

Anglo Coal Report to Society 2008, GRI Scorecard

GRI Indicator	Description	Page no. and report*	Additional information and Comments
STRATEGY AND ANALYSIS			
1.1	Senior decision maker's statement	RtS p.6-7; & Anglo American Report to Society 2008 p.4-8	
1.2	Key Impacts, risks and opportunities	RtS p.6-7; 29 ;32; 35-36; 70	
ORGANISATIONAL PROFILE			
2.1	Organisational Name	RtS cover and throughout the report	
2.2	Primary brands, products, services	RtS p..2-3	http://www.angloamerican.co.uk/aa/business/coal/
2.3	Operational structure	RtS p.2; p. 4-5	
2.4	Headquarters	RtS p.2; 4-5	
2.5	Countries of operation	RtS p.2; p.-4-5	http://www.angloamerican.co.uk/aa/business/coal/
2.6	Nature of ownership – publicly held and traded company	RtS p.2	http://www.angloamerican.co.uk/aa/business/coal/
2.7	Markets served	RtS p.2-3	http://www.angloamerican.co.uk/aa/business/coal/
2.8	Scale of reporting organisation	RtS p.2-3; 52 Anglo American Report to Society 2008 p.1-3	http://www.angloamerican.co.uk/aa/business/coal/
2.9	Significant changes	RtS p.1	Data, where available, has been included from Peace River Coal's Trend mine and Yang Quarry, China for the first time
2.10	Awards	RtS p.17	
REPORT PARAMETERS			
3.1	Reporting period	RtS p.1	1 January – 31 December
3.2	Previous report	June 2008	
3.3	Reporting cycle	Annual	
3.4	Contact point	RtS p.72	
3.5	Process for determining report content	RtS p.1	
3.6	Report boundary	RtS p.1	
3.7	Limitations	RtS p.1	
3.8	Reporting on subsidiaries, etc.	RtS p.1	Data included in this report is for Anglo Coal managed operations only

3.9	Data measurement techniques	RtS p.71	
3.10	Explanation of re-statements – described in footnotes	There are no restatements to report	
3.11	Significant changes	RtS p.1; 10	Data, where available, has been included from Peace River Coal's Trend mine and Yang Quarry, China for the first time
3.12	GRI content index on Anglo American website	Website as per p.1	http://www.angloamerican.co.uk/aa/development/sdreports/br/
3.13	Assurance policy and practice	RtS p.1; 67	
4.1	Governance structure	Anglo American Report to Society 2008 p. 18	
4.2	Indicate whether the chair of the highest governance body is also an executive officer	RtS p.68 Anglo American Annual Report 2008 pg.60	http://www.angloamerican.co.uk/aa/about/leadership/executive/
4.3	Board structure	Anglo American Report to Society 2008 p.18 Anglo American Annual Report 2008 p. 58-59	http://www.angloamerican.co.uk/aa/about/leadership/board/
4.4	Mechanisms for shareholders and employees to provide recommendations to the Board	RtS p.69 Anglo American Report to Society 2008 p.18	http://www.angloamerican.co.uk/aa/investors/meetings/ ;
4.5	Executive remuneration	Anglo American Annual Report 2008 p.70; Anglo American Report to Society 2008 p.18.	Executive remuneration, determined by the remuneration committee, takes defined divisional and individual safety and sustainable development performance targets into consideration.
4.6	Conflict of interest	Anglo American Annual Report 2008 p. 64	
4.7	Qualifications and expertise of Board	Anglo American Annual Report 2008 p. 58-59	http://www.angloamerican.co.uk/aa/about/leadership/board/
4.8	Mission, vision, codes of conduct	RtS p 5-7; 9-10; 32 Anglo American Report to Society 2008: inside front cover	http://www.angloamerican.co.uk/aa/about/principles/
4.9	Procedures of highest governance body for overseeing economic, environmental and social performance including compliance, codes of conduct	Anglo American Report to Society 2008 p.12; 18	
4.10	Process for evaluating the highest governance body's own performance in relation to S&SD	Anglo American Annual Report 2008 p 65	

