

Key ESG data

Health and safety

- 3 fatalities 2024 (2023: 3; 2022: 3; 2021: 2)
- 1.57 Total recordable injury frequency rate 2024 (2023: 1.78; 2022: 2.19; 2021: 2.24)
- 19 new cases of occupational disease 2024 (2023: 15; 2022: 5; 2021: 16)

Greenhouse gas emissions

- Scope 1 & 2: 11.6Mt CO₂e (8% lower YoY)
- By end 2024 57% electricity from renewable sources; 60% by 2025 (2023: 53%)
- Energy consumption 87 mGJ (2023: 89 mGJ)
- Scope 3: 170.6 Mt CO₂e (2% lower YoY) (88% driven by the processing and use of our iron ore and steelmaking coal products (categories 10 and 11))
- Decarbonising our value chain in 2024:
 - c.38% of iron ore sales volume to customers with externally verified net-zero targets
 - c.23% of iron ore sales now covered by decarbonisation MoUs

Water

- 83% of operations are in water scarce catchments
- 52.8 bn litres/yr of fresh water withdrawals (2023: 62.7 bn litres/yr)
 - Water stressed areas: 35.4 bn litres/yr
 - Other sites: 17.3 bn litres/yr
- 86% efficiency (recycling & re-use) (2023: 84%)
- 0 level 3 water incidents in 2024 (2023: 0; 2022: 1)

Other environment

- 945 hectares seeded (vs 905 in 2023, and 611 2024 target)
- In 2024, continued development of a standardised metric and methodology, Quality Habitat Hectares (QHH), to consistently assess and compare the NPI pathways and trajectories of our businesses and sites
- No level 5 environmental incidents since 2013
- No level 4 environmental incidents since 2018
- All assets have completed biodiversity self-assessments with Group Biodiversity Standard

Inclusion and diversity

- 45% female Board members
- 18% minority ethnic Board members
- 27% female ELT members
- 34% female employees in ELT and direct reports
- 35% female representation in management
- 26% females across the business
- 86% HDSAs in management positions in S.Africa
- 4% voluntary turnover rate
- 31% UK average gender pay gap
- c.14.2% global average gender pay gap

Social

- 157,199 jobs supported off site
- \$12.1bn local procurement spend
- \$24.3bn cash value distributed to stakeholders
- \$145m community and social investment

Cautionary statement

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