

GRI Content Index

The Sumitomo Metal Mining Co., Ltd. Integrated Report 2019 has been prepared in accordance with the Core option of the GRI Sustainability Reporting Standards.

This GRI Content Index includes G4-MM indicators which were recommended for the Mining and Metals Sector.

GENERAL DISCLOSURES 2016

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
GRI 102: GENERAL DISCLOSURES 2016			
■ Organizational Profile			
102-1	Name of the organization	SMM Group Overview: Corporate Data	15
102-2	Activities, brands, products, and services	SMM Group Overview	14-16
		Where is the SMM Group Going?: Mineral Resources Business; Smelting & Refining Business; Materials Business; Research & Development	56-76
102-3	Location of headquarters	SMM Group Overview: Main Facilities	15
		Corporate Data and Investor Information: Corporate Data	258
102-4	Location of operations	SMM Group Overview	14-15
102-5	Ownership and legal form	SMM Group Overview: Corporate Data	15
		Corporate Data and Investor Information	258
102-6	Markets served	SMM Group Overview	14-16
		Where is the SMM Group Going?: Mineral Resources Business; Smelting & Refining Business; Materials Business; Research & Development	56-76
102-7	Scale of the organization	SMM Group Overview	14-16
		Financial and Non-Financial Highlights	30-32
		FY2018 Results and FY2019 Plan	52-53
		Financial Position and Financial Strategy	54-55
		Where is the SMM Group Going?: Mineral Resources Business; Smelting & Refining Business; Materials Business	56-73
		Sustainability Data: Material Flows within Business Activity: OUTPUTS	125
102-8	Information on employees and other workers	Financial Data/Corporate Data	147-257
		Corporate Data and Investor Information: Number of Employees	258
102-9	Supply chain	Financial and Non-Financial Highlights	32
		Sustainability Data: Information Regarding Employees and Other Workers	131
102-10	Significant changes to the organization and its supply chain	SMM Group Overview: Smelting & Refining Business	16
		Smelting & Refining Business: The Nickel Supply Chain	66
102-11	Precautionary Principle or approach	Interview with the President	34-41
		FY2018 Results and FY2019 Plan	52-53
		Where is the SMM Group Going?: Mineral Resources Business	56-61
102-12	External initiatives	Opportunities and Risks	18-19
		Material Issues for the SMM Group	24-25
		Toward the Formulation of the SMM Group's Vision for 2030	26-27
		The SDGs and the SMM Group	28-29
		Sustainability at the SMM Group: Our Approach to Reducing Environmental Impact	90
		Risk Management	104-105
		Human Rights Management	106-107
		Supply Chain Management	110-111
		Environmental Management	114-115
		Sustainability Data: Partnerships with Outside Organizations	140
102-13	Membership of associations	Stakeholder Communication: Initiatives to Take on Issues and Provide Improvements	117
		Sustainability Data: Partnerships with Outside Organizations	140
		Sustainability Data: Involvement with the International Community	140
102-13	Membership of associations	Sustainability Data: Main Organizations in Which SMM Has Membership	139

