





## Statement GRI Application Level Check

GRI hereby states that **Orica Limited** has presented its report "Orica Limited's 2013 Sustainability Report" to GRI's Report Services which have concluded that the report fulfills the requirement of Application Level B.

GRI Application Levels communicate the extent to which the content of the G3.1 Guidelines has been used in the submitted sustainability reporting. The Check confirms that the required set and number of disclosures for that Application Level have been addressed in the reporting and that the GRI Content Index demonstrates a valid representation of the required disclosures, as described in the GRI G3.1 Guidelines. For methodology, see [www.globalreporting.org/SiteCollectionDocuments/ALC-Methodology.pdf](http://www.globalreporting.org/SiteCollectionDocuments/ALC-Methodology.pdf)

Application Levels do not provide an opinion on the sustainability performance of the reporter nor the quality of the information in the report.

Amsterdam, 7 November 2013

A handwritten signature in blue ink, appearing to be "Nelmara Arbex", is written over a faint background watermark of the GRI logo.

Nelmara Arbex  
Deputy Chief Executive  
Global Reporting Initiative



*The Global Reporting Initiative (GRI) is a network-based organization that has pioneered the development of the world's most widely used sustainability reporting framework and is committed to its continuous improvement and application worldwide. The GRI Guidelines set out the principles and indicators that organizations can use to measure and report their economic, environmental, and social performance. [www.globalreporting.org](http://www.globalreporting.org)*

**Disclaimer:** Where the relevant sustainability reporting includes external links, including to audio visual material, this statement only concerns material submitted to GRI at the time of the Check on 4 November 2013. GRI explicitly excludes the statement being applied to any later changes to such material.

# G3.1 Content index – GRI Application Level B

Orica's 2013 Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI) sustainability reporting guidelines, version 3.1. The following table summarises Orica's performance against the GRI guidelines.

PROFILE DISCLOSURE	DESCRIPTION	REPORTED	CROSS-REFERENCE/DIRECT ANSWER
<b>STANDARD DISCLOSURES</b>	<b>PART I: PROFILE DISCLOSURES</b>		
<b>1. Strategy and Analysis</b>			
1.1	Statement from the most senior decision-maker of the organisation.	Fully	Message from the Managing Director and CEO
1.2	Description of key impacts, risks, and opportunities.	Fully	Sustainability Performance Scorecard, Governance (Risk Management)
<b>2. Organisational Profile</b>			
2.1	Name of the organisation.	Fully	Vision and Values
2.2	Primary brands, products, and/or services.	Fully	Vision and Values
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	Vision and Values
2.4	Location of organisation's headquarters.	Fully	Locations and Operations
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.	Fully	Locations and Operations
2.6	Nature of ownership and legal form.	Fully	Locations and Operations
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	Vision and Values
2.8	Scale of the reporting organisation.	Fully	Locations and Operations. Orica does not disclose total quantity of products due to the commercially sensitive nature of this information.
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	Vision and Values
2.10	Awards received in the reporting period.	Fully	Recognition
<b>3. Report Parameters</b>			
3.1	Reporting period (e.g. fiscal/calendar year) for information provided.	Fully	About this Report
3.2	Date of most recent previous report (if any).	Fully	About this Report
3.3	Reporting cycle (annual, biennial, etc.).	Fully	About this Report
3.4	Contact point for questions regarding the report or its contents.	Fully	About the Report 2013
3.5	Process for defining report content.	Fully	About this Report
3.6	Boundary of the report (e.g. countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	About this Report
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	About this Report
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.	Fully	About the Report 2013
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.	Fully	About the Report 2013

PROFILE DISCLOSURE	DESCRIPTION	REPORTED	CROSS-REFERENCE/DIRECT ANSWER
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).	Fully	About the Report 2013
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	About this Report, About the Report 2013
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	See the full GRI Content Index at <a href="http://orca.com/sustainability">orca.com/sustainability</a>
3.13	Policy and current practice with regard to seeking external assurance for the report.	Fully	About the Report 2013
<b>4. Governance, Commitments, and Engagement</b>			
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.	Fully	Governance (Board Composition and Independence)
4.2	Indicate whether the chair of the highest governance body is also an executive officer.	Fully	Governance (Board Composition and Independence). Additional information provided in the 2013 Annual Report.
4.3	For organisations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	Fully	Governance (Board Composition and Independence). Additional information provided in the 2013 Annual Report.
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	Governance (Mechanisms for Employee and Shareholder Communication)
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).	Fully	Governance (Performance Evaluation and Remuneration)
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	Governance (Board Composition and Independence). Additional information provided in the 2013 Annual Report.
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	Fully	Governance (Board Composition and Independence). Additional information provided in the 2013 Annual 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.	Fully	Governance (Code of Conduct)
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.	Fully	Governance (Board Composition and Independence). Additional information provided in the 2013 Annual Report.
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Fully	Governance (Board Composition and Independence). Additional information provided in the 2013 Annual Report.
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	Fully	Governance (Risk Management)
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	Fully	Product Stewardship (Participation and Commitments)
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.	Fully	Product Stewardship (Participation and Commitments)

