



About Xstrata

Mission statement

We will grow and manage a diversified portfolio of metals and mining businesses with the single aim of delivering industry leading returns for our shareholders.

We can achieve this only through genuine partnerships with employees, customers, shareholders, local communities and other stakeholders, which are based on integrity, co-operation, transparency and mutual value-creation.

Who we are

Xstrata is a global diversified mining group, listed on the London and Swiss Stock Exchanges, with its headquarters in Zug, Switzerland.

What we do

Our businesses maintain a meaningful position in seven major international commodity markets: copper, coking coal, thermal coal, ferrochrome, nickel, vanadium and zinc, with additional exposure to gold, cobalt, lead and silver. The Group also comprises a growing platinum group metals business, iron ore projects, recycling facilities and a suite of global technology products, many of which are industry leaders. Xstrata's operations and projects span 20 countries.

How we operate

We believe that operating to leading standards of health, safety and environmental performance, contributing to the development of sustainable communities and engaging with our stakeholders in two-way dialogue, regardless of our location, enhances our corporate reputation and is a source of competitive advantage. We balance social, environmental, ethical and economic considerations in how we manage our businesses.

How we create value

We create sustainable value for our shareholders by delivering transformational growth and by applying operational excellence to our portfolio.



Independent Auditor's Limited Assurance Report to the Management and Directors of Xstrata plc

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There are currently no prescribed requirements relating to the preparation, publication and verification of sustainability reports.

Scope

We have carried out a limited assurance engagement in relation to Xstrata's 2010 Sustainability Report ('the Report') in order to state whether anything has come to our attention that would cause us to believe that Xstrata's approach and reported alignment as detailed in the description of the subject matter has not been performed in accordance with the criteria described below.

Subject Matter

The subject matter for our limited assurance engagement is:

1. Xstrata's reported alignment of its policies to ICMM principles and other standards
2.
 - a) Xstrata's approach to identifying and reporting material issues relating to sustainable performance
 - b) Xstrata's approach to identifying stakeholders and reporting sustainability issues of concern to those stakeholders
 - c) Xstrata's approach to responding to identified stakeholder concerns
3. Xstrata's stated approach to collating data
4. Xstrata's stated sustainable development assurance programme

Criteria

Xstrata has described its approach to reporting material sustainability issues, performance indicators, statements and claims related to the subject matter in the "About this Report" section of the Sustainability Report. In determining its approach to the criteria Xstrata has referenced the following standards and principles in relation to the specific subject matter above:

- In relation to Subject Matter 1. above, ICMM principles and mandatory requirements set out in ICMM Position Statements and Global Reporting Initiative G3 Reporting Guidelines (GRI G3)
- In relation to Subject Matter 2. above The principles of inclusivity, materiality and responsiveness defined by the AccountAbility Principles Standard 2008 (AA1000APS)
- In relation to Subject Matter 3 and 4 above, Xstrata's approach towards data integrity as described in the report

Directors and Management Responsibility

The Directors of the Company are responsible for the oversight of sustainable development policy. The report has been prepared by management of Xstrata ('Management') who are responsible for the collection and presentation of the subject matter in accordance with the criteria and for maintaining adequate records and internal controls that are designed to support the sustainability reporting process. Xstrata is a member of the International Council on Mining and Metals ('ICMM') and is therefore committed to obtaining assurance over specified subject matter in its Report in line with ICMM's Sustainable Development Framework: Assurance Procedure ('the Framework').

Auditor's Responsibility

Our responsibility is to express a conclusion on Xstrata's approach and reported alignment detailed in the description of the subject matter. Our limited assurance engagement has been planned and performed in accordance with the International Federation of Accountants' International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ('ISAE 3000') and ICMM's Sustainable Development Framework Assurance Procedure.

Our responsibility in performing our limited assurance activities is to the Management and Directors of Xstrata only and in accordance with the terms of reference for this engagement as agreed with them. We do not therefore accept or assume any responsibility for any other purpose or to any other person or organisation. Any reliance any such third party may place on the Report is entirely at its own risk. No statement is made as to whether the criteria is appropriate for the purposes described above.

Our Approach

We designed our procedures in order for us to provide a conclusion on the subject matter as follows:

Materiality:

- a) Has Xstrata applied the approach described in the 'Defining report content' section of the Report (page 14) to identify material issues for inclusion in the Report?
- b) From the framework in a) above, has Xstrata reported the material issues relating to its sustainability performance?
- c) Has Xstrata included sustainability performance information from all material entities in its defined boundary for reporting?

Inclusivity:

- a) Has Xstrata followed the approach described in the 'Stakeholder engagement' section of the Report (page 20) to identify the internal and external stakeholders?
- b) Has Xstrata included the identified stakeholders in discussions to identify the sustainability issues of most concern to these stakeholders?

Responsiveness:

- a) Has Xstrata undertaken the approach described in the 'Ethics and human rights – management and strategy' and 'Community – Management and strategy' sections of the Report (page 33 and page 85) to respond to the identified stakeholders concerns?

Data Integrity:

- a) Has Xstrata collated group data from operations level data as described in the 'Data' section of the Report (page 13)?
- b) Has Xstrata executed its Sustainable Development (SD) assurance programme as described in the 'Sustainability governance' section of the Report (pages 19 and 20)?

In addition, we considered the reported alignment of Xstrata's Sustainable Development Policy and Standards and Business Principles to the ICMM Sustainable Development Framework assurance procedures, in particular Subject Matter 1 through Subject Matter 5 as follows:

- a) Has Xstrata aligned its sustainability policies and standards to ICMM's 10 Sustainable Development Principles and to the mandatory requirements of ICMM Position Statements (Subject Matter 1)?
- b) Has Xstrata reported its material Sustainable Development risks and opportunities based on Xstrata's review of its business and the views and expectations of its stakeholders (Subject Matter 2)?
- c) Has Xstrata reported on its systems and approaches utilised to manage selected material Sustainable Development risks and opportunities (Subject Matter 3)?
- d) Has Xstrata disclosed the performance of the selected material Sustainable Development risks and opportunities (Subject Matter 4)?
- e) Has Xstrata correctly applied the Global Reporting Initiative's (GRI) G3 sustainability reporting guidelines in assessing and self-declaring the GRI application level of its 2010 Sustainability report (page 14) (Subject Matter 5)?

The selected Material Sustainable Development Risks and Opportunities used to assess Subject Matter 3 and 4 were:

- a) Safety (Total Recordable Injury Frequency Rate);
- b) Health (All sites to implement and/or maintain wellness or fit-for-work programmes);
- c) Biodiversity (Land under management for biodiversity offsets);
- d) Water (Total Water Withdrawn);
- e) Environment (Number All managed operations to maintain waste management plans with waste to landfill reduction targets);
- f) Social (Stakeholder Engagement Plans are in place and have been reviewed); and
- g) Human Rights (All operations in high human rights risk areas to complete training for third party security personnel.

Procedures Undertaken

The sites selected for testing are representative of the major commodity businesses, cover diverse geographic locations and included both mining and refining operations. The materiality appraisal process was followed for a set of material issues identified at site level through to the division level then to the Xstrata commodity business unit level and finally to the corporate level. The performance data reviewed related to the stated 2010 targets and key indicators related to production, environmental and social performance that were established in the 2009 Sustainability report. The sites visited included:

- Nickel Rim South nickel mine, Sudbury operations, Canada – Xstrata Nickel
- Opencast coal mine, iMpunzi complex, South Africa – Xstrata Coal
- San Juan de Nieve zinc smelter, Asturias, Spain – Xstrata Zinc
- Tintaya copper mine, Cusco region, Southern Peru – Xstrata Copper

In order to undertake our review, our procedures included, but were not limited to:

- Considering Xstrata's Sustainable Development Standards that outline the processes used to identify internal and external stakeholders and how to engage them to identify material sustainability issues;
- Interviewing a selection of Xstrata staff and management responsible for health, safety, environment and community from site, division and commodity business unit level to understand how site material issues are escalated to the corporate level;
- Interviewing Xstrata group level personnel responsible for the Report development to determine the criteria used to determine the material issues that should be included in the Report;
- Reviewing the Report to determine whether the description of the processes used to identify and report on material issues is consistent with that found during our procedures;
- Reviewing the Report to determine whether the description of the stakeholder engagement process is consistent with that found during our procedures;
- Reviewing the Report to determine whether material topics and performance issues identified during our procedures had been adequately disclosed;

Independent Auditor's Limited Assurance Report to the Management and Directors of Xstrata plc *continued*

- Sample testing the corporate data collection, aggregation and disclosure processes for sustainability targets and performance indicators;
- Reviewing selected Xstrata policies and standards and assessing alignment with ICMM's 10 Sustainable Development Principles as detailed in Annex 1 of the ICMM Sustainable Development Framework Assurance Standard (May 2008) and all other mandatory requirements as set out in ICMM's Position Statements;
- Reviewing on a sample basis at the site, commodity business unit level, and corporate level the materiality review process of Sustainable Development risks and opportunities;
- Reviewing the Report to determine whether Xstrata has reported on its systems and approaches utilised to manage selected material Sustainable Development risks and opportunities;
- Reviewing report content for the disclosure of performance information around the selected material Sustainable Development risks and opportunities;
- Reviewing at the site level, the accuracy of performance information around the selected material Sustainable Development risks and opportunities; and
- Reviewing the Report and agreeing Xstrata's self assessment of the Report's GRI G3 application level.

