report Application Level	C	C+	B	B+	A	A+
Standard Disclosures	G3 Profile Disclosures OUTPUT	Report on: 1.1 2.1–2.10 3.1–3.8, 3.10–3.12 4.1–4.4, 4.14–4.15	Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5–4.13, 4.16–4.17	Report on each core G3 and Sector Supplement* Indicator with due regard to the Materiality Principle by either: a) reporting on the Indicator or b) explaining the reason for its omission	Same as requirement for Level B	Same as requirement for Level B
	G3 Management Approach Disclosures OUTPUT	Not required	Management Approach Disclosures for each Indicator Category	Management Approach Disclosures for each Indicator Category	Management Approach Disclosures for each Indicator Category	Management Approach Disclosures for each Indicator Category
	G3 Performance Indicators & Sector Supplement Performance Indicators OUTPUT	Report on a minimum of 10 Performance Indicators, including at least one from each of: Economic, Social and Environmental	Report on a minimum of 20 Performance Indicators, at least one from each of: Economic, Environmental, Human Rights, Labor, Society, Product Responsibility	Report on each core G3 and Sector Supplement* Indicator with due regard to the Materiality Principle by either: a) reporting on the Indicator or b) explaining the reason for its omission	Report on each core G3 and Sector Supplement* Indicator with due regard to the Materiality Principle by either: a) reporting on the Indicator or b) explaining the reason for its omission	Report on each core G3 and Sector Supplement* Indicator with due regard to the Materiality Principle by either: a) reporting on the Indicator or b) explaining the reason for its omission

\*Sector supplement in final version.



### Statement GRI Application Level Check

GRI hereby states that BHP Billiton has presented its report "Sustainability Report 2011" to GRI's Report Services which have concluded that the report fulfills the requirement of Application Level A+.

GRI Application Levels communicate the extent to which the content of the G3 Guidelines has been used in the submitted sustainability reporting. The Check confirms that the required set and number of disclosures for that Application Level have been addressed in the reporting and that the GRI Content Index demonstrates a valid representation of the required disclosures, as described in the GRI G3 Guidelines.

Application Levels do not provide an opinion on the sustainability performance of the reporter nor the quality of the information in the report.

Amsterdam, 24 August 2011



Nelmara Arbex  
Deputy Chief Executive  
Global Reporting Initiative



The "+" has been added to this Application Level because BHP Billiton has submitted (part of) this report for external assurance. GRI accepts the reporter's own criteria for choosing the relevant assurance provider.

The Global Reporting Initiative (GRI) is a network-based organization that has pioneered the development of the world's most widely used sustainability reporting framework and is committed to its continuous improvement and application worldwide. The GRI Guidelines set out the principles and indicators that organizations can use to measure and report their economic, environmental, and social performance. [www.globalreporting.org](http://www.globalreporting.org)

Disclaimer: Where the relevant sustainability reporting includes external links, including to audio visual material, this statement only concerns material submitted to GRI at the time of the Check on 13 August 2011. GRI explicitly excludes the statement being applied to any later changes to such material.

## Sustainability Reporting Navigator *continued*

GRI Application Level		A+	Third-party-checked	KPMG
Profile Disclosure	Description	Reported	Cross-reference/Direct Answer	ICMM Principles UN Global Compact Principles
<b>STANDARD DISCLOSURES PART I: Profile Disclosures</b>				
<b>1. Strategy and Analysis</b>				
1.1	Statement from the most senior decision-maker of the organisation.	●	CEO review p1	2
1.2	Description of key impacts, risks and opportunities.	●	CEO review p1, Our focus areas p5, each subsequent focus area contains the key risks/issues, Summary Review p7	2, 4
<b>2. Organisational Profile</b>				
2.1	Name of the organisation.	●	Inside front cover – About this Report	
2.2	Primary brands, products and/or services.	●	Gatefold BHP Billiton locations	
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries and joint ventures.	●	Gatefold BHP Billiton locations	
2.4	Location of organisation's headquarters.	●	Gatefold BHP Billiton locations	
2.5	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	●	Gatefold BHP Billiton locations	
2.6	Nature of ownership and legal form.	●	Inside front cover – About this Report, Summary Review Inside back cover, Annual Report Section 2.10 p52	
2.7	Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries).	●	Performance data – Society Stakeholders Customers p36, Annual Report Section 2.2 Business Overview p14	
2.8	Scale of the reporting organisation.	●	Key performance data p4, Gatefold BHP Billiton locations, Summary Review pp2,3 Our results at a glance	
2.9	Significant changes during the reporting period regarding size, structure or ownership.	●	Performance data – Acquisitions and disposals p31	
2.10	Awards received in the reporting period.	●	Australasian Reporting Award – Gold Award	

