

GRI Navigator

Net Balance Global Reporting Initiative (GRI) G3 Assessment for BHP Billiton



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1. Strategy and Analysis

Profile Disclosure	Description	Reference	Report Status
1.1	Statement from the most senior decision-maker of the organisation.	Annual Report – Section 1: Chairman’s Review; Chief Executive Officer’s Report Sustainability Framework: Foreword (p. B)	●
1.2	Description of key impacts, risks, and opportunities.	Annual Report – Section 1: Key Information Supplementary Information: Our Stakeholders (pp. 5–8) Summary Report: Sustainability at BHP Billiton (pp. 4–5)	●

2. Organisational Profile

Profile Disclosure	Description	Reference	Report Status
2.1	Name of the organisation.	Annual Report – Section 1: 1.4 Selected key measures	●
2.2	Primary brands, products, and/or services.	Annual Report – Section 1: 1.4.2 Operational information	●
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures.	Annual Report – Section 1: 1.1 Our business	●
2.4	Location of organisation’s headquarters.	Supplementary Information: Our Approach to Sustainability Reporting (p. 1)	●
2.5	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Summary Report: BHP Billiton locations (p. B, C)	●
2.6	Nature of ownership and legal form.	Annual Report – Section 1: 1.1 Our business Annual Report – Section 5: 5.1 Governance at BHP Billiton and 5.2 Shareholder engagement	●
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Supplementary Information: Social Responsibility: Product Stewardship – Customers (p. 24) Summary Report BHP Billiton locations (p. B, C)	●
2.8	Scale of the reporting organisation, including: number of employees; net sales; total capitalisation broken down by debt and equity; and quantity of products or services provided.	Annual Report – Section 1: 1.1 Our business, 1.4.1 Financial information, 1.4.2 Operational information Summary Report: Sustainability Performance Data Summary (p. 20,21)	●
2.9	Significant changes during the reporting period regarding size, structure, or ownership including: number of employees; net sales; total capitalisation broken down in terms of debt equity; and quantity of products and services provided.	Supplementary Information – Report Boundary (p. 2) Annual Report – Section 1: 1.4.1 Financial information	●
2.10	Awards received in the reporting period.	Summary Report: Back Cover (p. 21)	●

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Supplementary Information = Sustainability Supplementary Information 2009

● Conformance

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■ Not Applicable

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STANDARD DISCLOSURES PART I: Profile Disclosures – continued

3. Report Parameters			
Profile Disclosure	Description	Reference	Report Status
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Supplementary Information: Report Boundary (p. 2)	●
3.2	Date of most recent previous report (if any).	Supplementary Information: Materiality (p. 3)	●
3.3	Reporting cycle (annual, biennial, etc.)	Supplementary Information: Materiality (p. 3)	●
3.4	Contact point for questions regarding the report or its contents.	Supplementary Information: Our Approach to Sustainability Reporting (p. 1)	●
3.5	Process for defining report content.	Supplementary Information: Report Boundary (p. 2), Materiality (p. 3)	●
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	Supplementary Information: Report Boundary (p. 2), Materiality (p. 3)	●
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Supplementary Information: Report Boundary (p. 2), Materiality (p. 3)	●
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organisations.	Supplementary Information: Report Boundary (p. 2)	●
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Supplementary Information: Report Boundary (p. 2)	●
3.10	Explanation of the 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).	Annual Report – Section 1: 1.4.1 Financial information	●
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Summary Report: Report scope and data (p. D) Compared with the 2008 report, there were no material changes to the reported scope, boundary or measurement methods applied in the report	●
3.12	Table identifying the location of the Standard Disclosures in the report.	GRI Navigator	●
3.13	Policy and current practice with regard to seeking external assurance for the report.	Summary Report: About this report (p. D) Supplementary Information: Assurance Statements	●

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STANDARD DISCLOSURES PART I: Profile Disclosures – continued

