

# Custom Content Index - 'in accordance' Core

This Content Index provides an overview of the G4 Standard Disclosures based on the selections made.

GRI's Standard Disclosures are comprised of one or more disclosure requirements. Following the link on a specific disclosure label in this Index will take you to the next sheet, 'Overview - Standard Disclosures', where the requirements are listed from "a" to "z" under the column "Disclosure Requirements". In order to report 'in accordance', an organization must answer each of the disclosure requirements for all the required Standard Disclosures.

In exceptional cases, if it is not possible to disclose certain required information, reasons for omission may apply for those Standard Disclosures marked with (\*) in tables 3 and 4 on page 12 of *Guidelines - Reporting Principles and Standard Disclosures*. Consult the "Reasons for omission" on page 13 of the *Guidelines - Reporting Principles and Standard Disclosures*. There are also macros embedded in this sheet to assist you in disclosing accepted reasons for omission; click on the cell in the Reason(s) for Omission(s) column that you want to provide such a reason for and a selection form will open.

The GRI Guidelines contain the authoritative text. In case of any discrepancies between this Content Index template and the GRI Guidelines, the GRI Guidelines' text shall prevail.

## GENERAL STANDARD DISCLOSURES

General Standard Disclosures	Page Number (or Link)	Reporting Status
	Information related to Standard Disclosures required by the 'in accordance' options may already be included in other reports prepared by the organization. In these circumstances, the organization may elect to add a specific reference to where the relevant information can be found.	

## STRATEGY AND ANALYSIS

G4-1	From the CEO (page 6)	Fully
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## ORGANIZATIONAL PROFILE

G4-3	Mirvac (The Mirvac Group)	Fully
G4-4	<a href="#">Mirvac Annual Report</a> page 1	Fully
G4-5	Sydney, Australia	Fully
G4-6	Snapshot of Mirvac (page 16)	Fully

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<b>G4-7</b>	<a href="#">Mirvac Annual Report</a> page 1	Fully
<b>G4-8</b>	In our world (page 14-15); <a href="#">Mirvac Annual Review 2014</a> page 6.	Fully
<b>G4-9</b>	Snapshot of Mirvac (page 16); <a href="#">Annual Review</a> (page 1)	Fully
<b>G4-10</b>	Workforce (pages 70-75)	Fully
<b>G4-11</b>	Figure 73.3 (page 73)	Fully
<b>G4-12</b>	Materials & Supply Chain (pages 42-44)	Fully
<b>G4-13</b>	No significant changes in the reporting period.	Fully
<b>G4-14</b>	Risk & Resilience (pages 20-21)	Fully
<b>G4-15</b>	We advocate sustainability through membership and other involvement with:' (pull out box page 19).	Fully
<b>G4-16</b>	We advocate sustainability through membership and other involvement with:' (pull out box page 19).	Fully
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>		
<b>G4-17</b>	The report covers the activities of the Mirvac Group ("Mirvac" or the "Group") within Australia under Mirvac's operational control for the financial year ending 30th June 2014.	Fully
<b>G4-18</b>	Where do we draw the line? (page 12); and The path to change (pages 7-8)	Fully
<b>G4-19</b>	Material issues (page 11)	Fully
<b>G4-20</b>	Where do we draw the line? (page 12); and The path to change (pages 7-8)	Fully
<b>G4-21</b>	Where do we draw the line? (page 12); and attachment showing reporting boundary and methodology for all strategy commitments.	Fully
<b>G4-22</b>	Energy, carbon and water intensity metrics have been redone using calculation methodology that relate to our strategy commitments. These have been updated to account for the cogeneration gas an normalised (area).	Fully

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<b>G4-23</b>	Where do we draw the line? (page 12) including attachment on Mirvac's strategy commitment boundaries.	Fully
<b>STAKEHOLDER ENGAGEMENT</b>		
<b>G4-24</b>	In our world (page 14-15)	Fully
<b>G4-25</b>	In our world (page 14-15)	Fully
<b>G4-26</b>	In our world (page 14-15)	Fully
<b>G4-27</b>	In our world (page 14-15);	Fully
<b>REPORT PROFILE</b>		
<b>G4-28</b>	2013-14 Financial Year	Fully
<b>G4-29</b>	2013 <a href="#">Mirvac 2013 sustainability Report</a>	Fully
<b>G4-30</b>	Annual	Fully
<b>G4-31</b>	What's inside (page 3)	Fully
<b>G4-32</b>	What's inside (page 3).	Fully
	Mirvac's Sustainability Report and GRI Index is in accordance with the "Core" criteria for disclosures under the Global Reporting Initiative's (GRI) G4 Sustainability Reporting Guidelines.	
<b>G4-33</b>	Mirvac believes in the transparent disclosure of our performance data and as part of this Net Balance Management Group was commissioned to undertake independent assurance of the integrity of the information presented within this year report. Assurance statement downloadable from 2014 <a href="#">Sustainability Report website</a> .	Fully

