



**bhpbilliton**  
resourcing the future



# Sustainability Reporting Navigator 2013

# Sustainability Reporting Navigator 2013

Our Sustainability Report 2013 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 2013 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 International Council on Mining and Metals and the United Nations Global Compact.



Sustainability Report 2013



Annual Report 2013



Summary Review 2013



## International Council on Mining and Metals

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

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

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

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

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

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

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

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

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

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



## United Nations Global Compact

### Human Rights

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

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

### Labour

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

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

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

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

### Environment

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

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

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

### Anti-Corruption

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

### GRI Application Levels

We report to an A+ Application Level. 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	<b>G3 Profile Disclosures</b> 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 Externally Assured	Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 – 4.13, 4.16 – 4.17	Report Externally Assured	Same as requirement for Level B	Report Externally Assured
	<b>G3 Management Approach Disclosures</b> OUTPUT Not required		Management Approach Disclosures for each Indicator Category		Management Approach Disclosures for each Indicator Category	
	<b>G3 Performance Indicators &amp; Sector Supplement Performance Indicators</b> 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	

\*Sector supplement in final version.



## Statement GRI Application Level Check

GRI hereby states that **BHP Billiton** has presented its report "BHP Billiton Sustainability Report 2013" 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. For methodology, see [www.globalreporting.org/SiteCollectionDocuments/ALC-Methodology.pdf](http://www.globalreporting.org/SiteCollectionDocuments/ALC-Methodology.pdf)

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

Amsterdam, 20 August 2013

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 4 August 2013. GRI explicitly excludes the statement being applied to any later changes to such material.

## Sustainability Reporting Navigator 2013 continued

GRI Application Level		G3 A+	Third-party-checked by KPMG		
Profile Disclosure	Disclosure	Level of reporting	Location of disclosure in Sustainability Report or cross-reference	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 approach to sustainability p3; each subsequent focus area contains the key risks/issues; <b>Annual Report</b> section 1.7 Our management of risk; <b>Summary Review</b> – Chairman’s Review p6 and CEO Report 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; About BHP Billiton p3; <b>Annual Report</b> section 2.2 Business overview		
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries and joint ventures.	●	Gatefold, BHP Billiton locations <b>Annual Report</b> gatefold and sections 2.2. Business overview and 2.10 Organisational structure; <b>Summary Review</b> gatefold		
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 <b>Summary Review</b> gatefold		
2.6	Nature of ownership and legal form.	●	Inside front cover – About this report; About BHP Billiton p3; <b>Annual Report</b> section 2.10 Organisational structure; <b>Summary Review</b> Inside back cover		
2.7	Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries).	●	Our stakeholders p4; <b>Annual Report</b> section 2.2 Business overview and section 2.4 Marketing		
2.8	Scale of the reporting organisation.	●	Gatefold BHP Billiton Locations; Performance data – People p45; <b>Annual Report</b> sections 1.6.2 Financial Information and 1.6.3 Operational information (Production); <b>Summary Review</b> Our results at a glance p3		
2.9	Significant changes during the reporting period regarding size, structure or ownership.	●	Inside front cover Report boundary and scope; Our changing organisation p22; <b>Annual Report</b> section 2.2 Business overview		
2.10	Awards received in the reporting period.	●	2013 Australasian Reporting Award – Governance – Gold		

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator 2013 continued

GRI Application Level		G3 A+	Third-party-checked by KPMG		
Profile Disclosure	Disclosure	Level of reporting	Location of disclosure in Sustainability Report or cross-reference	ICMM Principles	UN Global Compact Principles
<b>STANDARD DISCLOSURES PART I: Profile Disclosures</b> <small>continued</small>					
<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).	●	2012		
3.3	Reporting cycle (annual, biennial, etc.)	●	Annual	10	
3.4	Contact point for questions regarding the report or its contents.	●	Inside back cover	10	
3.5	Process for defining report content.	●	Inside front cover – About this Report; Focusing our efforts on the things that matter most p7	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 and scope (fiscal year)		
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 and scope (fiscal year)		
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 and scope (fiscal year)		
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.	●	In footnotes of data provided (where relevant)		
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).	●	Inside front cover – Report boundary and scope (fiscal year)		
3.11	Significant changes from previous reporting periods in the scope, boundary or measurement methods applied in the report.	●	Inside front cover – Report boundary and scope; In footnotes of data provided (where relevant)		
3.12	Table identifying the location of the Standard Disclosures in the report.	●	Sustainability Reporting Navigator 2013 on our website	10	
3.13	Policy and current practice with regard to seeking external assurance for the report.	●	Inside front cover – External assurance; KPMG independent assurance report to the Directors and management of BHP Billiton p48; <b>Annual Report</b> section 9.5 Lead Auditor's Independent Declaration under section 307C of the Australian Corporations Act 2001		


