

# Custom Content Index - 'in accordance' Core

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

GRI's Standard Disclosures are comprised of one or more disclosure requirements. In order to report 'in accordance', an organisation must answer each of the disclosure requirements for all the required Standard Disclosures.

In exceptional cases, if it is not possible to disclose certain required information, reasons for omission may apply for those Standard Disclosures marked with (\*) in tables 3 and 4 on page 12 of Guidelines - Reporting Principles and Standard Disclosures. Consult the "Reasons for omission" on page 13 of the Guidelines - Reporting Principles and Standard Disclosures.

## GENERAL STANDARD DISCLOSURES

General Standard Disclosures	Page Number (or Link)	Reporting Status
Information related to Standard Disclosures required by the 'in accordance' options may already be included in other reports prepared by the 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>		
<b>G4-1</b>	From the CEO (page 1), Continuing to Connect (page 2).	Fully
<b>ORGANISATIONAL PROFILE</b>		
<b>G4-3</b>	Mirvac (The Mirvac Group).	Fully
<b>G4-4</b>	<a href="#">Annual Report</a> (Page 4).	Fully
<b>G4-5</b>	Sydney, Australia.	Fully
<b>G4-6</b>	What's Inside (Sustainability Report contents page)	Fully
<b>G4-7</b>	<a href="#">Annual Report</a> (Page 4); <a href="#">Corporate Governance Statement</a> (page 1).	Fully
<b>G4-8</b>	In our World (pages 5-6); and <a href="#">Annual Report</a> (pages 14-24 & 73).	Fully
<b>G4-9</b>	<a href="#">Annual Report</a> (pages 4, 6, 30, 68).	Fully
<b>G4-10</b>	Mirvac employees: <a href="#">Annual Report</a> (page 30) & <a href="#">Analyst Toolkit</a> .  Supervised workers: Mirvac had 14,936 contractors inducted across our sites during FY16. Fluctuations in supervised workers are not seasonal, but based on the level of construction activities being undertaken by Mirvac.	Partially
<b>G4-11</b>	8%	Fully

General Standard Disclosures	Page Number (or Link)	Reporting Status
	Information related to Standard Disclosures required by the 'in accordance' options may already be included in other reports prepared by the organisation. In these circumstances, the organisation may elect to add a specific reference to where the relevant information can be found.	
<b>G4-12</b>	Materials & Supply Chain Stats (page 39).	Fully
<b>G4-13</b>	Annual Report (page 43).	Fully
<b>G4-14</b>	Resilience section (page 24); <a href="#">Annual Report</a> (page 43); <a href="#">Risk Management Policy</a> .	Fully
<b>G4-15</b>	Appendix 1 - Sustainability Governance (page 53).	Fully
<b>G4-16</b>	Appendix 1 - Sustainability Governance (page 53).	Fully
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>		
<b>G4-17</b>	The report covers the activities of the Mirvac Group ('Mircac' or the 'Group') within Australia under Mirvac's operational control for the financial year ending 30th June 2016.	Fully
<b>G4-18</b>	The extent of our impact (page 8); Lessons Learned (page 51-52); and G419 (below). Mirvac's materiality and boundaries are set by our strategy, This Changes Everything. The process and engagement associated with this strategies development is provided in our <a href="#">FY14 Sustainability Report</a> (pages 8-12).	Fully
<b>G4-19</b>	Material Matters (page 7). The GRI Principles for defining content and quality have also been applied in preparation of this report, including: <ul style="list-style-type: none"> <li>- Balance: showcasing our positive achievements, as well where the greatest challenges are, such as being net positive for water by 2030.</li> <li>- Comparability: reporting is structured around Mirvac's sustainability commitments launched in our sustainability strategy This Changes Everything. To ensure stakeholders can review and compare our results year on year, Mirvac's performance aligns with both GRI requirements as well as the methodology published in our Strategy Reporting Boundaries document.</li> <li>- Accuracy &amp; Reliability: Mirvac is committed to best practice sustainability data management and reporting. Limited Assurance has been provided by PWC as per our Assurance Statement and Reporting Criteria.</li> <li>- Timeliness: Mirvac reports on its sustainability performance indicators using the same period as its financial statements, 1 January to 31 December 2016.</li> <li>- Clarity: this GRI Index links all information that forms part of Mirvac's 2016 Sustainability Report.</li> </ul>	Fully
<b>G4-20</b>	Material Matters (page 7); The extent of our impact (page 8); <a href="#">Reporting Boundaries</a> .	Fully
<b>G4-21</b>	Material Matters (page 7); The extent of our impact (page 8); <a href="#">Reporting Boundaries</a> .	Fully
<b>G4-22</b>	Water (page 34).	Fully
<b>G4-23</b>	No significant changes.	Fully
<b>STAKEHOLDER ENGAGEMENT</b>		
<b>G4-24</b>	In our World (pages 5-6)	Fully
<b>G4-25</b>	In our World (pages 5-6)	Fully

