

# BENDIGO MINING LIMITED COMMUNITY & ENVIRONMENT REPORT 2005

## GLOBAL REPORTING INITIATIVE CONTENT INDEX

Bendigo Mining is committed to the principles of the Global Reporting Initiative (GRI) 2002 Sustainable Reporting Guidelines. This year, for the first time, the contents of the Community and Environment Report have been assessed against these Guidelines. As this is the first year this has been done, we are still learning about how to report some information and, indeed, whether it is relevant to our operations. We aim for increased consistency with the Guidelines in future reports.

Part C of the Guidelines specifies the required content of a GRI-based report. One requirement is a GRI Content Index, a table identifying where the information listed in Part C of the Guidelines is located within the organisation's report.

Bendigo Mining has prepared this document as its GRI Content Index which, instead of being incorporated into the Community & Environment Report, will be available on the company's web site. The tabulation below provides a cross-reference of relevant GRI report content (as specified in Part C of the Guidelines) with sections of the 2004 Report in order to demonstrate the extent of compliance with the Guidelines. Where both Core and Additional Indicators are specified by the GRI, all Core Indicators but only Additional Indicators relevant to Bendigo Mining's operations have been included.

<b>GRI REPORT COMPONENT</b>	<b>REFERENCE</b>
<b>1 Vision and Strategy</b>	<b>Report Section</b>
1.1 Statement of the organisation's vision and strategy regarding its contribution to sustainable development.	Leadership and Responsibility
1.2 Statement from the CEO describing key elements of the report.	Managing Director's Highlights
<b>2 Profile</b>	
<b><i>Organisational Profile</i></b>	
2.1 Name of reporting organisation.	Inside Front Cover
2.2 Major products and/or services, including brands if appropriate.	Inside Front Cover
2.3 Operational structure of the organisation.	Inside Front Cover
2.4 Description of major divisions, operating companies, subsidiaries, and joint ventures.	Inside Front Cover
2.5 Countries in which Bendigo Mining's operations are located.	Inside Front Cover
2.6 Nature of ownership; legal form.	Inside Front Cover
2.7 Nature of markets served.	Not yet relevant
2.8 Scale of the reporting organisation.	Economic Value and Resource Use
2.9 List of stakeholders, key attributes of each, and relationship to Bendigo Mining.	Not included
<b><i>Report Scope</i></b>	
2.10 Contact person(s) for the report, including e-mail and web addresses.	Back Cover
2.11 Reporting period (e.g. fiscal/calendar year) for information provided.	Inside Front Cover

## BENDIGO MINING LIMITED – GRI INDEX

GRI REPORT COMPONENT	REFERENCE
2.12 Date of most recent previous report (if any).	Not mentioned, however previous reports are available on the web site or on request
2.13 Boundaries of report (countries/regions, products/services, divisions/facilities/joint ventures/subsidiaries) and any specific limitations on the scope.	Inside Front Cover
2.14 Significant changes in size, structure, ownership, or products/services that have occurred since the previous report.	Inside Front Cover Where to From Here
2.15 Basis for reporting on joint ventures, partially owned subsidiaries, leased facilities, outsourced operations, and other situations that can significantly affect comparability from period to period and/or between reporting organisations.	Not relevant
2.16 Explanation of the nature and effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g. mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Not relevant

### **Report Profile**

2.17 Decisions not to apply GRI principles or protocols in the preparation of the report.	Inside Front Cover
2.18 Criteria/definitions used in any accounting for economic, environmental, and social costs and benefits.	Inside Front Cover
2.19 Significant changes from previous years in the measurement methods applied to key economic, environmental, and social information.	Economic Value and Resource Use
2.20 Policies and internal practices to enhance and provide assurance about the accuracy, completeness, and reliability that can be placed on the report.	Leadership and Responsibility
2.21 Policy and current practice with regard to providing independent assurance for the full report.	Verification Statement
2.22 Means by which report users can obtain additional information and reports about economic, environmental, and social aspects of the organisation's activities, including facility-specific information (if available).	Inside Front Cover Contact Details on back cover