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator *continued*

Profile Disclosure	Description	Reported	Cross-reference/Direct Answer	ICMM Principles	UN Global Compact Principles
<b>STANDARD DISCLOSURES PART I: Profile Disclosures <i>continued</i></b>					
<b>3. Report Parameters</b>					
3.1	Reporting period (e.g. fiscal/calendar year) for information provided.	●	Inside front cover – Report boundary and scope (fiscal year)	10	
3.2	Date of most recent previous report (if any).	●	2010		
3.3	Reporting cycle (annual, biennial, etc.)	●	Annual	10	
3.4	Contact point for questions regarding the report or its contents.	●	Inside front cover – About this Report	10	
3.5	Process for defining report content.	●	Our focus areas p5	10	
3.6	Boundary of the report (e.g. countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	●	Inside front cover – Report boundary		
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	●	Inside front cover – Report boundary, Performance data p31		
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations and other entities that can significantly affect comparability from period to period and/or between organisations.	●	Inside front cover – Report boundary		
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	●	Performance data p31		
3.10	Explanation of the effect of any re-statements of information provided in earlier reports and the reasons for such re-statement (e.g. mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	●	Performance data p31		
3.11	Significant changes from previous reporting periods in the scope, boundary or measurement methods applied in the report.	●	Performance data p31		
3.12	Table identifying the location of the Standard Disclosures in the report.	●	Sustainability Reporting Navigator (this document)	10	
3.13	Policy and current practice with regard to seeking external assurance for the report.	●	Inside front cover – External Assurance, KPMG assurance report p47, Annual Report Lead Auditor Independence Declaration p241		

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator *continued*

Profile Disclosure	Description	Reported	Cross-reference/Direct Answer	ICMM Principles	UN Global Compact Principles
<b>STANDARD DISCLOSURES PART I: Profile Disclosures</b> <i>continued</i>					
<b>4. Governance, Commitments and Engagement</b>					
4.1	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.	●	Our sustainability approach p3, Annual Report Governance Statement Section 5.5, Summary Review pp32,33	1	
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	●	Annual Report Governance Statement Section 5.3.5, Summary Review p28	1	
4.3	For organisations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	●	Annual Report Governance Statement Section 5.5, Summary Review pp28,29,30	1	
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	●	Annual Report Governance Statement Section 5.2, Summary Review p36	1	
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements) and the organisation's performance (including social and environmental performance).	●	Occupational exposure KPI p7, Human Rights KPI p21, Summary Review p34	1, 2	
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	●	Annual Report Governance Statement Section 5.3.5 Independence	1	
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organisation's strategy on economic, environmental and social topics.	●	Annual Report Governance Statement Section 5, Summary Review p33	1, 2	
4.8	Internally developed statements of mission or values, codes of conduct and principles relevant to economic, environmental and social performance and the status of their implementation.	●	Our sustainability approach pp2,3, Annual Report – Inside Cover <i>Our Charter</i>	1, 2	
4.9	Procedures of the highest governance body for overseeing the organisation's identification and management of economic environmental and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct and principles.	●	Our sustainability approach p3, Annual Report Section 5.3.1	1, 2	
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental and social performance.	●	Annual Report Governance Statement Section 5.5, Summary Review p33	1, 2	
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	●	Effectively managing our material risks p27, Our Sustainability Framework – Governance p45	2	7
4.12	Externally developed economic, environmental and social charters, principles or other initiatives to which the organisation subscribes or endorses.	●	Inside front cover – About this Report, Voluntary initiatives and public commitments p30		
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organisations in which the organisation: Has positions in governance bodies; Participates in projects or committees; Provides substantive funding beyond routine membership dues; or Views membership as strategic.	●	Our sustainability approach p3, Voluntary initiatives and public commitments p30	10	
4.14	List of stakeholder groups engaged by the organisation.	●	Our stakeholders p18, Performance data – Society pp36,37	10	
4.15	Basis for identification and selection of stakeholders with whom to engage.	●	Our stakeholders p18, Performance data – Society p36	10	

