

ASSURANCE AND COMPLIANCE SUPPLEMENT, 2014



INTRODUCTION

This Supplement provides additional information on the content and process through which The De Beers Group of Companies' 2014 Report to Society (RTS) was produced. We are committed to reporting transparently and accurately on our financial and non-financial performance. We engage with stakeholders to identify and understand their expectations of us as a business, including our approach to reporting.

This Supplement describes our risk-based approach to reporting and details the sustainability risks that we have prioritised through our 2014 materiality process. It also provides information on the third-party assurance on the Best Practice Principles Assurance Programme by SGS (see p. 7); and the third-party assurance and opinion from SGS UK Ltd on the 2014 Report to Society (see RTS, p. 44).

In their independent assurance, SGS UK Ltd is of the opinion that De Beers' Report to Society 2014 has been produced in accordance with the core level of the Global Reporting Initiative (GRI) G4 guidelines.

This Supplement also provides a GRI Index to help stakeholders quickly find the information they are seeking. This year, the GRI index contains significant detail on material sustainability risks that have not been covered in the main Report to Society. The location of content on each of our material sustainability risks is shown below in the section on material issues (p. 4).

CONTENTS

- 01 INTRODUCTION
- 02 MANAGING OUR SUSTAINABILITY RISKS
- 03 MATERIALITY MATRIX
- 04 MATERIAL RISK DESCRIPTIONS
- 07 THIRD-PARTY ASSURANCE STATEMENT ON THE BPP ASSURANCE PROGRAMME
- 09 GRI COMPLIANCE TABLE
- 10 GENERAL STANDARD DISCLOSURES
- 38 APPENDIX: GRAPHS AND CHARTS

Page number references provided in this Supplement are for the 2014 Report to Society (RTS), except where noted as being for the 2014 Anglo American Annual Report.

These documents are available for download from www.debeersgroup.com and www.angloamerican.com/investors/annual-reporting.



For more information, go online
www.debeersgroup.com/buildingforever



INDEPENDENT ASSURANCE STATEMENT

SGS United Kingdom Ltd was commissioned by The De Beers Group of Companies to conduct an independent assurance of the 2014 Report to Society and associated Assurance, Risk and Compliance Supplement. In addition we have carried out a full evaluation of the application of the GRI G4 guidelines.

We are of the opinion that De Beers' reporting is in accordance with 'Core' level of the GRI G4 reporting guidelines. Our full assurance statement can be found on p. 44-45 of the 2014 Report to Society.



We appreciate your feedback on the 2014 Report to Society or any other aspect of our sustainability performance.

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MANAGING OUR SUSTAINABILITY RISKS

We have comprehensive systems in place to identify, manage and mitigate risks that can affect our commercial interests by undermining consumer confidence in diamonds, limiting our licence to operate, or restricting access to new resources.

Our integrated risk management approach reviews company-wide strategic, operational, financial, reputational and sustainability risks twice a year. The approach is built on systematic 'bottom-up' risk reporting where risk champions in each operation submit risk reports outlining key risks and controls. These reports are consolidated at a Group-level and a summary of key risks is reviewed by the Executive and Audit Committees.

OUR APPROACH TO REPORTING

Our reporting is focused on disclosing our performance on those risks that are both important to our stakeholders and have the potential to adversely affect The De Beers Group of Companies.

A RISK-BASED APPROACH TO REPORTING

We use a sustainability risk matrix (see Fig. 1, p. 3) to evaluate the short, medium and long-term risks that are most material to our stakeholders and to our business. The matrix is developed through an annual materiality process that uses the outputs from our risk identification process and consults stakeholders for their views. We use the results of the materiality process to guide the risks that we report on in our annual Report to Society.

We have altered our approach to sustainability reporting this year to make our

approach and performance more accessible and engaging to a broader audience. Our main Report to Society covers fewer material risks (two per main issue area), which allows us to tell our story in more depth and results in a shorter report. Information and data for all of our other identified material risks are reported in full in the GRI index within this Supplement.

In conjunction with the Report to Society, we have also launched a new 'Building Forever' hub on our corporate website, www.debeersgroup.com. This online resource houses a wide range of stories and case studies, videos, and interactive elements that demonstrate our approach and performance across our five sustainability issue areas. We intend to update the hub at frequent intervals throughout the year to complement our annual sustainability performance reporting through the Report to Society.

IDENTIFYING OUR MATERIAL RISKS

We use a multi-stage process to identify our material risks. This involves desk research and a review of De Beers' documentation, to develop a long list of potential material risks. We then consult with internal and external stakeholders to prioritise the risks from both a business and stakeholder perspective. This Multi-Stakeholder Forum (MSF) used to involve a face-to-face roundtable meeting, but the process was upgraded in 2014 to a series of individual interviews with an expanded group of 12 internal and 16 external stakeholders.

Through this process, we identified 41 issues of relevance to our business and stakeholders and following review and

consolidation a final set of 21 issues was agreed across our five sustainability issue areas.

PARTICIPANTS IN THE 2014 MULTI-STAKEHOLDER FORUM INCLUDED REPRESENTATIVES FROM:

Government

- Africa Prosperity Team, Foreign & Commonwealth Office
- Organisation for Economic Co-operation and Development
- British Development Division in Eastern Africa, Commission for Africa

Industry

- Jewelers of America
- International Chamber of Commerce

NGO sector

- Sustainable Responsible Solutions/ Diamond Development Initiative
- Fauna and Flora International
- Desert Research Foundation of Namibia
- Christian Aid
- Civicus
- International Alert

Sustainability service providers

- Positive Luxury
- Transparency International

Media

- Independent journalist on sustainable business


Academia

- University of Middlesex
- Labour Resource and Research Institute

FIG. 1: MATERIALITY MATRIX








All these risks are priorities for the business. They are representative of a broader collection of issues across the countries in which we operate and the diamond value chain, and each is actively managed by the business. The risks identified, and their prioritisation, differ by country and section of the value chain, reflecting the operating context and priorities of the respective stakeholders. The horizontal axis represents the importance that stakeholders attribute to each risk, in the context of our business. The vertical axis indicates the severity of the impact on the business should the risk materialise at a critical level, while incorporating the management systems and processes we have in place, and bearing in mind the nature of the risk.

 Explore our interactive materiality matrix, at: www.debeersgroup.com/materiality

MATERIAL RISK DESCRIPTIONS

Finding information on our material issues

The table below outlines where information on each of our identified material risks for 2014 can be found in the 2014 Report to Society and this Supplement.

Material risk	Location
 ECONOMICS	
1.1 Delivering value to producers	RTS 2014, p. 14-15
1.2 Success of beneficiation	RTS 2014, p. 16-17
1.3 Driving local growth, diversification and capacity-building	GRI index
1.4 Governance and revenue transparency	GRI index
 ETHICS	
2.1 Raising standards across the diamond pipeline	RTS 2014, p. 20-21
2.2 Illicit trade and diamond security	RTS 2014, p. 22-23
2.3 Human rights	GRI index
2.4 Doing business with integrity	GRI index
 EMPLOYEES	
3.1 Attracting and retaining talent	RTS 2014, p. 26-27
3.2 Safety and occupational health performance	RTS 2014, p. 28-29
3.3 Diversity and inclusion	GRI index
3.4 HIV and Tuberculosis management	GRI index
 COMMUNITIES	
4.1 Socio-economic benefit	RTS 2014, p. 32-33
4.2 Closure and transfer of assets	RTS 2014, p. 34-35
4.3 Operational impacts	GRI index
4.4 Land ownership	GRI index
 ENVIRONMENT	
5.1 Water and energy security in a changing climate	RTS 2014, p. 38-39
5.2 Conservation and restoration of biodiversity and maintenance of ecosystem services	RTS 2014, p. 40-41
5.3 Managing impacts across the mine lifecycle	GRI index
5.4 Waste and pollution prevention	GRI index

ECONOMICS

1.1 DELIVERING VALUE TO PRODUCERS

Diamonds generate revenue for our producer partners for the life of our mining activities. Used productively, these revenues are a catalyst for sustainable development and longer-term economic value creation. Ongoing economic uncertainty in global markets highlights the need for resources to be managed prudently. In producer countries the clear communication of De Beers' role in creating long-term value from diamond revenues is essential to maintaining our reputation and licence to operate.

1.2 SUCCESS OF BENEFICIATION

Ongoing economic uncertainty can significantly impact on the success of downstream diamond sorting, cutting and polishing, local procurement and enterprise development schemes in producer countries.

1.3 DRIVING LOCAL GROWTH, DIVERSIFICATION AND CAPACITY BUILDING

Operations that are not managed to maximise their contribution to local growth and capacity building undermine the company's licence to operate and the diversification of the economy that will ensure long-term economic stability and viable post-mining futures.

1.4 GOVERNANCE AND REVENUE TRANSPARENCY

Strong governance and transparency underpin the reputation of diamonds, and ensure that diamonds help to drive local development. Weak governance systems undermine the maximisation of diamond resources and their equitable distribution. The significant role De Beers plays in host country economies means transparency is vital.

ETHICS

2.1 RAISING STANDARDS ACROSS THE DIAMOND PIPELINE

Unethical, illegal or harmful practices in the diamond pipeline have the potential to undermine the distinct allure of diamonds. However, the consolidation of ethical codes of conduct across the jewellery industry presents both a risk and opportunity for the company. De Beers, our joint venture partners, contractors and Sightholders subscribe to the Best Practice Principles Assurance Programme (BPPs) – a mandatory code of ethical business conduct – and a foundational element in the pipeline integrity promise of Forevermark, De Beers' proprietary brand.

2.2 ILLICIT TRADE AND DIAMOND SECURITY

Global illicit trade by criminal networks affects many luxury goods categories undermining legitimate business, trade and undermining social development. In the diamond industry this is represented through theft from mining, sorting, valuation and sales operations and laundering of stolen goods through established trading and processing facilities.

Product theft at our operations is a multi-faceted risk. The involvement of criminal syndicates exposes our employees to coercion and facilitates the entry of diamonds into the illicit economy, including for potential use in money-laundering activities. Beyond its impact on our reputation and diamond equity more broadly, product theft impairs our financial performance, so reducing the revenues

available to our producer governments to maximise the resource for sustainable development.

2.3 HUMAN RIGHTS

Human rights violations associated with the diamond sector have the potential to undermine consumer confidence in our product. De Beers takes its responsibility to respect human rights seriously. Our commitment to respect the human rights of those in the diamond industry and affected by it is embodied in a range of policies, processes, and multi-stakeholder initiatives spanning conflict diamonds, ethical business conduct, and resource revenue transparency.

2.4 DOING BUSINESS WITH INTEGRITY

De Beers is committed to ensuring compliance with competition and anti-trust laws and regulations in all of the jurisdictions in which we operate. We maintain a 'zero-tolerance' stance towards any non-compliance.