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## Sustainability Reporting Navigator 2013 continued

GRI Application Level		G3 A+	Third-party-checked by KPMG		
Profile Disclosure	Disclosure	Level of reporting	Location of disclosure in Sustainability Report or cross-reference	ICMM Principles	UN Global Compact Principles
<b>STANDARD DISCLOSURES PART I: Profile Disclosures</b> <small>continued</small>					
<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 approach to sustainability p3; Governance and sustainability p9; <b>Annual Report</b> Corporate Governance Statement section 5.13 Board committees; <b>Summary Review</b> Corporate Governance summary pp31, 32	1	
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	●	<b>Annual Report</b> section 5.5 Chairman; <b>Annual Report</b> section 5.9 Independence; <b>Summary Review</b> Board of Directors p28–30	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.	●	<b>Annual Report</b> section 5.4 Board membership; <b>Summary Review</b> pp28–30	1	
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	●	<b>Annual Report</b> section 7.8 Employee policies and involvement and section 5.2 Shareholder engagement; <b>Summary Review</b> Shareholder information p35	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).	●	Governance and sustainability p9; <b>Annual Report</b> section 6.3.3 Short-term incentives; <b>Summary Review</b> Remuneration summary pp33, 34	1, 2	
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	●	<b>Annual Report</b> section 5.9 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.	●	<b>Annual Report</b> section 5.7 Director skills, experience and attributes; <b>Summary Review</b> Director skills, experience and development p32	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 approach to sustainability p3; Our sustainability performance p5; Upholding ethical business practices p10	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.	●	Governance and sustainability p9; <b>Annual Report</b> section 5.3 Role and responsibilities of the Board	1, 2	

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## Sustainability Reporting Navigator 2013 continued

GRI Application Level		G3 A+	Third-party-checked by KPMG		
Profile Disclosure	Disclosure	Level of reporting	Location of disclosure in Sustainability Report or cross-reference	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>					
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental and social performance.	●	<b>Annual Report</b> section 5.10 Board evaluation; <b>Summary Review</b> Director skills, experience and development p32	1, 2	
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	●	Our material risks p6; <b>Annual Report</b> section 1.7 Our management of risk	2, 4	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; Our broad socio-economic contribution p37; Inside back cover – Voluntary initiatives and public commitments		
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 approach to sustainability p3; Discussion throughout the Report on our connection with industry associations; Inside back cover – Voluntary initiatives and public commitments	10	
4.14	List of stakeholder groups engaged by the organisation.	●	Our stakeholders p4	10	
4.15	Basis for identification and selection of stakeholders with whom to engage.	●	Our stakeholders p4	10	
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	●	Our stakeholders p4; Focusing our efforts on the things that matter most p7	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 stakeholders p4; Focusing our efforts on the things that matter most p7; Assessing risk when entering a new country p11; Engaging in policy development p25; Supporting and engaging with our communities pp33–35; Our broad socio-economic contribution p37; <i>Case study:</i>  <a href="#">www</a> <i>The Forum on Corporate Responsibility</i>	10	

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## Sustainability Reporting Navigator 2013 continued

