

GRI CONTENT INDEX 2015

This table sets out how the GRI Reporting Framework has been applied across our 2015 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.99.
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	<p>See 'Human Capital: Protecting our most valuable assets' chapter – particularly workforce numbers tables, p.119. Also see the Economic Value Statement in the 'National economic and community development' chapter, pp.129 &.131.</p> <p>For total capitalization and ownership see Annual Report, see key numbers box p.5 and Chairman's statement, p.8.</p>
G4-10	Employees		<p>See 'Human capital: Protecting our most important assets' chapter, pp.119-120.</p> <p>Proportion of female employees, broken down by mine are:</p> <ul style="list-style-type: none"> • Morila - 1% of employees are female. • Loulo – 2% of employees are female. • Goukoto - 1.5% of employees are female. • Tongon – 5% of employees are female. • Kibali - 5.5% of employees are female. <p>Only a very small portion of the workforce (including subcontractors) is performed by self-employed individuals (around 0.005%).</p>
G4-11	Report the percentage of total employees covered by collective bargaining agreements.		100%. In particular see 'Inducing stable industrial relations' section, p.122.
G4-12	Describe the organization's supply chain.		See 'National economic and community development' chapter and in particular the 'Raising local standards in the supply chain' section, p.133.

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 2014.
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.		We address the precautionary principles by 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' chapter and in particular the 'Key corporate policies' section, p.107.
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 		See 'Our governance of sustainability' chapter, p.107 and the case study 'Showing leadership as part of an African Partnership', p.112.
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, p.226. 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' chapter and in particular 'Materiality assessment: what matters most to our stakeholders?' section, p.113 and related Appendix, p.157.
G4-19	List all the material Aspects identified in the process for defining report content.		See 'Materiality assessment: what matters most to our stakeholders?' section, p.113 and related Appendix, p.157.

G4-20	Aspect boundary - internal		See “Materiality assessment: what matters most to our stakeholders?” section, p.113 and related Appendix, p.157. Also ‘Specific Standard Disclosures’ in this Content Index (below).
G4-21	Aspect boundary – external		See ‘Materiality assessment: what matters most to our stakeholders?’ section, p.113, and related Appendix, p.157. 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.		Both total water offtake and weight of hazardous waste in 2014 were restated from the 2014 report. 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’ chapter, and in particular ‘Stakeholder engagement’ section, p.108.
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.		See ‘Our governance of sustainability’ chapter and in particular ‘Stakeholder engagement’ section, p.108.
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’ chapter and in particular ‘Stakeholder engagement’ section, p.108.
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’ section p.108 and ‘Materiality assessment’ section, p.113. Responses to these topics are detailed throughout the report.
REPORT PROFILE			

G4-28	Reporting period (such as fiscal or calendar year) for information provided.		01 Jan 2015 - 31 Dec 2015
G4-29	Date of most recent previous report (if any).		Report for calendar year 2014 was published in March 2015
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). 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' chapter, 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' chapter, in particular 'Key corporate policies' section, p.107.

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
Community engagement	Society (social)	Local communities	E	G4-DMA; G4-SO1 Local community engagement, impact assessments, and development programs; MM6 Disputes relating to land use; and MM7 Extent to which grievance mechanisms were used to resolve disputes.	G4SO1 - See: ‘National economic and community development’ chapter, pp. 130, 135 & 137-138. Further impact can be found in the ‘Human capital: protecting our most important assets’ chapter, p.118. For MM6 and MM7, see ‘Grievance mechanism’ section, p.144.
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 2015.
Bribery and corruption	Society (social)	Anti-corruption	I and E	G4-DMA and G4-SO3 Risks related to	See ‘Our governance of sustainability’ chapter in particular ‘Key corporate policies’ section, p.107.

