

GRI Index

| Indicator | Description | Link/information | Disclosure |
|---------------------------------------|--|--|-----------------|
| Aspect: Strategy and analysis | | | |
| G4-1 | A statement from the most senior decision-maker of the organisation (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability. | Message from the Chairman Message from the CEO 4.1. Approach to sustainability | Full disclosure |
| G4-2 | A description of key impacts, risks, and opportunities: | 4.1. Approach to sustainability 4.2. Stakeholder Engagement 5.7. Risk management | Full disclosure |
| Aspect: Organisational profile | | | |
| G4-3. | The name of the organisation. | 1.1. Business description | Full disclosure |
| G4-4 | The primary brands, products, and services. | 1.1. Business description | Full disclosure |
| G4-5 | The location of the organisation's headquarters. | 1.1. Business description | Full disclosure |
| G4-6 | The number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report. | 1.1. Business description 1.6. Map of operations | Full disclosure |
| G4-7 | The nature of ownership and legal form. | 1.1. Business description 5.3. Corporate Governance Statement | Full disclosure |
| G4-8 | The markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries). | 1.7. Markets overview | Full disclosure |
| G4-9 | The scale of the organisation, including: Total number of employees; Total number of operations; Net sales (for private sector organisations) or net revenues (for public sector organisations); Total capitalisation broken down in terms of debt and equity (for private sector organisations); Quantity of products or services provided. | 2014 in brief 1.3. Business model 1.7. Market overview | Full disclosure |

| Indicator | Description | Link/information | Disclosure |
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| G4-10 | <p>a. The total number of employees by employment contract and gender.</p> <p>b. The total number of permanent employees by employment type (full-time/part-time workers) and gender.</p> <p>c. The total workforce by employees and supervised workers and by gender.</p> <p>d. The total workforce by region and gender.</p> <p>e. Whether a substantial portion of the organisation's work is performed by workers who are legally recognised as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors.</p> <p>f. Any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).</p> | <p>3.1. HR management system</p> <p>The not-disclosed information is not consolidated at the Group level within the current reporting systems.</p> | Partial disclosure |
| G4-11 | The percentage of total employees covered by collective bargaining agreements. | 3.1. HR management system | Full disclosure |
| G4-12 | The description of the organisation's supply chain. | <p>The business model of Nordgold includes a significant portion of the supply chain for gold - from exploration and evaluation of gold-bearing ores till sales to bullions banks, central banks, jewellery-fabrication and other companies all around the world (For details see "Business model" and "Market overview").</p> <p>Nordgold purchase consumables (stock and non-stock), off-site repairs and on-site services and repairs using local suppliers.</p> <p>Once the operational requirements for goods and services have been identified, our centralised procurement department works in accordance with the company's policies and procedures.</p> <p>We use approved manufacturers, wholesalers, contractors and service</p> | Full disclosure |

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| | | providers and these are determined by our requirements and by best purchasing practices. Emphasis is placed on supplier development, encouraging joint ventures for skills development, and economic development (for purchasing details see “Financial performance”). | |
| G4-13 | a. Any significant changes during the reporting period regarding the organisation’s size, structure, ownership, or its supply chain, including: Changes in the location of, or changes in, operations, including facility openings, closings, and expansions; Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organisations); Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination. | 1.4. Strategy 1.6. Reserves and resources 5.3. Corporate Governance Statement | Full disclosure |
| G4-14 | The precautionary approach or principle: whether and how it is addressed by the organisation. | 5.7. Risk management | Full disclosure |
| G4-15 | The list of externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses. | 4.1. Approach to sustainability 4.2. Stakeholder Engagement | Full disclosure |
| G4-16 | The list of memberships of associations (such as industry associations) and national or international advocacy organisations in which the organisation: Holds a position on the governance body; Participates in projects or committees; Provides substantive funding beyond routine membership dues; Views membership as strategic. This refers primarily to memberships maintained at the organisational level. | 4.2. Stakeholder Engagement | Full disclosure |
| Aspect: Identified Material Aspects and Boundaries | | | |
| G4-17 | a. The list of all entities included in the organisation’s consolidated financial statements or equivalent | About the Report | Full disclosure |