EMPLOYEES

3.1 ATTRACTING AND RETAINING TALENT

Our ability to remain agile and responsive to changing market conditions is dependent on our ability to attract and retain talent in an increasingly competitive global employment market. Retaining and supporting the development of all our employees is core to delivering on our goals as a business, and those of our producer partner countries. Organisational changes and business developments, such as the integration of De Beers Group into the Anglo American Group, and the relocation of Sightholder sales to Botswana, present specific risks and opportunities, in attracting and retaining talent.

3.2 SAFETY AND OCCUPATIONAL HEALTH PERFORMANCE

The occupational health and safety of our employees and contractors remains our top priority. The effective management of hazards protects our people from harm, and ensures compliance with regulatory and legal standards. Occupational diseases reflect past, not current, workplace exposures to health hazards, and may manifest long after employment has ended. Protecting employees from health hazards and maximising their physical and mental wellbeing are the cornerstones of our occupational health focus.

3.3 DIVERSITY AND INCLUSION

We are committed, and in some jurisdictions required, to ensure our workforce is reflective of the diverse societies in which we operate. Our continued support of government efforts

in southern Africa for the provision of opportunities to previously disadvantaged groups strengthens our workforce and the communities in which we operate.

3.4 HIV AND TUBERCULOSIS

The majority of our employees live in countries classified as hyper-endemic for HIV. Their exposure to HIV and AIDS represents a real threat to their health, their families, the continuity of our business and the long-term development of Africa.

COMMUNITIES

4.1 SOCIO-ECONOMIC BENEFIT

Sustainable social investment can help to create a diversified local post-mining economy. Ensuring that this investment benefits the community beyond the life of our operations and is in line with broader regional and national development goals maintains our social licence to operate, supports a positive legacy from mining, and protects against future risks to reputation.

4.2 CLOSURE AND TRANSFER OF ASSETS

Mine closure and the transfer of assets such as hospitals or company settlements to public administration have multiple socio-economic impacts and risks. The effective management and mitigation of these depends to a large extent on a mining operation's ability to create consistent local value over the life of the mine and to adapt to changing economic conditions. The responsible transfer of assets is an important step in the development of a sustainable post-mining economy.

4.3 OPERATIONAL IMPACTS

Changes (directly or indirectly) attributable to a project, programme, policy or process. Impacts (also referred to as effects) may be planned or unplanned, positive or negative, achieved immediately or only after some time, and sustainable or unsustainable.

4.4 LAND OWNERSHIP

We are committed to ensuring that the legal rights of all mining-affected communities are upheld at all times, in order to meet international best practice and to minimise our legal and operational exposure. A number of communities in South Africa have made formal land claims to areas in which we operate under the Restitution of Lands Act. Our Community Policy recognises that peoples' interests in land and property may derive from traditional and spiritual association in addition to legal title.

ENVIRONMENT

5.1 WATER AND ENERGY SECURITY IN A CHANGING CLIMATE

Our mines in Africa are mostly located in water-stressed environments. In southern Africa, shifting rainfall patterns with climate change are expected to present a challenge to water access for our operations and local communities, presenting both operational risks and potentially undermining our social licence to operate. Energy security also presents a challenge. Our mines in Canada are in water abundant areas and pristine natural environments; environments that require particular management approaches, and will be affected differently by climate change. The trade-off between water and energy efficiency, and the associated carbon footprint, applies in all our operations and projects.

5.2 CONSERVATION AND RESTORATION OF BIODIVERSITY AND MAINTENANCE OF ECOSYSTEM SERVICES

Many of our operations are in sensitive or biologically diverse environments. Managing biodiversity is rarely straightforward and requires that we take a sophisticated, ecosystems-based approach.

5.3 MANAGING IMPACTS ACROSS THE MINE LIFECYCLE

Activities to avoid, minimise and finally mitigate environmental impacts at each phase of a mine's operation, from exploration through to closure, to contribute towards a positive environmental and social legacy.

5.4 WASTE AND POLLUTION PREVENTION

While diamond mining itself does not require the use of hazardous substances, as it is mostly a physical process, we are focused on ensuring that all operations and facilities manage effluents, wastes, emissions and hazardous substances to prevent pollution.

THIRD-PARTY ASSURANCE STATEMENT ON THE BPP ASSURANCE PROGRAMME

Statement from SGS on the 2014 cycle of the De Beers' Best Practice Principles Assurance Programme (BPPs), including scope, work undertaken, verification methodology, key findings and recommendations.

SUMMARY REPORT FOR DE BEERS GROUP 2014 CYCLE

ROLE OF SGS IN THE BPP PROGRAMME

APPOINTMENT OF SGS

Following a tender process beginning in April 2003, SGS was invited to present their proposal and following responses to additional information were advised of their selection as the verification partner in July 2003.

SGS is the world's leading independent verification and certification organisation and has no commercial interests. SGS continues to maintain a vigilant system to ensure that conflicts of interest do not arise through the provision of additional services to Sightholders or De Beers. This has been supplemented by further safeguards since SGS gained accreditation as a Certification Body for the Responsible Jewellery Council which also has requirements in this regard.

SCOPE OF WORK AND EVOLUTION OF PROGRAMME

The 2014 cycle ran from 1 April 2014 to 31 March 2015 to match the Supplier of Choice cycle. As in 2013, the BPP programme remained fully aligned with the Responsible Jewellery Council (RJC) Principles and 2009 Code of Practices, while those BPP requirements that are at a higher

level have been retained, ensuring that the programme has not been compromised in any way. For 2014 the programme was strengthened to tackle the issue of synthetics entering into the supply chain and imposed a requirement for both Sightholders and De Beers to risk assess their suppliers and implement a targeted testing protocol to avoid the risk of undisclosed synthetic diamonds entering their supply chain. In addition, the BPP programme brought in the option for Sightholders to elect to reference Provenance Claims within their workbooks and to have this reviewed.

Sightholders were again given the opportunity of integrating RJC certification visits into their BPP programme in order to provide an efficient approach and to leverage the areas of commonality, while those who have been certified to this programme were able to upload this certification to the system and respond to a more limited number of questions for their first-party assessments. As before, the third-party verification visits continued to assess compliance across all relevant points, so that a "deeper" verification was undertaken.

The scope of work undertaken by SGS as the BPP verifier for the 2014 cycle comprised the following:

- Desktop review of a sample of the workbooks submitted by Sightholders for their owned operations and contractor (Tier B) sites and by The De Beers Group of Companies. This process verifies that all required workbooks have been

submitted; that all questions have been answered; that the responses to the questions support the compliance status declared in each case; and to test the conclusions by requesting supporting evidence on a random number of questions

- Verification visits on up to 10 per cent of each Group's declared eligible entities to independently assess the situation through first-hand evidence of compliance with the issues concerned
- Provision of information relating to the compliance status of Sightholders' and De Beers' entities and details of any significant issues. This information is provided in accordance with the confidentiality requirements imposed by the Supplier of Choice Ombudsman
- Ongoing support in explaining local legislative requirements and ensuring that the alignment to the 2013 RJC Code of Practices moves forward for the 2015 cycle

WORK UNDERTAKEN ON DE BEERS GROUP FACILITIES

55 workbooks were submitted covering 61 eligible De Beers facilities including three for contractors.

17 workbook reviews were conducted and completed during the cycle. Seven verification visits were also completed with the information uploaded to the SMART system.

THE BPP PROGRAMME

For The De Beers Group, the requirement for the submission of self-evaluations was completed to the agreed deadlines. These have been rated in accordance with the BPP programme requirements and any issues found were actively followed up.

Full co-operation was also given for the verification visits and the De Beers BPP team worked with their local operations to ensure that sustainable actions were taken to close out infringements identified.

VERIFICATION METHODOLOGY

The verification process is undertaken in three stages:

- In the country of operation, workbooks are reviewed by qualified auditors who also meet the requirements of the RJC certification programme. These are experienced Social Auditors, cross-trained in Environmental Management and the business elements applicable to companies involved in diamonds and gold and briefed on the requirements of the Best Practice Principles
- Local reviews are then submitted to a central review point where these are crosschecked to ensure consistency by country and key points
- An average sample of 10 per cent of facilities is selected centrally for onsite verification to check the effectiveness of the first-party assessments and to evaluate at first hand the situation on the ground. For the 2014 cycle, the visits were undertaken by the SGS BPP audit team and were based on a broader set of questions that were aligned to the 2013 RJC Code of Practices so as to act as preparation for the recertification activity which will be required in 2015

KEY FINDINGS

Workbooks were all received within the required timescales and the reviews were undertaken by the SGS team that looks after the BPP programme.

The facilities to visit were selected by the team managing the BPP programme based on a risk assessment approach and so as to mirror the potential profile for the recertification process, and the visits were conducted in accordance with the stated aims of the BPP programme.

The majority of infringements at De Beers facilities found in the course of previous cycles have been rectified, with evidence of implementation verified either on site or through the workbooks. One historic minor infringement remains open on the SMART system relating to an offshore vessel and it is recognised that this may have been overlooked due to the nature of this operation, which adds a level of complication to using this database. De Beers had one infringement which was classified as Major at an Exploration site in India (2013: one). Corrective actions have been taken to ensure the issue has been fully addressed and closed, and reviews have been undertaken across the business to ensure the issue is isolated and not systemic. Further action is being implemented to establish the root cause of the issues concerned and to go beyond compliance. Some Minor Infringements were noted and corrective actions have been submitted for these.

OVERALL SUMMARY

Policies and procedures are now embedded into normal operations for De Beers' facilities and there is a commitment to continuing to meet and exceed both the BPP and RJC requirements. Moreover, the De Beers BPP team has taken the opportunity to use this year to fully test their preparedness for the RJC recertification in 2015 against the latest Code of Practices.

No Material Breaches were identified during first or third-party assessments. As stated above one Major Infringement was found and has been closed out. The one Minor Infringement raised is being tackled and communication is ongoing to obtain evidence of corrective actions.

RECOMMENDATIONS FOR FUTURE DEVELOPMENT

As in previous cycles, the lack of detail in the first-party assessments continues to be a challenge in trying to undertake effective desktop reviews of the workbooks. It is strongly recommended both for De Beers and for the Sightholders that more emphasis is placed on the effective completion of this part of the process and that the BPP Coordinators and Managers are encouraged to undertake deeper self-assessments and provide more information concerning the evidence to support compliance or otherwise.

For Sightholders, the new requirement relating to procedures to reduce the risk of synthetic diamonds entering the supply chain will be further emphasised in 2015 and the expectation of full implementation will be higher. 2015 will also see alignment of the BPPs to the 2013 RJC Code of Practices for all participants which will provide a requirement for further development of responsible practices by Sightholders. As in previous cycles, Sightholders will be able to opt in for a combined BPP/RJC verification with the possibility of this leading to a Recommendation for Certification against that programme. The alignment to the 2013 Code of Practices will ensure an effective leveraging of the common approach regardless of the date of joining the RJC.

