
GLENCORE



DATABOOK AND GRI REFERENCES 2015

Databook and GRI references

Indicator	Description	Response/cross reference
STANDARD DISCLOSURES		
Strategy and analysis		
G4-1	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.	Chief Executive Officer's review (pp. 4-5)
G4-2	Description of key impacts, risks and opportunities, including: the organisation's key impacts on sustainability and effects on stakeholders, including rights as defined by national laws, and relevant internationally agreed standards; and the impact of sustainability trends, risks and opportunities on the long-term prospects and financial performance of the organisation	What we report on (pp. 18-19), Glencore AR: Principal risks and uncertainties (pp. 28-35), External commitments (p. 26)
Organisational profile		
G4-3	Name of the organisation	Who we are (p. 6-8)
G4-4	Primary brands, products, and/or services	Our business model (pp. 10-11)
G4-5	Location of organisation's headquarters	Contacts (p. 120), www.glencore.com
G4-6	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	Who we are (p. 6-8)
G4-7	Nature of ownership and legal form	Glencore AR: Shareholder information (p. 201)
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)	Who we are (p. 6-8), Our business model (pp. 10-11)
G4-9	Scale of the reporting organisation, including: number of employees, net sales, total capitalisation, and quantity of products provided	Glencore AR: Strategic report (employees: p. 9, sales: p. 16, capitalisation: p. 26, operations and products: p. 7)
G4-10	Information on the organisation's workforce	Who we are (p. 6-8), Our people (pp. 34-43), Our people: workforce (pp. 41-42)
	Total workforce	Total workforce
		Total employees
		Total contractors
	Employee breakdown by role type	Executive/senior/middle management
		Supervisors/administrators/technical
		Operational/production/maintenance/security
	Employee breakdown by employment contract	Full-time employees
		Part-time employees
		Employees – casual
	% female employees	Number of female employees
		% of employees that are female
		% of managers that are female
G4-11	Report the percentage of total employees covered by collective bargaining agreements	Percentage of employees covered by collective bargaining agreement
G4-12	Describe the organisation's supply chain	Our business model (pp. 10-11) Governance: product stewardship (pp. 32-33)
G4-13	Significant changes during the reporting period 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	Chief Executive Officer's review (pp. 4-5), Who we are (pp. 6-8), Glencore AR: Financial review (pp. 36-41), Glencore AR: CEO's review (pp. 4-5), Glencore AR: Business review (pp. 42-67)
G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organisation	External commitments (p. 26), Environment (p. 52-61)

Key:

* Independently assured by Deloitte LLP for 2015

N/A Not applicable

	Glencore			UNGPs	ICMM principles	Comments
2013	2014	2015				
				2		
				2, 4		
203,637	181,349	156,468				
112,308	109,530	100,614				
91,329	71,819	55,854				
4%	3%	4%				
22%	22%	25%				
74%	74%	71%				
108,624	106,893	98,027				
1,461	1,078	1,038				
2,223	1,559	1,549				
19,147	17,093	16,382				
17%	16%	16%				
17%	19%	18%				
72%	71%	73%	3	3	Labour relations (p. 42)	
			3	5, 8		
				1, 2		

Databook and GRI references *continued...*

Indicator	Description	Response/cross reference
STANDARD DISCLOSURES <i>continued...</i>		
Organisational profile <i>continued...</i>		
G4-15	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses	External commitments (p. 26), Society: human rights (pp. 50-51), Governance: product stewardship (pp. 32-33)
G4-16	Memberships in associations (such as industry associations) and/or national or/ international advocacy organisations in which the organisation: has positions in governance bodies, participated in projects or committees, provides substantive funding beyond routine membership dues, or views membership as strategic	List of memberships of associations and memberships at www.glencore.com/assets/sustainability/doc/2015-List-of-associations-and-memberships.pdf
Identified material aspects and boundaries		
G4-17	Entities included in the organisation's consolidated financial statements	Glencore AR: Financial review (pp. 176-179)
G4-18	Process for defining report content and the Aspect Boundaries and how the organisation has implemented the Reporting Principles for Defining Report Content	What we report on (pp. 18-19), About this report (p. 20)
G4-19	Material Aspects identified in the process for defining report content	Our 2015 sustainability strategy (p. 15)
G4-20	Aspects that are material within the organisation	What we report on (pp. 18-19), About this report (p. 20)
G4-21	Aspects that are material outside the organisation	What we report on (pp. 18-19), About this report (p. 20)
G4-22	Explanation of the effect of any restatements of information provided in earlier reports, and the reasons for such restatement	About this report (p. 20), Environment (pp. 52-61)
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	What we report on (pp. 18-19), About this report (p. 20)
Stakeholder engagement		
G4-24	List of stakeholder groups engaged by the organisation	What we report on (pp. 18-19),
G4-25	Basis for identification and selection of stakeholders with whom to engage	Chairman's statement (p. 3), Chief Executive Officer's review (pp. 4-5), Our strategy (p. 12), Our sustainability approach (pp. 13-14)
G4-26	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	What we report on (pp. 18-19), Chairman's statement (p. 3), Chief Executive Officer's review (pp. 4-5), Our strategy (p. 12), Our sustainability approach (pp. 13-14), Society (pp. 44-51)
G4-27	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	What we report on (pp. 18-19), Governance: climate change (pp. 28-31)
Report profile		
G4-28	Reporting period for information provided	1 January 2015 to 31 December 2015
G4-29	Date of most recent previous report	Glencore Sustainability Report 2014
G4-30	Reporting cycle	Annual
G4-31	Contact point for questions regarding the report or its contents	Contacts (p. 120)
G4-32	Chosen GRI 'in accordance' option, the GRI Content Index for the chosen option, and reference the External Assurance Report	GRI databook (www.glencore.com/sustainability)
G4-33	Policy and current practices with regard to seeking external assurance for the report	About this report (p. 20), Appendix 2: Deloitte assurance statement

