



# Supplier Annual Report

## FY15

**This  
Changes  
Everything**  
by mirvac

# WHAT'S INSIDE



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# Executive Summary

*In 2014 Mirvac set out its plan for a sustainable future, This Changes Everything. With four defined focus areas and 19 actionable outcomes, This Changes Everything is our commitment to our people, clients and suppliers. It is our roadmap towards a sustainable future - one that is innovative, inclusive and holistic in its design and execution.*

This is our journey but we can't do it alone. At Mirvac, we know we can only achieve these far-reaching goals through collaboration and engagement. Our ability to deliver this is fundamentally underpinned by a sustainable supply chain.

*In order to realise this vision we must **ENGAGE, EDUCATE and ENCOURAGE.***

Within our supply chain there is a huge amount of unlocked potential in existing products and innovation. We know that engaging this pre-

existing source will help Mirvac succeed. So as part of our This Changes Everything commitment we have set out to prequalify 50% of our supply chain (by value) on social and environmental sustainability criteria by the end of 2015.

We are also committed to educating one million people in sustainability, and this year we've taken a major step forward. By partnering with the Australian Supply Chain Sustainability School, Mirvac is supporting our suppliers access to educational tools and resources to help demystify this complex and broad topic of sustainability.


Detailing our approach, our performance and our supplier stories, this report aims to inspire and encourage others to begin their own sustainability

Target to prequalify

50%

of our supply chain

BY 2015



journey. It aims to raise the profile of companies already demonstrating a clear commitment to sustainability, to celebrate the success stories within our supply chain, and to put forward the business case for it.

We want to demonstrate the benefits of sustainability as we've found them. The following pages unpack the process, the challenges and the success so far. They measure the work we've done and plot the way forward. For Mirvac, it's a journey worth taking and one that motivates us every day to go further, work harder, and do more for our suppliers.

Please enjoy reading about our suppliers, provide feedback, and let us know how we can help you.

Over FY15 Mirvac engaged with 107 suppliers which represents 32.8% of our FY14 spend in order to understand the level of sustainability within our supply chain, where innovation is occurring, as well as where we need to engage and educate to create a more sustainable and resilient supply chain.

107   
suppliers responded  
over 2015

representing

32.8%  
OF OUR FY14 SPEND

#### WHAT NEXT:

- Continue engaging with our suppliers on sustainability.
- Achieve our strategy commitment of prequalifying 50% of our supply chain by the end of 2015.
- Update the Vendor Code of Conduct and Sustainability Questionnaire based on feedback received from our suppliers.



# Our Approach

## ***This Changes Everything***

*At Mirvac we're committed to driving sustainability, not only in our actions, but also through the reach of our supply chain.*

Our sustainability strategy, This Changes Everything, puts this commitment 'to paper' with a target to prequalify 50% of our supply chain on social and environmental sustainability criteria by the end of 2015.

We're measuring the progress of our commitment by engaging with and learning from our key suppliers. Our approach is a proactive and inclusive one because we want our suppliers to come on this journey with us. We want to see sustainability grow in our supply chain rather than excluding suppliers from the conversation simply because they're not quite there yet.

Over the past 12 months, Mirvac has set responsible sourcing requirements in our internal procurement policy, developed a sustainability questionnaire and drafted a Vendor Code of Conduct (VCOC). We're also incorporating sustainability requirements into new contracts with suppliers in our 'subcontract' category working on Mirvac construction sites.



### **Materials**

Prequalify 50% of the supply chain on their aligned sustainable practices (2015)

## **Procurement Policy**

Mirvac's Procurement Policy has been updated to ensure that social and environmental impacts inform the procurement process and that triple bottom line responsibilities are considered. In doing this, we plan to continually improve social, financial and environmental performance by:

- Including appropriate environmental and social requirements in specifications.
- Factoring full lifecycle social and environmental impacts into evaluations.
- Identifying opportunities to enhance performance through improved product and service selection.
- Developing tools to assess and evaluate the environmental impact of products and services.