### **3 Governance Structure and Management Systems**

3.1 Governance structure of the organisation, including major committees under the board of directors that are responsible for setting strategy and for oversight of the organisation.	Not included. See Corporate Governance statement in 2005 Annual Report
3.2 Percentage of the board of directors that are independent, non-executive directors.	Not included. See Corporate Governance statement in 2005 Annual Report

## BENDIGO MINING LIMITED – GRI INDEX

GRI REPORT COMPONENT	REFERENCE
3.3 Process for determining the expertise board members need to guide the strategic direction of Bendigo Mining, including issues related to environmental and social risks and opportunities.	Not included
3.4 Board-level processes for overseeing the organisation's identification and management of economic, environmental, and social risks and opportunities.	Not included. See Corporate Governance statement in 2005 Annual Report
3.5 Linkage between executive compensation and achievement of the organisation's financial and non-financial goals (e.g. environmental performance, labour practices).	Not included. See Remuneration Report section in 2005 Annual Report
3.6 Organisational structure and key individuals responsible for oversight, implementation, and audit of economic, environmental, social, and related policies.	Not included. See Management Team in 2005 Annual Report
3.7 Mission and values statements, internally developed codes of conduct or principles, and policies relevant to economic, environmental, and social performance and the status of implementation.	Leadership and Responsibility
3.8 Mechanisms for shareholders to provide recommendations or direction to the board of directors.	Not included. BML operates under Australian Corporations law that sets out the relationships between shareholders and the Board.
 <b><i>Stakeholder Engagement</i></b>	
3.9 Basis for identification and selection of major stakeholders.	Community Engagement
3.10 Approaches to stakeholder consultation reported in terms of frequency of consultations by type and by stakeholder group.	Community Engagement
3.11 Type of information generated by stakeholder consultations.	Community Engagement
3.12 Use of information resulting from stakeholder engagements.	Community Engagement
 <b><i>Overarching Policies and Management Systems</i></b>	
3.13 Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	Not included
3.14 Externally developed, voluntary economic, environmental, and social charters, sets of principles, or other initiatives to which Bendigo Mining subscribes or which it endorses.	Inside Front Cover
3.15 Principal memberships in industry and business associations, and/or national/international advocacy organisations.	Not included
3.16 Policies and/or systems for managing upstream and downstream impacts.	Leadership and Responsibility
3.17 Reporting organisation's approach to managing indirect economic, environmental, and social impacts resulting from its activities.	Leadership and Responsibility

## BENDIGO MINING LIMITED – GRI INDEX

### GRI REPORT COMPONENT

### REFERENCE

3.18	Major decisions during the reporting period regarding the locations of, or changes in, operations.	Inside Front Cover Managing Director's Highlights Where to from Here?
3.19	Programmes and procedures pertaining to economic, environmental, and social performance. Including: <ul style="list-style-type: none"> <li>▪ Priority and target setting.</li> <li>▪ Major programmes to improve performance.</li> <li>▪ Internal communication and training.</li> <li>▪ Performance monitoring.</li> <li>▪ Internal and external auditing.</li> <li>▪ Senior management review.</li> </ul>	Performance Snapshot Leadership and Responsibility Employee Wellbeing Community Engagement – Annual Survey of Social Impact
3.20	Status of certification pertaining to economic, environmental, and social management systems.	Leadership and Responsibility – Management Systems

This document

## 4 GRI Content Index

## 5 Performance Indicators

### *Economic Performance Indicators*

EC1	Net Sales.	Not yet relevant
EC2	Geographic breakdown of markets.	Not yet relevant
EC3	Cost of all goods, materials, and services purchased.	Economic Value and Resource Use – Bendigo Mining Expenditure 2004/05
EC4	Percentage of contracts that were paid in accordance with agreed terms, excluding agreed penalty arrangements.	Not included
EC5	Total payroll and benefits (including wages, pension, other benefits, and redundancy payments) broken down by country or region.	Economic Value and Resource Use – Bendigo Mining Expenditure 2004/05
EC6	Distribution to providers of capital broken down by interest on debt and borrowings, and dividends on all classes of shares, with any arrears of preferred dividends to be disclosed.	Not included Financial information is available in the 2005 Annual Report
EC7	Increase/decrease in retained earnings at end of period.	Not included Financial information is available in the 2005 Annual Report
EC8	Total sum of taxes of all types paid broken down by country.	Economic Value and Resource Use – Bendigo Mining Expenditure 2004/05
EC9	Subsidies received broken down by country or region.	Not relevant (none received)

## BENDIGO MINING LIMITED – GRI INDEX

### GRI REPORT COMPONENT

EC10 Donations to community, civil society, and other groups broken down in terms of cash and in-kind donations per type of group.

