










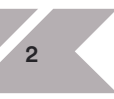











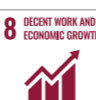











GRI, SDG & SASB Index















GRI Standard	Disclosure	Disclosure Title	UNSDG	SASB	Reference	Location
GENERAL DISCLOSURES						
GRI 2	General Disclosures 2021	2-1 Organizational details			Contact Information	Page 165, CY2021 SR
GRI 2	General Disclosures 2021	2-2 Entities included in the organization's sustainability reporting			Reporting Period & Boundaries	Page 15, CY2021 SR
GRI 2	General Disclosures 2021	2-3 Reporting period, frequency and contact point			Reporting Period & Boundaries	Page 15, CY2021 SR
GRI 2	General Disclosures 2021	2-4 Restatements of information			Message from ESS Chair Message from Managing Director	Page 6, CY2021 SR Page 8, CY2021 SR
GRI 2	General Disclosures 2021	2-5 External assurance			Omitted –Addressed in Message from ESS Chair	Page 6, CY2021 SR
GRI 2	General Disclosures 2021	2-6 Activities, value chain and other business relationships		EM-MM-000.A EM-MM-000.B	Our Business Supply Chain	Page 20, CY2021 SR Page 28-31, CY2021 SR
GRI 2	General Disclosures 2021	2-7 Employees	 	EM-MM-000.B	Our People	Pages 62-73, CY2021 SR
GRI 2	General Disclosures 2021	2-8 Workers who are not employees	 	EM-MM-000.B	Our People	Pages 62-73, CY2021 SR
GRI 2	General Disclosures 2021	2-9 Governance structure and composition			Governance, Ethics & Transparency Directors Report Corporate Governance	Pages 114-121, CY2021 SR Pages 70-83, FY21 AR NST Website
GRI 2	General Disclosures 2021	2-10 Nomination and selection of the highest governance body	 		Governance, Ethics & Transparency Directors Report Corporate Governance	Pages 114-121, CY2021 SR Pages 70-83, FY21 AR NST Website
GRI 2	General Disclosures 2021	2-11 Chair of the highest governance body			Governance, Ethics & Transparency Directors Report Corporate Governance	Pages 114-121, CY2021 SR Pages 70-83, FY21 AR NST Website
GRI 2	General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts			Governance, Ethics & Transparency Directors Report Corporate Governance	Pages 114-121, CY2021 SR Pages 70-83, FY21 AR NST Website
GRI 2	General Disclosures 2021	2-13 Delegation of responsibility for managing impacts			Governance, Ethics & Transparency Directors Report Corporate Governance	Pages 114-121, CY2021 SR Pages 70-83, FY21 AR NST Website


































