



Lucara Diamond

## GRI Index to the Lucara Diamond 2017 Sustainability Report



**REPORT REFERENCED**

### Also includes:

- **UN Global Compact Index (Appendix 1)**
- **Additional Health & Safety Statistics (Appendix 2)**

This web-posted document is a supplement to the Lucara Diamond 2017 Sustainability Report. Both are available at [www.lucaradiamond.com](http://www.lucaradiamond.com) under CSR/Sustainability.

For questions regarding Lucara Diamond's Sustainability Report or this supplement, please contact [csr@lucaradiamond.com](mailto:csr@lucaradiamond.com).

# GRI Index to Lucara Diamond 2017 Sustainability Report

Disclosure No.	Title	Location/Information/Reason for Omission	Page
<b>101 - REPORTING PRINCIPLES, USING GRI STANDARDS, MAKING CLAIM</b> - Lucara's 2017 Sustainability Report was prepared in accordance with the GRI Standards (2016): Core option. GRI notified of use of Standards by sending e-copy to standards@globalreporting.org			
<b>GENERAL DISCLOSURES</b>			
102-1	Name of the organization	Corporate Profile	1
102-2	Activities, brands, products and services	Corporate Profile	1
102-3	Location of headquarters	Corporate Profile	1
102-4	Location of operations	Corporate Profile	1
102-5	Ownership and legal form	Corporate Profile	1
102-6	Markets served	Lucara markets and sells its rough diamonds through tenders on the international market.	N/A
102-7	Scale of the organization	Corporate Profile; Operations and Exploration Activities; Economic Performance; Our People	1, 11, 25, 42
102-8	Information on employees and other workers	Our People	42
102-9	Supply chain	Supply Chain Sustainability	20
102-10	Significant changes to the organization and its supply chain	Corporate Profile; Operations and Exploration Activities	1, 11
102-11	Precautionary Principle or approach	Environmental Performance	28
102-12	External initiatives	Governance and Ethical Conduct	15
102-13	Membership of associations	Governance and Ethical Conduct; Product Stewardship; Membership and Awards	15, 17, 20
<b>STRATEGY</b>			
102-14	Statement from senior decision maker	Message from the CEO	3
<b>ETHICS AND INTEGRITY</b>			
102-16	Values, principles, standards and norms of behaviour	Our Values; Governance and Ethical Conduct; Health & Safety	Inside Front Cover, 15, 21
<b>GOVERNANCE</b>			
102-18	Governance structure	Governance and Ethical Conduct	15

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<b>STAKEHOLDER ENGAGEMENT</b>			
102-40	List of stakeholder groups	Stakeholder and Community Engagement	44
102-41	Collective bargaining agreements	Our People (we have no collective bargaining agreements)	42
MM4*	Number of strikes and lock-outs exceeding one week's duration by country	Our People (no strikes or lock-outs)	42
102-42	Identifying and selecting stakeholders	Stakeholder and Community Engagement	44
102-43	Approach to stakeholder engagement	Stakeholder and Community Engagement	44
102-44	Key topics and concerns raised	Our Material Issues; Stakeholder and Community Engagement	8, 44
<b>REPORTING PRACTICE</b>			
102-45	Entities included in the consolidated financial statements	Corporate Profile, About This Report, Economic Performance	1, 2, 25
102-46	Defining report content and topic Boundaries	About This Report; Our Material Issues	2, 8
102-47	List of material topics	Our Material Issues	8
102-48	Restatements of information	No restatements of information	
102-49	Changes in reporting	No significant changes since previous reporting period. We modified ranking of Material Issues and reduced them from 10 to 8 issues through merging of two (water and energy) and removal of one (Availability of Appropriate Technology and Skills)	8
102-50	Reporting period	About This Report (2017 calendar year, unless otherwise stated)	2
102-51	Date of most recent report	About This Report (2016 calendar year)	2
102-52	Reporting cycle	About This Report (annual)	2
102-53	Contact point for questions regarding the report	About This Report; back cover (csr@lucaradiamond.com)	2, Back Cover
102-54	Claims of reporting in accordance with the GRI standards	About This Report (In accordance with GRI Standards Core option and the G4 Mining and Metals Sector Disclosures)	2
102-55	GRI content index	This document.	
102-56	External assurance	About This Report, Assurance Statement	2, 50