GRI Application Level		G3 A+	Third-party-checked by KPMG		
Profile Disclosure	Disclosure	Level of reporting	Location of disclosure in Sustainability Report or cross-reference	ICMM Principles	UN Global Compact Principles
<b>STANDARD DISCLOSURES PART II: DISCLOSURES ON MANAGEMENT APPROACH (DMAs) <small>continued</small></b>					
<b>DMA EC</b>	<b>Disclosure on Management Approach EC</b>				
Aspects	Economic performance.	●	Transparently reporting taxes p12; Our broad socio-economic contribution p37; <b>Summary Review – Our results at a glance</b> p3		
	Market presence.	●	CEO's review p1; Our approach to sustainability p3		
	Indirect economic impacts.	●	Our broad socio-economic contribution p37; Annual Report section 1.7 Our management of risk	9	
<b>DMA EN</b>	<b>Disclosure on Management Approach EN</b>				
Aspects	Materials	●	Product stewardship p11; Reducing greenhouse gas emissions p25	6	
	Energy	●	Supplying, accessing and efficiently using energy p26	4, 6	8, 9
	Water	●	Water management pp29, 30	6	8, 7
	Biodiversity	●	Biodiversity and land management pp27, 28	7	8, 7
	Emissions, effluents and waste COMM.	●	Reducing greenhouse gas emissions p25; Managing waste p30	4, 6	8, 9
	Products and services.	●	Product stewardship p11; Reducing greenhouse gas emissions p25	8	8
	Compliance	●	Appendix – Regional environment fines levied p47		
	Transport	●	Appendix – Environment Scope 3 emissions p46		
	Overall	●	As above; Our approach to sustainability p3		

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## Sustainability Reporting Navigator 2013 continued

GRI Application Level		G3 A+	Third-party-checked by KPMG		
Profile Disclosure	Disclosure	Level of reporting	Location of disclosure in Sustainability Report or cross-reference	ICMM Principles	UN Global Compact Principles
<b>STANDARD DISCLOSURES PART II: DISCLOSURES ON MANAGEMENT APPROACH (DMAs) <small>continued</small></b>					
<b>DMA LA</b>	<b>Disclosure on Management Approach LA</b>				
Aspects	Employment COMM.	●	Developing our people pp20–22	3	
	Labour/management relations COMM.	●	Fostering mutually beneficial relationships p22	3	3
	Occupational health and safety COMM.	●	Focusing on the health and wellbeing of our people pp17–19	5	1
	Training and education.	●	Developing and training our people p21	10	
	Diversity and equal opportunity.	●	Focusing on diversity and inclusion p20		
<b>DMA HR</b>	<b>Disclosure on Management Approach HR</b>				
Aspects	Investment and procurement practices.	●	Working with our contractors, suppliers and customers p4; Respecting human rights p36; Local procurement p41; Appendix – Human Rights training p47	3	
	Non-discrimination.	●	Upholding ethical business practices p10	3, 10	6
	Freedom of association and collective bargaining.	●	Fostering mutually beneficial relationships p22	3	
	Child labour.	●	Working with our contractors, suppliers and customers p4; Respecting human rights p36	3	4
	Forced and compulsory labour.	●	Working with our contractors, suppliers and customers p4; Respecting human rights p36	3	1, 2, 4, 5
	Security practices.	●	Maintaining the security of our people and operations p36; Security and country risk p36; Appendix – Security training p47	3	1, 2
	Indigenous rights COMM.	●	Supporting and engaging with our communities pp33–35	3, 10	

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## Sustainability Reporting Navigator 2013 continued

