

GRI Content Index

Sustainability Report 2016

Vicinity Centres' 2016 Sustainability Report was prepared in accordance with the Global Reporting Initiative G4 Framework at a Core level, and additional sector disclosures for the Construction and Real Estate industry. The GRI Content Index below references sections of the 2016 Sustainability Report, and where relevant, the [2016 Annual Report](#) and the [2016 Corporate Governance Statement](#).

GENERAL STANDARD DISCLOSURES

Indicator	Description	Where to find information	Page
Organisation Profile			
G4-1	Statement from senior leaders	Message from our Chairman Message from our CEO and Managing Director	2 3
G4-3	Name of the organisation	About Vicinity	6
G4-4	Primary brands, products and services	About Vicinity	6
G4-5	Location of headquarters	About Vicinity	6
G4-6	Countries of operation	Australia only	
G4-7	Report the nature of ownership and legal form	About Vicinity	6
G4-8	Markets served	About Vicinity Our Shopping Centres	6 7
G4-9	Scale of the organisation	Key achievements in FY16 About Vicinity 2016 Annual Report – Financial results	4-5 6 14-17
G4-10	The total number of employees and supervised workers	Creating a great place to work	21

Indicator	Description	Where to find information	Page
G4-11	The percentage of employees covered by collective bargaining agreements	None	-
G4-12	Describe the organization's supply chain	Working with our suppliers	27
G4-13	Any significant changes during the reporting period	About Vicinity 2016 Annual Report – Directors' report	6 44
G4-14	Whether and how the precautionary approach or principle is addressed	Material risks and opportunities – Impacts of climate change	9
G4-15	Externally developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes or which it endorses	External collaborations	16
G4-16	Memberships of associations and national/international advocacy organisations	External collaborations	16
Identified material aspects and boundaries			
G4-17	All entities included in the organization's consolidated financial statements	2016 Annual Report – Streamlined financial statements	71-112
G4-18	Process for defining the report content and the Aspect Boundaries	Material risks and opportunities – Materiality review	8
G4-19	List all the material Aspects identified in the process for defining report content	Opportunities from managing risk – Materiality review Appendix 3: Where our impacts occur 2016 Annual Report – Management of risk	8-9 37 18-19
G4-20	For each material Aspect, report the Aspect Boundary within the organization	Appendix 3: Where our impacts occur	37
G4-21	For each material Aspect, report the Aspect Boundary outside the organization	Appendix 3: Where our impacts occur	37
G4-22	Report the effect of any restatements of information provided in previous reports and the reasons for such restatements	None	-
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries	None	-
Stakeholder engagement			
G4-24	List of stakeholder groups engaged	How we engage with our stakeholders	15-16
G4-25	The basis for identifying and selecting stakeholders to engage	How we engage with our stakeholders	15
G4-26	The organisation's approach to stakeholder engagement, including frequency, by type and by stakeholder group	How we engage with our stakeholders	15
G4-27	Key topics and concerns that have been raised and how the organisation has responded, including through reporting	How we engage with our stakeholders Material risks and opportunities – Materiality review Appendix 1: Where our impacts occur	15 8-9 37
Report profile			
G4-28	Reporting period	About this report	1
G4-29	Date of most recent previous report (if any)	This is Vicinity's first Sustainability Report	1
G4-30	Reporting cycle (such as annual, biennial)	About this report	1
G4-31	The contact point for questions	About this report	1
G4-32	The 'in accordance' option, the GRI Content Index and reference to the external assurance report	About this report Assurance and verification statements	1 35-36
G4-33	Policy and current practice in seeking external assurance	About this report	1

Indicator	Description	Where to find information	Page
Governance			
G4-34	The governance structure of the organization	How we manage sustainability 2016 Corporate Governance Statement – Governance and operational excellence	13 3-8
Ethics and integrity			
G4-56	Values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	Our values and ethics 2016 Corporate Governance Statement - Ethical and responsible decision making, Culture Vicinity Code of Conduct	14 7 14

SPECIFIC STANDARD DISCLOSURES

Indicator	Description	Where to find information	Page
ECONOMIC			
Economic Performance			
DMA	Disclosure on management approach	2016 Annual Report– Operating and financial review Material risks and opportunities Shared value drivers – Climate resilience	9-19 8-9 11
EC1	Direct economic value generated and distributed	Investing in our communities 2016 Annual Report – Financial results	19 14-17
EC2	Financial implications and risks and opportunities due to climate change	Material risks and opportunities – Impacts of climate change Shared value drivers – Climate resilience	9 11
Indirect Economic Impacts			
DMA	Disclosure on management approach	Enriching community experiences Our indirect community impacts	17 18
EC7	Development and impact of infrastructure investments and services supported	Enriching community experiences	17
EC8	Significant indirect economic impacts, including the extent of impacts	Our indirect community impacts <i>(Partial reporting; information on the extent of impact is currently unavailable)</i>	18
ENVIRONMENTAL			
Energy			
DMA	Disclosure on management approach	Our environmental impact Managing sustainable buildings, Energy and carbon	29 30
EN3	Energy consumption within the organisation	Energy and carbon	30,34
EN5	Energy intensity	Energy and carbon	30,34
EN6	Reduction of energy consumption	Energy and carbon	30