| Indicator | Description | Link/information | Disclosure |
|--------------|--|--|-----------------|
| | documents. b. Whether any entity included in the organisation's consolidated financial statements or equivalent documents is not covered by the report. The organisation can report on this Standard Disclosure by referencing the information in publicly available consolidated financial statements or equivalent documents. | | |
| G4-18 | a. The process for defining the report content and the Aspect Boundaries. b. Explanation on the implementation of the Reporting Principles for Defining Report Content. | About the Report | Full disclosure |
| G4-19 | Material Aspects identified in the process for defining report content. | Appendix: Material Aspects | Full disclosure |
| G4-20 | The Aspect Boundary within the organisation for each material Aspect. | The Aspect Boundary within the organization for each material Aspect. - Appendix Material Aspects. All Material Aspects are material within the organisation Boundaries considered in Chapter "About the Report" | Full disclosure |
| G4-21 | The Aspect Boundary outside the organization (for each material Aspect). | About the Report | Full disclosure |
| G4-22 | The effect of any restatements of information provided in previous reports, and the reasons for such restatements. | 1.6. Reserves and Resources 2.2. Financial performance | Full disclosure |
| G4-23 | Significant changes from previous reporting periods in the Scope and Aspect Boundaries. | There were no significant changes from previous reporting periods in the Scope and Aspect Boundaries. | Full disclosure |
| G4-24 | The list of stakeholder groups engaged by the organisation. | 4.2. Stakeholder Engagement | Full disclosure |
| G4-25 | The basis for identification and selection of stakeholders with whom to engage. | 4.2. Stakeholder Engagement | Full disclosure |
| G4-26 | The organisation's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process. | 4.2. Stakeholder Engagement | Full disclosure |
| G4-27 | Key topics and concerns that have | 4.2. Stakeholder Engagement | Full |

| Indicator | Description | Link/information | Disclosure |
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| | been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting. The stakeholder groups that raised each of the key topics and concerns. | | disclosure |
| Aspect Report Profile | | | |
| G4-28 | Reporting period (such as fiscal or calendar year) for information provided. | About the Report | Full disclosure |
| G4-29 | The date of most recent previous report (if any). | About the Report | Full disclosure |
| G4-30 | Reporting cycle (such as annual, biennial). | About the Report | Full disclosure |
| G4-31 | The contact point for questions regarding the report or its contents. | About the Report | Full disclosure |
| G4-32 | The 'in accordance' option chosen by the organisation. The GRI Content Index for the chosen option. | About the Report Appendix: GRI Content Index | Full disclosure |
| G4-33 | The organisation's policy and current practice with regard to seeking external assurance for the report. | About the Report | Full disclosure |
| Aspect: Governance | | | |
| G4-34 | The governance structure of the organisation, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts. | 5.3. Corporate Governance Statement 5.4. The Board of the Company and the Committees | Full disclosure |
| G4-39 | Whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organisation's management and the reasons for this arrangement). | 5.3. Corporate Governance Statement | Full disclosure |
| G4-41 | The processes for the highest governance body to ensure conflicts of interest are avoided and managed. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum: Cross-board membership; Cross-shareholding with suppliers and other stakeholders; Existence of controlling shareholder ; Related party disclosures | 5.3. Corporate Governance Statement | Full disclosure |
| G4-43 | The measures taken to develop and enhance the highest governance body's collective knowledge of | 5.4. The Board of the Company and the Committees | Full disclosure |