## **Sustainability Questionnaire**

After reviewing a wide range of supply chain engagement practices, a survey of 29 questions was developed covering the five key themes below:

- |                                    |                           |
|------------------------------------|---------------------------|
| 1. Vendor Code of Conduct          | 4. Governance             |
| 2. Health, Safety & Environment    | 5. Community & Engagement |
| 3. Corporate Social Responsibility |                           |

## **Vendor Code of Conduct**

A draft VCOC was developed from a desktop review of leading suppliers from within Australia and around the globe. This was provided to 270 suppliers for feedback on the following categories:

- |  |                 |
|--|-----------------|
| 1. Corporate Responsibility & Governance | 4. Community    |
| 2. People                                | 5. Supply Chain |
| 3. Occupational Health & Safety          | 6. Risk         |
|  | 7. Environment  |



*Continuous improvement is what defines us. We are always trying to do better by learning from what we have done well and from what we need to improve.*



*Lynn Penny  
Mirvac, Group General  
Manager Procurement*



## Contractual Changes

Our construction team have been working to increase our subcontractors' awareness and understanding of sustainability by incorporating relevant clauses into new contracts.

### **Moving forward, all new contracts will ensure subcontractors**

*Are aware of Mirvac's This Changes Everything Strategy*

*Have an Environmental Policy*

*Take part in any sustainability education run by Mirvac onsite, and*

*Use their best endeavours to contribute to a sustainable business*

### **Relevant projects will include an updated scope of works section to ensure subcontractors**

*Actively support Mirvac in recycling 95% of construction waste*

*Take part in Mirvac's sustainability education programs, and*

*Plan to reduce packaging waste onsite*

## How do we Measure Progress?

We set out to prequalify 50% of our supply chain. We are eager to start our journey with a carrot, rather than a stick approach. With this in mind we engage, educate, and encourage our suppliers to get involved.

In this first year, it's particularly important that we ask for feedback to help guide and improve our process. This means that this year, we are counting suppliers as 'prequalified' after they have completed our sustainability survey and confirm they meet either of the following requirements:

- Can currently comply with the draft VCOC.
- Make a commitment to update Mirvac on sustainability performance annually.

*Our top 211 of our 5,361 suppliers make up around 70% of our total FY14 spend. So when we set out to prequalify 50% of our supply chain by value on social and environmental criteria, it was important we focused efforts on those 'big impact' suppliers first. Which is why Mirvac are measuring prequalification based on annual spend. This approach ensures our engagement with suppliers is efficient, cost-effective and result-focused.*

*For more information on how our strategy performance is being measured, please refer to our Strategy Reporting Boundaries document attached to FY14's Sustainability Report: [ext.mirvac.com/2014sustainabilityreport/strategy-boundary.pdf](http://ext.mirvac.com/2014sustainabilityreport/strategy-boundary.pdf)*

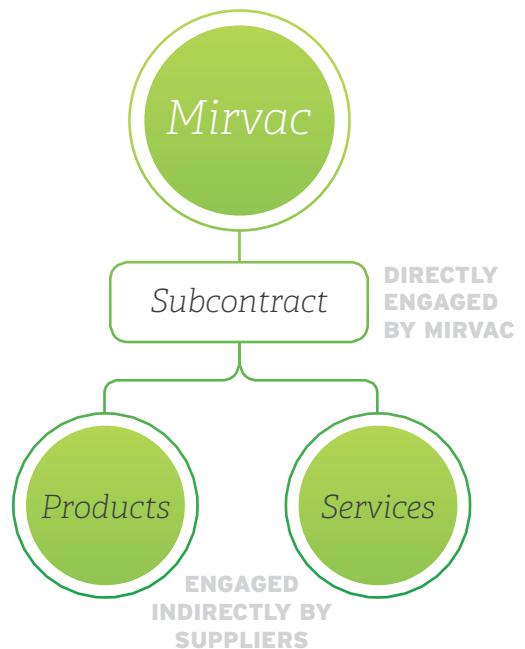
# Mirvac's Supply Chain

*At Mirvac, we understand that sustainable supply chains create a resilient and sustainable business.*

We want our suppliers to be part of the journey towards a more sustainable Mirvac, and this is the key reason for the engagement program recently undertaken.

Just as the products and services we use can create significant detrimental impacts; we can also instigate significant positive change and enhanced sustainability by engaging our suppliers. Working with our suppliers and involving them in the process will help grow the level of sustainability throughout our supply chain and affect results beyond those who are directly engaged by Mirvac.