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
■ Strategy			
102-14	Statement from senior decision-maker	Interview with the President	34-41
102-15	Key impacts, risks, and opportunities	Opportunities and Risks	18-19
		Business Model	20-21
		Our Vision for 2020 and Material Issues	22-23
		Material Issues for the SMM Group	24-25
		Activities and Achievements for the Six CSR Areas of High Priority	91-97
	Identification of Material Issues for the SMM Group	98-99	
■ Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	SMM Group Corporate Philosophy	Inside front cover
		Compliance: SMM Group Code of Conduct	103
102-17	Mechanisms for advice and concerns about ethics	Compliance: Hotline (Speak Up System); Response to Complaints and Comments Directed at Our Group	102
		Sustainability Data: Social and Environmental Assessment Initiatives	130
■ Governance			
102-18	Governance structure	Corporate Governance	78-83
		Sustainability at the SMM Group: Our Approach to Business and Sustainability	88-89
102-19	Delegating authority	Sustainability at the SMM Group: Our Approach to Business and Sustainability	88-89
102-20	Executive-level responsibility for economic, environmental, and social topics	Sustainability at the SMM Group: Our Approach to Business and Sustainability	88-89
102-21	Consulting stakeholders on economic, environmental, and social topics	No disclosure	
102-22	Composition of the highest governance body and its committees	Corporate Governance	78-83
		Directors and Audit & Supervisory Board Members	86-87
102-23	Chair of the highest governance body	Corporate Governance: Decision-Making and Business Execution Structures and System	79
		Corporate Governance Report	Website
102-24	Nominating and selecting the highest governance body	Corporate Governance Guidelines: Governance Committee, Nomination, Dismissal and Compensation Policies and Determination Procedures	Website
102-25	Conflicts of interest	Corporate Governance Guidelines: Ensuring Shareholder Rights	Website
102-26	Role of highest governance body in setting purpose, values, and strategy	Sustainability at the SMM Group	88-90
102-27	Collective knowledge of highest governance body	No disclosure	
102-28	Evaluating the highest governance body's performance	Corporate Governance	78-83
102-29	Identifying and managing economic, environmental, and social impacts	Toward the Formulation of the SMM Group's Vision for 2030	26-27
		Identification of Material Issues for the SMM Group	98-99
102-30	Effectiveness of risk management processes	Sustainability at the SMM Group: Sustainability at the SMM Group: Our Approach to Business and Sustainability	88-89
102-31	Review of economic, environmental, and social topics	Sustainability at the SMM Group: Sustainability at the SMM Group: Our Approach to Business and Sustainability	88-89
102-32	Highest governance body's role in sustainability reporting	No disclosure	
102-33	Communicating critical concerns	Corporate Governance Guidelines: Speak Up System	Website
102-34	Nature and total number of critical concerns	No disclosure	
102-35	Remuneration policies	Corporate Governance: Director and Audit & Supervisory Board Member Compensation	80
102-36	Process for determining remuneration	Corporate Governance: Director and Audit & Supervisory Board Member Compensation	80

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
102-37	Stakeholders' involvement in remuneration	Corporate Governance: Director and Audit & Supervisory Board Member Compensation	80
102-38	Annual total compensation ratio	No disclosure	
102-39	Percentage increase in annual total compensation ratio	No disclosure	
■ Stakeholder Engagement			
102-40	List of stakeholder groups	Stakeholder Communication Sustainability Data: Stakeholder Engagement	116-117 138
102-41	Collective bargaining agreements	Sustainability Data: Information Regarding Employees and Other Workers Sustainability Data: Stakeholder Engagement	131 138
102-42	Identifying and selecting stakeholders	Stakeholder Communication Sustainability Data: Stakeholder Engagement	116-117 138
102-43	Approach to stakeholder engagement	Stakeholder Communication Sustainability Data: Stakeholder Engagement	116-117 138
102-44	Key topics and concerns raised	Human Rights Management Supply Chain Management Stakeholder Communication: Communication with Local Communities and NGOs Sustainability Data: Social and Environmental Assessment Initiatives Sustainability Data: Stakeholder Engagement	106-107 110-111 117 130 138
■ Reporting Practice			
102-45	Entities included in the consolidated financial statements	Editorial Policy: Boundary of the Report SMM Group Overview	4-5 14-15
102-46	Defining report content and topic boundaries	Editorial Policy: Referenced Guidelines Material Issues for the SMM Group Identification of Material Issues for the SMM Group	4-5 24-25 98-99
102-47	List of material topics	Material Issues for the SMM Group Identification of Material Issues for the SMM Group	24-25 98-99
102-48	Restatements of information	Sustainability Data: Amount of Land Developed or Rehabilitated	125
102-49	Changes in reporting	No change	
102-50	Reporting period	Editorial Policy: Period Covered	4-5
102-51	Date of most recent report	Editorial Policy: Publication Date	4-5
102-52	Reporting cycle	Editorial Policy: Publication Date	4-5
102-53	Contact point for questions regarding the report	Editorial Policy: Enquiries	4-5
102-54	Claims of reporting in accordance with the GRI Standards	Editorial Policy: Referenced Guidelines and Assurance	4
102-55	GRI content index	GRI Content Index	Website
102-56	External assurance	Editorial Policy: Referenced Guidelines and Assurance Independent Assurance Report	4 142-143

