



**bhpbilliton**  
resourcing the future



# Sustainability Reporting Navigator 2012

# Sustainability Reporting Navigator

Our Sustainability Report 2012 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 2012 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 United Nations Global Compact and the International Council on Mining and Metals.



Sustainability Report 2012



Annual Report 2012



Summary Review 2012



## 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.



## 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.

### 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 "Sustainability Report 2012" 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.

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

Amsterdam, 16 August 2012

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 6 August 2012. GRI explicitly excludes the statement being applied to any later changes to such material.

## Sustainability Reporting Navigator continued

GRI Application Level		A+	Third-party-checked	KPMG
Profile Disclosure	Description	Reported	BHP Billiton Sustainability Report Cross-reference/Direct answer	ICMM Principles UN Global Compact Principles

### STANDARD DISCLOSURES PART I: Profile Disclosures

#### 1. Strategy and Analysis

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 sustainability approach pp2,3; each subsequent focus area contains the key risks/issues; Summary Review – Chairman’s Review p6 and CEO Report p7	2, 4	

#### 2. Organisational Profile

2.1	Name of the organisation.	●	Inside front cover – About this Report		
2.2	Primary brands, products and/or services.	●	Gatefold, BHP Billiton locations		
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries and joint ventures.	●	Gatefold, BHP Billiton locations Annual Report gatefold Summary Review 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		
2.6	Nature of ownership and legal form.	●	Inside front cover – About this report; Annual Report section 2.10 Organisational structure; Summary Review Inside back cover		
2.7	Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries).	●	Appendix – Our stakeholders – Customer p37; Annual Report section 2.2 Business overview		
2.8	Scale of the reporting organisation.	●	Gatefold BHP Billiton Locations; Performance data – People p39; Summary Review Our results at a glance p3		
2.9	Significant changes during the reporting period regarding size, structure or ownership.	●	People and our strategy p15; Annual Report section 2.2 Business overview		
2.10	Awards received in the reporting period.	●	Australasian Reporting Award – Governance – Gold		

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator continued

GRI Application Level		A+	Third-party-checked	KPMG
Profile Disclosure	Description	Reported	BHP Billiton Sustainability Report Cross-reference/Direct answer	ICMM Principles UN Global Compact Principles

### STANDARD DISCLOSURES PART I: Profile Disclosures continued

#### 3. Report Parameters

3.1	Reporting period (e.g. fiscal/calendar year) for information provided.	●	Inside front cover – Report boundary (fiscal year)	10	
3.2	Date of most recent previous report (if any).	●	2011		
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 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 (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 (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 (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).	●	In footnotes of data provided (where relevant)		
3.11	Significant changes from previous reporting periods in the scope, boundary or measurement methods applied in the report.	●	In footnotes of data provided (where relevant)		
3.12	Table identifying the location of the standard disclosures in the report.	●	Sustainability Reporting Navigator	10	
3.13	Policy and current practice with regard to seeking external assurance for the report.	●	Inside front cover – External Assurance; KPMG independence assurance report to the Directors and management of BHP Billiton p44; Annual Report section 9.5 Lead Auditor's Independence Declaration under section 307C of the Australian Corporations Act 2001		

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator continued

GRI Application Level		A+	Third-party-checked	KPMG	
Profile Disclosure	Description	Reported	BHP Billiton Sustainability Report Cross-reference/Direct answer	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 Sustainability Approach pp2,3; Annual Report Governance Statement section 5.13 Board committees; Summary Review Corporate Governance summary pp32,33	1	
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	●	Annual Report section 5.5 Chairman's role; Annual Report section 5.9 Independence; Summary Review Board of Directors p29	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.	●	Annual Report section 5.4 Board membership; Summary Review pp29,30,31	1	
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	●	Annual Report section 5.2 Shareholder engagement; Summary Review Shareholder information p36	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).	●	Assessing risks and establishing controls p3; Our new HSEC targets p5; Occupational health exposures p11; Community development programs p29; Annual Report section 6 Remuneration report; Summary Review Remuneration summary pp34,35	1, 2	
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	●	Annual Report 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.	●	Annual Report section 5.7 Director skills, experience and attributes; Summary Review Director skills, experience and development p33	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 Sustainability Approach pp2,3; Our performance p4	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.	●	Our Sustainability Approach p3; Annual Report section 5.3 Roles and responsibilities of the Board	1, 2	

