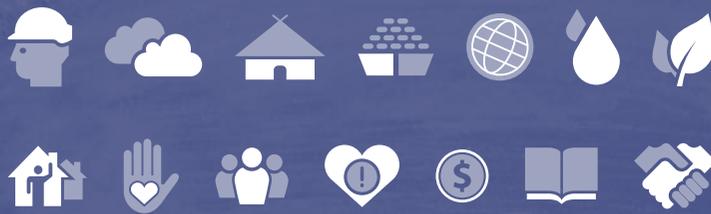

GLENCORE



SUSTAINABILITY HIGHLIGHTS 2014

Key sustainability achievements

\$114m

spent on corporate social initiatives

ICMM membership achieved

Following a rigorous application process, Glencore joined the International Council of Mining and Metals in May 2014



Mopani recognised with Zambia's best EITI performer award for its ongoing commitment to the Extractive Industries Transparency Initiative



Code of Conduct updated



zero

major or catastrophic environmental incidents

Human Rights Policy launched

We developed our Human Rights Policy in line with the Universal Declaration of Human Rights, ILO Labour Standards and UN Guiding Principles



LTIFR decreased by

42%

against our 2010 baseline

\$5bn

paid in wages and benefits

Rollout of SafeWork to the Group

118,000

employees and contractors undertook awareness training on the fatal hazard protocols and life-saving behaviours in 2014

SAFEWORK



Developed Group guidance, aligned with the Voluntary Principles on Security and Human Rights

4 countries

We implemented the Voluntary Principles in our four focus countries: Bolivia, Colombia, DRC and Peru

\$5 billion:

Our payments to governments in 2014

Joined the Plenary Group of the Voluntary Principles Initiative

Our performance in assessing and revising our sustainability management system, Glencore Corporate Practice (GCP), achieved some significant milestones:

- *Launch of Group HSEC policies*
- *Design and implementation of HSEC assurance process*
- *Group-wide review of catastrophic risks and hazards*
- *Rollout of GCP database, our management system for sustainability data*
- *Launch of social value creation scorecard to track performance in operating countries*



Our approach to sustainability

Glencore Corporate Practice (GCP), our corporate responsibility management system, provides a framework for the integration of our sustainability principles, guidance and policies throughout our business. GCP underpins our approach towards societal, environmental and compliance indicators, providing clear guidance on the standards we expect all our operations to achieve. GCP supports the implementation of our HSEC policies by our assets and helps them to determine the procedures necessary to attain our targets and expected behaviour.

We achieved some significant milestones against our ambition to consistently improve our approach to sustainability through assessing and revising Glencore Corporate Practice (GCP):

- We became a member of the ICMM and the Plenary Group of the Voluntary Principles Initiative
- Tony Hayward confirmed as Chairman
- Patrice Merrin appointed as a non-executive director
- Mopani recognised as Mining Company of the Year in Zambia for its transparency efforts

Target for 2014

- Ongoing continual improvement

Performance in 2014

- Group HSEC policies implemented and assured through self-assessments aligned with the Group approach
- HSEC assurance process designed and implemented
- Group-wide review of catastrophic risks and hazards
- Rollout of GCP database
- Launch of social value creation scorecard