Restriction of Scope

Our responsibility did not include:

- Testing the information technology ('IT') systems used to collect and aggregate site data. That is, we did not perform procedures relating to checking aggregation or calculation of data within the IT systems;
- Review of management's forward looking statements;
- Any comparisons made against historical data, with the exception of specific sustainability targets;
- Attending any stakeholder engagement activities.

Level of Assurance

A limited assurance engagement consists of making enquiries and applying analytical and other limited assurance procedures. Our procedures were designed to provide a limited level of assurance and as such do not provide all the evidence that would be required to provide a reasonable level of assurance. While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our review was not designed to provide assurance on internal controls.

Our Independence and Assurance Team

The firm and all professional personnel involved in this engagement have met the independence requirements of Australian or International professional ethical requirements. Ernst & Young has provided a range of services to Xstrata including but not limited to the provision of certain statutory financial audit services. We believe the provision of these services has not impaired our impartiality with respect to this work. Our team has the required competencies and experience for this assurance engagement.

Assurance conclusions

On the basis of our procedures for this limited assurance engagement, nothing has come to our attention that causes us to believe that Xstrata's reported alignment of its policies and approach to the matters described in the subject matter section above has not been performed in accordance with Xstrata's stated approach including the application of the ICMM Framework, GRI G3 and the principles of materiality, inclusiveness and responsiveness defined in AA1000APS.

Matters relating to electronic presentation of the Sustainability Report

Where web-links have been made from the full Report to Xstrata web pages for the purposes of meeting the declared GRI G3 application level, our review included that web-based information that was available via these web-links as of the date of this statement. We provide no assurance over changes to the content of these web links after the date of this assurance statement.

Trent van Veen

Partner

Ernst & Young

Sydney

21 April 2011

Summary of key sustainability data

(\$ million)	Unit of measure	2008	2009	2010
Economic indicators				
Turnover	\$ million	27,952	22,732	30,499
EBIT (pre-exceptionals)	\$ million	7,261	4,313	7,669
Employee salaries and benefits	\$ million	2,917	2,730	3,065
Payments to governments (royalties and taxes)	\$ million	2,477	1,768	3,016
Corporate social involvement	\$ million	104.9	64.7	83.8
Dividends per share [#]	¢	10	8	25

2008 dividend adjusted for rights issue.

	Unit of measure	2008	2009	2010
Production indicators				
Ferrochrome	kt	1,126	786	1,165
Vanadium pentoxide	k lbs	16,604	11,492	21,874
Ferrovandium	k kg	3,622	2,284	4,311
Platinum	k oz	138	133	118
Thermal coal	mt	73.3	72.1	65.6
Coking coal	mt	6.9	6.4	7.7
Semi-soft coking	mt	5.3	6.2	6.6
Total coal	mt	85.5	84.7	79.9
Total mined copper* (contained metal)	kt	952	907	913
Total mined gold (contained metal)	k oz	687	503	525
Total copper cathode	kt	807	727	715
Mined nickel (contained metal)	kt	54.5	57.1	60.7
Mined ferronickel (contained metal)	kt	18.8	0	0
Mined copper (contained metal)	kt	27.7	25.4	42.7
Mined cobalt (contained metal)	kt	1.3	1.3	1.1
Zinc metal**	kt	796	825	766
Zinc in concentrate**	kt	861	1,033	1,022
Lead metal	kt	220	241	239
Lead in concentrate	kt	251	230	236

* Includes Xstrata Copper's 44% share of Collahuasi and 33.75% share of Antamina.

** Includes Xstrata Zinc's 25% share of CEZ and 33.75% share of Antamina.

Summary of key sustainability data *continued*

	Unit of measure	2008	2009	2010
Environment indicators				
Direct energy use	PJ	66.8	50.1	53.1
Total energy use	PJ	121.8	104.2	113.1
Total water use (withdrawn)	ML	284,357	270,420	280,236
Total recycling and reuse of water	ML	509,627	313,320	348,919
Direct greenhouse gas emissions	CO ₂ e mt	14.8	13.5	14.4
Total greenhouse gas emissions (Scope 1 and Scope 2)	CO ₂ e mt	23.3	22.0	24.7
Sulphur dioxide (stack emissions)	tonnes	408,279	377,881	336,991
Nitrogen oxide (stack emissions)	tonnes	2,020	4,082	4,468
Land disturbed YTD	ha			57,704
Land rehabilitated YTD	ha			16,138
Mineral waste produced	tonnes	1,150,265,896	1,178,531,952	1,125,683,405
Non-mineral waste produced	tonnes	3,956,781	4,145,937	238,761
Environmental incidents				
Category 1 – negligible	number of	1,605	1,851	2,187
Category 2 – minor	number of	241	199	170
Category 3 – moderate	number of	8	3	0
Category 4 – serious	number of	0	0	0
Category 5 – disastrous	number of	0	0	0
Environmental fines	\$	25,336	760,573	131,509
Environmental prosecutions	number of	0	0	0

	Unit of measure	2008	2009	2010
Health and safety				
Fatalities	number of	6	9	3
Total Recordable Injury Frequency Rate	number per million hours worked	10.2	8.8	7.0
Lost Time Injury Frequency Rate	number per million hours worked	2.7	2.1	1.9
Disabling Injury Severity Rate	days lost per million hours worked	274.2	211.6	189.2
Occupational diseases	number of	47	36	62
Health and safety prosecutions	number of	1	3	2
Health and safety fines	\$	254,856	68,844	31,477

	Unit of measure	2008	2009	2010
Social				
Total workforce	number of	62,758	58,681	70,747
Permanent employees	number of	38,512	36,710	35,791
Full time contractors	number of	24,246	21,971	32,186
Total employees covered by collective agreements	number of	23,517	21,322	23,964
Average hours of training per employee per year	hours	36.6	36.2	41.7
Community complaints	number of	814	647	804

2010 commodity businesses scorecard and 2011 targets

Each of Xstrata's commodity businesses is responsible for the implementation of the Group's Sustainable Development (SD) Framework throughout its business. Targets for improvement are set annually by each business and are appropriate for the commodities they produce and the regions in which they operate. Targets are set following discussion between the commodity businesses CEO and the Group General Manager Sustainable Development and are included in each commodity business'

strategy. Performance against the SD Framework is reviewed and evaluated on a quarterly basis by the commodity businesses and progress reported to the Board's Health, Safety, Environment and Community Committee.

The commodity businesses scorecard details the targets set for 2010, the businesses performance during the year and targets for 2011.

	2010 targets	2010 performance	2011 targets
Assurance and strategy			
Xstrata Alloys	Refer to Group target on page 9	Refer to Group performance on page 9	100% of scheduled sites to undergo legal compliance audits in 2011
Xstrata Coal	Refer to Group target on page 9	Refer to Group performance on page 9	Implementation of processes to measure compliance with legislative requirements; on a three-year cycle Implementation of a fatal hazard assurance programme based on Xstrata Coal's fatal hazard protocols and critical controls on a three-yearly cycle
Xstrata Copper	Refer to Group target on page 9	Refer to Group performance on page 9	Refer to Group target on page 9
Xstrata Nickel	Refer to Group target on page 9	Refer to Group performance on page 9	Xstrata Nickel and all sites to implement a 2011 sustainability strategy and action plan (based on identified risks) to support sustainability targets
Xstrata Zinc	Refer to Group target on page 9	Refer to Group performance on page 9	Develop a corporate major hazard audit protocol
Safety			
Xstrata Alloys	10% reduction in TRIFR (≤ 3.9)	✗ 11% increase in TRIFR (4.8)	19% reduction in 2010 TRIFR (≤ 3.9)
	10% reduction in LTIFR (≤ 1.0)	✗ 2% increase in LTIFR (1.2)	17% reduction in 2010 LTIFR (≤ 0.98)
	86% reduction in DISR (≤ 65)	✗ 6% reduction in DISR (113)	42% reduction in 2010 DISR (≤ 65.11)
Xstrata Coal	25% reduction in TRIFR (≤ 9.5)	✔ 28% reduction in TRIFR (9.2)	50% reduction in 2009 TRIFR of 12.73 by end of 2011 (≤ 6.4)
	15% reduction in DISR (≤ 309)	✗ 6% reduction in DISR (340)	15% reduction in 2010 LTIFR (≤ 2.7) 15% reduction in 2010 DISR (≤ 288.5)
Xstrata Copper	10% reduction in TRIFR (≤ 4.2)	✔ 31% reduction in TRIFR (3.3)	10% reduction in 2010 TRIFR (≤ 3.0)
	20% reduction in LTIFR (≤ 0.8)	✔ 50% reduction in LTIFR (0.5)	20% reduction in 2010 LTIFR (≤ 0.40)
	25% reduction in DISR (≤ 84)	✔ 31% reduction in DISR (70)	20% reduction in 2010 DISR (≤ 56)

