

DATA TABLES

KEY N/A

GRI 102-8 Employment

	FY17			FY16			FY15		
	Male	Female	Australia	Male	Female	Australia	Male	Female	Australia
Permanent employees	181	46	227	204	63	267	185	55	240
Temporary employees	0	0	0	0	0	0	12	4	16
Full-time employees	181	46	227	204	63	267			
Part-time employees	0	0	0	0	0	0			

GRI 401-1 Employee hires and turnover

	FY17						FY16						FY15					
	Male	Female	<30	30 - 50	>50	Australia	Male	Female	<30	30 - 50	>50	Australia	Male	Female	<30	30 - 50	>50	Australia
Employee hires	39	10	13	27	9	49	45	18	20	25	18	63						
Rate of employee hires	0.15	0.04	0.06	0.12	0.04	0.22	0.16	0.07	0.07	0.09	0.07	0.23						
Employee turnover	69	27	13	52	31	96	40	12	13	21	18	52						
Rate of employee turnover	0.38	0.57	0.06	0.23	0.014	0.42	0.15	0.04	0.05	0.08	0.07	0.19						

Note 1 - Turnover for FY2017 is attributed to the following:

- 56% was voluntary
- 34% due to redundancies
- 6% due to end of contract
- 4% due to termination

Note 2 - Data was not calculated for FY2015

GRI 403-3 OHS

	FY17		FY16		FY15	
	Target	Actual	Target	Actual	Target	Actual
Lost Time Injury Rate	2.5	0.8	2.7	0.7	3	1.5
Total Recordable Injury Rate	5	5	7	7.08	9	9.48

Note 1 - Frequency rates are calculated by adding the total injury numbers by total hours worked, divided by a million hours

DATA TABLES

KEY N/A

GRI 403-3 OHS

	FY17						FY16						FY15					
	Male	Female	Contractors	Employees	All workers	Australia	Male	Female	Contractors	Employees	All workers	Australia	Male	Female	Contractors	Employees	All workers	Australia
Recordable injury ¹	7	0	5	2	7	7	10	0	9	1	10	10	12	1	12	1	13	13
Lost time injury ²	1	0	0	1	1	1	1	0	1	0	1	1	2	0	2	0	2	2
Medically treated injury ³	2	0	2	0	2	2	5	0	5	0	5	5	5	0	5	0	5	5
Restricted duties injury ⁴	4	0	3	1	4	4	4	0	3	1	4	4	5	1	5	1	6	6
Occupational disease	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Work-related fatalities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Note 1 - injuries that result in classification as lost time injury, restricted duties injury or medically treated injury

Note 2 - any injury or illness that results in one or more shifts away from work, excluding the day of the incident

Note 3 - any injury or illness that results in a loss of consciousness or requires medical treatment, but does not result in any lost or restricted shifts.

Note 4 - any injury or illness that results in a person not being physically or mentally able to perform their normal duties or the majority of their normal duties

GRI 405-1 Diversity of governance bodies and employees

	FY17					FY16					FY15				
	Male	Female	<30	30 - 50	>50	Male	Female	<30	30 - 50	>50	Male	Female	<30	30 - 50	>50
% board	83.3	16.7	0	0	100	83	17	0	0	100	100	0	0	0	100
% senior executive	100	0	0	50	50	100	0	0	75	25	100	0	0	75	25
% senior management						73	27	0	60	40					
% management	80	20	0	64	36	100	0	24	59	17	71	29	0	60	40
% non-management	78.8	21.2	20.2	61.1	18.7	75	25	22	59	19	77	23	24	59	17

Note 1 - in FY2016, in order to align with changes made to reporting required by the Workplace Gender Equality Agency, Managers were broken into two categories - Managers and Senior Managers

