

## Custom Content Index - “in accordance Core”

Mirvac's sustainability reporting is prepared in accordance and the Global Reporting Initiative (GRI) G4 Core Sustainability Reporting Guidelines (GRI G4 Guidelines).

This index provides a guide to where information on our material impacts, as they relate to the GRI reporting requirements and indicators, can be found throughout Mirvac's Annual Report and our website.

The document refers to a variety of resources. They can be accessed at the below locations:

1. Annual Report
2. ESG Analyst Toolkit
3. [Supply Chain Report](#)
4. [This Changes Everything](#)
5. Corporate Governance Statement
6. Stakeholder Matrix

DISCLOSURES	REQUIRED DISCLOSURE PER GRI G4 IMPLEMENTATION MANUAL	RESPONSE (OR LINK)	REPORTING STATUS
<b>GENERAL STANDARD DISCLOSURES</b>			
Information related to Standard Disclosures required by the 'in accordance' options may already be included in other reports prepared by the organisation. In these circumstances, the organisation may elect to add a specific reference to where the relevant information can be found.			
<b>STRATEGY AND ANALYSIS</b>			
102-14	a. Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	Annual Report - Chairman and CEO & MD's Letter to SecurityHolders (page 6-9)	Fully
<b>ORGANIZATIONAL PROFILE</b>			
102-1	a. Report the name of the organization.	Mirvac (The Mirvac Group).	Fully
102-2	a. Report the primary brands, products, and services.	Annual Report (page 2)	Fully
102-3	a. Report the location of the organization's headquarters.	Sydney, Australia.	Fully
102-4	a. Report the number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report	Annual Report (page 2, paragraphs 1, 2, 3 and 4)  Mirvac is an integrated, urban property groups listed on the Australian Securities Exchange, with an enviable reputation for delivering some of the best real estate projects in Australia.	Fully
102-5	a. Report the nature of ownership and legal form.	Annual Report (page 1 - about this report), Corporate Governance Statement (page 1 - introduction)	Fully
102-6	a. Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	Annual Report (page 2 - about Mirvac), Stakeholder Matrix (page 11)	Fully
102-7	a. Report the scale of the organization, including: i) Total number of employees ii) Total number of operations iii) Net sales (for private sector organizations) or net revenues (for public sector organizations) iv) Total capitalization broken down in terms of debt and equity (for private sector organizations) v) Quantity of products or services provided	i) Annual Report (page 30) ii) Annual Report (pages 4 and 5) iii) Annual Report (page 75) iv) Annual Report (page 75) v) Annual Report (page 12 - Office, 14 - Industrial, 20 - Retail, 24 - Residential)	Fully

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DISCLOSURES	REQUIRED DISCLOSURE PER GRI G4 IMPLEMENTATION MANUAL	RESPONSE (OR LINK)	REPORTING STATUS
102-8	<p>a. Report the total number of employees by employment contract and gender.</p> <p>b. Report the total number of permanent employees by employment type and gender.</p> <p>c. Report the total workforce by employees and supervised workers and by gender.</p> <p>d. Report the total workforce by region and gender.</p> <p>e. Report whether a substantial portion of the organization’s work is performed by workers who are legally recognized as selfemployed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors.</p> <p>f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).”</p>	<p>Mirvac employees: ESG Analyst Toolkit; Annual Report (pages 30-35).</p> <p>Supervised workers: Fluctuations in supervised workers are not seasonal, but based on the level of construction activities being undertaken by Mirvac.</p> <p>E. is not applicable</p>	Fully
102-41	a. Report the percentage of total employees covered by collective bargaining agreements.	9%	Fully
102-9	a. Describe the organization’s supply chain.	Our supply chain is described in the FY17 Supply Chain Report (page 2) <a href="http://sustainability.mirvac.com/our-strategy/wp-content/uploads/2018/06/Mirvac_Supplier-report-FY17.pdf">http://sustainability.mirvac.com/our-strategy/wp-content/uploads/2018/06/Mirvac_Supplier-report-FY17.pdf</a>	Fully
102-10	<p>a. Report any significant changes during the reporting period regarding the organization’s size, structure, ownership, or its supply chain, including:</p> <ul style="list-style-type: none"> <li>– Changes in the location of, or changes in, operations, including facility openings, closings, and expansions</li> <li>– Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations)</li> <li>– Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination</li> </ul>	Annual Report (pages 50 and 51)	Fully
102-11	a. Report whether and how the precautionary approach or principle is addressed by the organization.	Annual Report (pages 36, 37, 50, 51)	Fully
102-12	a. List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	Stakeholder Matrix (page 11)	Fully
102-13	<p>a. List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization:</p> <ul style="list-style-type: none"> <li>– Holds a position on the governance body,</li> <li>– Participates in projects or committees,</li> <li>– Provides substantive funding beyond routine membership dues,</li> <li>– Views membership as strategic</li> </ul>	Stakeholder Matrix (page 11)	Fully
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>			
102-45	<p>a. List all entities included in the organization’s consolidated financial statements or equivalent documents.</p> <p>b. Report whether any entity included in the organization’s consolidated financial statements or equivalent documents is not covered by the report.”</p>	The Annual 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 2019.	Fully

