

SUSTAINABILITY DATA TABLES -

SUPPLEMENT TO REPORT

These tables provide additional data on our people and health and safety, referred to in our FY2016 Sustainability Report. Please see the FY2016 Sustainability Report for environmental data including energy, water, emissions, effluents and waste.

PEOPLE

Table 1: Workforce breakdown

LOCATION	TOTAL NUMBERS		EXECUTIVES		SENIOR MANAGER ¹	MANAGERS		NON-MANAGEMENT		MALES		FEMALES	
	2015/16	2014/15	2015/16	2014/15	2015/16	2015/16	2014/15	2015/16	2014/15	2015/16	2014/15	2015/16	2014/15
Perth	55	48	5	5	9	1	8	39	35	30	28	25	20
DeGrussa Copper Mine	170	163	0	0	11	9	8	150	155	147	143	23	20
Doolgunna Exploration	31	34	0	0	1	2	0	28	34	19	18	12	16
Regional Exploration	11	11	0	0	1	0	1	10	10	8	7	3	4
Total	267	256	5	5	22	12	17	227	234	204	196	63	60

¹ In 2015/16 in order to align with changes made to reporting required by the Workplace Gender Equality Agency, Managers have been broken into two categories – Managers and Senior Managers.

Table 2: New hires by gender

EMPLOYEE CATEGORY	NEW HIRES 2015/16
Male	45
Female	18
Total	63

Table 3: New hires by age group

EMPLOYEE CATEGORY	NEW HIRES 2015/16
<30	20
30-50	25
50+	18
Total	63

Table 4: Turnover by gender

EMPLOYEE CATEGORY	TURNOVER 2014/15	TURNOVER 2015/16
Male	36	40
Female	13	12
Total	49	52

Table 5: Turnover by age group

EMPLOYEE CATEGORY	TURNOVER 2014/15	TURNOVER 2015/16
<30	9	13
30-50	25	21
50+	15	18

Table 6: Turnover by employment contract

EMPLOYEE CATEGORY	TURNOVER 2014/15	TURNOVER 2015/16
Part time	0	0
Full time	49	52
Total	49	52

Table 7: Remuneration balance

PERTH OFFICE	2013/14		2014/15		2015/16	
	RATIO MEN:WOMEN BASIC SALARY	RATIO MEN:WOMEN REMUNERATION	RATIO MEN:WOMEN BASIC SALARY	RATIO MEN:WOMEN REMUNERATION	RATIO MEN:WOMEN BASIC SALARY	RATIO MEN:WOMEN REMUNERATION
Board - executive	N/A	N/A	N/A	N/A	N/A	N/A
Board - non executive	N/A	N/A	N/A	N/A	1.00	1.00
Senior Executive	N/A	N/A	N/A	N/A	N/A	N/A
Senior Management - full time ²	N/A	N/A	N/A	N/A	1.09	1.09
Management - full time	1.41	1.48	1.51	1.54	1.08	1.08
Management - part time	-	-	-	-	-	-
Management - casual	-	-	-	-	-	-
Non-Management - full time	1.12	1.11	1.55	1.53	1.92	1.92
Non-Management - part time	N/A	N/A	-	-	-	-
Non-Management - casual	7.39	7.64	9.05	8.81	1.66	1.65
DEGRUSSA						
Board	-	-	-	-	-	-
Senior Executive	-	-	-	-	-	-
Senior Management	N/A	N/A	N/A	N/A	N/A	N/A
Management - full time	N/A	N/A	N/A	N/A	N/A	N/A
Management - part time	N/A	N/A	N/A	N/A	N/A	N/A
Management - casual	N/A	N/A	N/A	N/A	N/A	N/A
Non-Management - full time	1.57	1.58	1.27	1.27	1.15	1.15
Non-Management - part time	-	-	-	-	-	-
Non-Management - casual	0.76	0.76	-	-	4.21	4.13

Table 7 continued: Remuneration balance

	2013/14		2014/15		2015/16	
DOOLGUNNA	RATIO MEN:WOMEN BASIC SALARY	RATIO MEN:WOMEN REMUNERA- TION	RATIO MEN:WOMEN BASIC SALARY	RATIO MEN:WOMEN REMUNERA- TION	RATIO MEN:WOMEN BASIC SALARY	RATIO MEN:WOMEN REMUNERA- TION
Board	-	-	-	-	-	-
Senior Executive	-	-	-	-	-	-
Senior Management - full time	N/A	N/A	N/A	N/A	N/A	N/A
Management - full time	N/A	N/A	N/A	N/A	N/A	N/A
Management - part time	N/A	N/A	N/A	N/A	-	-
Management - casual	N/A	N/A	N/A	N/A	-	-
Non-Management - full time	1.29	1.31	1.31	0.97	1.02	0.97
Non-Management - part time	-	-	-	-	-	-
Non-Management - casual	0.93	0.92	1.39	1.40	2.75	3.21
REGIONAL						
Board	-	-	-	-	-	-
Senior Executive	-	-	-	-	-	-
Senior Management	N/A	N/A	N/A	N/A	N/A	N/A
Management - full time	N/A	N/A	N/A	N/A	N/A	N/A
Management - part time	N/A	N/A	N/A	N/A	N/A	N/A
Management - casual	N/A	N/A	N/A	N/A	N/A	N/A
Non-Management - full time	1.79	1.79	1.08	1.08	1.10	1.10
Non-Management - part time	N/A	N/A	-	-	-	-
Non-Management - casual	0.47	0.44	-	-	10.82	11.10