GRI Standard	Disclosure	Disclosure Title	UNSDG	SASB	Reference	Location
GRI 2	General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting			Governance, Ethics & Transparency Directors Report Corporate Governance	Pages 114-121, CY2021 SR Pages 70-83, FY21 AR NST Website
GRI 2	General Disclosures 2021	2-15 Conflicts of interest			Governance, Ethics & Transparency Directors Report	Pages 114-121, CY2021 SR Pages 70-83, FY21 AR
GRI 2	General Disclosures 2021	2-16 Communication of critical concerns			Governance, Ethics & Transparency Directors Report	Governance, Ethics & Transparency Directors Report
GRI 2	General Disclosures 2021	2-17 Collective knowledge of the highest governance body			Governance, Ethics & Transparency Directors Report	Pages 114-121, CY2021 SR Pages 70-83, FY21 AR
GRI 2	General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body			Governance, Ethics & Transparency Directors Report	Pages 114-121, CY2021 SR Pages 70-83, FY21 AR
GRI 2	General Disclosures 2021	2-19 Remuneration policies			Governance, Ethics & Transparency Directors Report Remuneration Report Corporate Governance	Pages 114-121, CY2021 SR Pages 70-83, FY21 AR Pages 86-129, FY21 AR NST Website
GRI 2	General Disclosures 2021	2-20 Process to determine remuneration			Governance, Ethics & Transparency Directors Report Remuneration Report	Pages 114-121, CY2021 SR Pages 70-83, FY21 AR Pages 86-129, FY21 AR
GRI 2	General Disclosures 2021	2-21 Annual total compensation ratio			Governance, Ethics & Transparency Directors Report Remuneration Report	Pages 114-121, CY2021 SR Pages 70-83, FY21 AR Pages 86-129, FY21 AR
GRI 2	General Disclosures 2021	2-22 Statement on sustainable development strategy			Governance, Ethics & Transparency Environmental, Social & Governance	Pages 114-121, CY2021 SR Pages 48-67, FY21 AR
GRI 2	General Disclosures 2021	2-23 Policy commitments			Governance, Ethics & Transparency Environmental, Social & Governance Corporate Governance	Pages 114-121, CY2021 SR Pages 48-67, FY21 AR NST Website
GRI 2	General Disclosures 2021	2-24 Embedding policy commitments			Governance, Ethics & Transparency Environmental, Social & Governance Corporate Governance	Pages 114-121, CY2021 SR Pages 48-67, FY21 AR NST Website
GRI 2	General Disclosures 2021	2-25 Processes to remediate negative impacts			Governance, Ethics & Transparency Environmental, Social & Governance Corporate Governance	Pages 114-121, CY2021 SR Pages 48-67, FY21 AR NST Website
GRI 2	General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns			Governance, Ethics & Transparency Environmental, Social & Governance Corporate Governance	Pages 114-121, CY2021 SR Pages 48-67, FY21 AR NST Website
GRI 2	General Disclosures 2021	2-27 Compliance with laws and regulations			Environmental Performance Our Social Performance Governance, Ethics & Transparency Environmental, Social & Governance	Pages 98-111, CY2021 SR Pages 76-95, CY2021 SR Pages 114-121, CY2021 SR Pages 48-67, FY21 AR
GRI 2	General Disclosures 2021	2-28 Membership associations			Our Social Performance Governance, Ethics & Transparency Environmental, Social & Governance	Pages 76-95, CY2021 SR Pages 114-121, CY2021 SR Pages 48-67, FY21 AR
GRI 2	General Disclosures 2021	2-29 Approach to stakeholder engagement			Our Social Performance Governance, Ethics & Transparency Environmental, Social & Governance	Pages 76-95, CY2021 SR Pages 114-121, CY2021 SR Pages 48-67, FY21 AR
GRI 2	General Disclosures 2021	2-30 Collective bargaining agreements		EM-MM-310a.1	Our People	Pages 62-73, CY2021 SR

















GRI Standard	Disclosure	Disclosure Title	UNSDG	SASB	Reference	Location
N/A	N/A	Number and Duration of Strikes and Lockouts		EM-MM-310a.2	Omitted. No strikes or lockouts occurred.	N/A
MATERIAL TOPICS						
GRI 3	Material Topics 2021	3-1 Process to determine material topics			Materiality & Disclosure	Pages 14-17, CY2021 SR
GRI 3	Material Topics 2021	3-2 List of material topics			Materiality & Disclosure	Pages 14-17, CY2021 SR
GRI 3	Material Topics 2021	3-3 Management of material topics			Materiality & Disclosure	Pages 14-17, CY2021 SR
GRI 201	Economic Performance 2016	201-1 Direct economic value generated and distributed		EM-MM-000.A	Sustainability Metrics Our Business Supply Chain Financial Review	Pages 18-19, CY2021 SR Pages 20-21, CY2021 SR Pages 28-31, CY2021 SR Pages 24-31, FY21 AR
					Sustainability Metrics Our Business Supply Chain Financial Review	Pages 18-19, CY2021 SR Pages 20-21, CY2021 SR Pages 28-31, CY2021 SR Pages 24-31, FY21 AR
ECONOMIC PERFORMANCE						
GRI 201	Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change			Climate Change	Pages 44-59, CY2021 SR
GRI 201	Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans			Financial Review Directors Report Remuneration Report	Pages 24-31, FY21 AR Pages 70-83, FY21 AR Pages 86-129, FY21 AR
GRI 201	Economic Performance 2016	201-4 Financial assistance received from government			Financial Review Directors Report Remuneration Report	Pages 24-31, FY21 AR Pages 70-83, FY21 AR Pages 86-129, FY21 AR
MARKET PRESENCE						
GRI 202	Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage			Our People	Pages 62-73, CY2021 SR
						
						
GRI 202	Market Presence 2016	202-2 Proportion of senior management hired from the local community			Our People	Pages 62-73, CY2021 SR
INDIRECT ECONOMIC IMPACTS						




