2010 commodity businesses scorecard and 2011 targets *continued*

	2010 targets	2010 performance	2011 targets
Safety <i>continued</i>			
Xstrata Nickel	20% reduction in TRIFR (≤8.3)	✗ 5% increase in TRIFR (10.9)	Zero lost time injuries at all operations: 10-20% reduction on 2009 TRIFR of 10.36 (≤9.3)
	20% reduction in LTIFR (≤0.8)	✗ 100% increase in LTIFR (2.1)	10-20% reduction on 2009 LTIFR of 0.99 (≤0.9)
	20% reduction in DISR (≤92)	✗ 24% increase in DISR (144)	10-20% reduction on 2009 DISR of 115.5 (≤104)
Xstrata Zinc	15% reduction in TRIFR (≤11.1)	✓ 16% reduction in TRIFR (10.9)	30% reduction in 2009 TRIFR of 13.07 by end of 2011 (≤9.1)
	15% reduction in LTIFR (≤3.2)	✓ 20% reduction in LTIFR (3.0)	30% reduction in 2009 LTIFR of 3.71 by end of 2011 (≤2.6)
	15% reduction in DISR (≤232)	✗ 10% increase in DISR (300)	30% reduction in 2009 DISR of 273.2 by end of 2011 (≤191)
			No critical incidents

Health

Xstrata Alloys	100% of HIV+ employees registered in treatment; 2010 target: 90% of HIV+ employees	✗ 62% of HIV+ employees registered for treatment programmes	100% of HIV+ employees registered in treatment; 2011 target: 90% of HIV+ employees
	Include TB awareness and prevention in wellness programme at all managed operations	✓ TB awareness and prevention programme included in wellness programmes at all managed operations	
	Continuation of awareness programmes at 100% of operations	✓ Awareness programmes maintained at all managed operations	Review all occupational hygiene registers by the end of 2011
	No employees exposed to >0.05mg/m ³ vanadium	✓ No employee exposure >0.05mg/m ³ vanadium	Zero incidents of vanadium exposure
	100% personal dust exposure <2mg/m ³	✗ Personal dust exposure >2mg/m ³ recorded at three managed operations	100% personal dust exposure <1 (PI) Pollutant Index
	Achieve full compliance with hearing conservation programmes	✓ Hearing conservation programmes implemented at all managed operations. 21 noise induced hearing loss cases associated with historical exposure recorded	20% reduction on the number of noise induced hearing loss cases reported in 2010 by the end of 2011

2010 targets	2010 performance	2011 targets	
Health <i>continued</i>			
Xstrata Coal	<p>South Africa: 90% of personal dust exposure to be <2mg/m³ and 100% <3mg/m³; New South Wales: 100% compliance with health monitoring programme. All exposures >2.5mg/m³ coal dust and >0.1mg/m³ silica to investigate exceedance and implement action plans Queensland: 100% compliance with health monitoring programme. All exposures >3.0mg/m³ coal dust and >0.1mg/m³ silica to investigate exceedance and implement action plans</p> <p>65% of HIV+ employees registered in treatment by end of 2011 (with eventual goal of 100% registration); >90% participation in VCT in South Africa by end of 2010</p>	<p>✔ All targets achieved</p> <p>✔ 64% of HIV+ employees registered for treatment and 90% participation in VCT at South African managed operations</p>	<p>South Africa: 90% of personal dust exposure to be <2mg/m³ New South Wales: 100% compliance with health monitoring programme. All exposures >2.5mg/m³ coal dust and >0.1mg/m³ silica to investigate exceedance and implement actions. Queensland: 100% compliance with health monitoring programme. All exposures >3.0mg/m³ coal dust and >0.1mg/m³ silica to investigate exceedance and implement actions.</p> <p>65% HIV+ employees in XCSA registered in treatment by end of 2011</p> <p>Maintain >90% participation in VCT in South Africa by end of 2011</p> <p>All sites to implement or maintain a drug and alcohol policy</p>
Xstrata Copper	Sites to conduct annual review of occupational hygiene risk registers	<p>➔ Hygiene risk register reviews incorporated into 2011-2016 business plan budget development process</p>	Refer to Group target on page 10
Xstrata Nickel	Refer to Group target on page 10	Refer to Group performance on page 10	Refer to Group target on page 10
Xstrata Zinc	<p>Zero employees and contractors with >38µg/dl blood lead level. Zero blood lead and cadmium removals and relocations due to exceeding site standards</p> <p>Reduce annual average blood lead level to ≤29µg/dl (95th percentile)</p> <p>Zero employees and contractors with >8µg/l blood cadmium</p> <p>Reduce blood cadmium annual average to ≤5µg/l (95th percentile)</p>	<p>✘ Six persons exceeded target blood lead level. Six removals or relocations required</p> <p>✘ One managed operation did not achieve annual average blood lead level target</p> <p>✔ Target achieved</p> <p>✔ Target achieved</p>	<p>Zero blood levels >36µg/dl blood lead for all male employees and contractors Zero blood levels >12µg/dl blood lead for all women of child-bearing capacity by end of 2011</p> <p>Zero employees and contractors with >6µg/l blood cadmium</p> <p>Zero employees and contractors with >6µg/l creatinine cadmium</p>

2010 commodity businesses scorecard and 2011 targets *continued*

2010 targets	2010 performance	2011 targets
Climate change and energy		
Xstrata Alloys Conduct annual review of climate change strategy	<ul style="list-style-type: none"> ✔ Review completed and results included in Xstrata Alloys' 2011 strategy 	
5% reduction in carbon intensity (per tonne of product) over 2005 performance by 2010 with specific targets at each operation	<ul style="list-style-type: none"> ✘ Majority of managed operations did not meet target 	All managed operations to achieve carbon intensity reduction targets ranging from 0% to 5% by the end of 2014, using 2010 as the baseline year. Achieving these targets will deliver an average annual reduction of 97,055 tonnes CO ₂ e during 2011-2014
5% reduction in energy intensity (per tonne of product) over 2007 performance by 2012 with specific targets at each operation	<ul style="list-style-type: none"> ➔ 41% of managed operations met the target in 2010 	All managed operations to achieve energy intensity reduction targets ranging from 0% to 8% by the end of 2012, using 2007 as the baseline year. Achieving these targets will deliver an ongoing annual saving of 238,589MWh by the end of 2012
Xstrata Coal Contribute to GHG abatement projects, development of low emission technologies and research projects	<ul style="list-style-type: none"> ✔ 18 project concepts submitted, 15 subject to detailed review, and six selected for funding approval in 2011 	Develop a comprehensive system and implement processes to improve energy and GHG data collection
Division energy intensity reduction targets: South Africa: average 2% reduction; New South Wales: average 15% reduction; Queensland: average 12% reduction, with specific targets at each operation	<ul style="list-style-type: none"> ✘ In South Africa the target not met due to increased diesel consumption; in New South Wales: a 4% reduction was achieved, although target was tied to productivity improvement gains that were not achieved; and in Queensland three out of five sites met the target 	<p>Marginal Abatement Cost Curves (MACC) to be deployed across all operations as part of the business's life of mine process</p> <p>Establish a formal process over a five-year period to support a range of internal and external research and development proposals relating to GHG abatement, low emissions technologies and energy efficiency</p> <p>Develop annual emission reduction targets based on life of mine GHG predictions. Abate a minimum of 1 MtCO₂e by end of 2011 and 2.5MtCO₂e per annum by 2015</p>

