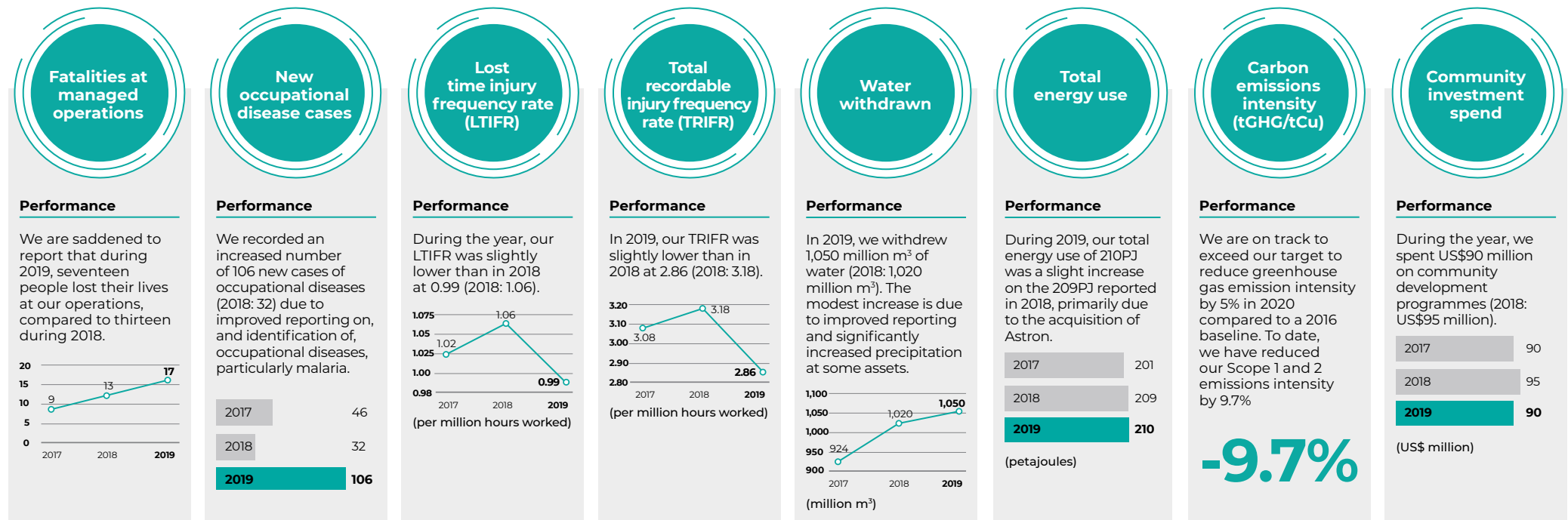


Environmental, Social and Governance data 2019

Performance dashboard

We take our responsibilities to our people, to society and to the environment seriously, and align our activities with the relevant international standards.



Our business is aligned with the United Nations Sustainable Development Goals (SDGs) agenda.

Elements of our work impact each of the SDGs, but we also focus our efforts on those which we believe align most closely with our strategic priorities. Within this document, we have also indicated where we believe specific SDGs align with the data supplied, although this is not exhaustive.



Key

* Independently assured by Deloitte LLP for 2019

n/a = not applicable

GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
ENVIRONMENTAL									
Materials									
GRI 301	301-DMA	Disclosure on Management Approach	<i>Our approach to sustainability: Environment</i>				7, 8	6	
GRI 301	301-1	Materials used by weight or volume	<i>Materials used by weight (million tonnes)</i>	314	303	322	8	6, 8	Data reflects the total quantity of input, raw and process materials. Other data are tracked internally but are not reported externally.
GRI 301	301-2	Percentage of materials used that are recycled input materials	<i>Secondary materials and recyclable wastes, ie scrap (%)</i>	0.3%	0.8%	0.3%	8, 9	6, 8	
Energy									
GRI 302	302-DMA	Disclosure on Management Approach	<i>Our approach to sustainability: Climate Change and energy</i> <hr/> <i>Glencore SR: Material topics (p. 13), Climate change and energy (pp. 22-28),</i> <hr/> <i>Glencore AR: Our strategy for a sustainable future (pp. 12-15), Climate Change (pp. 16-23)</i> <hr/> <i>Other: Climate Change Considerations for our Business: 2017 Climate change position statement</i>				7, 8	6	

For all references to the SR, go to www.glencore.com/sustainability/reports-and-presentations
 For all references to the AR, go to www.glencore.com/investors/reports-results/2019-annual-report

Key

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
GRI 302	302-1	Energy consumption within the organisation	Direct Energy (PJ)	115	120	126*		6	
			- Coal (%)	17%	16%	19%		6	
			- Natural gas & Coal seam gas (%)	11%	10%	10%		6	
			- Mineral oil (%)	62%	65%	60%		6	
			- Renewable (hydropower etc) (%)	10%	9%	9%		6	
			- Other sources (%)	1%	1%	1%		6	
			Direct energy by commodity (PJ)	115	120	126		6	
			- Aluminium	-	0	0		6	
			- Coal	33	35	40		6	
			- Copper	21	19	18		6	
			- Ferroalloys	7	6	6		6	
			- Iron ore	-	-	-		6	
			- Nickel	23	27	28		6	
			- Oil	10	10	10		6	
			- Zinc	21	23	23		6	
GRI 302	302-1	Energy consumption within the organisation	Direct energy by region (PJ)	115	120	126		6	
			- Africa	17	17	25		6	
			- Asia	16	16	15		6	
			- Australia	44	48	55		6	
			- Europe	1	1	1		6	
			- North America	8	8	8		6	

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
			– South / Latin America	29	30	22		6	
			Purchased electricity (PJ)	87	88	84		6	
			– Non-renewable (%)	86%	85%	81%		6	
			– Renewable energy (%)	14%	15%	19%		6	This includes electricity purchased in low carbon grids (with a country-wide grid emission factor of 25 gr CO ₂ per kWh or less).
			Purchased energy by commodity (PJ)	87	88	84		6	
			– Aluminium	–	–	–		6	
			– Coal	5	5	5		6	
			– Copper	24	25	23		6	
			– Ferroalloys	27	25	23		6	
			– Iron ore	–	–	–		6	
			– Nickel	5	5	5		6	
			– Oil	0	0	0		6	
			– Zinc	25	28	28		6	
GRI 302	302-1		Purchased energy by region (PJ)	87	88	84		6	
			– Africa	33	36	33		6	
			– Asia	6	7	6		6	
			– Australia	11	11	10		6	
			– Europe	17	14	14		6	
			– North America	10	10	11		6	
			– South / Latin America	10	11	9		6	

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
			<i>Renewable energy share of total energy usage (%)</i>	12%	12%	13%		6	This is based upon Glencore's own renewable energy generation and from electricity purchased in low-carbon grids (those with a countrywide grid emission factor of 25 gr CO ₂ per kWh or less). Prior reported percentages have been restated following an update of country grid emission factors by the IEA for 2017 and onwards.
			<i>Renewable electricity share of total electricity usage (%)</i>	23%	23%	27%		6	This is based upon Glencore's own renewable electricity generation and from electricity purchased in low-carbon grids (those with a countrywide grid emission factor of 25 gr CO ₂ per kWh or less), minus renewable electricity sold, divided by total electricity consumed.
GRI 302	302-3	Energy intensity	<i>Percentage of operational spend on energy</i>	10 – 15% (**)	10 – 15%	10 – 15%			This range reflects the total spend on energy as a ratio to total operational spend at industrial assets.
Water									
GRI 303	303-DMA	Disclosure on Management Approach	<i>Our approach to sustainability: Water management</i> <hr/> <i>Glencore SR: Material topics (p. 13), Water (pp. 29-32)</i> <hr/> <i>Glencore AR: Key performance indicators (p. 25) Our strategy for a sustainable future</i> <hr/> <i>Other: Glencore Water Report 2019 Water microsite on our homepage</i>				7, 8	6	

(**) The 2017 range has been extrapolated based upon prior year information

Key

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
GRI 303	303-1	Total water withdrawal	<i>Total water withdrawal (million m³)</i>	924	1,020	1,050*		6	The modest increase in water withdrawal is due to improved reporting by some assets and significantly increased precipitation at certain operations.
			<i>Surface Water (million m³)</i>	178	198	214		6	
			<i>Sea water (million m³)</i>	160	148	147		6	
			<i>Groundwater (million m³)</i>	291	395	391		6	
			<i>Rainwater (million m³)</i>	197	173	181		6	
			<i>Potable Water (million m³)</i>	19	19	22		6	
			<i>Other water from third parties (million m³)</i>	80	86	94		6	
GRI 303	303-3	Percentage of water recycled and reused	<i>Total volume of water recycled and reused (million m³)</i>	497	546	527	8, 9	6, 8	The percentage reflects the quantity of water reused and recycled compared to the quantity of: – total water input, – water reused/recycled, and – water taken from storage facilities (i.e. change in storage).
			<i>Percentage of water recycled/reused (%)</i>	35%	35%	33%	8	6, 8	
Biodiversity									
GRI 304	304-DMA	Disclosure on Management Approach	<i>Our approach to sustainability: Land management</i>				7, 8	7	
			<i>Glencore SR: Land stewardship (pp. 33-35)</i>						

Key

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
GRI 304	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<i>Areas owned, leased, managed, located in, adjacent to, or that contain protected areas and areas of high biodiversity value outside protected areas (1,000ha)</i>	282	275	272	8	7	
GRI 304	304-2	Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	<i>Our approach to sustainability: Land management</i> <i>Glencore SR: Land stewardship (pp. 33-35)</i>				7, 8	7	We do not disclose impacts on biodiversity due to resettlements as they are not considered material.
MM1	MM1	Total land owned, leased or managed for mining operations	<i>1,000 ha</i>	2,072	2,116	2,145	8	7	In 2018, we redisturbed 116ha of land that we had previously rehabilitated and in 2019, we redisturbed 171ha of land we had previously rehabilitated. The redisturbed rehabilitated land is reflected in our 2017 and 2018 numbers. The land was redisturbed as areas were re-mined at deeper levels.
		Total land disturbed and not yet rehabilitated (A: opening balance)	<i>1,000 ha</i>	88	90	93	8	7	
		Total amount of land newly disturbed within the reporting period (B)	<i>1,000 ha</i>	4	6	3	8	7	
		Total amount of land newly rehabilitated within the reporting period to the agreed end use (C)	<i>1,000 ha</i>	2	3	2	8	7	
		Total land disturbed and not yet rehabilitated (D= A+B-C; closing balance)	<i>1,000 ha</i>	90	93	94	8	7	