De Beers Group will be undertaking their RJC Code of Practices re-certification which will provide further focus for their efforts in 2015.



Effie Marinos
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27 April 2015
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GRI COMPLIANCE TABLE

The table that follows sets out how the Global Reporting Initiative (GRI) G4 guidelines have been applied in our sustainability reporting. We have prepared the table in order to help stakeholders quickly find the information they are seeking.

Application of the GRI reporting guidelines forms a key part of our commitment to continuous improvement and to achieving the highest levels of sustainability performance.

The data presented in the 2014 Report to Society has been assured by various external parties. For the fifth year running, our external assurer, Société Générale de Surveillance (SGS), has verified our sustainability data. Operational and financial performance data has been audited by Deloitte LLP as part of the Anglo American Annual Report 2014 auditing process.

It is our belief, and the independent assessment of SGS, our assurance provider, that our 2014 Report to Society and associated Assurance, Risk and Compliance Supplement is prepared in accordance with 'core' level of the GRI's fourth generation Guidelines (GRI G4).



Dusk at Venetia Limpopo Nature Reserve, South Africa

GENERAL STANDARD DISCLOSURES

GRI G4 Indicator	Description	Location/page (RTS vs GRI Index)	Notes
STRATEGY AND ANALYSIS			
G4-1	CEO statement	RTS: 5	
G4-2	Description of key impacts, risks, and opportunities	RTS: 9-11, 12, 18, 24, 30, 36, GRI: 2-6	
ORGANISATIONAL PROFILE			
G4-3	Name of the organization	RTS: cover	
G4-4	Primary brands, products, and services	RTS: 2-3	
G4-5	Location of headquarters	RTS: 47, back cover	
G4-6	Operating countries	RTS: 2-3	
G4-7	Nature of ownership and legal form	RTS: 2-3	
G4-8	Markets served	RTS: 2-3	
G4-9	Scale of the organization	RTS: 2-3	
G4-10	Breakdown of workforce	RTS: 26-27, GRI: 10, 26, 28, 46	
G4-11	Percentage of total employees covered by collective bargaining agreements	GRI index	Trade unions have a strong presence at our African mining operations. In these operations, certain bands – A, B and CL – are covered by collective bargaining agreements (generally manual and semi-skilled workers) and Fig. 14, in the appendix, shows the number of employees within these bands. As a percentage of direct employees across the whole of De Beers, 43.2% of employees are covered by collective bargaining unit agreements. Fig. 12, in the appendix, shows the percentage of employees in these bands covered by collective bargaining unit agreements.
G4-12	Describe the organization's supply chain.	RTS: 2-3	<p>We are present at each stage of the diamond value chain – from mine to finger. The journey begins with exploration, and after we identify and invest in viable deposits, it continues with mining and production. We then sort and aggregate diamonds and sell them in bulk to especially selected partners or customers, also known as Sightholders. Finally, we market diamonds to end consumers through our own brand, Forevermark, and through our joint venture partnership, De Beers Diamond Jewellers.</p> <p>The De Beers Group of Companies, our joint venture partners, contractors and Sightholders subscribe to the BPPs – a mandatory code of ethical business conduct.</p>
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or supply chain	N/A	No significant changes during 2014.

GRI G4 Indicator	Description	Location/page (RTS vs GRI Index)	Notes
<i>Commitments to External Initiatives</i>			
G4-14	Whether and how the precautionary approach or principle is addressed by the organization	RTS: 6-9, 20-23, 34-35, 38-41	
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	RTS: 9	
G4-16	Memberships of associations and national or international advocacy organizations	RTS: 9	

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17	Entities included in the organization's consolidated financial statements or equivalent documents and coverage in GRI report	N/A	We are not including De Beers Diamond Jewellers in this report, as they are an independently managed company.
G4-18	Process for defining the report content and boundaries	RTS: 9-11, GRI: 2-6	
G4-19	Material aspects identified	RTS: 9-11, GRI: 2-6	
G4-20	Aspect boundaries within the organization	RTS: 10-11	
G4-21	Aspect boundaries outside the organization	RTS: 10-11	
G4-22	Restatements of information provided in previous reports	N/A	No restatements of information or data other than where described elsewhere in the Report to Society 2014.
G4-23	Significant changes in the report scope and boundaries	N/A	No significant changes were made to scope, boundary or measurement methods.

STAKEHOLDER ENGAGEMENT

G4-24	Stakeholder groups engaged by the organization	RTS: 8-9, GRI: 2	
G4-25	Basis for identification and selection of stakeholders	RTS: 9	
G4-26	Approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group	RTS: 8-9	
G4-27	Key topics and concerns raised through stakeholder engagement, and how the organisation has responded	RTS: 20-41, GRI index	

GRI G4 Indicator	Description	Location/page (RTS vs GRI Index)	Notes
REPORT PROFILE			
G4-28	Reporting period	N/A	Information provided in the 2014 Report to Society refers to the calendar year (1 January to 31 December 2014).
G4-29	Date of most recent previous report	N/A	
G4-30	Reporting cycle	N/A	
G4-31	Contact point for the report	N/A	
G4-32	GRI content index	N/A	
	Assurance	RTS: IFC, 8, 11, 44-45, GRI: 7-8	
G4-33	Policy and current practice with regard to external assurance	RTS: IFC, 8, 11	
GOVERNANCE			
<i>Governance Structure and Composition</i>			
G4-34	Governance structure of the organization	RTS: 7	
ETHICS AND INTEGRITY			
G4-56	Values, principles, standards and norms of behaviour	RTS: 6	
G4-58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines	GRI index	<p>We do not tolerate unethical behaviour from our employees or contractors, and will dismiss individuals who act improperly, illegally or in breach of our anti-corruption requirements. Employees and other stakeholders are encouraged to report any activity that they believe is, or may be, unsafe, unethical, illegal or otherwise contrary to our Values and Principles, Business Integrity Policy, and other related policies.</p> <p>Our Whistleblowing and Business Integrity Policies detail the conduct or behaviour that employees and others have a duty to report. Our whistleblowing facility, 'SpeakUp', provides a range of confidential and secure options to contact De Beers. Those using the facility are able to preserve their anonymity.</p> <p>As a result of whistleblowing reports and internal investigations, we investigated 323 alleged illegalities and/or breaches of our policies by employees and contractors at our operations in 2014, resulting in 57 dismissals (2013: 362 allegations, 75 dismissals).</p>

Material Aspects	DMA and indicators	Location/page	Notes
ECONOMIC			
ASPECT: ECONOMIC PERFORMANCE			
G4-DMA	Disclosure on Management Approach	RTS: 7, 8, 12-17; Anglo American AR 87-89	<p>Tax is a critical element of the overall economic contribution we make to host governments and communities. We actively support the principles of transparency and active and constructive engagement with our stakeholders. We were an early supporter of the Extractive Industry Transparency Initiative (EITI) and, through Anglo American, remain an active participant as part of the EITI's multi-stakeholder group, which develops and oversees the implementation of EITI standards.</p> <p>Our tax strategy is based on respect for the law in each of the jurisdictions in which we operate. We support approaches to tax that foster sustainability over the long term and are not focused narrowly on short-term outcomes.</p> <p>Tax transparency has become increasingly important to a range of stakeholders, particularly host governments and communities. This has led to a number of initiatives to introduce mandatory tax disclosure obligations in the EU, UK and Canada, and will result in the Group making mandatory disclosures in respect of payments to government made from 1 January 2015 in 2016. We also expect to be subject to other disclosure requirements as a result of the OECD's Base Erosion & Profits Shifting exercise from 2016.</p> <p>We will continue to consider what appropriate voluntary disclosure enables us to provide stakeholders with more detailed information upon which to base their assessment of our overall economic contribution. We believe that tax-disclosure requirements should support the reporting of information that is accessible and easy for a range of stakeholders to understand. As such, we eventually hope to reach consensus between the various transparency initiatives of governments and regulatory authorities.</p>
G4-EC1	Direct economic value generated and distributed	RTS: 12-17; Anglo American AR 86	In 2014, we paid \$1.4 billion in taxes and royalties. Of this total 95 per cent was paid in Africa.
G4-EC4	Financial assistance received from government	GRI index	No significant financial assistance was received from governments in 2014.

Material Aspects	DMA and indicators	Location/page	Notes
ASPECT: MARKET PRESENCE			
G4-DMA	Disclosure on Management Approach	RTS: 24-27	<p>It is important to us that our workforce reflects the diversity of the communities and broader society in which we operate. Our commitment to diversity falls into two main areas – employment of historically disadvantaged and citizen talent (based on country-specific legislation) and gender diversity (see indicator LA-12).</p> <p>Part of our commitment to building a highly skilled and diverse workforce is attracting, employing and developing citizen talent at all levels of our business. We are also committed to supporting our partner governments in their efforts to provide opportunities to previously disadvantaged groups.</p>
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	RTS: 26, GRI: 14, 39	Fig. 2, in the appendix, shows the proportion of our workforce and management in South Africa, Namibia and Botswana that is made up from historically disadvantaged groups or local citizens.
MMG4-EC6	In significant locations of operation, report proportion of the facility's total workforce from the local community	RTS: 26, GRI index	Fig. 2, in the appendix, shows the proportion of our workforce and management in South Africa, Namibia and Botswana that is made up from historically disadvantaged groups or local citizens.
ASPECT: INDIRECT ECONOMIC IMPACTS			
G4-DMA	Disclosure on Management Approach	RTS: 15, 32-33, GRI index	<p>In addition to the revenues generated by our mining operations, we contribute to and invest in producer country economies through:</p> <ul style="list-style-type: none"> • Direct employment (see EC8) and employment of local contractors (see EC6) • Enterprise development and social investment (see EC8) • Preferential procurement from local and historically disadvantaged groups <p>These activities present a compelling value proposition to governments by helping to develop skills, businesses and infrastructure that can extend beyond the life of a mine.</p>
G4-EC7	Development and impact of infrastructure investments and services supported	RTS: 14-16, 32-33	

