

GRI G4 Content Index for Lucara Diamond Corporation's 2015 Sustainability Report

This document is a supplement to Lucara Diamond Corp.'s (Lucara) 2015 Sustainability Report. This Report was generated in accordance with the Core option of the fourth generation (G4) of the sustainability reporting framework of the Global Reporting Initiative (GRI), and GRI-G4 Mining and Metals Sector Disclosures.

This supplement contains the GRI G4 General Standard Disclosures and Specific Standard Disclosures, referencing, and is available in the Social Responsibility section of Lucara's website: www.lucaradiamond.com.

Standard Disclosures

REQUIRED GENERAL STANDARD DISCLOSURES		
General Standard Disclosures	'In accordance' – Core (This information should be disclosed in all cases)	'In accordance' – Comprehensive (This information should be disclosed in all cases)
Strategy and Analysis	G4-1	G4-1, G4-2
Organizational Profile	G4-3 to G4-16	G4-3 to G4-16
Identified Material Aspects and Boundaries	G4-17 to G4-23	G4-17 to G4-23
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Ethics and Integrity	G4-56	G4-35 to G4-55(*) G4-56 G4-57 to G4-58(*)
General Standard Disclosures for Sectors	Required, if available for the organization's sector(*)	Required, if available for the organization's sector(*)
REQUIRED SPECIFIC STANDARD DISCLOSURES (DMA AND INDICATORS)		
Specific Standard Disclosures	'In accordance' – Core	'In accordance' – Comprehensive
Generic Disclosures on Management Approach	For material Aspects only(*)	For material Aspects only(*)
Indicators	At least one Indicator related to each identified material Aspect(*)	All Indicators related to each identified material Aspect(*)
Specific Standard Disclosures for Sectors	Required, if available for the organization's sector and if material(*)	Required, if available for the organization's sector and if material(*)

*For Standard Disclosures with *, reasons for omission may apply in exceptional cases.

REPORT REFERENCED



LUCARA'S 2015
SUSTAINABILITY REPORT

FOR QUESTIONS OR COMMENTS ABOUT THIS REPORT, PLEASE CONTACT US AT CSR@LUCARADIAMOND.COM OR VISIT WWW.LUCARADIAMOND.COM

GRI G4 Content Index with Mining & Metals Sector Supplement – Standard Disclosures

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ETHICS AND INTEGRITY			
G4-56	ORGANIZATION'S VALUES, PRINCIPLES, STANDARDS AND NORMS OF BEHAVIOUR SUCH AS CODES OF CONDUCT AND CODES OF ETHICS	4, 20, 22	OUR VALUES GOVERNANCE AND ETHICAL CONDUCT

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MATERIAL ASPECTS	G4 INDICATOR	GRI G4 SPECIFIC STANDARD DISCLOSURES	PAGE	SECTION REFERENCE
ECONOMIC				
ECONOMIC PERFORMANCE	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	6 - 8, 24 - 25, 18 - 23	CEO MESSAGE; ECONOMIC PERFORMANCE SECTION; GOVERNANCE & ETHICAL CONDUCT
	G4-EC1	DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED	24 - 25, 56 - 58	ECONOMIC PERFORMANCE LUCARA DOES NOT OPERATE IN EITI COUNTRIES. COMMUNITY INVESTMENT
	G4-EC2	FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES FOR THE ORGANIZATION'S ACTIVITIES DUE TO CLIMATE CHANGE	34	CLIMATE CHANGE
	G4-EC3	COVERAGE OF THE ORGANIZATION'S DEFINED BENEFIT PLAN OBLIGATIONS	43	LABOUR, HEALTH AND SAFETY
	G4-EC4	FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT	THIS TABLE	NO FINANCIAL ASSISTANCE HAS BEEN RECEIVED FROM GOVERNMENTS
MARKET PRESENCE	DMA	DISCLOSURE ON MANAGEMENT APPROACH	43	HUMAN RESOURCES
	G4-EC5	RATIOS OF STANDARD ENTRY LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE AT SIGNIFICANT LOCATIONS OF OPERATION	43 - 49	HUMAN RESOURCES
	G4-EC6	PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY AT SIGNIFICANT LOCATIONS OF OPERATION	56 - 58	PARTIALLY REPORTED UNDER HUMAN RESOURCES (LOCAL HIRING) BUT NOT FOR SENIOR MANAGEMENT SEPARATELY
INDIRECT ECONOMIC IMPACTS	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	56 - 58	COMMUNITY INVESTMENT
	G4-EC7	DEVELOPMENT AND IMPACT OF INFRASTRUCTURE INVESTMENTS AND SERVICES SUPPORTED	56 - 58	COMMUNITY INVESTMENT
	G4-EC8	SIGNIFICANT INDIRECT ECONOMIC IMPACTS, INCLUDING THE EXTENT OF IMPACTS	56 - 58	COMMUNITY INVESTMENT
ENVIRONMENTAL				
MATERIALS	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	28 - 41	ENVIRONMENTAL PERFORMANCE
	G4-EN1	MATERIALS USED BY WEIGHT OR VOLUME	30 - 33	WATER MANAGEMENT, ENERGY AND CARBON EMISSIONS
	G4-EN2	PERCENTAGE OF MATERIALS USED THAT ARE RECYCLED INPUT MATERIALS	THIS TABLE	NO SIGNIFICANT RECYCLED
ENERGY	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	32 - 34	ENVIRONMENTAL PERFORMANCE, ENERGY, ENERGY AND CARBON EMISSIONS
	G4-EN3	ENERGY CONSUMPTION WITHIN THE ORGANIZATION	32 - 34	ENERGY AND CARBON EMISSIONS