We are committed to improving our business

Ambition: To achieve sector-leading safety and health performance

Commitment: Strengthen our capacity and capability at our focus assets

Ambition: To foster sustainable growth wherever we operate

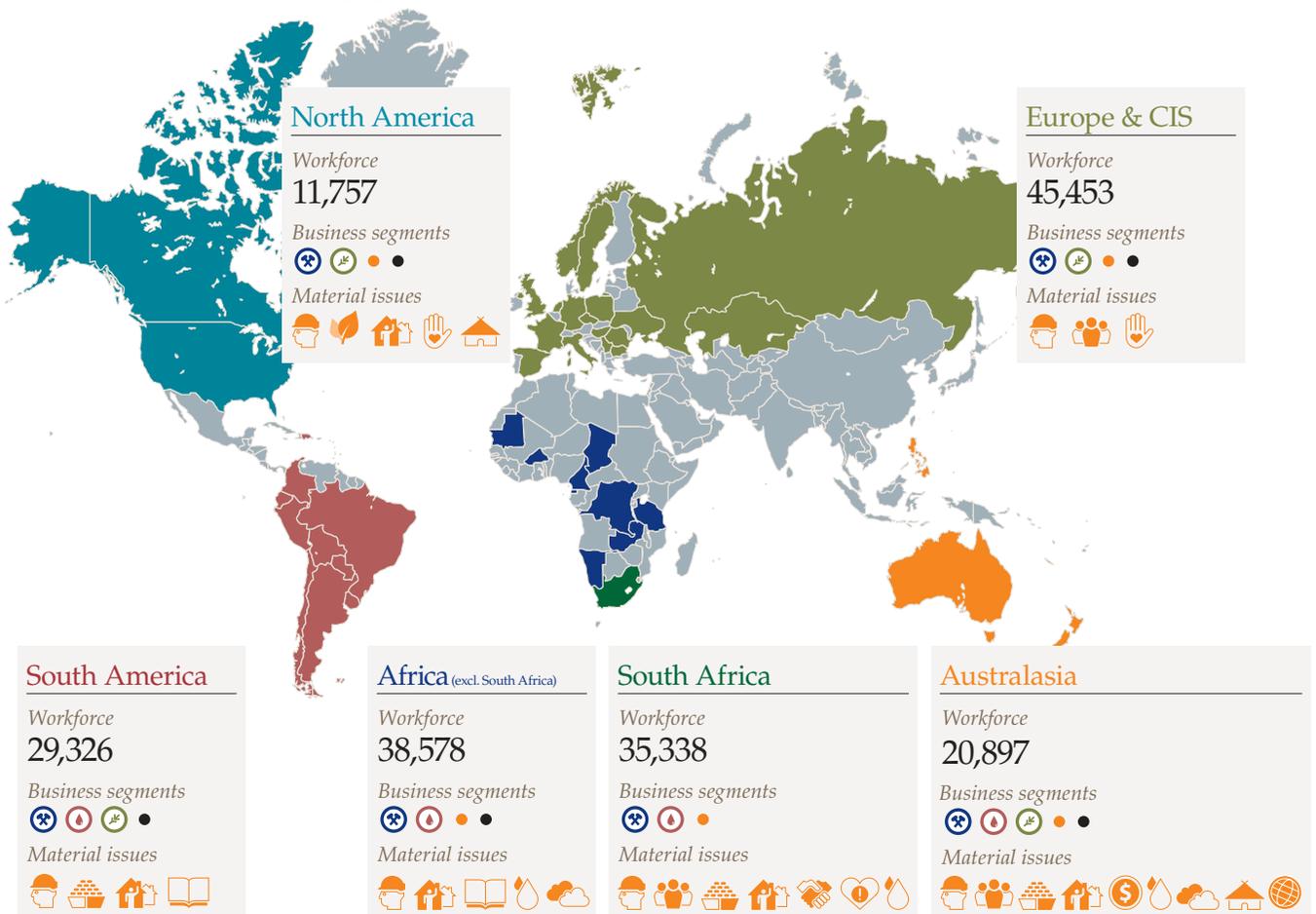
Commitment: Manage the impact of our operations in a way that sustains livelihoods and reflects the full range of ways in which our activities touch and enrich our host communities

Ambition: To respect the human rights of our people, host communities and partners

Commitment: Align our activities with the UN Guiding Principles on Business and Human Rights *Protect, Respect and Remedy Framework*, as well as the ILO Core Conventions

A diverse portfolio

Our portfolio is geographically diverse; each of our operating regions has specific material issues that are addressed locally in a culturally appropriate manner.



Key

- Business segments**
- Metals & Minerals
 - Energy Products
 - Agricultural Products
 - Corporate office
 - Marketing
- Material issues**
- Health & safety
 - Air quality
 - Indigenous people
 - Waste & effluents
 - Water
 - Environment
 - Local communities
 - Product stewardship
 - Our people
 - Major health issues
 - Tax
 - Human rights
 - Union relations
 - Climate change