2010 targets

2010 performance

2011 targets

Climate change and energy *continued*

Xstrata Copper	<p>Operations to publish performance against CO₂e and energy intensity targets in annual Sustainability Reports</p> <p>North Queensland: 2.8 tonnes CO₂e per tonne contained metal; Canada: 5% reduction in carbon intensity over 2005 levels; Alumbra: 1.5 tonnes CO₂e per thousand tonnes moved; North Chile: 5% reduction in carbon intensity over 2008 levels by 2013; Southern Peru: to set carbon intensity target</p>	<p>✔ 2009 performance published in 2010 divisional Sustainability Reports</p> <p>➔ Consolidated results not yet available</p>	<p>All major development projects to include the cost of carbon in feasibility analysis</p>
Xstrata Nickel	<p>Reduce energy intensity by 1% (per tonne of product) over 2007 performance by 2012</p> <p>Each operation to develop a Climate Change Management Plan aligned with the Xstrata Nickel Climate Change Management Framework</p>	<p>➔ Target matures at the end of 2012</p> <p>✔ All managed operations have established Climate Change Management Plans</p>	<p>All managed operations to achieve energy consumption reduction targets ranging from 15.9% to 16.3% (consolidated average ranges) by the end of 2014 using 2010 as the baseline year. All sites to report annually progress against their 2014 target</p> <p>All managed operations to achieve energy intensity reduction targets ranging from 11.7% to 14.4% (consolidated average ranges) by the end of 2014 using 2010 as the baseline year. All sites to report annually progress against their 2014 target</p> <p>All managed operations to achieve GHG emissions reduction targets ranging from 14.9% to 16.6% (consolidated average ranges) by the end of 2014 using 2010 as the baseline year. All sites to report annually progress against their 2014 target</p> <p>All managed operations to achieve carbon intensity reduction targets ranging from 9.7% to 12.7% (consolidated average ranges) by the end of 2014 using 2010 as the baseline year. All sites to report annually progress against their 2014 target</p>

Overview

Strategy and governance

Ethics and human rights

Our people

Environment

Community

Additional Information

2010 commodity businesses scorecard and 2011 targets *continued*

	2010 targets	2010 performance	2011 targets
Climate change and energy <i>continued</i>			
Xstrata Zinc	Achieve a 5% reduction in the intensity of direct GHG emissions (per tonne of final product/ore milled) over 2005 performance by 2010	✔ Achieved a 24.8% reduction of GHG intensity over 2005 performance	Achieve a 2.4% reduction in GHG direct emissions intensity (per tonne of final product/ore milled) by the end of 2012 using 2010 as the baseline year. Achieving this target will deliver an ongoing annual reduction of 12,000 CO ₂ e tonnes by 2012
	Achieve a 1% reduction in energy intensity (per tonne of final product/ore milled) over 2007 performance by 2012	➔ Target matures at the end of 2012. In 2010 achieved a 17% reduction over 2007 energy intensity performance	Achieve a 1% reduction in energy intensity (per tonne of final product/ore milled) by the end of 2012 using 2007 as the baseline year. Achieving this target will deliver an ongoing annual reduction of 120,000 gigajoules by the end of 2012

Biodiversity conservation

Xstrata Alloys	Refer to Group target on page 11	➔ Refer to Group performance on page 11	Third party audit of site rehabilitation and habitat protection programmes completed by the end of 2011 at all managed sites
Xstrata Coal	Third party rehabilitation review of all sites by end 2010 against internal protocol	✔ All outstanding reviews completed	Investigate offset opportunities at biodiversity rich areas that are identified during environmental impact assessments for major projects Shape and seed 1,050 hectares of disturbed land
Xstrata Copper	Environmental impact assessments are underway at Tampakan and Frieda River projects. If biodiversity-rich areas are identified, offset opportunities to be investigated	➔ Environmental and social impact assessment process ongoing including biodiversity assessments	Investigate offset opportunities at biodiversity-rich areas that are identified during environmental impact assessments for major projects
Xstrata Nickel	Integrate biodiversity conservation plans with closure plans at all sites Investigate biodiversity offsets for all operations in biodiversity-rich areas	✔ Integration of plans completed at all managed operations ✔ No operations were identified as being located in biodiversity-rich areas. Managed operations have developed protection areas and other biodiversity enhancement activities as appropriate	All managed operations to maintain integrated biodiversity conservation and closure plans, including an annual documented review Koniambo to maintain biodiversity offsets programme
Xstrata Zinc	Sites in biodiversity-rich areas to implement biodiversity offset activities	✔ In Australia, McArthur River Mine's investigation of an offset opportunity is underway	Sites in biodiversity rich areas to implement/continue with the biodiversity offset activities

2010 targets	2010 performance	2011 targets	
Water management			
Xstrata Alloys	Achieve a 5% reduction of fresh water intensity (per tonne of material produced) on 2007 performance	✘ 76% of managed operations met reduction target	All managed operations to achieve fresh water intensity reduction targets ranging from 0% to 5% by the end of 2014 using 2010 as the baseline year. Achieving these targets will deliver a saving in water use of 224,360.4m ³ of fresh water for the period 2011-2014
Xstrata Coal	10% reduction in fresh water intensity by 2011 based on 2006 performance West Wallsend: 10% reduction in portable water by 2011; Tahmoor: 50% reduction in portable water by the end of 2010	➔ On track to achieve target by the end of 2011 ✔ The two projects designed to deliver reductions were delayed but are now on schedule for completion by mid-2011	10% reduction on 2006 fresh water intensity performance by the end of 2011
Xstrata Copper	Operations in water scarce regions (four operations out of 11) to maintain water management plans including water efficiency targets	✔ Water management plans and efficiency targets established in all managed operations in water scarce regions	Operations in water scarce regions (Mount Isa, Minera Alumbrera, Altonorte, Lomas Bayas) to maintain water management plans including water efficiency targets
Xstrata Nickel			All managed operations to achieve water consumption reduction targets ranging from 14.2% to 16.3% (consolidated average range) by the end of 2014 using 2010 as the baseline year. All sites will report annually their progress against their 2014 target All managed operations to achieve water intensity reduction targets where the consolidated average of 9.3% by the end of 2014 using 2010 as the baseline year. All sites will report annually their progress against their 2014 target
Xstrata Zinc	5% reduction of fresh water consumption (per tonne of final product/ore milled) over 2008	✔ Achieved a 26.3% reduction of water intensity over 2007 performance	Achieve a 2% reduction in fresh water consumption intensity (per tonne of metal) by the end of 2012 using 2010 as the baseline year. Achieving this target will deliver an annual saving of 220.3 megalitres of fresh water by 2012 Xstrata Zinc and all managed operations to review the UN CEO Water Mandate and develop a strategy and action plan to ensure compliance

2010 commodity businesses scorecard and 2011 targets *continued*

	2010 targets	2010 performance	2011 targets
Environment general			
Xstrata Alloys	10% improvement in waste recycling and reuse	✘ Less than 50% of managed operations met target	<p>All managed operations to achieve general waste recycling targets ranging from 0% to 12% by the end of 2014 using 2010 as the baseline year. Achieving these targets will deliver an average annual reduction of 32,795 tonnes of waste going to landfill or incineration during 2011-2014</p> <p>All managed operations to achieve production waste recycling targets ranging from 0% to 30% by the end of 2014 using 2010 as the baseline year. Achievement of these targets will be dependent on the declassification of ferrochrome slag as a hazardous material</p>
Xstrata Coal	<p>Waste reduction targets:</p> <p>South Africa: average 3% reduction;</p> <p>New South Wales: achieve site reduction targets ranging from 5% to 20%;</p> <p>Queensland: average 10% reduction over five years</p>	<p>✔ All sites have waste reduction targets in place. A number of sites have not achieved these due to increased production</p>	<p>2011 target: all sites to continue to maintain reduction targets</p>
Xstrata Copper	<p>Maintain SO₂ emission capture rate >95% for Altonorte and Horne Smelter; achieve SO₂ emission capture target of >95% at Mount Isa by 2012</p> <p>North Queensland: implement hazardous waste reduction target</p>	<p>✔ Ongoing targets not achieved at Altonorte as a result of amendments to calculation methods</p> <p>✔ A 10% hydrocarbon waste reduction target has been established. It will be achieved through recycling</p>	<p>Maintain SO₂ emission capture rate >95% for Altonorte and Horne Smelter; achieve a SO₂ emission capture target of >95% at Mount Isa by 2012</p> <p>All sites to develop and implement waste management plan, which include (where applicable): waste streams and waste mix including hazardous waste types; waste to landfill reduction targets; hazardous substance waste minimisation</p>
Xstrata Nickel	<p>Sudbury smelter to achieve <25,000 tonnes per annum SO₂, and <250 tonnes per annum particulate by 2015 (40% reduction on 2006 levels)</p>	<p>➔ Required actions subject to ongoing regulatory processes</p>	<p>Sudbury smelter to achieve <25kt/year SO₂, <250t/year particulate by 2015 (40% reduction on 2006 levels)</p> <p>10% reduction in Category 2 environmental incidents</p>

