

Sustainability Reporting Supplement

Global Reporting Initiative (GRI)

Australian Super's 2016-17 Annual Report draws upon the guidance provided in the Core Option of the Global Reporting Initiative (GRI) G4 Framework for sustainability reporting.

The GRI guidelines provide a global framework widely used as an international reference for the disclosure of an organisation's approach to governance as well as its environmental, social and economic performance and impact. Since 2010-11, AustralianSuper has been using the GRI sustainability reporting guidelines to inform the governance environmental, social and economic components of its annual reports.

Our Stakeholders

To achieve our goals for members we work with a wide range of stakeholders.

Key stakeholders have been identified based on an assessment of the interest in and influence they have over our organisation. 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. The annual report aims to provide information to meet the needs of these groups which include:

Key stakeholder groups	Key issues of concern	Methods of engagement
Members	Investment Performance Fees Net investment returns Products and services	Website Mobile app Social media Advertising eMail Face-to-face meetings Phone Seminars, webinars, member briefings Surveys Written communication e.g. statements Media
Potential members	Investment Performance Fees Net investment returns Products and services	Website Social media Advertising Media
Unions Business groups	Governance Returns to members Accountability	eMail Face-to-face meetings Phone Website information
Investment managers	Investment Performance Asset growth Investment processes and approach	eMail Face-to-face meetings Phone Website information
Current and potential businesses	Investment Performance Governance Servicing and administration	eMail Face-to-face meetings Phone Website information
Advisers	Investment Performance Governance Servicing and administration Fees Products and services	Website Social media eMail Face-to-face meetings Phone Seminars, webinars Written communication

Our Stakeholders (cont.)

Government and regulators	Investment performance Governance Transparency	eMail Face-to-face meetings Phone Written communications e.g. submissions
Staff	Diversity and inclusion Culture and values Performance	Face to face meetings, conferences Surveys eMail Intranet Written communication Briefings
Media	Changing regulatory environment Transparency Investment performance Fees Products and services	Face to face meetings eMail Website information
Industry associations	Investment performance Governance Policy positions	Face to face meetings eMail Website information Participation in industry working groups

A range of stakeholder interviews with representatives from these groups was undertaken as part of the approach to determine what issues stakeholders considered material in relation to the Fund. This engagement helped to shape the content of the annual report and to ensure that AustralianSuper communicates on matters relevant to internal and external stakeholders.

Our material issues

The process to define report content is underpinned by the concept of materiality, the threshold at which issues become sufficiently important that they should be included in an organisation's public reporting. The GRI G4 Financial Services Sector Guidance, the United Nations Sustainable Development Goals (SDGs) and the Principles for Responsible Investment (PRI) were also considered when determining material issues.

The material issues identified for the AustralianSuper 2016-17 annual report include:

- › Returns to members
- › Changing regulatory environment / policy reform
- › Enabling a prosperous retirement
- › Digital technology / innovation
- › Member satisfaction
- › Composition of governance body
- › Diversity of investment/asset portfolio
- › Investment risk and opportunities from climate change
- › Risk of bribery and corruption
- › Economic impacts outside of AustralianSuper
- › Active ownership
- › Infrastructure investment
- › Gender pay gap

These issues are material for AustralianSuper, both within our operational boundary in terms of how they impact our governance and management structures and also outside of our operational boundary where the impact and value affects stakeholders, particularly our members.

GRI G4 Content Index

General Standard Disclosures	Page Number (or Link)	External Assurance
Strategy and analysis		
G4-1	Welcome, p.6-7 & How we work, p.11	No
Organisational profile		
G4-3	About AustralianSuper, p.10	No
G4-4	About AustralianSuper, p.10 and Investment Performance, p.28 - 35	No
G4-5	Board of Directors, p.38	No
G4-6	About AustralianSuper, p.10 and Board of Directors, p.38	No
G4-7	Board of Directors, p.38	No
G4-8	About AustralianSuper, p.10 and Investment Performance, p.28 - 35.	No
G4-9	People and culture, p.44 - 46 and Financial Statements, p.52-53	No
G4-10	People and culture, p.44 - 46	No
G4-11	Not reported	No
G4-12	Active ownership, p. 23	No
G4-13	No change	No
G4-14	Active ownership, p. 23	No
G4-15	Active ownership, p. 23	No
G4-16	Active ownership, p. 23	No
Identified material aspects and boundaries		
G4-17	2017 Audited Financial Statements: https://www.australiansuper.com/about-us	No
G4-18	About this Report p.4 and 2017 Sustainability Reporting Supplement: https://www.australiansuper.com/about-us	No
G4-19	2017 Sustainability Reporting Supplement: https://www.australiansuper.com/about-us	No
G4-20	Not reported	No
G4-21	Not reported	No
G4-22	No restatements	No
G4-23	No change	No
Stakeholder engagement		
G4-24	2017 Sustainability Reporting Supplement: https://www.australiansuper.com/about-us	No
G4-25	2017 Sustainability Reporting Supplement: https://www.australiansuper.com/about-us	No
G4-26	Not reported	No
G4-27	Not reported	No
Report profile		
G4-28	About this Report p.4 and 2017 Sustainability Reporting Supplement: https://www.australiansuper.com/about-us	No
G4-29	About this Report p.4 and 2017 Sustainability Reporting Supplement: https://www.australiansuper.com/about-us	No
G4-30	About this Report p.4 and 2017 Sustainability Reporting Supplement: https://www.australiansuper.com/about-us	No
G4-31	About this Report p.4	No
G4-32	About this Report p.4 and 2017 Sustainability Reporting Supplement: https://www.australiansuper.com/about-us	No
G4-33	Board of Directors, p.38	No
Governance		
G4-34	About AustralianSuper, p.7, The AustralianSuper Board, p.26-30	No
Ethics and integrity		
G4-56	Welcome, p. 6-7 & How we work, p. 11	No