Key

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n/a = not applicable

GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
MM2	MM2	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.	<p><i>Our approach to sustainability: Land management</i></p> <hr/> <p><i>Glencore SR: Land stewardship (pp. 33-35)</i></p>	91%	91%	90%	8	7	
Emissions									
GRI 305	305-DMA	Disclosure on Management Approach	<p><i>Our approach to sustainability: Air emissions, Climate change and energy</i></p> <hr/> <p><i>Glencore SR: Climate change and energy (pp. 22-28),</i></p> <hr/> <p><i>Other: Climate Change Considerations for our Business: 2017 Climate change position statement</i></p>				7, 8	6	
GRI 305	305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	<p><i>Direct emissions (thousand tonnes CO₂e)</i></p>	21,818	18,778	18,295*		6	Glencore SR: Climate change (pp. 21-27). The incorporation of Astron Energy resulted in an increase of our Scope 1 emissions. At the same time the emissions from our non-controlled vessels have been reclassified from Scope 1 to Scope 3 as these vessels are not under our operational control (ie time-chartered vessels). Furthermore, coal seam emissions were lower year over year.
			<p><i>Direct emissions by commodity (thousand tonnes CO₂e)</i></p>	21,818	18,778	18,295		6	
			– Aluminium	–	0	0		6	
			– Coal	9,957	6,873	6,741		6	
			– Copper	1,882	1,722	1,575		6	

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
			- Ferroalloys	4,727	4,380	4,112		6	
			- Iron ore	-	-	-		6	
			- Nickel	2,403	2,768	2,865		6	
			- Oil	977	1,049	983		6	
			- Zinc	1,872	1,986	2,020		6	
GRI 305	305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	Direct emissions by region (thousand tonnes CO₂e)	21,818	18,778	18,295		6	
			- Africa	5,398	5,571	5,771		6	
			- Asia	1,234	1,217	1,176		6	
			- Australia	11,488	8,643	8,607		6	
			- Europe	722	352	367		6	
			- North America	800	802	772		6	
			- South / Latin America	2,176	2,193	1,600		6	
			Direct emissions by source (thousand tonnes CO₂e)	21,818	18,778	18,295		6	
			Fossil fuels	7,855	8,247	8,656		6	
			- Solid fossil fuels	1,942	1,861	2,285		6	This involves GHG emissions from consumption of coal and coke at our operations, for energy purposes.
			- Liquid fossil fuels	5,217	5,719	5,302		6	This involves GHG emissions from consumption of diesel and other oil products at our operations.
			- Gaseous fossil fuels	696	668	1,068		6	This involves GHG emissions from consumption of natural gas, refinery gas and other gas-based fossil fuels at our operations.
GRI 305	305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	Reductants	5,779	5,576	5,200		6	This regards usage of carbon-based materials to enable the chemical reduction of metal oxides.

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
			Emissions from fossil fuel extraction	7,824	4,566	4,044		6	This regards coal seam emissions from production of coal and GHG emissions from the extraction of oil. In both cases, this regards a mix of methane, CO ₂ and other GHG gases.
			– <i>Underground</i>	6,213	3,031	2,138		6	This regards coal seam emissions from underground coal operations as well as GHG emissions caused by the extraction of oil. In both cases, this primarily involves methane gases.
			– <i>Open pit and stockpiling</i>	1,181	1,223	1,489		6	This regards GHG emissions from open pit mining as well as from stockpiling coal prior to its sale.
			– <i>Decommissioned mines</i>	430	313	417		6	This regards GHG emissions from coal mines which have been closed.
			<i>Other direct GHG emissions</i>	360	389	395		6	This regards other GHG emissions, not covered in the above, directly caused by process activities.
		Biogenic CO ₂ emissions	<i>Biogenic CO₂ emissions (thousand tonnes CO₂e)</i>	9	3	6		6	
GRI 305	305-2	Scope 2 Location based	<i>Indirect emissions (thousand tonnes CO₂)</i>	11,547	11,782	10,944*		6	This applies the grid emission factor to all our purchased electricity, regardless of specific renewable electricity contracts, as per the updated guidelines from the GHG protocol for Scope 2 emissions. The year-on-year decrease mainly reflects reduced smelter operations in the Ferroalloys business in South Africa.
			Indirect emissions by commodity (thousand tonnes CO₂)	11,547	11,782	10,944		6	
			– <i>Aluminium</i>	–	–	–		6	
			– <i>Coal</i>	1,217	1,169	1,017		6	
			– <i>Copper</i>	1,834	1,700	1,509		6	
GRI 305	305-2	Scope 2 Location based	– <i>Ferroalloys</i>	6,134	6,310	5,743		6	
			– <i>Iron ore</i>	–	–	–		6	
			– <i>Nickel</i>	25	53	44		6	
			– <i>Oil</i>	0	0	110		6	

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
			- Zinc	2,337	2,550	2,521		6	
			Indirect emissions by region (thousand tonnes CO₂)	11,547	11,782	10,944		6	
			- Africa	6,568	6,784	6,297		6	
			- Asia	1,125	1,182	1,087		6	
			- Australia	1,803	1,785	1,667		6	
			- Europe	1,114	1,088	1,098		6	
			- North America	57	57	54		6	
			- South / Latin America	880	886	741		6	
GRI 305	305-2	Scope 2 Market based	<i>Indirect emissions (thousand tonnes CO₂)</i>	12,534	12,586	11,431		6	Where applicable and available, this applies the supplier-specific emission factor regarding the purchased electricity contract, especially at operations with large volumes of purchased electricity in Australia, Chile and Europe. Otherwise, it applies the country's residual emission factor (for EU countries) or the grid emission factor. This calculation rule has been implemented in line with the updated guidelines from the GHG protocol for Scope 2 emissions.
GRI 305	305-1, 305-2	Total greenhouse gas emissions (Scope 1 + Scope 2 Location based)	<i>Total emissions (thousand tonnes CO₂e (Scope 1); thousand tonnes CO₂ (Scope 2)</i>	33,365	30,560	29,239		6	The incorporation of Astron Energy resulted in an increase of our Scope 1 emissions. At the same time the emissions from our non-controlled vessels have been reclassified from Scope 1 to Scope 3 as these vessels are not under our operational control (ie time-chartered vessels). Furthermore, coal seam emissions were lower year over year. The year over year decrease of the Scope 2 location based emissions mainly reflects reduced smelter operations in the Ferroalloys business in South Africa.

Key

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
GRI 305	305-3	Other relevant indirect (Scope 3) greenhouse gas emissions – total	<i>Total emissions (thousand tonnes CO₂e)</i>	289,998	313,043	343,368		6	This Scope 3 total includes all categories of our Scope 3 emissions which are relevant and material to our operations. The most material category is the use of sold products, relating to the use of produced coal and oil. Scope 3 emissions refer to data from industrial operations, as defined in further detail on p. 224 of the annual report.
		Scope 3 – Purchased goods & services	<i>Total emissions (thousand tonnes CO₂e)</i>	743	753	787		6	This covers the estimated Scope 3 emissions from third party copper, lead, nickel and zinc feeds into our combined mine and smelting/processing facilities.
		Scope 3 – Fuel- and energy-related activities	<i>Total emissions (thousand tonnes CO₂e)</i>	919	930	853*		6	A major source of fuel- and energy-related Scope 3 emissions results from transmission and distribution losses of purchased electricity. The related CO ₂ emissions are calculated by applying the country specific transmission and distribution losses as presented by the World Bank and multiplying these losses with the country specific emissions from Scope 2 electricity purchased.
		Scope 3 – Upstream transportation & distribution	<i>Total emissions (thousand tonnes CO₂e)</i>	720	661	1,280		6	This concerns marine fuel consumed for time-chartered shipping, applying GHG protocol emission factors for the specific fuel types. This shipping concerns both upstream and downstream transportation.
		Scope 3 – Downstream transportation & distribution	<i>Total emissions (thousand tonnes CO₂e)</i>	720	661	1,280		6	This total was 50% allocated to upstream transportation, whilst the other 50% is allocated to downstream transportation. The increase from 2018 to 2019 is a result of reclassification of non-controlled vessels' emissions from Scope 1 to this Scope 3 metric.

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
GRI 305	305-3	Scope 3 – Processing of sold products	<i>Total emissions (thousand tonnes CO₂e)</i>	11,222	11,180	11,139		6	This concerns further processing by clients of copper, nickel, zinc, ferrochrome and lead concentrates and metal which we've produced, applying GHG Protocol's 'average data' method. To estimate the Scope 3 emissions, our produced volumes are multiplied by the relevant embodied carbon coefficient. For concentrates, embodied carbon coefficients of primary (virgin) product are applied, representing the emissions of cradle-to-gate processing. For metals, embodied carbon coefficients of secondary (recycled) product are applied as a proxy for processing the metals into the product's dominant use, like copper wire in case of copper metal. The ICE database (2011) from University of Bath provides these coefficients for copper, zinc, lead and stainless steel. As ferrochrome and nickel are predominantly used in production of stainless steel, the embodied carbon coefficient of stainless steel is allocated to these two products by applying the average content percentages of these two products in stainless steel. The reported values incur some level of overlap with Glencore's Scope 1 and 2 emissions. Prior year values have been upward restated as this 2018 report now includes emissions from processing nickel and ferroalloys and differentiates for emissions from concentrates and metals.
		Scope 3 – Use of sold products – operational control	<i>Total emissions (thousand tonnes CO₂e)</i>	273,161	296,246	325,705*		6	Scope 3 emissions from the use of sold products relate to the use of saleable fossil fuels (coal and oil), produced by industrial operations under Glencore operational control, on a 100% basis except for joint ventures, where the Group's attributable share of production is included. The volumes of saleable products are taken from Glencore's publicly available Production Report. Regarding coal, the emissions value includes emissions from use of both thermal and metallurgical coal produced. Regarding oil, the emissions value relates to the gross production basis of our Glencore operated oil production entity, excluding emissions related to oil refinery activities. The increase from 2018 to 2019 is related to recently acquired Australian coal operations.
		Scope 3 – Investments	<i>Total emissions (thousand tonnes CO₂e)</i>	2,464	2,546	2,236		6	This represents Glencore's share of Scope 1 and 2 emissions of the following investments: Antamina (Copper), Century (Alumina), Cerrejón (Coal) and Collahuasi (Copper). Where available, the Scope 1 and 2 total values as reported most recently by these companies were taken as input. In case no such data was available, the Scope 1 and 2 emissions from a comparable Glencore asset (eg within same country and same business) were extrapolated based upon production totals.

