

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. Reporting Boundaries

DISCLOSURES	REQUIRED DISCLOSURE PER GRI G4 IMPLEMENTATION MANUAL	RESPONSE (OR LINK)	REPORTING STATUS
GENERAL STANDARD DISCLOSURES			
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.			
STRATEGY AND ANALYSIS			
G4-1	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
ORGANIZATIONAL PROFILE			
G4-3	a. Report the name of the organization.	Mirvac (The Mirvac Group).	Fully
G4-4	a. Report the primary brands, products, and services.	Annual Report (page 2)	Fully
G4-5	a. Report the location of the organization's headquarters.	Sydney, Australia.	Fully
G4-6	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 and 2) 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
G4-7	a. Report the nature of ownership and legal form.	Annual Report (page 2 - About this report and footer); Corporate Governance Statement - Introduction (page 1).	Fully
G4-8	a. Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	Page 11; Annual Report (page 2 - About Us, page 47-49 - Review of Operations)	Fully
G4-9	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 33) ii) Annual Report (page 5) iii) Annual Report (page 74) iv) Annual Report (page 74) v) Annual Report (page 13 - Office, 14 - Industrial, 20 - Retail, 24 - Residential, 74)	Fully

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DISCLOSURES	REQUIRED DISCLOSURE PER GRI G4 IMPLEMENTATION MANUAL	RESPONSE (OR LINK)	REPORTING STATUS
G4-10	a. Report the total number of employees by employment contract and gender. b. Report the total number of permanent employees by employment type and gender. c. Report the total workforce by employees and supervised workers and by gender. d. Report the total workforce by region and gender. 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. f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).”	Mirvac employees: ESG Analyst Toolkit. Supervised workers: Fluctuations in supervised workers are not seasonal, but based on the level of construction activities being undertaken by Mirvac. E. is not applicable	Partially
G4-11	a. Report the percentage of total employees covered by collective bargaining agreements.	9.50%	Fully
G4-12	a. Describe the organization’s supply chain.	Our supply chain is described in the FY17 Supply Chain Report (page 2) http://sustainability.mirvac.com/our-strategy/wp-content/uploads/2018/06/Mirvac_Supplier-report-FY17.pdf	Fully
G4-13	a. Report any significant changes during the reporting period regarding the organization’s size, structure, ownership, or its supply chain, including: <ul style="list-style-type: none"> – Changes in the location of, or changes in, operations, including facility openings, closings, and expansions – Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) – Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination 	Annual Report (page 50)	Fully
G4-14	a. Report whether and how the precautionary approach or principle is addressed by the organization.	Annual Report (pages 36, 37, 50)	Fully
G4-15	a. List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	Page 11	Fully
G4-16	a. List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: <ul style="list-style-type: none"> – Holds a position on the governance body, – Participates in projects or committees, – Provides substantive funding beyond routine membership dues, – Views membership as strategic 	Page 11	Fully
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES			
G4-17	a. List all entities included in the organization’s consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization’s consolidated financial statements or equivalent documents is not covered by the report.”	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 2018.	Fully