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator *continued*

GRI Application Level		A+	Third-party-checked	KPMG	
Profile Disclosure	Description	Reported	BHP Billiton Sustainability Report Cross-reference/Direct answer	ICMM Principles	UN Global Compact Principles

### STANDARD DISCLOSURES PART I: Profile Disclosures *continued*

#### 4. Governance, Commitments and Engagement *continued*

4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental and social performance.	●	Annual Report section 5.10 Board evaluation; Summary Review Director skills, experience and development p33	1, 2	
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	●	Managing our material risks pp2,3; Assessing risks and establishing controls p3	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; Making a positive contribution to society p28; 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; Views membership as strategic.	●	Our sustainability approach p2; Discussion throughout the Report; Inside back cover – Voluntary initiatives and public commitments	10	
4.14	List of stakeholder groups engaged by the organisation.	●	Our stakeholders p25; Appendix – Our stakeholders pp37,38	10	
4.15	Basis for identification and selection of stakeholders with whom to engage.	●	Our stakeholders p25; Appendix – Our stakeholders p37	10	
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	●	Focusing our efforts on the things that matter most p7; Ensuring meaningful engagement with our stakeholders pp25,26	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 focus areas p7; Engagement in policy development p19; Managing water risks across our operations p20; Appendix – Our stakeholders pp37,38; Ensuring meaningful engagement with our stakeholders pp25,26,27; Our broad socio-economic contribution p28; Assessing risk when entering a new country p34; Case study on this website <a href="#">www</a> Caroon Coal Project community update; Forum on Corporate Responsibility	10	

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator continued

GRI Application Level		A+	Third-party-checked	KPMG	
Profile Disclosure	Description	Reported	BHP Billiton Sustainability Report Cross-reference/Direct answer	ICMM Principles	UN Global Compact Principles
<b>STANDARD DISCLOSURES PART II: DISCLOSURES ON MANAGEMENT APPROACH (DMAs)</b>					
<b>DMA EC Disclosure on Management Approach EC</b>					
Aspects	Economic performance	●	Our broad socio-economic contribution p28; Summary Review – Our results at a glance p4		
	Market presence	●	CEO's review p1, Our sustainability approach p3		
	Indirect economic impacts	●	Our broad socio-economic contribution p28	9	
<b>DMA EN Disclosure on Management Approach EN</b>					
Aspects	Materials	●	Reducing our climate change impacts pp17,18,19; Product stewardship p34	6	
	Energy	●	Reducing our climate change impacts pp17,18,19	4, 6	8, 9
	Water	●	Managing water pp20,21; <del>www</del> Olympic Dam and the sustainability of the Great Artesian Basin	6	8, 7
	Biodiversity	●	Managing land and enhancing biodiversity pp22,23	7	8, 7
	Emissions, effluents and waste COMM	●	Reducing energy intensity and greenhouse gas emissions p17; Managing waste p21	4, 6	8, 9
	Products and services	●	Gatefold BHP Billiton Locations; Product stewardship p34	8	8
	Compliance	●	Our performance environment – Significant fines p41		
	Transport	●	Performance data – Environment Scope 3 emissions p40		
	Overall	●	As above; Our sustainability approach pp2,3		

● Fully Reported   ● Partially Reported   ● Not Reported



## Sustainability Reporting Navigator *continued*

GRI Application Level		A+	Third-party-checked	KPMG	
Profile Disclosure	Description	Reported	BHP Billiton Sustainability Report Cross-reference/Direct answer	ICMM Principles	UN Global Compact Principles

### STANDARD DISCLOSURES PART II: DISCLOSURES ON MANAGEMENT APPROACH (DMAs) *continued*

#### DMA LA Disclosure on Management Approach LA

Aspects	Description	Reported	Disclosures	ICMM Principles	UN Global Compact Principles
Employment	Employment COMM	●	Employing and developing our people pp13,14,15; ✖️ <a href="#">www</a> Developing our people to enable future business growth	3	
Labour/management relations	Labour/management relations COMM	●	Fostering mutually beneficial relationships p15	3	3
Occupational health and safety	Occupational health and safety COMM	●	Keeping our people safe and healthy pp8,9,10	5	1
Training and education	Training and education	●	Developing and rewarding our employees p13; ✖️ <a href="#">www</a> Developing our people to enable future business growth	10	
Diversity and equal opportunity	Diversity and equal opportunity	●	Supporting workforce diversity p14		