In FY14, Mirvac directly engaged over 5,000 suppliers to provide various products and services needed to run our business. Many of these direct suppliers then purchase products and services on our behalf - so our supply chain extends well beyond suppliers engaged directly by Mirvac.



## HOW OUR SUPPLIERS ARE CATEGORISED

- *Subcontractors*
- *Real Estate*
- *Human Resources*
- *Building Materials*
- *Agents*
- *Equipment Hire*
- *Building Maintenance*
- *Advertising*
- *Travel & Accommodation*
- *Consultants*
- *Insurance*
- *Legal*
- *Electricity*
- *IT*
- *Administration*


To ensure that we are engaging appropriately with our different suppliers we have 'tiered' our suppliers (from tiers 1 to 3). Tier 1 suppliers are those we do the most business with, or those we deem to have a risk factor (i.e. supplying us with materials from offshore, providing labour hire services, or those with a preferred supplier agreement with Mirvac). Tiers 2 and 3 are based on annual spend.

Tier	Annual Spend
1	\$5m +
2	\$1m +
3	<\$1m

**Note:** Companies that provide contract labour or are have their headquarters outside of Australia are also considered Tier 1 companies.

**FY14**

Directly consulted with **5,361** suppliers



**FY15**

Survey sent to **>270** (67.7% BY FY14 SPEND)



Responses received from **107** suppliers (32.8% BY FY14 SPEND)



## Progress BY FY14 SPEND

Target prequalify **50%**

Achieved **32.8%**



# Our Approach to Engagement

*The draft VCOC and survey were issued to suppliers making up approximately 70% of our FY14 spend, with the target to engage with and prequalify 50% by FY14 spend.*

These documents were also issued to existing preferred suppliers and those with additional risk factors, like those providing materials from offshore.

The focus of our engagement was to:

- Begin a conversation with our suppliers on sustainability.
- Understand the level of sustainability currently in our supply chain.
- Grow the level of sustainability awareness throughout our supply chain over time.
- Provide a platform to recognise leadership within our supply chain, and;
- Deliver our sustainability strategy commitment.



*We are committed to a sustainable future and once again thank you for highlighting the significance of these issues. We are looking forward to the process of documenting our own sustainable future framework and sharing this with Mirvac as we progress.*



*Reynold Gilson,  
Managing Director – Advanced Precast*

# Our Approach to Education

*Mirvac is committed to a sustainable industry and education is a key factor in the overall success of our journey.*

That's why we've pledged to educate one million people in sustainability by 2020. By educating our suppliers we create an engaged and sustainable supply chain, one that will help us deliver other components of our sustainability strategy such as enriching our communities and becoming net positive in energy and water.

Over FY15 we have engaged and educated our supply chain not only through our sustainability questionnaire, but also through:

- One to One meetings with suppliers.
- Educating our subcontractors on sustainability through site induction (assets & construction sites).
- Work Safe, Stay Safe launch events across the country.
- Toolbox talks to discuss project-specific sustainability issues.

130,000  
subcontractors

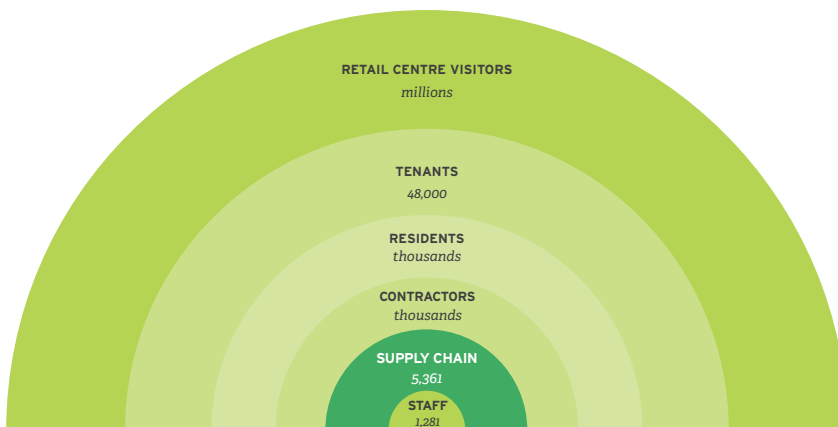


EDUCATED THROUGH SUSTAINABILITY INDUCTIONS

8,944   
subcontractors



EDUCATED NATIONALLY ACROSS APARTMENTS & COMMERCIAL AND MASTER PLANNED COMMUNITIES ON HEALTH & SAFETY THROUGH THE WORK SAFE, STAY SAFE PROGRAM.