General Standard Disclosures	Page Number (or Link)	Reporting Status
	Information related to Standard Disclosures required by the 'in accordance' options may already be included in other reports prepared by the organisation. In these circumstances, the organisation may elect to add a specific reference to where the relevant information can be found.	
<b>G4-26</b>	In our World (pages 5-6).	Fully
<b>G4-27</b>	In our World (pages 5-6). Material issues raised are reflected in the 17 material issues of our sustainability strategy (page 7).	Fully
<b>REPORT PROFILE</b>		
<b>G4-28</b>	2015-16 Financial Year.	Fully
<b>G4-29</b>	2014-15 Financial Year Sustainability report.	Fully
<b>G4-30</b>	Annually	Fully
<b>G4-31</b>	What's Inside (Sustainability Report contents page).	Fully
<b>G4-32</b>	Mirvac's Sustainability Report and GRI Index is in accordance with the 'Core' criteria for disclosures under the Global Reporting Initiative's (GRI) G4 Sustainability Reporting Guidelines. Assurance statement.	Fully
<b>G4-33</b>	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 report. Assurance statement downloadable from 2016 Sustainability Report website.	Fully
<b>GOVERNANCE</b>		
<b>G4-34</b>	<a href="#">Annual Report</a> (pages 40-41); <a href="#">Corporate Governance Statement</a> Principle 1 & 2 (pages 1-9); <a href="#">Risk Management Policy</a> .	Fully
<b>ETHICS AND INTEGRITY</b>		
<b>G4-56</b>	<a href="#">Corporate Governance Statement</a> Principle 3 (pages 9-10).	Fully

## SPECIFIC STANDARD DISCLOSURES

<i>DMA and Indicators</i>	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	Reporting Status
	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.	In exceptional cases, if it is not possible to disclose certain required information, identify the information that has been omitted.	In exceptional cases, if it is not possible to disclose certain required information, provide the reason for omission.	In exceptional cases, if it is not possible to disclose certain required information, explain the reasons why the information has been omitted.	

### CATEGORY: ECONOMIC

#### MATERIAL ASPECT: ECONOMIC PERFORMANCE

<b>G4-DMA</b>	<a href="#">Annual Report</a> (pages 6-12).				Fully
<b>G4-EC2</b>	<a href="#">Corporate Governance Statement</a> (Principle 7 pages 14-15); & <a href="#">Legislative Risk Review</a> .				Fully

#### MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS

<b>G4-DMA</b>	Enriching Communities - progress so far (page 42); and Rewarding Returns (page 47).				Fully
<b>G4-EC7</b>	Enriching Communities - progress so far (page 42); and Rewarding Returns (page 47).				Fully

### CATEGORY: ENVIRONMENTAL

#### MATERIAL ASPECT: MATERIALS

<b>G4-DMA</b>	Materials (pages 39-41).				Fully
<b>G4-EN1</b>	Materials have been deemed a material issues with commitments around integrating sustainability criteria in the procurement process, increasing recycling, completing Life Cycle Assessments and moving towards zero waste by 2030.	Yes	The Standard Disclosure or part of the Standard Disclosure is not applicable	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.	Not Reported

#### MATERIAL ASPECT: ENERGY

<b>G4-DMA</b>	The Road to Net Positive (page 28); Energy (page 30-33)				Fully
<b>G4-EN3</b>	<a href="#">Analyst Toolkit</a>				Fully
<b>G4-EN5</b>	Like-for-like energy & carbon intensities (page 33)				Fully