4.11	Precautionary approach	RtS p. 68; 26-45	The precautionary approach is entrenched in the Anglo American Business Principles and The Environment Way, and is reinforced by the Company's commitment to the related ICMM and Global Compact principles. The Mine Closure Toolbox is a practical example of implementation of the precautionary principle.
4.12	External commitments	Anglo American Report to Society 2008 p. 9	
4.13	Memberships	RtS p.9	Stakeholder diagram, including membership of the International Energy Association and World Coal Institute
STAKEHOLDER ENGAGEMENT			
4.14	Stakeholder groups	RtS p.9	
4.15	Stakeholder identification	RtS p. 10; 30; Anglo American Report to Society 2008 p. 12-13, 38	RtS p.10 details our approach to government relations, while p.30 provides insight into our socio- economic assessment toolbox (SEAT). Anglo American Report to Society 2008 p. 12-13, 38 (Anglo American's wider stakeholder group – so aside from investors, suppliers and employees, are identified through the SEAT
4.16	Approach to stakeholder engagement	RtS p. 7; 51; 54	Approaches to stakeholder engagement vary according to stakeholder group and requirements. Engagement with communities is primarily through annual community engagement plans and three-yearly SEAT process (p.51); employees p.54. See also Ian Cockerill's reflection on our engagement with the Tabaco community
4.17	Stakeholder topics and concerns	RtS p.1; 8-9	
MANAGEMENT APPROACH AND PERFORMANCE INDICATORS			
ECONOMIC			
	Management Approach	RtS p. 64 Anglo American Report to Society 2008 p.9; 11-12; 22-23	Refer to LED, payments to governments & asset optimization, also Anglo American Report to Society
EC1 (C)	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	RtS p.2; 46; 57; 61; 65	

EC2 (C)	Financial implications and other risks and opportunities for the organisation's activities due to climate change	RtS p. 26; 29; 31 Anglo American Report to Society 2008 p.59, 60	
EC3 (C)	Coverage of the organisation's defined benefit plan obligations	Anglo American Annual Report 2008 p.98	
EC4 (C)	Significant financial assistance received from government		No significant financial assistance was received from government.
EC5 (A)	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation		All wages are determined at operational level to national norms and based on skills and in accordance with Anglo American Human Resources Principles and Business Principles.
EC6 (C)	Policy, practices, and proportion of spending on locally based suppliers at significant locations of operation.	RtS p.65	
EC7 (C)	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation	RtS p. 53; 64; Anglo American Report to Society 2008 p. 43	Our reporting pertains to our South African operations only at this stage, see Mining Charter – HDSA p.64 and Our people p.53 Anglo American has launched an initiative which will deliver improved information about, among other things, labour-sending areas. Progress on this will be reported on in the next reporting cycle – see pg. 43 of Anglo American Report to Society 2008
EC8 (C)	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement	RtS p.46-51	
EC9 (A)	Understanding and describing significant indirect economic impacts, including the extent of impacts	Anglo American Report to Society 2008 p. 20-22, 24	
ENVIRONMENTAL			
	Management Approach	RtS p.26,64; Anglo American report to Society 2008 p. 9; 11-12	
EN1 (C)	Materials used by weight or volume	RtS p.42	
EN2 (C)	Percentage of materials used that are recycled input materials.		Anglo Coal is a producer of primary raw materials.. The quantities of recycled materials used as inputs are not material