TOPIC-SPECIFIC DISCLOSURES

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
GRI 201: ECONOMIC PERFORMANCE 2016			
201-1	Direct economic value generated and distributed	Financial and Non-Financial Highlights Sustainability Data: Distribution of Economic Value to Stakeholders	30-32 141
201-2	Financial implications and other risks and opportunities due to climate change	Sustainability at the SMM Group: Tackling Global Warming Through the Supply of Materials	90
201-3	Defined benefit plan obligations and other retirement plans	Sustainability Data: Projected Benefit Obligation	141

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
201-4	Financial assistance received from government	Sustainability Data: Financial Assistance from the Government	141

MATERIAL TOPIC—GRI 202: MARKET PRESENCE 2016

■ GRI 103: Management Approach 2016

103-1	Explanation of the material topic and its Boundary	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Identification of Material Issues for the SMM Group	22-23 24-25 98-99
103-2	The management approach and its components	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Sustainability at the SMM Group: Our Approach to Business and Sustainability Activities and Achievements for the Six CSR Areas of High Priority: Contribution to Society and Local Communities	22-23 24-25 88-89 93
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Activities and Achievements for the Six CSR Areas of High Priority: Contribution to Society and Local Communities	89 93

■ GRI 202: Market Presence 2016

202-1	Ratios of standard entry level wage by gender compared to local minimum wage	No disclosure	
202-2	Proportion of senior management hired from the local community	Sustainability Data: Number of Locally Hired Senior Managers (General Managers and above) and Employees at Overseas Affiliates	126

MATERIAL TOPIC—GRI 203: INDIRECT ECONOMIC IMPACTS 2016

■ GRI 103: Management Approach 2016

103-1	Explanation of the material topic and its Boundary	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Identification of Material Issues for the SMM Group	22-23 24-25 98-99
103-2	The management approach and its components	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Sustainability at the SMM Group: Our Approach to Business and Sustainability Activities and Achievements for the Six CSR Areas of High Priority: Contribution to Society and Local Communities	22-23 24-25 88-89 93
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Activities and Achievements for the Six CSR Areas of High Priority: Contribution to Society and Local Communities	89 93

■ GRI 203: Indirect Economic Impacts 2016

203-1	Infrastructure investments and services supported	Sustainability Data: Closure Plans for Mines and Smelting Plants; Investment in Infrastructure and Support Services	127
203-2	Significant indirect economic impacts	No disclosure	

MATERIAL TOPIC—GRI 204: PROCUREMENT PRACTICES 2016

■ GRI 103: Management Approach 2016

103-1	Explanation of the material topic and its Boundary	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Identification of Material Issues for the SMM Group	22-23 24-25 98-99
103-2	The management approach and its components	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Sustainability at the SMM Group: Our Approach to Business and Sustainability Activities and Achievements for the Six CSR Areas of High Priority: Contribution to Society and Local Communities Supply Chain Management	22-23 24-25 88-89 93 110-111
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Activities and Achievements for the Six CSR Areas of High Priority: Contribution to Society and Local Communities	89 93

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
--------------	------------	------	------------------------------

■ GRI 204: Procurement Practices 2016

204-1	Proportion of spending on local suppliers	Sustainability Data: Percentage of Payments to Local Suppliers and Local Employment	126
-------	---	---	-----

GRI 205: ANTI-CORRUPTION 2016

205-1	Operations assessed for risks related to corruption	No disclosure	
205-2	Communication and training about anti-corruption policies and procedures	Compliance: Anticorruption; Participants of Compliance Education	103
205-3	Confirmed incidents of corruption and actions taken	Compliance: Anticorruption	103

GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Compliance: Initiatives to Take on Issues and Provide Improvements	102
-------	---	--	-----