	2010 targets	2010 performance	2011 targets
Environment general <i>continued</i>			
Xstrata Zinc	SO ₂ and heavy metals capture rates at smelters to be maintained at or above current levels San Juan de Nieva (99.75%), Nordenham (99.8%), Hinojedo (99.7%), CEZ (98.5%) and Brunswick (92%). Mount Isa Mines zinc lead operations to continue to investigate the potential to increase SO ₂ capture rate to 98%	✔ All targets or actions complete	Maintain SO ₂ capture rates at smelters at or above current levels: San Juan de Nieva (99.75%), Nordenham (99.8%), Hinojedo (99.7%), CEZ (98.5%) and Brunswick (92%)
	10% reduction in category 2 environmental incidents	✔ Target achieved	20% reduction in the number of Category 2 environmental incidents reported in 2009 by the end of 2011
Social			
Xstrata Alloys	CSI plans to be measured annually against established parameters	✔ All plans measured annually against established parameters and targets for all parameters met	65% of goods and supplies to be purchased from local suppliers by the end of 2014 CSI plans measured annually at a commodity business level against established parameters: alleviate hunger and poverty (target 15%), improve education (target 35%), public health (target 10%), enterprise development (target 25%), capacity building (target 15%), economic growth (target 15%)
	Xstrata Coal	✔ All plans reviewed	Stakeholder engagement information incorporated into annual strategic reviews
	Complete community surveys every three years (completed in 2009)	✔ All required community surveys completed. No community surveys due for completion in 2011	Complete community surveys every three years
	Maintain >50% of procurement expenditure in South Africa from BEE suppliers	➔ Target no longer applies as new regulatory requirements are pending	Social and community targets mapped to revised South African Mining Charter All managed operations to promote awareness of community complaints and grievance mechanism processes

2010 commodity businesses scorecard and 2011 targets *continued*

	2010 targets	2010 performance	2011 targets
Social <i>continued</i>			
Xstrata Copper	All CSI plans to be reviewed annually	✔ All plans reviewed	
	All operations to complete community perception survey by end 2011	➔ Planned activities on track	All operations to complete community perception surveys by the end of 2011 and then on a bi-annual basis
Xstrata Nickel	Deliver the Xstrata Nickel communication and stakeholder engagement workshop to all sites	✔ All workshops completed	Develop an Xstrata Nickel CSI strategy by the second quarter of 2011
Xstrata Zinc	Xstrata Zinc Europe to implement stakeholder engagement strategy	✔ Draft strategy process developed and planned to finalise and deliver by the end of the first half of 2011	Xstrata Zinc to develop guidance for CSI investments
	Sites to review CSI plans annually against desired outcomes	✔ All plans reviewed	Sites to develop long term (3-5 years) CSI plans. Social involvement plans to be measured annually against specific outcomes
	Implementation of the Xstrata Zinc suggestion system; the United Nations Children's Fund (UNICEF) receives two euros per suggestion	✔ System implemented at all managed operations	Maintain Xstrata Zinc's suggestion system Seek partnership opportunities with the International Zinc Association and UNICEF for further collaboration on the Zinc Save Kids initiative
Security and human rights			
Xstrata Alloys	No infringement of human rights	✔ No infringements of human rights reported	No infringement of human rights All Security officers, SD personnel, Community officers, HR personnel and Wellness officers to be trained on the Voluntary Principles of Security and Human Rights by the end of 2011
Xstrata Coal	Refer to Group target on page 12	✔ Refer to Group performance on page 12	All operations in high risk areas (Africa, Colombia) to conduct human rights risk assessments and training of employees and third party security firms in relation to the Voluntary Principles
Xstrata Copper	Refer to Group target on page 12	✔ Refer to Group performance on page 12	All operations in high risk areas (Tampakan, Southern Peru) to conduct human rights risk assessments and training of employees and third party security firms in relation to the Voluntary Principles

2010 targets	2010 performance	2011 targets
Security and human rights <i>continued</i>		
Xstrata Nickel	All sites in high risk regions to review annually security and human rights risks and put in place action plans to mitigate risks and support the Voluntary Principles	<p>✔ Training and refreshment training ongoing at Falcondo. Risk reviews conducted quarterly. Formal security control plans in place</p> <p>Sites located in high risk regions (Falcondo and Kabanga) to review their level of risk regarding security and human rights on an annual basis and to develop action plans to control the risks while supporting the Voluntary Principles. From 2011, sites located in low risk regions are to conduct a review of security and human rights every three years, or following a security and/or human rights incident</p>
Xstrata Zinc	Where applicable, develop site-specific targets for the Voluntary Principles	<p>✔ Risk assessments have been conducted. No sites assessed to be in high risk areas</p> <p>Refer to Group target on page 12</p>

Our people

Xstrata Alloys		<p>100% of employees that are C5 level or higher or on a development programme to be covered by an individual performance management process by the end of 2011</p> <p>All remaining employees to be covered by team performance management processes by the end of 2011</p>
Xstrata Coal		Roll out of Xstrata Coal's leadership development programme by the end of 2012
Xstrata Copper		Nil
Xstrata Nickel		Nil
Xstrata Zinc		Nil

2010 commodity businesses scorecard and 2011 targets *continued*

2010 targets	2010 performance	2011 targets
Ethics		
Xstrata Alloys		Operational programmes to promote awareness of the Xstrata Ethics Line with relevant stakeholders 100% of employees and contractors to be provided with information on how to access Xstrata's Ethics Line
Xstrata Coal		Rollout Xstrata's Code of Conduct to all employees by the end of 2012
Xstrata Copper		Nil
Xstrata Nickel		Nil
Xstrata Zinc		Zero incidents of bribery or corruption 100% of employees and relevant stakeholders to be informed of the Xstrata plc Business Principles Xstrata Zinc and sites to continue to promote awareness and provide information on accessing the Xstrata Ethics Line to relevant employees and stakeholders

GRI content index

Indicator	Description	Reference and page number	Level of reporting	UN Global Compact principles	ICMM principles
Strategy and analysis					
1.1	Statement from the most senior decision-maker in the organisation about the relevance of sustainability to the organisation and its strategy	Chief Executive Officer's report, pages 6-8	✓		2
1.2	Description of key impacts, risks and opportunities, including: the organisations key impacts on sustainability and effects on stakeholders, including rights as defined by national laws, and relevant internationally-agreed standards; and the impact of sustainability trends, risks and opportunities on the long-term prospects and financial performance of the organisation	Annual Report, pages 42-47 Chief Executive Officer's report, pages 6-8 2010 scorecard and 2011 targets, pages 9-12, 105-116 Material issues pages 20-22 Principal risks and uncertainties, pages 38, 60, 86 Community, management and strategy, pages 85-87	✓		2, 4
Organisational profile					
2.1	Name of the organisation	Inside front cover	✓		
2.2	Primary brands, products and/or services	Inside front cover Overview of operations, pages 4-5	✓		
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries and joint ventures	Overview of operations, pages 4-5	✓		
2.4	Location of organisation's headquarters	Inside front cover	✓		
2.5	Number of countries where the organisation operates and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report	Overview of operations, pages 4-5	✓		
2.6	Nature of ownership and legal form	Inside front cover	✓		
2.7	Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries)	Annual Report, pages 18-20 Overview of operations, pages 4-5	✓		
2.8	Scale of the reporting organisation, including: number of employees, net sales, total capitalisation and quantity of products provided	Annual report, pages 96-99 Overview, pages 2-5 Our people: Workforce status and trends, page 50-51	✓		

GRI content index *continued*

Indicator	Description	Reference and page number	Level of reporting	UN Global Compact principles	ICMM principles
Organisational profile <i>continued</i>					
2.9	Significant changes during the reporting periods regarding size, structure or ownership, including the location of or changes in operations, including facility openings, closings and expansions; and changes in the share capital structure and other capital formation, maintenance and alteration operations	About this report: Acquisitions and disposals, page 13	✓		
2.10	Awards received in the reporting period	See www.xstrata.com/sustainability	✓		
Report parameters					
3.1	Reporting period for information provided	About this report, page 13	✓		10
3.2	Date of most recent previous report	About this report, page 13	✓		
3.3	Reporting cycle	About this report, page 13	✓		10
3.4	Contact point for questions regarding the report or its contents	Feedback, page 132	✓		10
3.5	Process for defining report content, including: determining materiality, prioritising topics within the report and identifying stakeholders the organisation expects to use the report	About this report, page 13 Strategy and governance: Stakeholder engagement, page 20 Strategy and governance: Material issues, page 21-22	✓		10
3.6	Boundary of the report	About this report, page 13	✓		
3.7	State any specific limitations on the scope or boundary of the report	About this report, page 13	✓		
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations and other entities that can significantly affect comparability from period to period and/or between reporting organisations	About this report, page 13	✓		
3.9	Data measurement techniques and the basis of calculations, including assumptions and technique underlying estimations applied to the compilation of the indicators and other information in the report	About this report, page 13	✓		
3.10	Explanation of the effect of any restatements of information provided in earlier reports, and the reasons for such restatement	About this report, page 13	✓		
3.11	Significant changes from previous reporting periods in the scope, boundary or measurement methods applied in the report	About this report, page 13	✓		