EN3 (C)	Direct energy consumption by primary energy source.	RtS p.35 (fossil fuels)	
EN4 (C)	Indirect energy consumption by primary source.	RtS p. 35 (electricity)	
EN5 (A)	Energy saved due to conservation and efficiency improvements.		Energy saved due to conservation and efficiency improvements is not yet quantifiable
EN6 (A)	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	RtS p. 35-37	Reductions are not quantifiable
EN7 (A)	Initiatives to reduce indirect energy consumption and reductions achieved.	RtS p.35	
EN8 (C)	Total water withdrawal by source.	RtS p. 31; 70	We are not able to report on water withdrawal by source at this point in time, however we are implementing and currently testing an improved water reporting system
EN10 (A)	Percentage and total volume of water recycled and reused	RtS p.31; 32	Water recycled in processes: 3651 (1000 m ³)
EN11 (C)	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	RtS p. 39; 40-42	Currently, site-specific Biodiversity Action Plans contain information on local protected areas and areas with high biodiversity value, and link into local and regional biodiversity needs.
EN12 (C)	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	RtS p.40-42	
EN13 (A)	Habitats protected or restored.	RtS p.40-42	
EN14 (A)	Strategies, current actions, and future plans for managing impacts on biodiversity.	RtS p.40-42	
EN16 (C)	Total direct and indirect greenhouse gas emissions by weight.	RtS p.27	

EN17 (C)	Other relevant indirect greenhouse gas emissions by weight.	RtS p.27	
EN18 (A)	Initiatives to reduce greenhouse gas emissions and reductions achieved.	RtS p.26-30	Initiatives are described but as some of our projects are not yet commissioned, reductions achieved cannot be quantified
EN19 (C)	Emissions of ozone-depleting substances by weight.	-	Not material, as ozone-depleting substances (ODSs) are not a material environmental impact of the company because ODSs are predominantly used as refrigerants, solvents, blowing agents for plastic foam manufacture, and fire extinguishers. As such it is not a substance that Anglo Coal considers as having significance in our business.
EN20 (C)	NOx, SO2, and other significant air emissions by type and weight.		SO ₂ from processes: 6.99 tonnes; NO ₂ from processes; 39.72 tonnes
EN21 (C)	Total water discharge by quality and destination.	RtS p.33, 34	Operations are in various stages of maturity regarding measuring and reporting water discharge, and effort will be made in 2009 to include these figures in the 2009 report.
EN22 (C)	Total weight of waste by type and disposal method.	RtS p.43	.
EN23 (C)	Total number and volume of significant spills.	RtS p.44	No significant spills reported
EN24 (A)	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	-	None to report
EN26 (C)	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	RtS p.26-45; 61-62	
EN27 (C)	Percentage of products sold and their packaging materials that are reclaimed by category.	-	Anglo Coal produces a raw material that is not packaged but sold in bulk. Packaging is not applicable to bulk product transport by rail and ship.

EN28 (C)	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	RtS p.44; 69	
MM1	Land disturbed or rehabilitated	RtS p.39	
MM2	Sites requiring biodiversity plans	RtS p.40	All sites are required to have biodiversity plans as part of the environmental management systems, or as stand-alone documents where there is a medium or high biodiversity risk.
MM3	Describe approach to management of overburden, rock, tailings, and sludges/residues including: assessment of risks; structural stability of storage; metal leaching potential; and hazardous properties	RtS p.43; Anglo American Report to Society 2008 p.65	
LABOUR			
	Management Approach	RtS p.52; 64; Anglo American Report to Society 2008 p. 9; 11-12	
LA1 (C)	Total workforce by employment type, employment contract, and region.	RtS p. 52-53	Anglo Coal does not currently report part-time vs full-time employment contracts.
LA2 (C)	Total number and rate of employee turnover by age group, gender, and region.	RtS p.52	Our people p.52 describes our turnover trends but we do not report the actual turnover data
LA3 (A)	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	-	Share options and pension schemes are an example of benefits provided only to fulltime employees.
LA4 (C)	Percentage of employees covered by collective bargaining agreements.	RtS p.55	Percentage employees at our significant operations reported on p.55.
LA5 (C)	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	-	Notice periods are generally specified in both individual and collective contractual agreements