Key:

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N/A Not applicable

2013	Glencore		UNGPs	ICMM principles	Comments
	2014	2015			
				1, 2	In 2014 we signed up to the United Nations Global Compact and became a member of the ICMM. In March 2015, Glencore joined the Plenary Group of the Voluntary Principles on Security and Human Rights Initiative.
				1	Data is tracked internally, but is not consolidated in a way to allow for external reporting.
				10	
				2, 10	
				2, 10	
				2, 10	
					The effects of restatements are not reported externally unless the data was previously subject to assurance by third parties.
				2, 10	The glossary provides information on indicator definitions and, if applicable, major changes compared to last year.
				10	
				10	Gathered internally, but not reported externally.
				10	We engage with all stakeholder groups at a corporate, regional and local level, in order to build meaningful relationships and understand their expectations and aspirations. Understanding of the topics of interest from this engagement has fed into the process to identify the material issues to address in the 2015 sustainability report.
				10	
				10	
				10	
				10	
				10	
				10	

Databook and GRI references *continued...*

Indicator	Description	Response/cross reference
STANDARD DISCLOSURES <i>continued...</i>		
Governance, commitments and engagement		
G4-34	Governance structure of the organisation, including committees of the highest governance body	Our sustainability approach (pp. 13-14), Governance: compliance (pp. 24-27), Glencore AR: Corporate governance report (pp. 75-89)
G4-35	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees	Glencore AR: Corporate governance report (pp. 75-89)
G4-36	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	Glencore AR: Corporate governance report (pp. 75-89)
G4-37	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	Glencore AR: Corporate governance report (pp. 75-89)
G4-38	Composition of the highest governance body and its committees	Glencore AR: Corporate governance report (pp. 75-89), Board committees: www.glencore.com/who-we-are/board-of-directors/board-committees/
G4-39	Whether the Chair of the highest governance body is also an executive officer	Glencore AR: Corporate governance report (pp. 75-89), Board committees: www.glencore.com/who-we-are/board-of-directors/board-committees/
G4-40	Nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members	Glencore AR: Corporate governance report (pp. 75-89)
G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed	Glencore AR: Corporate governance report (pp. 75-89)
G4-42	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	Glencore AR: Corporate governance report (pp. 75-89)
G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics	Glencore AR: Corporate governance report (pp. 75-89)
G4-44	Processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics	Glencore AR: Corporate governance report (pp. 75-89)
G4-45	Highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities	Glencore AR: Corporate governance report (pp. 75-89)
G4-46	Highest governance body's role in reviewing the effectiveness of the organisation's risk management processes for economic, environmental and social topics	Glencore AR: Corporate governance report (pp. 75-89)
G4-47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	Glencore AR: Corporate governance report (pp. 75-89)
G4-48	Highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material aspects are covered	Glencore AR: Corporate governance report (pp. 75-89)
G4-49	Process for communicating critical concerns to the highest governance body	Glencore AR: Corporate governance report (pp. 75-89)

Key:

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N/A Not applicable

2013	Glencore 2014	2015	UNGPs	ICMM principles	Comments
				1	
				1	
				1	
				1	
				1	
				1	
				1	
				1	
				1	
				1	
				1	
				1	
				1	
				1	
				1	
				1	