GRI Application Level		G3 A+	Third-party-checked by KPMG		
Profile Disclosure	Disclosure	Level of reporting	Location of disclosure in Sustainability Report or cross-reference	ICMM Principles	UN Global Compact Principles
<b>STANDARD DISCLOSURES PART II: DISCLOSURES ON MANAGEMENT APPROACH (DMAs) <small>continued</small></b>					
<b>DMA SO</b>	<b>Disclosure on Management Approach SO</b>				
Aspects	Community	●	Supporting and engaging with our communities pp33–35; Making a positive contribution to society pp37–40	3, 9, 10	
	Artisanal and small-scale mining.	●	Acknowledging customary rights p34	3	
	Resettlement	●	Acknowledging customary rights p34	3	
	Closure planning COMM.	●	Closure planning p12	9	
	Grievance mechanisms and procedures.	●	Upholding ethical business practices p10; Addressing community concerns p33; Acknowledging customary rights p34	1	
	Emergency preparedness COMM.	●	Managing our safety risks p14; Security and country risk p36	5	
	Corruption	●	Upholding ethical business practices p10; Anti-corruption p11		
	Public policy.	●	Our stakeholders p4; Engaging in policy development p25; Our broad socio economic contribution p37		
	Anti-competitive behaviour.	●	Our stakeholders p4		10
	Compliance	●	Our approach to sustainability p3; Assessing risk when entering a new country p11; Regional safety fines levied p45		
<b>DMA PR</b>	<b>Disclosure on Management Approach PR</b>				
Aspects	Materials stewardship.	●	Our approach to sustainability p3; Product stewardship p11	8	
	Customer health and safety.	●	Working with our suppliers, contractors and customers p4; Product stewardship p11	8	
	Product and service labelling.	●	Product stewardship p11	8	
	Marketing communications.	●	Product stewardship p11	8	
	Customer privacy.	●	Working with our suppliers, contractors and customers p4; Product stewardship p11	8	
	Compliance	●	Conducting business transparently pp11, 12	8	

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator 2013 continued

GRI Application Level		G3 A+	Third-party-checked by KPMG		
Profile Disclosure	Disclosure	Level of reporting	Location of disclosure in Sustainability Report or cross-reference	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.	●	Transparently reporting taxes p12; Investing in the community p38; Performance data – Governance (Taxes and royalty payments) p44; Economic value p47; <b>Summary Review</b> p3 Our results at a glance	9	
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	●	Managing the potential impacts of climate change p24; <b>Annual Report</b> section 1.7 Our management of risk	6	7
EC3	Coverage of the organisation's defined benefit plan obligations.	●	Performance data – People p45; <b>Annual Report</b> section 9.1.6 Note 30 Pension and other post-retirement obligations		
EC4	Significant financial assistance received from government.	●	We do not report on this disclosure as 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 p41; <i>Case study:</i> <a href="#">www</a> <i>Building human and enterprise capacity – making a positive contribution to society</i>		
EC7 COMM	Procedures for local hiring and proportion of senior management and workforce hired from the local community at significant locations of operation.	●	Recruiting our people p21; <i>Case study:</i> <a href="#">www</a> <i>Working in remote locations: it is all about choice</i>		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 pp37–42	9	
<b>Environmental</b>					
<b>Materials</b>					
EN1	Materials used by weight or volume.	●	Performance data – Environment p46	6	8
EN2 COMM	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 p46	6	8
EN4	Indirect energy consumption by primary source.	●	Data is not reported on this disclosure as it is not collected at Group Level	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.	●	Reducing greenhouse gas emissions p25; Supplying, accessing and efficiently using energy p26	6	8, 9

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator 2013 *continued*

GRI Application Level		G3 A+	Third-party-checked by KPMG		
Profile Disclosure	Disclosure	Level of reporting	Location of disclosure in Sustainability Report or cross-reference	ICMM Principles	UN Global Compact Principles
<b>STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS</b> <i>continued</i>					
<b>Environmental</b> <i>continued</i>					
<b>Water</b>					
EN8	Total water withdrawal by source.	●	Performance data – Environment p46	6	8
<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.	●	Biodiversity and land management pp27, 28	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 incidents that impacted biodiversity reported in FY2013	7	8
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	●	Performance data – Environment p46	7	8
EN13 COMM	Habitats protected or restored.	●	Enhancing biodiversity and contributing to conservation p28; Performance data – Environment (Land set aside for conservation) p46; <i>Case study:</i> → <a href="#">www</a> <i>Establishing an alliance to benefit generations</i>	6, 7	8
EN14 COMM	Strategies, current actions and future plans for managing impacts on biodiversity.	●	Biodiversity and land management pp27, 28	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.	●	Biodiversity and land management pp27, 28		
<b>Emissions, effluents and waste</b>					
EN16	Total direct and indirect greenhouse gas emissions by weight.	●	Greenhouse gas emissions graph p25; Performance data – Environment p46	6	8
EN17	Other relevant indirect greenhouse gas emissions by weight.	●	Performance data – Environment p46	6	8
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	●	Our sustainability performance p5; Climate change and energy pp24–26; Performance data – Environment p46; <i>Case study:</i> → <a href="#">www</a> <i>Improving our energy and greenhouse gas management</i>	6	7, 8, 9
EN19	Emissions of ozone-depleting substances by weight.	●	Performance data – Environment p46	6	8
EN20 COMM	NOx, SOx and other significant air emissions by type and weight.	●	Performance data – Environment p46	6	8
EN21	Total water discharge by quality and destination.	●	Performance data – Environment p46	6	8
EN22 COMM	Total weight of waste by type and disposal method.	●	Performance data – Environment p46; Managing waste p30	6	8
MM3	Total amounts of overburden, rock, tailings and sludges and their associated risks.	●	Performance data – Environment p46; Managing waste p30; This indicator is partially reported as the amounts of overburden is not reported	7	8