Material Aspects	DMA and indicators	Location/page	Notes
G4-EC8	Significant indirect economic impacts	GRI index	<p>Employment: At the end of 2014, De Beers employed just under 23,000 employees worldwide. Almost 17,000 of these were direct employees, and 81.3 per cent of direct employees were based in Africa. Employee salaries and other costs, including social security, health care and pension contributions, increased by almost seven per cent to US\$743 million in 2014 (2013: US\$695 million).</p> <p>Enterprise development: We operate programmes to promote enterprise development in Botswana, Namibia and South Africa. Generally focused on mining communities and labour sending areas, these programmes contribute to employment, economic diversification and the creation of alternative post-mining livelihoods by providing small business seed funding, business advice and mentoring.</p> <p><i>Botswana</i> Our Tokafala programme (translated as ‘to improve’) promotes economic development and employment creation by supporting small, medium and micro enterprises (SMMEs) with business support and mentoring. By the end of 2014, 63 businesses had enrolled in the Tokafala programme, representing a combined revenue of over US\$7 million and close to 600 jobs. The focus of the support has been helping businesses develop and execute growth plans. Support has been provided through one-to-one mentorship, group workshops, hands-on support in financial management and planning, and facilitating access to capital and markets.</p> <p>In addition to advisory and mentoring for entrepreneurs, a key aim of Tokafala is to improve SMME’s access to markets and supply chains, and to create links to business opportunities with Debswana, De Beer’s global sales function in Gaborone, and other partners. Over time, the programme will also provide loans to selected entrepreneurs, and capacity building to governmental enterprise development institutions in Botswana, such as the Poverty Eradication Programme (PEP).</p> <p>Tokafala was established in 2013 and is a partnership between Debswana, Anglo American and the Government of the Republic of Botswana. Over a three-year period, starting in 2014, Tokafala aims to support up to 560 micro and 415 small and medium enterprises, creating or maintaining up to 5,000 jobs. The total investment over three years is US\$8 million. In 2015, Tokafala will focus on increasing its scale and national reach, expanding its supply chain links across mines and other sectors, and growing the number of businesses successfully linked to finance.</p> <p><i>South Africa</i> In South Africa, De Beers Zimele invested a total of US\$1.94 million in 2014 to support 62 small and medium sized enterprises, creating or sustaining 1,175 jobs (2013: 52 enterprises, 682 jobs). Since its foundation in 2009, De Beers Zimele has supported 238 enterprises with loans totalling US\$5.82 million and creating or sustaining 2,548 jobs.</p>

Material Aspects	DMA and indicators	Location/page	Notes
ASPECT: PROCUREMENT PRACTICES			
G4-DMA	Disclosure on Management Approach	GRI index	Preferential procurement, including from indigenous or historically disadvantaged groups, continues to play a key role in our approach to economic development and economic diversification in host countries.
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	N/A	Figures for preferential procurement are not included in this year's report as we are undertaking a process to align our definitions with those of Anglo American for the 2015 reporting cycle.

Material Aspects	DMA and indicators	Location/page	Notes
ENVIRONMENT			
G4-DMA	Disclosure on Management Approach – Environment	RTS: 36-41	<p>Our Environmental Policy and Standards provide the framework for our approach to environmental management. In 2014, we consolidated all De Beers and Anglo American standards into a new set of Environmental Standards to provide a single source of requirements for our operations. The standards cover Lifecycle Planning and Management; Water; Energy and Climate Change; Biodiversity; and Hazardous Substances, Waste and Emissions.</p> <p>The new Standards define best practice for our operations and incorporate our existing environmental standards, Anglo American’s Environment Way and technical standards on water and energy and greenhouse gas (GHG) management, environmental aspects of closure, and the requirements of the most recent Responsible Jewellery Council Code of Practices. Following consultation, De Beers’ Executive Committee approved the revised Policy and Standards in April 2015.</p> <p>Revising the environmental standards was a key topic for the Environmental Peer Group, a forum of environmental practitioners from around De Beers that reviews environmental issues, management and performance for each operating unit, as well as reviewing topics of Group-wide importance. The Peer Group met four times in 2014.</p> <p>Self-assessments against the Environment Way were reviewed by our operations during 2014. Compliance across De Beers was found to be good for most of the Environment Way standards with an average score of 83 per cent. Compliance against the air quality standard was the lowest (63 per cent) due to difficulties interpreting the requirements of the air quality standard in our operations.</p> <p>Our Lifecycle Planning and Management Standard guides us in managing lifetime environmental and social risks at our operations and contributing toward a positive environmental and social legacy once a mine has closed. We are committed to adopting the mitigation hierarchy approach at every stage of the mining lifecycle – from exploration to closure and rehabilitation. We endeavour to first avoid, then minimise, and finally rehabilitate the impact of our activities to leave a minimal residual impact.</p> <p>This includes environmental and social screening at the conceptual phase, undertaking impact assessments as the project moves into the pre-feasibility phase of a project, and developing management plans as part of the feasibility assessment. These plans then form a core part of the ISO14001 Environmental Management System and are retained through the life of a mine.</p> <p>Fig. 3, in the appendix, outlines environmental management activities we undertake at different stages of the mining lifecycle.</p>

Material Aspects	DMA and indicators	Location/page	Notes
ASPECT: ENERGY			
G4-DMA	Disclosure on Management Approach	RTS: 36, 38-39	
G4-EN3	Energy consumption within the organization	RTS: 38	
G4-EN6	Reduction of energy consumption	RTS: 38-39	
ASPECT: WATER			
G4-DMA	Disclosure on Management Approach	RTS: 38	
G4-EN8	Total water withdrawal by source	RTS: 38, GRI index	See Fig. 4, in the appendix, for water withdrawal by source.
G4-EN10	Percentage and total volume of water recycled and reused	RTS: 38	
ASPECT: BIODIVERSITY			
G4-DMA	Disclosure on Management Approach	RTS: 36, 40-41	
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	GRI index	<p>We respect legally designated Protected Areas and areas with significant biodiversity, and do not operate within World Heritage Site Core Areas. Our annual Biodiversity Overlap Assessment assesses whether our operations overlap with areas of high biodiversity value.</p> <p>In 2012, we discovered that the licence area for our Venetia Mine in South Africa had been included in a newly assigned buffer zone (2009) for the Mapungubwe Cultural Landscape in the Limpopo Province, which was proclaimed as a World Heritage Site in 2003. Following consultation with the government, a revised buffer zone excluding the Venetia Mine area was proposed. The UNESCO World Heritage Committee accepted the change in June 2014 and the adjustment now requires legal change to come into effect. In the meantime Venetia continues to operate with consent from the South African government received in 2013.</p> <p>In addition, we know that some exploration licences overlap with portions of known IUCN Category I-IV Protected Areas in South Africa, Botswana and Namibia and no exploration activities are conducted in these overlap areas. With no key changes to our mining footprint or new development projects in 2014, a reduced overlap assessment was completed and this confirmed we are adhering to our policy commitment.</p>
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	RTS: 41, GRI index	<p>Total land managed = 1,135,841 hectares (ha) Land altered for mineral extraction activities = 26,692 ha Land altered for other industrial/commercial/service activities = 61 ha Total land altered = 26,754 ha Land set aside for conservation = 195,128 ha¹</p> <p>Details of the closure and rehabilitation status of various De Beers' sites is provided in Fig. 5, see appendix.</p>

¹ The same conservation properties have been retained by De Beers as in previous years but the total area was re-calculated during 2014, resulting in the adjustment to the figures.

Material Aspects	DMA and indicators	Location/page	Notes
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place.	RTS: 40, GRI index	100 per cent of our operations have environmental management plans in place, which include biodiversity criteria and actions.
G4-EN13	Habitats protected or restored	RTS: 40-41, GRI index	Details of the rehabilitation status of various De Beers' sites is provided in Fig. 5, in the appendix.
ASPECT: EMISSIONS			
G4-DMA	Disclosure on Management Approach	RTS: 38-39, GRI index	We calculate our GHG emissions using the WRI Greenhouse Gas Protocol and carbon conversion factors for purchased electricity, as relevant to each site. Standard conversion factors are used for liquid fuels across all companies within the Anglo American Group.
G4-EN15	Direct greenhouse (GHG) emissions (scope 1)	RTS: 38-39	
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (scope 2)	RTS: 38-39	
G4-EN21	NOx, SOx, and other significant air emissions	GRI index	Our sulphur emissions relate almost exclusively to energy use and are directly linked to our energy consumption. SO ₂ (sulphur dioxide) emissions from liquid fuel use amounted to 834 tonnes in 2014 (2013: 736 tonnes). Marine gas oil, which contains higher concentrations of sulfur than most other liquid fuels, contributed 71 per cent of SO ₂ emissions (2013: 73 per cent). NOx emissions from diesel in 2014 were 10,114 tonnes (2013: 8,792 tonnes). This does not include NOx from marine fuels as yet.



A collection of rough diamonds from Namibia

Material Aspects	DMA and indicators	Location/page	Notes
ASPECT: EFFLUENTS AND WASTE			
G4-DMA	Disclosure on Management Approach	GRI index	<p>We are focused on ensuring that all operations and facilities control risks associated with hazardous substances, effluents, wastes and emissions to prevent pollution. Prevention of pollution is a key commitment for ISO14001 certified operations and we focus on understanding and managing potential pollution sources and receiving environments. We have two main waste streams – non-mineral waste comprising a range of waste and recycling/re-use streams, and mineral waste in the form of fine and coarse residues.</p> <p><i>Non-mineral waste:</i> Non-mineral waste is separated at source to ensure appropriate disposal and recycling. Other than recycling, disposal methods include landfill and incineration.</p> <p>Although diamond mining is mostly a physical process and does not require the use of hazardous substances, elements of the treatment process for diamond-bearing ore do use hazardous substances under controlled conditions.</p> <p>Due to its hazardous nature, the management of hydrofluoric acid (HF) receives particular attention to ensure stringent processes are in place to minimise risk of a spill. An HF Peer Group has been in place for a number of years to share knowledge and expertise between facilities using HF regarding its transport, storage, handling and record keeping.</p> <p>Hazardous waste produced is either responsibly stored on-site for future management or disposed of at certified hazardous waste sites. Hazardous waste from our operations in Botswana and Namibia is disposed of through facilities in South Africa. This movement of hazardous waste is conducted in full compliance with the Basel Convention for controlling trans-boundary movements of applicable hazardous wastes.</p> <p><i>Mineral waste (MMS-DMA):</i> At each active operation, an external operator runs the fine residue deposits and an independent legal assurance provider is also appointed. Every three months a site visit and detailed review is held and involves a multi-disciplinary team of internal and external specialists to cover adherence to policy, legal compliance, environmental, safety and technical aspects. The rigour of the reviews has increased in the past few years.</p> <p>There is no riverine tailings disposal. Submarine tailings disposal occurs from land and at sea in Namibia in accordance with the Responsible Jewellery Council requirements.</p>