4. Governance, Commitments, and Engagement			
Profile Disclosure	Description	Reference	Report Status
4.1	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.	Annual Report – Section 5: BHP Billiton Governance Assurance Diagram, 5.5 Board Committees	●
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Annual Report – Section 5: 5.3.4 Chairman	●
4.3	For organisations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Annual Report – Section 5: 5.3.2 Membership	●
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Annual Report – Section 5: 5.1 Governance at BHP Billiton, 5.2 Shareholder engagement	●
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organisation's performance (including social and environmental performance).	Annual Report – Section 5: 5.3.8 Induction and training and 5.3.10 Remuneration Supplementary Information: Sustainable development governance (p. 9)	●
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Annual Report – Section 5: 5.3.5 Independence	●
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organisation's strategy on economic, environmental, and social topics.	Annual Report – Section 5: 5.3.1 Role and responsibilities, 5.5.3 Nomination Committee Report, 5.5.4 Sustainability Committee Report	●
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Annual Report – Section 5: 5.7 Management Supplementary Information: Governance (pp. 9–10)	●
4.9	Procedures of the highest governance body for overseeing the organisation's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Annual Report – Section 5: 5.7 Management Supplementary Information: Governance (pp. 9–10)	●
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Annual Report – Section 5: 5.3.1 Role and responsibilities, 5.5.4 Sustainability Committee Report	●
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	Supplementary Information: Governance (pp. 9–10)	●
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	Supplementary Information: Our public commitments (p. 4)	●
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organisations in which the organisation: Has positions in governance bodies; Participates in projects or committees; Provides substantive funding beyond routine membership dues; or Views membership as strategic.	Supplementary Information: Our public commitments (p. 4), Our Stakeholders (pp. 5–8)	●
4.14	List of stakeholder groups engaged by the organisation.	Supplementary Information: Our Stakeholders (pp. 5–8)	●
4.15	Basis for identification and selection of stakeholders with whom to engage.	Supplementary Information: Our Stakeholders (pp. 5–8)	●
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Supplementary Information: Our Stakeholders (pp. 5–8)	●
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting.	Supplementary Information: Our Stakeholders (pp. 5–8)	●

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STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)

G3			
DMA	Description	Reference	Report Status
DMA EC	Disclosure on Management Approach EC – Economic performance, market Presence, indirect economic impacts, Key successes and shortcomings, major organisational risks and opportunities, major changes in the reporting period to improve performance and key strategies for implementing policies or achieving performance.	Annual Report – Section 1: 1.3 Chief Executive Officer's Report, 1.4.1 Financial information, Risk Factors Supplementary Information: Our successes and challenges (p. 4), Governance (pp. 9–10)	●
DMA EN	Disclosure on Management Approach EN – Management approach around the key environmental aspects, goals and performance, and policy.	Annual Report – Section 1: 1.2 Chairman's Review Annual Report – Section 5: 5.3.1 Role and responsibilities, 5.5.4 Sustainability Committee Report Supplementary Information: Our successes and challenges (p. 4), Governance (pp. 9–10), Sustainability Framework: Environment (pp. 8,11) Summary Report: Environment (p. 13)	●
DMA LA	Disclosure on Management Approach LA – goals and performance, policy, organisational responsibility, training and awareness, procedures related to monitoring and corrective and preventative actions.	Annual Report – Section 1: 1.2 Chairman's Review Annual Report – Section 5: 5.3.1 Role and responsibilities, 5.5.4 Sustainability Committee Report Supplementary Information: Our successes and challenges (p. 4), Sustainable Development Governance (pp. 9–10), Safety (p. 15) Summary Report: Safety (pp. 10,11) Sustainability Framework: Health and Safety (p. 5), targets (p. 11)	●
DMA HR	Disclosure on Management Approach HR – goals and performance, policy, organisational responsibility, training and awareness, monitoring and follow-up, key successes and shortcomings, major organisational risks and opportunities, major changes in the reporting period to systems and structures to improve performance, key strategies and procedures for implementing policies or achieving goals.	Annual Report – Section 1: 1.2 Chairman's Review Annual Report – Section 5: 5.3.1 Role and responsibilities, 5.5.4 Sustainability Committee Report Supplementary Information: Our successes and challenges (p. 4), Governance (pp. 9–10), Social Responsibility – Community (pp. 20–21) Summary Report: Social Responsibility – Human Rights (pp. 18,19) Sustainability Framework: Community relations (p. 9), Human rights (p. 10)	●
DMA SO	Disclosure on Management Approach SO – goals and performance, policy, organisational responsibility, training and awareness, monitoring and follow-up, key successes and shortcomings, major organisational risks and opportunities, major changes in the reporting period to systems or structures to improve performance.	Annual Report – Section 1: 1.2 Chairman's Review Annual Report – Section 5: 5.3.1 Role and responsibilities, 5.5.4 Sustainability Committee Report Supplementary Information: Our successes and challenges (p. 4), Governance (pp. 9–10), Security, Emergency Response and Business Continuity (p. 11) Summary Report: Social Responsibility (pp. 18,19) Sustainability Framework: Community relations (p. 9), Human rights (p. 10) BHP Billiton does not mine alluvial gold or alluvial diamonds and has no significant interaction with artisanal miners.	●
DMA PR	Disclosure on Management Approach PR – goals and performance, policy, organisational responsibility, training and awareness, monitoring and follow-up, key successes and shortcomings, major organisational risks and opportunities, major changes in the reporting period to systems or structures to improve performance, key strategies and procedures for implementing policies or achieving goals.	Annual Report – Section 1: 1.2 Chairman's Review Annual Report – Section 5: 5.3.1 Role and responsibilities, 5.5.4 Sustainability Committee Report Supplementary Information: Product Stewardship (p. 22)	●