| Indicator | Description | Link/information | Disclosure |
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| | economic, environmental and social topics. (Safety and Sustainable Development Committee) | | |
| G4-44 | <p>The processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. Whether such evaluation is independent or not, and its frequency.</p> <p>Whether such evaluation is a self-assessment.</p> <p>b. The actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organisational practice.</p> | 5.3. Corporate Governance Statement | Partial disclosure |
| G4-45 | <p>a. The highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes.</p> <p>b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities.</p> | 5.7. Risk management | Full disclosure |
| G4-46 | a. The highest governance body's role in reviewing the effectiveness of the organisation's risk management processes for economic, environmental and social topics. | 5.7. Risk Management | Full disclosure |
| G4-47 | The frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities. | 5.7. Risk management | Full disclosure |
| G4-48 | The highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material Aspects are covered. | The highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material Aspects are covered is The Board of Directors | Full disclosure |
| G4-51 | <i>Remuneration.</i> The remuneration policies for the | 5.6. Remuneration report | Partial disclosure |

| Indicator | Description | Link/information | Disclosure |
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| | highest governance body and senior executives for the below types of remuneration. | | |
| G4-52 | The process for determining remuneration. Whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Any other relationships, which the remuneration consultants have with the organisation. | 5.4. The Board of the Company and the Committees | Full disclosure |
| Aspect: Ethics and Integrity | | | |
| G4-56 | The description of the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics. | Mission and values 3.4. Corporate culture | Full disclosure |
| G4-57 | The internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organisational integrity, such as helplines or advice lines. | 5.7. Risk Management | Full disclosure |
| G4-58 | a. The internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters related to organisational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines. | 5.7. Risk Management | Full disclosure |

Specific Standard disclosures

| Description | | Chapter/information | Disclosure: full/partial |
|--|--|--|--------------------------|
| CATEGORY: ECONOMIC | | | |
| DMA: ECONOMIC: 1.2. Mission and values 4.1. Approach to sustainability 4.2. Stakeholder engagement 4.5. Communities | | | |
| Aspect: Economic Performance | | | |
| G4-EC1 | Direct economic value generated and distributed | 4.2. Stakeholder engagement | Full disclosure |
| G4-EC4 | Financial assistance received by from government | No financial assistance was received from the government in the reporting year | Full disclosure |
| Aspect: Market Presence | | | |
| G4-EC5 | Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation | 3.1. HR management system | Full disclosure |
| Aspect: Indirect Economic Impacts | | | |
| G4-EC7 | Development of significant infrastructure investments and services supported | 4.5. Communities | Full disclosure |
| G4-EC8 | Significant indirect economic impacts including the extent of impacts | 4.5. Communities | Full disclosure |
| CATEGORY: ENVIRONMENTAL | | | |
| DMA: ENVIRONMENTAL: 1.2. Mission and values 4.4. Environment | | | |
| Aspect: Materials | | | |
| G4-EN1 | Materials used by weight or volume | 4.4. Environment The not-disclosed information is not consolidated at the Group level within the current reporting systems. | Partial disclosure |
| Aspect: Energy | | | |
| G4-EN3 | Energy consumption within the organisation | 4.4. Environment The not-disclosed information is not consolidated at the Group level within the current reporting systems. | Partial disclosure |
| Aspect: Water | | | |
| G4-EN8. | Total water withdrawal by source | 4.4. Environment The not-disclosed information is not consolidated at the Group level within the current reporting systems. | Partial disclosure |
| Aspect: Effluents and Waste | | | |
| | (Metals and Mining Disclosures requirements) | 4.4. Environment | Partial disclosure |