PROFILE DISCLOSURE	DESCRIPTION	REPORTED	CROSS-REFERENCE/DIRECT ANSWER
4.14	List of stakeholder groups engaged by the organisation.	Fully	Engagement and Key Sustainability Issues
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	Engagement and Key Sustainability Issues
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Fully	Engagement and Key Sustainability Issues
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.	Fully	Engagement and Key Sustainability Issues

G 3.1 DMA	DESCRIPTION	REPORTED	CROSS-REFERENCE/DIRECT ANSWER
<b>STANDARD DISCLOSURES</b>	<b>PART II: DISCLOSURES ON MANAGEMENT APPROACH (DMAS)</b>		

DMA EC	Disclosure on Management Approach EC		
Aspects	Economic performance	Fully	Economic Contribution
	Market presence	Fully	Vision and Values
	Indirect economic impacts	Fully	Economic Contribution

DMA EN	Disclosure on Management Approach EN		
Aspects	Materials	Partially	Product Stewardship
	Energy	Fully	Environment (Energy Use)
	Water	Fully	Environment (Water Management)
	Biodiversity	Not	
	Emissions, effluents and waste	Fully	Environment (Emissions, Waste Management)
	Products and services	Partially	Product Stewardship
	Compliance	Fully	Environment (Compliance)
	Transport	Partially	Product Stewardship (Distribution)
Overall	Fully	Environment, SHEC Overview	

DMA LA	Disclosure on Management Approach LA		
Aspects	Employment	Fully	People (Protecting Employees' Workplace Rights)
	Labor/management relations	Fully	People (Protecting Employees' Workplace Rights)
	Occupational health and safety	Fully	Occupational Health
	Training and education	Partially	People (Building Competence Through Investing in Training and Development)
	Diversity and equal opportunity	Partially	People (Protecting Employees' Workplace Rights, A Diverse Team)
	Equal remuneration for women and men	Partially	People (A Diverse Team)

DMA HR	Disclosure on Management Approach HR		
Aspects	Investment and procurement practices	Partially	Economic Contribution (Indirect Economic Impact, Climate Change Implications)
	Non-discrimination	Fully	People (Protecting Employees' Workplace Rights)
	Freedom of association and collective bargaining	Fully	People (Protecting Employees' Workplace Rights)
	Child labor	Fully	People (Protecting Employees' Workplace Rights)
	Prevention of forced and compulsory labor	Fully	People (Protecting Employees' Workplace Rights)
	Security practices	Not	
	Indigenous rights	Not	
	Assessment	Not	
Remediation	Not		

<b>G 3.1 DMA</b>	<b>DESCRIPTION</b>	<b>REPORTED</b>	<b>CROSS-REFERENCE/DIRECT ANSWER</b>
<b>DMA SO</b>	<b>Disclosure on Management Approach SO</b>		
Aspects	Local communities	Fully	Community, Orica in the Community
	Corruption	Partially	Governance (Bribery and Corruption Prevention)
	Public policy	Fully	Governance (Political Contributions and Activities)
	Anti-competitive behavior	Fully	Governance (Code of Conduct)
	Compliance	Fully	Governance (Risk Management)
<b>DMA PR</b>	<b>Disclosure on Management Approach PR</b>		
Aspects	Customer health and safety	Fully	Product Stewardship (Product Safety)
	Product and service labelling	Fully	Product Stewardship (Safety Data Sheets)
	Marketing communications	Not	
	Customer privacy	Not	
	Compliance	Fully	Product Stewardship (Emergency Response Service, Product Incidents, Distribution Incidents)

<b>PERFORMANCE INDICATOR</b>	<b>DESCRIPTION</b>	<b>REPORTED</b>	<b>CROSS-REFERENCE/DIRECT ANSWER</b>
<b>STANDARD DISCLOSURES</b>	<b>PART III: PERFORMANCE INDICATORS</b>		
<b>Economic</b>			
<b>Economic Performance</b>			
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.	Fully	Economic Contribution (Economic Value Generated and Distributed)
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	Fully	Economic Contribution (Climate Change Implications)
EC3	Coverage of the organisation's defined benefit plan obligations.	Not	
EC4	Significant financial assistance received from government.	Not	
<b>Market Presence</b>			
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	Not	
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Not	
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Not	
<b>Indirect Economic Impacts</b>			
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Not	
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Partially	Economic Contribution (Indirect Economic Impact)
<b>Environment</b>			
<b>Materials</b>			
EN1	Materials used by weight or volume.	Not	
EN2	Percentage of materials used that are recycled input materials.	Not	
EN3	Direct energy consumption by primary energy source.	Fully	Environment (Energy Use)
EN4	Indirect energy consumption by primary source.	Fully	Environment (Energy Use)
EN5	Energy saved due to conservation and efficiency improvements.	Partially	Environment (Energy Use)