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator continued

G3 DMA	Description	Reported	Cross-reference/Direct Answer	ICMM Principles	UN Global Compact Principles
<b>STANDARD DISCLOSURES PART I: Profile Disclosures</b> <small>continued</small>					
<b>4. Governance, Commitments and Engagement</b> <small>continued</small>					
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	●	Our stakeholders pp18,19, Performance data – Society pp36,37	10	
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting.	●	Our focus areas p5, Establishing measurable goals p8, Engagement with government on climate change p13, Managing water within our operations p15, Performance data – Society pp36,37, Ensuring meaningful engagement with our stakeholders pp18,19,20, Case studies on this website → <a href="#">www</a> Caroon Coal Project community update, Developing the Olympic Dam EIS, Successfully responding to community concerns about noise	10	

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator continued

G3 DMA	Description	Reported	Cross-reference/Direct Answer	ICMM Principles	UN Global Compact Principles
<b>STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAS)</b>					
<b>Disclosure on Management Approach EC</b>					
DMA EC	Disclosure on Management Approach EC	●	Our broad socio-economic contribution p22, Summary Review – CEO’s Report p7	9	6, 7
Aspects	Economic performance	●	Our performance – Other key performance data – a snapshot p4, Our broad socio-economic contribution p22		
	Market presence	●	CEO’s review p1, Our sustainability approach p3		
	Indirect economic impacts	●	Our broad socio-economic contribution p22	9	
<b>Disclosure on Management Approach EN</b>					
DMA EN	Disclosure on Management Approach EN	●	Summary Review pp26,27 and references listed below	6, 7	7, 8, 9
Aspects	Materials	●	Reducing our climate change impacts pp12,13	6	
	Energy	●	Reducing our climate change impacts pp12,13 Our Sustainability Framework – Environment pp41–43	6	
	Water	●	Managing our water use pp14,15, Our Sustainability Framework – Environment pp41–43, <a href="#">www</a> OD and the Sustainability of the Great Artesian basin	6	
	Biodiversity	●	Enhancing biodiversity and land management pp16,17, Our Sustainability Framework – Environment pp41–43, <a href="#">www</a> Delivering a cleaner Hunter River	7	
	Emissions, effluents and waste COMM	●	Managing wastewater and related waste p15, Our Sustainability Framework – Environment pp41–43	6	
	Products and services	●	Gatefold BHP Billiton locations, Product stewardship p26, Our Sustainability Framework – Governance p45	8	
	Compliance	●	Our performance – Environment – Environmental fines p34, Our Sustainability Framework – Governance p45		
	Transport	●	Performance data – Environment Scope 3 emissions p33, Our Sustainability Framework – Governance p45, People p40		
	Overall	●	As above, Our sustainability approach, Appendix – Our Sustainability Framework		