GRI Standard	Disclosure	Disclosure Title	UNSDG	SASB	Reference	Location
GRI 203	Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported			Our Social Performance	Pages 76-95, CY2021 SR
					Our Social Performance	Pages 76-95, CY2021 SR
					Our Social Performance	Pages 76-95, CY2021 SR
GRI 203	Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts			Our Social Performance	Pages 76-95, CY2021 SR
						
						
PROCUREMENT PRACTICES						
GRI 204	Procurement Practices 2016	204-1 Proportion of spending on local suppliers			Our Social Performance Supply Chain	Pages 76-95, CY2021 SR Pages 28-31, CY2021 SR
ANTI-CORRUPTION						
GRI 205	Anti-corruption 2016	205-1 Operations assessed for risks related to corruption			Governance, Ethics & Transparency Corporate Governance	Pages 114-121, CY2021 SR NST Website
GRI 205	Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures		EM-MM-510a.1 EM-MM-510a.2	Governance, Ethics & Transparency Corporate Governance	Pages 114-121, CY2021 SR NST Website
GRI 205	Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken			Governance, Ethics & Transparency Corporate Governance	Pages 114-121, CY2021 SR NST Website
ANTI-COMPETITIVE BEHAVIOUR						
GRI 206	Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices			Governance, Ethics & Transparency Corporate Governance	Pages 114-121, CY2021 SR NST Website
TAX						
GRI 207	Tax 2019	207-1 Approach to tax			Governance, Ethics & Transparency Financial Report 2021 Tax Corporate Governance Statement Corporate Governance	Pages 114-121, CY2021 SR Pages 132-199, FY21 AR NST Website NST Website
					Governance, Ethics & Transparency Financial Report 2021 Tax Corporate Governance Statement Corporate Governance	Pages 114-121, CY2021 SR Pages 132-199, FY21 AR NST Website NST Website
					Governance, Ethics & Transparency Financial Report 2021 Tax Corporate Governance Statement Corporate Governance	Pages 114-121, CY2021 SR Pages 132-199, FY21 AR NST Website NST Website

GRI Standard	Disclosure	Disclosure Title	UNSDG	SASB	Reference	Location	
GRI 207	Tax 2019	207-2 Tax governance and control framework			Governance, Ethics & Transparency Financial Report 2021 Tax Corporate Governance Statement Corporate Governance	Pages 114-121, CY2021 SR Pages 132-199, FY21 AR NST Website NST Website	
						Governance, Ethics & Transparency Financial Report 2021 Tax Corporate Governance Statement Corporate Governance	Pages 114-121, CY2021 SR Pages 132-199, FY21 AR NST Website NST Website
							Governance, Ethics & Transparency Financial Report 2021 Tax Corporate Governance Statement Corporate Governance
GRI 207	Tax 2019	207-3 Stakeholder engagement and concerns related to tax			Governance, Ethics & Transparency Financial Report 2021 Tax Corporate Governance Statement Corporate Governance		Pages 114-121, CY2021 SR Pages 132-199, FY21 AR NST Website NST Website
						Governance, Ethics & Transparency Financial Report 2021 Tax Corporate Governance Statement Corporate Governance	Pages 114-121, CY2021 SR Pages 132-199, FY21 AR NST Website NST Website
							Governance, Ethics & Transparency Financial Report 2021 Tax Corporate Governance Statement Corporate Governance
GRI 207	Tax 2019	207-4 Tax reporting			Governance, Ethics & Transparency Financial Report 2021 Tax Corporate Governance Statement Corporate Governance		Pages 114-121, CY2021 SR Pages 132-199, FY21 AR NST Website NST Website
						Governance, Ethics & Transparency Financial Report 2021 Tax Corporate Governance Statement Corporate Governance	Pages 114-121, CY2021 SR Pages 132-199, FY21 AR NST Website NST Website
							Governance, Ethics & Transparency Financial Report 2021 Tax Corporate Governance Statement Corporate Governance
MATERIALS							
GRI 301	Materials 2016	301-1 Materials used by weight or volume			Supply Chain	Page 30-33, CY2021 SR	
						Supply Chain	Page 28-31, CY2021 SR
GRI 301	Materials 2016	301-2 Recycled input materials used				Environmental Performance	Pages 98-111, CY2021 SR
						Environmental Performance	Pages 98-111, CY2021 SR
GRI 301	Materials 2016	301-3 Reclaimed products and their packaging materials				Environmental Performance	Pages 98-111, CY2021 SR
						Environmental Performance	Pages 98-111, CY2021 SR







