

GRI Content Index

102-55

GENERAL DISCLOSURES		EXTERNAL ASSURANCE	PAGE	REMARKS/OMISSIONS
ORGANIZATIONAL PROFILE				
102-1	Noble Group	✓	About Noble Group (3)	
102-2	Primary brands, products and services	✓	About Noble Group (3) 2016 Annual Report (9-11)	
102-3	Noble Group's headquarters	✓	Head Office (1)	
102-4	Countries of operations	✓	About Noble Group (3) 2016 Annual Report (8-11)	
102-5	Ownership and legal form	✓	About Noble Group (3)	
102-6	Market served	✓	About Noble Group (3) 2016 Annual Report (6-7)	
102-7	Scale of the organisation	✓	About Noble Group (3) Our People (12) 2016 Annual Report (6-7, 46-54, 145)	
102-8	Employee and workforce information	✓	Our People (12)	
102-9	Supply chain description	✓	About Noble Group (3)	
102-10	Significant changes to the organisation	✓	2016 Annual Report (2-4)	
102-11	Precautionary approach	✓	Business Integrity (17)	
102-12	External charters and principles	✓	Co-CEO's Message (2)	
102-13	Memberships of associations	✓	Co-CEO's Message (2) Business Integrity (18) Environment (22,24) Responsible Supply Chain (26)	
STRATEGY				
102-14	CEO message	✓	Co-CEO's Message (2)	
ETHICS AND INTEGRITY				
102-16	Values, principles, standards and norms	✓	Our People (11) Business Integrity (16,17) Environment (20) Responsible Supply Chain (24)	
GOVERNANCE				
102-18	Governance structure	✓	Roles and governance (17) 2016 Annual Report (28-45)	
STAKEHOLDER ENGAGEMENT				
102-40	List of stakeholder groups	✓	Understanding our Responsibility (5)	
102-41	Collective bargaining agreements	✓	Our People (13)	Noble's workforce being mostly office-based is not covered by specific collective bargaining agreements.
102-42	Identification of stakeholders	✓	Understanding our Responsibility (5)	
102-43	Approach to stakeholder engagement	✓	Understanding our Responsibility (5)	
102-44	Key concerns raised by stakeholders	✓	Understanding our Responsibility (5)	
REPORTING PRACTICE				
102-45	Entities included in the financial statements	✓	2016 Annual Report (145) http://www.thisisnoble.com/images/ar2016.pdf	
102-46	Report content and aspect boundaries	✓	About this Report (4) Identifying Material Issues (6-7)	
102-47	List of material aspects	✓	identifying material issues (6-7)	
102-48	Effect of any restatements	✓	No restatements from previous year	
102-49	Significant changes to scope and aspect boundaries	✓	No significant changes from previous year	
REPORT PROFILE				
102-50	Reporting period	✓	About this Report (4)	
102-51	Date of previous report	✓	May 31, 2016	
102-52	Reporting cycle	✓	About this Report (4)	
102-53	Contact point	✓	Head Office (1)	
102-54	This report has been prepared in accordance with the GRI Standards: Core option	✓	External Assurance (4) GRI content index (28-30)	
102-55	GRI content index	✓	GRI content index (28-30)	
102-56	External assurance policy and practice	✓	External Assurance (4) Ernst & Young's Assurance Statement (31-32)	