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator continued

G3 DMA	Description	Reported	Cross-reference/Direct Answer	ICMM Principles	UN Global Compact Principles
<b>STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAS) <small>continued</small></b>					
<b>Disclosure on Management Approach LA</b>					
DMA LA	Disclosure on Management Approach LA	●	Summary Review pp24,25	3, 4, 5	1, 3, 6
Aspects	Employment COMM	●	Approach to local employment p10, Our Sustainability Framework – Governance p45, People p40, Society p44	3	
	Labour/management relations COMM	●	Fostering employee relations p10, Our Sustainability Framework – People p40, Society p44	3	
	Occupational health and safety COMM	●	Keeping our people safe and healthy pp6,7,8, Our Sustainability Framework – People p40,  Managing worker fatigue, Reducing silica dust exposure, Reducing personnel exposure in underground mining, Utilising new technology in Ethiopia	5	
	Training and education	●	Developing our employees p11	10	
	Diversity and equal opportunity	●	Supporting workforce diversity p9, Our Sustainability Framework – Society p44		
<b>Disclosure on Management Approach HR</b>					
DMA HR	Disclosure on Management Approach HR	●	Understanding and managing our human rights impact p21	3	1, 2, 3, 4, 5, 6
Aspects	Investment and procurement practices	●	Requirements for contractors, suppliers and products p3, Understanding and managing our human rights impact p21, Local procurement p24, Our Sustainability Framework – Governance p45, Society p44	3	
	Non-discrimination	●	Reporting transparently and behaving ethically p26, Our Sustainability Framework – People p40, Society p44	3, 10	6
	Freedom of association and collective bargaining	●	Fostering mutually beneficial employee relations p10, Our Sustainability Framework – Society p44	3	3
	Child labour	●	Requirements for contractors, suppliers and products p3	3	1, 2, 5
	Forced and compulsory labour	●	Requirements for contractors, suppliers and products p3	3	1, 2, 4
	Security practices	●	Understanding and managing our human rights impact p21	3	
	Indigenous rights COMM	●	Engaging early in the project life cycle on customary rights p20, Our Sustainability Framework – Society p44	3, 10	

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator continued

G3 DMA	Description	Reported	Cross-reference/Direct Answer	ICMM Principles	UN Global Compact Principles
<b>STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAS) <small>continued</small></b>					
<b>Disclosure on Management Approach SO</b>					
DMA SO	Disclosure on Management Approach SO	●	Summary Review p27	3	10
Aspects	Community	●	Ensuring meaningful engagement with our stakeholders p18, Making a positive contribution to society p22, Our Sustainability Framework – Society p44, → <a href="#">www</a> Helping communities generate livelihoods	3, 9	
	Artisanal and small-scale mining	●	Engaging early in the project life cycle on customary rights p20	3	
	Resettlement	●	Understanding and managing our human rights impact p21	3	
	Closure planning COMM	●	Managing land rehabilitation and mine closures p17, Our Sustainability Framework – Governance p45	9	
	Grievance mechanisms and procedures	●	Resolving complaints p19, Engaging early in the project life cycle on customary rights p20, Our Sustainability Framework – Society p44	1	
	Emergency Preparedness COMM	●	Security, emergency response and business continuity p8	5	
	Corruption	●	Anti-corruption p26, Our Sustainability Framework – Governance p45		
	Public policy	●	Performance data – Society Our stakeholders Governments and regulators p37		
	Anti-competitive behaviour	●	Reporting transparently and behaving ethically p26, Our Sustainability Framework – Governance p45		
	Compliance	●	Our sustainability approach p3		
<b>Disclosure on Management Approach PR</b>					
DMA PR	Disclosure on Management Approach PR	●	Our sustainability approach p3, Reporting transparently and behaving ethically p26	8	1, 8
Aspects	Materials stewardship	●	Our sustainability approach p3, Product stewardship p36	8	
	Customer health and safety	●	Reporting transparently and behaving ethically p26	8	
	Product and service labelling	●	Reporting transparently and behaving ethically p26	8	
	Marketing communications	●	Reporting transparently and behaving ethically p26	8	
	Customer privacy	●	Reporting transparently and behaving ethically p26	8	
	Compliance	●	Reporting transparently and behaving ethically p26	8	