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DISCLOSURES	REQUIRED DISCLOSURE PER GRI G4 IMPLEMENTATION MANUAL	RESPONSE (OR LINK)	REPORTING STATUS
G4-18	<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>	<p>Annual Report (pages 38-39 - sustainability update); Strategic reporting boundaries document; and G4-19 (below).</p> <p>Mirvac's materiality and boundaries are set by our strategy, This Changes Everything (http://www.mirvac.com/Sustainability/Overview). The process and engagement associated with this strategies development is provided in our FY14 Sustainability Report (pages 8-12).</p>	Fully
G4-19	<p>a. List all the material Aspects identified in the process for defining report content.</p>	<p>Annual Report, Sustainability Update (pages 38-41)</p> <p>Our material aspects are defined in our strategy, This Change Everything (available at http://www.mirvac.com/Sustainability/Overview).</p> <p>The GRI Principles for defining content and quality have also been applied in preparation of this report.</p>	Fully
G4-20	<p>a. For each material Aspect, report the Aspect Boundary within the organization, as follows:</p> <ul style="list-style-type: none"> – Report whether the Aspect is material within the organization – 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: – The list of entities or groups of entities included in G4-17 for which the Aspect is not material or – The list of entities or groups of entities included in G4-17 for which the Aspects is material – Report any specific limitation regarding the Aspect Boundary within the organization 	<p>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); Reporting Boundaries attachment; This Changes Everything website</p>	Fully
G4-21	<p>a. For each material Aspect, report the Aspect Boundary outside the organization, as follows:</p> <ul style="list-style-type: none"> – Report whether the Aspect is material outside of the organization – 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 – Report any specific limitation regarding the Aspect Boundary outside the organization 	<p>The internal boundary for all material aspects is Mirvac Limited (Mirvac Group) which includes Mirvac Property Trust and its controlled entities.</p>	Fully
G4-22	<p>a. Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.</p>	N/A	Fully
G4-23	<p>a. Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.</p>	No significant changes	Fully
STAKEHOLDER ENGAGEMENT			
G4-24	<p>a. Provide a list of stakeholder groups engaged by the organization.</p>	Page 11	Fully
G4-25	<p>a. Report the basis for identification and selection of stakeholders with whom to engage.</p>	Page 11	Fully
G4-26	<p>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.</p>	Page 11	Fully
G4-27	<p>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.</p>	Page 11; Annual Report (pages 10-11 - Things that are Shaping our World)	Fully

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DISCLOSURES	REQUIRED DISCLOSURE PER GRI G4 IMPLEMENTATION MANUAL	RESPONSE (OR LINK)	REPORTING STATUS
REPORT PROFILE			
G4-28	a. Reporting period (such as fiscal or calendar year) for information provided.	2017-18 Financial Year	Fully
G4-29	a. Date of most recent previous report (if any).	2016-17 Financial Year Mirvac Annual Report.	Fully
G4-30	a. Reporting cycle (such as annual, biennial).	Annual	Fully
G4-31	a. Provide the contact point for questions regarding the report or its contents.	Annual Report - Directory (page 132)	Fully
G4-32	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 and GRI Index is in accordance with the ‘Core’ criteria for disclosures under the Global Reporting Initiative’s (GRI) G4 Sustainability Reporting Guidelines. The annual report includes select sustainability indicators that have been externally assured (refer to the ESG Analyst Toolkit for specifics) and the assurance statement available online.	Fully
G4-33	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 years report. Assurance statement downloadable from 2018 Mirvac Annual Report website.	Fully
GOVERNANCE			
G4-34	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.	Annual Report (pages 44-50); Corporate Governance Statement Principle 1 & 2 (pages 1-7); Risk Management Policy.	Fully
ETHICS AND INTEGRITY			
G4-56	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 (page 8)	Fully
SPECIFIC STANDARD DISCLOSURES			
CATEGORY: ECONOMIC			
G4-DMA	Economic Management Approach	Aspects: economic performance; indirect economic impacts; integrity; responsible reporting; earnings visibility; promises Materiality and management of aspects: Annual Report (page 11 - things that are shaping our world), (pages 38-41 - scorecards and sustainability update), (pages 36-37 - risk management). Additional contextual information: Mirvac launched its refreshed sustainability strategy in 2018. It has six focus areas, including being a Trusted Partner, with a promise to do the right thing. More information on the management approach for this can be found on the This Changes Everything website (http://sustainability.mirvac.com/our-strategy/focus_area/trusted-partner/).	Fully

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DISCLOSURES	REQUIRED DISCLOSURE PER GRI G4 IMPLEMENTATION MANUAL	RESPONSE (OR LINK)	REPORTING STATUS
MATERIAL ASPECT: ECONOMIC PERFORMANCE			
G4-EC2	<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"> – A description of the risk or opportunity and its classification as either physical, regulatory, or other – A description of the impact associated with the risk or opportunity – The financial implications of the risk or opportunity before action is taken – The methods used to manage the risk or opportunity – The costs of actions taken to manage the risk or opportunity 	Corporate Governance Statement (page 11-12 - Principle 7); Annual Report (pages 36-37 - Risk Management)	Fully
MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS			
G4-EC7	<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 11 - things that are shaping our world), (pages 16-17 - Sustainability at South Eveleigh), (pages 21 - 23 - Retail), (24-29 - Residential), (pages 38-41 - Sustainability Update)	Fully
CATEGORY: ENVIRONMENTAL			
G4-DMA	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 11 - things that are shaping our world), (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 (pages 47-50 - Director’s Report), Reporting Boundaries Document.</p>	Fully
MATERIAL ASPECT: MATERIALS			
G4-EN1	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, completing Life Cycle Assessments and moving towards zero waste by 2030.</p> <p>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.</p>	Not reported