TOPIC-SPECIFIC STANDARDS	EXTERNAL ASSURANCE	PAGE	REMARKS/OMISSIONS	
ECONOMIC				
ECONOMIC PERFORMANCE				
103-1, 103-2, 103-3	Management Approach	✓	2016 Annual Report (2-4)	
201-1	Direct economic value generated and distributed	✓	2016 Annual Report (46-54) Financial Highlights (4)	
201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change	✓	Environment (21,22)	
201-3	Coverage of the organization's defined benefit plan obligations	✓	2016 Annual Report (161) Our People (12)	
ANTI-CORRUPTION				
103-1, 103-2, 103-3	Management Approach	✓	Business Integrity (18-19)	
205-1	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	✓	Business Integrity (18)	
205-2	Communication and training on anti-corruption policies and procedures	✓	Business Integrity (19)	
205-3	Confirmed incidents of corruption and actions taken	✓	Business Integrity (18)	
ENVIRONMENTAL				
ENERGY				
103-1, 103-2, 103-3	Management Approach	✓	Environment (21)	
302-1	Energy Consumption Within the Organization	✓	Environment (22)	
302-3	Energy Intensity	✓	Environment (22)	
302-4	Reduction of Energy Consumption	✓	Environment (21-23)	
EMISSIONS				
103-1, 103-2, 103-3	Management Approach	✓	Environment (21)	
305-1	Direct Greenhouse Gas (GHG) Emissions (Scope 1)	✓	Environment (22)	
305-2	Energy Indirect Greenhouse Gas (GHG) Emissions (Scope 2)	✓	Environment (22)	
305-3	Other Indirect Greenhouse Gas (GHG) Emissions (Scope 3)	✓	Environment (22)	
305-4	Greenhouse Gas (GHG) Emissions Intensity	✓	Environment (22)	
305-5	Reduction of Greenhouse Gas (GHG) Emissions		Environment (21-23)	
EFFLUENTS AND WASTE				
103-1, 103-2, 103-3	Management Approach	✓	Environment (23)	
306-3	Total number and volume of significant spills	✓	Environment (23)	
COMPLIANCE				
103-1, 103-2, 103-3	Management Approach	✓	Environment (20)	
307-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	✓	Environment (20)	
SOCIAL				
EMPLOYMENT				
103-1, 103-2, 103-3	Management Approach	✓	Our People (12-15)	Our disclosure includes both employees and contractors.
401-1	Total number and rates of new employee hires and employee turnover by age group, gender and region	✓	Our People (14)	
LABOR/MANAGEMENT RELATIONS				
103-1, 103-2, 103-3	Management Approach	✓	Our People (12-13)	
402-1	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	✓	Our People (12-13)	
OCCUPATIONAL HEALTH AND SAFETY				
103-1, 103-2, 103-3	Management Approach	✓	Our People (14)	
403-2	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	✓	Our People (15)	We had no fatalities recorded during the reporting period. Health and safety policies and location specific emergency response measures are implemented across our locations to control risks and ensure workplace safety. Noble targets to report other occupational health and safety data in 2017.
TRAINING AND EDUCATION				
103-1, 103-2, 103-3	Management Approach	✓	Our People (12-14)	

TOPIC-SPECIFIC STANDARDS		EXTERNAL ASSURANCE	PAGE	REMARKS/OMISSIONS
404-3	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	✓	Our People (12-13)	It is our regular practice to include permanent employees who are employed on 30 September of the performance year in our appraisal process. In 2016, we did not enforce the appraisal process for all employees, as we focused on macro changes around our business, and secondly, there was wider dialogue on the effectiveness of this process.
DIVERSITY AND EQUAL OPPORTUNITY				
103-1, 103-2, 103-3	Management Approach	✓	Our People (13-14)	
405-1	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	✓	Our People (12,17)	
NON-DISCRIMINATION				
103-1, 103-2, 103-3	Management Approach	✓	Our People (13-14)	
406-1	Total number of incidents of discrimination and corrective actions taken	✓	Our People (13-14)	
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING				
103-1, 103-2, 103-3	Management Approach	✓	Our People (12-13)	Our disclosure includes both employees and contractors.
407-1	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	✓	Our People (12-13)	
CHILD LABOR				
103-1, 103-2, 103-3	Management Approach	✓	Responsible Supply Chain (24-26)	
408-1	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	✓		Noble's major operations are office-based, therefore child labor is not a significant risk to us. Having said that, we make routine visits and due diligence on Noble's origination partners to minimise supply chain risk on child labour.
FORCED OR COMPULSORY LABOR				
103-1, 103-2, 103-3	Management Approach	✓	Responsible Supply Chain (24-26)	
409-1	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	✓		Noble's major operations are office-based, therefore forced labor is not a significant risk to us. Having said that, we make routine visits and due diligence on Noble's origination partners to minimise supply chains risk on forced or compulsory labour.
INDIGENOUS RIGHTS				
103-1, 103-2, 103-3	Management Approach	✓	Responsible Supply Chain (25)	
411-1	Total number of incidents of violations involving rights of indigenous peoples and actions taken	✓	Responsible Supply Chain (25)	
INVESTMENT				
103-1, 103-2, 103-3	Management Approach	✓	Responsible Supply Chain (25-26)	
412-3	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	✓	Responsible Supply Chain (26)	
LOCAL COMMUNITIES				
103-1, 103-2, 103-3	Management Approach	✓	Responsible Supply Chain (25)	
413-1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	✓	Our People (15) Responsible Supply Chain (25)	
PRODUCT AND SERVICE LABELING				
103-1, 103-2, 103-3	Management Approach	✓	Responsible Supply Chain (26)	
417-1	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	✓	Responsible Supply Chain (26)	
COMPLIANCE				
103-1, 103-2, 103-3	Management Approach	✓	Business Integrity (18)	
419-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations in the social and economic area	✓	Business Integrity (18)	