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator continued

Performance Indicator	Description	Reported	Cross-reference/Direct Answer	ICMM Principles	UN Global Compact Principles
<b>STANDARD DISCLOSURES PART III: Performance Indicators</b>					
<b>Economic</b>					
<b>Economic performance</b>					
EC1 COMM	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings and payments to capital providers and governments.	●	Making a positive contribution to society pp22,23,24 Summary Review pp2,3	9	
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	●	Reducing our climate change impacts p12, Climate change risks and opportunities p35	6	7
EC3	Coverage of the organisation's defined benefit plan obligations.	●	Performance data – People p32		
EC4	Significant financial assistance received from government.	●	We do not report on this disclosure since the information is proprietary		
<b>Market presence</b>					
EC6	Policy, practices and proportion of spending on locally based suppliers at significant locations of operation.	●	Local procurement p24		
EC7 COMM	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	●	Approach to local employment p10		6
<b>Indirect economic impacts</b>					
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind or pro bono engagement.	●	Making a positive contribution to society pp22,23,24, Performance data – Society pp36,37	9	
<b>Environmental</b>					
<b>Materials</b>					
EN1	Materials used by weight or volume.	●	Performance data – Environment p33	6	8
EN2	Percentage of materials used that are recycled input materials.	●	As a producer of raw materials we do not use recycled input materials	6	8, 9
<b>Energy</b>					
EN3	Direct energy consumption by primary energy source.	●	Performance data – Environment p33	6	8
EN4	Indirect energy consumption by primary source.	●	Performance data – Environment p33	6	8
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	●	Energy sourcing and use p13, Selection of Energy Efficiency Projects for US\$300 million commitment p35	6	8, 9

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator *continued*

Performance Indicator	Description	Reported	Cross-reference/Direct Answer	ICMM Principles	UN Global Compact Principles
<b>STANDARD DISCLOSURES PART III: Performance Indicators <i>continued</i></b>					
<b>Environmental <i>continued</i></b>					
<b>Materials <i>continued</i></b>					
<b>Water</b>					
EN8	Total water withdrawal by source.	●	Performance data – Environment p33	6	8
EN10	Percentage and total volume of water recycled and reused.	●	Pie chart p15, Performance data – Environment p33	6	8, 9
<b>Biodiversity</b>					
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	●	Enhancing biodiversity and land management p17	7	8
EN12 COMM	Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	●	We had no significant impacts reported in FY2011	7	8
MM1	Amount of land (owned or leased and managed for production activities or extractive use) disturbed or rehabilitated.	●	Performance data – Environment p33	7	8
EN14 COMM	Strategies, current actions and future plans for managing impacts on biodiversity.	●	Enhancing biodiversity and land management p16	6, 7	8
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria and the number (percentage) of those sites with plans in place.	●	Our approach to biodiversity and land management p16, Our Sustainability Framework – Environment p41	7	8
<b>Emissions, effluents and waste</b>					
EN16	Total direct and indirect greenhouse gas emissions by weight.	●	Performance data – Environment p33	6	8
EN17	Other relevant indirect greenhouse gas emissions by weight.	●	Performance data – Environment p33	6	8
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	●	Reducing our climate change impacts pp12,13, Our performance p4, Performance data – Environment p33	6	7, 8, 9
EN19	Emissions of ozone-depleting substances by weight.	●	Performance data – Environment p33	6	8
EN20 COMM	NOx, SOx and other significant air emissions by type and weight.	●	Performance data – Environment p33	6	8
EN21	Total water discharge by quality and destination.	●	Performance data – Environment p33	6	8
EN22 COMM	Total weight of waste by type and disposal method.	●	Performance data – Environment p33	6	8
MM3	Total amounts of overburden, rock, tailings and sludges and their associated risks.	●	Performance data – Environment p33	7	8
EN23 COMM	Total number and volume of significant spills.	●	Performance data – Environment p33	6	8