#### DMA HR Disclosure on Management Approach HR

Aspects	Description	Reported	Disclosures	ICMM Principles	UN Global Compact Principles
Investment and procurement practices	Investment and procurement practices	●	Local procurement p30; Understanding and managing our human rights impact p31; Managing our suppliers p35	3	
Non-discrimination	Non-discrimination	●	Reporting transparently and behaving ethically p33	3, 10	6
Freedom of association and collective bargaining	Freedom of association and collective bargaining	●	Fostering mutually beneficial relationships p15	3	
Child labour	Child labour	●	Understanding and managing our human rights impacts p31; Managing our suppliers p35	3	4
Forced and compulsory labour	Forced and compulsory labour	●	Managing our suppliers p35	3	1, 2, 5, 4
Security practices	Security practices	●	Understanding and managing our human rights impact p31	3	1, 2
Indigenous rights	Indigenous rights COMM	●	Acknowledging customary rights p26	3, 10	

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator continued

GRI Application Level		A+	Third-party-checked	KPMG
Profile Disclosure	Description	Reported	BHP Billiton Sustainability Report Cross-reference/Direct answer	ICMM Principles UN Global Compact Principles

### STANDARD DISCLOSURES PART II: DISCLOSURES ON MANAGEMENT APPROACH (DMAs) continued

#### DMA SO Disclosure on Management Approach SO

Aspects	Description	Reported	BHP Billiton Sustainability Report Cross-reference/Direct answer	ICMM Principles	UN Global Compact Principles
Community	Community	●	Ensuring meaningful engagement with our stakeholders pp25,26,27; Making a positive contribution to society pp28,29,30	3, 9, 10	
Artisanal and small-scale mining	Artisanal and small-scale mining	●	Acknowledging customary rights p26	3	
Resettlement	Resettlement	●	Acknowledging customary rights p26	3	
Closure planning	COMM	●	Closure planning p34	9	
Grievance mechanisms and procedures	Grievance mechanisms and procedures	●	Addressing community concerns p27; Acknowledging customary rights p26	1	
Emergency Preparedness	COMM	●	Managing our emergency response and business continuity p10	5	
Corruption	Corruption	●	Anti-corruption p34		
Public policy	Public policy	●	Society – Our approach p24; Appendix – Stakeholders, government and regulators p38		
Anti-competitive behaviour	Anti-competitive behaviour	●	Reporting transparently and behaving ethically pp33,34,35		10
Compliance	Compliance	●	Our sustainability approach p2		

#### DMA PR Disclosure on Management Approach PR

Aspects	Description	Reported	BHP Billiton Sustainability Report Cross-reference/Direct answer	ICMM Principles	UN Global Compact Principles
Materials stewardship	Materials stewardship	●	Our sustainability approach p2; Product stewardship p34	8	
Customer health and safety	Customer health and safety	●	Reporting transparently and behaving ethically pp33,34,45	8	
Product and service labelling	Product and service labelling	●	Product stewardship p34	8	
Marketing communications	Marketing communications	●	Reporting transparently and behaving ethically pp33,34,45	8	
Customer privacy	Customer privacy	●	Reporting transparently and behaving ethically pp33,34,45	8	
Compliance	Compliance	●	Reporting transparently and behaving ethically pp33,34,45	8	

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator continued

GRI Application Level		A+	Third-party-checked	KPMG	
Profile Disclosure	Description	Reported	BHP Billiton Sustainability Report Cross-reference/Direct answer	ICMM Principles	UN Global Compact Principles

### STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS

#### Economic

##### Economic performance

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.	●	Making a positive contribution to society pp28,29,30; Transparently reporting taxes p34; Performance data – Society – Economic value p42; Summary Review p3 – Our results at a glance; Summary Review – Sustainability pp20,21	9	
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	●	Reducing our climate change impacts pp17,18,19	6	7
EC3	Coverage of the organisation's defined benefit plan obligations.	●	Performance data – People p39		
EC4	Significant financial assistance received from government.	●	We do not report on this disclosure since the information is proprietary		

##### Market presence

EC6	Policy, practices and proportion of spending on locally based suppliers at significant locations of operation.	●	Local procurement p30		
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 p13		6

##### Indirect economic impacts

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 pp28,29,30; Performance Data – Society p42	9	
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#### Environmental

##### Materials

EN1	Materials used by weight or volume.	●	Performance data – Environment p40	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

##### Energy

EN3	Direct energy consumption by primary energy source.	●	Performance data – Environment p40	6	8
EN4	Indirect energy consumption by primary source.	●	Performance data – Environment p40	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.	●	Recycling energy and greenhouse gas emissions p17; Onshore US and hydraulic fracturing p20	6	8, 9


● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator *continued*

GRI Application Level		A+	Third-party-checked	KPMG	
Profile Disclosure	Description	Reported	BHP Billiton Sustainability Report Cross-reference/Direct answer	ICMM Principles	UN Global Compact Principles

### STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS *continued*

#### Environmental *continued*

Water					
EN8	Total water withdrawal by source.	●	Performance data – Environment p40	6	8
EN10	Percentage and total volume of water recycled and reused.	●	Water use pie chart p20; Performance data – Environment pp40, 41	6	8, 9
Biodiversity					
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	●	Table of location of Land Owned, Managed and Leased p22; this indicator is partially reported as information on exact size of land in this category is not currently available. We are currently improving our data collection approach in this area	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 FY2012	7	8
MM1	Amount of land (owned or leased and managed for production activities or extractive use) disturbed or rehabilitated.	●	Table of total rehabilitated and disturbed land p23; Performance data – Environment p40	7	8
EN13 COMM	Habitats protected or restored.	●	Enhancing biodiversity and contributing to conservation p23,  <a href="#">www.Delivering a cleaner Hunter River</a>	6, 7	8
EN14 COMM	Strategies, current actions and future plans for managing impacts on biodiversity.	●	Managing land and enhancing biodiversity pp22,23	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, land and our business p22		
Emissions, effluents and waste					
EN16	Total direct and indirect greenhouse gas emissions by weight.	●	Greenhouse gas emissions graph p17; Performance data – Environment p41	6	8
EN17	Other relevant indirect greenhouse gas emissions by weight.	●	Performance data – Environment p41	6	8
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	●	Our performance p4; Reducing our climate change impacts pp17,18,19; Performance data – Environment p41	6	7, 8, 9
EN19	Emissions of ozone-depleting substances by weight.	●	Performance data – Environment p40	6	8
EN20 COMM	NOx, SOx and other significant air emissions by type and weight.	●	Performance data – Environment p40	6	8
EN21	Total water discharge by quality and destination.	●	Performance data – Environment p40	6	8
EN22 COMM	Total weight of waste by type and disposal method.	●	Performance data – Environment p40, Managing waste p21	6	8
MM3	Total amounts of overburden, rock, tailings and sludges and their associated risks.	●	Performance data – Environment p40, Managing waste p21	7	8

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator continued

GRI Application Level		A+	Third-party-checked	KPMG	
Profile Disclosure	Description	Reported	BHP Billiton Sustainability Report Cross-reference/Direct answer	ICMM Principles	UN Global Compact Principles

### STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS continued

#### Environmental continued

##### Emissions, effluents and waste continued

EN23 COMM	Total number and volume of significant spills.	●	Performance data – Environment p40	6	8
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##### Products and services

EN26	Initiatives to mitigate environmental impacts of products and services and extent of impact mitigation.	●	Product stewardship p34; <a href="#">www.Managing the lifecycle of uranium</a>	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

##### Compliance

EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	●	Reporting transparently and behaving ethically p33; Performance data – Environment p41; Annual Report section 3.3 Key measures; Annual Report section 7.22 Performance in relation to environmental regulation	6	8
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#### Social: Labour Practices and Decent Work

##### Employment

LA1	Total workforce by employment type, employment contract and region.	●	Average number of employees and employees by region are reported on an equity share basis. Total numbers for employment type and employment contract are not reported. Total employees for controlled operations is comparable to average employees, and percentages can be applied without material difference. Employee and contractor pie charts p13; Performance data – People p39		
LA2	Total number and rate of employee turnover by age group, gender and region.	●	Total number of employee turnover by age group, gender and region are not reported. Total employees for controlled operations is comparable to average employees, and percentages can be applied without material difference. Performance data – People p39		6

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator *continued*

GRI Application Level		A+	Third-party-checked	KPMG	
Profile Disclosure	Description	Reported	BHP Billiton Sustainability Report Cross-reference/Direct answer	ICMM Principles	UN Global Compact Principles

### STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS *continued*

#### Social: Labour Practices and Decent Work *continued*

##### Labour/management relations

LA4	Percentage of employees covered by collective bargaining agreements.	●	Fostering mutually beneficial relationships p15	3	1, 3
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	●	People and our strategy p15	3	3
MM4	Number of strikes and lock-outs exceeding one week's duration, by country.	●	Fostering mutually beneficial relationships p15	3	3