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DISCLOSURES	REQUIRED DISCLOSURE PER GRI G4 IMPLEMENTATION MANUAL	RESPONSE (OR LINK)	REPORTING STATUS
MATERIAL ASPECT: ENERGY			
G4-EN3	Energy consumption within the organization	<ul style="list-style-type: none"> a. ESG Analyst toolkit b. ESG Analyst toolkit c. ESG Analyst toolkit (electricity only, others N/A) d. not reported e. ESG Analyst toolkit f. Reporting Criteria document g. Reporting Criteria document 	Fully
G4-EN5	Energy intensity	<ul style="list-style-type: none"> a. ESG Analyst toolkit b. ESG Analyst toolkit c. Strategic Reporting Boundaries d. Strategic Reporting Boundaries 	Fully
G4-EN6	Reduction of energy consumption	<ul style="list-style-type: none"> 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. b. ESG Analyst toolkit. c. Strategic Reporting Boundaries - how reduction intensity is calculated and reason for baseline (year ‘<i>This Changes Everything</i>’ was introduced) d. Reporting Criteria and Strategic Reporting Boundaries 	Fully
MATERIAL ASPECT: WATER			
G4-EN10	Percentage and total volume of water recycled and reused	<p>Mirvac employees: ESG Analyst Toolkit.</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>	
MATERIAL ASPECT: BIODIVERSITY			
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Annual report (page 41).	Partially
G4-EN13	Habitats protected or restored	Annual report (page 41).	Fully
MATERIAL ASPECT: EMISSIONS			
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Annual Report - Energy, GHG, Water, Waste (Scope 1, page 41).	Fully
G4-EN16	Energy indirect greenhouse gas emissions (Scope 2)	Annual Report - Energy, GHG, Water, Waste (Scope 2, page 41).	Fully
G4-EN17	Other indirect greenhouse gas emissions (Scope 3)	Annual Report - Energy, GHG, Water, Waste (Scope 3, page 41).	Fully
G4-EN18	Greenhouse gas emissions intensity	ESG Analyst Toolkit	Fully
G4-EN19	Reduction of greenhouse gas emissions	Annual Report (17, 22, 28)	Fully

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DISCLOSURES	REQUIRED DISCLOSURE PER GRI G4 IMPLEMENTATION MANUAL	RESPONSE (OR LINK)	REPORTING STATUS
MATERIAL ASPECT: EFFLUENTS AND WASTE			
G4-EN23	Total weight of waste by type and disposal method	Annual Report (page 41), ESG Analyst Toolkit	Fully
G4-EN24	Total number and volume of significant spills	ESG Analyst Toolkit	Fully
G4-EN25	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 41), ESG Analyst Toolkit	Fully
MATERIAL ASPECT: COMPLIANCE			
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	There has no infringement notice issued for minor environmental incidents during the year.	Fully
MATERIAL ASPECT: TRANSPORT			
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	We report the emissions associated with our travel in the ESG Analyst toolkit.	Fully
MATERIAL ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT			
G4-EN32	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 FY18 spend) were prequalified using this process during the reporting year.	Fully
CATEGORY: SOCIAL			
G4-DMA	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 (page 11 - things that are shaping our world), (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), Reporting Boundaries Document.</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 (https://www.mirvac.com/Sustainability/Reconciliation)</p>	Fully