Indicator	Description	Where to find information	Page
CRE1	Building energy intensity	Energy and carbon	34
Water			
DMA	Disclosure on management approach	Our environmental impact Managing sustainable buildings Water	29 30 31
EN8	Total water withdrawal by source	Water	31
CRE2	Building water intensity	Water	34
Emissions			
DMA	Disclosure on management approach	Shared value drivers – Low Carbon Our environmental impact Energy and carbon Building sustainable shopping centres Case study: Chadstone redevelopment and expansion	11 29 31-32 33 34
EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Energy and carbon	30,34
EN16	Energy indirect GHG emissions (Scope 2)	Energy and carbon	30,34
EN18	GHG emissions intensity	Energy and carbon	30,34
EN19	Reduction of greenhouse gas emissions	Energy and carbon	30
CRE3	GHG emissions intensity from buildings	Energy and carbon	31,34
CRE8	Sustainability certification, rating and labelling schemes	Managing sustainable buildings	30
Effluents and waste			
DMA	Disclosure on management approach	Our environmental impact Treating waste as a resource Case study: Collaborative approach to improving recycling at our centres Case study: Organics and coffee recycling program	29 31 32 32
EN23	Total weight of waste by type and disposal method	Treating waste as a resource	31,34
Supplier environmental assessment			
DMA	Disclosure on management approach	Shared value drivers - Capital and partnerships Working with our suppliers	12 27-28
EN32	Percentage of new suppliers screened using environmental criteria	Working with our suppliers <i>(Partial reporting; only the number of new suppliers is reported. The percentage will be reported in FY17)</i>	28
SOCIAL			
Labour practices and decent work			
Employment			
DMA	Disclosure on management approach	Creating a great place to work Attracting and retaining talent	21 22
LA1	Total number and rates of new employee hires and employee turnover	Attracting and retaining talent	22
LA2	Benefits provided to full-time employees	Attracting and retaining talent	22

Indicator	Description	Where to find information	Page
LA3	Return to work and retention rates after parental leave	Attracting and retaining talent <i>(Partial reporting; retention rates unavailable for FY16, and will be reported in FY17)</i>	22
Occupational Health and Safety			
DMA	Disclosure on management approach	Health and safety	25
LA6	Type of injury and rates of injury, occupational diseases, lost days, absenteeism and number of work-related fatalities	Health and safety <i>(Partial reporting, lost day rates are unavailable in FY16, and will be reported in FY17)</i>	25
CRE6	Percentage of the organization operating in verified compliance with an internationally recognised health and safety management system	Vicinity's Health and Safety Management System, which covers 100% of operations, is aligned to the AS/NZS 4801	25
Training and education			
DMA	Disclosure on management approach	Creating a great place to work Developing talent and capability	21 22-23
LA9	Average hours of training per employee	Developing talent and capability	23
LA11	Percentage of employees receiving regular performance and career development reviews	Developing talent and capability	22
Diversity and equal opportunity			
DMA	Disclosure on management approach	Creating a great place to work Creating a diverse workplace 2016 Corporate Governance Statement – Diversity and inclusion	21 23-24 11-14
LA12	Composition of governance bodies and breakdown of employees	Creating a diverse workplace <i>(Partial reporting; Vicinity's current focus is on gender diversity. People data by broken down by age group will be reported in FY17)</i>	24
Equal remuneration for women and men			
DMA	Disclosure on management approach	Creating a great place to work Promoting equal pay	21 24
LA13	Ratio of basic salary and remuneration of women to men	Promoting equal pay	24
Supplier assessment for labour practices			
DMA	Disclosure on management approach	Shared value drivers – Capital and partnerships Working with our suppliers	12 27-28
LA14	Percentage of new suppliers screened using labour practices criteria	Working with our suppliers <i>(Partial reporting; only the number of new suppliers is reported. The percentage will be reported in FY17)</i>	28
Human rights			
Supplier human rights assessment			
DMA	Disclosure on management approach	Shared value Drivers Capital and partnerships Working with our suppliers	12 27-28
HR10	Percentage of new suppliers screened using human rights criteria	Working with our suppliers <i>(Partial reporting; only the number of new suppliers is reported. The percentage will be reported in FY17)</i>	28

Indicator	Description	Where to find information	Page
Society			
Local communities			
DMA	Disclosure on management approach	Building stronger communities Engaging our communities	17 18-19
SO1	Percentage of operations with implemented local community engagement, impact assessments and development programs	Engaging our communities	18-19
Anti-corruption			
DMA	Disclosure on management approach	Our values and ethics	14
SO4	Communication and training on anti-corruption policies and procedures	Our values and ethics	14
Public policy			
SO7	Total value of political contributions	Vicinity does not make any political contributions	
Real estate and infrastructure assets			
Customer health and safety			
DMA	Disclosure on management approach	Health and safety	25
PR1	Percentage of significant assets for which health and safety impacts are assessed for improvement	Health and safety	25
Infrastructure and real estate assets			
DMA	Disclosure on management approach	Supporting our suppliers Encouraging sustainable behaviours	26 27
PR5	Results of surveys measuring customer satisfaction	Not reported, as information is currently unavailable	-
Customer privacy			
DMA	Disclosure on management approach	Strategic enablers – Digital 2016 Annual Report – Digital	12 26
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	Not reported, as information is currently unavailable	-