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator continued

Performance Indicator	Description	Reported	Cross-reference/Direct Answer	ICMM Principles	UN Global Compact Principles
<b>STANDARD DISCLOSURES PART III: Performance Indicators</b> <small>continued</small>					
<b>Environmental</b> <small>continued</small>					
<b>Products and services</b>					
EN26	Initiatives to mitigate environmental impacts of products and services and extent of impact mitigation.	●	Product stewardship p26, <a href="#">www</a> Managing the life cycle of uranium	6	7, 8, 9
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	●	The majority of BHP Billiton's product tonnage is sold in bulk form and therefore has little or no packaging	8	8, 9
<b>Compliance</b>					
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	●	Reporting transparently and behaving ethically p26, Performance data – People p32, Performance data – Environment p34	6	8
<b>Transport</b>					
<b>Overall</b>					
<b>Social: Labour Practices and Decent Work</b>					
<b>Employment</b>					
LA1	Total workforce by employment type, employment contract and region.	●	Average employees and employees by region are reported on an equity share basis. Total numbers for employment type and employment contract are not reported. Total employees for controlled operations is comparable to average employees, and percentages can be applied without material difference. Pie charts p11, Performance data – People p32		
LA2	Total number and rate of employee turnover by age group, gender and region.	●	Total number of employee turnover by age group, gender and region are not reported. Total employees for controlled operations is comparable to average employees, and percentages can be applied without material difference. Performance data – People p32		6
<b>Labour/management relations</b>					
LA4	Percentage of employees covered by collective bargaining agreements.	●	Fostering mutually beneficial employee relations p10	3	1, 3
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	●	Fostering mutually beneficial employee relations p10	3	3
MM4	Number of strikes and lock-outs exceeding one week's duration, by country.	●	Fostering mutually beneficial employee relations p10	3	3

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator *continued*

Performance Indicator	Description	Reported	Cross-reference/Direct Answer	ICMM Principles	UN Global Compact Principles
<b>STANDARD DISCLOSURES PART III: Performance Indicators</b> <i>continued</i>					
<b>Social: Labour Practices and Decent Work</b> <i>continued</i>					
<b>Occupational health and safety</b>					
LA7 COMM	Rates of injury, occupational diseases, lost days and absenteeism and number of work-related fatalities by region.	●	This indicator is partially reported as we do not currently have the systems to report absenteeism at a Group level as this is managed at an operational level. We will report this information in 2013. Performance data – People p32	5	1
LA8	Education, training, counselling, prevention and risk-control programs in place to assist workforce members, their families or community members regarding serious diseases.	●	Keeping our people safe and healthy p8	4, 5	1
<b>Training and education</b>					
LA10	Average hours of training per year per employee by employee category.	●	Developing our employees p11		
LA12	Percentage of employees receiving regular performance and career development reviews.	●	Developing our employees p11	3	
<b>Diversity and equal opportunity</b>					
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity.	●	Supporting workforce diversity p9		1, 6
LA14	Ratio of basic salary of men to women by employee category.	●	Supporting workforce diversity p9		1, 6
<b>Social: Human Rights</b>					
<b>Diversity and equal opportunity</b>					
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	●	This indicator is partially reported as percentage and total number of significant suppliers screened is currently not available and will be reported in 2012. Understanding and managing our human rights impact p21	3	1, 2, 3, 4, 5, 6
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	●	Understanding and managing our human rights impact p21, Growing safely p6	3	1, 2, 3, 4, 5, 6
<b>Non-discrimination</b>					
HR4	Total number of incidents of discrimination and actions taken.	●	Reporting transparently and behaving ethically pp25,26	3	1, 2, 6
<b>Freedom of association and collective bargaining</b>					
HR5 COMM	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk and actions taken to support these rights.	●	Fostering mutually beneficial employee relations p10	3	1, 2, 3