\* Mining & Metals Sector Disclosure (G4)

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<b>103 – MANAGEMENT APPROACH</b>			
103-1	Explanation of the material topic and its Boundary	Our Material Issues	8
103-2	The management approach and its components	Our Material Issues; Governance and Ethical Conduct	8, 15
103-3	Evaluation of the management approach	Our Material Issues; Governance and Ethical Conduct	8, 15
<b>200 - ECONOMIC STANDARDS</b>			
<b>201 - ECONOMIC PERFORMANCE</b>			
201-1	Direct economic value generated and distributed	Economic Performance	25
201-2	Financial implications and other risks and opportunities due to climate change	Climate Change in Environmental Performance	31
201-3	Defined benefit plan obligations and other retirement plans	Our People	42
<b>203 - INDIRECT ECONOMIC IMPACTS</b>			
203-1	Infrastructure investments and services supported	Stakeholder and Community Engagement; Community Investment and Support	44, 48
203-2	Significant indirect economic impacts	Stakeholder and Community Engagement; Community Investment and Support	44, 48
<b>300 - ENVIRONMENTAL DISCLOSURES</b>			
<b>302 - ENERGY</b>			
302-1	Energy consumption within the organization	Energy and Carbon Emissions	30
302-3	Energy intensity	Energy and Carbon Emissions	30
<b>303 - WATER</b>			
303-1	Water withdrawal by source	Water Use and Management	34
303-2	Water sources significantly affected by withdrawal of water	Water Use and Management (No water sources are significantly affected)	34
303-3	Water recycled and reused	Water Use and Management	34

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<b>304 - BIODIVERSITY</b>			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity	39
304-2	Significant impacts of activities, products, and services on biodiversity	Biodiversity (no significant impact)	39
MM1 *	Amount of land disturbed or rehabilitated	Land Management	41
<b>305 - EMISSIONS</b>			
305-1	Direct (Scope 1) GHG emissions	Energy and Climate Change	30
305-2	Energy indirect (Scope 2) GHG emissions	Energy and Climate Change	30
305-4	GHG emissions intensity	Energy and Climate Change	30
<b>306 – EFFLUENTS AND WASTE</b>			
306-1	Water discharge by quality and destination	Water Use Management; Waste Management (no wastewater discharged off site).	34, 37
306-2	Waste by type and disposal method	Waste Management	37
306-3	Significant spills	Water Management (no significant spills)	37
MM3 *	Total amount of overburden, rock, tailings, and sludges and their associated risks	Waste Rock and Tailings Management	40
<b>307 – ENVIRONMENTAL COMPLIANCE</b>			
307-1	Non-compliance with environmental laws and regulations	No fines or penalties received	Here

\* Mining & Metals Sector Disclosure (G4)

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<b>400 - SOCIAL DISCLOSURES</b>			
<b>401 - EMPLOYMENT</b>			
401-1	New employee hires and employee turnover	Our People. We do not have all required statistics, but will work towards obtaining these in 2018	42
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our People	42
<b>403 – OCCUPATIONAL HEALTH AND SAFETY</b>			
403-1	Workers representation in formal joint management–worker health and safety committees	Health and Safety	21
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Health and Safety; and Appendix 2 to this Index	21, Here (Appendix 2)
<b>413 – LOCAL COMMUNITIES</b>			
413-1	Operations with local community engagement, impact assessments, and development programs	Stakeholder and Community Engagement; Community Investment and Support	44, 48