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator 2013 continued

GRI Application Level		G3 A+	Third-party-checked by KPMG		
Profile Disclosure	Disclosure	Level of reporting	Location of disclosure in Sustainability Report or cross-reference	ICMM Principles	UN Global Compact Principles
<b>STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS</b> <small>continued</small>					
<b>Environmental</b> <small>continued</small>					
<b>Emissions, effluents and waste</b> <small>continued</small>					
EN23 COMM	Total number and volume of significant spills.	●	Our sustainability performance p5; Performance data – Environment p46	6	8
<b>Products and services</b>					
EN26	Initiatives to mitigate environmental impacts of products and services and extent of impact mitigation.	●	Product stewardship p11, 12; <i>2012 Case study: <a href="#">www.Managing the lifecycle of Uranium</a></i>	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.	●	Performance data – Environment p46; <b>Annual Report</b> sections 3.3 Key measures 7.21 Performance in relation to environmental regulation	6	8
<b>Social: Labour Practices and Decent Work</b>					
<b>Employment</b>					
LA1	Total workforce by employment type, employment contract and region.	●	Employee and contractor pie charts p20; Performance data – People p45; This indicator is partially reported as the data is available for employees only, not for total workforce		
LA2	Total number and rate of employee turnover by age group, gender and region.	●	Performance data – People p45		6


● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator 2013 continued

GRI Application Level		G3 A+	Third-party-checked by KPMG		
Profile Disclosure	Disclosure	Level of reporting	Location of disclosure in Sustainability Report or cross-reference	ICMM Principles	UN Global Compact Principles
<b>STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS</b> <small>continued</small>					
<b>Social: Labour Practices and Decent Work</b> <small>continued</small>					
<b>Labour/management relations</b>					
LA4	Percentage of employees covered by collective bargaining agreements.	●	Fostering mutually beneficial relationships p22	3	1, 3
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	●	Our changing organisation p22	3	3
MM4	Number of strikes and lock-outs exceeding one week's duration, by country.	●	Fostering mutually beneficial relationships p22	3	3
<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.	●	Performance data – People p45; 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	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.	●	Focussing on the health and wellbeing of our people pp17–19	4, 5	1
<b>Training and education</b>					
LA10	Average hours of training per year per employee by employee category.	●	Developing and training our people p21; Performance data – Society p47; This indicator is partially reported as we do not currently have the systems to report training by employee category at a Group level as this is managed at an operational level		
LA12	Percentage of employees receiving regular performance and career development reviews.	●	Developing and training our people p21; <i>2012 Case study: <a href="#">www</a> Developing our people to enable future business growth</i>	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.	●	Focusing on diversity and inclusion p20; Performance data – People p45. This indicator is partially reported as we do not currently have systems to report employee category according to minority group membership		1, 6
LA14	Ratio of basic salary of men to women by employee category.	●	Focusing on diversity and inclusion p20; Performance data – People p45. This indicator is partially reported as we do not currently have systems to report ratio of basic salary for all employee categories; we currently have this information for senior management only		1, 6