Databook and GRI references *continued...*

Indicator	Description	Response/cross reference
STANDARD DISCLOSURES <i>continued...</i>		
Governance, commitments and engagement <i>continued...</i>		
G4-51	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. 89-94)
G4-52	Report the process for determining remuneration	Glencore AR: Directors' remuneration report (pp. 89-94)
Ethics and integrity		
G4-56	Organisation's values, principles, standards, norms of behaviours such as codes of conduct and codes of ethics	Our sustainability approach (pp. 13-14), Our 2015 sustainability strategy (pp. 15-17), Governance: compliance (pp. 24-27), External commitments (p. 26), Glencore <i>Code of Conduct</i> Glencore <i>Our Values</i>
SPECIFIC STANDARD DISCLOSURES		
ECONOMIC		
Economic performance		
G4-DMA	Disclosure on Management Approach	Society: creating value for society (pp. 47-48)
G4-EC1	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	Society: creating value for society (pp. 47-48)
		Total amount of payments to governments (\$ million)
		Total amount of community investments (\$ million)
G4-EC2	Financial implications, other risks and opportunities for the organisation's activities due to climate change	Governance: climate change (pp. 28-31), Glencore AR: Principal risks and uncertainties (pp. 28-35)
G4-EC3	Coverage of the organisation's defined benefit plan obligations	Glencore AR: Notes to the financial statement (pp. 156)
Market presence		
G4-DMA	Disclosure on Management Approach	Our people: workforce (pp. 41-42)
G4-EC6	Proportion of senior management and workforce hired from the local community at significant locations of operation	Our people: workforce (pp. 41-42), Society (pp. 44-51), Glencore <i>Group Communities and stakeholder engagement policy</i>
Indirect economic impacts		
G4-DMA	Disclosure on Management Approach	Society: creating value for society (pp. 47-48)
G4-EC7	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind or pro-bono engagement	Society (pp. 44-51)
G4-EC8	Significant indirect economic impacts, including the extent of the impacts	Society: creating value for society (pp. 47-48)

Key:

* Independently assured by Deloitte LLP for 2015

N/A Not applicable

2013	Glencore 2014	2015	UNGPs	ICMM principles	Comments
				1	
				1	
				1, 2	
				9	Data on payments to local communities as part of land use is not collected as not collected at the moment.
3,696	4,966	4,507			Data excludes VAT. Society: creating value for society (pp. 47-48)
168	114	94			Society: creating value for society (pp. 47-48)
			9	9	Financial implications and other risks and opportunities for the organisation's activities due to climate change are disclosed in our CDP Carbon response.
				9	
				9	
				9	In 2015, 78% of our workforce were local residents, as were 63% of our managers. No additional senior manager information is available.
				9	
				9	The impact of our development and infrastructure investments and services is provided in the regional sections. Additionally we developed our socio-economic contribution scorecard which currently focuses on understanding the tangible results of our investments. Over time, the data collected will show of how our development activities affect local economies.
				9	

Databook and GRI references *continued...*

Indicator	Description	Response/cross reference
ECONOMIC <i>continued...</i>		
Procurement practices		
G4-DMA	Disclosure on Management Approach	Society: creating value for society – Local procurement (p. 48)
G4-EC9	Proportion of spending on locally suppliers at significant locations of operation	Total spend with local suppliers (\$ million) Percentage of total spend with local suppliers (%) Total number of local suppliers
ENVIRONMENTAL		
Materials		
G4-DMA	Disclosure on Management Approach	Our business model (pp. 10-11)
G4-EN1	Materials used by weight or volume	
G4-EN2	Percentage of materials used that are recycled input materials	Secondary materials and recyclable wastes, ie scrap (%)
Energy		
G4-DMA	Disclosure on Management Approach	Energy and greenhouse gas emissions (pp. 57-58)
G4-EN3	Energy consumption within the organization	Direct energy (PJ) – Coal (%) – Natural gas (%) – Mineral oil (%) – Renewable (hydropower etc) (%) – Other sources (%) Purchased electricity (PJ) – Non-renewable (%) – Recovered energy (%) Renewable energy share of total energy usage (%)
Water		
G4-DMA	Disclosure on Management Approach	Water (pp. 55-56)
G4-EN8	Total water withdrawal	Total water withdrawal (million m ³) Surface water (million m ³) Groundwater (million m ³) Potable water (million m ³) Other Sources (million m ³)
G4-EN10	Percentage of water recycled and reused	Total volume of water recycled and reused (million m ³) Percentage of water recycled (%)
Biodiversity		
G4-DMA	Disclosure on Management Approach	Environment: land management (pp. 59-60)
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Areas owned, leased, managed, located in, adjacent to, or that contain protected areas and areas of high biodiversity value outside protected areas (ha)
G4-EN12	Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Environment: land management (pp. 59-60)

Key:

* Independently assured by Deloitte LLP for 2015

N/A Not applicable

2013	Glencore 2014	2015	UNGPs	ICMM principles	Comments
				2	
5,475	21,218	15,131		2	In 2013 data was not available for former Xstrata assets.
63%	39%	38%		2	In 2013 data was not available for former Xstrata assets.
36,819	88,116	84,111		2	In 2013 data was not available for former Xstrata assets.
			8	6	
			8	6, 8	A production report for the 12 months ended 31 December 2015 is at www.glencore.com/assets/investors/doc/reports_and_results/2015/GLEN-2015-Q4-Production-Report.pdf Other data are tracked internally but are not reported externally.
0.5%	2.6%	0.8%	8	6, 8	
			8	6	
129	134	134*		6	The 2014 number has been restated due to improved estimation methods at preliminary two sites.
11%	12%	15%		6	
19%	14%	12%		6	
59%	58%	54%		6	
11%	15%	18%		6	
0%	1%	1%		6	
109	108	108*		6	
88%	80%	80%		6	
12%	20%	20%		6	
11%	17%	18%		6	
			8	6	
965	996	952*		6	The reduction in water withdrawal was caused by a temporary shutdown at a copper site and by a reduction in the area of rice land planted. Surface water consumption for rice assets was estimated based on the total hectareage used for cultivation. The 2014 number has been restated primarily due to improved estimation methods at three sites.
258	178	244		6	
205	210	224		6	
61	27	24		6	
441	580	459		6	
623	644	597	8	6,8	Environment: water (pp. 55-56)
65%	65%	63%		6,8	
			8	7	
46,908	465,837	455,558	8	7	Environment: land use and biodiversity (p. 59)
			8	7	Impacts on biodiversity due to resettlements are not considered to be material and are not disclosed.