Specific Standard Disclosures

DMA and Indicators	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	External Assurance
Category: Economic				
Aspect: Economic performance				
G4-DMA	Welcome, p. 6-7, About AustralianSuper, p. 10 & How we work, p. 11 & 2017 Audited Financial Statements: https://www.australiansuper.com/about-us			No
G4-EC1	Remuneration, p. 50-51 and Financial Statements, p. 52-54 & 2017 Audited Financial Statements: https://www.australiansuper.com/about-us	Community investment	This Information is currently unavailable.	Yes for financial statements
G4-EC2	Active Ownership, p.22 and Strategic Asset Allocation, P. 32	Specific risks not reported.	This Information is currently unavailable.	No
Aspect: Indirect Economic Impacts				
G4-DMA	How we work, p. 11			No
G4-EC7	How we work, p. 11	Current or expected impacts on communities and local economies not reported.	The information is currently unavailable.	No
Category: Social				
Sub-Category: Labor Practices And Decent Work				
Aspect: Employment				
G4-DMA	People and culture, p. 44-45			No
G4-LA1	People and culture, p. 46			No
G4-LA3	Our people, p.32 and https://www.wgea.gov.au	Return to work by gender and retention by gender	The information is currently unavailable.	No
Aspect: Diversity and equal opportunity				
G4-DMA	Active ownership, p. 22-23 and People and culture, p. 44-45			No
G4-LA12	People and culture, p. 46	Other minority groups	The information is currently unavailable.	No
Aspect: Equal Remuneration for Men and Women				
G4-DMA	People and culture, p. 44-45			No
G4-LA13	Not reported		This information is subject to competitive confidentiality constraints.	No
Sub-Category: Society				
Aspect: Anti-corruption				
G4-DMA	Managing risk, p. 16			No
G4-SO3	Not reported		This information is subject to competitive confidentiality constraints.	No
Aspect: Compliance				
G4-DMA	Managing risk, p. 16			No
G4-SO8	Inside back page, p.54			No

Category: Social (cont.)

Sub-Category: Product Responsibility

Aspect: Product and service labeling				
G4-DMA	Welcome, p. 3, Member services, p.11			No
G4-PR5	Not reported	Results of member satisfaction surveys	This information is subject to competitive confidentiality constraints.	No
Aspect: Customer privacy				
G4-DMA	Managing risk, p. 16	Specific risk management approaches relating to customer privacy	This information is subject to competitive confidentiality constraints.	No
G4-PR8	Inside back page, p.54			No
Aspect: Compliance				
G4-DMA	Managing risk, p. 16	Specific risk management approaches relating to customer privacy	This information is subject to competitive confidentiality constraints.	No
G4-PR9	Inside back page, p.54			No
Financial Services Sector Specific Aspect: Product Portfolio				
G4-DMA	Managing risk, p. 16	Specific risk management approaches relating to customer privacy	This information is subject to competitive confidentiality constraints.	No
G4-PR9	Inside back page, p.54			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	Delivering a better net result, p. 21 and Active ownership, p.22-25			No
G4-FS6	Major shareholdings and total fund exposure, p. 34 and Global Shares, p. 35			No
Sector specific aspect: Active ownership				
G4-DMA	Active Ownership, p.22-23			No
FS10	Active Ownership, p.22-23	The percentage 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
FS11	Active Ownership, p.22-23	Percentage of assets subject to positive and negative environmental or social screening not reported.	The information is currently unavailable.	No