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
GRI 305	305-3	Scope 3 – Other downstream: Coal seam emissions sent to third party operated power plant	<i>Total emissions (thousand tonnes CO₂e)</i>	49	64	89		6	This value concerns GHG emissions from sending coal seam emissions (e.g. methane) from our coal operations to third party operated power plants.
		Other Scope 3 categories					6	Other categories of Scope 3, as structured by the Greenhouse Gas Protocol, are not relevant or are immaterial to Glencore. This applies to: <ul style="list-style-type: none"> – Capital goods – Business travel – Employee commuting – Upstream leased assets – End of life treatment of sold products – Downstream leased assets – Franchises – Other upstream emissions 	
		Scope 3 – Use of sold products – attributable basis	<i>Total emissions (thousand tonnes CO₂e)</i>	273,161	296,246	347,206		6	Scope 3 emissions from the use of sold products on attributable basis relate to the use of saleable fossil fuels (coal and oil), produced by industrial operations according to Glencore's attributable share of production. Differing from Scope 3 emissions from the 'use of sold products – operational control', this alternative metric includes attributable production from non-operated joint ventures, most notably Cerrejón. The volumes of saleable products are taken from Glencore's publicly available Production Report. Regarding coal, the emissions value includes emissions from use of both thermal and metallurgical coal produced. Regarding oil, the emissions value relates to the net production basis of Glencore's operated and non-operated oil production entities, excluding emissions related to oil refinery activities. This metric is a key component of Glencore's projection of reductions in Scope 3 emissions by 2035. As such, this metric should be regarded as an alternative metric to Scope 3 emissions from the 'use of sold products – operational control' and should not be aggregated into our reported total Scope 3 emissions. The increase from 2018 to 2019 is related to the acquisitions made in our Australian coal operations.

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
GRI 305	305-4	Carbon Scope 1 and Scope 2 location based intensity	tGHG/tCu	4.40	4.13	3.93		6	Further synonyms of this metrics used in our reporting include "carbon emissions intensity" and "greenhouse gas emissions intensity". The GHG emission intensity is calculated as a ratio of Scope 1 and 2 location-based emissions of Glencore operated industrial assets which were owned by the end of the reporting year, divided by their copper equivalent production. Copper equivalent production is weighting the commodity's production volume by the baseline year ratio of the average price of that commodity, divided by the fixed 2016 baseline average price of copper. The baseline GHG intensity in 2016 was 4.35tGHG/tCu.
GRI 305	305-6	Emissions of ozone-depleting substances (ODS)							Ozone depleting substances are not material to our operations.
GRI 305	305-7	NOx, SOx, and other significant air emissions	Total particulates: emissions – total mass (tonnes)	9,860	12,038	10,626		6	Includes air emissions from our industrial operations and mobile equipment. Excludes emissions from time-chartered vessels but includes those from vessels that we own.
			NOx (oxides of nitrogen): emissions – total mass (tonnes)	67,981	74,036	61,189		6	Includes air emissions from our industrial operations and mobile equipment. Excludes emissions from time-chartered vessels but includes those from vessels that we own.
			SOx (oxides of sulphur): emissions – total mass (tonnes)	358,487	382,138	536,171			Includes air emissions from our industrial operations and mobile equipment. Excludes emissions from time-chartered vessels but includes those from vessels that we own.
Effluents and waste									
GRI 306	306-DMA	Disclosure on Management Approach	Our approach to sustainability: Water management				7, 8	6	
			Glencore SR: Material topics (p. 13), Water (pp. 29-32)						
			Glencore AR: Key performance indicators (p. 25) Our strategy for a sustainable future						
			Other: Glencore Water Report 2019 Water microsite on our homepage						

Key

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
GRI 306	306-1	Total water discharge by quality and destination	<i>Total discharged water (million m³)</i>	637	709	697		6	
			<i>Water discharges to surface water (million m³)</i>	404	488	471		6	
			<i>Water discharges to sea/ ocean water (million m³)</i>	171	154	153		6	
			<i>Water discharges to groundwater (million m³)</i>	25	3	7		6	
			<i>Water discharges to offsite treatment (million m³)</i>	11	12	12		6	
			<i>Water exported to a third party (million m³)</i>	26	53	54		6	
GRI 306	306-2	Total weight of waste by type and disposal method	<i>Total mineral waste (million tonnes)</i>	2,137	2,264	2,590		6, 8	Data refers to mineral waste generated.
			<i>Hazardous mineral waste (million tonnes)</i>	236	223	177		6, 8	
			<i>Non-hazardous mineral waste (million tonnes)</i>	1,901	2,041	2,412		6, 8	
			<i>% mineral waste recycled</i>	0.8%	0.9%	0.6%		6, 8	
			<i>Total non-mineral waste (thousand tonnes)</i>	394	325	882		6, 8	Data refers to non-mineral waste disposed of. Non-mineral waste includes waste oils, spent cell lining, office, canteen and camp waste, scrap steel, tyres and construction waste.
			<i>% non-mineral waste recycled</i>	46%	41%	30%		6, 8	
MM3	MM3	Total amounts of overburden, rock, tailings and sludges and their associated risks	<i>Total amounts of overburden, rock, tailings and sludges (million tonnes)</i>	2,137	2,264	2,590		6	Data refers to total mineral waste generated.

Key

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n/a = not applicable

GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
GRI 306	306-3	Total number and volume of significant spills and environmental incidents	<i>Number of significant spills and environmental incidents</i>	2	5	1		6	Significant spills are those reported under categories 3 (moderate), 4 (major) and 5 (catastrophic) according to Glencore's classification scheme. The significant environmental incident in 2019 relates to a category 3 environmental incident at our Mopani asset in Zambia where low pH levels were detected in two community drains following a release of diluted sulphuric acid. Mopani took immediate action to neutralise and remediate both drains. No category 4 (major) or category 5 (catastrophic) incidents occurred in 2019.
			<i>Volume of significant spills (m³)</i>	1,500	294	20		6	
Environmental compliance									
GRI 307	307-DMA	Disclosure on Management Approach	<i>Our approach to sustainability: Environmental management</i>				7, 8, 9	1	
			<i>Glencore SR: Our sustainability governance (p. 10) Water (pp. 29-32) Land stewardship (pp. 33-35)</i>						
GRI 307	307-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	<i>Monetary value of environmental fines (US\$ thousand)</i>	297	2,203	1,663	7	6	The fines related to various incidents of non-compliances, including breaches of general environmental conditions, exceedances of air emission limits and discharges into water sources. Many related to historic incidents.
			<i>Number of non-monetary sanctions (environmental prosecutions, regulatory actions/orders, regulatory non-compliance, and other sustainability-related penalties)</i>	198	291	293	7	6	

Key

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
Several	Several	Total environmental protection expenditures and investments by type	<i>Water-related CAPEX (US\$ million)</i>	65	110	113	8, 9	6, 10	Data only covers water-related expenses.
			<i>Water-related OPEX (US\$ million)</i>	141	139	165	8, 9	6, 10	Data only covers water-related expenses.
Supplier environmental assessment									
GRI 308	308-DMA	Disclosure on Management Approach	<i>Our approach to sustainability: Environmental management, Partners</i>				7, 8	6, 8	
			<i>Product stewardship: Sourcing</i>						
			<i>Glencore SR: Stakeholder engagement (pp. 14-15), Responsible sourcing and supply (pp. 36-39)</i>						
GRI 308	308-1	Percentage of new suppliers that were screened using environmental criteria	<i>Percentage of new suppliers screened using environmental criteria (%)</i>	53%	51%	53%	8	6	

Key

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
SOCIAL									
Employment									
GRI 401	401-DMA	Disclosure on Management Approach	Glencore SR: Human rights (pp. 40-43), Our people (pp. 48-50)				3, 4, 5, 6		
GRI 401	401-1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	<i>Redundancies</i>						
			<i>Total redundancies</i>	7,476	9,446	9,120			
			<i>Redundancies (%)</i>	9%	11%	11%			
			Total turnover by region (%)						
			– Africa	5%	5%	7%			
			– Asia	12%	13%	13%			
			– Australia	14%	12%	7%			
			– Europe	6%	8%	8%			
			– North America	12%	23%	23%			
			– South / Latin America	8%	18%	11%			
			New employees:						
		<i>Total number new employees</i>	8,037	12,388	11,591				
		<i>New employees (%)</i>	10%	15%	13%				

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
Labor/management relations									
GRI 402	402-DMA	Disclosure on Management Approach	<i>Our approach to sustainability: Our people</i> <i>Glencore SR: Our people (pp. 48-50)</i>				3, 4, 5, 6		
GRI 402	402-1	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements						3	Minimum notice periods vary across the Group, ranging from 1 week to 6 months (see also Our approach to sustainability: Our people)
MM4	MM4	Number of strikes and lock-outs exceeding one week's duration	<i>Number of strikes exceeding one week's duration</i>	18	2	4		3	
			<i>Number of lock-outs exceeding one week's duration</i>	3	0	2		3	
Occupational health & safety									
GRI 403	403-DMA	Disclosure on Management Approach	<i>Our approach to sustainability: Safety, Health</i> <i>Glencore SR: Workplace health and safety (pp. 19-21)</i>						
GRI 403	403-2	Total number of fatalities	<i>Number of workforce fatalities (employees + contractors)</i>	9	13	17*		5	The total number of occupational fatalities includes all work-related fatalities affecting employees and contractors working at Glencore's managed sites. Incidents of violence resulting in murder, other criminal acts resulting in fatality, acts of God, and death of natural causes are not considered occupational fatalities. Detailed data is tracked and monitored for internal use only, due to confidentiality constraints. During 2019, we classified a fatality that occurred in 2015 as a recordable case. This amendment resulted in our fatalities for 2015 increasing from ten to eleven cases.