MATERIAL ASPECTS	G4 INDICATOR	GRI G4 SPECIFIC STANDARD DISCLOSURES	PAGE	SECTION REFERENCE
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	G4-EN5	ENERGY INTENSITY	32	ENERGY AND CARBON EMISSIONS
WATER	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	29 - 31	ENVIRONMENTAL PERFORMANCE, WATER MANAGEMENT
	G4-EN8	TOTAL WATER WITHDRAWAL BY SOURCE	30 - 31	WATER USE AND MANAGEMENT
	G4-EN10	PERCENTAGE AND TOTAL VOLUME OF WATER RECYCLED AND REUSED	32	WATER USE AND MANAGEMENT
BIODIVERSITY	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	29, 37	ENVIRONMENTAL PERFORMANCE, BIODIVERSITY
	G4-EN11	OPERATIONAL SITES OWNED, LEASED, MANAGED IN, OR ADJACENT TO, PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS	37 - 39	BIODIVERSITY
	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	37 - 39	BIODIVERSITY
	MM1	AMOUNT OF LAND (OWNED OR LEASED, AND MANAGED FOR PRODUCTION ACTIVITIES OR EXTRACTIVE USE) DISTURBED OR REHABILITATED	37 - 39	BIODIVERSITY
	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	37 - 39	BIODIVERSITY
	G4-EN14	TOTAL NUMBER OF IUCN RED LIST SPECIES AND NATIONAL CONSERVATION LIST SPECIES WITH HABITATS IN AREAS AFFECTED BY OPERATIONS, BY LEVEL OF EXTINCTION RISK	37 - 39	BIODIVERSITY
EMISSIONS	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	29, 33 - 34	ENVIRONMENTAL PERFORMANCE, ENERGY AND CARBON EMISSIONS
	G4-EN15	DIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 1)	32	ENVIRONMENTAL PERFORMANCE, ENERGY AND CARBON EMISSIONS
	G4-EN16	ENERGY INDIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 2)	32	ENVIRONMENTAL PERFORMANCE, ENERGY AND CARBON EMISSIONS
	G4-EN18	GREENHOUSE GAS (GHG) EMISSIONS INTENSITY	32	ENERGY AND CARBON EMISSIONS
EFFLUENTS AND WASTE	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	29, 34 - 35	ENVIRONMENTAL PERFORMANCE, WATER MANAGEMENT
	G4-EN22	TOTAL WATER DISCHARGE BY QUALITY AND DESTINATION	35	WASTE MANAGEMENT
	G4-EN23	TOTAL WEIGHT OF WASTE BY TYPE AND DISPOSAL METHOD	35	WASTE MANAGEMENT
	MM3	TOTAL AMOUNTS OF OVERBURDEN, ROCK, TAILINGS, AND SLUDGES AND THEIR ASSOCIATED RISKS	36 - 37	WASTE ROCK AND TAILINGS MANAGEMENT
	G4-EN24	TOTAL NUMBER AND VOLUME OF SIGNIFICANT SPILLS	29	ENVIRONMENTAL PERFORMANCE