Indicator	Description	Reference and page number	Level of reporting	UN Global Compact principles	ICMM principles
Report parameters <i>continued</i>					
3.12	Table identifying the location of the standard disclosures report	GRI content index, pages 117-128	✓		10
3.13	Policy and current practices with regard to seeking external assurance for the report	About this report, page 14 Independent auditor's report, pages 100-102	✓		10
Governance, commitments and engagement					
4.1	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight	Annual Report: Board governance, page 110; Board Committees, pages 115-118 Strategy and governance: Sustainable development governance, page 17	✓		1
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organisation's management, and the reason for this arrangement)	Annual Report: Board governance, page 110	✓		
4.3	For organisations that have a unitary board structure, state the number of members of the highest governance body that are independent, and/or non-executive members	Annual Report: Board governance, page 110	✓		
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	Annual Report, Dialogue with shareholders, page 114	✓		
4.5	Linkage between compensation for members of the highest governance body, senior managers and executives (including departure arrangements), and the organisation's performance (including social and environmental performance)	Annual Report: Remuneration report, pages 119-120 Strategy and governance: Remuneration, page 18	✓		2
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided	Annual Report: Directors' report, page 105	✓		
4.7	Process for determining the qualification and expertise of members of the highest governance body for guiding the organisation's strategy on economic, environmental, and social topics	Strategy and governance: Senior management oversight, pages 17-18	✓		
4.8	Internally developed statements of mission or values, codes of conduct and principles relevant to economic, environmental and social performance, and the status of their implementation	Strategy and governance: Sustainable Development Framework, pages 17-19, 111 Sustainable Development Standards – www.xstrata.com/sustainability	✓		2

GRI content index *continued*

Indicator	Description	Reference and page number	Level of reporting	UN Global Compact principles	ICMM principles
Governance, commitments and engagement <i>continued</i>					
4.9	Procedures of the highest governance body for overseeing the organisation's identification and management of economic, environmental and social performance, including relevant risks, and opportunities, and adherence to or compliance with internationally agreed standards, codes of conduct and principles	Annual Report: Health, Safety, Environment and Community Committee, pages 117-118 Strategy and governance: Sustainable development governance, pages 17-18	✓		1
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental and social performance	Annual Report: Performance evaluation, page 111	✓		1
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation. Article 15 of the Rio Principles introduced the precautionary approach	Strategy and governance: Sustainable Development Framework, page 18	✓	7	2
4.12	Externally developed economic, environmental and social charters, principles or other initiatives to which the organisation subscribes or endorses	Strategy and governance: Sustainable Development Framework, page 18 www.xstrata.com/sustainability	✓		1
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organisations in which the organisation: has positions in governance bodies, participated in projects or committees, provides substantive funding beyond routine membership dues, or views membership as strategic	About this report: International Council on Mining and Metals, page 14 Strategy and governance: Public policy, page 20 Environment: Reducing emissions for the use of coal, pages 68-70 www.xstrata.com/sustainability	✓		1
4.14	List of stakeholder groups engaged by the organisation	Strategy and governance: Stakeholder engagement, pages 20-21, 23-27	✓		10
4.15	Basis for identification and selection of stakeholders with whom to engage	Strategy and governance: Stakeholder engagement, pages 20-22	✓		10
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	Strategy and governance: Stakeholder engagement, pages 21, 23-27 Community: Community engagement, page 87	✓		10
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting	Strategy and governance: Stakeholder engagement, pages 20-27 Community: Community engagement pages 87-93 www.xstrata.com/sustainability	✓		10

Indicator	Description	Reference and page number	Level of reporting	UN Global Compact principles	ICMM principles
Economic indicators					
DMAEC	Management approach to economic aspects, goals and performance, policy, and additional contextual information	Annual Report: Chairman's statement, pages 6-8 Annual Report: Chief Executive Officer's report, pages 9-15 Annual Report: Business model and strategy, pages 24-27 Annual Report: Key performance indicators, pages 36-41 Annual Report: Principal risks and uncertainties, pages 42-47 Community: Corporate social involvement, pages 94-96 Community: Economic development, pages 96-99	✔		
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and to governments	Overview: Our economic contribution to society, page 3 Community: Economic value added, page 98	✔		
EC2	Financial implications, and other risks and opportunities for the organisation's activities due to climate change	Strategy and governance: Material issues, pages 20-22 Environment: Risks and opportunities, page 60 Environment: Climate change and energy, pages 63-65, 68-70	✔		
EC3	Coverage of the organisation's defined benefit plan obligations	Annual report: Remuneration report, page 129	✔		
EC4	Significant financial assistance received from government	Community: Financial assistance, page 99	✔		
EC6	Policies, practices and proportion of spending on locally-based suppliers at significant locations of operation	Community: Procurement, page 98 www.xstrata.com/sustainability	⚠		2
EC7	Procedures for local hiring, and proportion of senior management hired from the local community at locations of significant operation	Our people: Local employment, pages 52, 56 Community: Job creation, page 99	✔		9
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind or pro-bono engagement	Community: Economic development, pages 96-99	✔		9
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts	Community: Principal social and economic opportunities and risks from our operations, page 86	✔		4

GRI content index *continued*

Indicator	Description	Reference and page number	Level of reporting	UN Global Compact principles	ICMM principles
Environmental indicators					
DMAEN	Management approach to environmental aspects, goals and performance, policy, additional contextual information	Annual Report: Chairman’s statement, page 7 Annual Report: Chief Executive Officer’s report, pages 9-11 Annual Report: Key performance indicators, pages 36-41 Annual Report: Principal risks and uncertainties, pages 42-47 Chief Executive Officer’s report, pages 6-8 2010 scorecard and 2011 targets, pages 9-12, 105-116 Environment: Management and strategy, pages 61-62	✔		
EN1	Weight of materials used by weight or volume	Summary of key sustainability data, pages 103-104 2010 Production Report: www.xstrata.com/investors	✔		6
EN2	Percentage of materials used that are recycled input materials	Environment: Recycling, page 82	✔	8	6, 8
EN3	Direct energy consumption by primary energy source	Environment: Energy use and efficiency, pages 70-71 www.xstrata.com/sustainability	✔		6
EN4	Indirect energy consumption broken down by primary source	Environment: Energy use and efficiency, pages 70-71	✔		6
EN5	Energy saved due to conservation and efficiency improvements	Environment: Xstrata Copper: Improving energy efficiency, page 72	✔	8, 9	6, 8
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives	Environment: Energy use and efficiency, page 70 Alternative energy, page 71 Xstrata Copper: Improving energy efficiency, page 72	✔	8, 9	6, 8
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	Environment: Xstrata technology services, page 71 Xstrata Copper: Improving energy efficiency, page 72	✔	8	6, 8
EN8	Total water withdrawal by source	Environment: Water availability and use, page 73 Summary of key sustainability data, page 104 www.xstrata.com/sustainability	✔		6
EN9	Water sources significantly affected by withdrawal of water	Environment: Water availability and use, page 73	✔		

Indicator	Description	Reference and page number	Level of reporting	UN Global Compact principles	ICMM principles
Environmental indicators <i>continued</i>					
EN10	Percentage and total volume of water recycled and reused	Environment: Water availability and use, page 73		8	6, 8
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environment: Biodiversity and land management, page 76 www.xstrata.com/sustainability		8	7
EN12	Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Environment: Biodiversity and land management, pages 76-77		8	7
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Environment: Rehabilitation, pages 76-77 Summary of key sustainability data, page 104			
EN13	Habitats protected or restored	Environment: Biodiversity and land management, page 77-78		8	7
EN14	Strategies, current actions and future plans for managing impacts on biodiversity	Environment: Conservation plans, page 76; Compensatory offsets, Rehabilitation, pages 76-77		8	7
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	Environment: Conservation plans, page 76			
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	www.xstrata.com/sustainability		8	
EN16	Total direct and indirect greenhouse gas emissions by weight	Environment: GHG emissions performance, page 66			6
EN17	Other relevant indirect greenhouse gas emissions by weight	Environment: GHG emissions performance, page 66			6
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	Environment: Reducing emissions from the use of coal, pages 68-70			6, 8
EN19	Emissions of ozone-depleting substances by weight	Environment: GHG emissions performance, page 66			6
EN20	NOx, SOx and other significant air emissions by type and weight	Environment: Emissions to air, pages 79-80 Summary of key sustainability data, page 104			6
EN21	Total water discharge by quality and destination	Environment: Water quality, page 74 www.xstrata.com/sustainability			6
EN22	Total weight of waste by type and disposal method	Environment: Waste, pages 80-82		8	6, 8