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DISCLOSURES	REQUIRED DISCLOSURE PER GRI G4 IMPLEMENTATION MANUAL	RESPONSE (OR LINK)	REPORTING STATUS
102-46	<p>a. Explain the process for defining the report content and the Aspect Boundaries.</p> <p>b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.</p>	Annual Report (pages 38-41 - sustainability update) and G4-19 (below). Mirvac’s materiality and boundaries are set by our strategy, This Changes Everything ( <a href="http://sustainability.mirvac.com/our-strategy/">http://sustainability.mirvac.com/our-strategy/</a> ). The process and engagement associated with this strategies development is provided in our FY14 Sustainability Report (pages 8-12).	Fully
102-47	a. List all the material Aspects identified in the process for defining report content.	Annual Report (pages 38-41 - sustainability update)  Our material aspects are defined in our strategy, This Change Everything (available at <a href="http://sustainability.mirvac.com/our-strategy/">http://sustainability.mirvac.com/our-strategy/</a> )  The GRI Principles for defining content and quality have also been applied in preparation of this report.	Fully
103-1	<p>a. For each material Aspect, report the Aspect Boundary within the organization, as follows:</p> <ul style="list-style-type: none"> <li>– Report whether the Aspect is material within the organization</li> <li>– If the Aspect is not material for all entities within the organization (as described in G4-17), select one of the following two approaches and report either:</li> <li>– The list of entities or groups of entities included in G4-17 for which the Aspect is not material or</li> <li>– The list of entities or groups of entities included in G4-17 for which the Aspects is material</li> <li>– Report any specific limitation regarding the Aspect Boundary within the organization</li> </ul>	The internal boundary for all material aspects is Mirvac Limited (Mirvac Group) which includes Mirvac Property Trust and its controlled entities. The material issues against which Mirvac has made commitments are listed in the Annual Report (pages 38-41) and on the This Changes Everything website.	Fully
103-1	<p>a. For each material Aspect, report the Aspect Boundary outside the organization, as follows:</p> <ul style="list-style-type: none"> <li>– Report whether the Aspect is material outside of the organization</li> <li>– If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified</li> <li>– Report any specific limitation regarding the Aspect Boundary outside the organization</li> </ul>	The internal boundary for all material aspects is Mirvac Limited (Mirvac Group), which includes Mirvac Property Trust and its controlled entities.	Fully
102-48	a. Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	A minor correction has been made to Electricity Scope 3 emissions for FY18 in the Annual Report, this drafting error did not affect the Scope 3 Emissions total. No other prior year data has been restated in this report.	Fully
102-49	a. Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	No significant changes	Fully
<b>STAKEHOLDER ENGAGEMENT</b>			
102-40	a. Provide a list of stakeholder groups engaged by the organization.	Stakeholder Matrix (page 11)	Fully
102-42	a. Report the basis for identification and selection of stakeholders with whom to engage.	This Changes Everything website	Fully
102-43	a. Report the organization’s approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	Stakeholder Matrix (page 11)	Fully
102-44	a. Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	Stakeholder Matrix (page 11), Annual Report (pages 36 and 37 - risk management)	Fully

