

# GRI G3 Content Index for Lucara Diamond Corporation's 2013 Sustainability Report

This document is a supplement to Lucara Diamond Corp.'s (Lucara) 2013 Sustainability Report. The report utilized the sustainability reporting framework of the Global Reporting Initiative (GRI). This includes GRI's Third Generation Guidelines (G3) and GRI's Mining and Metals Sector Supplement.

This document comprises the GRI G3 Content Index for Lucara's 2013 Sustainability Report. It is designed to display the G3 disclosures addressed in Lucara's report. The GRI Content Index also assists in specifying the GRI Application Level. Lucara has self-declared its report at a GRI Application Level B (see GRI's Application Level Table below).

Report Application Level	C	C+	B	B+	A	A+
G3 Profile Disclosures	Report on: 1.1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4, 4.14 - 4.15		Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17		Same as requirement for Level B	
G3 Management Approach Disclosures	Not Required	Report Externally Assured	Management Approach Disclosures for each Indicator Category	Report Externally Assured	Management Approach Disclosures for each Indicator Category	Report Externally Assured
G3 Performance Indicators & Sector Supplement Performance Indicators	Report on a minimum of 10 Performance Indicators, including at least one from each of: Economic, Social and Environmental.		Report on a minimum of 20 Performance Indicators, at least one from each of Economic, Environmental, Human rights, Labor, Society, Product Responsibility.		Report on each core G3 and Sector Supplement* Indicator with due regard to the Materiality Principle by either: a) reporting on the Indicator or b) explaining the reason for its omission.	

\*Sector supplement in final version



LUCARA'S 2013 SUSTAINABILITY REPORT

FOR QUESTIONS OR COMMENTS ABOUT THIS REPORT, PLEASE CONTACT US AT [CSR@LUCARADIAMOND.COM](mailto:CSR@LUCARADIAMOND.COM) OR VISIT [WWW.LUCARADIAMOND.COM](http://WWW.LUCARADIAMOND.COM)

## GRI G3 Content Index with Mining & Metals Sector Supplement

Indicator	Description	Page Reference or Answer
<b>Profile</b>		
<b>1. Strategy and Analysis</b>		
<b>1.1</b>	Executive comments	1-2
<b>1.2</b>	Strategy	2, 3, 7, 11, 13, 23, 27
<b>2. Organizational Profile</b>		
<b>2.1 - 2.4</b>	Name of the organization; products; operational structure, headquarters	IFC
<b>2.5 - 2.8</b>	Countries of operations, nature of ownership, scale of organization	IFC, 4-5
<b>2.9</b>	Significant changes	None
<b>2.10</b>	Awards received	None
<b>3. Report Parameters</b>		
<b>3.1 - 3.3</b>	Reporting period; date of previous report; reporting cycle	IFC
<b>3.4</b>	Contact point	csr@lucaradiamond.com
<b>3.5</b>	Defining report content	IFC
<b>3.6 - 3.8</b>	Report boundary, limitations, basis of reporting	IFC
<b>3.9</b>	Data measurement techniques	Industry practice, GRI
<b>3.10</b>	Restatements, changes in scope, boundary or measurements methods	As noted in relevant sections
<b>3.12</b>	Table identifying the location of the Standard Disclosures in the report	This table, web-posted
<b>3.13</b>	Assurance practice	Report not assured, future practice subject to stakeholder interest and other factors

### KEY

<b>1.1</b>	Core Indicator (bold)	<b>MM1</b>	Indicator from GRI's MMSS	<b>GRI</b>	Global Reporting Initiative	<b>MMSS</b>	GRI's Mining and Metals Sector Supplement
<b>HR8</b>	Additional Indicator	<b>Closure*</b>	DMA from MMSS	<b>DMA</b>	Disclosure of Management Approach		
<b>IFC</b>	Inside Front Cover	<b>AIF</b>	Annual Information Form				