Material Aspects	DMA and indicators	Location/page	Notes
G4-EN22	Total water discharge by quality and destination	GRI index	In our water-abundant areas, water discharge from our Canadian operations amounted to 52.3 million m ³ in 2014 (2013: 51.7 million m ³). Discharged water is the excess water from dewatering that is not used in operational processes. The environmental impact of these discharges is managed to strict requirements. Snap Lake, the receiving water body at the Snap Lake Mine, is 200 hectares in area and has a limited absorption capacity because of its size and low flow rate. The water aspects hence require careful management.
G4-EN23	Total weight of waste by type and disposal method	GRI index	Fig. 6, in the appendix, provides data for a range of hazardous and non-hazardous waste streams and disposal methods.
G4-EN24	Total number and volume of significant spills	GRI index	<p>Our incident reporting system monitors environmental incidents across De Beers. Incidents are mainly pollution-related (spills and releases) and, to a lesser extent, are linked to resource wastage, biodiversity or archaeological impacts. Our incident-reporting definitions and severity levels are aligned with those of Anglo American. We continue to report on near-hit incidents for all De Beers operations.</p> <p>The overall number of reported incidents during 2014 was 1,801 (2013: 2,754). No Level 4 or 5 incidents were recorded and one Level 3 incident was recorded. This was a biodiversity incident at Kimberley Mine where land was cleared to prevent illegal mining. An area of 5-6 hectares was cleared, including vegetation and trees, without the relevant environmental consents. No fine was received for the incident and an independent EIA consultant has been engaged to complete specialist studies and obtain the relevant authorisations.</p> <p>See Figures 7 and 8 (in the appendix) for a breakdown of environmental incidents in 2014 by severity and type.</p> <p>In 2014, we recorded 4,016 minor near-hits and 20 major near-hits (2013: 1,225 and 11). The significant increase in near-hits is mainly down to increased reporting from the Orapa, Letlhakane and Damtshaa Mines through a programme that is encouraging employees to report as many near-hits as possible.</p>
MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks.	GRI index	See G4-DMA (above) for mineral waste, which relates to risk management of the fine residue deposits. The overall risk management process covers risks associated with all aspects of mining and treatment.
ASPECT: COMPLIANCE			
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	GRI index	Other than described in EN-24, the Group of Companies was not subject to any significant fines or non-monetary sanctions for non-compliance with environmental laws and regulations in 2014.

Material Aspects	DMA and indicators	Location/page	Notes
LABOUR			
ASPECT: EMPLOYMENT			
G4-DMA	Disclosure on Management Approach	RTS: 24, 26-27	
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	GRI index	Employee turnover, which includes resignations, redundancies, retirement, dismissals and completion of fixed contracts, reduced in 2014 to 8.6 per cent (2013: 10.2 per cent). See Figures 9 and 10, in the appendix. We do not currently collect employee turnover data by gender and will report this data in future years.

Material Aspects	DMA and indicators	Location/page	Notes
ASPECT: OCCUPATIONAL HEALTH AND SAFETY			
G4-DMA	Disclosure on Management Approach	RTS: 24, 28-29 GRI index	<p>Safety: Our approach to safety is guided by the Anglo American Safety Way, defined by our Group Safety Policy, and supported by a set of standards and guidelines that establish the foundations for safety excellence, leadership and behaviour change. These standards include Anglo American’s Fatal Risk Standards and Major Risk Standards, which cover all activities with a high risk of incidents and serious injury. In 2014, we adopted three new standards, one on hazardous chemicals and two relating to underground mining.</p> <p>The Safety Peer Group provides a platform where best practice and learning from across De Beers is shared. The Peer Group met four times in 2014 and discussed topics such the continued rollout of the Fatal and Major Risk Standards, inclusion of safety in our Operational Risk Management process and Learning from Incidents.</p> <p>Occupational health: Optimal employee health is essential to the effectiveness of our operations, and to the wellbeing and participation of employees in their local communities. Our guiding framework for occupational health is the Anglo American Health Way and associated technical standards. The De Beers Occupational Health Policy, which was updated in 2014, outlines our approach to employee health. All operations complete annual self-assessments against the requirements of the Health Way and technical standards. In 2014, the De Beers Health function completed a review of our Canadian operation’s self-assessments for hearing conservation and respiratory protection. We will continue to review other operations’ health processes and performance throughout 2015.</p> <p>The Health Peer Group met three times in 2014 to share insight and good practice, and to discuss key issues. In 2014, discussions centred on aligning our Occupational Health approach with the Good to Great improvement framework (see p. 28-29 of the 2014 RTS); developing leading indicators for employee health; and continued provision of care and treatment for HIV/AIDS and TB.</p> <p>Occupational diseases are a lagging indicator, most often reflecting past rather than current exposure to workplace health hazards. As a result, the incidence of new cases does not necessarily reflect current exposures and control. To prevent future occupational disease we need to ensure our current controls are robust and prevent unacceptable exposures. The Health discipline is focusing on developing and reporting leading indicators, such as the frequency of level 1 and 2 incidents. These represent failures in controls that lead to adverse exposure trends for employees. By focusing on these incidents and improving controls where necessary, we can mitigate the risk of more serious exposures that might lead to a change in normal health.</p>

Material Aspects	DMA and indicators	Location/page	Notes
			<p><i>HIV/AIDS and TB</i></p> <p>Prevention, treatment, care and support still sit at the core of our approach to HIV/AIDS and Tuberculosis (TB). We provide treatment and care in a non-discriminatory, confidential, supportive manner to overcome stigma and promote access for people seeking care. Key to prevention is encouraging people to know their HIV status continuously. HIV testing and counselling is offered at all our occupational health care clinics and primary health care consultations through provider initiated counselling and testing. Wellness campaigns in various operations also promote access to testing for HIV. This is not only extended to our employees, but to their spouses, dependants and contractors as well.</p> <p>Our southern African operations are located in HIV/AIDS and TB burdened countries. Our efforts in these countries are aimed at reducing mortality and morbidity associated with HIV/AIDS and TB. This has a direct benefit on improving the community health in our mining communities. It also has the indirect benefit of improving productivity and reducing absenteeism related to illness.</p> <p>In South Africa 305 employees are living with HIV. During wellness campaigns and other areas where we offer HIV voluntary counselling and testing (VCT), 1,403 (39% of employees) tested for their HIV status. In 2014 there were 31 new cases of HIV (2013: 17). 131 employees are on HIV Wellness Programmes, while 115 are receiving Anti-Retroviral Treatment.</p> <p>Anti-Retroviral Treatment (ART) is available free to employees and their life partners and children where it can be provided in a responsible and sustainable manner. If treatment is not otherwise available, we provide lifelong ART upon retirement or retrenchment. Our overall goal is to encourage all HIV positive individuals to join a programme to help them manage the disease as early as possible, which supports the current trend towards earlier ART treatment.</p> <p>Southern Africa also experiences a high tuberculosis incidence rate of 860 cases per 100,000 people. De Beers has consistently decreased the incidence rate of tuberculosis in our workforce. In 2014, incidence of tuberculosis cases in South Africa was 169 cases per 100,000 full-time employees (2013: 207 per 100,000). This reflects our effort to intensify screening at our facilities, providing early diagnosis and treatment for those who are infected.</p>

Material Aspects	DMA and indicators	Location/page	Notes
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	RTS: 28-29 GRI index	<p>Across De Beers, we maintained compliance with the Anglo American Health Way and technical standards in 2014.</p> <p>We achieved our Occupational Health targets for 2014, with our Occupational Illness Fatality Rate remaining zero (2013: zero) and a reported Occupational Illness Frequency Rate of 0.03 cases per 200,000 hours (pmh) worked (2013: 0.08 cases per 200,000 hours worked).</p> <p>Across De Beers, there were four cases of occupational disease (2013: 14), of which one was major and three minor. The major incident was a musculoskeletal condition causing permanent impairment and requiring a job change for the individual involved. Two of the three minor cases were skin conditions from exposure to chemicals and one was a repetitive strain musculoskeletal condition.</p>
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	RTS: 29	
ASPECT: TRAINING AND EDUCATION			
G4-DMA	Disclosure on Management Approach	RTS: 26-27	
G4-LA9	Average hours of training per year per employee by gender, and by employee category	N/A	We do not currently collect training data by gender and will report this data in future years.
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	RTS: 26	

Material Aspects	DMA and indicators	Location/page	Notes
ASPECT: DIVERSITY AND EQUAL OPPORTUNITY			
G4-DMA	Disclosure on Management Approach	RTS: 26-27	<p>It is important to us that our workforce reflects the diversity of the communities and broader society in which we operate. Our commitment to diversity falls into two main areas – employment of historically disadvantaged and citizen talent (see indicator EC6) and gender diversity.</p> <p>Historically, mining has been a male-dominated industry. Even though the number of women working in mining has been steadily increasing, as more women are training and qualifying as geologists, engineers and managers, we need to work with our industry partners to effect change at a quicker pace.</p>
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	GRI index	<p>In 2014, women made up 23.5 per cent of our workforce (2013: 23.6 per cent), holding 24 per cent of management positions and 12.5 per cent of senior management positions (2013: 27.4 per cent and 17 per cent, respectively). See Fig. 11 (gender), and Fig. 2 (local and historically disadvantaged employees), in the appendix.</p>



Rough diamonds from Venetia Mine, South Africa

Material Aspects	DMA and indicators	Location/page	Notes
HUMAN RIGHTS			
G4-DMA	Disclosure on Management Approach	GRI index	<p>In identifying and managing our human rights impacts, we are guided by a number of policies including our Employee and Human Rights Policy, Security and Human Rights Policy and the human rights elements within our Community Policy. Human rights are also a consistent thread in the Anglo American Social Way and the Socio-Economic Assessment Toolbox (SEAT). Our Best Practice Principles Programme (BPPs) also sets out the human rights standards expected of all De Beers operations, all of our Sightholders, and substantial diamond-related contractors.</p> <p>The key areas of human rights we focus on include labour rights, the rights of indigenous peoples and local communities, and rights that may be at risk due to specific activities, such as our investment, procurement and security practices.</p> <p>In 2014, we established a new multi-disciplinary Human Rights Working Group to oversee our approach to human rights and ensure we meet the standards we set for ourselves. The remit of the working group includes:</p> <ul style="list-style-type: none"> • Identify human rights impacts across the business; • Assess human rights risks and controls; • Discuss and share best practice; and • Create suitable performance metrics to monitor human rights performance. <p>The working group held its inaugural meeting in October 2014 and will meet four times a year. It incorporates a range of functions with potential human rights impacts, including security, supply chain, human resources, legal, environment and social performance.</p> <p>In 2015, the working group will focus on providing training to relevant personnel, taking a multi-disciplinary approach to risk assessments at Group and site level, and establishing systems to embed human rights across business processes.</p>
ASPECT: INVESTMENT			
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	GRI index	All investments over US\$20 million are considered by the DBsa Investment Committee. No significant investment agreements with the potential to directly affect human rights took place in 2014.
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	GRI index	With a more targeted approach to human rights, through the inclusion of human rights in the Board Sustainability Committee as well as the establishment of a Human Rights Working Group, human rights training programmes for employees are being reviewed in 2015 to deliver relevant, up-to-date and tailored sessions for employees.