LA6 (A)	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes.	RtS p. 17	In the mining industry, this is determined by law.
LA7 (C)	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	RtS p. 10; 19	
LA8 (C)	Education, training, counseling, prevention, and risk-control programmes in place to assist workforce members, their families, or community members regarding serious diseases.	RtS p.18-25; 54	
LA10 (C)	Average hours of training per year per employee by employee category.	RtS p. 57-58;	Anglo Coal measures the total number bursaries, apprenticeships and graduate trainees and not the number of hours of training because bursaries, for example, are often part-time and the number of hours engaged in related work is discretionary. Trade apprenticeships – 410; Graduates – 206; Bursaries and scholarships - 220
LA11 (A)	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	RtS p. 57-58	
LA12 (A)	Percentage of employees receiving regular performance and career development reviews	RtS p.64	A formal performance management process, which includes a career-development element, is in place for all employees at a supervisory level and above. Employees who do not fall into this category typically operate on a task-basis and do not undergo a formal performance management process.
LA13 (C)	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	RtS p.55, 64; 68 <u>Anglo American Report to Society 2008 p.34; 37</u>	http://www.angloamerican.co.uk/aa/about/leadership/executive/ http://www.angloamerican.co.uk/aa/about/leadership/board/
LA14 (C)	Ratio of basic salary of men to women by employee category.	-	Anglo American's Business Principles and Human Resources Principles are based on equal opportunity and non-discrimination. In addition, the "Anglo Banding Framework" has been implemented across all operations. All remuneration is calculated according to this framework, which does not take into account gender, race or age. The framework is based on pre-defined role descriptions.

MM4	Lockouts or strikes	RtS p.54	No lockouts or strikes occurred at any of our operations.
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 communities of Indigenous Peoples.	RtS p. 27-31; Anglo American Report to Society 2008 p.43	
HUMAN RIGHTS			
HR1 (C)	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	RtS p. 8	Country risk assessments are standard investment risk assessment procedure. Specific human rights issues are addressed in Anglo American SEAT. http://www.angloamerican.co.uk/aa/about/principles/
HR2 (C)	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	RtS p. 8, 51, 55, 63	The Anglo American Supply Chain Sustainable development programme was implemented in 2008. Sustainable development requirements were included in global tender documentation. The target for 2009 is to verify and assess suppliers.
HR3 (A)	Total hours of employee training on policies and procedures concerning aspects of human rights.	RtS p. 8	We describe our current approach and strategies (pg. 8) but have not reported the total hours of employee training on policies and procedures concerning aspects of human rights
HR4 (C)	Total number of incidents of discrimination and actions taken.	RtS p. 52; 55	While our core values of care and respects are described on pg. 52, and p.55 Our people – describes employee discipline, the nature of each incident is not sufficiently detailed to enable a breakdown for reporting purposes. http://www.angloamerican.co.uk/aa/about/principles/
HR5 (C)	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.	RtS p. 35	Anglo American Business Principles protect human rights and are applicable to all operations. The right to exercise freedom of association and collective bargaining are not a material risk to the Company. http://www.angloamerican.co.uk/aa/about/principles/
HR6 (C)	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.		Child labour is not a material risk to Anglo Coal operations. The Group Business Principles and its commitment to the UN Global Compact principles specifically prevent child labour. http://www.angloamerican.co.uk/aa/about/principles/
HR7 (C)	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.		Forced labour is not a material risk at any Anglo Coal operation. http://www.angloamerican.co.uk/aa/about/principles/