Our commitments: measuring our performance

Area	Stakeholder concern	Target for 2014	Performance in 2014	2014 Highlights
Health & Safety 	<ul style="list-style-type: none"> Fatalities in the workplace Safety record at some operations 	<ul style="list-style-type: none"> Zero fatalities 	<ul style="list-style-type: none"> ✗ 16 fatalities (compared to 26 in 2013) 	<ul style="list-style-type: none"> Fatalities significantly reduced Our coal, nickel, oil, iron ore and aluminium departments, representing 40,000 employees and contractors, suffered no loss of life this year
		<ul style="list-style-type: none"> 50% reduction of Group LTIFR by 2016, taking 2010 figures as a baseline 	<ul style="list-style-type: none"> ➔ Group LTIFR of 1.58 in 2014, down from 2.74 in 2010: a 42% improvement 	<ul style="list-style-type: none"> 80% of our assets either improved their LTIFR in 2014, or reported zero LTIs in 2014
		<ul style="list-style-type: none"> Zero new occupational diseases from current exposure 	<ul style="list-style-type: none"> ✗ Not achieved; currently developing a Group health strategy to ensure consistent practice 	<ul style="list-style-type: none"> 91% of our sites reported no new cases of occupational diseases
		<ul style="list-style-type: none"> Continue to support major public health initiatives, e.g. HIV/AIDS, TB, malaria, in regions with material community health concerns 	<ul style="list-style-type: none"> ✓ Ongoing, with a particular focus in South Africa, Zambia and DRC 	<ul style="list-style-type: none"> 11,228 of our employees underwent voluntary testing and counselling for HIV/AIDS
Our people 	<ul style="list-style-type: none"> Industrial relations in the workplace Job security 	<ul style="list-style-type: none"> Establish partnerships with the top universities in the countries where we operate 	<ul style="list-style-type: none"> ✓ Established 'introduction to Glencore' sessions at regional offices 	<ul style="list-style-type: none"> Developed a strategy to support 'best performers' regardless of age, gender or race
		<ul style="list-style-type: none"> Establish Group management training programme for senior and operational managers 	<ul style="list-style-type: none"> ✓ Established a trainee recruiting process 	<ul style="list-style-type: none"> 16 instances of industrial action
		<ul style="list-style-type: none"> Review our approach to diversity in the workplace 	<ul style="list-style-type: none"> ✓ Evaluated development programmes; pilot rolled out in late 2014 	
			<ul style="list-style-type: none"> ✓ Group policy included requirement to provide career support and progression to our best performers, regardless of age, gender or race 	
Community 	<ul style="list-style-type: none"> Communications with local communities Engagement with indigenous peoples 	<ul style="list-style-type: none"> Continue to spend 1% of annual Group profits before tax for community investment 	<ul style="list-style-type: none"> ✓ \$114 million spent during 2014 (2.2% of Group profit before tax) 	<ul style="list-style-type: none"> \$114 million spent on community investment
				<ul style="list-style-type: none"> \$40 billion spent on procurement
				<ul style="list-style-type: none"> \$5 billion spent on wages and benefits \$100,000 donated to the relief efforts following the Balkan floods
Human rights 	<ul style="list-style-type: none"> Industrial relations during the negotiation of collective agreements Security Displacement 	<ul style="list-style-type: none"> Achieve corporate membership of plenary group for Voluntary Principles on Security and Human Rights 	<ul style="list-style-type: none"> ✓ Achieved in March 2015 	<ul style="list-style-type: none"> The Voluntary Principles were implemented in four focus countries: Bolivia, Colombia, DRC and Peru
		<ul style="list-style-type: none"> Integrate Voluntary Principles into guidance documents for security framework and risk assessment 	<ul style="list-style-type: none"> ✓ Completed 	
Environment 	<ul style="list-style-type: none"> Environmental management incidents 	<ul style="list-style-type: none"> No major or catastrophic environmental incidents 	<ul style="list-style-type: none"> ✓ Zero major or catastrophic environmental incidents recorded in 2014 	<ul style="list-style-type: none"> \$500 million smelter upgrade completed at Mopani in Zambia
		<ul style="list-style-type: none"> Develop a Group water management strategy 	<ul style="list-style-type: none"> ➔ On track 	<ul style="list-style-type: none"> Infrastructure improvements at Katanga copper mines in the DRC
Product Stewardship 		<ul style="list-style-type: none"> Register substances produced/imported in low volumes with REACH (deadline 2018) 	<ul style="list-style-type: none"> ➔ Preparation for registration is proceeding to schedule 	
		<ul style="list-style-type: none"> Assess feasibility of expanding automated safety datasheets system globally 	<ul style="list-style-type: none"> ✓ Feasibility study concluded; decided to first monitor, review and improve current system before expansion 	
		<ul style="list-style-type: none"> Develop a Product Stewardship Policy 	<ul style="list-style-type: none"> ✓ Policy completed and distributed to departments 	

For more information on these and our other commitments see pages 16–17 of the full 2014 Sustainability Report.