**General Standard Disclosures**

Page Number (or Link)

Reporting Status

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**GOVERNANCE****G4-34**

The Mirvac Way (page 17-19); Mirvac Annual Report 2014 (page 33 - 43)

Fully

**ETHICS AND INTEGRITY****G4-56**The Mirvac way (page 17-19); and Mirvac corporate governance: <http://www.mirvac.com/About/Corporate-Governance/>

Fully

**SPECIFIC STANDARD DISCLOSURES****DMA and Indicators**

Page Number (or Link)

Identified Omission(s)

Reason(s) for Omission(s)

Reporting Status

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**CATEGORY: ECONOMIC****MATERIAL ASPECT: ECONOMIC PERFORMANCE****G4-DMA**[Annual report 2014](#)

Fully

**G4-EC1**

Community Investment (page 82-87)

Fully

[Annual report 2014](#)**G4-EC2**

Risk &amp; Resilience (pages 20-21)

Fully

Annual report Corporate Governance Statement  
Principle 8 (Recognise and manage risk on page 40-41)

<b>DMA and Indicators</b>	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Reporting Status
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### **MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS**

<b>G4-DMA</b>	Community Investment (page 82-87)			Fully
<b>G4-EC7</b>	Community Investment (page 82-87)			Fully

### **CATEGORY: ENVIRONMENTAL**

### **MATERIAL ASPECT: MATERIALS**

<b>G4-DMA</b>	Materials & Supply Chain (pages 42-45)			Fully
<b>G4-EN1</b>	Materials have been deemed a material issues with commitments around prequalifying the supply chain, increasing recycling, completing Life Cycle Assessments and moving towards zero waste by 2030.  Our approach to minimising impacts of materials focuses around the commitment to complete Life Cycle Assessment (LCA) on all developments starting in FY15. This provides a more holistic view of the whole of life impacts of materials than provided in G4-EN1 as it covers impacts from material extraction through to end of life.	Yes	The Standard Disclosure or part of the Standard Disclosure is not applicable	Not Reported

### **MATERIAL ASPECT: ENERGY**

<b>G4-DMA</b>	Energy (page 32-37)			Fully
<b>G4-EN3</b>	Energy (page 32-37)			Fully
<b>G4-EN4</b>	Transport (Figure 55.1)			Fully
<b>G4-EN5</b>	Energy (page 32-37)			Fully

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<b>G4-EN6</b>	Energy (page 32-37); and Measuring value (page 12)			Fully
<b>G4-EN7</b>	Energy (page 32-37); and Measuring value (page 12)			Fully
<b>MATERIAL ASPECT: WATER</b>				
<b>G4-DMA</b>	Water (page 38-39)			Fully
<b>G4-EN10</b>	Water (page 38-39). Total non-potable water consumed is 22,022 kL from			Fully
<b>MATERIAL ASPECT: BIODIVERSITY</b>				
<b>G4-DMA</b>	Biodiversity (pages 56-57)			Fully
<b>G4-EN11</b>	Biodiversity (pages 56-57)			Fully
<b>G4-EN13</b>	Biodiversity (pages 56-57)			Fully
<b>MATERIAL ASPECT: EMISSIONS</b>				
<b>G4-DMA</b>	Energy (page 32-37) Emission factors: National Greenhouse Accounts Factors July 2013			Fully
<b>G4-EN15</b>	Energy (page 32-37) Emission factors: National Greenhouse Accounts Factors July 2013			Fully
<b>G4-EN16</b>	Energy (page 32-37) Emission factors: National Greenhouse Accounts Factors July 2013			Fully
<b>G4-EN17</b>	Energy (page 32-37)			Fully

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<b>G4-EN18</b>	Energy (page 32-37)			Fully
<b>G4-EN19</b>	Energy (page 32-37)			Fully
<b>MATERIAL ASPECT: EFFLUENTS AND WASTE</b>				
<b>G4-DMA</b>	Waste (page 40-41)			Fully
<b>G4-EN23</b>	Waste (page 40-41). Development waste recycling conservatively excludes large quantities of soil that were recycled from the Orion Springfield construction site in March, April and May of 2014.			Fully
<b>G4-EN24</b>	No significant spills.			Fully
<b>G4-EN25</b>	Waste (page 40-41)			Fully
<b>MATERIAL ASPECT: COMPLIANCE</b>				
<b>G4-DMA</b>	Annual Report 2014 (Environmental regulations section page 7)			Fully
<b>G4-EN29</b>	There has been no infringement notices issued for minor environmental incidents during the year.			Fully
<b>MATERIAL ASPECT: TRANSPORT</b>				
<b>G4-DMA</b>	Transport (pages 54-55) Scope: All domestic and International flights taken by Mirvac employees; all domestic car hire by employees.			Fully
<b>G4-EN30</b>	Transport (pages 54-55) Carbon emission factors: Cleaner Climate.			Fully

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**MATERIAL ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT**

**G4-DMA** Materials & Supply Chain (pages 42-44) Fully

**G4-EN32** Materials & Supply Chain (pages 42-44) Fully  
 Health Safety & Environment requirements in all Go To Market documentation for all tenders.