*Educating 1 million people by 2020*

# Mirvac Supply Chain Management Tool

*For effective management of our sustainable supply chain process Mirvac have created an online platform. In line with our mantra to engage, encourage and educate, this online platform includes a dedicated dashboard for each supplier. After completing the questionnaire the supplier will be given their own personalised dashboard where they can review their score, understand where they could improve and seek advice from the inbuilt library. Over time, each supplier will be able to review a complete trend analysis of their performance as well as track their performance against their peers.*

This dashboard and approach is aimed at helping the supplier to improve their knowledge and their performance over time. We are keen to see suppliers engage with the dashboard so we can build up more knowledge about them and the industry as a whole.

Suppliers can then navigate their way to the 'Find out More' dashboard to explore ways to improve and to learn about:

- Corporate Social Responsibility
- Vendor Code of Conduct
- Health Safety and Environment
- Governance
- Community Engagement





# Australian Supply Chain Sustainability School

*Mirvac is a Founding Partner, and Rod Petre the current co chair of the Australian Supply Chain Sustainability School (ASCSS). Developed in collaboration with the Green Building Council of Australia and a number of construction and infrastructure leaders, ASCSS works to educate and improve sustainability knowledge and competency across the supply chain.*

The Australian school leverages the success of a similar model in the United Kingdom. With an online self-assessment tool for businesses, e-learning modules and a resource library, the ASCSS covers topics such as waste, water, carbon and energy, environmental management and climate adaptation.

At Mirvac, we believe this provides an excellent opportunity for industry suppliers, particularly small to medium enterprises (SMEs), contractors and service providers, to get the training they need for a better understanding of sustainability standards in the industry. You can find out more about the ASCSS at <http://www.supplychainschool.org.au/>



*We are fully committed to the principles contained within your Vendor Code of Conduct and have recently joined the Australian Supply Chain Sustainability School to enhance our efforts in this area.*



*Peter McPherson  
Managing Director, McPherson Plumbing*





“

*As well as addressing some obvious knowledge gaps, the School offers a unique and innovative way for the construction and infrastructure industry to work collaboratively to educate our contractors and suppliers, and to enhance the efficiency of the supply chain...*

”

Roderick Petre  
Mirvac

# Our Performance

## Vendor Code of Conduct

*Mirvac's draft VCOC was developed from a desktop study of best practice supplier codes of conduct from within Australia and around the globe.*

Before mandating a VCOC with our vendors, the draft document was provided as part of a survey in order to evaluate:

- How many of our vendors could currently comply with the VCOC.
- Whether there were any major concerns from our vendors.
- Gather feedback on how to improve the document.

### **VCOC Aim**

To encourage, educate, support and where appropriate, mandate requirements that will assist Mirvac and its vendors to contribute to sustainable business operations. The VCOC also encourages Mirvac's direct vendors to share these principles with their own supply chain.

### **What we learnt:**

- 78% of vendors surveyed confirmed they can currently comply with the draft VCOC.
- An additional 18% confirmed that they could comply with some exceptions.
- Only 3% said they were unable to comply with the draft document.

### **Supplier feedback:**

- Majority of feedback from our suppliers highlighted the need for further clarification on how a vendor would comply with aspects of the VCOC.
- A small number of suppliers commented that although they could comply with some aspects of the VCOC, others were not relevant to their size or type of business.

### **What next?**

- Mirvac will commence updating the VCOC based on feedback received from its suppliers.



# Sustainability Questionnaire

*The Sustainability Questionnaire was sent to approximately 270 suppliers, representing 68% of our supply chain by FY14 value.*

Although the response rate of 32.8% was lower than our 50% target, the feedback captured has been incredibly valuable and will help inform the next version of the questionnaire.