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DISCLOSURES	REQUIRED DISCLOSURE PER GRI G4 IMPLEMENTATION MANUAL	RESPONSE (OR LINK)	REPORTING STATUS
<b>REPORT PROFILE</b>			
102-50	a. Reporting period (such as fiscal or calendar year) for information provided.	2018-19 Financial Year	Fully
102-51	a. Date of most recent previous report (if any).	2017-18 Financial Year	Fully
102-52	a. Reporting cycle (such as annual, biennial).	Annual	Fully
102-53	a. Provide the contact point for questions regarding the report or its contents.	Annual Report - Directory (page 133)	Fully
102-54	a. Report the ‘in accordance’ option the organization has chosen. b. Report the GRI Content Index for the chosen option. c. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be ‘in accordance’ with the Guidelines.	The sustainability section of Mirvac’s Annual Report (including its suite), the Sustainability website and GRI Index is in accordance with the ‘Core’ criteria for disclosures under the Global Reporting Initiative’s (GRI). The Annual Report includes select sustainability indicators that have been externally assured (refer to the ESG Analyst Toolkit) and the assurance statement is available online.	Fully
102-56	a. Report the organization’s policy and current practice with regard to seeking external assurance for the report. b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. c. Report the relationship between the organization and the assurance providers. d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization’s sustainability report.	Mirvac believes in the transparent disclosure of our performance data and as part of this, PwC was commissioned to undertake independent assurance of the integrity of selected performance indicators presented within this year’s report. The assurance statement is downloadable from the Annual Report website. Mirvac also works with the London Benchmarking Group (LBG) to assure Mirvac’s community investment numbers.	Fully
<b>GOVERNANCE</b>			
102-18	a. Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	Corporate Governance Statement Principle 1 & 2 (pages 2-8); Risk Management Policy.	Fully

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DISCLOSURES	REQUIRED DISCLOSURE PER GRI G4 IMPLEMENTATION MANUAL	RESPONSE (OR LINK)	REPORTING STATUS
<b>ETHICS AND INTEGRITY</b>			
102-16	a. Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	Corporate Governance Statement, Principle 3 (pages 2-8)	Fully
<b>SPECIFIC STANDARD DISCLOSURES</b>			
<b>CATEGORY: ECONOMIC</b>			
103-1	Economic Management Approach	<p>Aspects: economic performance; indirect economic impacts; integrity; responsible reporting; earnings visibility; promises.</p> <p>Materiality and management of aspects: Annual Report (pages 36-37 - risk management, pages 38-41 - scorecards and sustainability update, page 42 - governance).</p> <p>Additional contextual information: Mirvac launched its refreshed sustainability strategy in 2018. It has six focus areas, including a promise to do the right thing by being a trusted partner. More information on the management approach for this can be found on the This Changes Everything website (<a href="http://sustainability.mirvac.com/our-strategy/focus_area/trusted-partner/">http://sustainability.mirvac.com/our-strategy/focus_area/trusted-partner/</a>).</p> <p>Grievance mechanism: Mirvac is committed to fostering and maintaining a culture of corporate compliance, ethical behaviour and good corporate governance. The Open Line policy was established to encourage reporting of concerns regarding potentially unethical, unlawful or improper practices or behaviours (improper conduct) and providing protection for individuals reporting in good faith. This includes grievances regarding resource abuse, human resources, unethical behaviour or illegal activity. The Open Line policy is publicly available.</p>	Fully
<b>MATERIAL ASPECT: ECONOMIC PERFORMANCE</b>			
201-2	<p>a. Report risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure, including:</p> <ul style="list-style-type: none"> <li>- A description of the risk or opportunity and its classification as either physical, regulatory, or other</li> <li>- A description of the impact associated with the risk or opportunity</li> <li>- The financial implications of the risk or opportunity before action is taken</li> <li>- The methods used to manage the risk or opportunity</li> <li>- The costs of actions taken to manage the risk or opportunity</li> </ul>	Corporate Governance Statement (pages 12-13 - Principle 7), Annual Report (pages 36-37 - Risk Management)	Fully
<b>MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS</b>			
203-1	<p>a. Report the extent of development of significant infrastructure investments and services supported.</p> <p>b. Report the current or expected impacts on communities and local economies. Report positive and negative impacts where relevant.</p> <p>c. Report whether these investments and services are commercial, in-kind, or pro bono engagements.</p>	Annual Report; (page 10 - forces of change), (pages 12-19 - Office and Industrial), (pages 20 - 23 - Retail), (24-29 - Residential), (pages 38-41 - Sustainability Update)	Fully