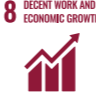








GRI Standard	Disclosure	Disclosure Title	UNSDG	SASB	Reference	Location
ENERGY						
GRI 302	Energy 2016	302-1 Energy consumption within the organization		EM-MM-130a.1	Climate Change	Pages 44-59, CY2021 SR
						Pages 44-59, CY2021 SR
						Pages 44-59, CY2021 SR
						Pages 44-59, CY2021 SR
GRI 302	Energy 2016	302-2 Energy consumption outside of the organization			Climate Change	Pages 44-59, CY2021 SR
						Pages 44-59, CY2021 SR
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						Pages 44-59, CY2021 SR
GRI 302	Energy 2016	302-3 Energy intensity			Climate Change	Pages 44-59, CY2021 SR
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GRI 302	Energy 2016	302-4 Reduction of energy consumption			Climate Change	Pages 44-59, CY2021 SR
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						Pages 44-59, CY2021 SR

GRI Standard	Disclosure	Disclosure Title	UNSDG	SASB	Reference	Location
GRI 302	Energy 2016	302-5 Reductions in energy requirements of products and services			Climate Change	Pages 44-59, CY2021 SR
					Climate Change	Pages 44-59, CY2021 SR
					Climate Change	Pages 44-59, CY2021 SR
					Climate Change	Pages 44-59, CY2021 SR
WATER AND EFFLUENTS						
GRI 303	Water and Effluents 2018	303-1 Interactions with water as a shared resource		EM-MM-140a.2	Environmental Performance	Pages 98-111, CY2021 SR
					Environmental Performance	Pages 98-111, CY2021 SR
GRI 303	Water and Effluents 2018	303-2 Management of water discharge-related impacts		EM-MM-140a.2	Environmental Performance	Pages 98-111, CY2021 SR
GRI 303	Water and Effluents 2018	303-2 Management of water discharge-related impacts		EM-MM-140a.1	Environmental Performance	Pages 98-111, CY2021 SR
GRI 303	Water and Effluents 2018	303-4 Water discharge			Environmental Performance	Pages 98-111, CY2021 SR
GRI 303	Water and Effluents 2018	303-5 Water consumption		EM-MM-140a.1	Environmental Performance	Pages 98-111, CY2021 SR
BIODIVERSITY						
GRI 304	Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		EM-MM-160a.1	Environmental Performance Appendix C: Biodiversity Values	Pages 98-111, CY2021 SR Pages 160-161, CY2021 SR
					Environmental Performance Appendix C: Biodiversity Values	Pages 98-111, CY2021 SR Pages 160-161, CY2021 SR
					Environmental Performance Appendix C: Biodiversity Values	Pages 98-111, CY2021 SR Pages 160-161, CY2021 SR
GRI 304	Biodiversity 2016	304-2 Significant impacts of activities, products, and services on biodiversity		EM-MM-160a.1	Environmental Performance Appendix C: Biodiversity Values	Pages 98-111, CY2021 SR Pages 160-161, CY2021 SR
					Environmental Performance Appendix C: Biodiversity Values	Pages 98-111, CY2021 SR Pages 160-161, CY2021 SR
					Environmental Performance Appendix C: Biodiversity Values	Pages 98-111, CY2021 SR Pages 160-161, CY2021 SR
















GRI Standard	Disclosure	Disclosure Title	UNSDG	SASB	Reference	Location
GRI 304	Biodiversity 2016	304-3 Habitats protected or restored		EM-MM-160a.1	Environmental Performance Appendix C: Biodiversity Values	Pages 98-111, CY2021 SR Pages 160-161, CY2021 SR
						Pages 98-111, CY2021 SR Pages 160-161, CY2021 SR
						Pages 98-111, CY2021 SR Pages 160-161, CY2021 SR
GRI 304	Biodiversity 2016	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		EM-MM-160a.1 EM-MM-160a.3	Environmental Performance Appendix C: Biodiversity Values	Pages 98-111, CY2021 SR Pages 160-161, CY2021 SR
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EMISSIONS						
GRI 305	Emissions 2016	305-1 Direct (Scope 1) GHG emissions		EM-MM-110a.1	Climate Change	Pages 44-59, CY2021 SR
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						Pages 44-59, CY2021 SR
						Pages 44-59, CY2021 SR
GRI 305	Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions			Climate Change	Pages 44-59, CY2021 SR
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						Pages 44-59, CY2021 SR
						Pages 44-59, CY2021 SR