**CATEGORY: SOCIAL**

**SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK**

**MATERIAL ASPECT: EMPLOYMENT**

**G4-DMA** Workforce (page 70) Fully

**G4-LA2** The way to wellbeing (page 76) Fully

**G4-LA3** Parental leave return (Figure 73.1 on page 73). Fully

**MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY**

**G4-DMA** Strong on safety (pages 78-79) Fully

**G4-LA6** Lead indicators (Table 78.1 on page 78) Partial

**MATERIAL ASPECT: TRAINING AND EDUCATION**

**G4-DMA** Skills & Training (pages 62-3) Fully



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<b>G4-LA9</b>	12 hrs average hours of training per employee 15 hrs per manager  This conservatively represents hours for Mirvac Group coordinated training only. Training organised within individual teams is not currently tracked.			Fully
<b>G4-LA11</b>	100% of staff			Fully
<b>MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY</b>				
<b>G4-DMA</b>	A move to inclusion (page 74); Annual Report 2014 Corporate Governance Principle 4b Diversity (pages 37-38)			Fully
<b>G4-LA12</b>	Board of Directors by Age and Gender (Figure 71.2 on page 71).			Fully
<b>MATERIAL ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN</b>				
<b>G4-DMA</b>	A move to inclusion (page 74); Annual Report 2014 Corporate Governance Principle 4b Diversity (pages 37-38)			Fully
<b>G4-LA13</b>	Staff breakdown average full-time equivalent salary, Figure 75.1			Fully
<b>MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES</b>				
<b>G4-DMA</b>	Materials & Supply Chain (pages 42-44)			Fully

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<b>G4-LA14</b>	Materials & Supply Chain (pages 42-44). Health Safety & Environment requirements in Go To Market documentation for all tenders.  Human rights questions such as forced labour included in the new sustainability questionnaire to be included in Go To Market documentation for new suppliers.			Partial
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**SUB-CATEGORY: HUMAN RIGHTS**

**MATERIAL ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT**

<b>G4-DMA</b>	Materials & Supply Chain (pages 42-44)			Fully
<b>G4-HR10</b>	Materials & Supply Chain (pages 42-44)  Human rights questions such as forced labour included in the new sustainability questionnaire to be included in Go To Market documentation for new suppliers.			Fully

**SUB-CATEGORY: SOCIETY**

**MATERIAL ASPECT: LOCAL COMMUNITIES**

<b>G4-DMA</b>	Community Investment (pages 82-83)			Fully
<b>G4-SO1</b>	Community Investment (pages 82-87)			Partial
<b>G4-SO2</b>	Community Investment (pages 82-87)			Partial

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### **MATERIAL ASPECT: ANTI-CORRUPTION**

<b>G4-DMA</b>	Risk & Resilience (pages 20-21)  <a href="http://www.mirvac.com/About/Corporate-Governance/">http://www.mirvac.com/About/Corporate-Governance/</a>			Fully
<b>G4-SO3</b>	Managing bribery & corruption (page 21)			Fully
<b>G4-SO4</b>	Risk & Resilience (pages 20-21)  Annual Report Corporate Governance statement (Principle 4)			Partial

### **MATERIAL ASPECT: PUBLIC POLICY**

<b>G4-DMA</b>	In our world (page 14-15)  Annual Report Corporate Governance statement (Principle 4)			Fully
<b>G4-SO6</b>	The Election Funding, Expenditure and Disclosures Act 1981 (Cth) (amended in 2009) prohibits property developers from making political donations. Mirvac has in place a Political Donations Policy, which prohibits the Group and any Mirvac employee from making any political donation on behalf of the Group. During the year ended 30 June 2014, Mirvac (including its Directors and employees) made no political donations.			Fully

### **MATERIAL ASPECT: ANTI-COMPETITIVE BEHAVIOR**

<b>G4-DMA</b>	Risk & Resilience (pages 20-21) and Annual Report Corporate Governance statement.			Fully
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<b>G4-SO7</b>	None			Fully
<b>MATERIAL ASPECT: COMPLIANCE</b>				
<b>G4-DMA</b>	Risk & Resilience (pages 20-21) and Annual Report Corporate Governance statement.			Fully
<b>G4-SO8</b>	None			Fully
<b>MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY</b>				
<b>G4-DMA</b>	Materials & Supply Chain (pages 42-44)			Fully
<b>G4-SO9</b>	Materials & Supply Chain (pages 42-44)  Social questions included in the new sustainability questionnaire to be included in Go To Market documentation for new suppliers.			Partial