GRI content index *continued*

Indicator	Description	Reference and page number	Level of reporting	UN Global Compact principles	ICMM principles
Environmental indicators <i>continued</i>					
MM3	Total amounts of overburden, rock, tailings and sludges and their associated risks	Environment: Waste, pages 80-82	✓		
EN23	Total number and volume of significant spills	Environment: Incidents and compliance, page 62	✓		6
EN24	Weight of transported, imported, exported or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III and VIII, and percentage of transported waste shipped internationally	Environment: Non-mineral waste, page 82	✓		6, 8
EN25	Identity, size, protected status and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff	www.xstrata.com/sustainability	✓	8	
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	Environment: Climate change and energy, pages 63, 68-70	✓	8	6, 8
EN27	Percentage of products sold and their packaging materials that are reclaimed by category	N/A – Packaging is not material for a commodity business	✓		
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Environment: Incidents and compliance, pages 62-63	✓		6
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce	Environment: GHG emissions performance, page 66	✓	8	8
EN30	Total environmental protection expenditures and investments by type	N/A – These expenditures and investments are integrated within other reporting categories	✓		6
Labour practices and decent work					
DMALA	Management approach to labour practices and aspects, goals and performance, policy, organisational responsibility, training and awareness, monitoring and follow-up, and additional contextual information	Annual Report: Strategy, page 27 Annual Report: Non-financial KPIs, pages 38-41 Annual Report: Principal risks and uncertainties, pages 42-47 Our people, page 38	✓		
LA1	Total workforce by employment type, employment contract, and region	Our people: Workforce status and trends, pages 50-51	✓		
LA2	Total number and rate of employee turnover by age group, gender and region	Our people: Workforce status and trends, pages 50-51 www.xstrata.com/sustainability	✓		

Indicator	Description	Reference and page number	Level of reporting	UN Global Compact principles	ICMM principles
Labour practices and decent work <i>continued</i>					
LA4	Percentage of employees covered by collective bargaining agreements	Our people: Union relations, page 52	✓	3	3
LA5	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements	Our people: Employment and employment practices, page 50	✓		
MM4	Number of strikes and lock-outs exceeding one week's duration, by country	Our people: Union relations, page 52	✓		
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes	Occupational illnesses, page 45	✓		5
LA7	Rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities by region	Our people: Safety performance, page 43; Occupational illnesses, pages 45-46; Workplace status and trends, page 52	✓		5
LA8	Education, training, counselling, prevention and risk-control programmes in place to assist workforce members, their families or community members regarding serious diseases	Our people: Health and wellbeing, pages 45-49	✓		5
LA10	Average hours of training per year per employee by employee category	Our people: Development and training, page 53	✓		2
LA11	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Our people: Employees and employment practices, page 50 Our people: Apprenticeships, traineeships and scholarship, page 53	✓		9
LA12	Percentage of employees receiving regular performance and career development reviews	Our people: Development and training, page 53	✓		
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity	Our people: Diversity, page 56	✓	6	3
LA14	Ratio of basic salary of men to women by employee category	Our people: Women in the workforce, page 57	✓	6	3
Human rights					
DMAHR	Management approach to human rights aspects, goals and performance policy, organisational responsibility, training and awareness, monitoring and follow up additional contextual information	Annual Report: Non-financial KPIs, pages 38-41 Annual Report: Principal risks and uncertainties, pages 42-47 2010 scorecard and 2011 targets, pages 12, 114-115 Ethics and human rights: Management and strategy, page 33 Ethics and human rights: Human rights, page 34	✓		

GRI content index *continued*

Indicator	Description	Reference and page number	Level of reporting	UN Global Compact principles	ICMM principles
Human rights <i>continued</i>					
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening	Ethics and human rights: Management and strategy, page 33	✓	1,2	1, 3
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights, and actions taken	Ethics and human rights: Human rights training, page 35	✓	1,2	1, 3
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Ethics and human rights: Human rights training, page 35	✓	1,2	3
HR4	Total number of incidents of discrimination and actions taken	Ethics and human rights: Ethics, page 33; Ethics line page 34	✓	6	3
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights	Our people: Union relations, page 52	✓	3	3
HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour	Ethics and human rights: Child and forced labour, page 35; Artisanal and small-scale mining, page 90	✓	5	3
HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour	Ethics and human rights: Child and forced labour, page 35	✓	4	3
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations	2010 scorecard and 2011 targets, page 12 Ethics and human rights: Human rights, page 35	✓	2	
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 people's communities	Community: Indigenous people, page 88	⊘		
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken	Community: Indigenous people, page 88	✓	2	3

Indicator	Description	Reference and page number	Level of reporting	UN Global Compact principles	ICMM principles
Social performance indicators					
DMASO	Management approach to society aspects, goals and performance policy, organisational responsibility, training and awareness, monitoring and follow-up additional contextual information	Annual Report: Non-financial KPIs, pages 38-41 Annual Report: Principal risks and uncertainties, page 42-47 2010 scorecard and 2011 targets, pages 12, 113-114 Strategy and governance: Risk and crisis management, page 20 Community: Management and approach, page 85	✓		
SO1	Nature, scopes and effectiveness of any programmes and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting	Community: Management and strategy, pages 85-87	✓		2, 4
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples	No disputes in 2010	✓		
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use and customary rights of local communities and indigenous peoples, and the outcomes	No disputes in 2010	✓		
MM8	Number (and percentage) of company operating sites where artisanal and small scale mining takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	Community: Artisanal and small scale mining, page 90	✓		
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Community: Resettlement, pages 91-92	✓		
MM10	Number and percentage of operations with closure plans	Environment: Rehabilitation, page 76	✓		
SO2	Percentage and total number of business units analysed for risks related to corruption	Ethics and human rights: Bribery and corruption, page 33	✓	10	1
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures	Ethics and human rights: Ethics, page 33	✓	10	1
SO4	Actions taken in response to incidents of corruption	Ethics and human rights: Ethics, page 33	✓	10	1
SO5	Public policy positions and participation in public policy development and lobbying	Strategy and governance: Public policy, page 20	✓		1

GRI content index *continued*

Indicator	Description	Reference and page number	Level of reporting	UN Global Compact principles	ICMM principles
Social performance indicators <i>continued</i>					
SO6	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country	Strategy and governance: Public policy, page 20 Annual report: Directors' report, page 105	✓		
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust and monopoly practices, and their outcomes	Ethics and human rights: Free enterprise, page 34	✓		
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Our people: Fines and prosecutions, page 45 Environment: Environmental fines, page 62-63	✓		
Product responsibility					
DMAPR	Management approach to product responsibility aspects, goals and performance policy, organisational responsibility, training and awareness, monitoring and follow-up additional contextual information	Annual Report: Non-financial KPIs, pages 38-41 Annual Report: Principal risks and uncertainties, page 42-47 Environment: Product stewardship, page 82	✓		
MM11	Programmes and progress relating to materials stewardship	Environment: Product stewardship, page 82-83	✓		
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures	Environment: Product stewardship, page 82-83	✓		
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	Environment: Product stewardship, page 82	✓		8
PR6	Programmes for adherence to laws, standards and voluntary codes related to marketing communications, including advertising, promotion and sponsorship	N/A – Marketing communications are not material for a commodity business	✓		
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	None	✓		

Glossary

AA1000 assurance standard (AA1000AS)

(2008)

Provides the requirements for conducting sustainability assurance. It evaluates adherence to the AA1000 Principles and the quality of publicly disclosed information on sustainability performance.

AIDS

Acquired immune deficiency syndrome.

ASM

Artisanal and small-scale mining.

AS/NZS 4801

Australia/New Zealand Standard specifying requirements for an occupational health and safety management system.

BEE

Black Economic Empowerment – The 'Broad- Based Black Economic Empowerment Act 53 of 2003' established a legislative framework for the economic empowerment of all black people including women, workers, youth, people with disabilities and people living in rural areas.

Biodiversity

Biodiversity is an abbreviation of 'biological diversity' and means the variability among living organisms from all sources, including land-based and aquatic eco-systems, and the eco-systems of which they are part. These include diversity within species, between species and of eco-systems.

Biodiversity offset

The setting aside of an area to compensate for the disturbance or loss of biodiversity.

btu (British Thermal Unit)

Measurement used to state the heat value (energy content) of fuels.

Business Principles

Xstrata's Statement of Business Principles sets out the ethical framework for the way we work globally. The statement sets out specific aspirations and commitments that apply to the Company's relations with its customers, employees, shareholders, partners, suppliers and in the communities where it operates.

Carbon intensity

Calculated as CO₂e tonnes per tonne of product.

CCS

Carbon capture and storage. The capture of CO₂ from the combustion of fossil fuels and storage as liquid CO₂ in deep underground seams.

Closure plan

A formal document detailing a costed conceptual outline of how the operation will be closed, taking into account the options available to deal with prevailing social and environmental issues.

CO₂e

Carbon dioxide equivalent is a standard metric by which greenhouse gases other than carbon dioxide are converted to CO₂ equivalence to facilitate comparisons and quantification.