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DISCLOSURES	REQUIRED DISCLOSURE PER GRI G4 IMPLEMENTATION MANUAL	RESPONSE (OR LINK)	REPORTING STATUS
<b>CATEGORY: ENVIRONMENTAL</b>			
103-1	Environmental Management Approach	<p>Aspects: materials; energy; water; biodiversity; emissions; effluents and waste; compliance; transport; supplier environmental assessment; climate risk; board capability.</p> <p>Materiality of aspects: Annual Report (page 10 - forces of change), (pages 38-41 - sustainability update), This Changes Everything website (Focus areas - climate change and natural resources).</p> <p>Management of aspects: Annual Report (pages 38-41 - scorecards and sustainability update), (pages 36-37 - Risk Management), Risks (page 122 - Director’s Declaration).</p> <p>Grievance mechanism: Mirvac is committed to fostering and maintaining a culture of corporate compliance, ethical behaviour and good corporate governance. The Open Line policy was established to encourage reporting of concerns regarding potentially unethical, unlawful or improper practices or behaviours (Improper Conduct) and providing protection for individuals reporting in good faith. This includes grievances regarding resource abuse, human resources, unethical behaviour or illegal activity. The Open Line policy is publicly available. There have been no environmental grievances in this financial year.</p>	Fully
<b>MATERIAL ASPECT: MATERIALS</b>			
301-1	Materials used by weight or volume	<p>Not reported.</p> <p>Materials have been deemed a material issue with commitments around integrating sustainability criteria in the procurement process, increasing recycling and moving towards zero waste by 2030.</p>	Not reported
<b>MATERIAL ASPECT: ENERGY</b>			
302-1	Energy consumption within the organization	<ul style="list-style-type: none"> <li>a. ESG Analyst Toolkit</li> <li>b. ESG Analyst Toolkit</li> <li>c. ESG Analyst Toolkit (electricity only, others N/A)</li> <li>d. not reported</li> <li>e. ESG Analyst Toolkit</li> <li>f. Reporting Criteria document</li> <li>g. Reporting Criteria document</li> </ul>	Fully
302-3	Energy intensity	<ul style="list-style-type: none"> <li>a. ESG Analyst Toolkit</li> <li>b. ESG Analyst Toolkit</li> </ul>	Fully
302-4	Reduction of energy consumption	<ul style="list-style-type: none"> <li>a. We report our energy reduction in terms of energy and carbon intensity reduction. This is reported in our Annual Report (page 40) and in the ESG Analyst Toolkit.</li> <li>b. ESG Analyst Toolkit.</li> <li>c. Reporting Criteria</li> </ul>	Fully
<b>MATERIAL ASPECT: WATER</b>			
303	Percentage and total volume of water recycled and reused	ESG Analyst Toolkit.	

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DISCLOSURES	REQUIRED DISCLOSURE PER GRI G4 IMPLEMENTATION MANUAL	RESPONSE (OR LINK)	REPORTING STATUS
<b>MATERIAL ASPECT: BIODIVERSITY</b>			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Annual Report (page 11).	Partially
304-3	Habitats protected or restored	Annual Report (page 11).	Partially
<b>MATERIAL ASPECT: EMISSIONS</b>			
305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	Annual Report - Energy, GHG, Water, Waste (Scope 1, page 40).	Fully
305-2	Energy indirect greenhouse gas emissions (Scope 2)	Annual Report - Energy, GHG, Water, Waste (Scope 2, page 40).	Fully
305-3	Other indirect greenhouse gas emissions (Scope 3)	Annual Report - Energy, GHG, Water, Waste (Scope 3, page 40).	Fully
305-4	Greenhouse gas emissions intensity	ESG Analyst Toolkit	Fully
305-5	Reduction of greenhouse gas emissions	Annual Report (page 40)	Fully
<b>MATERIAL ASPECT: EFFLUENTS AND WASTE</b>			
306-2	Total weight of waste by type and disposal method	Annual Report (page 40), ESG Analyst Toolkit	Fully
306-3	Total number and volume of significant spills	ESG Analyst Toolkit	Fully
306-4	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	Annual Report (page 40), ESG Analyst Toolkit	Fully
<b>MATERIAL ASPECT: COMPLIANCE</b>			
307-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	There has been no infringement notice issued for minor environmental incidents during the year.	Fully
<b>MATERIAL ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT</b>			
308-1	Percentage of new suppliers that were screened using environmental criteria	Environmental questions such as environmental policies are included in the sustainability questionnaire to be included in Go To Market documentation for all new suppliers using our online procurement platform. Approximately one third of suppliers (by FY19 spend) were prequalified using this process during the reporting year.	Fully