PERFORMANCE INDICATOR	DESCRIPTION	REPORTED	CROSS-REFERENCE/DIRECT ANSWER
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Not	
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Not	
<b>Water</b>			
EN8	Total water withdrawal by source.	Fully	Environment (Water Management)
EN9	Water sources significantly affected by withdrawal of water.	Not	
EN10	Percentage and total volume of water recycled and reused.	Not	
<b>Biodiversity</b>			
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Not	
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Not	
EN13	Habitats protected or restored.	Not	
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Not	
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Not	
<b>Emissions, Effluents and Waste</b>			
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	Environment (Greenhouse Gas Emissions)
EN17	Other relevant indirect greenhouse gas emissions by weight.	Fully	Environment (Greenhouse Gas Emissions)
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Fully	Environment (Greenhouse Gas Emissions)
EN19	Emissions of ozone-depleting substances by weight.	Not	
EN20	NOx, SOx, and other significant air emissions by type and weight.	Fully	Environment (Emissions)
EN21	Total water discharge by quality and destination.	Not	
EN22	Total weight of waste by type and disposal method.	Fully	Environment (Waste Management)
EN23	Total number and volume of significant spills.	Fully	Environment (Emissions)
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.	Not	
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.	Not	
<b>Products and Services</b>			
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Fully	Product Stewardship, Sustainable Gains Through Higher Energy Bulk Explosives, Mineral Carbonation Pilot Plant
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Not	
<b>Compliance</b>			
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Fully	Environment (Compliance)
<b>Transport</b>			
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	Not	

PERFORMANCE INDICATOR	DESCRIPTION	REPORTED	CROSS-REFERENCE/DIRECT ANSWER
<b>Overall</b>			
EN30	Total environmental protection expenditures and investments by type.	Not	
<b>Social: Labour Practices and Decent Work</b>			
<b>Employment</b>			
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	Fully	People (Global Team, Global Skills)
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Partially	People (Global Team, Global Skills)
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Partially	People (Building Competence Through Investing in Training and Development)
LA15	Return to work and retention rates after parental leave, by gender.	Partially	People (A Diverse Team)
<b>Labour/Management Relations</b>			
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	People (Protecting Employees' Workplace Rights)
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Fully	People (Protecting Employees' Workplace Rights)
<b>Occupation Health and Safety</b>			
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.	Fully	People (Protecting Employees' Workplace Rights)
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Partially	Safety (Personal Safety, Injuries and Illnesses). Note: Orica monitors injury rate but does not report by gender. The Company does not monitor Lost Day Rate or Absentee Rate but does report Lost Workday Case Rate.
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Fully	Occupational Health
LA9	Health and safety topics covered in formal agreements with trade unions.	Not	
<b>Training and Development</b>			
LA10	Average hours of training per year per employee by gender, and by employee category.	Not	
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Partially	People (Building Competence Through Investing in Training and Development)
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	Partially	People (Building Competence Through Investing in Training and Development)
<b>Diversity and Equal Opportunity</b>			
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Partially	People (A Diverse Team)
<b>Equal Remuneration for Women and Men</b>			
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	Partially	People (A Diverse Team)
<b>Social: Human Rights</b>			
<b>Investment and Procurement Practices</b>			
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	Not	



PERFORMANCE INDICATOR	DESCRIPTION	REPORTED	CROSS-REFERENCE/DIRECT ANSWER
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	Not	
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.	Not	
<b>Non-discrimination</b>			
HR4	Total number of incidents of discrimination and actions taken.	Fully	People (Protecting Employees' Workplace Rights)
<b>Freedom of Association and Collective Bargaining</b>			
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	Not	
<b>Child Labour</b>			
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Not	
<b>Forced and Compulsory Labour</b>			
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	Not	
<b>Security Practices</b>			
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.	Not	
<b>Indigenous Rights</b>			
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Not	
<b>Assessment</b>			
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	Not	
<b>Remediation</b>			
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	Not	
<b>Social: Society</b>			
<b>Local Communities</b>			
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Fully	Community (Stakeholder Engagement)
SO9	Operations with significant potential or actual negative impacts on local communities.	Not	
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	Not	
<b>Corruption</b>			
SO2	Percentage and total number of business units analysed for risks related to corruption.	Not	
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures.	Not	
SO4	Actions taken in response to incidents of corruption.	Not	

PERFORMANCE INDICATOR	DESCRIPTION	REPORTED	CROSS-REFERENCE/DIRECT ANSWER
<b>Public Policy</b>			
SO5	Public policy positions and participation in public policy development and lobbying.	Fully	Governance (Political Contributions and Activities)
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Fully	Governance (Political Contributions and Activities)
<b>Anti-competitive Behaviour</b>			
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Not	
<b>Compliance</b>			
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Partially	Environment (Compliance)
<b>Social: Product Responsibility</b>			
<b>Customer Health and Safety</b>			
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.	Fully	Product Stewardship
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.	Not	
<b>Product and Service Labelling</b>			
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Fully	Product Stewardship (Safety Data Sheets)
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	Not	
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Not	
<b>Marketing and Communication</b>			
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Not	
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.	Not	
<b>Customer Privacy</b>			
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Not	
<b>Compliance</b>			
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Not	