Indicator	Description	Page Reference or Answer
<b>4. Governance, Commitments, and Engagement</b>		
4.1	Governance structure	7-10, www.lucaradiamond.com, AIF
4.2	Board independence	7-10, www.lucaradiamond.com, AIF
4.3	Board and committee structure	7-10, www.lucaradiamond.com, AIF
4.4	Shareholder and employee communication	32
4.5	Executive compensation and performance	AIF, www.lucaradiamond.com
4.6 - 4.9	Board conflict of interest, qualifications, code of conduct, oversight	7-10, AIF
4.10	Review of board performance	AIF
4.11	Application of precautionary approach	8, 13
4.12	External charters, principles, or initiatives	10
4.13	Memberships	10
4.14 - 4.15	List of stakeholder groups, identification and selection	27, 28-30, 32
4.16 - 4.17	Stakeholder engagement, key topics raised	27-31
<b>Management Approach &amp; Performance Indicators</b>		
<b>Economic</b>		
DMA EC	Disclosure on Management Approach EC	11-12
<b>Economic performance</b>		
EC1	Economic performance	11-12
EC2	Financial implications of climate change	16
EC3	Defined benefit plans	23
EC4	Significant financial assistance received from government	Not reported

Indicator	Description	Page Reference or Answer
<b>Market presence</b>		
EC5	Range of ratios of standard entry level wage compared to local minimum wage	Not reported
<b>EC6</b>	Local procurement (Southern Africa)	12
<b>EC7</b>	Local hiring	23
<b>Indirect economic impacts</b>		
<b>EC8</b>	Infrastructure development	33-35
EC9	Indirect economic impacts	33-35
<b>Environmental</b>		
<b>DMA EN</b>	Disclosure on Management Approach EN	13-14
<b>Materials</b>		
<b>EN1</b>	Materials used by weight or volume	Water, Energy 15-16
<b>EN2</b>	Percentage of materials used that are recycled input materials	No significant recycled components in diamond mining
<b>Energy</b>		
<b>EN3</b>	Direct energy consumption by primary energy source	16
<b>EN4</b>	Indirect energy consumption by primary source	16
EN5 - EN7	Energy saved, renewable energy products, energy efficiency initiatives	Not reported
<b>Water</b>		
<b>EN8</b>	Total water withdrawal by source	15
EN9	Water sources significantly affected by withdrawal of water	15
EN10	Percentage and total volume of water recycled and reused	15

Indicator	Description	Page Reference or Answer
<b>Biodiversity</b>		
<b>EN11</b>	Land management in, or adjacent to, protected areas and areas of high biodiversity value	19-20
<b>EN12</b>	Significant impacts on biodiversity in protected areas and areas of high biodiversity value	19-20
<b>MM1</b>	Amount of land disturbed or rehabilitated	19-20
EN13	Habitats protected or restored	19-20
EN14	Managing impacts on biodiversity	19-20
<b>MM2</b>	Sites with biodiversity management plans	19
EN15	IUCN Red List species and national conservation list species	19
<b>Emissions, effluents and waste</b>		
<b>EN16</b>	Total direct and indirect greenhouse gas emissions by weight	16
<b>EN17</b>	Other relevant indirect greenhouse gas emissions by weight	Not reported
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	Not reported
<b>EN19</b>	Emissions of ozone-depleting substances by weight	Not reported
<b>EN20</b>	NO <sub>x</sub> , SO <sub>x</sub> , and other significant air emissions by type and weight	Not reported
<b>EN21</b>	Total water discharge by quality and destination	15, ("zero discharge")
<b>EN22</b>	Total weight of waste by type and disposal method	17-18
<b>MM3</b>	Overburden, rock, tailings, and sludges	20
<b>EN23</b>	Significant spills	21
EN24	Hazardous wastes and shipped internationally (Basel Convention)	Not reported
EN25	Significant environmental impacts on water bodies and related habitats	15
<b>Products and services</b>		
<b>EN26</b>	Environmental impacts of products (diamonds)	Not material

Indicator	Description	Page Reference or Answer
EN27	Products sold and their packaging materials reclaimed	Not material
<b>Compliance</b>		
EN28	Significant fines and sanctions for non-compliance	None
<b>Transport</b>		
EN29	Significant environmental impacts of transportation	Not reported
<b>Overall</b>		
EN30	Total environmental protection expenditures and investments by type	Not reported
<b>Social: Labor Practices and Decent Work</b>		
<b>DMA LA</b>	<b>Disclosure on Management Approach LA</b>	2, 23
<b>Employment</b>		
LA1	Total workforce by employment type, employment contract, and region	24
LA2	Total number and rate of employee turnover	23
LA3	Benefits provided to full-time employees	23
<b>Labor/management relations</b>		
LA4	Percentage of employees covered by collective bargaining agreements	Not reported
LA5	Minimum notice periods regarding operational changes	Period Undefined
MM4	Number of strikes and lock-outs exceeding one week's duration	None
<b>Occupational health and safety</b>		
LA6	Health and safety committees	Each site maintains a joint H&S Committee
LA7	Health and safety performance	26
LA8	Assistance to workforce and their families regarding serious diseases	Not reported