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STANDARD DISCLOSURES PART III: Performance Indicators

Economic			
Performance Indicator	Description	Reference	Report Status
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Supplementary Information: Our financial performance (p. 25), Economic value generated and distributed (p. 25), Social responsibility – community (p. 20) Annual Report – Section 1: 1.4.1 Financial information Summary Report: Sustainability Performance Data Summary (p. 20) BHP Billiton will work to provide information on land use payments next year	●
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	Supplementary Information: Our successes and challenges (p. 4) Annual Report – Section 1: 1.5 Risk factors, 1.2 Chairman's review	●
EC3	Coverage of the organisation's defined benefit plan obligations.	Supplementary Information: Defined benefit pension scheme (p. 26)	●
EC4	Significant financial assistance received from government.	Supplementary Information: Socio-economic – Economic performance (p. 25)	●
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	Supplementary Information: Socio-economic – Supply (p. 24). This is an additional indicator and therefore full compliance is not required to achieve a GRI G3 A+ level	●
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Supplementary Information: Socio-economic Supply Spend (p. 24)	●
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	BHP Billiton cannot currently provide information on the proportion of senior management hired from the local community at significant locations of operations but will work to provide it next year	◀
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Supplementary Information: Our Stakeholders (pp. 5–8)	●
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Supplementary Information: Economic value generated and distributed (p. 25)	●

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STANDARD DISCLOSURES PART III: Performance Indicators – continued