MATERIAL ASPECTS	G4 INDICATOR	GRI G4 SPECIFIC STANDARD DISCLOSURES	PAGE	SECTION REFERENCE
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	G4-EN25	WEIGHT OF TRANSPORTED, IMPORTED, EXPORTED, OR TREATED WASTE DEEMED HAZARDOUS UNDER THE TERMS OF THE BASEL CONVENTION ANNEX I, II, III, AND VI, AND PERCENTAGE OF TRANSPORTED WASTE SHIPPED INTERNATIONALLY	THIS TABLE	NO WASTE TRANSPORTED ACROSS BORDERS
COMPLIANCE	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	29	ENVIRONMENTAL PERFORMANCE
	G4-EN29	MONETARY VALUE OF SIGNIFICANT FINES AND TOTAL NUMBER OF NON-MONETARY SANCTIONS FOR NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS	THIS TABLE	NO FINES OR PENALTIES RECEIVED
OVERALL	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	39	ENVIRONMENTAL EXPENDITURES
	G4-EN31	TOTAL ENVIRONMENTAL PROTECTION EXPENDITURES AND INVESTMENTS BY TYPE	39 - 41	ENVIRONMENTAL EXPENDITURES
ENVIRONMENTAL GRIEVANCE MECHANISM	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	19	GRIEVANCE MECHANISM
	G4-EN34	NUMBER OF GRIEVANCES ABOUT ENVIRONMENTAL IMPACTS FILED, ADDRESSED, AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS	54	GRIEVANCE MECHANISM
SOCIAL: LABOUR PRACTICES AND DECENT WORK				
EMPLOYMENT	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	43	LABOUR, HEALTH AND SAFETY, HUMAN RESOURCES
	G4-LA1	TOTAL NUMBER AND RATES OF NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER BY AGE GROUP, GENDER AND REGION	43	LABOUR, HEALTH AND SAFETY, HUMAN RESOURCES
	G4-LA2	BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES, BY SIGNIFICANT LOCATIONS OF OPERATION	43	LABOUR, HEALTH AND SAFETY, HUMAN RESOURCES
LABOUR/ MANAGEMENT RELATIONS	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	43	HUMAN RESOURCES
	MM4	NUMBER OF STRIKES AND LOCK-OUTS EXCEEDING ONE WEEK'S DURATION, BY COUNTRY	THIS TABLE	HUMAN RESOURCES
OCCUPATIONAL HEALTH AND SAFETY	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	43 - 49	OCCUPATIONAL HEALTH AND SAFETY
	G4-LA5	PERCENTAGE OF TOTAL WORKFORCE REPRESENTED IN FORMAL JOINT MANAGEMENT-WORKER HEALTH AND SAFETY COMMITTEES THAT HELP MONITOR AND ADVISE ON OCCUPATIONAL HEALTH AND SAFETY PROGRAMS	4 - 6	OCCUPATIONAL HEALTH AND SAFETY

