

GRI CONTENT INDEX 2016

This table sets out how the GRI Reporting Framework has been applied across our 2016 Sustainability Report. Where relevant it also includes references to our Annual Report and website. The GRI Reporting Framework is part of our commitment to sustainability and transparency. Our Sustainability Report has been produced according to the GRI G4 Guidelines and the Mining and Metals Supplement, and has been verified by an independent third party. We are reporting to be 'In Accordance - Core' with the GRI G4 guidelines.

GENERAL STANDARD DISCLOSURES

GRI G4 indicator	General standard disclosures	Status	Location and notes
STRATEGY AND ANALYSIS			
G4-1	Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	Fully reported	See 'Foreword' p.101
ORGANIZATIONAL PROFILE			
G4-3	Name of the organisation	Fully reported	Randgold Resources Ltd
G4-4	Primary brands, products and services	Fully reported	Gold mining
G4-5	Location of the HQ	Fully reported	Jersey
G4-6	Number of countries where RR operates and names of countries where they have significant operations	Fully reported	4 - Significant operations in Mali, Cote d'Ivoire and DRC. Exploration project in Senegal.
G4-7	Nature of ownership and legal form	Fully reported	The company is incorporated in Jersey, and listed on both the London and NASDAQ stock exchanges
G4-8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	Fully reported	See 'Scope and boundary of this report' p.105

G4-9	Report the scale of the organization	Fully reported	See 'For Our People' section p.117. Also see the Economic Value Statement in the 'For Our Host Countries and Communities' section p.129 For total capitalization and ownership see Annual Report
G4-10	Employees		See 'For Our People' section, p. 117 Proportion of female employees, broken down by mine are: <ul style="list-style-type: none"> • Morila – c.1% of workforce are female. • Loulo- Goukoto – 2% of workforce are female. • Tongon – 5.1% of workforce are female. • Kibali – 8.6% of workforce are female. Only a very small portion of the workforce (including subcontractors) is performed by self-employed individuals (around 0.005%).
G4-11	Report the percentage of total employees covered by collective bargaining agreements.		100%. In particular see 'Industrial relations' section p.124.
G4-12	Describe the organization's supply chain.		See 'For Our Host Countries and Communities' section and in particular the 'Developing Sustainable Local Supply Chains' section pp. 131 - 132.
G4-13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain		No significant changes in size, structure, ownership or supply chain since 2015.
G4-14	Report whether and how the precautionary approach or		We address the precautionary principles by

	principle is addressed by the organization.		conducting full environmental and social impact assessments (ESIAs) before any projects commence, through our risk assessments on site, which include sustainability risk, and through our Board-level strategic planning.
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.		See 'Our governance of sustainability' section p.106 and in particular the 'Key corporate policies' section.
G4-16	List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: <ul style="list-style-type: none"> • Holds a position on the governance body • Participates in projects or committees • Provides substantive funding beyond routine membership dues 		Randgold is not a member of any trade or lobbying organisations. Randgold currently Chair the Mali Mining industry Committee of Artisanal Mining (MMC) and are active participants in the Ebola Private Sector Mobilisation Group (EPSMG). See 'Our governance of sustainability' section p.106 and 'Primacy of Partnerships' case study p.108 for more details.
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES			
G4-17	a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.		See Annual Report. The Sustainability Report covers all entities included in the consolidated financial statements.
G4-18	The process for defining report content		See 'Our governance of sustainability' and in particular the 'Materiality assessment' p.113 - 114 section and related Appendix.
G4-19	List all the material Aspects identified in the process for defining report content.		See 'Our governance of sustainability' and in particular the 'Materiality assessment' p.113 - 114 section and related Appendix.
G4-20	Aspect boundary - internal		See 'Our governance of sustainability' and in particular the 'Materiality assessment' p.113 - 114 section and related Appendix. Also 'Specific