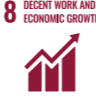





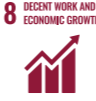





GRI Standard	Disclosure	Disclosure Title	UNSDG	SASB	Reference	Location
GRI 305	Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions			Climate Change Appendix B; Scope 3 Materiality Assessment	Pages 44-59, CY2021 SR Pages 156-157, CY2021 SR
					Climate Change Appendix B; Scope 3 Materiality Assessment	Pages 44-59, CY2021 SR Pages 156-157, CY2021 SR
					Climate Change Appendix B; Scope 3 Materiality Assessment	Pages 44-59, CY2021 SR Pages 156-157, CY2021 SR
					Climate Change Appendix B; Scope 3 Materiality Assessment	Pages 44-59, CY2021 SR Pages 156-157, CY2021 SR
					Climate Change Appendix B; Scope 3 Materiality Assessment	Pages 44-59, CY2021 SR Pages 156-157, CY2021 SR
GRI 305	Emissions 2016	305-4 GHG emissions intensity			Climate Change	Pages 44-59, CY2021 SR
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					Climate Change	Pages 44-59, CY2021 SR
GRI 305	Emissions 2016	305-5 Reduction of GHG emissions		EM-MM-110a.2	Climate Change	Pages 44-59, CY2021 SR
					Climate Change	Pages 44-59, CY2021 SR
					Climate Change	Pages 44-59, CY2021 SR
GRI 305	Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)			Omitted. No records of emission of ODS during the reporting period.	N/A
					Omitted. No records of emission of ODS during the reporting period.	N/A
GRI 305	Emissions 2016	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions		EM-MM-120a.1	Environmental Performance	Pages 98-111, CY2021 SR
					Environmental Performance	Pages 98-111, CY2021 SR
					Environmental Performance	Pages 98-111, CY2021 SR
					Environmental Performance	Pages 98-111, CY2021 SR


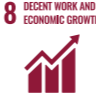








GRI Standard	Disclosure	Disclosure Title	UNSDG	SASB	Reference	Location
WASTE						
GRI 306	Waste 2020	306-1 Actual and potential waste related impacts		EM-MM-160a.2	Environmental Performance	Pages 98-111, CY2021 SR
					Environmental Performance	Pages 98-111, CY2021 SR
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					Environmental Performance	Pages 98-111, CY2021 SR
GRI 306	Waste 2020	306-2 Waste by type and disposal method		EM-MM-150a.1 EM-MM-150a.2 EM-MM-150a.3 EM-MM-160a.2	Environmental Performance	Pages 98-111, CY2021 SR
					Environmental Performance	Pages 98-111, CY2021 SR
					Environmental Performance	Pages 98-111, CY2021 SR
					Environmental Performance	Pages 98-111, CY2021 SR
GRI 306	Waste 2020	306-3 Significant spills			Environmental Performance	Pages 98-111, CY2021 SR
					Environmental Performance	Pages 98-111, CY2021 SR
					Environmental Performance	Pages 98-111, CY2021 SR
GRI 306	Waste 2020	306-4 Transport of hazardous waste			Environmental Performance	Pages 98-111, CY2021 SR
					Environmental Performance	Pages 98-111, CY2021 SR
					Environmental Performance	Pages 98-111, CY2021 SR