Databook and GRI references *continued...*

Indicator	Description	Response/cross reference
ENVIRONMENTAL <i>continued...</i>		
Biodiversity <i>continued...</i>		
MM1	Total land owned, leased or managed for mining operations	Total land owned or leased (ha)
	Total land owned, leased or managed for agricultural operations	Total land owned or leased (ha)
	Amount of land disturbed or rehabilitated	Land rehabilitated (ha) Total land disturbed (ha)
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.	Environment: environmental management (p. 54), Environment: land management (pp. 59-60)
Emissions		
G4-DMA	Disclosure on Management Approach	Governance: climate change (pp. 28-31), Environment: energy and greenhouse gas emissions (pp. 57-58), Environment: air emissions (p. 61)
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Direct emissions (thousand tons CO ₂ e)
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Indirect emissions (thousand tons CO ₂ e)
	Energy indirect greenhouse gas (GHG) emissions (Scope 2) - Location based	Indirect emissions (thousand tons CO ₂ e)
	Energy indirect greenhouse gas (GHG) emissions (Scope 2) - Market based	Indirect emissions (thousand tons CO ₂ e)
G4-EN17	Other relevant indirect greenhouse gas emissions by weight	Total emissions (thousand tons CO ₂ e)
G4-EN21	NO _x , SO _x , and other significant air emissions	Total particulates – emissions – total mass (tons) NO _x (oxides of nitrogen) – emissions – total mass (tons) SO _x (oxides of sulphur) – emissions – total mass (tons)

Key:

* Independently assured by Deloitte LLP for 2015

N/A Not applicable

2013	Glencore 2014	2015	UNGPs	ICMM principles	Comments
1,521,718	2,146,613	2,055,174	8	7	A full land balance is tracked internally but not reported externally. We plan to provide a land balance starting from next year.
332,980	295,417	268,695	8	7	This includes all land owned, leased or managed by our agricultural division, including land used for crop and rice production, as well as for silos, crushers and other agricultural operations.
25,561	27,465	27,412	8	7	A full land balance is tracked internally but not reported externally.
94,625	111,431	117,724	8	7	We plan to provide a land balance starting from next year.
			8	7	Where required, our mining assets have site-specific land management plans, created by each asset's management team and approved by the local competent authorities. Data on the number and percentage of sites identified as requiring biodiversity management plans is tracked internally but not reported externally.
			8	6	
24,067	22,439	23,398*	7	6	Environment: energy and greenhouse gas emissions (pp. 57-58). Key reasons for the increase in Scope 1 GHG emissions in 2015 since 2014: there was an increase in coal seam emissions due to pre-drainage, which was partially offset by the increasing volume of gas sent to power generation. An expansion at Ferroalloys smelters increased the usage of reductants.
13,947	13,562	13,693*	7	6	Environment: energy and greenhouse gas emissions (pp. 57-58). Scope 2 emissions increased following higher electricity consumption at some Ferroalloys smelters due to expansion. 2013 and 2014 values were restated as Glencore implemented updated grid emission factors as provided by the IEA and authorities in Australia, Canada and the USA.
14,290	14,081	14,193	7	6	This applies the grid emission factor to all our purchased electricity, regardless of specific renewable electricity contracts, as per the updated Scope 2 guideline of the GHG Protocol.
14,909	14,084	14,212	7	6	This applies, where applicable and available, the supplier specific emission factor regarding the purchased electricity contract, especially at operations with large volumes of purchased electricity in Australia, Argentina and the EU. Otherwise, it applies the country's residual emission factor (in case of EU countries) or the grid emission factor. This calculation rule has been implemented as per the updated Scope 2 guideline of the GHG Protocol.
-	276,356	253,104	7	6	This includes 251 million tons of CO ₂ emissions from combustion of coal and oil products produced by our own operations and sold in 2015. The remainder of the CO ₂ emissions results from our time-chartered shipping.
12,351	10,539	9,949	7	6	Excludes emissions from time-chartered vessels but includes those from vessels that we own. Includes air emissions from mobile equipment.
68,805	71,379	67,230	7	6	Excludes emissions from time-chartered vessels but includes those from vessels that we own. Includes air emissions from mobile equipment.
607,299	431,331	366,350*	7	6	Excludes emissions from time-chartered vessels but includes those from vessels that we own. Includes air emissions from mobile equipment. Note: The 2014 number has been restated due to improved estimation methods at two sites.