			Standard Disclosures' in this Content Index (below).
G4-21	Aspect boundary – external		See 'Our governance of sustainability' and in particular the 'Materiality assessment' p.113 - 114 section and related Appendix. Also 'Specific Standard Disclosures' in this Content Index (below).
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.		Data for emissions intensity, total CO2 emissions and energy efficiency for 2014 and 2015 were restated from the 2015. These were slight adjustments based on new calculation methods with no significant impact.
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.		None
STAKEHOLDER ENGAGEMENT			
G4-24	Provide a list of stakeholder groups engaged by the organization.		See 'Our governance of sustainability' section and in particular the 'Stakeholder engagement' section. p. 109 -110.
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.		See 'Our governance of sustainability' section and in particular the 'Stakeholder engagement' section. p. 109 -110.
G4-26	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.		See 'Our governance of sustainability' section and in particular the 'Stakeholder engagement' section. p. 109 -110.
G4-27	Report 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. Report the stakeholder groups that raised each of the key topics and concerns.		See both the 'stakeholder engagement' and 'Materiality assessment' sections. p. 109, 113-114. Responses to these topics are detailed throughout the report.
REPORT PROFILE			
G4-28	Reporting period (such as fiscal or calendar year) for information		01 Jan 2016 - 31 Dec 2016

	provided.		
G4-29	Date of most recent previous report (if any).		Report for calendar year 2015 was published in March 2016
G4-30	Reporting cycle		Annual
G4-31	Provide the contact point for questions regarding the report or its contents.		Hilaire Diarra, Group Environmental Manager. <Hilaire.Diarra@randgold.com>
G4-32	Report the 'in accordance' option the organization has chosen. b. Report the GRI Content Index for the chosen option (see tables below). c. Report the reference to the External Assurance Report, if the report has been externally assured. (GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.)		'Core' External Assurance statement to be published on completion.
G4-33	Assurance: Report the organization's policy and current practice with regard to seeking external assurance for the report.		Assurance for this report has been carried out by an independent assurance provider Environmental and Sustainability Solutions (ESS). It has been a limited assurance approach using checks of randomly selected datasets. Financial audits have been carried out by BDO. The Board-level E&S Committee has been involved in the decisions to seek assurance.
GOVERNANCE			
G4-34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.		See 'Our governance of sustainability' section p.106.
ETHICS AND INTEGRITY			
G4-56	Describe the organization's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.		See 'Our governance of sustainability' section, in particular 'Corporate sustainability policies' section, p.106.

SPECIFIC STANDARD DISCLOSURES (INDICATORS)

This table links the issues identified in our Materiality Assessment exercise with GRI G4 aspects and indicators from both the main guidelines and the Mining and Metals Sector Supplement. As requested by the GRI guidelines, this table also identifies where the impact occurs for each material aspect (boundary). 'Internal' boundaries refer to impacts that occur within the fences of our mine concession areas on all our operational sites, (items marked with an asterisk (*) indicate that this issue does not apply to our Massawa site, which is at feasibility phase). 'External' boundaries refer to where impacts affect stakeholders outside the fences in all host countries.

Material Issues identified	GRI G4 category	GRI G4 Aspect	Boundary (I=Internal, E=External)	Disclosures	Information required
Legal compliance	Society (social)	Compliance	I and E	G4-DMA and G4-SO8 Monetary value of fines for non-compliance with laws	Randgold has had no significant fines or non-monetary sanctions or any areas of non-compliance with laws or regulations in 2016.
Anti-corruption measures	Society (social)	Anti-corruption	I and E	G4-DMA and G4-SO3 Risks related to corruption	See 'Our governance of sustainability' section in particular 'Corporate sustainability policies' section, p.106.
Local economic development	Economic	Indirect economic impacts	E*	G4-DMA and G4-EC8 Indirect economic impacts	See 'For Our Host Countries and Communities' section p.129, particularly 'Community development' section p.134, see also 'For Our People' chapter in particular 'Recruiting and retaining the best local talent from our host countries' section p.121.
Land Disturbance	Environment	Biodiversity performance	I and E	G4 – DMA and G4-EN14 Total number of IUCN Red List species and	EN14 - Randgold has no operations which affect the habitats of IUCN Red list and national conservation list species with habitats in areas.