MATERIAL TOPIC—GRI 301: MATERIALS 2016

■ GRI 103: Management Approach 2016

103-1	Explanation of the material topic and its Boundary	Our Vision for 2020 and Material Issues	22-23
		Material Issues for the SMM Group	24-25
		Identification of Material Issues for the SMM Group	98-99
103-2	The management approach and its components	Our Vision for 2020 and Material Issues	22-23
		Material Issues for the SMM Group	24-25
		Sustainability at the SMM Group: Our Approach to Business and Sustainability	88-89
		Activities and Achievements for the Six CSR Areas of High Priority: Effective Use of Resources	91
103-3	Evaluation of the management approach	Environmental Management	114-115
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee	89
		Activities and Achievements for the Six CSR Areas of High Priority: Effective Use of Resources	91

■ GRI 301: Materials 2016

301-1	Materials used by weight or volume	Sustainability Data: Material Flows within Business Activity	124-125
301-2	Recycled input materials used	Sustainability Data: Percentage of Recycled Input Materials Used; Slag as a Recycled Material; Precious Metal Retrieval: Flow Diagram	118
		Sustainability Data: Material Flows within Business Activity	124-125
301-3	Reclaimed products and their packaging materials	No disclosure	

MATERIAL TOPIC—GRI 302: ENERGY 2016

■ GRI 103: Management Approach 2016

103-1	Explanation of the material topic and its Boundary	Our Vision for 2020 and Material Issues	22-23
		Material Issues for the SMM Group	24-25
		Identification of Material Issues for the SMM Group	98-99
103-2	The management approach and its components	Our Vision for 2020 and Material Issues	22-23
		Material Issues for the SMM Group	24-25
		Sustainability at the SMM Group: Our Approach to Business and Sustainability	88-89
		Activities and Achievements for the Six CSR Areas of High Priority: Environmental Preservation	92
103-3	Evaluation of the management approach	Environmental Management	114-115
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee	89
		Activities and Achievements for the Six CSR Areas of High Priority: Environmental Preservation	92

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
--------------	------------	------	------------------------------

■ GRI 302: Energy 2016

302-1	Energy consumption within the organization	Sustainability Data: Material Flows within Business Activity	124-125
302-2	Energy consumption outside of the organization	No disclosure	
302-3	Energy intensity	No disclosure	
302-4	Reduction of energy consumption	No disclosure	
302-5	Reductions in energy requirements of products and services	No disclosure	

GRI 303: WATER AND EFFLUENTS 2018

303-1	Interactions with water as a shared resource	No disclosure	
303-2	Management of water discharge-related impacts	No disclosure	
303-3	Water withdrawal	Sustainability Data: Material Flows within Business Activity	124-125
303-4	Water discharge	Sustainability Data: Emissions into Water	121
		Sustainability Data: Material Flows within Business Activity	124-125
303-5	Water consumption	Sustainability Data: Material Flows within Business Activity	124-125

MATERIAL TOPIC—GRI 304: BIODIVERSITY 2016

■ GRI 103: Management Approach 2016

103-1	Explanation of the material topic and its Boundary	Our Vision for 2020 and Material Issues	22-23
		Material Issues for the SMM Group	24-25
		Identification of Material Issues for the SMM Group	98-99
103-2	The management approach and its components	Our Vision for 2020 and Material Issues	22-23
		Material Issues for the SMM Group	24-25
		Sustainability at the SMM Group: Our Approach to Business and Sustainability	88-89
		Activities and Achievements for the Six CSR Areas of High Priority: Environmental Preservation	92
103-3	Evaluation of the management approach	Environmental Management	114-115
		Sustainability at the SMM Group: CSR Committee	89
103-3	Evaluation of the management approach	Activities and Achievements for the Six CSR Areas of High Priority: Environmental Preservation	92
		Sustainability Data: Social and Environmental Assessment Initiatives	130

■ 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	Sustainability Data: Business Activities in Areas of High Biodiversity Value	124
304-2	Significant impacts of activities, products, and services on biodiversity	Sustainability at the SMM Group: Reducing the Environmental Impact of Constructing New Plants	90
304-3	Habitats protected or restored	No disclosure	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	No disclosure	