<i>DMA and Indicators</i>	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	Reporting Status
	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.	In exceptional cases, if it is not possible to disclose certain required information, identify the information that has been omitted.	In exceptional cases, if it is not possible to disclose certain required information, provide the reason for omission.	In exceptional cases, if it is not possible to disclose certain required information, explain the reasons why the information has been omitted.	
<b>G4-EN6</b>	The extent of our impact (page 8); <a href="#">Value of Change</a> ; <a href="#">Analyst Toolkit</a> ; Energy & GHG Emissions (page 30); Like-for-like energy & carbon intensities (page 33).				Fully
<b>MATERIAL ASPECT: WATER</b>					
<b>G4-DMA</b>	Water (page 34).				Fully
<b>G4-EN10</b>	Water (page 34).				Fully
<b>MATERIAL ASPECT: BIODIVERSITY</b>					
<b>G4-DMA</b>	Biodiversity (page 21).				Fully
<b>G4-EN11</b>	Biodiversity (page 21).				Fully
<b>G4-EN13</b>	Biodiversity (page 21).				Fully
<b>MATERIAL ASPECT: EMISSIONS</b>					
<b>G4-DMA</b>	The Road to Net Positive (page 28); Energy (page 30-33).				Fully
<b>G4-EN15</b>	GHG Emissions Table (Scope 1, page 30).				Fully
<b>G4-EN16</b>	GHG Emissions Table (Scope 2, page 30).				Fully
<b>G4-EN17</b>	GHG Emissions Table (Scope 3, page 30).				Fully
<b>G4-EN18</b>	<a href="#">Analyst Toolkit</a>				Fully
<b>G4-EN19</b>	GHG Emissions Table (page 30).				Fully
<b>MATERIAL ASPECT: EFFLUENTS AND WASTE</b>					
<b>G4-DMA</b>	Waste (page 37-38).				Fully
<b>G4-EN23</b>	Waste stats (page 37).				Fully
<b>G4-EN24</b>	No Significant Spills.				Fully
<b>G4-EN25</b>	Waste stats (page 37).				Fully

<i>DMA and Indicators</i>	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	Reporting Status
	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.	In exceptional cases, if it is not possible to disclose certain required information, identify the information that has been omitted.	In exceptional cases, if it is not possible to disclose certain required information, provide the reason for omission.	In exceptional cases, if it is not possible to disclose certain required information, explain the reasons why the information has been omitted.	

**MATERIAL ASPECT: COMPLIANCE**

<b>G4-DMA</b>	<a href="#">Annual Report</a> (page 43).				Fully
<b>G4-EN29</b>	There has no infringement notice issued for minor environmental incidents during the year.				Fully

**MATERIAL ASPECT: TRANSPORT**

<b>G4-DMA</b>	Transport (page 23).				Fully
<b>G4-EN30</b>	Transport (page 23).				Fully

**MATERIAL ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT**

<b>G4-DMA</b>	Materials & Supply Chain Stats (page 39).				Fully
<b>G4-EN32</b>	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 30% of suppliers (by FY16 spend) were prequalified using this process during the reporting year.				Fully

**CATEGORY: SOCIAL**

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

**MATERIAL ASPECT: EMPLOYMENT**

<b>G4-DMA</b>	In our World 'Employees' section (page 6); and <a href="#">Annual Report</a> (pages 29-30).  The feedback from Mirvac's employee engagement survey is analysed and debrief sessions are held with business units to gain further understanding behind the survey results. From this, the HR team work with leaders in the business to create action plans to address the key focus areas identified. This is communicated back to employees periodically during the year through a range of relevant and appropriate communication channels.				Fully
---------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--	--	--	-------