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DISCLOSURES	REQUIRED DISCLOSURE PER GRI G4 IMPLEMENTATION MANUAL	RESPONSE (OR LINK)	REPORTING STATUS
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK			
MATERIAL ASPECT: EMPLOYMENT			
G4-LA2	<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"> - Life insurance - Health care - Disability and invalidity coverage - Parental leave - Retirement provision - Stock ownership - Others <p>b. Report the definition used for ‘significant locations of operation.</p>	<p>Our People (pages 30-35), Diversity and Inclusion (pages 9, 30, 35)</p> <p>All Mirvac employees have access to a range of benefits, including superannuation; flexible work arrangements; ability to purchase up to 2 weeks additional annual leave; access to leave as well as financial support for those affected by domestic and family violence; ability to set up payment to donate to charity of choice from pre-tax salary and Mirvac will then match the donation up to a total of \$10,000 per financial year; ability to apply for Mirvac to match money raised for a registered charity by an employee who undertakes the fundraising activity; access to a paid volunteering day in addition to participation in our National Community Day, where employees are encouraged to participate in activities across the country, giving back to communities in which we operate; 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 2 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
G4-LA3	<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 (page 32, 33); ESG Analyst Toolkit	Fully
MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY			
G4-LA6	<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"> - Region - Gender <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"> - Region - Gender <p>c. Report the system of rules applied in recording and reporting accident statistics.</p>	Annual Report (page 34 - Health and Safety); ESG Analyst toolkit	Partially

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DISCLOSURES	REQUIRED DISCLOSURE PER GRI G4 IMPLEMENTATION MANUAL	RESPONSE (OR LINK)	REPORTING STATUS
MATERIAL ASPECT: TRAINING AND EDUCATION			
G4-LA9	a. Report the average hours of training that the organization’s employees have undertaken during the reporting period, by: <ul style="list-style-type: none"> – Gender – Employee category 	ESG Analyst Toolkit	Fully
G4-LA11	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.	100% of employees receiving performance and career development reviews.	Fully
MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY			
G4-LA12	a. Report the percentage of individuals within the organization’s governance bodies in each of the following diversity categories: <ul style="list-style-type: none"> – Gender – Age group: under 30 years old, 30-50 years old, over 50 years old – Minority groups – Other indicators of diversity where relevant b. Report the percentage of employees per employee category in each of the following diversity categories: <ul style="list-style-type: none"> – Gender – Age group: under 30 years old, 30-50 years old, over 50 years old – Minority groups – Other indicators of diversity where relevant 	ESG Analyst Toolkit	Fully
MATERIAL ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN			
G4-LA13	a. Report the ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation. b. Report the definition used for ‘significant locations of operation.	ESG Analyst Toolkit	Fully
MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES			
G4-LA14	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
SUB-CATEGORY: HUMAN RIGHTS			
MATERIAL ASPECT: INDIGENOUS RIGHTS			
G4-HR8	a. Report the total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period. b. Report the status of the incidents and actions taken with reference to: <ul style="list-style-type: none"> – Incident reviewed by the organization – Remediation plans being implemented – Remediation plans have been implemented and results reviewed through routine internal management review processes – Incident no longer subject to action 	None	Fully

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DISCLOSURES	REQUIRED DISCLOSURE PER GRI G4 IMPLEMENTATION MANUAL	RESPONSE (OR LINK)	REPORTING STATUS
MATERIAL ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT			
G4-HR10	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
SUB-CATEGORY: SOCIETY			
MATERIAL ASPECT: ANTI-CORRUPTION			
G4-SO4	<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
MATERIAL ASPECT: PUBLIC POLICY			
G4-SO6	<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 FY18, Mirvac (including its Directors and the designated employees) made no political donations.	Fully
MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY			
G4-SO9	<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.	Partially