Key

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
		Number of fatalities of employees	<i>Number of employee fatalities</i>	3	7	11		5	
GRI 403	403-2	Number of fatalities of contractors	<i>Number of contractors fatalities</i>	6	6	6		5	
		Total number of fatalities – by region (employees + contractors)	<i>Africa</i>	3	4	11		5	
			<i>Australia</i>	–	–	–		5	
			<i>North America</i>	–	–	–		5	
			<i>South / Latin America</i>	3	5	2		5	
			<i>Rest of the world</i>	3	4	4		5	
		Number of fatalities – by region (employees)	<i>Africa</i>	2	1	7		5	
			<i>Australia</i>	–	–	–		5	
			<i>North America</i>	–	–	–		5	
			<i>South / Latin America</i>	–	3	1		5	
			<i>Rest of the world</i>	1	3	3		5	
		Number of fatalities – by region (contractors)	<i>Africa</i>	1	3	4		5	
			<i>Australia</i>	–	–	–		5	
			<i>North America</i>	–	–	–		5	
			<i>South / Latin America</i>	3	2	1		5	
			<i>Rest of the world</i>	2	1	1		5	
GRI 403	403-2	Fatality frequency rate (FIFR): employees + contractors (total workforce)	<i>FIFR (employees + contractors)</i>	0.028	0.036	0.046		5	

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
		Fatality frequency rate (FIFR): employees	<i>FIFR (employees)</i>	0.018	0.041	0.062		5	
		Fatality frequency rate (FIFR): contractors	<i>FIFR (contractors)</i>	0.038	0.032	0.031		5	
		Total recordable injury frequency rate (TRIFR): employees + contractors	<i>TRIFR (employees + contractors)</i>	3.08	3.18	2.86*		5	
		Total recordable injury frequency rate (TRIFR): employees	<i>TRIFR (employees)</i>	3.41	3.35	3.01*		5	
		Total recordable injury frequency rate (TRIFR): contractors	<i>TRIFR (contractors)</i>	2.74	3.02	2.73*		5	
		Lost time injury frequency rate (LTIFR): employees + contractors	<i>LTIFR (employees + contractors)</i>	1.02	1.06	0.99*		5	
		Lost time injury frequency rate (LTIFR): employees	<i>LTIFR (employees)</i>	1.25	1.25	1.17*		5	
		Lost time injury frequency rate (LTIFR): contractors	<i>LTIFR (contractors)</i>	0.78	0.89	0.83*		5	
		Occupational diseases frequency rate (ODR) – employees + contractors	<i>LTD FR (employees + contractors)</i>	0.14	0.09	0.29		5	
		Occupational diseases frequency rate (ODR) – employees	<i>LTD FR (employees)</i>	0.27	0.18	0.39		5	
		Occupational diseases frequency rate (ODR) – contractors	<i>LTD FR (contractors)</i>	0.01	0.01	0.19		5	
		Lost day rate	%	0.1%	0.1%	0.1%		5	Lost day rate is expressed by comparing the total lost days to the total number of hours scheduled to be worked by the workforce.

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
		Absentee rate	%	3%	3%	4%		5	The absentee rate is expressed by comparing the total absent time to the total time scheduled to be worked by the workforce.
GRI 403	403-3	Workers involved in occupational activities who have a high incidence or high risk of specific diseases	<i>Our approach to sustainability: Safety, Health</i> <hr/> <i>Glencore SR: Workplace health and safety (pp. 19-21)</i>					5	
Training and education									
GRI 404	404-DMA	Disclosure on Management Approach	<i>Our approach to sustainability: Our people</i> <hr/> <i>Glencore SR: Our people (pp. 48-50)</i>				6		
GRI 404	404-1	Average hours of training per year per employee	<i>Average training hours per worker (employees + contractors)</i>	57	42	46		2	We do not collect this information by gender as we treat male and female employees equally.
		Percentage of training hours per employee category	<i>Contractors (%)</i>	31%	39%	37%		2	
			<i>Management (%)</i>	1%	1%	1%		2	
			<i>Operational, production, maintenance (%)</i>	59%	49%	51%		2	
			<i>Supervisors, administration, technical (%)</i>	9%	10%	11%		2	
Diversity and equal opportunity									
GRI 405	405-DMA	Disclosure on Management Approach	<i>Our approach to sustainability: Our people</i> <hr/> <i>Glencore SR: Our people (pp. 48-50)</i>				6		

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
GRI 405	405-1	Composition of governance bodies and breakdown of employees per category according to gender, age, minority group membership and other indicators of diversity	<i>Minority group membership</i>				6	3	Glencore has operations in areas where minority group membership data cannot be collected for privacy reasons. We therefore cannot provide an accurate number.
			<i>Number of female employees</i>	12,037	12,961	13,848	6	3	
			<i>Percentage of female employees (%)</i>	14%	15%	16%	6	3	
			<i>Percentage of female managers (%)</i>	17%	16%	18%	6	3	
			<i>Number of female Board directors</i>	2	2	2	6	3	
GRI 405	405-2	Ratio of basic salary of men to women by employee category	<i>Our approach to sustainability: Our people</i>				6	3	Our basic salaries are not differentiated by gender (1:1)
			<i>Glencore SR: Our people (pp. 48-50)</i>						
Non-discrimination									
GRI 406	406-DMA	Disclosure on Management Approach	<i>Our approach to sustainability: Our people</i>				6		
			<i>Glencore SR: Our people (pp. 48-50)</i>						
			<i>Glencore AR: Ethics and compliance (pp. 42-44)</i>						
			<i>Other: Code of Conduct</i>						

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
GRI 406	406-1	Total number of incidents of discrimination and actions taken	<i>Our approach to sustainability: Our people</i> <hr/> <i>Glencore SR: Our people (pp. 48-50)</i> <hr/> <i>Glencore AR: Ethics and compliance (pp. 42-44)</i> <hr/> <i>Other: Code of Conduct</i>	5	5	1	6	3	Each reported case of discrimination is carefully analysed and where confirmed, appropriate disciplinary action is taken.
Freedom of association and collective bargaining									
GRI 407	407-DMA	Disclosure on Management Approach	<i>Our approach to sustainability: Our people</i> <hr/> <i>Glencore SR: Our people (pp. 48-50)</i> <hr/> <i>Glencore AR: Ethics and compliance (pp. 42-44)</i> <hr/> <i>Other: Code of Conduct</i>				3		
GRI 407	407-1	Operations and suppliers identified in which workers' rights to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	Number of assets	0	0	0	3	3	Glencore SR: Our people (pp. 48-50).

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
Child labour									
GRI 408	408-DMA	Disclosure on Management Approach	<p><i>Our approach to sustainability: Our people, Community and human rights</i></p> <hr/> <p><i>Glencore SR: Responsible sourcing and supply (pp. 36-39), Human rights (pp. 40-43), Our people (pp. 48-50)</i></p> <hr/> <p><i>Glencore AR: Ethics and compliance (pp. 42-44)</i></p> <hr/> <p><i>Other: Code of Conduct</i></p>				5		
GRI 408	408-1	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour	<p><i>Our approach to sustainability: Our people, Community and human rights</i></p> <hr/> <p><i>Glencore SR: Responsible sourcing and supply (pp. 36-39), Human rights (pp. 40-43), Our people (pp. 48-50)</i></p> <hr/> <p><i>Glencore AR: Ethics and compliance (pp. 42-44)</i></p> <hr/> <p><i>Other: Code of Conduct</i></p>	0	0	0	5	3	Employees younger than 18 do not carry out any type of hazardous work (eg administrative trainees).

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
Forced or compulsory labour									
GRI 409	409-DMA	Disclosure on Management Approach	<p><i>Our approach to sustainability: Our people, Community and human rights</i></p> <hr/> <p><i>Glencore SR: Responsible sourcing and supply (pp. 36-39), Human rights (pp. 40-43), Our people (pp. 48-50)</i></p> <hr/> <p><i>Glencore AR: Ethics and compliance (pp. 42-44)</i></p> <hr/> <p><i>Other: Code of Conduct</i></p>				4		
GRI 409	409-1	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour	Number of assets	0	0	0	4	3	

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
Security practices									
GRI 410	410-DMA	Disclosure on Management Approach	<i>Our approach to sustainability: Community and human rights</i> <hr/> <i>Glencore SR: Human rights (pp. 40-43)</i> <hr/> <i>Glencore AR: Ethics and compliance (pp. 42-44)</i> <hr/> <i>Other: Code of Conduct</i>				1, 2		
GRI 410	410-1	Percentage of security personnel trained in the organisation's policies or procedures that are relevant to operations	<i>Our approach to sustainability: Community and human rights</i> <hr/> <i>Glencore SR: Human rights (pp. 40-43)</i> <hr/> <i>Glencore AR: Ethics and compliance (pp. 42-44)</i> <hr/> <i>Other: Code of Conduct</i>	52%	86%	91%	1, 2	1, 3	Employed security personnel only.