				corruption	
Local economic development	Economic	Indirect economic impacts	E*	G4-DMA and G4-EC8 Indirect economic impacts	See 'National economic and community development' chapter, particularly 'Community development' section, p.137 and case studies on pp.134 &140-141. See also 'Human Capital: Protecting our most important assets' chapter in particular 'Discovering and developing local talent' section, p.118.
Revenue transparency	Economic	Economic performance	I and E	G4-DMA and G4-EC1 Economic value	See 'National economic and community development' chapter, pp.129 & 131.
Community development and investment	Economic	Indirect economic impacts	E	G4-DMA and G4-EC7 Infrastructure investments	See 'National economic and community development' chapter in particular 'Investing in infrastructure' section, p.130, the case study 'New customs house saves costs and helps put communities on the map' on p.132 and also 'Closure planning: Mining new opportunities' section, p.135.
Local and national employment	Economic	Market presence	I and E*	G4-DMA and G4-EC6 Local management	See 'Human Capital: Protecting our most important assets' chapter, pp.115 & 119.
Safety	Social (labour practices)	Occupational health and safety	I*	G4-DMA and G4-LA6 Injury and rates of injury; <i>and</i> MM: causes of fatal accidents	See 'Human Capital: Protecting our most important assets' chapter and in particular 'Safety' section, p.117.
Staff training and skills transfer	Social (labour practices)	Training and education	I and E*	G4-DMA and G4-LA10 Programmes for skills management and lifelong learning	See 'Human Capital: Protecting our most important assets' chapter and in particular 'Discovering and developing local talent' section, p.118, and the case study 'Finance for non-financial managers' p.120.
Occupational health	Social (labour practices)	Occupational health and safety	I*	G4-DMA and G4-LA6 Injury and rates of injury MM: causes of fatal accidents (or groups (as above))	See 'Human Capital: Protecting our most important assets' chapter and in particular both 'Occupational health' and 'Safety' sections, pp. 116 - 117.
Malaria	Social (labour	Occupational health and	I and E*	We use our own measure of malaria	See 'Human Capital: Protecting our most important assets' chapter and in particular 'Breaking the fever: The fight against

	practices)	safety		incidence to track progress in this area.	Malaria’ section, p.125.
HIV/AIDS	Social (labour practices)	Occupational health and safety	I and E*	We use our own measure to track progress in this area.	See ‘Human Capital: Protecting our most important assets’ chapter and in particular ‘Raising awareness of the HIV/AIDS risk’ section, p.126.
Water pollution	Environment	Effluents and waste	E*	G4-DMA and G4-EN22 Water discharge quality and destination	See ‘Environmental management’ chapter and in particular ‘Water and air quality’ section, pp. 151-152.
Cyanide management	Environment	Effluents and waste	E*	G4-DMA and G4-EN25 hazardous waste	See Environmental management’ chapter and in particular ‘Waste management’ section, p.153.
Environmental incidents	Environment	Compliance	I and E*	G4-DMA and G4-EN29 Environmental fines and sanctions	See ‘Environmental management’ chapter, p.147.
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 ‘Closure planning: Mining new opportunities’, pp.135-136.
Air pollution	Environment	Emissions	I and E*	G4-DMA and G4-EN21 Amount of Particulate Matter (PM)	See Environmental management’ chapter and in particular ‘Water and air quality’ section, p.152.
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 ‘Protecting human rights in everything we do’ section, p.145.
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 by age group, gender, and region	See “Human Capital: Protecting our most important assets’ chapter, p.118. Additional information: <u>New employees</u> Total – 1,115 <ul style="list-style-type: none"> • Male 1,090 Female -25 • Aged below 30 - 353 • Aged between 30 and 50 - 715

					<ul style="list-style-type: none"> • Aged above 50 – 47 • Nationals - 1,000 Outside national region - 115 <p>Leavers</p> <p>Total – 140</p> <ul style="list-style-type: none"> • Male - 137 Female - 3 • Aged below 30 - 11 • Aged between 30 and 50 - 104 • Aged above 50 – 25 • Nationals - 117 Outside national region - 23
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