



# SUSTAINABILITY GRI TABLE 2014



## G3.1 Content index - GRI application level B

Orica's 2014 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.

GRI Report Services has determined that Orica Limited's 2014 Sustainability Report fulfils the requirement of GRI G3.1 Application Level B. The GRI Application Level Service 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.



The use of the GRI Application Level Service icon, serves as the formal confirmation.

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 organization.	Fully	Message from the Managing Director and CEO p3
1.2	Description of key impacts, risks, and opportunities.	Fully	Sustainability Performance Scorecard p9, Stakeholder Engagement p8, Key Sustainability Issues pp6-7
<b>2. Organisational Profile</b>			
2.1	Name of the organization.	Fully	Orica Overview p4
2.2	Primary brands, products, and/or services.	Fully	Orica Overview p4
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	Orica Overview p4
2.4	Location of organization's headquarters.	Fully	Locations and Operations ppIC-1
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	Orica Overview p4, Locations and Operations ppIC-1
2.6	Nature of ownership and legal form.	Fully	Orica Overview p4
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	Orica Overview p4
2.8	Scale of the reporting organization.	Fully	Orica Overview p4
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	Orica Overview p4
2.10	Awards received in the reporting period.	Fully	Recognition p10
<b>3. Report Parameters</b>			
3.1	Reporting period (e.g. fiscal/calendar year) for information provided.	Fully	About this Report p2
3.2	Date of most recent previous report (if any).	Fully	About this Report p2
3.3	Reporting cycle (annual, biennial, etc.)	Fully	About this Report p2
3.4	Contact point for questions regarding the report or its contents.	Fully	About this Report p2
3.5	Process for defining report content.	Fully	About this Report p2, Stakeholder Engagement p8, Key Sustainability Issues pp6-7
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 p2
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	About the Report 2014 p39
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 organizations.	Fully	About this Report p4, About the Report 2014 p39
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 2014 p39
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 2014 p39
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	About the Report 2014 p39
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	See the full GRI Content Index at <a href="http://orica.com/sustainability">orica.com/sustainability</a>
3.13	Policy and current practice with regard to seeking external assurance for the report.	Fully	About the Report 2014 p39
<b>4. Governance, Commitments, and Engagement</b>			
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Fully	Governance Framework (Board Composition and Independence) p37, Additional information in Orica Annual Report 2014 > Corporate Governance Statement 2014 pp18-21
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	Governance Framework (Board Composition and Independence) p37, Additional information in Orica Annual Report 2014 > Corporate Governance Statement 2014 pp18-21
4.3	For organizations 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 Framework (Board Composition and Independence) p37, Additional information in Orica Annual Report 2014 > Corporate Governance Statement 2014 pp18-21
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	Governance Framework (Mechanisms for Employee and Shareholder Communication) p37, Additional information in Orica Annual Report 2014 > Corporate Governance Statement 2014 pp18-21
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Fully	Governance Framework (Performance evaluation and remuneration) p37, Additional information in Orica Annual Report 2014 > Directors' Report - Remuneration Report > Section B: Remuneration Policy and Structure pp28-33
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	Governance Framework (Board Composition and Independence) p37, Additional information in Orica Annual Report 2014 > Corporate Governance Statement 2014 pp18-21