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DISCLOSURES	REQUIRED DISCLOSURE PER GRI G4 IMPLEMENTATION MANUAL	RESPONSE (OR LINK)	REPORTING STATUS
<b>CATEGORY: SOCIAL</b>			
103	Social Management Approach	<p>Material aspects: employment; occupational health and safety; diversity and equal opportunity; equal remuneration for women and men; supplier assessment for labor practices; indigenous rights; supplier human rights assessment; anti-corruption; public policy; supplier assessment for impacts on society.</p> <p>Materiality of aspects: Annual Report (pages 10 and 11), (pages 38-41 - sustainability update), This Changes Everything website (Focus areas - our community, social inclusion, our people).</p> <p>Management of aspects: Annual Report (pages 38-41 - scorecards and sustainability update), (pages 36-37 - Risk Management).</p> <p>Aspects: Employment; training and employment; equal remuneration: Annual Report (pages 30 -35 - Our People)</p> <p>Aspect: Occupational health and safety: Annual Report (page 34 - Our People, Safety)</p> <p>Aspects: Indigenous rights - Reconciliation Action Plan: Annual Report (page 41)</p> <p>Grievance Mechanism: Mirvac is committed to fostering and maintaining a culture of corporate compliance, ethical behaviour and good corporate governance. The Open Line policy was established to encourage reporting of concerns regarding potentially unethical, unlawful or improper practices or behaviours (Improper Conduct) and providing protection for individuals reporting in good faith. This includes grievances regarding resource abuse, human resources, unethical behaviour or illegal activity. The Open Line policy is publicly available. There have been no environmental grievances in this financial year.</p>	Fully
<b>SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK</b>			
<b>MATERIAL ASPECT: EMPLOYMENT</b>			
401-2	<p>a. Report the benefits which are standard for full-time employees of the organization but are not provided to temporary or parttime employees, by significant locations of operation. These include, as a minimum:</p> <ul style="list-style-type: none"> <li>- Life insurance</li> <li>- Health care</li> <li>- Disability and invalidity coverage</li> <li>- Parental leave</li> <li>- Retirement provision</li> <li>- Stock ownership</li> <li>- Others</li> </ul> <p>b. Report the definition used for 'significant locations of operation.</p>	<p>Our People (pages 30-35), Diversity and Inclusion (pages 7, 30, 35)</p> <p>All Mirvac employees have access to a range of benefits, including superannuation; flexible work arrangements; ability to purchase up to two weeks additional annual leave; access to leave and financial support; financial support for those affected by domestic and family violence; facility to donate to charity through payroll, and have that donation matched by Mirvac; donation matching for external fundraising campaigns; access to unlimited paid volunteering leave; access to discounts on health insurance; as well as other discount benefits on a wide-range of products and services.</p> <p>Mirvac's Employee Assistance Program (EAP) is available to all Mirvac employees and their immediate family members. Mirvac covers the cost for the first five sessions.</p> <p>Paid Parental Leave - All permanent employees who have completed 12 months service are eligible for 16 weeks paid parental leave as primary carer or 4 weeks paid parental leave as secondary carer.</p> <p>Stock ownership - All permanent employees are eligible to receive stock ownership.</p> <p>Health care - All employees have access to discounted healthcare through Medibank.</p>	Fully