G4-MM1

Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Sustainability Data: Amount of Land Developed or Rehabilitated	125
--	--	-----

G4-MM2

The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place	Sustainability Data: Business Activities in Areas of High Biodiversity Value	124
---	--	-----

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
MATERIAL TOPIC—GRI 305: EMISSIONS 2016			
■ GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Identification of Material Issues for the SMM Group	22-23 24-25 98-99
103-2	The management approach and its components	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Sustainability at the SMM Group: Our Approach to Business and Sustainability Activities and Achievements for the Six CSR Areas of High Priority: Environmental Preservation Environmental Management	22-23 24-25 88-89 92 114-115
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Activities and Achievements for the Six CSR Areas of High Priority: Environmental Preservation	89 92
■ GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	Sustainability Data: CO ₂ Emissions Sustainability Data: Material Flows within Business Activity	120 125
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Data: CO ₂ Emissions Sustainability Data: Material Flows within Business Activity	120 125
305-3	Other indirect (Scope 3) GHG emissions	Sustainability Data: Material Flows within Business Activity	125
305-4	GHG emissions intensity	No disclosure	
305-5	Reduction of GHG emissions	Activities and Achievements for the Six CSR Areas of High Priority: Environmental Preservation: Reduce CO ₂ emissions from operations	92
305-6	Emissions of ozone-depleting substances (ODS)	Sustainability Data: Release Control for Chemical Substances	122
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Sustainability Data: Emissions into the Atmosphere Sustainability Data: Material Flows within Business Activity	121 125
MATERIAL TOPIC—GRI 306: EFFLUENTS AND WASTE 2016			
■ GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Identification of Material Issues for the SMM Group Environmental Management: Prevention of Significant Environmental Accidents	22-23 24-25 98-99 115
103-2	The management approach and its components	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Mineral Resources Business: The Appropriate Management of Tailings Dams (Slag Accumulation Sites) Sustainability at the SMM Group: Our Approach to Business and Sustainability Activities and Achievements for the Six CSR Areas of High Priority: Environmental Preservation Environmental Management	22-23 24-25 61 88-89 92 114-115
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Activities and Achievements for the Six CSR Areas of High Priority: Environmental Preservation	89 92
■ GRI 306: Effluents and Waste 2016			
306-1	Water discharge by quality and destination	Sustainability Data: Material Flows within Business Activity	125
306-2	Waste by type and disposal method	Sustainability Data: Final Disposal Volumes of Industrial and Mining Waste in Japan; Waste by Type and Treatment Method Sustainability Data: Material Flows within Business Activity	123 125
306-3	Significant spills	Environmental Management: Prevention of Significant Environmental Accidents	115

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
306-4	Transport of hazardous waste	No disclosure	
306-5	Water bodies affected by water discharges and/or runoff	No disclosure	
G4-MM3			
	Total amounts of overburden, rock, tailings, and sludges (in tons) and their associated risks	Mineral Resources Business: The Appropriate Management of Tailings Dams (Slag Accumulation Sites) Environmental Management: Prevention of Significant Environmental Accidents Sustainability Data: Material Flows within Business Activity	61 115 125
MATERIAL TOPIC—GRI 307: ENVIRONMENTAL COMPLIANCE 2016			
■ GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Compliance Identification of Material Issues for the SMM Group	22-23 24-25 102-103 98-99
103-2	The management approach and its components	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Sustainability at the SMM Group: Our Approach to Business and Sustainability Activities and Achievements for the Six CSR Areas of High Priority: Environmental Preservation Compliance Environmental Management	22-23 24-25 88-89 92 102-103 114-115
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Environmental Management	89 114-115
■ GRI 307: Environmental Compliance 2016			
307-1	Non-compliance with environmental laws and regulations	Compliance: Initiatives to Take on Issues and Provide Improvements	102
MATERIAL TOPIC—GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016			
■ GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Identification of Material Issues for the SMM Group Supply Chain Management: Cooperation with Suppliers	22-23 24-25 98-99 111
103-2	The management approach and its components	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Sustainability at the SMM Group: Our Approach to Business and Sustainability Supply Chain Management Sustainability Data: Social and Environmental Assessment Initiatives	22-23 24-25 88-89 110-111 130
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Sustainability Data: Social and Environmental Assessment Initiatives	89 130
■ GRI 308: Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	Sustainability Data: Social and Environmental Assessment Initiatives Supply Chain Management: Cooperation with Suppliers	130 111
308-2	Negative environmental impacts in the supply chain and actions taken	No disclosure	