Environmental			
Performance Indicator	Description	Reference	Report Status
EN1	Materials used by weight or volume.	Summary Report: BHP Billiton Locations (pp. B, C) Sustainability Performance Data Summary (p. 20) Supplementary Information: Inputs/Outputs diagram (p. 19)	●
EN2	Percentage of materials used that are recycled input materials.	Summary Report: Sustainability Performance Data Summary (p. 20) Supplementary Information: Inputs/Outputs diagram (p. 19)	●
EN3	Direct energy consumption by primary energy source.	Summary Report: Environmental Responsibility – Energy Use by Type FY2009 (p. 13) Supplementary Information: Inputs/Outputs diagram (p. 19)	●
EN4	Indirect energy consumption by primary source.	Summary Report: Environmental Responsibility – Energy Use by Type FY2009 (p. 13) Supplementary Information: Inputs/Outputs diagram (p. 19)	●
EN5	Energy saved due to conservation and efficiency improvements.	Summary Report: Environmental Responsibility (p. 13). This is an additional indicator and therefore full compliance is not required to achieve a GRI G3 A+ level	●
EN6	Initiatives to provide energy efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Some relevant information is available in the Summary Report: Governance – Sustainability systems (p. 6), Sustainability Framework: Environment (p. 8). This is an additional indicator and therefore full compliance is not required to achieve a GRI G3 A+ level	◀
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Summary Report: Environmental Responsibility (p. 13) Sustainability Framework: Climate Change (p. 7). This is an additional indicator and therefore full compliance is not required to achieve a GRI G3 A+ level	●
EN8	Total water withdrawal by source.	Summary Report: Governance – Environment (p. 15)	●
EN9	Water sources significantly affected by withdrawal of water.	Supplementary Information: EKATI Canada (p. 39). This is an additional indicator and therefore full compliance is not required to achieve a GRI G3 A+ level	●
EN10	Percentage and total volume of water recycled and reused.	Summary Report: Governance – Environment (pp. 14, 15)	●
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Summary Report: Environment – Biodiversity (p. 14) Supplementary Information: Inputs/Outputs diagram (p. 19)	●
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Summary Report: Environment – Biodiversity (p. 14)	●
EN13	Habitats protected or restored.	Summary Report: Environment – Biodiversity (p. 14). This is an additional indicator and therefore full compliance is not required to achieve a GRI G3 A+ level	●
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Sustainability Framework: Environment (p. 8)	●
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Summary Report: Environment – Biodiversity (p. 14)	●
EN16	Total direct and indirect greenhouse gas emissions by weight.	Summary Report: Environmental Responsibility (p. 13)	●
EN17	Other relevant indirect greenhouse gas emissions by weight.	Summary Report: Environmental Responsibility (p. 13), Sustainability Performance Data Summary (p. 20)	●
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Summary Report: Health, Safety, Environment and Community Targets Scorecard (p. 5), Environmental Responsibility (p. 13) Sustainability Framework – Environment (p. 8)	●

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GRI Navigator continued

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STANDARD DISCLOSURES PART III: Performance Indicators – continued

Environmental – continued			
Performance Indicator	Description	Reference	Report Status
EN19	Emissions of ozone-depleting substances by weight.	Summary Report: Health, Safety, Environment and Community Targets Scorecard (p. 5) Environment – Climate Change (p. 13) Supplementary Information: Inputs/Outputs diagram (p. 19)	●
EN20	NO _x , SO _x , and other significant air emissions by type and weight.	Summary Report: Sustainability Performance Data Summary (p. 20)	●
EN21	Total water discharge by quality and destination.	Summary Report: Environment – Water (p. 14), Sustainability Performance Data Summary (p. 20) Supplementary Information: Inputs/Outputs diagram (p. 19)	●
EN22	Total weight of waste by type and disposal method.	Summary Report: Environment – Waste (p. 14), Sustainability Performance Data Summary (p. 20) Supplementary Information: Inputs/Outputs diagram (p. 19)	●
EN23	Total number and volume of significant spills.	GRI Navigator Supplementary Information: Inputs/Outputs diagram (p. 19)	●
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Some relevant information is available in: Summary Report: Environment – Waste (p. 14), Sustainability Performance Data Summary (p. 20). This is an additional indicator and therefore full compliance is not required to achieve a GRI G3 A+ level	◀
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff.	Summary Report: Employees support biodiversity protection through CREefs (p. 19). This is an additional indicator and therefore full compliance is not required to achieve a GRI G3 A+ level	●
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Sustainability Framework: Environment (p. 8), Climate Change and Energy (pp. 6, 7) Summary Report: Scorecard (p. 5) Environment – Water (p. 14) Sustainability Performance Data Summary (p. 20) Supplementary Information: Inputs/Outputs diagram (p. 19)	●
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	The majority of BHPB's product tonnage is sold in bulk form and therefore has little or no packaging	◀
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	GRI Navigator. BHP Billiton did not receive any significant environmental fines during FY2009	●
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	This is an additional indicator and therefore full compliance is not required to achieve a GRI G3 A+ level	◀
EN30	Total environmental protection expenditures and investments by type.	This is an additional indicator and therefore full compliance is not required to achieve a GRI G3 A+ level	◀
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	Summary Report: Environment – Biodiversity and land management (p. 14)	●
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.	Sustainability Framework – Environment (p. 8). Percentage of sites cannot currently be provided. BHP Billiton will work to provide this data next year through its audit assessment process	●
MM3	Total amounts of overburden, rock, tailings, and sludges presenting potential hazards.	Summary Report: Environment – Land Rehabilitation Index FY2009 (p. 15) Supplementary Information: Inputs/Outputs diagram (p. 19)	●