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DISCLOSURES	REQUIRED DISCLOSURE PER GRI G4 IMPLEMENTATION MANUAL	RESPONSE (OR LINK)	REPORTING STATUS
401-3	<p>a. Report the total number of employees that were entitled to parental leave, by gender.</p> <p>b. Report the total number of employees that took parental leave, by gender.</p> <p>c. Report the total number of employees who returned to work after parental leave ended, by gender.</p> <p>d. Report the total number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work, by gender.</p> <p>e. Report the return to work and retention rates of employees who took parental leave, by gender.</p>	Annual Report (pages 30-35); ESG Analyst Toolkit	Fully
<b>MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY</b>			
403	<p>a. Report types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities, for the total workforce (that is, total employees plus supervised workers), by:</p> <ul style="list-style-type: none"> <li>– Region</li> <li>– Gender</li> </ul> <p>b. Report types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities for independent contractors working on-site to whom the organization is liable for the general safety of the working environment, by:</p> <ul style="list-style-type: none"> <li>– Region</li> <li>– Gender</li> </ul> <p>c. Report the system of rules applied in recording and reporting accident statistics.</p>	Annual Report (page 32 - Health and Safety); ESG Analyst toolkit	Fully
<b>MATERIAL ASPECT: TRAINING AND EDUCATION</b>			
404-1	<p>a. Report the average hours of training that the organization’s employees have undertaken during the reporting period, by:</p> <ul style="list-style-type: none"> <li>– Gender</li> <li>– Employee category</li> </ul>	ESG Analyst Toolkit	Fully
404-3	<p>a. Report the percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.</p>	100% of employees receiving performance and career development reviews.	Fully

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DISCLOSURES	REQUIRED DISCLOSURE PER GRI G4 IMPLEMENTATION MANUAL	RESPONSE (OR LINK)	REPORTING STATUS
<b>MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY</b>			
405-1	<p>a. Report the percentage of individuals within the organization’s governance bodies in each of the following diversity categories:</p> <ul style="list-style-type: none"> <li>– Gender</li> <li>– Age group: under 30 years old, 30-50 years old, over 50 years old</li> <li>– Minority groups</li> <li>– Other indicators of diversity where relevant</li> </ul> <p>b. Report the percentage of employees per employee category in each of the following diversity categories:</p> <ul style="list-style-type: none"> <li>– Gender</li> <li>– Age group: under 30 years old, 30-50 years old, over 50 years old</li> <li>– Minority groups</li> <li>– Other indicators of diversity where relevant</li> </ul>	ESG Analyst Toolkit, Corporate Governance Statement (pages 2-5)	Fully
<b>MATERIAL ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN</b>			
405-2	<p>a. Report the ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.</p> <p>b. Report the definition used for ‘significant locations of operation.’</p>	ESG Analyst Toolkit	Fully
<b>MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES</b>			
414-1	a. Report the percentage of new suppliers that were screened using labor practices criteria.	Labour practice questions such as forced labour included in the sustainability questionnaire to be included in Go To Market documentation for all new suppliers using our online procurement platform.	Partially
<b>SUB-CATEGORY: HUMAN RIGHTS</b>			
<b>MATERIAL ASPECT: INDIGENOUS RIGHTS</b>			
411-1	<p>a. Report the total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period.</p> <p>b. Report the status of the incidents and actions taken with reference to:</p> <ul style="list-style-type: none"> <li>– Incident reviewed by the organization</li> <li>– Remediation plans being implemented</li> <li>– Remediation plans have been implemented and results reviewed through routine internal management review processes</li> <li>– Incident no longer subject to action</li> </ul>	None	Fully
<b>MATERIAL ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT</b>			
414-1	Percentage of new suppliers that were screened using human rights criteria	Human rights questions such as forced labour included in the sustainability questionnaire to be included in Go To Market documentation for all new suppliers.	Fully