Databook and GRI references *continued...*

Indicator	Description	Response/cross reference
ENVIRONMENTAL <i>continued...</i>		
Effluents and waste		
G4-DMA	Disclosure on Management Approach	Environment: waste management (p. 61) Environment: water (pp. 55-56)
G4-EN22	Total water discharge by quality and destination	Total discharged water (million m ³) Water discharged from site to surface water (million m ³) Water discharged from site to sea/ocean water (million m ³) Water discharged from site to groundwater (million m ³) Water discharged to offsite treatment (million m ³) Water exported to a third party (million m ³)
G4-EN23	Total weight of waste by type and disposal method	Mineral waste (million tons) % mineral waste recycled Non-mineral waste (thousand tons) % non-mineral waste recycled
MM3	Total amounts of overburden, rock, tailings and sludges and their associated risks	Total amounts of overburden, rock, tailings and sludges (million tons)
G4-EN24	Total number and volume of significant spills	Number of significant spills Volume of significant spills (m ³)
Products and services		
G4-DMA	Disclosure on Management Approach	Governance: product stewardship (pp. 32-33)
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Governance: product stewardship (pp. 32-33)
Compliance		
G4-DMA	Disclosure on Management Approach	Environment: environmental management (p. 54)
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Monetary value of environmental fines (million \$) Number of non-monetary sanctions (environmental prosecutions, regulatory actions/orders, regulatory non-compliance, and other sustainability-related penalties)
Transport		
G4-DMA	Disclosure on Management Approach	Society: community engagement (p. 46), Environment: environmental management (p. 54), Water (p. 54), Air emissions (p. 61)
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organisation's operations, and transporting members of the workforce	Environment: environmental management (p. 54), Water (p. 54)
Overall		
G4-DMA	Disclosure on Management Approach	Environment: environmental management (p. 54)
G4-EN31	Total environmental protection expenditures and investments by type	Environmental CAPEX (million \$) Environmental OPEX (million \$)

Key:

* Independently assured by Deloitte LLP for 2015

N/A Not applicable

2013	Glencore 2014	2015	UNGPs	ICMM principles	Comments
			7, 8	6	
970	938	815	7, 8	6	The reduction in water discharged was caused by a temporary shutdown at one copper site, reduced production at a number of nickel and copper sites, a drier rainy season at our African copper sites and a reduction of rice land planted. The 2013 and 2014 values were restated to include cooling water, aligning the reporting approach across the years.
706	732	827	7, 8	6	
120	109	184	7, 8	6	
128	4	4	7, 8	6	
5	9	12	7, 8	6	
12	85	57	7, 8	6	
2,135	2,244	2,084*	7, 8	6, 8	Data refers to mineral waste generated. The reduction in mineral waste was primarily due to a decrease in production at some coal sites. Note: The 2014 number has been restated due to improved data collection methods.
1%	1%	1%	7, 8	6, 8	
430	776	880	7, 8	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, tires and construction waste.
39%	34%	30%	7, 8	6, 8	
2,135	2,244	2,084	7, 8	6	The data provided here shows the total mineral waste generated.
76	47	-	7, 8	6	Significant spills are those reported under categories 3, 4 and 5. The reduction in significant spills is due to changes in our processes at an asset that had previously reported a large part of these incidents.
112,485	92,415	-	7, 8	6	
			8	8	
			8	6, 8	We review the environmental impacts of products and services but do not currently report on the extent of the impact of mitigation actions.
			7	1	
3,261,992	790,031	231,643	7	6	
n/a	102	56	7	6	Information on the number of non-monetary sanctions for non-compliance with environmental laws and regulations was not consistently collected before 2014.
			8	6	
			8	6	Refer to G4-EN17 above (GHG emissions of our shipping activities).
			8, 9	6, 10	
n/a	n/a	108	8, 9	6, 10	Data not consistently collected before 2015
n/a	n/a	71	8, 9	6, 10	Data not consistently collected before 2015

Databook and GRI references *continued...*

Indicator	Description	Response/cross reference
ENVIRONMENTAL <i>continued...</i>		
Supplier environmental assessment		
G4-DMA	Disclosure on Management Approach	Governance: compliance (pp. 24-25), Environment: environmental management (p. 54)
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	Percentage of new suppliers screened using environmental criteria
Environmental grievance mechanisms		
G4-DMA	Disclosure on Management Approach	Society: community engagement (p. 46)
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	Society: community engagement (p. 46)
SOCIAL		
Labour practices and decent work		
G4-DMA	Disclosure on Management Approach	Our people: workforce (pp. 41-42)
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	Total redundancies Total turnover by region – South Africa – Africa – Australia – North America – South America – Rest of the world
Labor/management relations		
G4-DMA	Disclosure on Management Approach	Our people: workforce (pp. 41-42)
G4-LA4	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements	
MM4	Number of strikes and lock-outs exceeding one week's duration	Number of strikes exceeding one week's duration Number of lock-outs exceeding one week's duration
Occupational health and safety		
G4-DMA	Disclosure on Management Approach	Our people: safety (pp. 36-39), Our people: health (p. 40)