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
Rights of indigenous peoples									
GRI 411	411-DMA	Disclosure on Management Approach	<i>Our approach to sustainability: Community and human rights</i> <hr/> <i>Glencore SR: Human rights (pp. 40-43),</i> <hr/> <i>Glencore AR: Ethics and compliance (pp. 42-44)</i> <hr/> <i>Other: Code of Conduct</i>				1, 2		
GRI 411	411-1	Total number of incidents of violations involving rights of indigenous peoples and actions taken	<i>Our approach to sustainability: Human rights</i> <hr/> <i>Glencore SR: Human rights (pp. 40-43)</i>	0	0	0	1, 2	3	No cases reported (refer also to MM6).
MM5	MM5	Number of sites located on or near indigenous people's land	<i>Our approach to sustainability: Community and human rights</i> <hr/> <i>Glencore SR: Human rights (pp. 40-43)</i> <hr/> <i>Glencore AR: Ethics and compliance (pp. 42-44)</i> <hr/> <i>Other: Code of Conduct</i>	35	42	42	1, 2	3	

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
		Number of sites with operations in or adjacent to an indigenous community that have an agreement with that community	<i>Our approach to sustainability: Community and human rights</i> <hr/> <i>Glencore SR: Human rights (pp. 40-43)</i> <hr/> <i>Glencore AR: Ethics and compliance (pp. 42-44)</i> <hr/> <i>Other: Code of Conduct</i>	23	n/a	23	1, 2	3	
Human rights assessment									
GRI 103	103-DMA	Disclosure on Management Approach	<i>Our approach to sustainability: Our people, Community and human rights</i> <hr/> <i>Glencore SR: Responsible sourcing and supply (pp. 36-39), Human rights (pp. 40-43), Our people (pp. 48-50)</i> <hr/> <i>Glencore AR: Ethics and compliance (pp. 42-44)</i> <hr/> <i>Other: Code of Conduct</i>				1, 2		

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
GRI 412	412-DMA	Disclosure on Management Approach	<p><i>Our approach to sustainability: Our people, Community and human rights</i></p> <hr/> <p><i>Glencore SR: Responsible sourcing and supply (pp. 36-39), Human rights (pp. 40-43), Our people (pp. 48-50)</i></p> <hr/> <p><i>Glencore AR: Ethics and compliance (pp. 42-44)</i></p> <hr/> <p><i>Other: Code of Conduct</i></p>				1, 2		
GRI 412	412-1	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	<p><i>Our approach to sustainability: Our people, Community and human rights</i></p> <hr/> <p><i>Glencore SR: Responsible sourcing and supply (pp. 36-39), Human rights (pp. 40-43), Our people (pp. 48-50)</i></p> <hr/> <p><i>Glencore AR: Ethics and compliance (pp. 42-44)</i></p> <hr/> <p><i>Other: Code of Conduct</i></p>				1, 2	1, 3	Our Group Human Rights policy requires our assets to conduct risk assessments for conflict and security concerns. If these risks are identified, our assets must align their practices with the Voluntary Principles.
GRI 412	412-2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	<p><i>Total hours of employee training</i></p>	159,940	50,728	63,667	1, 2	1, 3	Employed security personnel only.
			<p><i>Percentage of employees trained (%)</i></p>	52%	86%	91%	1, 2	1, 3	Employed security personnel only.

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
GRI 412	412-3	Total number and percentage of significant investment agreements that include human rights clauses or that underwent human rights screening	<p><i>Our approach to sustainability: Our people, Community and human rights</i></p> <hr/> <p><i>Glencore SR: Responsible sourcing (pp. 36-39), Human rights (pp. 40-43)</i></p> <hr/> <p><i>Glencore AR: Ethics and compliance (pp. 42-44)</i></p> <hr/> <p><i>Other: Code of Conduct</i></p>				1, 2	1, 3	We undertake due diligence of our major investments; human rights risks are considered as part of this process. We seek to ensure that all significant investment agreements include a requirement to comply, or demonstrate comparable practices, with the Glencore Code of Conduct, including its provisions on respect of human rights. Figures are tracked for internal purposes but not externally reported.
Local communities									
GRI 413	413-DMA	Disclosure on Management Approach	<p><i>Our approach to sustainability: Stakeholder engagement, Creating value for society</i></p> <hr/> <p><i>Glencore SR: Human rights (pp. 40-43), Responsible citizenship (pp. 44-47)</i></p>				1, 2		To help us consistently measure and report on our contributions, we have developed a socio-economic contribution scorecard. Going forward, we plan to integrate the scorecard into our existing community and stakeholder engagement systems.
GRI 413	413-1	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes	<p><i>Our approach to sustainability: Stakeholder engagement, Creating value for society</i></p> <hr/> <p><i>Glencore SR: Human rights (pp. 40-43), Responsible citizenship (pp. 44-47)</i></p>				1, 2	3	We do not report the total percentage. Our assets/operations/projects are required to identify and assess issues, opportunities and risks throughout the lifecycle of their activities, and to have community engagement and social investment strategies in place, as applicable.

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement				UNGC principles	ICMM principles	Comments
				2017	2018	2019			
GRI 413	413-2	Operations with significant actual or potential negative impacts on local communities	<p><i>Our approach to sustainability: Stakeholder engagement, Creating value for society</i></p> <p><i>Glencore SR: Water (p. 30) Human rights (pp. 42, Responsible citizenship (pp. 46-47)</i></p>				1, 2	3	
MM6	MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples	<p><i>Our approach to sustainability: Stakeholder engagement, Creating value for society</i></p> <p><i>Glencore SR: Human rights (pp. 40-43), Responsible citizenship (pp. 46-47)</i></p>	9	6	11	1, 2	3	There were 11 disputes relating to land use/ownership in 2019. These related to Coal assets in South Africa (Springlake, Middelkraal) and Australia (Wandoan, Hail Creek), one Copper asset in Zambia (Nkana) and one Ferroalloys asset in South Africa (Lion Chrome Smelter). The disputes primarily related to our activities impacting private or community properties but also an intrusion of community members into Glencore land. In another case a community is in dispute about the amount of land given to them as a compensation.
MM7	MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use and customary rights of local communities and indigenous peoples, and the outcomes	<p><i>Our approach to sustainability: Stakeholder engagement, Creating value for society</i></p> <p><i>Glencore SR: Human rights (pp. 39-42), Responsible citizenship (pp. 43-46)</i></p>				1, 2	3	We require each asset where we have operational control to have a complaint registration process. This should include a formal grievance and conflict resolution process for community members and others to make complaints and raise concerns. The process should include transparent procedures for registering, evaluating and responding appropriately to the concerns raised. Complaints regarding access to land are mainly related to resettlement planning activities, and have been addressed through ongoing consultations around these processes.
			<p><i>Total number of community complaints</i></p>	1,063	1,057	1,149	1, 2	3	
MM8	MM8	Number (and percentage) of company operating sites where artisanal and small scale mining takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	<p><i>Number of sites</i></p>	7	7	7	1, 2		Our approach to sustainability: Creating value for society Glencore SR: Human rights (pp. 40-43).
			<p><i>Sites (%)</i></p>	6%	6%	6%	1, 2		Our approach to sustainability: Creating value for society Glencore SR: Human rights (pp. 40-43).

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
MM9	MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	<i>Number of sites with resettlements activities</i>	1	2	3	1,2		Resettlements occurred at Zonnebloem, Calenturitas, Kroondal Chrome Mine.
			<i>Number of resettled households</i>	1	11	8	1,2		
MM10	MM10	Number and percentage of operations with closure plans	<i>Our approach to sustainability: Environmental management, Land management</i>				1,2		As required by our Group Environmental Policy all our production and mining sites must have closure plans in place.
			<i>Glencore SR: Land stewardship (pp. 33-35)</i>						

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
Supplier social assessment									
GRI 414	414-DMA	Disclosure on Management Approach	<p><i>Our approach to sustainability: Working with business partners</i></p> <hr/> <p><i>Product stewardship: Sourcing</i></p> <hr/> <p><i>Glencore SR: Stakeholder engagement (pp. 14-15), Responsible sourcing and supply (pp. 36-39) Human rights (pp. 40-43)</i></p>				1, 2, 6, 10	3, 5, 8	
GRI 414	414-1	Percentage of new suppliers that were screened using social criteria	Percentage of new suppliers screened (%)	48%	51%	54%	1, 2, 6, 10	3	
Public policy									
GRI 415	415-1	Disclosure on Management Approach	<p><i>Our approach to sustainability: Applying our sustainability framework, Working with business partners</i></p> <hr/> <p><i>Glencore AR: Ethics and compliance (pp. 42-44)</i></p> <hr/> <p><i>Other: Global Anti-Corruption Policy</i></p>				10		

Key

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n/a = not applicable

GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
PRODUCTS									
Customer health & safety									
GRI 416	416-DMA	Disclosure on Management Approach	<i>Glencore SR: Responsible sourcing and supply (pp. 36-39)</i>						
MM11	MM11	Programmes and progress relating to materials stewardship	<i>Glencore SR: Responsible sourcing and supply (pp. 36-39)</i>				7, 8, 9	8	Progress is tracked internally, but not reported externally. Case studies have been provided in the SR giving examples of programmes.
GRI 416	416-1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	<i>Glencore SR: Responsible sourcing and supply (pp. 36-39)</i>				7, 8, 9	8	All our products are thoroughly assessed as part of the REACH registration and notification process.
Marketing and labelling									
GRI 417	417-1	Type of product and service information required by procedures for product and service information and labelling, and percentage of significant products and services categories subject to such information requirements	<i>Glencore SR: Responsible sourcing and supply (pp. 36-39)</i>				7	8	Our sustainability framework requires our commodity products to conform with the regulations and good practice guidelines pertaining to the regions where we operate. This also applies to the information requirements of our products. In Europe we have prepared and submitted extensive dossiers for all substances within our products in line with REACH registration requirements, containing information on properties, environmental impacts and guidance for safe use. This information is actively sent to all our customers by means of safety data sheets. For products not subject to REACH requirements we have documented information on properties, environmental impacts and guidance for safe use and make this available to our customers as safety data sheets.

Key

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
Socioeconomic compliance									
GRI 419	419-DMA	Disclosure on Management Approach	<p><i>Our approach to sustainability: Applying our sustainability framework, Working with business partners</i></p> <p><i>Glencore AR: Ethics and compliance (pp. 42-44)</i></p> <p><i>Other: Global Anti-Corruption Policy</i></p>						
GRI 419	419-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area	<p><i>Our approach to sustainability: Applying our sustainability framework, Working with business partners</i></p> <p><i>Glencore AR: Ethics and compliance (pp. 42-44)</i></p> <p><i>Other: Global Anti-Corruption Policy</i></p>						Glencore AR: Financial Review. Significant items (p. 49-49).