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<b>SUB-CATEGORY: SOCIETY</b>			
<b>MATERIAL ASPECT: ANTI-CORRUPTION</b>			
205-2	<p>a. Report the total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.</p> <p>b. Report the total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.</p> <p>c. Report the total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region.</p> <p>d. Report the total number and percentage of governance body members that have received training on anti-corruption, broken down by region.</p> <p>e. Report the total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.</p>	All of employees trained in anti-corruption policies as part of Code of Conduct training.	Partially
<b>MATERIAL ASPECT: PUBLIC POLICY</b>			
415-1	<p>Total value of political contributions by country and recipient/beneficiary</p> <p>a. Report the total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.</p> <p>b. Report how the monetary value of in-kind contributions was estimated, if applicable.</p>	The Election Funding, Expenditure and Disclosures Act 1981 (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 (or soliciting another person to make) any political donation on behalf of the Group. Directors and certain designated employees are also prohibited from making political donations in their personal capacity. During FY19, Mirvac (including its Directors and the designated employees) made no political donations.	Fully
<b>MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY</b>			
414-1	<p>Percentage of new suppliers that were screened using criteria for impacts on society</p> <p>a. Report the percentage of new suppliers that were screened using criteria for impacts on society.</p>	Mirvac's sustainability questionnaire issued during the tendering process includes questions on 'society' impacts. The questionnaire is issued to 100% of new suppliers that tender for work with Mirvac, outside the construction business. In this case, the construction business may decide to audit a critical supplier should their scope of work be on the critical path for a project.	Fully

# Stakeholder matrix

STAKEHOLDER GROUP	HOW WE ENGAGE	KEY SUSTAINABILITY TOPICS
<p><b>Customers</b></p> <p>Our customers are people who buy, occupy and lease our assets as well as those who shop/visit our retail centres</p>	<p><b>Residential:</b></p> <ul style="list-style-type: none"> <li>- Community engagement throughout the development process</li> <li>- Residential events: including the Summer Festival, which provides free community events across Australia</li> <li>- Publications: such as The Right Place Magazine (quarterly) for existing and new customers, which delivers relevant lifestyle and general interest stories, and introduces customers to new residential offerings</li> <li>- Surveys: delivered at key points in the purchasing process, including a sustainable lifestyles index.</li> </ul> <p><b>Tenants:</b></p> <ul style="list-style-type: none"> <li>- Reputation research to understand the expectations of our top stakeholders and the extent to which we are trusted</li> <li>- Tenant Liaison Centre: dedicated to responding to tenant requests</li> <li>- Face-to-face engagement including waste education sessions at office assets</li> <li>- Live building displays designed to showcase environmental features of the building</li> <li>- Elevator screens to convey key messages about sustainability.</li> </ul>	<ul style="list-style-type: none"> <li>- Trust</li> <li>- Community engagement and investment</li> <li>- Social return</li> <li>- Wellbeing</li> <li>- Waste</li> <li>- Social procurement</li> </ul>
<p><b>Communities</b></p> <p>People who live, work or play in and around our properties, as well as experts/leaders on social issues relevant to our targets</p>	<ul style="list-style-type: none"> <li>- Reputation research to understand the expectations of our top stakeholders and the extent to which we are trusted</li> </ul> <p><b>Events:</b></p> <ul style="list-style-type: none"> <li>- New communities: Mirvac continues to support new communities through a program to help new residents forge social connections</li> <li>- Summer Festival events</li> <li>- Community relations personnel at all large-scale masterplanned communities supporting new residents, from design through to construction and settlement</li> <li>- National Community Day: initiative day each year where employees volunteer in local organisations</li> <li>- Other employee volunteering and fundraising.</li> </ul>	<ul style="list-style-type: none"> <li>- Trust</li> <li>- Reconciliation</li> <li>- Community engagement and investment</li> <li>- Social return</li> <li>- Wellbeing</li> <li>- Culture</li> <li>- Donations of time and money</li> </ul>
<p><b>Employees</b></p> <p>People who work directly for Mirvac</p>	<ul style="list-style-type: none"> <li>- Employee engagement survey: our engagement score increased from 88 to 90 and is now in the world leading category, according to Willis Towers Watson</li> <li>- My Simple Thing: a program that allows flexible working for employees throughout the week to improve work and life balance</li> <li>- Events/programs: including pilates classes, wellness talks and National Community Day</li> <li>- Employee Assistance Program (EAP): providing free counselling to Mirvac staff and their families</li> <li>- Open Line: enabling anyone connected to Mirvac to report any concerns regarding potentially unethical, unlawful or improper practices or behaviours</li> <li>- Mirvac Way executive roadshow to engage employees, advance organisation efforts in key areas, and recognise people who demonstrate Mirvac values in practice</li> <li>- On boarding and capability: briefings to all new starters and mandatory training on sustainability commitments</li> <li>- Reputation research to understand the expectations of our top stakeholders and the extent to which we are trusted.</li> </ul>	<ul style="list-style-type: none"> <li>- Safety</li> <li>- Culture</li> <li>- Diversity</li> <li>- Reward and recognition</li> <li>- Sustainability strategy</li> <li>- Trust</li> </ul>