PROFILE DISCLOSURE	DESCRIPTION	REPORTED	CROSS-REFERENCE/DIRECT ANSWER
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 Framework (Board Composition and Independence) p37, Additional information in Orica Annual Report 2014 > Corporate Governance Statement 2014 pp18-21
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 Framework (Code of Conduct) p37, Additional information in Orica Annual Report 2014 > Corporate Governance Statement 2014 pp18-21
4.9	Procedures of the highest governance body for overseeing the organization'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 Framework (Board Composition and Independence) p37, Additional information in Orica Annual Report 2014 > Corporate Governance Statement 2014 pp18-21
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Fully	Governance Framework (Board Composition and Independence) p37, Additional information in Orica Annual Report 2014 > Corporate Governance Statement 2014 pp18-21
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Fully	Governance Framework (Risk Management) p37
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Fully	Affiliations and Participation p38
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	Fully	Affiliations and Participation p38
4.14	List of stakeholder groups engaged by the organization.	Fully	Stakeholder Engagement p8
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	Stakeholder Engagement p8
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Fully	Stakeholder Engagement p8
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Fully	Stakeholder Engagement p8, Key Sustainability Issues pp6-7
<b>G 3.1 DMA</b>	<b>DESCRIPTION</b>	<b>REPORTED</b>	<b>CROSS-REFERENCE/DIRECT ANSWER</b>
<b>STANDARD DISCLOSURES</b>	<b>PART II: DISCLOSURES ON MANAGEMENT APPROACH (DMAS)</b>		
<b>DMA EC</b>	<b>Disclosure on management approach EC</b>		
Aspects	Economic performance	Fully	Economic Contribution p36
	Market presence	Fully	Orica Overview p4
	Indirect economic impacts	Partially	Economic Contribution p36
<b>DMA EN</b>	<b>Disclosure on management approach EN</b>		
Aspects	Materials	Partially	Product Stewardship pp33-35
	Energy	Fully	Energy and Greenhouse Gas Emissions pp24-27
	Water	Fully	Environment (Water Management) p22
	Biodiversity	Not	
	Emissions, effluents and waste	Fully	Environment (Incidents and Emissions, Waste Management) pp21-22
	Products and services	Partially	Product Stewardship pp33-35
	Compliance	Fully	Environment (Incidents and Emissions) p21
	Transport	Partially	Product Stewardship (Distribution) p34
	Overall	Fully	Environment p20-23, Energy and Greenhouse Gas Emissions pp24-27, Orica Management Systems p11
<b>DMA LA</b>	<b>Disclosure on management approach LA</b>		
Aspects	Employment	Fully	People (Protecting Workplace Rights) p14
	Labor/management relations	Fully	People (Protecting Workplace Rights) p14
	Occupational health and safety	Fully	Occupational Health p19
	Training and education	Partially	People (Building Competence and Capability) p13
	Diversity and equal opportunity	Partially	People (Protecting Workplace Rights, A Diverse Team) pp14-15
	Equal remuneration for women and men	Not	
<b>DMA HR</b>	<b>Disclosure on management approach HR</b>		
Aspects	Investment and procurement practices	Partially	Economic Contribution (Indirect Economic Impact, Use of Locally Based Suppliers) p36
	Non-discrimination	Fully	People (Protecting Workplace Rights) p14
	Freedom of association and collective bargaining	Fully	People (Protecting Workplace Rights) p14
	Child labor	Fully	People (Protecting Workplace Rights) p14
	Prevention of forced and compulsory labor	Fully	People (Protecting Workplace Rights) p14
	Security practices	Not	
	Indigenous rights	Not	
	Assessment	Not	
	Remediation	Not	
<b>DMA SO</b>	<b>Disclosure on management approach SO</b>		
Aspects	Local communities	Fully	Community p28-32, Affiliations and Participation p38
	Corruption	Fully	Governance Framework (Bribery and Corruption Prevention) p37
	Public policy	Fully	Governance Framework (Political Contributions and Activities) p37
	Anti-competitive behavior	Fully	Governance Framework (Code of Conduct) p37
	Compliance	Fully	Governance Framework (Risk Management) p37
<b>DMA PR</b>	<b>Disclosure on Management Approach PR</b>		
Aspects	Customer health and safety	Fully	Product Stewardship (Product Use and Disposal) pp34-35
	Product and service labelling	Fully	Product Stewardship (Safety Data Sheets) p34
	Marketing communications	Not	
	Customer privacy	Not	
	Compliance	Fully	Product Stewardship (Emergency Response Service, Product Incidents Recording, Distribution Incidents Recording) pp34-35