GRI Standard	Disclosure	Disclosure Title	UNSDG	SASB	Reference	Location	
GRI 306	Waste 2020	306-5 Total weight of waste		EM-MM-150a.1 EM-MM-150a.2	Environmental Performance	Pages 98-111, CY2021 SR	
						Environmental Performance	Pages 98-111, CY2021 SR
						Environmental Performance	Pages 98-111, CY2021 SR
SUPPLIER ENVIRONMENTAL ASSESSMENT							
GRI 308	Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria			Supply Chain	Page 28-31 - CY2021 SR	
GRI 308	Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken			Supply Chain	Page 28-31 - CY2021 SR	
EMPLOYMENT							
GRI 401	Employment 2016	401-1 New employee hires and employee turnover			Our People	Pages 62-73, CY2021 SR	
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						Our People	Pages 62-73, CY2021 SR
GRI 401	Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees			Our People	Pages 62-73, CY2021 SR	
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						Our People	Pages 62-73, CY2021 SR
GRI 401	Employment 2016	401-3 Parental leave			Our People	Pages 62-73, CY2021 SR	
						Our People	Pages 62-73, CY2021 SR
LABOUR / MANAGEMENT RELATIONS							
GRI 402	Labour/Management Relations 2016	402-1 Minimum notice periods regarding operational changes		EM-MM-310a.1	Our People	Pages 62-73, CY2021 SR	
OCCUPATIONAL HEALTH AND SAFETY							
GRI 403	Occupational Health and Safety 2018	403-1 Occupational health and safety management system			Our Safety Performance	Pages 34-41, CY2021 SR	

GRI Standard	Disclosure	Disclosure Title	UNSDG	SASB	Reference	Location
GRI 403	Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation			Our Safety Performance	Pages 34-41, CY2021 SR
GRI 403	Occupational Health and Safety 2018	403-3 Occupational health services			Our Safety Performance	Pages 34-41, CY2021 SR
GRI 403	Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety			Our Safety Performance	Pages 34-41, CY2021 SR
					Our Safety Performance	Pages 34-41, CY2021 SR
GRI 403	Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety			Our Safety Performance	Pages 34-41, CY2021 SR
GRI 403	Occupational Health and Safety 2018	403-6 Promotion of worker health			Our People Our Safety Performance	Pages 62-73, CY2021 SR Pages 34-41, CY2021 SR
GRI 403	Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships			Our Safety Performance	Pages 34-41, CY2021 SR
GRI 403	Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system			Our Safety Performance	Pages 34-41, CY2021 SR
GRI 403	Occupational Health and Safety 2018	403-9 Work-related injuries			Our Safety Performance	Pages 34-41, CY2021 SR
				EM-MM-320a.1	Our Safety Performance	Pages 34-41, CY2021 SR
					Our Safety Performance	Pages 34-41, CY2021 SR
GRI 403	Occupational Health and Safety 2018	403-10 Work-related ill health			Our Safety Performance	Pages 34-41, CY2021 SR
				EM-MM-320a.1	Our Safety Performance	Pages 34-41, CY2021 SR
					Our Safety Performance	Pages 34-41, CY2021 SR

GRI Standard	Disclosure	Disclosure Title	UNSDG	SASB	Reference	Location	
TRAINING AND EDUCATION							
GRI 404	Training and Education 2016	404-1 Average hours of training per year per employee	4 QUALITY EDUCATION 	EM-MM-320a.1	Our People Our Safety Performance	Pages 62-73, CY2021 SR Pages 34-41, CY2021 SR	
			5 GENDER EQUALITY 			Our People Our Safety Performance	Pages 62-73, CY2021 SR Pages 34-41, CY2021 SR
			8 DECENT WORK AND ECONOMIC GROWTH 			Our People Our Safety Performance	Pages 62-73, CY2021 SR Pages 34-41, CY2021 SR
			10 REDUCED INEQUALITIES 			Our People Our Safety Performance	Pages 62-73, CY2021 SR Pages 34-41, CY2021 SR
GRI 404	Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	8 DECENT WORK AND ECONOMIC GROWTH 	EM-MM-320a.1	Our People Our Safety Performance	Pages 62-73, CY2021 SR Pages 34-41, CY2021 SR	
GRI 404	Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	5 GENDER EQUALITY 		Our People	Pages 62-73, CY2021 SR	
			8 DECENT WORK AND ECONOMIC GROWTH 		Our People	Pages 62-73, CY2021 SR	
			10 REDUCED INEQUALITIES 		Our People	Pages 62-73, CY2021 SR	
DIVERSITY AND EQUAL OPPORTUNITY							
GRI 405	Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	5 GENDER EQUALITY 		Our People Governance, Ethics & Transparency	Pages 62-73, CY2021 SR Pages 114-121, CY2021 SR	
			8 DECENT WORK AND ECONOMIC GROWTH 		Our People Governance, Ethics & Transparency	Pages 62-73, CY2021 SR Pages 114-121, CY2021 SR	
GRI 405	Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	5 GENDER EQUALITY 		Our People Governance, Ethics & Transparency	Pages 62-73, CY2021 SR Pages 114-121, CY2021 SR	
			8 DECENT WORK AND ECONOMIC GROWTH 		Our People Governance, Ethics & Transparency	Pages 62-73, CY2021 SR Pages 114-121, CY2021 SR	
			10 REDUCED INEQUALITIES 		Our People Governance, Ethics & Transparency	Pages 62-73, CY2021 SR Pages 114-121, CY2021 SR	
NON-DISCRIMINATION							
GRI 406	Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	5 GENDER EQUALITY 		Our People	Pages 62-73, CY2021 SR	
			8 DECENT WORK AND ECONOMIC GROWTH 		Our People	Pages 62-73, CY2021 SR	
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING							