Indicator	Description	Page Reference or Answer
LA9	Health and safety topics covered in formal agreements with trade unions	Not reported
<b>Training and education</b>		
LA10	Average hours of training per year per employee by employee category	Not reported
LA11	Skills management and lifelong learning	Not reported
LA12	Percentage of employees receiving regular performance and career development reviews	Not reported
<b>Diversity and equal opportunity</b>		
LA13	Diversity of governance bodies and employees	Not reported
LA14	Ratio of basic salary of men to women by employee category	Not reported
<b>Social: Human Rights</b>		
DMA HR	Disclosure on Management Approach HR	8, 23, 27, 31
<b>Diversity and equal opportunity</b>		
HR1 - HR2	Human rights and significant investment agreements, suppliers and contractors	Not reported
HR3	Human rights training for employees	Not reported
<b>Non-discrimination</b>		
HR4	Number of incidents of discrimination and actions taken	None recorded
<b>Freedom of association and collective bargaining</b>		
HR5	Operations with significant risks to freedom of association, collective bargaining	None recorded
<b>Child labor</b>		
HR6	Operations with significant risk of child labor	None recorded
<b>Forced and compulsory labor</b>		
HR7	Operations with significant risk of forced labor	None recorded

Indicator	Description	Page Reference or Answer
HR8	Human rights training of security personnel	Not reported
<b>Indigenous rights</b>		
MM5	Operations in or adjacent to Indigenous Peoples' territories	None recorded
HR9	Violations involving rights of indigenous people	None recorded
<b>Social: Society</b>		
DMA SO	Disclosure on Management Approach SO	1-2, 27-28, 31
<b>Community</b>		
SO1	Programs that assess and manage the impacts of operations on communities	13, 27, 30, 31
MM6	Significant disputes relating to land use	31
MM7	Use of grievance mechanisms to resolve disputes relating to land use	31
<b>Artisanal and small-scale mining</b>		
MM8	Operating sites where artisanal and small-scale mining (ASM) takes place	None recorded
<b>Resettlement</b>		
MM9	Sites where resettlements took place	31
<b>Closure planning</b>		
MM10	Operations with closure plans	22
<b>Corruption</b>		
SO2	Business units analyzed for risks related to corruption	Not reported
SO3	Employees trained in anti-corruption policies and procedures	10
SO4	Actions taken in response to incidents of corruption	Not reported
<b>Public policy</b>		
SO5	Public policy positions and participation in public policy development and lobbying	7-10, AIF



Indicator	Description	Page Reference or Answer
SO6	Financial and in-kind contributions to political parties, politicians, and institutions	None recorded
<b>Anti-competitive behavior</b>		
SO7	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None recorded
<b>Compliance</b>		
SO8	Significant fines of non-monetary sanctions for non-compliance with laws and regulations	None recorded
<b>Social: Product Responsibility</b>		
DMA PR	Disclosure on Management Approach PR	17
<b>Materials Stewardship</b>		
MM11	Programs and progress relating to materials stewardship	3, 10
<b>Customer health and safety</b>		
PR1	Product life cycle stages and health and safety impacts	Diamonds not considered to present latent health & safety risks
PR2	Non-compliance with product health and safety requirements	Diamonds not considered to present latent health & safety risks
<b>Product and service labeling</b>		
PR3	Product labeling	Kimberly Process
PR4	Non-compliance regarding product labeling	None recorded
PR5	Customer satisfaction surveys	Not reported
<b>Marketing communications</b>		
PR6	Adherence to marketing communications standards and codes	Public listing standards, NI 43-101
PR7	Non-compliance with regarding marketing communications	None recorded

Indicator	Description	Page Reference or Answer
<b>Customer privacy</b>		
PR8	Breaches of customer privacy	None recorded
<b>Compliance</b>		
<b>PR9</b>	Significant fines for non-compliance regarding products	None recorded