

Global Reporting Initiative

Since 2010-11, AustralianSuper has been using the Global Reporting Initiative (GRI) sustainability reporting guidelines as its key platform for communicating economic, environmental, social and governance performance. This report has been prepared in accordance with the Core Option of the G4 Guidelines. Full details of the Guidelines can be found here www.globalreporting.org

Stakeholders

AustralianSuper engages with a range of people and organisations through our day-to-day operations. Key stakeholders have been identified based on an assessment of the interest and influence they have over our organisation. This report aims to provide information to meet the needs of these groups which include:

- › current and future members
- › current and future participating businesses
- › unions/business groups
- › key regulators
- › research houses
- › the media.

Our approach to stakeholder relationships and engagement puts AustralianSuper members at the centre of everything we do.

The relationships we have with stakeholder organisations, especially unions and business groups, are essential and provide an important conduit for member communications and education.

A range of stakeholder interviews were undertaken to help determine what was considered material to the Fund. This helped to prioritise the content of the annual report and to ensure that AustralianSuper proactively manages and communicates the interests of relevant internal and external stakeholders.

Report content

In order to inform the content of the report, AustralianSuper undertook an assessment of the material issues for its business, its stakeholders and the superannuation sector. The process for defining the report content and the Aspect Boundaries consisted of:

- › Identification of potential material issues
 - › a review of the context in which the superannuation sector operates
 - › a review of AustralianSuper's value chain
 - › prioritisation of material issues
 - › a review of key issues identified by industry peers and associations
 - › a media review
 - › a review of risk register and framework
 - › a review of organisational policies, protocols and stated commitments
 - › a review of issues identified through the stakeholder interviews
- › validation of material issues and boundaries
- › a workshop with the reporting team to test the findings of the materiality and value chain reviews, and agree the content for the 2015-16 Annual Report.

General Standard Disclosures

General Standard Disclosures	Page Number (or Link)	External Assurance
Strategy and analysis		
G4-1	Welcome, p.3 & Investment Update, p.4-5	No
Organisational profile		
G4-3	About AustralianSuper, p.7	No
G4-4	About AustralianSuper, p.7	No
G4-5	About AustralianSuper, p.7	No
G4-6	About AustralianSuper, p.7, Our people, p.34	No
G4-7	About AustralianSuper, p.7	No
G4-8	Major shareholdings, p.24-25	No
G4-9	Major shareholdings, p.24-25, Our people, p.34, Financial Statements, p.39-40	No
G4-10	Our people, p.34 and https://www.wgea.gov.au	No
G4-11	Remuneration, p.36-38	No
G4-12	Value chain, p.17	No
G4-13	No change	No
G4-14	Active Ownership, p.14-15	No
G4-15	Active Ownership, p.14-15	No
G4-16	Active Ownership, p.14-15	No
Identified material aspects and boundaries		
G4-17	Material issues, p.16	No
G4-18	Material issues, p.16	No
G4-19	Material issues, p.16	No
G4-20	Material issues, p.16	No
G4-21	Material issues, p.16	No
G4-22	No restatements	No
G4-23	No change	No
Stakeholder engagement		
G4-24	Stakeholders, p.12	No
G4-25	Stakeholders, p.12, How we connect: https://www.australiansuper.com/about-us/how-we-connect.aspx	No
G4-26	Stakeholders, p.12	No
G4-27	Stakeholders, p.12	No
Report profile		
G4-28	Contents, p.2 and GRI G4 Supplement	No
G4-29	Contents, p.2 and GRI G4 Supplement	No
G4-30	Contents, p.2 and GRI G4 Supplement	No
G4-31	Welcome, p.3	No
G4-32	GRI G4 Supplement	No
G4-33	Assurance not sought	No
Governance		
G4-34	About AustralianSuper, p.7, The AustralianSuper Board, p.26-30	No
Ethics and integrity		
G4-56	Our people, p.34	No

Specific Standard Disclosures

DMA and Indicators	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	External Assurance
--------------------	-----------------------	------------------------	---------------------------	--------------------

Category: Economic

Material aspect: Economic performance				
G4-DMA	Investment update, p.4-5 and https://www.australiansuper.com/-/media/australian-super/files/about-us/financial-statements/2016--fund-financial-statements.pdf			No
G4-EC1	Financial Statements, p.40-41 and https://www.australiansuper.com/-/media/australian-super/files/about-us/financial-statements/2016--fund-financial-statements.pdf https://www.australiansuper.com/about-us/how-we-connect/sponsorship.aspx	Community investment	The dollar value information is currently unavailable.	Yes
G4-EC2	Active Ownership. p14-15			No

Category: Social

Sub-Category: Labor Practices And Decent Work

Material aspect: Employment				
G4-DMA	Our people, p.32-36			No
G4-LA1	Our people, p.34			No
G4-LA3	Our people, p.32 and http://www.wgea.gov.au	Return to work by gender and retention by gender	The information is currently unavailable.	No
Material aspect: Diversity and equal opportunity				
G4-DMA	Our people, p.32 and https://www.wgea.gov.au			No
G4-LA12	Our people, p. 38	Other minority groups	The information is currently unavailable.	No

Sub-Category: Society

Material aspect: Anti-corruption				
G4-DMA	Risk and responsibility, p.13			No
G4-SO3	Risk and responsibility, p.13			No
G4-SO4	Risk and responsibility, p.13			No
Material aspect: Compliance				
G4-DMA	Risk and responsibility, p.13			No
G4-SO8	Inside back page, p.43			No

Sub-Category: Product Responsibility

Material aspect: Customer privacy				
G4-DMA	Risk and responsibility, p.13			No
G4-PR8	Inside back page, p.43			No

Financial Services Sector Guidance Disclosures

DMA and Indicators	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	External Assurance
Sector specific aspect: Product portfolio				
G4-DMA	Investment world tour, p.8-9, Active ownership, p.14-15			No
G4-FS6	Investment world tour, p.8-9, Major shareholdings, p.24-25			No
Sector specific aspect: Active ownership				
G4-DMA	Active Ownership, p.14-15			No
FS10	Active Ownership, p.14-15	The percentage and number of companies held in the institution's portfolio with which the reporting organisation has engaged on environmental or social issues.	The information is currently unavailable.	No