## **Questionnaire Aim**

To encourage, educate and support our suppliers to contribute to sustainable business operations. The questionnaire also enables Mirvac to measure the growth of sustainability in our supply chain and focus engagement around the areas that can create the most value.

### **What we learnt:**

- Our suppliers performed extremely well in the following key areas:
  - 94% have an Environmental Policy.
  - 90% agreed to engage on sustainability annually.
  - 78% can comply with our draft VCOC.
  - 81% work in their local community with 70% of our suppliers having partnerships with a charity or social enterprise.
- One area of concern was that only 63% of those surveyed have a policy against bribery and corruption.

### **Supplier feedback:**

- Several suppliers highlighted that although the exact policy or procedure relating to a question may not exist in their company, the content is covered in an alternative policy. For example, a supplier may not have a CSR Policy, but all these requirements may be covered in several other policies such as a Code of Conduct, Sustainability Policy and Community Policy.
- Our suppliers noted additional actions than those outlined in the questionnaire when addressing social and environmental risks.
- Our suppliers champion a wide range of charities with causes including indigenous support, nature conservation, homelessness, health, disaster relief and poverty.

### **What next?**

- Mirvac will review the feedback received in order to improve the Supply Chain Sustainability Survey going forward. This will remain the key methodology when engaging, evaluating and targeting areas for improvement in our supply chain.
- We are committed to achieving our target of prequalifying 50% of our supply chain by the end of 2015, and we will continue to engage suppliers on social and environmental sustainability criteria in order to achieve this goal.
- As part of the ongoing risk assessments business leaders are required to undertake, Mirvac will audit processes to identify and evaluate fraud, bribery and corruption risks.

*To achieve our commitment the response rate from suppliers completing the survey will need to increase beyond 32.8%.*

# Our Stories









# Optus

*Waste Not, Want Not*



### Muster up your old mobile

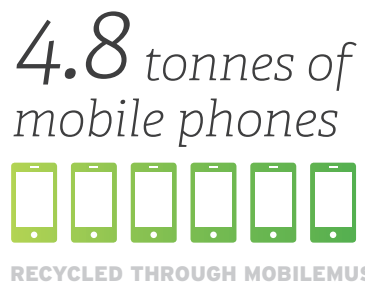
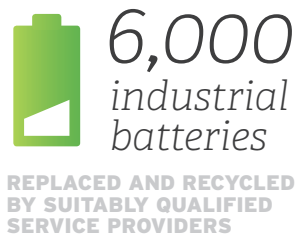
Mobile phones are not biodegradable and contain substances that can potentially harm the environment if not handled correctly at the end of a phone's useful life. Our aim is to ensure that customers can recycle their mobile phones easily and safely.

Optus have been a member of MobileMuster since 1998 and in 2014 recycled 4.8 tonnes or around 18,787 phones. MobileMuster is celebrating its 15 year anniversary. Since then, the mobile phone industry has collected and recycled more than 1,000 tonnes of old mobile phones, batteries, chargers and accessories - keeping them out of landfill.

*In 2012-13 the materials recovered by the entire industry replaced the need to mine at least 2,270 tonnes of precious metal ores for gold, silver and copper as well as iron ore, aluminum and other metals. In addition, the emission of over 690 tonnes of CO2 equivalent greenhouse gases were avoided which is the equivalent of taking over 190 cars permanently off the road for a year, or planting 4,240 trees.*

Mobile phones can be recycled at any Optus retail outlet.

### Highlights from 2014



# Corrs Chambers Westgarth

## Diversity in the Workplace

*Corrs is strongly committed to diversity in the workplace and to creating a high performance and inclusive culture that fosters, supports and celebrates diversity.*

Corrs' Diversity Policy has three main objectives for further integrating diversity into the business:

1. To increase gender diversity in senior management and partnership roles, including:
  - 33% of Corrs' Board to be women;
  - 40% of senior management to be women;
  - 35% of the partnership to be women.
2. To create flexible career paths for both men and women; and
3. To broaden their diversity agenda.

Corrs has put in place solid measures to help reach these goals and has made good progress. This includes the establishment of an 'Innovate Reconciliation Action Plan' for 2014-16 and establishing a LGBTI Network to improve inclusion of and support for the firm's LGBTI people and broaden engagement with the LGBTI community.