Key:

* Independently assured by Deloitte LLP for 2015

N/A Not applicable

2013	Glencore 2014	2015	UNGPs	ICMM principles	Comments
			7	6, 8	
			7	6, 8	
n/a	n/a	48%	7	6	Environment: environmental management (p. 52); Data not consistently collected before 2015
			7, 8	6	
			7, 8	6	757 of the complaints received by our assets were about environmental impacts; of these, 33% were about noise, 21% about odour, 16% about water, 15% about dust, 9% about fallout damage and 6% about blasting. All our assets have grievance mechanisms in place, for community members and others to make complaints and raise concerns. Each complaint is registered and evaluated and the result of our investigation is communicated to the complainant in a timely manner. The majority of complaints were resolved during the reporting period.
			3, 4, 5, 6		
20%	12%	19%			
14%	9%	16%			
15%	5%	32%			
15%	12%	18%			
65%	14%	13%			
19%	13%	13%			
18%	16%	17%			
			3, 4, 5, 6		
				3	Minimum notice periods vary across the Group, ranging from 1 week to 6 months (see also Our people: workforce, pp. 41-43; Regional reports: South Africa, p. 78)
4	16	10		3	
-	12	-		3	Our people: workforce (pp. 41-43)
					We abide by the ILO convention including convention 176 and our Code of Conduct is aligned to the ILO convention

Databook and GRI references *continued...*

Indicator	Description	Response/cross reference
SOCIAL <i>continued...</i>		
Occupational health and safety <i>continued...</i>		
G4-LA6	Total number of fatalities	Number of workforce (employees + contractors) fatalities
	Total number of fatalities by region	South Africa Africa Australia North America South America Rest of the world
	Workforce fatality frequency rate (FIFR)	FIFR
	Total recordable injury frequency rate (TRIFR)	TRIFR
	Lost time injury frequency rate (LTIFR)	LTIFR
	Occupational diseases (number of new cases)	Occupational diseases (number of new cases)
	Occupational diseases frequency rate (LTDFR)	LTDFR
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	Governance: product stewardship (pp. 32-33), Our people: workforce (pp. 41-42) Our people: health (p. 40)
Training and education		
G4-DMA	Disclosure on Management Approach	Our people: workforce (pp. 41-42)
G4-LA9	Average hours of training per year per employee	Average training hours per worker (employees + contractors)
	Percentage of training hours per employee category	Contractors Management Operational: production, maintenance Supervisors, administration, technical
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	% employees receiving performance reviews (%) % managers receiving performance reviews (%)
Diversity and equal opportunity		
G4-DMA	Disclosure on Management Approach	Our people: workforce (pp. 41-42)
G4-LA12	Composition of governance bodies and breakdown of employees per category according to gender, age, minority group membership and other indicators of diversity	Minority group membership % of employees that are female % of managers that are female Female members of the Board of Directors

Key:

* Independently assured by Deloitte LLP for 2015

N/A Not applicable

2013	Glencore 2014	2015	UNGPs	ICMM principles	Comments
26	16	10*		5	Thereof contractors: 2013: 8 2014: 5 2015: 3 The total number of occupational fatalities includes all work-related fatalities affecting employees and contractors working at Glencore's managed sites. Fatalities arising from natural causes, communicable diseases, as a result of criminal acts, or from self-harm are not included in this total. Detailed data is tracked and monitored for internal use only due to confidentiality constraints.
2	2	1		5	
6	6	6		5	
2	1	-		5	
-	-	1		5	
8	1	2		5	
8	6	-		5	
0.054	0.036	0.025		5	
8.05	5.82	5.06*		5	Before 2014, TRIFR for former Glencore sites included all types of injuries plus instances where first aid was given.
1.88	1.58	1.32*		5	
281	259	155		5	Note: definitions for recording occupational diseases have been harmonised throughout the Group since 2014. The numbers reported in 2013 do not consistently include occupational diseases in contractors.
0.59	0.59	0.39		5	
				5	
			6		
39	44	53		2	We don't collect this information by gender as we treat male and female employees equally.
27%	24%	26%		2	
2%	1%	2%		2	
60%	58%	62%		2	
11%	16%	11%		2	
n/a	44%	46%			
n/a	89%	82%			
			6		
			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 here.
17%	16%	16%*	6	3	
17%	19%	18%	6	3	
0	1	1*	6	3	