Material Aspects	DMA and indicators	Location/page	Notes
ASPECT: NON-DISCRIMINATION			
G4-DMA	Disclosure on Management Approach	GRI index	<p>A safe, respectful and fair workplace is the baseline for all of our operations. We aim to meet or exceed all relevant global labour standards.</p> <p>Our Employee Human Rights Policy outlines our commitment to providing a work environment in which every employee is treated fairly, respected, has the opportunity to contribute to business success and also to realise their full potential as individuals.</p> <p>Specifically on non-discrimination our policy states that there will be no unfair discrimination in employment on the basis of race, colour, sex, religion, political opinion, gender orientation, national extraction or social origin. And that employees will receive equal pay for work of equal value.</p>
G4-HR3	Total number of incidents of discrimination and corrective actions taken	GRI index	No substantiated incidents of discrimination were reported within the Group of Companies in 2014
ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
G4-DMA	Disclosure on Management Approach	GRI index	A safe, respectful and fair workplace is the baseline for all of our operations. We aim to meet or exceed all relevant global labour standards and we respect the right of employees to associate freely and bargain collectively. This commitment is set out in our Employee Human Rights Policy.
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 measures to support these rights	GRI index	Trade unions have a strong presence at our African mining operations. In these operations, certain bands – A, B and CL – are covered by collective bargaining agreements (generally manual and semi-skilled workers) (and Fig. 14, in the appendix, shows the number of employees within these bands). As a percentage of direct employees across the whole of De Beers, 43.2% of employees are covered by collective bargaining unit agreements. No operations have been identified where the right to exercise freedom of association and collective bargaining has been violated or at significant risk.
ASPECT: CHILD LABOUR			
G4-DMA	Disclosure on Management Approach	GRI index	Our Employee Human Rights Policy prohibits employment of anyone under the age of 16, and under 18 for roles that may be hazardous to their health, wellbeing or safety, including any night work, underground work and work involving machinery.
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	GRI index	<p>As part of our BPPs we assess the risk of child labour at all of our operations. To date, no operations have been identified as presenting a significant risk for child labour.</p> <p>The BPPs also cover our substantial diamond contractors.</p>

Material Aspects	DMA and indicators	Location/page	Notes
ASPECT: FORCED OR COMPULSORY LABOUR			
G4-DMA	Disclosure on Management Approach	GRI index	Our Employee Human Rights Policy states that employees will not be subjected to any forced labour and that overtime will be voluntary and restricted to the national permitted level.
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced and compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour	GRI index	As part of our BPPs we assess the risk of child and forced labour at all of our operations. To date, no operations have been identified as presenting a significant risk for forced or compulsory labour. The BPPs also cover our substantial diamond contractors.
ASPECT: SECURITY			
G4-DMA	Disclosure on Management Approach	GRI index	Our Security Forces and Human Rights Policy applies to employees and contractors at every level of De Beers' majority owned and managed companies.
G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	GRI index	<p>Respecting human rights while maintaining the security of facilities and operations is an important area for companies in the extractives sector. We are committed to the Voluntary Principles on Security and Human Rights (VPSHR), a set of principles that help companies align their approach to security with internationally recognised human rights principles.</p> <p>Our Group-wide Security and Human Rights Policy is aligned with the VPSHR and all security personnel receive training that includes human rights. Since 2006, we have required external contractors to ensure their personnel are also trained in the human rights aspects of security.</p> <p>A standardised training approach for security and human rights that is aligned with the VPSHR is being developed for all Anglo American Group companies. This includes a new e-learning training course that will be adapted to meet the requirements of De Beers' international operations. All internal and contracted security practitioners will complete the new e-learning course in 2015.</p>

Material Aspects	DMA and indicators	Location/page	Notes
ASPECT: INDIGENOUS RIGHTS			
G4-DMA	Disclosure on Management Approach	GRI index	Indigenous communities often have cultural and spiritual connections to traditional or ancestral lands. Livelihoods and lifestyles can also be closely connected to their local environment. The rights of indigenous people are recognised in the Anglo American Social Way, our framework for managing social performance, in the De Beers Group Community Policy, and assured through the Best Practice Principles Programme.
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	GRI index	No incidents of violations involving rights of indigenous people were recorded in 2014 (2013: none).
MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities.	GRI index	Two of our mines operate in or adjacent to Indigenous Peoples' territories. Both are in Canada, at Victor Mine in Ontario and Snap Lake Mine in the Northwest Territories (NWT). Our Gahcho Kué project, which is in development, is also located close to indigenous communities in the NWT. In these locations we have agreed Impact Benefit Agreements (IBAs) with indigenous groups, which require us to make investments in a range of community and Indigenous Peoples' programmes. At Snap Lake we have agreed four IBAs, at Victor three, and we have agreed six with communities affected by our Gahcho Kué project.

Material Aspects	DMA and indicators	Location/page	Notes
SOCIETY			
ASPECT: LOCAL COMMUNITIES			
G4-DMA/ MMG4-DMA	Disclosure on Management Approach	RTS: 30-35	<p data-bbox="994 395 1424 419">Our community strategy sets three broad aims:</p> <ul data-bbox="994 437 1509 539" style="list-style-type: none"> <li data-bbox="994 437 1402 461">• To know and work with our communities; <li data-bbox="994 475 1498 499">• To understand our impacts and responsibilities; and <li data-bbox="994 513 1509 537">• To manage our short and long-term community risks. <p data-bbox="994 553 2018 601">This strategy is aligned to the Anglo American Social Way management system. The Social Way is the governing framework for social performance at our operations.</p> <p data-bbox="994 624 2063 751">The Social Way was updated in late 2014 to reflect evolving international standards and good practice. Formal self-assessment against the new requirements will begin in 2015 but, in order to create a performance baseline, all operations conducted self-assessments against the new version in 2014. From 2015, Anglo American will also start to audit selected sites each year against the Social Way standards. This is a more rigorous approach than the previous process, which only used self-assessments to assess performance.</p> <p data-bbox="994 774 2089 1037">Compliance with the Social Way is co-ordinated by the Group Community Relations Manager and delivered by community relations practitioners at each operation. Best practice is shared through the Group-wide Community Peer Group, which met four times in 2014. Peer Group discussions during the year mainly covered changes to the Anglo American Social Way, reviewing the SEAT process and opportunities for improvement in the process in three years' time. External stakeholders, including CARE International and the South African Institute of International Affairs, held discussions with the Peer Group. Venetia Mine hosted a Community Development Peer Review in March 2014 when practitioners from across Anglo American convened at the mine to review its development programmes and make recommendations for improvements. At the 2014 De Beers Sustainability Conference, we held a combined session with the Environmental discipline to focus on closure planning, which requires close integration and alignment between the disciplines.</p> <p data-bbox="994 1059 2089 1160">Compliance with our own and external community management requirements is assessed through a number of additional assurance and review processes. These include the mining requirements of the Best Practice Principles, the annual business plan technical review for mining operations, and project finance approval processes at both business unit-level and Group-level.</p>

Material Aspects	DMA and indicators	Location/page	Notes
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	GRI index	<p>We use Anglo American's Socio-Economic Assessment Toolbox (SEAT) to identify and manage social impacts and issues at our operations. It is a structured process that profiles local communities and engages with them to assess their needs, identify impacts, and develop or update community investment activities.</p> <p>Operations go through the SEAT process every three years. Once completed, a SEAT report is published that describes the operation's positive and negative social impacts and how the operation plans to manage them, as well as contributing to the resolution of broader community issues.</p> <p>All of our operations have undertaken the SEAT process with the exception of Morupule Coal Mine (due for completion in 2015).</p> <p>SEAT reports for our South African and Canadian operations have been published and the reports for our Botswanan and Namibian operations will be published in 2015. Once published, all SEAT reports will be available at www.debeersgroup.com.</p>
G4-SO2	Operations with significant actual or potential negative impacts on local communities	GRI index	<p>All mining operations have positive and negative social impacts. These can include local population changes, including the influx of workers from outside the community; changes to the local economy and livelihoods; changes in health status; changes in the capacity and quality of infrastructure and services; the quality or availability of natural resources; social nuisance factors, such as dust and noise; and impacts on safety and security. During the development of a mine, or when planning significant changes to existing operations, we undertake Environmental and Social Impact Assessments (ESIAs) to identify and address our potential impacts.</p> <p>Although the exact nature of community issues and priorities varies from operation to operation and reflect local community circumstances, there are a number of issues that are common to all communities around our operations. These priorities include education and training; health and welfare; employment and enterprise development; culture and heritage (including traditional cultures); environmental issues; infrastructure; and community support, including sports and recreation.</p>
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.	GRI index	<p>In South Africa, three communities have made formal land claims under the Restitution of Lands Act to areas in which we operate. These relate to properties owned by DBCM at Venetia, Rooipoort and Hondeklip Bay in Namaqualand. De Beers continues to engage with the relevant authorities in respect of each claim.</p>
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes.	GRI index	<p>Participatory monitoring and effective grievance mechanisms for local stakeholders are important elements of the Social Way and SEAT. They allow new impacts to be identified by local stakeholders and addressed by an operation's management team. During the implementation of SEAT in 2014 the operations worked on improving their grievance mechanisms and this workstream will continue in 2015.</p> <p>Grievance mechanisms need to align with the requirements of the UN Guiding Principles for Business and Human Rights, which include letting local community stakeholders know that the grievance mechanism exists and providing a mechanism for appeals against internal investigations of grievances.</p> <p>We will continue to focus on grievance mechanisms in 2015 with a review of the effectiveness of the new systems and how they are being used within De Beers. Grievance systems are audited each year through the BPP process.</p>