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator 2013 continued

GRI Application Level		G3 A+	Third-party-checked by KPMG		
Profile Disclosure	Disclosure	Level of reporting	Location of disclosure in Sustainability Report or cross-reference	ICMM Principles	UN Global Compact Principles
<b>STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS</b> <small>continued</small>					
<b>Social: Human Rights</b>					
<b>Investment and procurement practices</b>					
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	●	Our human rights due diligence process p36; This indicator is partially reported as the information is confidential; detailed due diligence is undertaken in a range of sustainability aspects, including human rights, for all significant investments	3	1, 2, 3, 4, 5, 6
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	●	Working with our contractors, suppliers and customers p4. This indicator is partially reported as the information in relation to the percentage of suppliers assessed during the year is not available	3	1, 2, 3, 4, 5, 6
<b>Non-discrimination</b>					
HR4	Total number of incidents of discrimination and actions taken.	●	Upholding ethical business practices p10	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 relationships p22	3	1, 2, 3
<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.	●	Working with our contractors, suppliers and customers p4; Respecting human rights p36	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.	●	Working with our contractors, suppliers and customers p4; Respecting human rights p36	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 p47	3	1, 2
<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.	●	Acknowledging customary rights p34; <i>Case study:  Respecting Indigenous rights and making a positive difference</i>	3	1, 2

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## Sustainability Reporting Navigator 2013 *continued*

GRI Application Level		G3 A+	Third-party-checked by KPMG		
Profile Disclosure	Disclosure	Level of reporting	Location of disclosure in Sustainability Report or cross-reference	ICMM Principles	UN Global Compact Principles
<b>STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS</b> <i>continued</i>					
<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.	●	Closure planning p12; Biodiversity, land and our organisation p27; Managing land access and rehabilitation; Supporting and engaging with our communities pp33–35	9	
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.	●	Acknowledging customary rights p34	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.	●	Acknowledging customary rights p34	9, 10	
<b>Artisanal and small-scale mining</b>					
MM8	Number (and percentage) or company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	●	Acknowledging customary rights p34		
<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.	●	Acknowledging customary rights p34	3	
<b>Closure planning</b>					
MM10	Number and percentage of operations with closure plans.	●	Closure planning p12; <b>Annual Report</b> section 9.1.6 Note 18 Provisions (Closure and rehabilitation)		
<b>Corruption</b>					
SO2	Percentage and total number of business units analysed for risks related to corruption.	●	We do not report on this disclosure as the information is proprietary	1	
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures.	●	Our mandatory induction training process includes anti-corruption training (Developing and training our people P21); However, we do not report on the percentage of employees trained as the information is proprietary	1	
SO4	Actions taken in response to incidents of corruption.	●	Anti-corruption p11	1	10
<b>Public policy</b>					
SO5	Public policy positions and participation in public policy development and lobbying.	●	Engaging in policy development p25; Our broad socio-economic contribution 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.	●	Our approach to sustainability p3; Regional safety fines levied p45; <b>Annual Report</b> section 8 Legal proceedings	4	

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## Sustainability Reporting Navigator 2013 continued

GRI Application Level		G3 A+	Third-party-checked by KPMG		
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<b>STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS</b> <small>continued</small>					
<b>Social: Product Responsibility</b>					
<b>Materials stewardship</b>					
MM11	Programs and progress relating to materials stewardship.	●	Product stewardship p11; 2012 Case study: <a href="#">www.Managing the lifecycle of Uranium</a>	8	8, 9
<b>Customer health and safety</b>					
PR1	Lifecycle 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.	●	Product stewardship p11; 2012 Case study: <a href="#">www.Managing the lifecycle of Uranium</a>	8	1
<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.	●	Product stewardship p11; 2012 Case study: <a href="#">www.Managing the lifecycle of Uranium</a>	8	8
<b>Marketing communications</b>					
PR6	Programs for adherence to laws, standards and voluntary codes related to marketing communications, including advertising, promotion and sponsorship.	●	Working with our contractors, suppliers and customers p4	8	
<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 concerning the provision and use of products and services reported in FY2013 exceeding US\$10 million		

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