Note 2 - in FY2017, we reverted to one category of management

GRI 404-1 Average hours of training

	FY 17	FY 16	FY 15
Male	5.1	9.5	
Female	3.6	9.5	
Executive		1.5	
Senior management	1.5	10.7	
Management	2.12	85.8	
Non-management	5.3	5.6	
Total hours	1,090	2,458	

Note 1 - this does not cover employees who were undertaking further education under sponsorship

Note 2 - FY2015 data is not available

Note 3 - executive and senior executive category combined in FY2017

DATA TABLES

KEY N/A

GRI 406-1 Discrimination incidents and actions taken

	FY17	FY16	FY15
No. Incidents	0	0	0
No. incidents reviewed	0	0	0
Remediation plans implemented			
Remediation plans implemented with results reviewed			
Incidents no longer subject to action			

GRI 303-1 Water withdrawal by source (ML)

	FY17		FY16		FY15	
	Volume	Quality	Volume	Quality	Volume	Quality
Volume of water withdrawn from: Ground water	1,218	Fresh	1,463	Fresh	2,465	Fresh

Note 1 - The reported water withdrawn in the FY16 and FY15 sustainability reports has been corrected following the verification process. We are working on ensuring our data collection and verification is accurate and consistent

GRI 303-3 Water reuse (ML)

	FY17	FY16	FY15
	Volume	Volume	Volume
Reclaimed water used in processing facility	499	463	533
Percentage of water reused in processing facility	41	32	22

Note 1 - Our flow meters are regularly maintained however, we cannot guarantee precise accuracy of these meters as no calibration certificates were found

GRI 306-1 Water discharge (ML)

	FY17		FY16		FY15	
	Volume	Quality	Volume	Quality	Volume	Quality
Volume of water discharged to: Surface waters	18	Treated	224	Treated	453	Treated

Note 1 - Quality is treated or untreated

Note 2- Water settles in settlement ponds before it is discharged to an ephemeral water course

DATA TABLES

KEY N/A

GRI 306-3 Significant spills

	FY17			FY16			FY15		
	Location of spill	Volume of spill	Material of spill	Location of spill	Volume of spill	Material of spill	Location of spill	Volume of spill	Material of spill
Spill 1				DeGrussa Copper Mine	4,000L	Process water			
Spill 2									
Spill 3									

Note 1 - In FY2016 there was a spill of 4,000 litres of process water in the return line from the TSF to the processing plant. Please refer to page 58 of our FY2016 report for detail.

GRI 302: Energy consumption

	FY17	FY16	FY15
302-1			
Gasoline	9	4	13
Diesel	1,176,149	1,222,996	1,102,243
Liquefied natural gas (LPG)	95	9	79
Solar	30,155	5,407	0
Oils, greases, mineral oils	16,411	17,789	585
Electricity consumption	387,678	371,514	319,296
Total energy consumption inside the organisation	1,610,572	1,617,719	1,422,111
302-2			
Total energy consumption outside the organisation	0	0	0
302-3			
Energy from non renewable sources (GJ)	1,192,664	1,241,526	1,103,476
Energy from renewables sources (GJ)	30,155	5,407	0
Total electricity consumed (GJ)	387,678	370,786	318,635
Energy intensity ratio (inside organisation - GJ/tonnes ore milled)	0.99	1.02	0.97
302-4			
Energy reduced	81,696	0	0

Note 1 - Methods for calculating 302-1, 302-2 and 302-3 from the NGER Determination as applicable for the FY2017 reporting year

Note 2 - 302-4 baseline year FY2015. Energy savings estimated by using the GJ/MWhr rate for the diesel power station