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
MATERIAL TOPIC—GRI 401: EMPLOYMENT 2016			
■ GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Identification of Material Issues for the SMM Group	22-23 24-25 98-99
103-2	The management approach and its components	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Sustainability at the SMM Group: Our Approach to Business and Sustainability Activities and Achievements for the Six CSR Areas of High Priority: Respect for People and Human Rights Human Resources Management	22-23 24-25 88-89 94-95 108-109
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Activities and Achievements for the Six CSR Areas of High Priority: Respect for People and Human Rights	89 94-95
■ GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	Sustainability Data: New Hires and Departures	132-133
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	No disclosure	
401-3	Parental leave	Sustainability Data: Current Situation Regarding Childcare Leave	131
MATERIAL TOPIC—GRI 402: LABOR/MANAGEMENT RELATIONS 2016			
■ GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Identification of Material Issues for the SMM Group	22-23 24-25 98-99
103-2	The management approach and its components	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Sustainability at the SMM Group: Our Approach to Business and Sustainability Activities and Achievements for the Six CSR Areas of High Priority: Stakeholder Communication	22-23 24-25 88-89 97
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Activities and Achievements for the Six CSR Areas of High Priority: Stakeholder Communication Sustainability Data: Stakeholder Engagement	89 97 138
■ GRI 402: Labor/Management Relations 2016			
402-1	Minimum notice periods regarding operational changes	Sustainability Data: Stakeholder Engagement	138
G4-MM4			
	Number of strikes and lock-outs exceeding one week's duration, by country	Sustainability Data: Social and Environmental Assessment Initiatives	130
MATERIAL TOPIC—GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018			
■ GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Identification of Material Issues for the SMM Group	22-23 24-25 98-99

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
103-2	The management approach and its components	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Sustainability at the SMM Group: Our Approach to Business and Sustainability Activities and Achievements for the Six CSR Areas of High Priority: Occupational Health and Safety Occupational Health and Safety	22-23 24-25 88-89 96 100-101
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Activities and Achievements for the Six CSR Areas of High Priority: Occupational Health and Safety	89 96
■ GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	Occupational Health and Safety Sustainability Data: Occupational Health and Safety Management System	100-101 134
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety Sustainability Data: Occupational Health and Safety Management System Sustainability Data: Risk Assessment and Accident Investigation	100 134 134-135
403-3	Occupational health services	Sustainability Data: Provision of Occupational Health and Safety Services	135
403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability Data: Labor-Management Discussion concerning Occupational Health and Safety	136
403-5	Worker training on occupational health and safety	Sustainability Data: Provision of Occupational Health and Safety Services Sustainability Data: General Education and Training Regarding Occupational Health and Safety	135 136
403-6	Promotion of worker health	Sustainability Data: Provision of Occupational Health and Safety Services	135
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety: Occupational Health and Safety Management Sustainability Data: Risk Assessment and Accident Investigation	100 134-135
403-8	Workers covered by an occupational health and safety management system	Sustainability Data: Occupational Health and Safety Management System	134
403-9	Work-related injuries	Sustainability Data: Work-Related Incidents	136
403-10	Work-related ill health	Sustainability Data: Work-Related Ill Health	137
MATERIAL TOPIC—GRI 404: TRAINING AND EDUCATION 2016			
■ GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Identification of Material Issues for the SMM Group	22-23 24-25 98-99
103-2	The management approach and its components	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Sustainability at the SMM Group: Our Approach to Business and Sustainability Activities and Achievements for the Six CSR Areas of High Priority: Respect for People and Human Rights Human Resources Management	22-23 24-25 88-89 94-95 108-109
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Activities and Achievements for the Six CSR Areas of High Priority: Respect for People and Human Rights	89 94-95
■ GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	Sustainability Data: Total Time Spent on Employee Education	128
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Data: Employee Skill Improvement and Transition Support Program	128