| Description | | Chapter/information | Disclosure: full/partial |
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| | | The not-disclosed information is not consolidated at the Group level within the current reporting systems. | |
| G4-EN23 | Total weight of waste by type and disposal method | 4.4. Environment | Partial disclosure |
| | | The not-disclosed information is not consolidated at the Group level within the current reporting systems. | |
| G4-EN24 | Total number and volume of significant spills | There were no significant spills in the reporting period. | Full disclosure |
| Aspect: Compliance | | | |
| G4-EN29 | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations | 4.4. Environment | Full disclosure |
| | | The not-disclosed information is not consolidated at the Group level within the current reporting systems. | |
| Aspect: Overall | | | |
| G4-EN31 | Total environmental protection expenditures and investments by type | 4.4. Environment | Partial disclosure |
| | | The not-disclosed information is not consolidated at the Group level within the current reporting systems. | |
| CATEGORY: SOCIAL | | | |
| SUB-CATEGORY: LABOUR PRACTICES AND DECENT WORK | | | |
| Aspect: Employment | | | |
| DMA Employment: 3.1. HR Management System 4.1. Approach to Sustainability 4.2. Stakeholder Engagement | | | |
| G4-LA1 | Total number and rates of new employee hires and employee turnover by age group, gender and region | 3.1. HR management system | Partial disclosure |
| | | Given the industry specifics, gender indicators are not relevant to the Group. | |
| Aspect: Labour/Management Relations | | | |
| DMA Labour/Management Relations: 3.1. HR Management System | | | |
| G4-LA4 | Minimum notice periods regarding operational changes, including whether these are specified in collective agreements | All minimum notice periods comply with the respective legal requirements. | Full disclosure |
| MM4 | Number of strikes and lock-outs exceeding one week's duration, by country | There were no strikes and lock-outs exceeding one week's duration in the reporting period | Full disclosure |
| Aspect: Occupational Health and Safety | | | |
| DMA Occupational Health and Safety: 4.3. Safety and health | | | |

| | Description | Chapter/information | Disclosure: full/partial |
|---|--|--|--------------------------|
| G4-LA5 | Percentage of the total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs | 4.3. Safety and health | Partial disclosure |
| 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 | 4.3. Safety and health | Full disclosure |
| G4-LA8 | Health and safety topics covered in formal agreements with trade unions | There are collective bargaining agreements in Suzdal (Kazakhstan) and at Aprelkovo (Russia), Lefa (Guinea) and Taparko (Burkina- Faso). They cover such topics as health and safety policy, working hours and using PPE. | Full disclosure |
| Aspect: Training and Education | | | |
| DMA Training and Education: 3.4. Talent management | | | |
| G4-LA11 | Percentage of employees receiving regular performance and career development reviews by gender and by employee category | 3.4. Talent management Given the industry specifics, gender indicators are not relevant to the Group. | Partial disclosure |
| Aspect: Diversity and Equal Opportunity | | | |
| DMA Diversity and Equal Opportunity: 5.3. Corporate Governance Statement | | | |
| 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 | 5.3. Corporate Governance Statement | Partial disclosure |
| Aspect: Labour Practices Grievance Mechanisms | | | |
| DMA Labour Practices Grievance Mechanisms: 5.7. Risk Management | | | |
| G4-LA16 | Number of grievances about labour practices filed, addressed and resolved through formal grievance mechanisms | 5.7. Risk management | Full disclosure |
| SUB-CATEGORY: HUMAN RIGHTS | | | |
| DMA HUMAN RIGHTS: 3.1. HR management system 4.5. Communities | | | |
| 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 | Nordgold regards any violation of the rights of its employees and other stakeholders as unacceptable. This stance applies to the Group and to partners and contractors before entering into contracts with them. | Full disclosure |
| G4-HR2 | Total hours of employee training on human rights policies or procedures concerning | All new employees go through an on-boarding process during which | Partial |