# Appendix 1: United Nations Global Compact Index

UNGC Principles	Information in Report
<b>HUMAN RIGHTS</b>	
<b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights.	<ul style="list-style-type: none"> <li>• Our Code of Business Conduct and Ethics (p. 17)</li> <li>• Our Corporate Social Responsibility Charter (p.18)</li> <li>• Support of UN Guiding Principles on Business and Human Rights and the Voluntary Principles on Security and Human Rights. (p.18)</li> </ul>
<b>Principle 2:</b> Businesses should ensure that they are not complicit in human rights abuses.	<ul style="list-style-type: none"> <li>• Membership and adherence to the Kimberley Process, Responsible Jewellery Council and Diamond Producers Association (p. 19)</li> </ul>
<b>LABOUR</b>	
<b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<ul style="list-style-type: none"> <li>• We place no restriction on freedom of association or union membership (Our People, p.44)</li> </ul>
<b>Principle 4:</b> Businesses should uphold the elimination of forced or compulsory labour.	<ul style="list-style-type: none"> <li>• Our Code of Business Conduct and Ethics (p. 17)</li> <li>• Adherence to Responsible Jewellery Council principles (p. 19)</li> </ul>
<b>Principle 5:</b> Businesses should uphold the effective abolition of child labour.	<ul style="list-style-type: none"> <li>• Our Code of Business Conduct and Ethics (p. 17)</li> <li>• Adherence to Responsible Jewellery Council principles (p. 19)</li> </ul>
<b>Principle 6:</b> Businesses should uphold the elimination of discrimination in respect of employment and occupation.	<ul style="list-style-type: none"> <li>• Board Member Diversity (p.20)</li> <li>• Equal opportunity approach (Our People, p. 43)</li> </ul>
<b>ENVIRONMENT</b>	
<b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges.	<ul style="list-style-type: none"> <li>• Environmental Stewardship (p. 8)</li> <li>• Environmental Policy (p. 29)</li> </ul>
<b>Principle 8:</b> Businesses should undertake initiatives to promote greater environmental responsibility.	<ul style="list-style-type: none"> <li>• Board-level Safety, Health, Environmental and Community Relations Committee meetings (p. 20)</li> <li>• Promote environmental awareness with employees, contractors, visitors and other parties (p. 29)</li> </ul>
<b>Principle 9:</b> Businesses should encourage the development and diffusion of environmentally friendly technologies.	<ul style="list-style-type: none"> <li>• We work to improve energy efficiency, monitor our energy usage, improved efficiency, and report performance</li> <li>• (Energy &amp; Carbon Emissions, p. 33)</li> <li>• We monitor and manage water abstractions so as to optimize our use. We recycle 18% of abstractions on average (p. 35,36)</li> </ul>
<b>ANTI-CORRUPTION</b>	
<b>Principle 10:</b> Businesses should work against all forms of corruption, including extortion and bribery.	<ul style="list-style-type: none"> <li>• Our Code of Business Conduct &amp; Ethics (p. 17)</li> <li>• Membership and adherence to the Kimberley Process, Responsible Jewellery Council and Diamond Producers Association (p. 19)</li> <li>• Compliance with the Extractive Sector Transparency Measures Act, ESTMA (p.19)</li> </ul>

Lucara Diamond became a signatory to the United Nations Global Compact in February 2018

## Appendix 2: Additional Health & Safety Statistics

<b>ADDITIONAL STATISTICS</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>
Fatality	0	0	0
Restricted Work Injury (RWI)	0	3	2
Medical Treatment Injury (MTI)	2	0	3
First Aid Injury (FAI)	14	10	30
Absenteeism Rate	0.30	0.31	1.24
Days Lost to LTI	31	0	11
Days Lost to RWI	0	31	4
Severity Rate	2.44	2.33	0.11
Exposure Hours	2,540,440	2,664,553	3,163,773
Property Damage	16	23	48