### Diversity policy objectives

#### CORRS' BOARD COMPOSITION



#### SENIOR MANAGEMENT COMPOSITION



#### PARTNERSHIP COMPOSITION







*The firm's success relies on attracting and retaining talented people - both women and men - with diverse ideas, backgrounds and experiences, and providing a supportive culture that enables them to contribute fully and to thrive. My commitment and the firm's commitment to diversity, including gender equality, are essential to a healthy firm. It is the essence of a world class law firm.*



*John W.H. Denton AO,  
Corrs Chambers Westgarth Partner & CEO*

### **The Equilibrium Man Challenge**

As part of delivering flexible career paths for men and women, Corrs is part of the ground breaking Equilibrium Man Challenge. The Challenge features an online micro-documentary series that follows a group of men who are trying to achieve equilibrium in their lives by adopting flexible work practices. The project is sponsored by Mirvac and Telstra, with the support of Corrs and Cisco, as well as Diversity Council Australia. It's endorsed by the Australian Government's Workplace Gender Equality Agency.

With increased flexibility providing better opportunity for commitments outside of work, such as caring for family members, playing sport, volunteering in the community, or other responsibilities - more and more organisations recognise flexibility as an enabler of gender equality.

One of Corrs' partners, Michael Chaaya, is part of the Challenge, and is documenting his journey of increasing flexibility in his working life to balance commitments with his family.

To learn more about Michael's experience, see the Equilibrium Man Challenge website:  
[www.equilibriumchallenge.com.au](http://www.equilibriumchallenge.com.au).

# Dulux

## *Innovative Environmental Solutions*



## Meeting the challenge of a sustainable future

Dulux is continually developing new ways to reduce the environmental impact of its products and activities, with environmental sustainability forming a core element of Dulux's business.

Dulux is committed to the ongoing research and development of innovative products that reduce the environmental impact of our products, without affecting their outstanding performance.

Waste management is an area of significant importance, Dulux have developed a suite of products in their EnviroSolutions® range to support Australia's professional and DIY painters to reduce the environmental impacts associated with painting clean-up. One of these products is the EnviroWash System that Mirvac have trialled on a variety of sites. This innovative, water based treatment system turns wash-out water into clean water and inert solid waste to enable easier and safer disposal.

*Benefits of the full EnviroSolutions® range include:*

- *Minimise water usage*
- *Clean up without turps*
- *Control paint waste and paint wash water disposal*
- *Recycle paint cans*

## 2014 Community Sponsorship Highlights

More than

160

surf lifesaving clubs  
have been provided  
with paint since 2012



**AS PART OF DULUX'S  
SPONSORSHIP OF SURF  
LIFE SAVING AUSTRALIA**

*Sponsorship continued  
for The Berger*

*'Paint for a  
Mate' initiative*



**WORKING WITH LEGACY  
TO PAINT HOMES OF  
SERVICE PEOPLE AND  
THEIR FAMILIES.**



# Ellis Air Conditioning

## Supporting Local Communities

### Kids Off The Curb

Ellis Air Conditioning have provided free labour and materials to the Kids Off The Curb facility in Footscray. The work carried out by Ellis included surveying of existing HVAC systems, rectifications, relocations and modifications to the existing system. Ellis have also provided Kids Off The Curb with additional ventilation systems, control modifications and on-going service to the facility. Kids Off The Curb provides young people with support to enable them access mentors, education, training and employment programs. Kids Off The Curb seeks to create exciting and worthwhile enterprises such as whitegoods recycling so that young people can achieve a sense of purpose and belonging.

### Yarrabah School


Ellis Air Conditioning provided the Yarrabah School in Aspendale with a new air conditioning and ventilation system free of charge. The Yarrabah School is a specialist school catering to students with intellectual, physical and/or multiple disabilities.

### Sporting Club Sponsorships

Ellis Air Conditioning also provide sponsorship to various community sporting clubs and events including Berwick Springs Cricket Club, Tooradin Netball Club and Keysborough Golf Club Pro-Am.