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator continued

Performance Indicator	Description	Reported	Cross-reference/Direct Answer	ICMM Principles	UN Global Compact Principles
<b>STANDARD DISCLOSURES PART III: Performance Indicators</b> <small>continued</small>					
<b>Social: Human Rights</b> <small>continued</small>					
<b>Child labour</b>					
HR6	Operations identified as having significant risk for incidents of child labour and measures taken to contribute to the elimination of child labour.	●	Understanding and managing our human rights impact p21	3	1, 2, 5
<b>Forced and compulsory labour</b>					
HR7	Operations identified as having significant risk for incidents of forced or compulsory labour and measures to contribute to the elimination of forced or compulsory labour.	●	Understanding and managing our human rights impact p21	3	1, 2, 4
<b>Security practices</b>					
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.	●	Performance data – Society p38	3	
<b>Indigenous rights</b>					
MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities.	●	Engaging early in the project life cycle on customary rights p20	3	1, 2
<b>Social: Society</b>					
<b>Community</b>					
SO1 COMM	Nature, scope and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting.	●	Managing our responsibilities p17, Making a positive contribution to society pp22,23,24	9	
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.	●	Engaging early in the project life cycle on customary rights p20	9, 10	
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples and the outcomes.	●	Engaging early in the project life cycle on customary rights p20	9, 10	
<b>Artisanal and small-scale mining</b>					
MM8	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	●	Engaging early in the project life cycle on customary rights p20		
<b>Resettlement</b>					
MM9	Sites where resettlements took place, the number of households resettled in each and how their livelihoods were affected in the process.	●	Ensuring meaningful engagement with our stakeholders p19	3	
<b>Closure planning</b>					
MM10	Number and percentage of operations with closure plans.	●	Managing land rehabilitation and mine closures p17		

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator *continued*

Performance Indicator	Description	Reported	Cross-reference/Direct Answer	ICMM Principles	UN Global Compact Principles
<b>STANDARD DISCLOSURES PART III: Performance Indicators</b> <i>continued</i>					
<b>Social: Society</b> <i>continued</i>					
<b>Corruption</b>					
SO2	Percentage and total number of business units analysed for risks related to corruption.	●	BHP Billiton has undertaken a Group level anti-corruption risk assessment and the anti-corruption Group Level Document applies at all operations worldwide. Individual asset-level risk assessments are being undertaken over the next 12 months and percentage/total number of assets analysed will be reported in FY2012	1	10
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures.	●	Performance data – Society p38	1	10
SO4	Actions taken in response to incidents of corruption.	●	Reporting transparently and behaving ethically p26	1	10
<b>Public policy</b>					
SO5	Public policy positions and participation in public policy development and lobbying.	●	Performance data – Society Stakeholders Government p37	1	10
<b>Compliance</b>					
SO8 COMM	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	●	Performance data – People p32 Safety Fines, Reporting transparently and behaving ethically p26, Annual Report Section 8	4	
<b>Social: Product Responsibility</b>					
<b>Materials Stewardship</b>					
MM11	Programs and progress relating to materials stewardship.	●	Our Sustainability Approach p3	8	8, 9
<b>Customer health and safety</b>					
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement and percentage of significant products and services categories subject to such procedures.	●	Reporting transparently and behaving ethically p26		1
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle by type of outcomes.	●	There were no known incidences of non-compliance with regulations and voluntary codes exceeding US\$10 million		
<b>Product and service labelling</b>					
PR3	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements.	●	Reporting transparently and behaving ethically p26	8	8

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator continued

Performance Indicator	Description	Reported	Cross-reference/Direct Answer	ICMM Principles	UN Global Compact Principles
<b>STANDARD DISCLOSURES PART III: Performance Indicators</b> <small>continued</small>					
<b>Social: Product Responsibility</b> <small>continued</small>					
<b>Marketing communications</b>					
PR6	Programs for adherence to laws, standards and voluntary codes related to marketing communications, including advertising, promotion and sponsorship.	●	Reporting transparently and behaving ethically p26	8	
<b>Customer privacy</b>					
<b>Compliance</b>					
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	●	We had no significant fines reported in FY2011 exceeding US\$10 million		

● Fully Reported   ● Partially Reported   ● Not Reported