Material Aspects	DMA and indicators	Location/page	Notes
ASPECT: ANTI-CORRUPTION			
G4-DMA	Disclosure on Management Approach	GRI index	<p>De Beers is particularly at risk of corrupt activity because we explore for, mine, sell and market a highly sought-after, easily portable, rare and valuable natural resource in a number of countries that are widely recognised as having a higher exposure to corrupt activity.</p> <p>We take a zero-tolerance approach to corruption and are committed to ensuring continued compliance with anti-bribery and anti-corruption laws and regulations in all jurisdictions in which we operate. Our zero-tolerance approach covers all forms of corruption, bribery, conflicts of interest, theft, extortion, embezzlement, fraud and misuse of company assets.</p> <p>Our approach to managing bribery and corruption risk is guided by Anglo American's Business Integrity Policy, which De Beers adopted in 2013. The policy is supported by 11 Prevention of Corruption Performance Standards that provide principles and guidance on key areas of bribery risk, including: gifts, entertainment and hospitality; conflicts of interest; facilitation payments; use of company assets; political donations; interactions with government officials and lobbying; charitable donations; social and community investment and enterprise development; sponsorship; retention and payment of intermediaries; and mergers, acquisitions, joint ventures and associates.</p> <p>To De Beers, business integrity means ensuring that we compete fairly, legally and without improper influence, and in line with international best practice in all jurisdictions in which we operate. This includes our interactions with our host governments, business partners, employees, competitors, suppliers and customers. This approach is embodied in our value of Building Trust, which establishes that 'we will always listen first, then act with openness, honesty and integrity so that our relationships flourish'.</p>
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	GRI index	<p>During 2013-14, following adoption of Anglo American's Business Integrity Policy, all De Beers business units have completed Business Integrity risk questionnaires and developed individual Business Integrity Implementation Plans. These plans work to incorporate the requirements of the Business Integrity Policy and associated Performance Standards into each operation's activities and processes. In most cases the implementation plans were successfully completed in 2014 and some will continue in 2015.</p> <p>In January and February 2015, the risk questionnaires will be updated across the entire Group.</p> <p>In 2014, compliance with Anglo American's Business Integrity requirements was subject to an internal audit. Eleven business units and corporate functions were subject to a full internal audit and another six business units undertook self-assessments. The results of the audit were moderate, showing that, as a whole, the Group's processes for managing business integrity risks are adequate. This means that some areas for improvement were identified and action plans to deliver these improvements have been agreed following the audit.</p>

Material Aspects	DMA and indicators	Location/page	Notes
G4-SO4	Communication and training on anti-corruption policies and procedures	GRI index	In 2014, more than 1,400 employees (six per cent of our total workforce) in roles with a higher risk of exposure to bribery and corruption received face-to-face training in anti-corruption workshops. The workshops were tailored for each participant group to deliver a good understanding of what corruption is, its presence in the modern world, and to provide a focus on the corruption risks that they may face in their daily commercial or operational activities.
G4-SO5	Confirmed incidents of corruption and actions taken	GRI index	No significant incidents of corruption were identified during 2014 (2013: none). No significant fines or non-monetary sanctions were imposed on De Beers in relation to non-compliance with anti-corruption legislation and regulations.

ASPECT: PUBLIC POLICY

G4-DMA	Disclosure on Management Approach	N/A	
G4-SO6	Total value of political contributions by country and recipient/beneficiary	GRI index	No political contributions were made in 2014.

ASPECT: ANTI-COMPETITIVE BEHAVIOUR

G4-DMA	Disclosure on Management Approach	GRI index	<p>De Beers is committed to ensuring continued compliance with competition and anti-trust laws and regulations everywhere we operate. We have a 'zero-tolerance' stance towards any non-compliance and will not tolerate violations of competition laws, or mistakes resulting from carelessness or inattention to compliance by our employees.</p> <p>We provide training and guidance for employees on complying with competition law to support our zero tolerance approach. Our guidance outlines how to manage key areas of risk relating to competition law compliance. Risks areas include: contact with competitors; the use of competitively sensitive information; contact with suppliers and customers; abuse of market power; competition law enforcement; and corporate transactions, such as mergers, acquisitions, joint ventures and co-operative arrangements.</p> <p>All relevant employees receive standard or refresher online competition law training annually. In 2014, 944 relevant individuals were nominated to complete the training within an eight-week period (2013: 821). The average completion rate across De Beers was 100 per cent with a pass rate of 100 per cent (2013: 99.1 per cent completion; 99.6 per cent pass rate).</p> <p>In 2014, we introduced a self-certification process that requires employees to certify they have read the De Beers Anti-Trust Compliance Manual and Policy before they can access the online compliance training courses.</p> <p>Our competition law compliance programme was audited in 2014 by our internal audit team. The findings showed our employee compliance programme to be well prepared and executed. The content of the online training was found to be well drafted and relevant to De Beers, and processes to monitor completion of the training were thorough and regularly updated.</p>
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Material Aspects	DMA and indicators	Location/page	Notes
G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	GRI index	<p>In addition to the need to comply with applicable competition laws:</p> <ul style="list-style-type: none"> • De Beers is subject to legally binding commitments to the European Commission not to purchase rough diamonds from ALROSA, directly or indirectly • As part of a Settlement Agreement that De Beers entered into in March 2006 to settle all outstanding class actions against it in the US, we also entered into an injunction, which will remain in effect until June 2017 <p>In 2014, De Beers was not subject to any fines or non-monetary sanctions for non-compliance with competition or anti-trust laws, or for breach of the commitments and injunction referred to above.</p> <p>De Beers continued to be involved in legal proceedings in Belgium relating to the termination of rough diamond supply to a former client in 2003. There are four class actions against De Beers in Canada, three of which are active. De Beers continued to vigorously defend the cases that are active.</p>

ASPECT: COMPLIANCE

G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	GRI index	The Group of Companies was not subject to any significant fines or non-monetary sanctions for non-compliance with laws and regulations in 2014.
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SECTOR SPECIFIC ASPECT: RESETTLEMENT

MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	GRI index	<p>Angola</p> <p>In 2011, De Beers Exploration resettled a small, semi-rural community of 16 households (72 people) at Mulepe in Lunda Norte to allow for an advanced exploration drilling programme. To ensure the resettlement met international standards, independent consultants provided technical support throughout and completed a final post-resettlement monitoring review in August 2013. De Beers conducted a close-out evaluation in late November 2014 (three years after resettlement) and monitoring will continue on a six-monthly basis.</p> <p>Botswana</p> <p>At Orapa Mine, a project to expand the existing mining lease area will require the resettlement of local community members. Consultations are currently underway with both the affected households and the Land Board.</p> <p>In addition, Morupule Coal Mine is conducting a prefeasibility study for a possible expansion, which would have impacts on local land users. Representatives from Anglo American and De Beers visited Morupule in January 2015 to discuss the resettlement requirements of the Social Way with the project team and to participate in a project planning workshop.</p>
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Material Aspects	DMA and indicators	Location/page	Notes
SECTOR SPECIFIC ASPECT: CLOSURE PLANNING			
G4-DMA		GRI index	<p>Our Environmental Policy and Lifecycle Planning and Management Standard require all operations to have adequately funded closure plans at the right level of detail for their remaining life of mine. Closure plans and costs are not static and require ongoing adjustment to ensure they remain aligned with changes to the mine plan and remaining life of an operation. We are working to align all of our closure plans with the Anglo American Closure Planning Toolbox.</p> <p>There are two key aspects to closure planning and costing:</p> <ul style="list-style-type: none"> • Concurrent rehabilitation, which involves annual activities during a mine’s life that contribute to final rehabilitation and reduce end-of-life closure liabilities • Post-production closure rehabilitation, which is legally required in all of our operating countries and includes planning for many years of rehabilitation beyond a mine ceasing production <p>In 2014, closure planning reviews were completed at a number of late lifecycle mines (those with a life of mine of less than 15 years). Conducted by Anglo American specialists, reviews were completed at Victor, Voorspoed and Kimberley Mines, all in South Africa. A review of closure planning at Namdeb mines will be completed in 2015. Detailed reports have been produced that provide mine-specific technical details and requirements. General comments relate to the need for early rehabilitation trials to prove the methodology for rehabilitation over a number of seasons, the timing and extent of stakeholder engagement on closure and the need to provide confidence in the closure costs.</p>
MM10	Number and percentage of operations with closure plans	GRI index	<p>100 per cent of our operations have closure plans. These are at varying degrees of resolution dependent on the remaining life of mine. Fig. 13, in the appendix, shows the status of our closure plans based on each mine’s remaining life of mine.</p> <p>Exploration operations have Environmental Management Plans that cover closure of the exploration sites.</p>

Material Aspects	DMA and indicators	Location	Notes
PRODUCT RESPONSIBILITY			
ASPECT: PRODUCT AND SERVICE LABELLING			
G4-DMA	Disclosure on Management Approach		
G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements	RTS: 22-23	
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	RTS: 22-23	

APPENDIX



Female impala at Venetia Limpopo
Nature Reserve, South Africa

APPENDIX: GRAPHS AND CHARTS ASSOCIATED WITH GRI INDICATORS

FIG. 2: EC6 (AND LA12) – WORKFORCE AND MANAGEMENT DIVERSITY, 2014

	South Africa (Historically Disadvantaged South Africans)	Namibia (Historically Disadvantaged Namibians)	Botswana (Local citizens)
Workforce	83.6	88.4	96.3
Management	50.5	62.0	84.7
Senior management	21.4	50.0	56.5

FIG. 3: DMA – ENVIRONMENTAL MANAGEMENT ACTIVITIES ACROSS THE MINING LIFECYCLE, 2014

Phase	Activity	Objective	2014 Action/Key projects
Conceptual	Environmental and social screening	To establish if the proposed project has the potential to generate significant or unacceptable environmental or social impacts	<ul style="list-style-type: none"> • Jwaneng Cut 9 • Orapa Cut 3 • Jwaneng Exploration Shaft
Pre-Feasibility	Scoping	To gather and evaluate information and undertake specialist studies for the Environmental and Social Impact Assessment (ESIA)	<ul style="list-style-type: none"> • Orapa Process Plant Optimisation
Feasibility	Environmental and Social Impact Assessment and Environmental and Social Management Plan (ESMP) or Environmental Management Plan (EMP)	To identify, qualify and quantify project impacts on the biophysical, socio-economic, heritage, aesthetic and cultural environments. To document and detail future monitoring and management requirements outlined in the ESIA and develop closure plans in line with the life of mine	<ul style="list-style-type: none"> • DBMN Alternative Resource Development Capability (ARDC) project • Letlhakane Tailings Mineral Resource Treatment Plant • Gahcho Kué
Construction or commissioning		To ensure inclusion of all requirements of the EMP for the operational phase, for smooth transition to the operational phase	<ul style="list-style-type: none"> • Venetia Underground • Jwaneng Main Tailings Treatment Plant • Sendelingsdrif Mine • Red Area Complex – Namdeb • Diamond Cleaning Centre • Orapa Earthmoving Vehicle Workshops Phase 1 • Venetia Red Area Tailings Treatment Plant
Operations	Environmental management systems (EMS)	To ensure ISO14001 compliant EMS are in place at all diamond mining operations, to guide the management of our operational environmental impacts, and promote continual improvement in environmental performance and implementation of concurrent rehabilitation	<ul style="list-style-type: none"> • All ISO14001 certified operations retained their certification
Closure/Disposal	Closure plans/liabilities	To implement final closure plan once production ceases, or ensure adequate financial provision for outstanding environmental liabilities on sale of a mine to other operators	<ul style="list-style-type: none"> • Sale and rehabilitation of Namaqualand Mines (see Fig. 5, in the appendix) • Closure and rehabilitation of various sites (see details in Fig. 5, in the appendix)

FIG. 4: EN8 – WATER WITHDRAWAL BY SOURCE (MILLION M³)