Note 3 - 1,624,000 tonnes of ore milled GRI 305: Emissions

GRI 305: Emissions

	FY17	FY16	FY15	DEFINTIONS
305-1				
Generation of electricity on site for the organisation				Generation of electricity, heating, cooling and steam: These emissions result from combustion of fuels in stationary sources (such as boilers, furnaces, turbines) and from other combustion processes such as flaring.
Diesel	67,858	69,070	62,075	
LPG	6	1	5	
Acetylene	0.23	0	0	
Mineral oil	442	472	0	
Combustion of fuels for transporting materials, products, waste, employees, and passengers on site				Transportation of materials, products, waste, employees, and passengers: These emissions result from the combustion of fuels in mobile combustion sources owned or controlled by the organization (such as trucks, trains, ships, airplanes, buses, cars)
Diesel	14714	16,790	14,537	
Oils	135	146	14	
Greases	1.45	2	2	
ULP	0.61	0	0	
Fugitive emissions				Fugitive Emissions: These emissions result from intentional or unintentional releases, such as equipment leaks from joints, seals, packing, and gaskets; methane emissions from coal mines and venting; hydrofluorocarbon (HFC) emissions from refrigeration and air conditioning equipment; and methane leakages from gas transport.
SF6 leakage from switchgear	2.74	5	0	
Waste water treatment plant	7.71	9	9	
Total Scope 1 emissions (t CO2-e)	83,167	86,495	76,641	
305-2				
Energy purchased	138	154	139	
Total Scope 2 emissions (t CO2-e)	138	154	139	
305-4				
GHG emissions intensity ratio (kg CO2-e/ tonnes ore milled)	51	55	52	
305-5				
Reduction of emissions due to renewables (CO2-e)	5,735	0	0	

Note 1 - All methods from the NGER Determination as applicable for the FY2017 reporting year

Note 2 - Gases included in the Scope 1 & Scope 2 GHG emission calculation for 305-1&2 include CO2, CH4, N2O, HFCs, PFCs, SF6

Note 3 - The approach for calculating emissions includes those under operational control

Note 4 - reduction of emissions due to renewables estimated using the co2-e per kWh that would have been emitted if the power were generated using the diesel power station

Note 5 - Base year for calculation is 2012

Note 6 - GWP as per NGERs

DATA TABLES

KEY N/A

MM1 Land disturbed and rehabilitated (hectares)

LAND AREA USED FOR PRODUCTIVE PURPOSE	CY17	CY16	CY15	DEFINITIONS
Leased land (hectares)	1,904,900			Leased land: land held under a lease
Total area of productive land (hectares)	3,342	1,700	1,700	Productive purpose: land used for the conduct of mining and processing, and directly related purposes (eg. pit, process plant, tailings dam, waste dump, water storage, etc.).
Total disturbance (hectares) ^{#%}	429	381	340	
Land under rehabilitation (hectares) ^{#%&}	37	39	35	

Disturbance record from Western Australian leases only

% Total disturbance is by calendar year

& Land under rehabilitation includes areas of mine activities on which rehabilitation earthworks have been completed in accordance with closure obligations.

Rehabilitation has not progressed or been verified from earthworks towards the agreed post-mining land use.

MM2 Sites requiring biodiversity plans

LAND AREA USED FOR PRODUCTIVE PURPOSE	FY17	FY16	FY15	DEFINITIONS
What proportion of sites that require biodiversity management plans have them in place?	0			Require: in this context means required by regulation, consent, or other statutory obligation, or agreed to by the operation with a regulator or stakeholder.

MM3 Total overburden, rock, tailings and sludges

	FY17	FY16	FY15	RISKS ASSOCIATED	DEFINITIONS
Process wastes					Process wastes: wasted generated directly from the process flow.
Waste rock (tonnes)	429,402	471,386	472,566	Waste rock has the potential to be acid forming which can have negative impacts on the environment if managed incorrectly	Waste rock: barren rock in a mine, or mineralised material that is too low in grade to be mined and milled at a profit.
Tailings (dmt)	1,348,874	1,295,139	1,196,076	Inadequate management of tailings can have significant impacts to the environment	Tailings: the waste material from ore after the economically recoverable metals and minerals have been extracted.
Total	1,778,276	1,766,525	1,668,642		