##### Occupational health and safety

LA7 COMM	Rates of injury, occupational diseases, lost days and absenteeism and number of work-related fatalities by region.	●	Performance data – People p39; 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.	●	Keeping our people safe and healthy pp9,10,11,12; →www Ensuring control effectiveness to prevent illness and disease	4, 5	1

##### Training and education

LA10	Average hours of training per year per employee by employee category.	●	Developing and rewarding our employees p13; Performance data – Society p42 →www Developing our people to enable future business growth. 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. We are currently improving our data collection approach in this area		
LA12	Percentage of employees receiving regular performance and career development reviews.	●	Developing and rewarding our employees p13	3	

##### Diversity and equal opportunity

LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity.	●	Supporting workforce diversity p14; Performance data – People p39		1, 6
LA14	Ratio of basic salary of men to women by employee category.	●	Supporting workforce diversity p14; Performance data – People p39		1, 6

● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator *continued*

GRI Application Level		A+	Third-party-checked	KPMG	
Profile Disclosure	Description	Reported	BHP Billiton Sustainability Report Cross-reference/Direct answer	ICMM Principles	UN Global Compact Principles

### STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS *continued*

#### Social: Human Rights

##### Investment and procurement practices

HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	●	Understanding and managing our human rights impact p31; this indicator is partially reported as the information is confidential, although 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.	●	Managing our suppliers p35	3	1, 2, 3, 4, 5, 6

##### Non-discrimination

HR4	Total number of incidents of discrimination and actions taken.	●	Upholding the BHP Billiton <i>Code of Business Conduct</i> p33	3	1, 2, 6
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##### Freedom of association and collective bargaining

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 p15	3	1, 2, 3
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##### Child labour

HR6	Operations identified as having significant risk for incidents of child labour and measures taken to contribute to the elimination of child labour.	●	Understanding and managing our human rights impacts p31; Managing our suppliers p35	3	1, 2, 5
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##### Forced and compulsory labour

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.	●	Understanding and managing our human rights impacts p31; Managing our suppliers p35	3	1, 2, 4
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##### Security practices

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 p42	3	1, 2
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##### Indigenous rights

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 p26	3	1, 2
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● Fully Reported   ● Partially Reported   ● Not Reported

## Sustainability Reporting Navigator *continued*

GRI Application Level		A+	Third-party-checked	KPMG	
Profile Disclosure	Description	Reported	BHP Billiton Sustainability Report Cross-reference/Direct answer	ICMM Principles	UN Global Compact Principles
<b>STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS <i>continued</i></b>					
<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.	●	Biodiversity, land and our business p22; Ensuring meaningful engagement with our stakeholders pp25,26; Making a positive contribution to society pp28,29,30; Closure planning p34	9	
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.	●	Acknowledging customary rights p26	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 p26	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 p26		
<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 p26	3	
<b>Closure planning</b>					
MM10	Number and percentage of operations with closure plans.	●	Closure planning p34		
<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.	●	We do not report on this disclosure as the information is proprietary	1	
SO4	Actions taken in response to incidents of corruption.	●	Reporting transparently and behaving ethically p34	1	10
<b>Public policy</b>					
SO5	Public policy positions and participation in public policy development and lobbying.	●	Appendix – Stakeholders government and regulators p38	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.	●	Performance data – People – Safety Fines p39; Reporting transparently and behaving ethically p33; Annual Report section 8 Legal proceedings	4	

● Fully Reported   ● Partially Reported   ● Not Reported



## Sustainability Reporting Navigator continued

GRI Application Level		A+	Third-party-checked	KPMG	
Profile Disclosure	Description	Reported	BHP Billiton Sustainability Report Cross-reference/Direct answer	ICMM Principles	UN Global Compact Principles

### STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS continued

#### Social: Product Responsibility

##### Materials stewardship

MM11	Programs and progress relating to materials stewardship.	●	Product stewardship pp34,35	8	8, 9
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##### Customer health and safety

PR1	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.	●	Product stewardship p34,35	8	1
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##### Product and service labelling

PR3	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements.	●	Product stewardship pp34,35	8	8
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##### Marketing communications

PR6	Programs for adherence to laws, standards and voluntary codes related to marketing communications, including advertising, promotion and sponsorship.	●	Customers p35	8	
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##### Compliance

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 reported in FY2012 exceeding US\$10 million		
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● Fully Reported   ● Partially Reported   ● Not Reported