## Stakeholder matrix

STAKEHOLDER GROUP	HOW WE ENGAGE	KEY SUSTAINABILITY TOPICS
<p><b>Government &amp; partners</b> Peer and partner businesses, industry and legislative bodies</p>	<ul style="list-style-type: none"> <li>- Reputation research to understand the expectations of our top stakeholders and the extent to which we are trusted</li> <li>- Strategy launch and ongoing engagement</li> <li>- Authorities interested in our social return on investment measurement</li> <li>- Consultation in ensuring community building is collaborative</li> <li>- Committee involvement: including active participation with Better Building Partnership (BBP), the Green Building Council of Australia (GBCA), and the Property Council of Australia (PCA)</li> </ul>	<ul style="list-style-type: none"> <li>- Trust</li> <li>- Integrity</li> <li>- Social return</li> <li>- Community development</li> <li>- Reporting</li> <li>- Earnings visibility</li> <li>- Natural resources</li> <li>- Climate change</li> </ul>
<p><b>Investors &amp; security holders</b> Those who have a financial investment in our business</p>	<ul style="list-style-type: none"> <li>- Reputation research to understand the expectations of our top stakeholders and the extent to which we are trusted</li> <li>- Sustainability indices including the Carbon Disclosure Project (CDP), Global Real Estate Sustainability Benchmark (GRESB), London Benchmarking Group (LBG), United Nations Principles for Responsible Investment (UNPRI) and the Dow Jones Sustainability Index (DJSI)</li> <li>- Data provided to research centres such as MSCI</li> <li>- Investor briefings on ESG matters</li> <li>- Investor Relations team and website</li> <li>- Sustainability updates and content in Annual Report</li> </ul>	<ul style="list-style-type: none"> <li>- Trust</li> <li>- Integrity</li> <li>- Transparency</li> <li>- Reporting</li> <li>- Earnings visibility</li> <li>- Climate change</li> <li>- Natural resources</li> <li>- Governance</li> <li>- Human capital</li> <li>- Social return</li> <li>- Community investment</li> <li>- Social inclusion</li> <li>- Social procurement</li> </ul>
<p><b>Suppliers &amp; partners</b> Companies that provide goods, services and materials as part of our supply chain</p>	<ul style="list-style-type: none"> <li>- Reputation research to understand the expectations of our top stakeholders and the extent to which we are trusted</li> <li>- Co-founder of the Sustainability Supply Chain School, which provides resources to suppliers to improve ESG outcomes through the supply chain</li> <li>- Collaborations with property and other broader industry peak bodies to help identify and manage supply chain risk, as well as support our suppliers to meet expectations</li> <li>- Social procurement providers like social enterprises, Indigenous businesses, and B-Corps</li> <li>- Sustainability survey during the tender process, where the scope of work is on the critical path or involves significant business risk</li> <li>- Face-to-face meetings with strategically allied suppliers (quarterly)</li> <li>- Go to market information with minimum HSE requirements</li> <li>- Sustainability/innovation sessions held with key suppliers</li> <li>- Site visits and inductions</li> <li>- Work Safe, Stay Safe program to promote safety for our construction workers</li> <li>- Open Line which enables anyone connected to Mirvac, including contractors, to report any concerns regarding potentially unethical, unlawful or improper practices or behaviours.</li> </ul>	<ul style="list-style-type: none"> <li>- Trust</li> <li>- Social inclusion</li> <li>- Procurement</li> <li>- Social procurement</li> <li>- Modern slavery</li> <li>- Reconciliation</li> <li>- Volunteering</li> <li>- Waste</li> <li>- Materials</li> <li>- Energy</li> </ul>