GRI Standard	Disclosure	Disclosure Title	UNSDG	SASB	Reference	Location
GRI 407	Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk			Our People	Pages 62-73, CY2021 SR
CHILD LABOUR						
GRI 408	Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour		EM-MM-210a.3	Modern Slavery 2021 Modern Slavery Statement	Pages 64-75, CY2021 SR NST Website
					Modern Slavery 2021 Modern Slavery Statement	Pages 92-96, CY2021 SR NST Website
FORCED OR COMPULSORY LABOUR						
GRI 409	Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour		EM-MM-210a.3	Modern Slavery 2021 Modern Slavery Statement	Pages 92-96, CY2021 SR NST Website
					Modern Slavery 2021 Modern Slavery Statement	Pages 92-96, CY2021 SR NST Website
SECURITY PRACTICES						
GRI 410	Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures		EM-MM-210a.3	Omitted due to the nature of the tier one locations our operations reside in. However, these roles will be captured under our Modern Slavery & Cultural Training.	N/A
RIGHTS OF INDIGENOUS PEOPLES						
GRI 411	Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of Indigenous peoples		EM-MM-210a.2 EM-MM-210a.3	Our Social Performance	Pages 76-96, CY2021 SR
LOCAL COMMUNITIES						
GRI 413	Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		EM-MM-210a.1 EM-MM-210b.1	Our Social Performance	Pages 76-96, CY2021 SR
GRI 413	Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities		EM-MM-210a.1 EM-MM-210b.1 EM-MM-210b.2	Our Social Performance	Pages 76-96, CY2021 SR
					Our Social Performance	Pages 76-96, CY2021 SR
SUPPLIER SOCIAL ASSESSMENT						
GRI 414	Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria			Supply Chain	Page 28-31 - CY2021 SR
					Supply Chain	Page 28-31 - CY2021 SR
					Supply Chain	Page 28-31 - CY2021 SR

GRI Standard	Disclosure	Disclosure Title	UNSDG	SASB	Reference	Location
GRI 414	Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken			Supply Chain	Page 28-31 - CY2021 SR
					Supply Chain	Page 28-31 - CY2021 SR
					Supply Chain	Page 28-31 - CY2021 SR
PUBLIC POLICY						
GRI 415	Public Policy 2016	415-1 Political contributions			Our Social Performance	Pages 76-96, CY2021 SR
CUSTOMER HEALTH AND SAFETY						
GRI 416	Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories			Omitted. Gold is non-reactive and non-toxic, refer to Uses of Gold for further information.	Page 77, CY2021 SR
GRI 416	Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services			Omitted. Gold is non-reactive and non-toxic, refer to Uses of Gold for further information.	Page 77, CY2021 SR
MARKETING AND LABELLING						
GRI 417	Marketing and Labelling 2016	417-1 Requirements for product and service information and labelling			Omitted. Gold is non-reactive and non-toxic, refer to Uses of Gold for further information.	Page 77, CY2021 SR
GRI 417	Marketing and Labelling 2016	417-2 Incidents of non-compliance concerning product and service information and labelling			Omitted. Gold is non-reactive and non-toxic, refer to Uses of Gold for further information.	Page 77, CY2021 SR
GRI 417	Marketing and Labelling 2016	417-3 Incidents of non-compliance concerning marketing communications			Omitted. Gold is non-reactive and non-toxic, refer to Uses of Gold for further information.	Page 77, CY2021 SR
CUSTOMER PRIVACY						
GRI 418	Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data			Omitted – N/A	N/A