Key

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
GOVERNANCE									
Organisational profile									
GRI 102	102-1	Name of the organisation	Glencore plc						
GRI 102	102-2	a. A description of the organisation's activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	<i>Glencore SR: At a glance (pp. 4-5)</i> <i>Glencore AR: At a glance (pp. 4-5) Business model (pp. 10-11),</i> <i>Glencore website: Who we are</i>						
GRI 102	102-3	Location of organisation's headquarters	Baarermattstrasse 3 CH-6340 Baar Switzerland						
GRI 102	102-4	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	<i>Glencore SR: At a glance (pp. 4-5)</i> <i>Glencore website: Who we are World Map</i>						
GRI 102	102-5	Nature of ownership and legal form	<i>Glencore AR: Shareholder information (p. 250)</i>						
GRI 102	102-6	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)	<i>Glencore SR: At a glance (pp. 4-5)</i> <i>Glencore AR: Business model (pp. 10-11)</i> <i>Glencore website: Who we are</i>						

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
GRI 102	102-7	Scale of the reporting organisation, including: number of employees, net sales, total capitalisation, and quantity of products provided	<i>Glencore SR: At a glance (pp. 4-5)</i> <i>Glencore AR: Financial statement (pp. 125-227)</i> <i>Production by quarter (pp. 236-241)</i>						
GRI 102	102-8	Information on the organisation's workforce	<i>Glencore SR: At a glance (pp. 4-5)</i>						All numbers represent data as at 31/12/2019.
		Total Workforce	<i>Total workforce</i>	145,977	158,508	159,345			
			<i>Total employees</i>	83,679	86,621	89,092			
			<i>Total contractors</i>	62,298	71,887	70,253			
		Employee breakdown by role type	<i>Executive/senior/middle management (%)</i>	4%	4%	4%			
			<i>Supervisors/administrators/technical (%)</i>	26%	27%	26%			
			<i>Operational/production/maintenance/security (%)</i>	70%	69%	70%			
GRI 102	102-8	Employee breakdown by employment type	<i>Full-time Employees</i>	82,293	85,000	87,704			
			<i>Part-time Employees</i>	776	995	1,083			
			<i>Employees – casual</i>	610	626	305			
		Employee breakdown by employment contract	<i>Permanent (%)</i>	94%	94%	94%			
			<i>Temporary (%)</i>	6%	6%	6%			

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
GRI 102	102-9	Describe the organisation's supply chain including its main elements as they relate to the organisation's activities, primary brands, products, and services	<p><i>Glencore SR: At a glance (pp. 4-5), Responsible sourcing and supply (pp. 36-39)</i></p> <p><i>Glencore AR: Our business model (pp. 10-11), Our marketing business (pp. 54-57) Market review and outlook (pp. 58-63)</i></p> <p><i>Glencore website: Who we are</i></p>					5, 8	
GRI 102	102-10	Significant changes during the reporting periods regarding size, structure, ownership or its supply chain, including the location of or changes in operations, including facility openings, closings and expansions; changes in the share capital structure and other capital formation, maintenance and alteration operations; and changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination	<p><i>Glencore SR: Chief Executive Officer's review (pp. 8-9), About this report (p. 12)</i></p> <p><i>Glencore AR: Chief Executive Officer's review (pp. 2-3), Financial review (pp. 46-53)</i></p>						
GRI 102	102-11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation	<p><i>Glencore SR: Our sustainability governance (p. 10)</i></p> <p><i>Glencore website: Our approach to sustainability</i></p>				7	1, 2	

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
GRI 102	102-12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses	<p><i>Glencore SR: About this report (p. 12), Stakeholder engagement (pp. 14-15), Participation in external initiatives (p. 15), Responsible sourcing and supply (pp. 36-39), Human rights (pp. 40-43), Responsible citizenship (pp. 44-47),</i></p> <p><i>Glencore website: Our approach to sustainability</i></p>				1, 3, 4, 5, 6, 10	1, 2	In 2014 we signed up to the United Nations Global Compact and became a member of the International Council on Mining & Metals (ICMM). In 2015, Glencore joined the Plenary Group of the Voluntary Principles on Security and Human Rights Initiative. For further initiatives refer to the provided references.
GRI 102	102-13	Main memberships of industry or other associations, and national or international advocacy organisations	<p><i>Glencore website: List of Associations and Memberships glencore.com/sustainability/reports-and-presentations</i></p>					1	

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
Strategy									
GRI 102	102-14	Statement from the most senior decision maker in the organisation about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability.	<i>Glencore SR: Chief Executive Officer's review (pp. 8-9)</i>					2	
GRI 102	102-15	Description of key impacts, risks and opportunities	<i>Glencore SR: Material topics (p. 13)</i> <i>Glencore AR: Our strategy for a sustainable future (pp. 12-15), Principal risks and uncertainties (pp. 74-91)</i>					2, 4	

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
Ethics and Integrity									
GRI 102	102-16	Organisation's values, principles, standards, norms of behaviours such as codes of conduct and codes of ethics	<p><i>Our approach to sustainability: Our sustainability approach</i></p> <hr/> <p><i>Glencore SR: Our sustainability governance (p. 10)</i></p> <hr/> <p><i>Glencore AR: Our strategy for a sustainable future (pp. 12-15) Ethics and compliance (pp. 42-44)</i></p> <hr/> <p><i>Glencore website: Code of Conduct Our Values</i></p>				1, 2, 3, 4, 5, 6, 7, 10	1, 2, 3	
GRI 102	102-17	Internal and external mechanisms for (i) seeking advice about ethical and lawful behaviour, and organisational integrity; (ii) reporting concerns about unethical or unlawful behaviour, and organisational integrity	<i>Glencore AR: Ethics and Compliance (pp. 42-44)</i>				1, 2, 3, 4, 5, 6, 7, 10	1, 2, 3	

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
Governance									
GRI 102	102-18	Governance structure of the organisation, including committees of the highest governance body; committees responsible for decision-making on economic, environmental, and social topics	<p><i>Our approach to sustainability: Our sustainability approach</i></p> <hr/> <p><i>Glencore SR: Our sustainability governance (p. 10)</i></p> <hr/> <p><i>Glencore AR: Corporate governance report (pp. 96-109)</i></p>					1	
GRI 102	102-19	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees	<p><i>Glencore SR: Our sustainability governance (p. 10)</i></p> <hr/> <p><i>Glencore AR: Corporate governance report (pp. 96-109)</i></p>					1	
GRI 102	102-20	Whether the organisation has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body	<p><i>Glencore SR: Our sustainability governance (p. 10)</i></p> <hr/> <p><i>Glencore AR: Corporate governance report (pp. 96-109)</i></p>				1, 2, 3, 4, 5, 6, 7, 10	1	
GRI 102	102-21	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body	<p><i>Glencore AR: Corporate governance (pp. 96-109)</i></p> <hr/> <p><i>Glencore website: Board committees: glencore.com/who-we-are/governance</i></p>				1, 2, 3, 4, 5, 6, 7, 10	1	

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017			2018			2019			UNGC principles	ICMM principles	Comments
GRI 102	102-22	Composition of the highest governance body and its committees	<p><i>Glencore AR: Corporate governance (pp. 96-109)</i></p> <hr/> <p><i>Glencore website: Board committees: glencore.com/who-we-are/governance</i></p>										1		
GRI 102	102-23	Whether the Chair of the highest governance body is also an executive officer	<p><i>Glencore AR: Corporate governance (pp. 96-109)</i></p> <hr/> <p><i>Glencore website: Board committees: glencore.com/who-we-are/governance</i></p>										1		
GRI 102	102-24	Nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members	<p><i>Glencore AR: Corporate governance (pp. 96-109)</i></p>										1		
GRI 102	102-25	Processes for the highest governance body to ensure conflicts of interest are avoided and managed	<p><i>Glencore AR: Corporate governance (pp. 96-109)</i></p>										1		
GRI 102	102-26	Highest governance body's and senior executives' roles in the development, approval, and updating of the organisation's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts	<p><i>Glencore AR: Corporate governance (pp. 96-109)</i></p>							1, 2, 3, 4, 5, 6, 7, 10		1			

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
GRI 102	102-27	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics	<i>Glencore AR: Corporate governance (pp. 96-109)</i>				1, 2, 3, 4, 5, 6, 7, 10	1	
GRI 102	102-28	Processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics	<i>Glencore AR: Corporate governance (pp. 96-109)</i>				1, 2, 3, 4, 5, 6, 7, 10	1	
GRI 102	102-29	Highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities	<i>Glencore SR: Material topics (p. 13)</i> <i>Glencore AR: Corporate governance (pp. 96-109)</i>				1, 2, 3, 4, 5, 6, 7, 10	1	
GRI 102	102-30	Highest governance body's role in reviewing the effectiveness of the organisation's risk management processes for economic, environmental and social topics	<i>Glencore AR: Corporate governance (pp. 96-109)</i>				1, 2, 3, 4, 5, 6, 7, 10	1	
GRI 102	102-31	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	<i>Glencore AR: Principal risks and uncertainties (pp. 74-91), Corporate governance (pp. 96-109)</i>				1, 2, 3, 4, 5, 6, 7, 10	1	
GRI 102	102-32	Highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material aspects are covered	<i>Glencore AR: Corporate governance (pp. 96-109)</i>					1	

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
GRI 102	102-33	Process for communicating critical concerns to the highest governance body	Glencore AR: Corporate governance (pp. 96-109)				1, 2, 3, 4, 5, 6, 7, 10	1	
GRI 102	102-34	Nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them	Glencore AR: Corporate governance (pp. 96-109)				1, 2, 3, 4, 5, 6, 7, 10	1	
GRI 102	102-35	Remuneration policies for the highest governance body and senior executives; and how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives	Glencore AR: Directors' remuneration report (pp. 110-119)				1, 2, 3, 4, 5, 6, 7, 10	1	
GRI 102	102-36	Report the process for determining remuneration	Glencore AR: Directors' remuneration report (pp. 110-119)					1	
GRI 102	102-37	Indicate how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable	Glencore AR: Directors' remuneration report (pp. 110-119)					1	

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
Stakeholder engagement									
GRI 102	102-40	List of stakeholder groups engaged by the organisation	<p><i>Our approach to sustainability: Stakeholder engagement</i></p> <hr/> <p><i>Glencore SR: Our sustainability governance (p. 10), Stakeholder engagement (pp. 14-15)</i></p>				3	10	
GRI 102	102-41	Report the percentage of total employees covered by collective bargaining agreements	<i>Percentage of employees covered by collective bargaining agreement</i>	76%	74%	71%	3	3	
GRI 102	102-42	Basis for identification and selection of stakeholders with whom to engage	<p><i>Our approach to sustainability: Our sustainability approach, Stakeholder engagement</i></p> <hr/> <p><i>Glencore SR: Our sustainability governance (p. 10), Stakeholder engagement (pp. 14-15)</i></p> <hr/> <p><i>Glencore AR: Our strategy for a sustainable future (pp. 12-15)</i></p>				3	10	Gathered internally but not reported externally.