² During the year ended 30 June 2016 we added another category of management to align with our external reporting to the Workplace Gender Equality Agency. In the years ended 30 June 2014 and 2015 senior managers are included in the Management category. If they had been categorised together like they had in prior years, the ratio of men: women basic salary and remuneration would have been 1.24 for the Perth office.

Note 1. Board executive and senior executive remuneration excludes share appreciation rights.

Note 2. N/A means there was no comparison ratio between men and women because there were only men in the category. – means there are no male or female employees in the category.

Note 3. For casual employees, the ratios men: women basic salary and men: women remuneration do not take into account how many hours the men and women worked.

Note 4. In FY2016, we streamlined our processes and remuneration is calculated by adding the Superannuation Guarantee Rate of 9.5% and the average bonus percentage.

Table 8: Total further education support provided for the year ended 30 June 2016

	CERT IV	DIPLOMA	BACHELOR	POSTGRAD CERTIFICATE DIPLOMA OR	MASTERS	TOTAL
Male	1	-	1	1	1	5
Female	-	1	1	5	3	10
Total	1	1	2	6	4	15

Table 9: Training hours by employee category for the year ended 30 June 2016

	TRAINING HOURS	TOTAL WORKFORCE IN EACH EMPLOYEE CATEGORY	AVERAGE HOURS OF TRAINING PER YEAR
Executive	9	6	1.5
Senior Management	235	22	10.7
Management	1,029	12	85.8
Non-Management	1,275	227	5.6
Total hours	2,548	267	9.5

Table 10: Training hours by gender for the year ended 30 June 2016

	TRAINING HOURS	TOTAL WORKFORCE	AVERAGE HOURS OF TRAINING PER YEAR
Male	1,937	203	9.5
Female	611	64	9.5
Total hours	2,548	267	9.5

Table 11: Percentage of employees by diversity categories for year ended 30 June 2016

PERCENTAGE OF EMPLOYEES BY DIVERSITY CATEGORY	BOARD	SENIOR EXECUTIVE	SENIOR MANAGEMENT ¹	MANAGEMENT	NON-MANAGEMENT	TOTAL
Male	83	100	73	100	75	75
Female	17	0	27	0	25	25
< 30 years of age	0	0	0	8	19	18
30-50 years of age	0	60	55	50	59	58
50+ years of age	100	40	45	42	22	23

¹ In FY2016 in order to align with changes made to reporting required by the Workplace Gender Equality Agency, Managers have been broken into two categories – Managers and Senior Managers.

Table 12: Percentage of employees by diversity categories for year ended 30 June 2015

PERCENTAGE OF EMPLOYEES BY DIVERSITY CATEGORY	BOARD	SENIOR EXECUTIVE	MANAGEMENT	NON-MANAGEMENT	TOTAL
Male	100	100	71	77	77
Female	Nil	Nil	29	23	23
< 30 years of age	Nil	Nil	Nil	24	22
30-50 years of age	Nil	75	60	59	59
50+ years of age	100	25	40	17	19

HEALTH AND SAFETY

Table 13: Lost time injury frequency rate

YEAR	TARGET	ACTUAL
2013/14	3.1	3.8
2014/15	3.0	1.5
2015/16	2.7	0.7

Table 14: Total recordable injury frequency rate

YEAR	TARGET	ACTUAL
2013/14	9.0	12.0
2014/15	9.0	9.5
2015/16	7.0	7.1

Table 15: Injury breakdown

Year	LTI			TRI		
	Male	Female	Contractor	Male	Female	Contractor
2013/14	2	0	1	7	0	5
2014/15	2	0	2	10	1	11
2015/16	1	0	1	12	2	12

Table 16: Loss time injury rate and total recordable injury rate by region

	2013/14		2014/15		2015/16	
	LTIFR	TRIFR	LTIFR	TRIFR	LTIFR	TRIFR
DeGrussa	3.7	12.8	1.8	8.9	0	6.8
Doolgunna Exploration	9.4	18.8	0	0	6.5	6.5 ³
Regional Exploration	0	0	0	49.3	0	21.8 ³
Delivery	0	0	0	136.3	0	0
Corporate	0	0	0	0	0	0
Sandfire	3.8	12.0	1.5	9.3	0.7	7.1

³ Frequency rates are calculated by adding the total injury numbers times by total hours worked, divided by a million hours. BU's who work a small number of hours have a higher frequency rate than our bigger BU's due to this calculation.