| | Description | Chapter/information | Disclosure: full/partial |
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| | aspects of human rights that are relevant to operations, including the percentage of employees trained | they are familiarised with Nordgold values, corporate culture and key documents, which cover various aspects of human rights protection. | disclosure |
| Aspect: Non-discrimination | | | |
| G4-HR3 | Total number of incidents of discrimination and corrective actions taken | There were no incidents of discrimination during the reporting period | Full disclosure |
| Aspect: Freedom of Association and Collective Bargaining | | | |
| G4-HR4 | Operations and suppliers in which the right to exercise freedom of association or collective bargaining may be violated or at significant risk, and measures taken to support these rights | Nordgold respects its employees and their right to exercise freedom of association and collective bargaining at all its operations. | Partial disclosure |
| Aspect: Child Labour | | | |
| 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 | Nordgold considers using child labour totally unacceptable at all its operations. | Full disclosure |
| Aspect: Forced or Compulsory Labour | | | |
| G4-HR6 | Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures taken to contribute to the elimination of all forms of forced or compulsory labour | Nordgold respects its employees and does not use forced or compulsory labour at any of its operations. | Full disclosure |
| Aspect: Indigenous Rights | | | |
| G4-HR8 | Total number of incidents of violations involving the rights of indigenous peoples and actions taken | There were no incidents of violations involving the rights of indigenous peoples in the reporting period. | Full disclosure |
| MM5 | Total number of operations taking place in or adjacent to indigenous peoples' territories, and number and percentage of sites where there are formal agreements with indigenous peoples' communities | 4.5. Communities | Full disclosure |
| Aspect: Human Rights Grievance Mechanisms | | | |
| G4-HR12 | Number of grievances about human rights impacts filed, addressed and resolved through formal grievance mechanisms | 0 | Full disclosure |
| SUB-CATEGORY: SOCIETY | | | |
| Aspect: Local Communities | | | |
| DMA Local Communities: 4.5. Communities | | | |
| G4-SO1 | Percentage of operations with implemented local community engagement, impact assessments, and development programs, | 4.5. Communities | Partial disclosure |

| | Description | Chapter/information | Disclosure: full/partial |
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| MM6 | Number and description of disputes relating to land or resource use of local communities and Indigenous Peoples | There were no disputes relating to land or resource use of local communities and Indigenous Peoples in 2014 | Full disclosure |
| MM7 | The extent to which grievance mechanisms were used to resolve disputes relating land use, customary rights of local communities and indigenous peoples, and the outcomes | There were no disputes relating to land or resource use of local communities and Indigenous Peoples in 2014 | Full disclosure |
| Aspect: Anti-corruption | | | |
| DMA Anti-corruption: 5.3. Corporate Governance Statement | | | |
| G4-SO4 | Communication and training on anti-corruption policies and procedures | 5.7. Risk Management | Partial disclosure |
| G4-SO5 | Confirmed incidents of corruption and actions taken | There were no confirmed incidents of corruption in Nordgold during the reporting period | Full disclosure |
| Aspect: Public Policy | | | |
| DMA Public Policy: 4.2. Stakeholder Engagement | | | |
| G4-SO6 | Total value of political contributions by country and recipient/beneficiary | Nordgold did not make any contributions to political parties, politicians and related institutions in the reporting period. | Full disclosure |
| Aspect: Compliance | | | |
| DMA Compliance: 4.2. Stakeholder Engagement 5.3. Corporate Governance Statement | | | |
| G4-SO8 | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations | For detailed information see Commitments and contingencies Section 26 of Financial Statement | Full disclosure |
| Aspect: Grievance Mechanisms for Impacts on Society | | | |
| DMA Grievance Mechanisms for Impacts on Society: 5.7. Risk Management | | | |
| G4-SO11 | Number of grievances about impacts on society filed, addressed and resolved through formal grievance mechanisms | 0 | Full disclosure |
| Metals and Mining Sector Special aspects | | | |
| Aspect: Emergency Preparedness | | | |
| DMA Emergency Preparedness: 4.4. Environment 4.5. Communities | | | |
| Aspect: Resettlement | | | |
| DMA Resettlement: 4.5. Communities | | | |
| MM9 | Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process | 4.5. Communities | Partial disclosure |
| Aspect: Closure Planning | | | |
| DMA Closure Planning: 1.3. Business model | | | |
| MM10 | Number and percentage of operations with closure plans | All operations have a conceptual closure plan. | Partial disclosure |

| Description | Chapter/information | Disclosure: full/partial |
|--|---|-----------------------------|
| Metals and Mining Sector Specific Aspect: Materials Stewardship | | |
| Programs and progress relating to materials stewardship (former MM11) | An effective and conscientious approach to materials stewardship is not required for this type of products. | Full disclosure |