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
GRI 102	102-43	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	<p><i>Our approach to sustainability: Stakeholder engagement</i></p> <hr/> <p><i>Glencore SR: Our sustainability governance (p. 10), Stakeholder engagement (pp. 14-15), Human rights and grievance mechanisms (pp. 40-43)</i></p> <hr/> <p><i>Glencore AR: Section 172 statement and stakeholder engagement (pp. 26-29)</i></p>					10	We engage with all stakeholder groups, at corporate, regional and local levels, to build meaningful relationships and understand their expectations and aspirations. We have fed our understanding of the topics of interest taken from this engagement into our materiality processes, to establish the areas of focus for our sustainability strategic review and the information we disclose in our sustainability reporting.
GRI 102	102-44	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, and report on the stakeholder groups that raised each of the key topics and concerns	<p><i>Glencore SR: Material topics (p. 13), Stakeholder engagement (pp. 14-15), Material topics (pp. 16-50)</i></p> <hr/> <p><i>Other: Climate Change Considerations for our Business: 2017</i></p>				1, 2, 3, 4, 5, 6, 7, 10	10	

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
Reporting practice									
GRI 102	102-45	Entities included in the organisation's consolidated financial statements	<i>Glencore AR: Financial review (pp. 46-53), Principal operating, finance and industrial subsidiaries and investments (pp. 224-226)</i>						
GRI 102	102-46	Process for defining report content and the Aspect Boundaries and how the organisation has implemented the Reporting Principles for Defining Report Content	<i>Glencore SR: Our sustainability governance (p. 10), About this report (p. 12), Material topics (p. 13), Stakeholder engagement (pp. 14-15)</i>					10	
GRI 102	102-47	Material topics identified in the process for defining report content	<i>Glencore SR: Material topics (p. 13)</i>					2, 10	
GRI 102	102-48	Explanation of the effect of any restatements of information provided in earlier reports, and the reasons for such restatement	<i>Glencore SR: About this report (p. 12)</i>						The effects of restatements are not reported externally unless the data was previously subject to assurance by third parties.
GRI 102	102-49	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	<i>Glencore SR: About this report (p. 12)</i>					2, 10	The 'About this report' and the 'glossary' sections of the Sustainability Report provide information on indicator definitions and reporting boundaries and, if applicable, material changes compared to last year.

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
Report profile									
GRI 102	102-50	Reporting period for information provided	1 January 2019 to 31 December 2019					10	
GRI 102	102-51	Date of most recent previous report	2018						
GRI 102	102-52	Reporting cycle	Annual					10	
GRI 102	102-53	Contact point for questions regarding the report or its contents	info@glencore.com					10	
GRI 102	102-54	The claim made, if the report has been prepared in accordance with the GRI Standards	Glencore SR: About this report (p. 12)					10	
GRI 102	102-55	GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report	Glencore SR: About this report (p. 12), Environmental, Social and Governance data 2019 (this document)						
GRI 102	102-56	a. A description of the organisation's policy and current practice with regard to seeking external assurance for the report	Glencore SR: Assurance statement (p. 95-96) Glencore AR: Audit Committee report (pp. 107-108)						

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
Management approach									
GRI 103	103-1-a	Explanation of the material topic and its Boundary	<i>Glencore SR: About this report (p. 12), Material topics (p. 13)</i>					2, 10	
GRI 103	103-1-b/c	b. The Boundary for the material topic including a description of where the impacts occur; the organisation's involvement with the impacts c. Any specific limitation regarding the topic Boundary	<i>Glencore SR: About this report (p. 12) Material topics (p. 13)</i> <i>Glencore AR: Materiality assessment (p. 39)</i>					2, 10	
GRI 103	103-2	The management approach and its components	<i>Glencore SR: Introduction to each material topic chapter (pp. 16-50)</i>						
GRI 103	103-3	Evaluation of the management approach	<i>Glencore SR: Introduction to each material topic chapter (pp. 16-50)</i>						

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
ECONOMIC									
Economic performance									
GRI 201	201-DMA	Disclosure on Management Approach	<p><i>Our approach to sustainability: Creating value for society</i></p> <p><i>Glencore SR: Responsible citizenship (pp. 44-47)</i></p>					9	
GRI 201	201-1	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 to governments	<p><i>Our approach to sustainability: Creating value for society</i></p> <p><i>Glencore SR: Responsible citizenship (pp. 44-47)</i></p> <p><i>Other: 2019 Payments to Governments Report</i></p>				10	9	We do not currently collect data on payments to local communities as part of land use.
			<p><i>Total amount of payments to governments (US\$ million)</i></p>	4,141	5,739	7,674*		9	Data excludes VAT. <i>Responsible citizenship (pp. 44-47)</i>
			<p><i>Total amount of community investments (US\$ million)</i></p>	90	95	90		9	<i>Responsible citizenship (pp. 44-47)</i>
GRI 201	201-2	Financial implications, other risks and opportunities for the organisation's activities due to climate change	<p><i>Glencore SR: Climate change and energy (pp. 22-28)</i></p> <p><i>Glencore AR: Principal risks and uncertainties (pp. 74-91)</i></p> <p><i>Other: Climate Change Considerations for our Business: 2017</i></p>				9	4, 9	Climate change-related financial implications and other risks and opportunities that may affect our business are disclosed in our standalone report <i>Climate Change Considerations for our Business: 2017</i> .

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
GRI 201	201-3	Coverage of the organisation's defined benefit plan obligations	<i>Glencore AR: Note 23 to the financial statements (pp. 194-199)</i>				9	4, 9	
Market presence									
GRI 202	202-DMA	Disclosure on Management Approach	<i>Our approach to sustainability: Our people</i> <hr/> <i>Glencore SR: Material topics (p. 13), Our people (pp. 48-50)</i>					9	
GRI 202	202-2	Proportion of senior management and workforce hired from the local community at significant locations of operation	<i>Glencore SR: Responsible citizenship (pp. 44-47)</i> <hr/> <i>Other: Glencore Communities and stakeholder engagement policy</i>					9	In 2019, 96% of our workforce were local to the countries in which we operate, as were 84% of our managers. No additional senior manager information is available.
Indirect economic impacts									
GRI 203	203-DMA	Disclosure on Management Approach	<i>Our approach to sustainability: Creating value for society</i> <hr/> <i>Glencore SR: Material topics (p. 13), Responsible citizenship (pp. 44-47)</i>					9	
GRI 203	203-1	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind or pro-bono engagement	<i>Glencore SR: Responsible citizenship (pp. 44-47)</i>					9	We provide examples of the impact of our development and infrastructure investments and services in the commodity chapters. In addition, our socio-economic contribution scorecard focuses on understanding the tangible results of our investments. Over time, the data collected will show how our development activities affect local economies.

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GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
GRI 203	203-2	Significant indirect economic impacts, including the extent of the impacts	Glencore SR: Responsible citizenship (pp. 44-47)					9	
Procurement practices									
GRI 204	204-DMA	Disclosure on Management Approach	Our approach to sustainability: Creating value for society, Product stewardship: Sourcing Glencore SR: Responsible citizenship (pp. 44-47)					2	
GRI 204	204-1	Proportion of spending on local suppliers at significant locations of operation	Percentage of total spend with local suppliers (%)	76%	74%	75%		2	This indicator only covers procurement at industrial assets. The definition of local means suppliers and contractors local to the country in which the procuring asset operates.
Anti-corruption									
GRI 205	205-DMA	Disclosure on Management Approach	Our approach to sustainability: We are committed to working sustainably, Applying the GCP framework, Working with business partners Glencore SR: Our people (pp. 48-50) Glencore AR: Our strategy for a sustainable future (pp. 12-15) Ethics and compliance (pp. 42-44) Other: Global Anti-Corruption Policy				10		

Key

* Independently assured by Deloitte LLP for 2019

n/a = not applicable

GRI Standard Number	Disclosure Number	Description	Response / cross reference / Unit of measurement	2017	2018	2019	UNGC principles	ICMM principles	Comments
GRI 205	205-1	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	<p><i>Our approach to sustainability: We are committed to working sustainably, Applying the GCP framework, Working with business partners</i></p> <hr/> <p><i>Glencore SR: Our people (pp. 48-50) Other: Global Anti-Corruption Policy</i></p>				10	1	Detailed data is tracked and monitored for internal use only (due to confidentiality constraints).
GRI 205	205-2	Communication and training on anti-corruption policies and procedures	<p><i>Glencore SR: Our people (pp. 48-50)</i></p>				10	1	
GRI 205	205-3	Confirmed incidents of corruption and actions taken	<p><i>Our approach to sustainability: We are committed to working sustainably, Applying the GCP framework, Working with business partners</i></p> <hr/> <p><i>Glencore SR: Our people (pp. 48-50)</i></p> <hr/> <p><i>Other: Global Anti-Corruption Policy</i></p>				10	1	Any cases of misconduct, including the giving or receiving of gifts, entertainment, incentives or any other financial advantage in return for improper performance of the recipient's function (corruption), are taken very seriously and disciplinary action is taken in accordance with internal policies. Due to possible confidentiality restraints and/or the possibility that an incident may be connected to an ongoing or related internal review or investigation, we do not report this data publicly

Additional greenhouse gas emission information

This section contains additional information on Glencore's greenhouse gas emission reporting and performance. The information is complementary to Glencore's climate change disclosures as part of the 2019 Annual Report, 2019 Sustainability Report, 2017 Climate change considerations for our business document and the GRI section of the 2019 Sustainability Report data book.

EMISSIONS IN DEPTH

1. Additional greenhouse gas emission information: basis of reporting

Glencore's greenhouse gas emission reporting is based upon the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised edition), applying the operational control boundary.