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
404-3	Percentage of employees receiving regular performance and career development reviews	No disclosure	
MATERIAL TOPIC—GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016			
■ GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Identification of Material Issues for the SMM Group Human Resources Management: Promotion of Diversity	22-23 24-25 98-99 109
103-2	The management approach and its components	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Sustainability at the SMM Group: Our Approach to Business and Sustainability Activities and Achievements for the Six CSR Areas of High Priority: Respect for People and Human Rights Human Resources Management	22-23 24-25 88-89 94-95 108-109
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Activities and Achievements for the Six CSR Areas of High Priority: Respect for People and Human Rights	89 94-95
■ GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	Directors and Audit & Supervisory Board Members Sustainability Data: Information Regarding Employees and Other Workers Sustainability Data: Employment Ratio of Disabled People Over the Past Six Years Sustainability Data: Priority Issues and Main Initiatives Regarding Diversity	86-87 131 129 129
405-2	Ratio of basic salary and remuneration of women to men	Human Resources Management: Promotion of Diversity	109
MATERIAL TOPIC—GRI 406: NON-DISCRIMINATION 2016			
■ GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Identification of Material Issues for the SMM Group	22-23 24-25 98-99
103-2	The management approach and its components	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Sustainability at the SMM Group: Our Approach to Business and Sustainability Activities and Achievements for the Six CSR Areas of High Priority: Respect for People and Human Rights Human Rights Management Sustainability Data: Priority Issues and Main Initiatives Regarding Diversity	22-23 24-25 88-89 94-95 106-107 129
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Activities and Achievements for the Six CSR Areas of High Priority: Respect for People and Human Rights	89 94-95
■ GRI 406: Non-Discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	Sustainability Data: Social and Environmental Assessment Initiatives	130
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	Sustainability Data: Social and Environmental Assessment Initiatives	130

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
GRI 408: CHILD LABOR 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	Sustainability Data: Social and Environmental Assessment Initiatives Supply Chain Management: Cooperation with Suppliers	130 111
GRI 409: FORCED OR COMPULSORY LABOR 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability Data: Social and Environmental Assessment Initiatives Supply Chain Management: Cooperation with Suppliers	130 111
GRI 410: SECURITY PRACTICES 2016			
410-1	Security personnel trained in human rights policies or procedures	No disclosure	
MATERIAL TOPIC—GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016			
■ GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Identification of Material Issues for the SMM Group	22-23 24-25 98-99
103-2	The management approach and its components	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Sustainability at the SMM Group: Our Approach to Business and Sustainability Activities and Achievements for the Six CSR Areas of High Priority: Respect for People and Human Rights Activities and Achievements for the Six CSR Areas of High Priority: Stakeholder Communication Human Rights Management	22-23 24-25 88-89 94-95 97 106-107
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Activities and Achievements for the Six CSR Areas of High Priority: Respect for People and Human Rights Activities and Achievements for the Six CSR Areas of High Priority: Stakeholder Communication	89 94-95 97
■ GRI 411: Rights of Indigenous Peoples 2016			
411-1	Incidents of violations involving rights of indigenous peoples	Sustainability Data: Social and Environmental Assessment Initiatives	130
G4-MM5			
	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities	Sustainability Data: Social and Environmental Assessment Initiatives	130
MATERIAL TOPIC—GRI 412: HUMAN RIGHTS ASSESSMENT 2016			
■ GRI 103: Management Approach 201			
103-1	Explanation of the material topic and its Boundary	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Identification of Material Issues for the SMM Group Supply Chain Management	22-23 24-25 98-99 110-111
103-2	Explanation of the material topic and its Boundary	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Sustainability at the SMM Group: Our Approach to Business and Sustainability Activities and Achievements for the Six CSR Areas of High Priority: Respect for People and Human Rights Human Rights Management Supply Chain Management	22-23 24-25 88-89 94-95 106-107 110-111