### Highlights


*1st supplier*  
**TO COMPLETE MIRVAC'S SUSTAINABILITY QUESTIONNAIRE**



**POLICIES IN PLACE**

- ENVIRONMENTAL POLICY**
- POLICY AGAINST BRIBERY & CORRUPTION**
- EEO POLICY**

*Staff undergo training*



*on corporate responsibility*

# Erect Safe Scaffolding

## **Panthers on the Prowl**

Erect Safe Scaffolding (ESS) has been instrumental in the development of Panthers on the Prowl (POTP) that targets disadvantaged school children in Penrith by facilitating a school based program developed by the Penrith Panthers NRL Club. The programs key aim is to improve students self-esteem, social skills, resilience, leadership and to help improve student engagement and motivation.

ESS have been involved in Panthers on the Prowl since its inception about ten years ago and continue to actively support its ongoing work with children in the area.

## **Souths Cares**

ESS also support the indigenous employment program in the Redfern area run by Souths Cares by providing opportunities for work placement for indigenous youth.

Souths Cares is an independent not-for-profit institution, established to support the local community and address social need across the South Sydney region. It aims to support disadvantaged and marginalised youth and their families through the delivery of capacity building programs addressing education, training, health and employment needs.

In 2014, Souths Cares won the Best Newcomer at the 2014 Social Investment Measurement Network of Australia Awards.



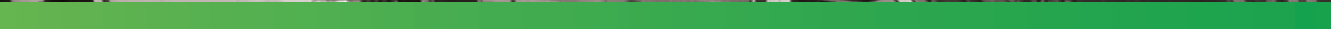
*ESS is proud to be involved in the Panthers on the Prowl and Souths Cares programs that support people in the Sydney communities of Penrith and Redfern.*







**HAROLD PARK**  
GLEBE'S SECRET BACKYARD  
by mays



# Aon

## **Diversifying the Supply Chain**

### **Supplier Diversity Program**

Diverse suppliers include businesses that are owned by minorities, women, disabled persons, veterans, LGBT and small businesses. To participate in Aon's program, suppliers must be certified by a recognised national or regional organisation that validates diversity status.

Aon is committed to a meaningful supplier diversity strategy, both within their business and also to the extent that they are able to help clients enhance their own supplier diversity strategy.

Aon understands the importance of diversity and inclusion and has made great contributions in the utilisation of diverse organisations. Their commitment is demonstrated through the development of a dedicated business unit in 2009 charged with going out into the market place to proactively develop and foster strategic alliances with diverse firms to address the specific diversity and inclusion needs of clients.



*Aon's supplier diversity program is designed to provide diverse suppliers with equal access to opportunities in the procurement of goods and services, as well as insurance and risk management partnership opportunities.*



*Andrew Howlett  
General Manager, Office Services & Facilities  
Aon Australia Pacific*







# Survey Response

## VENDOR CODE OF CONDUCT

**Q1. Are you presently able to comply with the proposed Mirvac Vendor Code of Conduct?**

Yes	Yes with exceptions	No	Did not answer
84	19	3	1

79%

of vendors



**CURRENTLY COMPLY WITH THE PROPOSED MIRVAC VENDOR CODE OF CONDUCT**

## CORPORATE SOCIAL RESPONSIBILITY (CSR)

**Q2. Does your company have a CSR Policy?**

Yes	No	Did not answer
60	46	1

56%

of companies



**HAVE A CSR POLICY**

**Q3. Does your company review and monitor the effectiveness of your CSR Policy?**

Yes	No	Did not answer
60	42	5

**Q4. Does your company have an annual CSR or Sustainability Report?**

Yes	No	Did not answer
41	62	4

94%

of companies



**HAVE AN ENVIRONMENTAL POLICY**

## HEALTH, SAFETY & ENVIRONMENT

**Q5. What tools does your company use to identify its environmental and social risks?**

Internal risk analysis team	Risk mapping	3rd party analysis	Certification	Other	N/A
63	15	9	16	17	3

**Q6. Is your risk management framework certified to ISO 31000 – Risk Management Principles and Guidelines?**

Yes	No	Did not answer
13	89	5

**Q7 What actions does your company undertake to manage identified environmental and social risks?**

Social Impact Assmt.	Social Mgmt & Monitoring Systems	Social Risk Assmt.	Environ. Impact Assmt.	Environ. Mgmt & Monitoring Systems	Environ. Risk Assmt.	Environ. Compliance Audits	Other
4	6	5	15	26	33	16	28