### REFERENCE

Community Engagement – Environmental Trust Fund  
Economic Value and Resource Use – Bendigo Mining Expenditure 2004/05

### *Environmental Performance Indicators*

#### **Core Indicators**

EN1	Total materials use other than water, by type.	Economic Value and Resource Use - limited information provided on rock and sand use
EN2	Percentage of materials used that are wastes (processed or unprocessed) from sources external to the reporting organisation.	Information not available
EN3	Direct energy use segmented by primary source.	Not included Greenhouse emissions reported
EN4	Indirect energy use.	Information not available
EN5	Total water use.	Not included
EN6	Location and size of land owned, leased, or managed in biodiversity-rich habitats.	Managing Director's Highlights Where to from Here – Permitting for the Carshalton Expansion
EN7	Description of the major impacts on biodiversity associated with activities and/or products and services in terrestrial, fresh-water, and marine environments.	Performance - Land
EN8	Greenhouse gas emissions.	Performance - Emissions
EN9	Use and emissions of ozone-depleting substances.	Not included
EN10	NO <sub>x</sub> , SO <sub>x</sub> , and other significant air emissions by type.	Performance - Emissions
EN11	Total amount of waste by type and destination.	Community Health and Amenity - Waste
EN12	Significant discharges to water by type.	Performance - Water
EN13	Significant spills of chemicals, oils, and fuels in terms of total number and total volume.	Not included, but no significant spills during the year
EN14	Significant environmental impacts of principal products and services.	Not relevant
EN15	Percentage of the weight of products sold that is reclaimable at the end of the products' useful life and percentage that is actually reclaimed.	Not relevant (It is often claimed that all the gold ever mined is still in circulation)

## BENDIGO MINING LIMITED – GRI INDEX

GRI REPORT COMPONENT	REFERENCE
EN16 Incidents of and fines for non-compliance with all applicable international declarations/conventions/treaties, and national, sub-national, regional, and local regulations associated with environmental issues.	Leadership and Responsibility - Penalties
<b><i>Additional Indicators</i></b>	
EN17 Initiatives to use renewable energy sources and to increase energy efficiency.	Performance – Emissions – Greenhouse Challenge
EN22 Total recycling and reuse of water.	Performance - Water
EN23 Total amount of land owned, leased, or managed for production activities or extractive use.	Inside Front Cover
EN27 Objectives, programmes, and targets for protecting and restoring native ecosystems and species in degraded areas	Where to from Here – Permitting for the Carshalton Expansion
EN35 Total environmental expenditures by type.	Not included
<b><i>Social Performance Indicators: Labour Practices and Decent Work</i></b>	
<b><i>Core Indicators</i></b>	
LA1 Breakdown of workforce.	Employee Wellbeing
LA2 Net employment creation and average turnover segmented by region/country.	Employment details in Economic Value and Resource Use
LA3 Percentage of employees represented by independent trade union organisations or other bona fide employee representatives broken down geographically OR percentage of employees covered by collective bargaining agreements broken down by region/country	Not included
LA4 Policy and procedures involving information, consultation, and negotiation with employees over changes in the reporting organisation’s operations (e.g. restructuring).	Not included
LA5 Practices on recording and notification of occupational accidents and diseases, and how they relate to the ILO Code of Practice on Recording and Notification of Occupational Accidents and Diseases.	Employee Wellbeing
LA6 Description of formal joint health and safety committees comprising management and worker representative and proportion of workforce covered by any such committees.	Not included
LA7 Standard injury, lost day, and absentee rates and number of work-related fatalities (including subcontracted workers).	Performance Snapshot Employee Wellbeing
LA8 Description of policies or programmes (for the workplace and beyond) on HIV/AIDs.	Not included
LA9 Average hours of training per year per employee by category of employee.	Not included
LA10 Description of equal opportunity policies or programmes, as well as monitoring systems to ensure compliance and results of monitoring.	Not included

## BENDIGO MINING LIMITED – GRI INDEX

### GRI REPORT COMPONENT

LA11 Composition of senior management and corporate governance bodies (including board of directors), including female/male ratio and other indicators of diversity as culturally appropriate.