Databook and GRI references *continued...*

Indicator	Description	Response/cross reference
SOCIAL <i>continued...</i>		
Equal remuneration for women and men		
G4-DMA	Disclosure on Management Approach	Our people: workforce (pp. 41-42)
G4-LA13	Ratio of basic salary of men to women by employee category	Our people: workforce (pp. 41-42)
Supplier assessment for labor practices		
G4-DMA	Disclosure on Management Approach	Governance: compliance (pp. 24-25), Governance: product stewardship (pp. 32-33), Society: human rights (pp. 50-51)
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	Percentage of new suppliers screened using labor practices criteria (%)
Labor practices grievance mechanisms		
G4-DMA	Disclosure on Management Approach	Our people: workforce (pp. 41-42)
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	Number of grievances about labor practices filed
HUMAN RIGHTS		
Investment		
G4-DMA	Disclosure on Management Approach	Society: human rights (pp. 50-51)
G4-HR2	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	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations Percentage of employees trained on human rights policies
Non-discrimination		
G4-DMA	Disclosure on Management Approach	Our sustainability approach (pp. 13-14), <i>Glencore Code of Conduct</i> , Our people: workforce (pp. 41-42)
G4-HR3	Total number of incidents of discrimination and actions taken	Governance: compliance (pp. 24-25)
Freedom of association and collective bargaining		
G4-DMA	Disclosure on Management Approach	Our people: workforce (pp. 41-42)
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions measures taken to support these rights	Number of identified assets
Child labor		
G4-DMA	Disclosure on Management Approach	Global material issues (p. 19), Our people: workforce (p. 40-41), <i>Glencore Code of Conduct</i> <i>Glencore Group human rights policy</i> (www.glencore.com/who-we-are/corporate-governance/policies/human-rights-policy)
G4-HR5	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	Number of identified assets

Key:

* Independently assured by Deloitte LLP for 2015

N/A Not applicable

2013	Glencore 2014	2015	UNGPs	ICMM principles	Comments
			6	3	
			6	3	Our basic salaries are not differentiated by gender (1:1)
			6	3	
n/a	n/a	48%	6	3	Data not consistently collected before 2015.
			6		
n/a	n/a	9	6	3	Each case was carefully analysed as part of our formal grievance mechanisms.
			1, 2	1, 3	
n/a	96,001	157,457	1, 2		
55%	71%	83%	1, 2		Employed security personnel only.
			6		
21	1	7	6	3	Each reported case of discrimination is carefully analysed and where confirmed appropriate disciplinary action is taken.
0	0	0	3	3	
			5		
0	0	0	5	3	In 2015, the youngest employee at our assets was aged 15; the employee is working at one of our agricultural assets as an administrative trainee. He is not carrying out any type of hazardous work.

Databook and GRI references *continued...*

Indicator	Description	Response/cross reference
HUMAN RIGHTS <i>continued...</i>		
Forced or compulsory labor		
G4-DMA	Disclosure on Management Approach	Global material issues (p. 19), Our people: workforce (p. 40-41), Glencore <i>Code of Conduct</i> Glencore <i>Group human rights policy</i> (www.glencore.com/who-we-are/corporate-governance/policies/human-rights-policy)
G4-HR6	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 identified assets
Security practices		
G4-DMA	Disclosure on Management Approach	Society: human rights (pp. 50-51)
G4-HR7	Percentage of security personnel trained in the organisation's policies or procedures that are relevant to operations	Society: human rights (pp. 50-51)
Indigenous rights		
G4-DMA	Disclosure on Management Approach	Society: human rights (pp. 50-51)
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	Society: human rights (pp. 50-51)
MM5	Number of sites located on or near Indigenous People's Land	Society: human rights (pp. 50-51)
	Number of sites with operations in or adjacent to an indigenous community that have an agreement with that community	Society: human rights (pp. 50-51)
Assessment		
G4-DMA	Disclosure on Management Approach	Society: human rights (pp. 50-51)
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	Society: human rights (pp. 50-51)
Supplier human rights assessment		
G4-DMA	Disclosure on Management Approach	Society: human rights (pp. 50-51)
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Percentage of new suppliers screened using human rights criteria (%)
Human rights grievance mechanisms		
G4-DMA	Disclosure on Management Approach	Society: human rights (pp. 50-51)
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	
SOCIETY		
Local communities		
G4-DMA	Disclosure on Management Approach	Society (pp. 44-52)
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	Society: community engagement (p. 46), Society: human rights (pp. 50-51)
G4-SO2	Operations with significant actual or potential negative impacts on local communities	Society: community engagement (p. 46), Society: human rights (pp. 50-51)
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples	Society: community engagement (p. 46), Society: human rights (pp. 50-51)

Key:

* Independently assured by Deloitte LLP for 2015

N/A Not applicable

2013	Glencore 2014	2015	UNGPs	ICMM principles	Comments
			4	3	
0	0	0	4	3	
			2	1	
n/a	n/a	83%	2	1	Employed security personnel only.
			1, 2	3	
		0	1, 2	3	No cases reported (refer also to MM6).
		36	1, 2	3	
		21	1, 2	3	
			1, 2		
			1, 2	3	Our <i>Group Human Rights Policy</i> 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.
			1, 2		
n/a	n/a	46%	1, 2	1, 3	Data not consistently collected before 2015
			1, 2	1, 3	
n/a	n/a	2	1, 2	1, 3	Both cases comprised of misbehaviour of two individuals against two other persons. The incidents were investigated and the responsible persons sanctioned. Data was not collected at a corporate level before 2015.
			1, 2		
			1, 2	3	To help us consistently measure and report on our socio-economic contributions, we have developed a socio-economic contribution scorecard. We conducted a pilot with the scorecard to assess the value we create for society. Going forward, we plan to combine the scorecard with our existing community and stakeholder engagement systems.
			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 life cycle of their activities, and to have community engagement and social investment strategies in place, as applicable.
			1, 2	3	We report on this based on specific examples throughout the report.
			1, 2	3	There were three disputes related to land use in 2015. These occurred at Kwagga, Elands and Aguilar.

Databook and GRI references *continued...*

Indicator	Description	Response/cross reference
SOCIETY <i>continued...</i>		
Local communities <i>continued...</i>		
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	Society: community engagement (p. 46), Society: human rights (pp. 50-51)
		Total number of community complaints
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	Number of sites
		% of sites
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Number of sites with resettlement activities
		Number of resettled households
MM10	Number and percentage of operations with closure plans	Society: stakeholder engagement (pp. 46-49) Environment: land management (pp. 59-60)
Anti-corruption		
G4-DMA	Disclosure on Management Approach	Governance: compliance (p. 24-27)
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Governance: compliance (p. 24-27)
G4-SO4	Communication and training on anti-corruption policies and procedures	Managers trained: Non-managers trained: Total trained:
G4-SO5	Confirmed incidents of corruption and actions taken	Governance: compliance (p. 24-27), Glencore <i>Global Anti-Corruption Policy</i> (www.glencore.com/who-we-are/corporate-governance/policies/global-anti-corruption-policy)
Compliance		
G4-DMA	Disclosure on Management Approach	Governance: compliance (p. 24-27)
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Governance: compliance (p. 24-27), Glencore <i>Global Anti-Corruption Policy</i> (www.glencore.com/who-we-are/corporate-governance/policies/global-anti-corruption-policy)
Supplier assessment for impacts on society		
G4-DMA	Disclosure on Management Approach	Governance: compliance (p. 24-27), Society (pp. 44-51), Glencore <i>Code of Conduct</i>
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Percentage of new suppliers screened using criteria for impacts on society (%)

Key:

* Independently assured by Deloitte LLP for 2015

N/A Not applicable

2013	Glencore 2014	2015	UNGPs	ICMM principles	Comments
			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.
1,481	1,213	1,742	1, 2	3	
		8	1, 2		Artisanal mining (pp. 71-72)
		4%	1, 2		Artisanal mining (pp. 71-72)
3	5	3	1, 2		
		50	1, 2		
			1, 2		As required by our <i>Group Environmental Policy</i> all our production and mining sites must have closure plans in place.
			1, 2		
			10	1	Detailed data is tracked and monitored for internal use only due to confidentiality constraints.
		54%	10	1	see also Governance: compliance – Training (p. 25)
		68%	10	1	
		67%	10	1	
			10	1	Any cases of misconduct, including giving or receiving 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 due to the fact that an incident may be connected to an ongoing/related internal review or investigation, we do not report this data publicly.
				1	No significant fines/non-monetary sanctions occurred in 2015.
n/a	n/a	47%			Data not consistently collected before 2015

Databook and GRI references *continued...*

Indicator	Description	Response/cross reference
PRODUCT RESPONSIBILITY		
Customer health and safety		
G4-DMA	Disclosure on Management Approach	Governance: product stewardship (pp. 32-33)
MM11	Programmes and progress relating to materials stewardship	Governance: product stewardship (pp. 32-33)
G4-PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and Percentage of significant products and services categories for which health and safety impacts are assessed for improvement subject to such procedures	Governance: product stewardship (pp. 32-33)
Product and service labeling		
G4-PR3	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	Governance: product stewardship (pp. 32-33)
Compliance		
G4-DMA	Disclosure on Management Approach	Governance: compliance (pp. 24-27), Governance: product stewardship (pp. 32-33)
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Governance: compliance (pp. 24-27), Governance: product stewardship (pp. 32-33)

Key:

* Independently assured by Deloitte LLP for 2015

N/A Not applicable

2013	Glencore		UNGPs	ICMM principles	Comments
	2014	2015			
			7,9	8	Progress is tracked internally, but not reported externally. Example case studies have been provided in the report to reflect programs in place.
			7,9	8	All our products are thoroughly assessed as part of the REACH registration and notification process.
			7	8	GCP principles require our commodity products to conform with the regulations and good practice guidelines that are in force in the regions where we operate. This also applies to the information requirements of our products. In Europe we have drafted and submitted extensive dossiers for all substances in our products subject to the REACH (pre)-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 a safety data sheet (SDS). Also for products not subject to REACH registration, information on properties, environmental impacts and guidance for safe use has been documented in SDSs and made available to our customers.
				1	None to report.

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