**Q8. Does your company have a Health and Safety management system?**

Yes certified to OHSAS18001 or AS/NZS4801	Yes not certified by OHSAS18001 or AS/NZS480	No	Did not answer
39	62	4	2

**Q9. Does your company have an Environmental Policy?**

Yes	No	Did not answer
101	6	0

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**Q10. Does your company use and follow an Environmental Management System (EMS)?**

Yes Certified to ISO14001	Yes Not ISO14001 certified	No	Did not answer
33	47	26	1

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**Q11. Does your company have a Quality Management System certified by ISO9001?**

Yes	No	Did not answer
50	54	3

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**Q12. Is your social, financial and environmental sustainability performance communicated to your employees?**

Yes	No	Did not answer
92	15	0

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**GOVERNANCE**

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**Q13. Does your company have an Equal Opportunity or Diversity Policy?**

Yes	No	Did not answer
90	16	1

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**Q14. Does your company have a policy for workforce and labour practices aligned to international standards such as Global Compact or International Labour Organisation Certification of Employment practices to SA 8000?**

Yes Global Compact	Yes SA 8000	Yes other	No	Did not answer
10	3	31	57	6

---

85%

of companies



HAVE AN EQUAL OPPORTUNITY OR DIVERSITY POLICY

82%

of companies



HAVE A TRAINING, LEARNING AND PERSONAL DEVELOPMENT POLICY

93%

of companies

HAVE A FAIR GRIEVANCE PROCEDURE



**Q15. Does your company have a documented policy against bribery and corruption?**

Yes	No	Did not answer
68	37	2

**Q16. Does your company have a fair grievance procedure that ensures employee issues are dealt with promptly and confidentially?**

Yes	No	Did not answer
100	7	0

**Q17. Has your company had any employment related convictions in the past 2 years?**

Yes	No	Did not answer
1	105	1

**Q18. Does your company have a training, learning and personal development policy?**

Yes	No	Did not answer
88	18	1

**Q19. Does your company promote staff awareness and provide training on corporate responsibility?**

Yes	No	Did not answer
84	22	1

**Q20. Does your company have a volunteering policy?**

Yes	No	Did not answer
42	65	0



**Q21. Does your company actively work with a charitable partner or social enterprise?**

Yes	No	Did not answer
75	31	1

**Q22. Does your company have a charity policy?**

Yes	No	Did not answer
41	64	2

**70%**  
of companies



**ACTIVELY WORK WITH A CHARITABLE PARTNER OR SOCIAL ENTERPRISE**

## COMMUNITY & ENGAGEMENT

**Q23. Is your company a member of any sustainability (environmental or social) related organisations?**

Yes	No	Did not answer
53	51	3

**81%** of companies



**COMMIT TO MAKING A POSITIVE IMPACT ON LOCAL COMMUNITIES**

**Q24. Does your company encourage local community work and commit to making a positive impact on the local community?**

Yes	No	Did not answer
87	18	2

**90%**  
of companies



**WOULD PROVIDE ANNUAL UPDATES ON SUSTAINABILITY PERFORMANCE**

**Q25. Do you engage with stakeholders to ensure that their ethical, social and environmental concerns and requests are acknowledged and addressed where possible?**

Yes	No	Did not answer
86	18	3

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**Q26. What actions does your company undertake to manage identified environmental and social risks?**

Supplier code of conduct	Supply chain risk mapping	Assmt. questionnaire	Internal audits	External audits	Other	None
22	2	14	29	7	19	15

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**Q27. Would your company commit to providing Mirvac an update on your sustainability performance on an annual basis?**

Yes	No	Did not answer
96	8	3

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**Q28. Have you heard of the Australian Construction Supply Chain Sustainability School?**

Yes	No	Did not answer
34	71	2

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**Q29. Are you a member of the Australian Construction Supply Chain Sustainability School?**

Yes	No	Did not answer
6	98	3

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**This  
Changes  
Everything**  
by mirvac

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