Key

✓ Achieved
 ➔ On track
 ✗ Not achieved

Engaging with critics in a transparent and honest manner

Organisations	Summary of concern	Our position
Bread for All, RAID, the Swiss Lenten Fund, ACIDH and other local NGOs	<ul style="list-style-type: none">• Water management, human rights, security and artisanal mining in the DRC	<ul style="list-style-type: none">• Bread for All, RAID and the Swiss Lenten Fund visited our DRC operations, at our invitation, at the end of 2013• During the visit, we demonstrated our responsible business practices and our commitments to the environment and to human rights• Operating in a challenging region, such as the DRC, creates unique issues that require a dedicated and considered approach; our locally-based management team have many years of experience, which is critical for developing a deep understanding of the region and underpins the good relationships they have established with local stakeholders• As a substantial investor in the DRC we actively support local socio-economic development
Global Witness	<ul style="list-style-type: none">• Acquisition of assets in the DRC	<ul style="list-style-type: none">• We acquired our assets in the DRC through the proper legal processes• As a Toronto Stock Exchange listed company, Katanga Mining Limited complies with its regulatory obligations and undertakes transactions in a public and transparent manner
IndustriALL	<ul style="list-style-type: none">• Glencore's approach to industrial relations in Colombia, the US, South Africa and Peru	<ul style="list-style-type: none">• We are committed to working honestly and openly with labour unions at all our assets• We treat our people with respect• We uphold the rights of our workers to freedom of association and collective representation
Pax Christi	<ul style="list-style-type: none">• Paramilitary violence in the mining region of Cesar, Colombia	<ul style="list-style-type: none">• Prodeco, our Colombian coal mine, has never had any dealings with paramilitary organisations and has consistently challenged such allegations• Prodeco is committed to acting as a responsible corporate citizen in Colombia, including sponsoring community programmes that seek to support victims of conflict
Public Eye	<ul style="list-style-type: none">• Pollution in Colombia and Argentina• Child labour in the DRC• Anti-union activities in Colombia	<ul style="list-style-type: none">• We work closely with the communities living close to our operations and strive to mitigate any environmental impact we may have• At no time has Glencore benefited from or received material sourced from mines worked by child labour• We have maintained constructive dialogue with the trade unions in Colombia and respect the right to freedom of expression

Social value creation

Through a better understanding of our socio-economic contribution, we are able to ensure our investment decisions deliver maximal benefits to all.

During 2015, we will pilot the social value creation (SVC) scorecard at a regional level. Each site will assess and report on the following social objective areas, supporting activities and mandatory SVC metrics:

Local procurement	Local employment	Enterprise development	Synergies from infrastructure	Social investment
<i>"Where possible we source locally"</i>	<i>"We provide training to local people to qualify for skilled jobs"</i>	<i>"We build capacity within local businesses and offer them ongoing opportunities to provide services to our assets"</i>	<i>"We help make sure that infrastructure related to our assets benefits local communities and supports development"</i>	<i>"We invest in public healthcare, education and basic services such as the provision of water and sanitation"</i>

We recognise that we can improve the way we operate through membership in external organisations and by publicly committing to social charters, principles and other initiatives.

Some of the organisations and initiatives to which we are proudly committed:

Human rights:

International Labour Organisation Declaration on Fundamental Principles and Rights at Work

United Nations Guiding Principles on Business and Human Rights

United Nations Universal Declaration of Human Rights

Voluntary Principles on Security and Human Rights

Transparency:

Extractive Industries Transparency Initiative

Product stewardship:

European Chemicals Agency

London Bullion Market Association's Responsible Gold

Social, economic, environmental progress:

International Council for Mining and Metals

United Nations Global Compact

Glencore plc

Baarermattstrasse 3

CH-6340 Baar

Switzerland

Tel: +41 41 709 2000

Fax: +41 41 709 3000

Email: info@glencore.com

www.glencore.com