				national conservation list species with habitats in areas affected by operations. And MM1 Total land disturbance	MM1 - See 'For Our Planet' section and in particular biodiversity section p.158 which lists details on total land disturbed.
Community development	Economic	Indirect economic impacts	E	G4-DMA and G4-EC7 Infrastructure investments	See 'For Our Host Countries and Communities' section in particular 'Creating National Economic Value' p 129 -131 and also 'Closure planning' p.140.
Local and national employment	Economic	Market presence	I and E*	G4-DMA and G4-EC6 Local management	See 'For Our People' section, p.117.
Safety	Social (labour practices)	Occupational health and safety	I*	G4-DMA and G4-LA6 Injury and rates of injury;	See 'For Our People' section and in particular 'Safety First' p. 117 -119.
Staff transfer and training	Social (labour practices)	Training and education	I and E*	G4-DMA and G4-LA10 Programmes for skills management and lifelong learning	See 'For Our People' section and in particular 'Training and Succession' planning, p. 122 -124.
Malaria	Social (labour practices)	Occupational health and safety	I and E*	We use our own measure of malaria incidence to track progress in this area.	See 'For Our Host Countries and Communities' section and in particular 'Let us spray', p. 137 -139.
HIV/AIDS	Social (labour practices)	Occupational health and safety	I and E*	We use our own measure to track progress in this area.	See 'For Our Host Countries and Communities' section, and in particular 'Reducing HIV prevalence in our communities', p.139.
Water pollution	Environment	Effluents and waste	E*	G4-DMA and G4-EN22 Water discharge quality and destination	See 'For Our Planet' section and in particular 'Water' section, pp. 152-153.
Cyanide management	Environment	Effluents and waste	E*	G4-DMA and G4-EN25 hazardous waste	See 'For Our Planet' section and in particular 'Cyanide and Hazardous Waste', p.158.
Environmental	Environment	Compliance	I and E*	G4-DMA and G4-EN29	See 'For Our Planet' section, p.149.

incidents	nt			Environmental fines and sanctions	
Closure planning	Social	Compliance	I and E*	G4-DMA and MM10 Number and percentage of operations with closure plans.	100% of operations have closure plans in place. See 'For Our Host Countries and Communities' section and in particular 'Closure planning' p.140.
Air pollution	Environment	Emissions	I and E*	G4-DMA and G4-EN21 Amount of Particulate Matter (PM)	See 'For Our Planet' section and in particular 'Air quality', p.160-162.
Security forces	Social	Human Rights	I and E*	G4-DMA and G4-HR7 Security personnel trained in organization's human rights policies or procedures.	See 'For Our Host Countries and Communities section and in particular 'Human Rights and Security Forces', p.144.
Waste Management	Environment	Effluents and Waste	I and E	G4-DMA and G4-EN23 waste by type and disposal and MM-3 total amount of rocks, tailings and overburden.	See 'For Our Planet' section and in particular 'Waste Management', p.158-160.
Indigenous people	Society (social)	Local communities	E	G4 – DMA and G4-HR8 Total number of incidents of violations involving rights of indigenous peoples	Randgold's activities do not interact with any indigenous tribes or cultures with historic continuity from pre-colonial or pre-settler societies; however we believe that this issue has been included as a priority issues by external stakeholders as many perceived the term 'indigenous people' to relate to 'local communities'. We will work to correct this misunderstanding next year. Our work with local communities is reported in detail in the 'For our host countries and communities' section on p.128.
Attracting and retaining staff	Social	Labour practices and decent work	I*	G4-DMA and G4-LA1 Total number and rates of new employee hires and employee turnover	See the 'For Our People' section and in particular 'Recruiting and retaining the best talent from our host countries' p.120 -122, Additional information: New employees

				by age group, gender, and region	<p>Total – 254</p> <ul style="list-style-type: none"> • Male 243 Female -11 • Aged below 30 - 66 • Aged between 30 and 50 - 163 • Aged above 50 – 25 • Nationals - 226 Outside national region - 28 <p><u>Leavers</u></p> <p>Total – 113</p> <ul style="list-style-type: none"> • Male - 104 Female - 9 • Aged below 30 - 12 • Aged between 30 and 50 - 79 • Aged above 50 – 22 • Nationals - 92 Outside national region - 21
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