<i>DMA and Indicators</i>	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	Reporting Status
	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.	In exceptional cases, if it is not possible to disclose certain required information, identify the information that has been omitted.	In exceptional cases, if it is not possible to disclose certain required information, provide the reason for omission.	In exceptional cases, if it is not possible to disclose certain required information, explain the reasons why the information has been omitted.	
<b>G4-LA2</b>	<a href="#">Annual Report</a> (page 29).				Fully
	<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>				
<b>G4-LA3</b>	<a href="#">Annual Report</a> website & <a href="#">Analyst Toolkit</a> .				Fully
<b>MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY</b>					
<b>G4-DMA</b>	Workforce (page 16); and <a href="#">Annual Report</a> (page 32).				Fully
<b>G4-LA6</b>	Workforce (page 16) and <a href="#">Analyst Toolkit</a> .				Partial
<b>MATERIAL ASPECT: TRAINING AND EDUCATION</b>					
<b>G4-DMA</b>	Skills & Training (page 15); <a href="#">Annual Report</a> (page 29).				Fully
<b>G4-LA9</b>	<a href="#">Analyst Toolkit</a>				Fully
<b>G4-LA11</b>	100% of employees receiving performance and career development reviews.				Fully
<b>MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY</b>					
<b>G4-DMA</b>	<a href="#">Annual Report</a> (page 29).				Fully
<b>G4-LA12</b>	Table in <a href="#">Analyst Toolkit</a>				Fully
<b>MATERIAL ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN</b>					
<b>G4-DMA</b>	<a href="#">Annual Report</a> (pages 29, 45-64).				Fully



<i>DMA and Indicators</i>	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	Reporting Status
	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.	In exceptional cases, if it is not possible to disclose certain required information, identify the information that has been omitted.	In exceptional cases, if it is not possible to disclose certain required information, provide the reason for omission.	In exceptional cases, if it is not possible to disclose certain required information, explain the reasons why the information has been omitted.	

<b>G4-LA13</b>	<a href="#">Analyst Toolkit</a>				Fully
----------------	---------------------------------	--	--	--	-------

**MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES**

<b>G4-DMA</b>	Materials & Supply Chain Stats (page 39).				Fully
---------------	-------------------------------------------	--	--	--	-------

<b>G4-LA14</b>	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.				Partial
----------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--	--	--	---------

**SUB-CATEGORY: HUMAN RIGHTS**

**MATERIAL ASPECT: INDIGENOUS RIGHTS**

<b>G4-DMA</b>	As an Australian company with significant land ownerships we have a responsibility to promote understanding, awareness and support Aboriginal and Torres Strait Islander peoples and culture. It is integral to Mirvac's business, to recognise the importance of Australia's First people as original custodians of the land, the foundation of our business.  Indigenous Update (page 45).				Fully
---------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--	--	--	-------

<b>G4-HR8</b>	None				Fully
---------------	------	--	--	--	-------

**MATERIAL ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT**

<b>G4-DMA</b>	Materials & Supply Chain Stats (page 39).				Fully
---------------	-------------------------------------------	--	--	--	-------

<b>G4-HR10</b>	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**

<b>G4-DMA</b>	<a href="#">Corporate Governance Statement</a> (Principle 3 on pages 9-10); <a href="#">Annual Report</a> (page 43); <a href="#">Corporate Governance Policies</a> including Risk Management Policy.				Fully
---------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--	--	--	-------

<b>G4-SO4</b>	All of employees trained in anti-corruption policies as part of Code of Conduct training.				Partial
---------------	-------------------------------------------------------------------------------------------	--	--	--	---------

**MATERIAL ASPECT: PUBLIC POLICY**

<b>G4-DMA</b>	<a href="#">Corporate Governance Statement</a> (Principle 3 iv on pages 10)				Fully
---------------	-----------------------------------------------------------------------------	--	--	--	-------

<b>G4-SO6</b>	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 FY16, Mirvac (including its Directors and the designated employees) made no political donations				Fully
---------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--	--	--	-------



<i>DMA and Indicators</i>	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	Reporting Status
	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.	In exceptional cases, if it is not possible to disclose certain required information, identify the information that has been omitted.	In exceptional cases, if it is not possible to disclose certain required information, provide the reason for omission.	In exceptional cases, if it is not possible to disclose certain required information, explain the reasons why the information has been omitted.	

**MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY**

<b>G4-DMA</b>	Materials & Supply Chain Stats (page 39).				Fully
<b>G4-SO9</b>	Materials & Supply Chain Stats (page 39). Mirvac's sustainability questionnaire issued during the tendering process includes questions on 'society' impacts.				Partial