Colliery

Underground coal mine.

Commodity business unit (CBU)

Xstrata's activities are structured into six global commodity businesses organised along commodity lines: Xstrata Alloys, Xstrata Coal, Xstrata Copper, Xstrata Nickel, Xstrata Zinc; plus Xstrata Technology.

CRC

Co-operative Research Centre – key body for Australian scientific research administered by the Commonwealth Department of Innovation, Industry, Science and Research.

Critical Incident (CI)

An incident which has caused a fatality or lifethreatening injuries to a person; damage to assets or property, or loss of operations, to a value greater than \$10 million; a category 4 or category 5 environmental incident or; media attention/public exposure of a serious, negative consequence.

CSI

Corporate Social Involvement.

dB(A)

Decibels are used to measure sound level. The most widely used sound level filter is the A scale, measurements made on this scale are expressed as dBA.

DEA

Department of Environmental Affairs, South Africa.

Direct energy

Forms of energy that are consumed within the operational boundary.

Diversity

Workplace diversity refers to the extent to which an organisation is culturally diverse. Cultural diversity includes the range of ways in which people experience a unique group identity, which includes gender, sexual orientation, race, ethnicity and age.

EC

European Commission.

EITI (Extractive Industries Transparency Initiative)

The Extractive Industries Transparency Initiative (EITI) aims to increase transparency in transactions between governments and companies within the extractive industries sector.

Environmental incident categories

Incidents are classified on a scale ranging from 1 to 5 representing the extent of environmental impact.

EU

European Union.

Fatality

A death resulting from an occupational injury or illness.

Water intensity

Fresh water use per tonne of product.

GJ

Gigajoules (1GJ = 1,000,000,000 joules).

Global Compact

The UN Global Compact is a voluntary corporate responsibility initiative to advance 10 universal principles in the areas of human rights, labour, the environment and anti-corruption.

Glossary *continued***GHG**

Greenhouse gas.

GRI

Global Reporting Initiative – a multi-stakeholder, international process whose mission is to develop and disseminate globally applicable Sustainability Reporting Guidelines to assist corporations in reporting on the economic, environmental and social performance of their operations.

ha

Hectares (1 ha = 10,000 square metres).

HDSA

Historically Disadvantaged South African.

High Potential Risk Incident (HPRI)

An incident which could have resulted in a Critical Incident (CI).

HIV

Human immunodeficiency virus.

Hours worked

Total number of hours worked by employees, including overtime and training, excluding leave, sickness and other absences, including the total number of contractor hours worked on-site during the year.

HSEC

Health, safety, environment and community.

ICMM

International Council on Mining and Metals.

IEA

International Energy Agency.

ILO

International Labour Organisation.

Indirect energy

Energy produced outside the operational boundary that is consumed to supply energy for the operation (e.g. purchased electricity).

Intensity (intensity measure)

Key performance indicators normalised to tonne of production.

ISO 14001

The International Standardisation Organisation's standard for environmental management systems.

IUCN

International Union for the Conservation of Nature and Natural Resources, also known as the 'World Conservation Union'.

Jarofix

Jarosite is transformed into jarofix, a solidified, stabilised, inert material (classified as a nonhazardous waste).

Jarosite

Iron sulphate (classified as a hazardous waste).

kWh

Kilowatt hour.

Land disturbed

Land disturbed by operational activities.

Land rehabilitated

Land disturbed by operational activities and then reshaped and revegetated.

Longwall

Series of equipment, including hydraulic jacks and a shearer, used to mine coal in an underground mine.

LTI

Lost Time Injury – an occupational injury or illness that results in days away from work on any rostered shift subsequent to that on which the injury occurred. A fatality is also recorded as a LTI.

LTIFR

Lost Time Injury Frequency Rate = number of lost time injuries per million hours worked.

m³

Cubic metres.

Materiality

Disclosing all information of significant concern to stakeholders for assessing our economic, environmental and social performance.

Megalitre or ML

1 megalitre = 1,000,000 litres or 1,000 kilolitres.

MWh

Megawatt hour (1,000 kilowatt hours (kWh)).

µg/dl

Micrograms per decilitre (decilitre = one tenth of a litre).

Millennium Development Goals

Eight goals agreed by the United Nations in 2000 which range from halving extreme poverty to halting the spread of HIV/AIDS.

Mining Charter

The policy objective stated in the South African Mineral and Petroleum Resources Development Act to expand opportunities for historically disadvantaged persons to enter the mining and minerals industry or benefit from the exploitation of the nation's mineral resources.

MMRT

Mining Minerals Rent Tax in Australia.

Mt

Megatonnes (1Mt = 1,000,000 tonnes).

MTI

Medical Treatment Injuries – an occupational injury/illness which is not classified as an LTI or RWI, but which results in loss of consciousness or medical treatment after first aid.

MW

Megawatt, a unit for measuring electric power, which has the value of 1,000,000 watts.

NGOs

Non-governmental organisations.

NO_x

Oxides of nitrogen (nitric oxide and nitrogen dioxide).

NT

Northern Territory, Australia.

Occupational illnesses (OI)

An occupational illness is registered when it is confirmed as a work-related compensable case by a medical practitioner/physician.

OHS

Occupational health and safety

OHSAS 18001

The internationally recognised assessment specification for occupational health and safety management systems. It was developed by a selection of leading trade bodies, international standards and certification bodies.

PJ

Petajoule (1,000,000 gigajoules).

Recycled water

Recycled/reused water is water:

- That has been used at least once in a process within the operation or at another operation within the organisation;
- That would otherwise be part of a waste stream; and
- If not reused, would require the input of raw water.

Red list

IUCN Red List of Threatened Species.

Reductant

Reducing agent, i.e. the electron donor in an oxidation-reduction (redox) reaction.

Renewable energy

Energy generated from natural resources such as sunlight, wind, rain, tides and geothermal heat, which are renewable (naturally replenished).

Renewable resources

Capable of being replenished within a short time through ecological cycles (as opposed to resources such as minerals, metals, oil, gas, coal that do not renew in short time periods).

Resettlement

The relocation of people or communities to a new location.

RWI

Restricted Work Injury is an occupational injury or illness that results in a person being physically or mentally unable to perform all or any part of his/her normal assignment during any rostered shift subsequent to that on which the event occurred, that is, where:

- (1) the employee was assigned to another job on a temporary basis;
- (2) the employee worked at a permanent job less than full-time; or
- (3) the employee worked at his or her permanently assigned job but could not perform all the duties normally connected with it.

Scope 1/direct GHG emissions

GHG emissions from sources that are owned or controlled by Xstrata. For example, direct emissions related to combustion from burning fuel for energy within the mining lease.

Scope 2/indirect GHG emissions

GHG emissions that result from Xstrata's activities but are generated at sources owned or controlled by another organisation. In the context of this indicator, indirect emissions refer to greenhouse gas emissions from the generation of electricity consumed by Xstrata's operations.

Scope 3 GHG emissions

Scope 3 is an optional reporting category that allows for the treatment of all other indirect GHG emissions. Scope 3 GHG emissions are a consequence of the activities of our operations, but occur from sources not owned or controlled by the Company. Some examples of Scope 3 activities are transportation of materials and use of sold products.

SD

Sustainable Development.

SD Assurance Programme

Under the Xstrata SD Assurance Programme operations and projects undergo a range of SD audits, including SD risk audits, SD standards audits and SD integration audits.

SD Standards

Xstrata's 17 SD Standards which set out corporate SD performance expectations for each project and operation and against which sites and commodity businesses are independently audited through the Xstrata SD Assurance Programme.

SME

Small and medium-sized enterprise(s).

Social Involvement Plan (SIP)

A plan produced by each commodity business which determines engagement with local communities and details the range of initiatives to be undertaken and the financial and other resources dedicated to social involvement.

Tailings and tailings dams

The fine fraction of waste rock remaining after the mining and on-site processing of mineral resources. Tailings are transferred into engineered impoundments known as tailings dams.

Total water consumption/withdrawal

The sum of all fresh water drawn into the boundaries of the reporting organisation from all sources (including surface water, ground water, rain water, and municipal water supply) for any use over the course of the reporting period.

Turnover

Employment resignations and terminations as a percentage of the total permanent workforce.

TRIFR

Total Recordable Injury Frequency Rate = number of total recordable injuries (LTI + RWI + MTI) per million hours worked.

VPs

Voluntary principles on security and human rights.

Waste water discharged

Total volume of effluent discharged to: surface water for irrigation; third parties for treatment; and rivers or oceans.

WHO

World Health Organisation.

Feedback

We welcome feedback on any aspect of our performance or reporting. Please provide general comments by emailing sustainability@xstrata.com, or by contacting:

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MANANTLAMI GRUPO A



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Photo: Employee tags that are part of the safety procedures at Alumbra mine in Argentina.



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