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STANDARD DISCLOSURES PART III: Performance Indicators – continued

Social: Labour Practices and Decent Work			
Performance Indicator	Description	Reference	Report Status
LA1	Total workforce by employment type, employment contract, and region.	Summary Report: People (p. 8)	●
LA2	Total number and rate of employee turnover by age group, gender, and region.	Supplementary Information: People (p. 14)	●
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Supplementary Information: Superannuation and Pension Plans (p. 26) Annual Report – Section 1: 1.3 Parental leave. This is an additional indicator and therefore full compliance is not required to achieve a GRI G3 A+ level	●
LA4	Percentage of employees covered by collective bargaining agreements.	Summary Report: People (p. 8)	●
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Supplementary Information: People (p. 14)	●
LA6	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.	This is an additional indicator and therefore full compliance is not required to achieve a GRI G3 A+ level	◀
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Summary Report: Sustainability Performance Data Summary (p. 20) Supplementary Information: Safety (pp. 15–16). As per communication with BHPB, 'The individual businesses in each of our CSGs manage and track absenteeism in a way that suits their purposes; absenteeism is not collated and reported centrally'	●
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Summary Report: Social Responsibility – Preventing malaria in children (p. 16), The Ravensthorpe Nickel Operation (p. 17) Supplementary Information: Health (pp. 17–18)	●
LA9	Health and safety topics covered in formal agreements with trade unions.	Supplementary Information: Our Stakeholders (p. 8). This is an additional indicator and therefore full compliance is not required to achieve a GRI G3 A+ level	●
LA10	Average hours of training per year per employee by employee category.	Supplementary Information: People (p. 14)	●
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Supplementary Information: People (p. 14) Summary Report: Social Responsibility – Human Rights (p. 18). This is an additional indicator and therefore full compliance is not required to achieve a GRI G3 A+ level	●
LA12	Percentage of employees receiving regular performance and career development reviews.	Supplementary Information: People (p. 14)	●
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Supplementary Information: People (p. 14)	●
LA14	Ratio of basic salary of men to women by employee category.	Supplementary Information: People (p. 14). BHP Billiton remuneration packages should be based on merit, aligned to our business requirements and sufficiently attractive to recruit and retain the best people. The Group's remuneration policy does not differentiate on the basis of gender	◀
MM4	Number of strikes and lock-outs exceeding one week's duration, by country	Supplementary Information: People (p. 14)	●

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STANDARD DISCLOSURES PART III: Performance Indicators – continued

Social: Human Rights			
Performance Indicator	Description	Reference	Report Status
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	Supplementary Information: Socio-economic – Supply (p. 24) Summary Report: Social Responsibility – Human Rights (p. 18)	●
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Summary Report: Social Responsibility – Human Rights (p. 18), Sustainability Performance Data Summary (p. 21) Supplementary Information: Socio-economic – Supply (p. 24)	●
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Summary Report: Social Responsibility – Human Rights (p. 18), Sustainability Performance Data Summary (p. 21). This is an additional indicator and therefore full compliance is not required to achieve a GRI G3 A+ level.	●
HR4	Total number of incidents of discrimination and actions taken.	Summary Report: Social Responsibility – Human Rights (p. 18)	●
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	Supplementary Information: Socio-economic – Supply (p. 23) Summary Report: People (p. 8)	●
HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.	Supplementary Information: Socio-economic – Supply (p. 23) Summary Report: People (p. 8)	●
HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour.	Supplementary Information: Socio-economic – Supply (p. 23) Summary Report: People (p. 8)	●
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.	Summary Report: Social Responsibility – Human Rights (p. 18)	●
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Summary Report: Social Responsibility – Human Rights (p. 18)	●
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.	Summary Report: Social Responsibility (p. 16). BHP Billiton will work to provide this information next year	●