PERFORMANCE INDICATOR	DESCRIPTION	REPORTED	CROSS-REFERENCE/DIRECT ANSWER
<b>STANDARD DISCLOSURES 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) p36
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Partially	Economic Contribution p36
EC3	Coverage of the organization's defined benefit plan obligations.	Not	
EC4	Significant financial assistance received from government.	Fully	Economic Contribution p36
<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.	Partially	Economic Contribution p36
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.	Fully	Economic Contribution (Indirect Economic Impact) p36, Community (Community Investment) pp28-30
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Partially	Economic Contribution (Indirect Economic Impact) p36, Community (Community Investment) pp28-30
<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	Energy and Greenhouse Gas Emissions (Energy Use) p24
EN4	Indirect energy consumption by primary source.	Fully	Energy and Greenhouse Gas Emissions (Energy Use) p24
EN5	Energy saved due to conservation and efficiency improvements.	Fully	Energy and Greenhouse Gas Emissions (Energy Use) p24
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Partially	Energy and Greenhouse Gas Emissions (Improving Energy and Greenhouse Performance for Customers)
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Not	
<b>Water</b>			
EN8	Total water withdrawal by source.	Fully	Environment (Water Management) p22
EN9	Water sources significantly affected by withdrawal of water.	Not	
EN10	Percentage and total volume of water recycled and reused.	Fully	Environment (Water Management) p22
<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	Energy and Greenhouse Gas Emissions (Greenhouse Gas Emissions) pp25-26
EN17	Other relevant indirect greenhouse gas emissions by weight.	Fully	Energy and Greenhouse Gas Emissions (Greenhouse Gas Emissions) pp25-26
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Fully	Energy and Greenhouse Gas Emissions (Greenhouse Gas Emissions) pp25-26
EN19	Emissions of ozone-depleting substances by weight.	Not	
EN20	NOx, SOx, and other significant air emissions by type and weight.	Fully	Environment (Incidents and Emissions) p21
EN21	Total water discharge by quality and destination.	Not	
EN22	Total weight of waste by type and disposal method.	Fully	Environment (Waste Management) p22
EN23	Total number and volume of significant spills.	Partially	Environment (Incidents and Emissions) p21
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 organization'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.	Partially	Product Stewardship pp33-35, Energy and Greenhouse Gas Emissions pp24-27
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 (Incidents and Emissions) p21
<b>Transport</b>			
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Not	
<b>Overall</b>			
EN30	Total environmental protection expenditures and investments by type.	Not	

PERFORMANCE INDICATOR	DESCRIPTION	REPORTED	CROSS-REFERENCE/DIRECT ANSWER
<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) p13
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Partially	People (Global Team, Global Skills) p13
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Partially	People (Building Competence and Capability) p13
LA15	Return to work and retention rates after parental leave, by gender.	Partially	People (A Diverse Team) p15
<b>Labour/management relations</b>			
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	People (Protecting Workplace Rights) p14
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Fully	People (Protecting Workplace Rights) p14
<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.	Partially	People (Protecting Workplace Rights) p14
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) p16. Note: Orica monitors injury rate but does not report by gender. Orica did not receive any reported instances of occupational disease in 2014. The Company does not monitor Lost Day Rate or Absentee Rate but does report Lost Workday Case Rate.
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Fully	Occupational Health p19, People pp12-15
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 and Capability) p13
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	Partially	People (Building Competence and Capability) p13
<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) p15
<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.	Not	
<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.	Partially	Economic Contribution (Use of Locally Based Suppliers) p36
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 Workplace Rights) p14
<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 organization'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	

PERFORMANCE INDICATOR	DESCRIPTION	REPORTED	CROSS-REFERENCE/DIRECT ANSWER
<b>Social: Society</b>			
<b>Local communities</b>			
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Partially	Community (Stakeholder Engagement) p28
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 analyzed for risks related to corruption.	Not	
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Not	
SO4	Actions taken in response to incidents of corruption.	Not	
<b>Public policy</b>			
SO5	Public policy positions and participation in public policy development and lobbying.	Partially	Affiliations and Participation p38
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Fully	Governance Framework (Political Contributions and Activities) p37
<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.	Not	
<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 pp33-35
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) p34
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Not	
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Partially	Stakeholder Engagement p8
<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	