2. Greenhouse gas emission factors – Scope 1

Region	Type	Greenhouse Gas	Value	Unit	Effective Date	Description
Global	Natural Gas	Carbon Dioxide	56,100	kg GHG/TJ	01/01/2014	GHG Protocol Cross-Sector Tools – Stationary Combustion – (April 2014)
Global	Natural Gas	Methane	5.00000	kg GHG/TJ	01/01/2014	
Global	Natural Gas	Nitrous Oxide	0.10000	kg GHG/TJ	01/01/2014	
Global	Residual fuel oil	Carbon Dioxide	3,127	kg GHG/t (metric)	01/01/2014	
Global	Residual fuel oil	Methane	0.40400	kg GHG/t (metric)	01/01/2014	
Global	Residual fuel oil	Nitrous Oxide	0.02424	kg GHG/t (metric)	01/01/2014	
Global	Anthracite	Carbon Dioxide	2,625	kg GHG/t (metric)	01/01/2014	
Global	Anthracite	Methane	0.26700	kg GHG/t (metric)	01/01/2014	
Global	Anthracite	Nitrous Oxide	0.04005	kg GHG/t (metric)	01/01/2014	
Global	Coke oven coke	Carbon Dioxide	3,017	kg GHG/t (metric)	01/01/2014	
Global	Coke oven coke	Methane	0.28200	kg GHG/t (metric)	01/01/2014	
Global	Coke oven coke	Nitrous Oxide	0.04230	kg GHG/t (metric)	01/01/2014	
Global	Other kerosene	Carbon Dioxide	2.51938	kg GHG/L	01/01/2014	
Global	Other kerosene	Methane	0.00035	kg GHG/L	01/01/2014	
Global	Other kerosene	Nitrous Oxide	0.00002	kg GHG/L	01/01/2014	
Global	Gas/Diesel oil	Carbon Dioxide	2.67649	kg GHG/L	01/01/2014	
Global	Gas/Diesel oil	Methane	0.00036	kg GHG/L	01/01/2014	

2. Greenhouse gas emission factors – Scope 1 continued

Region	Type	Greenhouse Gas	Value	Unit	Effective Date	Description
Global	Gas/Diesel oil	Nitrous Oxide	0.00002	kg GHG/L	01/01/2014	
Global	Naphtha	Carbon Dioxide	2.51162	kg GHG/L	01/01/2014	
Global	Naphtha	Methane	0.00034	kg GHG/L	01/01/2014	
Global	Naphtha	Nitrous Oxide	0.00002	kg GHG/L	01/01/2014	
Global	Liquefied Petroleum Gases	Carbon Dioxide	1.61170	kg GHG/L	01/01/2014	
Global	Liquefied Petroleum Gases	Methane	0.00013	kg GHG/L	01/01/2014	
Global	Liquefied Petroleum Gases	Nitrous Oxide	0.00000	kg GHG/L	01/01/2014	
Global	Gasoline/Petrol	Carbon Dioxide	8.59873	kg GHG/gal (US)	01/01/2014	GHG Protocol Cross-Sector Tools – Transport Fuel Use – (April 2014)
Global	On-Road Diesel Fuel	Carbon Dioxide	10.13100	kg GHG/gal (US)	01/01/2014	GHG Protocol Cross-Sector Tools – Transport Fuel Use – (April 2014)
Global	Heavy fuel oil	Carbon Dioxide	11.12500	kg GHG/gal (US)	01/01/2014	GHG Protocol Cross-Sector Tools – Transport Fuel Use – (April 2014)
Global	Methane combusted	Carbon Dioxide	2.81016	t GHG (metric)/t (metric)	01/01/2006	Australian National Greenhouse Accounts (NGA) factors 2006 – Table 2.3: (Coal mine waste gas that is captured for combustion)
Global	Limestone flux reductant	CO ₂ -e	0.44000	kg GHG/kg	01/01/2006	GHG Protocol sector specific – Iron and steel 2008

3. Greenhouse gas emission factors – Scope 2, purchased electricity grid emission factors

Region	Type	Greenhouse Gas	Value	Unit	Effective Date	Description
Canada – Nova Scotia	Purchased electricity	Carbon Dioxide	0.67	kg GHG/kWh	01/01/2017	National Intensity Report 1990 – 2017, Canada's 2019 UNFCCC Submission, Part 3, Table A13-4, page 62-69, CO ₂ intensity (g CO ₂ /kWh) for 2017. Link: https://unfccc.int/sites/default/files/resource/can-2019-nir-15apr19.zip
Canada – British Columbia	Purchased electricity	Carbon Dioxide	0.0090	kg GHG/kWh	01/01/2017	
Canada – Quebec	Purchased electricity	Carbon Dioxide	0.0012	kg GHG/kWh	01/01/2017	
Canada – Ontario	Purchased electricity	Carbon Dioxide	0.017	kg GHG/kWh	01/01/2017	
Canada – New Brunswick	Purchased electricity	Carbon Dioxide	0.31	kg GHG/kWh	01/01/2017	
US Egrid – ERCT	Purchased electricity	Carbon Dioxide	936	lb GHG/MWh	01/01/2018	USA e-Grid value for 2018. Source: tab SRL18, column SRCO2RTA of 2020 file https://www.epa.gov/energy/emissions-generation-resource-integrated-database-egrid
US Egrid – CAMX	Purchased electricity	Carbon Dioxide	498.686	lb GHG/MWh	01/01/2018	
US Egrid – NEWE	Purchased electricity	Carbon Dioxide	527.564	lb GHG/MWh	01/01/2018	
US Egrid – NWPP	Purchased electricity	Carbon Dioxide	643.363	lb GHG/MWh	01/01/2018	
Australia – New South Wales	Purchased electricity	Carbon Dioxide	0.81	kg GHG/kWh	01/01/2019	Australia National Greenhouse Account Factors (NGER) update August 2019 Table 5 Indirect (Scope 2) emission factors for consumption of purchased electricity from the grid, page 19, http://www.environment.gov.au/climate-change/climate-science-data/greenhouse-gas-measurement/publications/national-greenhouse-accounts-factors-august-2020
Australia – Queensland	Purchased electricity	Carbon Dioxide	0.81	kg GHG/kWh	01/01/2019	
Australia – Western Australia	Purchased electricity	Carbon Dioxide	0.69	kg GHG/kWh	01/01/2019	
Australia – Northern Territory	Purchased electricity	Carbon Dioxide	0.63	kg GHG/kWh	01/01/2019	

3. Greenhouse gas emission factors – Scope 2, purchased electricity grid emission factors continued

Region	Type	Greenhouse Gas	Value	Unit	Effective Date	Description
Argentina	Purchased electricity	Carbon Dioxide	351.1	g GHG/kWh	01/01/2016	IEA CO ₂ Emission Factors (2019 edition): CO ₂ emissions per kWh from electricity generation. Please note: this 2019 document contains the grid emission factors valid as per 2017.
Bolivia	Purchased electricity	Carbon Dioxide	432.3	g GHG/kWh	01/01/2017	
Chile	Purchased electricity	Carbon Dioxide	435.1	g GHG/kWh	01/01/2017	
Colombia	Purchased electricity	Carbon Dioxide	134	g GHG/kWh	01/01/2017	
Democratic Republic of the Congo	Purchased electricity	Carbon Dioxide	0.7	g GHG/kWh	01/01/2017	
Germany	Purchased electricity	Carbon Dioxide	416.7	g GHG/kWh	01/01/2017	
Italy	Purchased electricity	Carbon Dioxide	325.7	g GHG/kWh	01/01/2017	
Kazakhstan	Purchased electricity	Carbon Dioxide	611.7	g GHG/kWh	01/01/2017	
Norway	Purchased electricity	Carbon Dioxide	8.3	g GHG/kWh	01/01/2017	
Peru	Purchased electricity	Carbon Dioxide	221.6	g GHG/kWh	01/01/2017	
South Africa	Purchased electricity	Carbon Dioxide	899.6	g GHG/kWh	01/01/2017	
Spain	Purchased electricity	Carbon Dioxide	288.3	g GHG/kWh	01/01/2017	
United Kingdom	Purchased electricity	Carbon Dioxide	245.3	g GHG/kWh	01/01/2017	
Zambia	Purchased electricity	Carbon Dioxide	131.6	g GHG/kWh	01/01/2017	

4. Global warming potential (GWP) values relative to CO₂

Region	Chemical formula	Greenhouse Gas	Global warming potential	Unit	Effective Date	Description
Global	CO ₂	Carbon Dioxide	1	g CO ₂ e/g CO ₂	All years	IPCC Fifth Assessment Report, 2014 (AR5), GWP values for 100-year time horizon
Global	CH ₄	Methane	28	g CO ₂ e/g CH ₄	All years	IPCC Fifth Assessment Report, 2014 (AR5), GWP values for 100-year time horizon
Global	N ₂ O	Nitrous Oxide	265	g CO ₂ e/g N ₂ O	All years	IPCC Fifth Assessment Report, 2014 (AR5), GWP values for 100-year time horizon

5. Additional greenhouse gas emission information: carbon reduction initiatives

Stage of development	Number of projects	Total estimated (potential) annual t CO ₂ e savings	Descriptions of most material projects
Under investigation	7	74,529	CO-gas co-generator plant at an Ferroalloys smelter, improved electrowinning efficiency at Zinc smelter, replacing fuel burners at a Copper smelter
To be implemented	4	8,400	Using steam from renewable energy, sourced from neighbouring company at a Canadian refinery; multiple infrastructure and efficiency improvements at a European zinc smelter
Implementation commenced	2	81,967	Purchase power agreements for wind energy at a European zinc smelter, change heavy fuel oil to natural gas at a Copper smelter, replace motors with more energy efficient types
Implemented	7	70,833	Variable speed drives implemented at Ferroalloys smelters
Not to be implemented	1	9,272	Replace dryers with pressure filters

6. Additional greenhouse gas emission information: participation in emission trading schemes in 2019

Emission trading scheme name	Carbon allowances allocated	Carbon allowances purchased	Verified emissions (t CO ₂ e)	Description
European Union ETS	579,951	75,000	316,681	Zinc operations in Germany and Italy
Quebec cap and trade system	303,555	13,017	316,569	Copper, Zinc and Nickel operations in Quebec, Canada
Kazakhstan emission trading scheme	3,178,193	-	958,667	Zinc operations in Kazakhstan

7. Additional greenhouse gas emission information: break down of coal production by mine type

Mine type	2017	2018	2019	Description
Underground	17%	13%	13%	Percentage of coal production from underground operations
Surface	83%	87%	87%	Percentage of coal production from surface operations