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Activities and Achievements for the Six CSR Areas of High Priority: Respect for People and Human Rights	89 94-95
■ GRI 412: Human Rights Assessment 2016			
412-1	Operations that have been subject to human rights reviews or impact assessments	Human Rights Management: Human Rights Due Diligence Supply Chain Management: Cooperation with Suppliers Sustainability Data: Current Status of the Implementation of the Basic Survey into Employee Human Rights	107 111 129
412-2	Employee training on human rights policies or procedures	Human Rights Management: Human Rights Seminars Sustainability Data: Social and Environmental Assessment Initiatives	107 130
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Sustainability Data: Social and Environmental Assessment Initiatives	130
MATERIAL TOPIC—GRI 413: LOCAL COMMUNITIES 2016			
■ GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Identification of Material Issues for the SMM Group	22-23 24-25 98-99
103-2	The management approach and its components	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Sustainability at the SMM Group: Our Approach to Business and Sustainability Activities and Achievements for the Six CSR Areas of High Priority: Stakeholder Communication Stakeholder Communication	22-23 24-25 88-89 97 116-117
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Activities and Achievements for the Six CSR Areas of High Priority: Stakeholder Communication	89 97
■ GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Data: Closure Plans for Mines and Smelting Plants Sustainability Data: Social and Environmental Assessment Initiatives Sustainability Data: Stakeholder Engagement	127 130 138
413-2	Operations with significant actual and potential negative impacts on local communities	Sustainability Data: Social and Environmental Assessment Initiatives	130
G4-MM6			
	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	Sustainability Data: Social and Environmental Assessment Initiatives	130
G4-MM7			
	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes	Sustainability Data: Social and Environmental Assessment Initiatives	130
G4-MM8			
	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	Sustainability Data: Social and Environmental Assessment Initiatives	130

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
G4-MM9			
	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Sustainability Data: Social and Environmental Assessment Initiatives	130
G4-MM10			
	Number and percentage of operations with closure plans	Sustainability Data: Closure Plans for Mines and Smelting Plants	127
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016			
414-1	New suppliers that were screened using social criteria	No disclosure	
414-2	Negative social impacts in the supply chain and actions taken	Sustainability Data: Social and Environmental Assessment Initiatives	130
GRI 415: PUBLIC POLICY 2016			
415-1	Political contributions	No disclosure	
GRI 416: CUSTOMER HEALTH AND SAFETY 2016			
416-1	Assessment of the health and safety impacts of product and service categories	No disclosure	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Compliance: Initiatives to Take on Issues and Provide Improvements	102
GRI 417: MARKETING AND LABELING 2016			
417-1	Requirements for product and service information and labeling	Quality Assurance: Disclosure of Information on Products and Services	113
417-2	Incidents of non-compliance concerning product and service information and labeling	Compliance: Initiatives to Take on Issues and Provide Improvements	102
417-3	Incidents of non-compliance concerning marketing communications	Compliance: Initiatives to Take on Issues and Provide Improvements	102
GRI 418: CUSTOMER PRIVACY 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No disclosure	
MATERIAL TOPIC—GRI 419: SOCIOECONOMIC COMPLIANCE 2016			
■ GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Compliance Identification of Material Issues for the SMM Group	22-23 24-25 102-103 98-99
103-2	The management approach and its components	Our Vision for 2020 and Material Issues Material Issues for the SMM Group Sustainability at the SMM Group: Our Approach to Business and Sustainability Compliance	22-23 24-25 88-89 102-103
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Compliance	89 102-103
■ GRI 419: Socioeconomic Compliance 2016			
419-1	Non-compliance with laws and regulations in the social and economic area	Compliance: Hotline (Speak Up System) Initiatives to Take on Issues and Provide Improvements	102