MATERIAL ASPECTS	G4 INDICATOR	GRI G4 SPECIFIC STANDARD DISCLOSURES	PAGE	SECTION REFERENCE
OCCUPATIONAL HEALTH AND SAFETY	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	45 - 46	OCCUPATIONAL HEALTH AND SAFETY
	G4-LA7	WORKERS WITH HIGH INCIDENCE OR HIGH RISK OF DISEASES RELATED TO THEIR OCCUPATION	43 - 48	OCCUPATIONAL HEALTH AND SAFETY
	G4-LA8	HEALTH AND SAFETY TOPICS COVERED IN FORMAL AGREEMENTS WITH TRADE UNIONS	46	OCCUPATIONAL HEALTH AND SAFETY. NOT UNIONISED
TRAINING AND EDUCATION	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	43	HUMAN RESOURCES
	G4-LA11	PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS, BY GENDER AND BY EMPLOYEE CATEGORY	43	HUMAN RESOURCES. ALL EMPLOYEES RECEIVE ANNUAL PERFORMANCE REVIEWS.
LABOUR PRACTICES GRIEVANCE MECHANISMS	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	54	GRIEVANCE MECHANISM
	G4-LA16	NUMBER OF GRIEVANCES ABOUT LABOUR PRACTICES FILED, ADDRESSED, AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS	54	GRIEVANCE MECHANISM
SOCIAL: HUMAN RIGHTS				
NON-DISCRIMINATION	4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	19, 54	SPILL THE BEANS HOTLINE
	G4-HR3	TOTAL NUMBER OF INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN	54	SPILL THE BEANS HOTLINE
INDIGENOUS RIGHTS	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	51	STAKEHOLDER ENGAGEMENT
	G4-HR8	TOTAL NUMBER OF INCIDENTS OF VIOLATIONS INVOLVING RIGHTS OF INDIGENOUS PEOPLES	THIS TABLE	NO INCIDENTS RECORDED
	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	51 - 58	OPERATIONS AND EXPLORATION STAKEHOLDER ENGAGEMENT
HUMAN RIGHTS GRIEVANCE MECHANISMS	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	54	GRIEVANCE MECHANISM - SPILL THE BEANS PROGRAMME
	G4HR-12	NUMBER OF GRIEVANCES ABOUT HUMAN RIGHTS IMPACTS FILED, ADDRESSED, AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS	THIS TABLE	NO HUMAN RIGHTS RELATED GRIEVANCES RECORDED
SOCIAL: SOCIETY				
LOCAL COMMUNITIES	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	51 - 58	STAKEHOLDER ENGAGEMENT
	G4-SO1	COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS	51 - 58	STAKEHOLDER ENGAGEMENT
	MM6	NUMBER AND DESCRIPTION OF SIGNIFICANT DISPUTES RELATING TO LAND USE, CUSTOMARY RIGHTS OF LOCAL COMMUNITIES AND INDIGENOUS PEOPLES	THIS TABLE	NO DISPUTES RECORDED

MATERIAL ASPECTS	G4 INDICATOR	GRI G4 SPECIFIC STANDARD DISCLOSURES	PAGE	SECTION REFERENCE
LOCAL COMMUNITIES	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	THIS TABLE	NO DISPUTES RECORDED
CLOSURE PLANNING	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	39	DECOMMISSIONING AND SITE RESTORATION
	MM10	NUMBER AND PERCENTAGE OF OPERATIONS WITH CLOSURE PLANS	39	DECOMMISSIONING AND SITE RESTORATION
ANTI-CORRUPTION	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	19 - 23	GOVERNANCE AND ETHICAL CONDUCT
	G4-SO4	COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES	8, 43	HUMAN RESOURCES
	G4-SO5	CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN	THIS TABLE	NONE RECORDED
ANTI-COMPETITIVE BEHAVIOR	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	19 - 23	GOVERNANCE AND ETHICAL CONDUCT
	G4-SO7	TOTAL NUMBER OF LEGAL ACTIONS FOR ANTI-COMPETITIVE BEHAVIOUR, ANTI-TRUST, AND MONOPOLY PRACTICES AND THEIR OUTCOMES	THIS TABLE	NOT RECORDED
COMPLIANCE	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	19 - 23	GOVERNANCE AND ETHICAL CONDUCT
	G4-SO8	MONETARY VALUE OF SIGNIFICANT FINES AND TOTAL NUMBER OF NON-MONETARY SANCTIONS FOR NON-COMPLIANCE WITH LAWS AND REGULATIONS	THIS TABLE	NONE RECORDED
GRIEVANCE MECHANISM FOR IMPACT ON SOCIETY	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	54	GRIEVANCE
	G4-SO11	NUMBER OF GRIEVANCES ABOUT IMPACTS ON SOCIETY FILED, ADDRESSED, AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS	THIS TABLE	GRIEVANCE MECHANISM, NONE RECORDED
SOCIAL: PRODUCT RESPONSIBILITY				
PRODUCT AND SERVICE LABELING	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	22	KIMBERLY PROCESS
	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	22	KIMBERLY PROCESS
	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	THIS TABLE	NONE RECORDED
COMPLIANCE	G4-DMA	DISCLOSURE ON MANAGEMENT APPROACH	18 - 23	GOVERNANCE AND ETHICAL CONDUCT
	G4-PR9	MONETARY VALUE OF SIGNIFICANT FINES FOR NON-COMPLIANCE WITH LAWS AND REGULATIONS CONCERNING THE PROVISION AND USE OF PRODUCTS AND SERVICES	THIS TABLE	NONE RECORDED