Stakeholder matrix

STAKEHOLDER GROUP	HOW WE ENGAGE	KEY SUSTAINABILITY TOPICS
<p>Customers</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>Residential:</p> <ul style="list-style-type: none"> - Residential events: including the Summer Festival, which provides free community events across Australia - 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 - Surveys: delivered at key points in the purchasing process, including a sustainable lifestyles index. <p>Tenants:</p> <ul style="list-style-type: none"> - Reputation research to understand the expectations of our top 50 stakeholders and the extent to which we are trusted - Tenant Liaison Centre: dedicated to responding to tenant requests - Face-to-face engagement including waste education sessions at office assets - Live building displays designed to showcase environmental features of the building - Elevator screens to convey key messages about sustainability. 	<ul style="list-style-type: none"> - Trust - Community engagement and investment - Social return - Wellbeing - Waste - Social procurement
<p>Communities</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"> - Reputation research to understand the expectations of our top 50 stakeholders and the extent to which we are trusted <p>Events:</p> <ul style="list-style-type: none"> - New communities: Mirvac continues to support new communities through a program to help new residents forge social connections - Summer festival events - Community relations personnel at all large-scale masterplanned communities supporting new residents, from design through to construction and settlement - National Community Day: initiative day each year where employees volunteer in local organisations - Other employee volunteering and fundraising. 	<ul style="list-style-type: none"> - Trust - Reconciliation - Community engagement and investment - Social return - Wellbeing - Culture - Donations of time and money
<p>Employees</p> <p>People who work directly for Mirvac</p>	<ul style="list-style-type: none"> - Employee engagement survey: our engagement score increased from 88 to 90 and is now in the world leading category, according to Willis Towers Watson - My Simple Thing: a program that allows flexible working for employees throughout the week to improve work and life balance - Events/programs: including pilates classes, wellness talks and National Community Day - Employee Assistance Program (EAP): providing free counselling to Mirvac staff and their families - Open Line: enabling anyone connected to Mirvac to report any concerns regarding potentially unethical, unlawful or improper practices or behaviours - Mirvac Way executive roadshow to engage employees, advance organisation efforts in key areas, and recognise people who demonstrate Mirvac values in practice - On boarding and capability: briefings to all new starters and mandatory training on sustainability commitments - Reputation research to understand the expectations of our top 50 stakeholders and the extent to which we are trusted. 	<ul style="list-style-type: none"> - Safety - Culture - Diversity - Reward and recognition - Sustainability strategy - Trust

Stakeholder matrix

STAKEHOLDER GROUP	HOW WE ENGAGE	KEY SUSTAINABILITY TOPICS
<p>Government & partners Peer and partner businesses, industry and legislative bodies</p>	<ul style="list-style-type: none"> - Reputation research to understand the expectations of our top 50 stakeholders and the extent to which we are trusted - Strategy launch and ongoing engagement - Authorities interested in our social return on investment measurement - Consultation in ensuring community building is collaborative - Committee involvement: including active participation with Better Building Partnership (BBP), the Green Building Council of Australia (GBCA), and the Property Council of Australia (PCA) 	<ul style="list-style-type: none"> - Trust - Integrity - Social return - Community development - Reporting - Earnings visibility - Natural resources - Climate change
<p>Investors & security holders Those who have a financial investment in our business</p>	<ul style="list-style-type: none"> - Reputation research to understand the expectations of our top 50 stakeholders and the extent to which we are trusted - 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) - Data provided to research centres such as MSCI - Investor briefings on ESG matters - Investor Relations team and website - Sustainability updates and content in annual report 	<ul style="list-style-type: none"> - Trust - Integrity - Transparency - Reporting - Earnings visibility - Climate change - Natural resources - Governance - Human capital - Social return - Community investment - Social inclusion - Social procurement
<p>Suppliers & partners Companies that provide goods, services and materials as part of our supply chain</p>	<ul style="list-style-type: none"> - Reputation research to understand the expectations of our top 50 stakeholders and the extent to which we are trusted - Co-founder of the Sustainability Supply Chain School, which provides resources to suppliers to improve ESG outcomes through the supply chain - 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 - Social procurement providers like social enterprises, Indigenous businesses, and B-Corps - Sustainability survey during the tender process, where the scope of work is on the critical path or involves significant business risk - Face-to-face meetings with strategically allied suppliers (quarterly) - Go to market information with minimum HS&E requirements - Sustainability/innovation sessions held with key suppliers - Site visits and inductions - Work Safe, Stay Safe program to promote safety for our construction workers - Open Line which enables anyone connected to Mirvac, including contractors, to report any concerns regarding potentially unethical, unlawful or improper practices or behaviours. 	<ul style="list-style-type: none"> - Trust - Social inclusion - Procurement - Social procurement - Modern slavery - Reconciliation - Volunteering - Waste - Materials - Energy