

Reporting in line with GRI

This is the second year that DRDGOLD has produced a sustainable development report. This report has been compiled in alignment with the principles of the Global Reporting Initiatives (GRI) G3 guidelines. For this report the company has declared a C level of reporting in accordance with GRI's requirements for a self-declaration in this respect. It is the company's intention to incrementally improve the level of reporting on sustainability matters, including seeking external assurance for the coming year's report.

Reporting in line with GRI – C level of reporting		Page/s
G3 profile disclosures	1 Strategy and analysis	
	1.1	Statement by decision-maker
	1.2	Description of key impacts, risks and opportunities
		Throughout this report
	2 Organisational profile	
	2.1 – 2.10	Information on the company
		2-3
	3. Report parameters	
	3.1 – 3.4	Report profile
		IFC
	3.5 – 3.11	Report scope and boundary
		IFC
	3.12	Content index
		46-47
	3.13	Assurance
		NR
	4. Governance, commitments and engagement	
	4.1 – 4.10	Governance
		8-9
	4.11 – 4.13	Commitments to external initiatives
		NR
	4.14 – 4.17	Stakeholder engagement
		28
G3 performance indicators	Economic performance indicators	
		Management approach
		4-5, 10-13
	EC1	Direct economic value generated and distributed
		12
	EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change
		41
	EC3	Coverage of the organisation's defined benefit plan obligations
		NR
	EC4	Significant financial assistance received from government
		12
	EC6	Policy, practices and proportion of spending on locally-based suppliers at significant locations of operation
		13
	EC7	Procedures for local hiring and proportion of senior management hired from local community at significant locations of operation
		NR
	EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind or pro-bono engagement
		NR
	Environmental performance indicators	
		Management approach
		34-36
	EN1	Materials used by weight or volume
		40
	EN2	Percentage of materials used that are recycled
		NR
	EN3	Direct energy consumption by primary energy source
		41
	EN4	Indirect energy consumption by primary source
		41
	EN8	Total water withdrawal by source
		37
	EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high bio-diversity value outside protected areas
		43
	EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas
		44-45
	EN16	Total direct and indirect greenhouse gas emissions by weight
		42
	EN17	Other relevant indirect greenhouse gas emissions by weight
		42
	EN20	NOx, SOx and other significant air emissions by type and weight
		42
	EN21	Total water discharge by quality and destination
		38

Environmental performance indicators		
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	N/A
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	35-36
Labour practices and decent work		
	Management approach	22-23
LA1	Total workforce by employment type, employment contract, and region	23
LA2	Total number and rate of employee turnover by age group and region	23
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time	24-25
LA4	Percentage of employees covered by collective bargaining agreements	23
LA5	Minimum notice periods regarding operational changes, including whether it is specified in collective agreements	23-24
LA5	Percentage of total workforce represented in formal joint-management health and safety committees that help monitor and advise on occupational health and safety programmes	15
LA7	Rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities by region	15-17
LA8	Education, training, counselling, prevention and risk-control programmes in place to assist workforce members, their families, or community members regarding serious disease	18-20
LA10	Average hours of training per year per employees by employee category	24
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	23-24
LA14	Rate of basic salary of men to women by employee category	24
Human rights		
	Management approach	23
HR4	Total number of incidents of discrimination and actions taken	NR
Society		
	Management approach	28
SO1	Nature, scope, and effectiveness of any programmes and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting	29 and 32
SO4	Actions taken in response to incidents of corruption	8-9
SO5	Public policy positions and participation in public policy development and lobbying	10
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	N/A

NR = Not reported

N/A = Not applicable or relevant