Phase	2013	2014
Potable water from an external source	1.9	0.33
Non-potable water from an external source	0.19	0
Waste water/second class water abstracted	–	–
Surface water abstracted	5.33	6.85
Ground water abstracted	25.99	31.01
Sea water abstracted	28.79	30.10
Sea water purified for use	0.03	0.03
Rain/snowmelt/glacial water harvested	0.52	1.94
Water removed from source/dewatered	32.78	33.31
Total water consumed by source	95.5	103.55

FIG. 5: MM1 AND EN13 – CLOSURE AND REHABILITATION STATUS ACROSS DE BEERS, 2014

Phase	2014
South Africa	<p data-bbox="353 325 2069 373">Closure of The Oaks open pit mine that ceased production in 2008. Active restoration has been concluded and a project to review open pit closure criteria globally was concluded and to inform the final closure criteria. Water quality sampling is ongoing.</p> <p data-bbox="353 395 613 419"><i>Marine mining, West coast</i></p> <p data-bbox="353 424 1890 448">Marine mining off the west coast of South Africa where production ceased in 2010. Ongoing monitoring of seabed fauna is demonstrating recovery of the mined area.</p> <p data-bbox="353 469 801 493"><i>Namaqualand Mines, Northern Cape province</i></p> <p data-bbox="353 497 2092 679">The sale of Namaqualand Mines was concluded on 28 October 2014, with DBCM retaining US\$17.4 million of the rehabilitation liabilities in the Buffels Marine Right. DBCM will complete the rehabilitation land-forming work in the Buffels Marine Right by 2016. This area lies in the Succulent Karoo Biome so restoration of biodiversity is important. Rehabilitation of the area disturbed by many decades of mining continues and, by the end of 2014, some 32 million cubic metres of earth had been reclaimed through landscaping. This accounts for 92 per cent of the total volume of earthmoving work required and equates to 1,605 hectares of landscape profiling completed. Of this total, almost 600 hectares have been subject to active ecological intervention in the form of netting, seeding and transplanting. This accounts for 20 per cent of the total surface area to be restored. Phytoamelioration trials commenced during 2014 with the objective of adapting large-scale agricultural techniques to improve soil-quality on the areas profiled. This will enable a higher success rate from the seeding and transplanting. Since 2008, the Namaqualand rehabilitation has been completed at an average cost of US \$2.2 million a year.</p> <p data-bbox="353 700 696 724"><i>Kimberley, Northern Cape province</i></p> <p data-bbox="353 729 2047 778">Decommissioning of the Exploration Geology Pit in Kimberley that ceased operations in 2005. Water monitoring and vegetation assessments continue according to the comprehensive five-year closure plan. Alien invader plants were removed and work is underway to plan for the capping and re-vegetation of the site.</p>
Namibia	<p data-bbox="353 794 1205 818">As part of the comprehensive Namdeb Legacy Rehabilitation Project, the status is as follows:</p> <ul data-bbox="353 836 2047 1078" style="list-style-type: none"> <li data-bbox="353 836 972 860">• All marine contractor mining sites have been fully rehabilitated. <li data-bbox="353 874 1688 898">• Under the auspices of the concrete and demotion project several redundant infrastructure areas were removed from Southern Coastal Mines. <li data-bbox="353 912 1218 936">• Scrap yards have been rehabilitated with the removal of 117,000 tonnes of scrap since 2008. <li data-bbox="353 951 1720 975">• A permanent on-site asbestos disposal landfill site has been permitted and implemented for receiving significant asbestos waste from legacy areas. <li data-bbox="353 989 1285 1013">• The landscaping and profiling of ten out of ten overburden dumps at Auchas has been completed. <li data-bbox="353 1027 2047 1078">• All infrastructure and earthworks rehabilitation were completed at Bogenfels and the implementation of the restoration ecology programme and post mining monitoring continues at the site.
Botswana	<p data-bbox="353 1094 2069 1142">Closure of the Exploration Lobatse Sample Treatment Centre in Botswana, which was decommissioned in 2005. All active rehabilitation has been concluded and a water and soil quality sampling programme is ongoing.</p>

FIG. 6: EN23 – TOTAL WEIGHT OF WASTE BY TYPE AND DISPOSAL METHOD

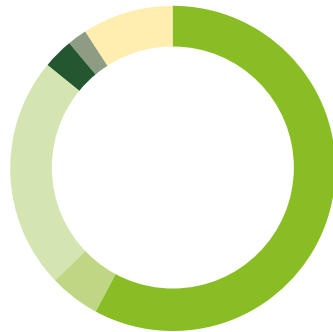
Waste Type	Unit of Measure	2012	2013	2014
Non-Hazardous Waste	To legal landfill – Volume (m ³)	67,818	63,551	67,929
	To legal landfill – Mass (t)		19,501	3,089
Hazardous Waste	To legal landfill – Volume (m ³)	203,975		
	To legal landfill – Mass (t)		1,247	880
	Liquid Hazardous Waste – Volume (litres)	3,071,710	1,747,205	1,023,922
	Medical waste disposed (not incinerated) – Mass (t)		2,712	208
Incineration	Non-hazardous waste – Mass (t)		504	743
	Hazardous waste to incineration – Mass (t)		2,330	308
	Medical waste to incineration – Mass (kg)		39,146	62,617
	Waste Incinerated – Volume (m ³)	110,415	4,653	3456
Cardboard/Paper Sent for Recycling (tonnes)	Mass (t)	378	100	141
Scrap Metal (incl. cans) Sent for Recycling	Mass (t)	14,147	14,872	7,802
Conveyor Belting Sent for Recycling	Mass (t)	167	111	116
Drums Sent for Recycling/Re-use	Number	1,635	2,598	5,042
Lead Acid Batteries Sent for Recycling/Re-use	Number	1,450	411	1,213
Plastic Sent for Recycling/Re-use	Mass (t)	42	21	45
Toner/Ink Cartridges Sent for Recycling/Re-use	Number	2,022	1,238	2,135
Used Oil/Grease Sent for Recycling/Re-use	Volume (litres)	2,932	2,856	3,191
Re-used Oil/Grease (litres)	Volume (m ³)	658	564	346

FIG. 7: EN24 – ENVIRONMENTAL INCIDENTS BY SEVERITY, 2014



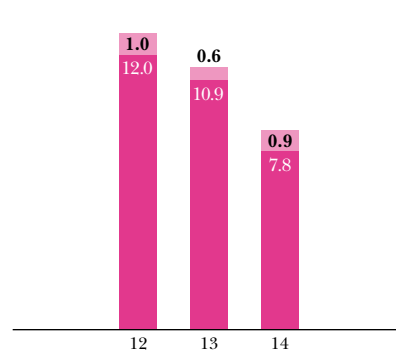
■ Level 0.1 4,016 ■ Level 2 566
■ Level 0.2 20 ■ Level 3 1
■ Level 1 1,234

FIG. 8: EN24 – SIGNIFICANT ENVIRONMENTAL INCIDENTS BY TYPE, 2014 (%)



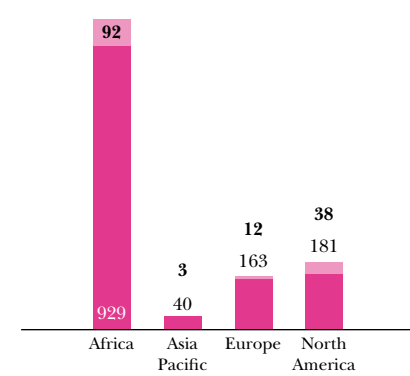
■ Land 58 ■ Biodiversity 5
■ Water 23 ■ Visual/aesthetics 3
■ Air 2 ■ Cultural/archeological sites 0
■ Other 9

FIG. 9: LA1 – LABOUR TURNOVER, 2012-2014 (%)



■ Resigned, redundant, retired, contract completed
■ Dismissed

FIG. 10: LA1 – LABOUR TURNOVER BY REGION, 2014



■ Resigned, redundant, retired, contract completed
■ Dismissed

FIG. 11: LA12 – WORKFORCE AND MANAGEMENT DIVERSITY, 2014 – WOMEN (%)



FIG. 12: HR4 (AND G4-11) – PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING UNIT AGREEMENTS AT AFRICAN OPERATIONS, 2012-2014 (%)

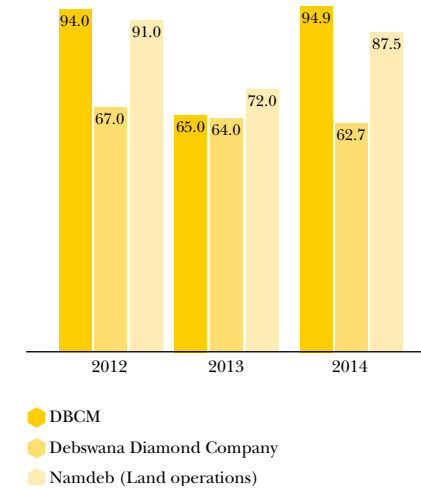
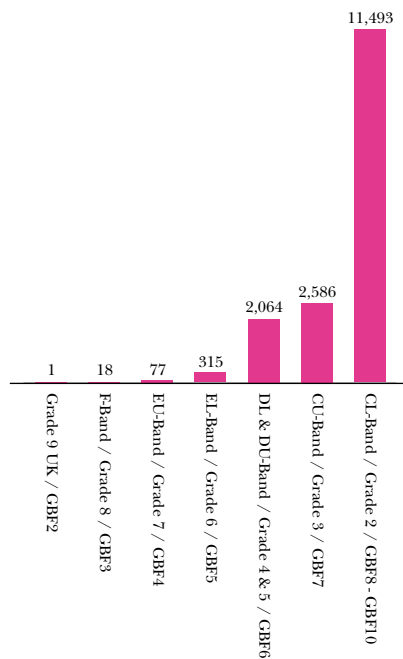


FIG. 13: MM10 – MINES ACCORDING TO LIFE OF MINE

Producing Phase – Time remaining to scheduled closure and required level of closure plan					Closure phase
>25 yrs	25 – 15 years	15 – 10 years	10 – 5 years	5 – 0 years	0 – 5 years
Preliminary Closure Plan	Preliminary Closure Plan	Draft Closure Plan	Detailed Closure Plan	Final Closure Plan	
Venetia	Damtshaa	Snap Lake	Voorspoed	Victor	The Oaks
Morupule	Jwaneng	Atlantic 1		Kimberley	Namaqualand
Orape	Namdeb				Namdeb – Legacy
Lethakane					SASA

FIG. 14: G4-HR4, G4-11 – TOTAL WORKFORCE COMPOSITION, BREAKDOWN BY GRADE



FEEDBACK

We appreciate your feedback on this report or any other aspect of our sustainability performance.
Please contact us at:

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