### REFERENCE

Employee Wellbeing – details of female employment numbers  
See also Corporate Governance statement and Management Information in 2005 Annual Report

### ***Additional Indicators***

LA13 Provision for formal worker representation in decision making or management, including corporate governance.

Not included

LA16 Description of programmes to support the continued employability of employees and to manage career endings.

Employee Wellbeing

LA17 Specific policies and programmes for skills management or for lifelong learning.

Employee Wellbeing

### ***Social Performance Indicators: Human Rights***

#### ***Core Indicators***

HR1 Description of policies, guidelines, corporate structure, and procedures to deal with all aspects of human rights relevant to operations, including monitoring mechanisms and results.

Not relevant. Bendigo Mining complies with Australian legislation on these matters.

HR2 Evidence of consideration of human rights impacts as part of investment and procurement decisions, including selection of suppliers/contractors.

Not relevant. Bendigo Mining complies with Australian legislation on these matters.

HR3 Description of policies and procedures to evaluate and address human rights performance within the supply chain and contractors, including monitoring systems and result of monitoring.

Not relevant. Bendigo Mining complies with Australian legislation on these matters.

HR4 Description of global policy and procedures/programmes preventing all forms of discrimination in operations, including monitoring systems and result of monitoring.

Not relevant. Bendigo Mining complies with Australian legislation on these matters.

HR5 Description of freedom of association policy and extent to which this policy is universally applied independent of local laws, as well as description of procedures/programmes to address this issue.

Not relevant. Bendigo Mining complies with Australian legislation on these matters.

HR6 Description of policy excluding child labour as defined by the ILO Convention 138 and extent to which this policy is visibly stated and applied, as well as description of procedures/programmes to address this issue, including monitoring systems and results of monitoring

Not relevant. Bendigo Mining complies with Australian legislation on these matters.

HR7 Description of policy to prevent forced and compulsory labour and extent to which this policy is visibly stated and applied as well as description of procedures/programs to address this issue, including monitoring systems and results of monitoring.

Not relevant. Bendigo Mining complies with Australian legislation on these matters.

#### ***Additional Indicators***

HR13 Description of jointly managed community grievance mechanisms/authority.

Community Engagement

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### GRI REPORT COMPONENT

HR14 Share of operating revenues from the area of operations that are redistributed to local communities.

### REFERENCE

Not yet relevant.  
See also Economic Value and Resource Use

### ***Social Performance Indicators: Society***

#### ***Core Indicators***

SO1	Description of policies to manage impacts on communities in areas affected by activities, as well as description of procedures/programmes to address this issue, including monitoring systems and results of monitoring.	Community Engagement Community Health and Amenity
SO2	Description of the policy, procedures/management systems, and compliance mechanisms for organisation and employees addressing bribery and corruption.	Not relevant. Bendigo Mining complies with Australian legislation on these matters.
SO3	Description of policy, procedures/management systems, and compliance mechanisms for managing political lobbying and contributions.	Not relevant. Bendigo Mining complies with Australian legislation on these matters.

### ***Social Performance Indicators: Product Responsibility***

#### ***Core Indicators***

PR1	Description of policy for preserving customer health and safety during use of products and services, and extent to which this policy is visibly stated and applied, as well as description of procedures/programmes to address this issue, including monitoring systems and results of monitoring.	Not relevant.
PR2	Description of policy, procedures/management systems, and compliance mechanisms related to product information and labelling.	Not relevant.
PR3	Description of policy, procedures/management systems, and compliance mechanisms for consumer privacy.	Not relevant. Bendigo Mining complies with Australian legislation on these matters.

#### ***Additional Indicators***

PR6	Voluntary code compliance, product labels or awards with respect to social and/or environmental responsibility that the reporter is qualified to use or has received.	Leadership and Responsibility
PR8	Description of policy, procedures/management systems, and compliance mechanisms related to customer satisfaction, including results of surveys measuring customer satisfaction. Identify geographic areas covered by policy.	Community Engagement Annual Survey of Social Impact