HR8 (A)	Security personnel trained on company human rights policy / procedure.	RtS p. 8	We currently do not report on the number of personnel trained
HR9 (A)	Total number of incidents of violations involving rights of indigenous people and actions taken.		None related to indigenous groups
SOCIAL			
SO1 (C)	Nature, scope, and effectiveness of any programmes and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	RtS p. 39-40; 51; 68	
SO2 (C)	Percentage and total number of business units analysed for risks related to corruption.	RtS p. 69	Anglo American's does not tolerate any form of corruption (p. 18). Corruption risk is considered within risk assessments conducted for all businesses along with many other forms of risk Anglo faces. Internal audit procedures also consider the risk of corruption within any process that is reviewed, along with the controls to mitigate the risk. If controls are not deemed sufficient from a design or operational effectiveness point of view then such matters will be reported along with management actions. Both the risk management and internal audit procedures are aimed at identifying broad risks facing the business relevant to the individual scope of the risk assessment and will consider corruption risk accordingly. Management remain responsible for the operation of controls to minimise the risk of corruption. http://www.angloamerican.co.uk/aa/about/principles/
SO3 (C)	Percentage of employees trained in organisation's anti-corruption policies and procedures.	Business Principles covered in induction for all employees and contractors	http://www.angloamerican.co.uk/aa/about/principles/
SO4 (C)	Actions taken in response to incidents of corruption.		Anglo American's business principles declare that we are implacably opposed to corruption. Incidents amongst employees are dealt with in accordance with the Group's disciplinary procedures and where proven, appropriate disciplinary action is taken which includes dismissal. Breaches of Anglo American's Business principles are fully reported but the nature of each incident is not sufficiently detailed to enable a breakdown for reporting purpose.
SO5 (C)	Public policy positions and participation in public policy development and lobbying.	RtS p. 6,7,29	
SO6 (A)	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	RtS p. 61; Anglo American Report to Society 2008 p.18	

SO7 (A)	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.		None to report
SO8 (C)	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	RtS p. 44, 69	
MM6A	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples.	RtS p. 7, 44; Anglo American Report to Society 2008 p.38	
MM6B	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and indigenous peoples, and their outcomes.	RtS p. 51	Managed through SEAT process
MM7	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; describe the associated risks and the actions taken to manage and mitigate these risks.		None to report
MM8	List sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	RtS p. 47-49	
MM9	Number and percentage of operations with closure plans.	RtS p.39-40	In addition, all operations in South Africa are, by law, expected to have mine closure plans. All of Anglo American operations are expected to have closure plans, though they are in various stages of maturity.
MM10	Significant incidents involving communities in which grievance mechanisms have been invoked to address them together with their outcomes	None reported	

MM11	Number and description of incidents affecting employees, communities, or the environment in which emergency preparedness procedures were activated.		None to report
PRODUCT RESPONSIBILITY			
	Management Approach		This category of indicator does not apply to Anglo Coal. As a mining company we do not produced packaged goods, or deal directly with consumers
PR1 (C)	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.		The impacts of coal on sustainable development aspects are identified and managed throughout the product's life cycle. The main impacts of coal on health and safety occur when it is burnt at point of use. As we do not have direct control of this phase of our product's life, we address the issue by engaging with our customers on issues of sustainable development, clean coal technologies and the reduction of CO ₂ , particulates, SO _x , NO _x and other emissions
PR2 (A)	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.		None to report
PR3 (C)	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements.	Our products are not delivered directly to consumers	MSDS sheets are provided with all mining products and directed at industrial users. None of our products is delivered directly to consumers.
PR4 (A)	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.		None to report
PR5 (A)	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.		Anglo Coal does not deal directly with consumers but sell on commodity markets and to a small number of industrial users with whom there is a direct relationship and therefore direct feedback.
PR6 (C)	Programmes for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.		Not applicable as Coal is not directly involved in consumer advertising.
PR7 (A)	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.		Not applicable as Anglo Coal is not directly involved in consumer advertising.

PR8 (A)	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.		None to report - not material as Anglo Coal does not hold consumer information
PR9 (C)	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.		None to report.
MM12	Programmes and progress relating to materials stewardship	RtS p. 61-63	http://www.angloamerican.co.uk/aa/suppliers/approach/

*KEY	
RtS	Anglo Coal Report to Society 2008
AR	Annual Report 2008
C	Core Indicator
A	Additional Indicator