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STANDARD DISCLOSURES PART III: Performance Indicators – continued

Social: Society			
Performance Indicator	Description	Reference	Report Status
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	Supplementary Information: Social Responsibility – Community (p. 21) Summary Report: Social Responsibility (pp. 18,19)	●
SO2	Percentage and total number of business units analysed for risks related to corruption.	Supplementary Information: Business Conduct (pp. 12–13)	●
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures.	Supplementary Information: Business Conduct (pp. 12–13)	●
SO4	Actions taken in response to incidents of corruption.	Supplementary Information: Business Conduct (pp. 12–13)	●
SO5	Public policy positions and participation in public policy development and lobbying.	Supplementary Information: Business Conduct (pp. 12–13)	●
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Supplementary Information: Our Stakeholders (p. 6)	●
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	Supplementary Information: Business Conduct (pp. 12–13)	●
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Supplementary Information: Social Responsibility – Product Stewardship (p. 22)	●
MM6A	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous peoples.	Summary Report: Social Responsibility (p. 16)	●
MM6B	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.	Summary Report: Social Responsibility (p. 16) Sustainability Framework: Human Rights Key Standard Performance requirements (p. 10)	●
MM7	Number (and percentage) of company operating sites with artisanal and small-scale mining (ASM) taking place on, or adjacent to, the site; describe the associated risks and the actions taken to manage and mitigate these risks.	BHP Billiton does not mine alluvial gold or alluvial diamonds and has no significant interaction with artisanal miners	◀
MM8	List sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	Summary Report: Social Responsibility – Human Rights (p. 18)	●
MM9	Number and percentage of operations with closure plans.	Summary Report: Social Responsibility – Human Rights (p. 18) Summary Governance (p. 6)	●
MM10	Significant incidents involving communities in which grievance mechanisms have been invoked to address them, together with their outcomes.	Summary Report: Social Responsibility – Human Rights (p. 18)	●
MM11	Number and description of incidents affecting employees, communities, or the environment in which emergency preparedness procedures were activated.	Supplementary Information: Local communities and customary rights (p. 21) Summary Report: Environment (p. 14), Employees (p. 18)	●

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Sustainability Framework = Our Sustainability Framework 2009

Supplementary Information = Sustainability Supplementary Information 2009

● Conformance

● Partial Conformance

◀ Not Reported

■ Not Applicable

GRI Navigator *continued*

Net Balance Global Reporting Initiative (GRI) G3 Assessment for BHP Billiton

STANDARD DISCLOSURES PART III: Performance Indicators – continued

Social: Product Responsibility			
Performance Indicator	Description	Reference	Report Status
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Supplementary Information: Social Responsibility – Product Stewardship (p. 22) Summary Report: Governance – Life of Asset planning (p. 6)	●
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Supplementary Information: Social Responsibility – Product Stewardship (p. 22)	●
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Supplementary Information: Social responsibility – Product Stewardship (p. 22)	●
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	Supplementary Information: Social Responsibility – Product Stewardship (p. 22)	●
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Supplementary Information: Social Responsibility – Product Stewardship (p. 22) Our Stakeholders (p. 5)	●
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Supplementary Information: Social Responsibility – Product Stewardship (p. 22)	●
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Supplementary Information: Social Responsibility – Product Stewardship (p. 22)	●
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Supplementary Information: Social Responsibility – Product Stewardship (p. 22)	●
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Supplementary Information: Social Responsibility – Product Stewardship (p. 22)	●
MM12	Programs and progress relating to materials stewardship.	Supplementary Information: Our Stakeholders (p. 5)	●

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Supplementary Information = Sustainability Supplementary Information 2009

● Conformance

● Partial Conformance

◀ Not Reported

■ Not Applicable