



# 2019 GRI Index.

30 June 2019



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Page icons refer to further information to be found in the Growthpoint 2019 Annual Report and 2019 Sustainability Report.

## General disclosures.

GRI	Definition	Location of disclosure	External Assurance	Further information
<b>Organisational Profile</b>				
102-1	Name of the organisation	<b>2019 Sustainability Report:</b> page 1	–	–
102-2	Activities, brands, products, and services	<b>2019 Annual Report:</b> FY19 Highlights, pages 3-9	–	<b>2019 Annual Report:</b> Property Portfolio Review, pages 16-21
102-3	Location of headquarters	<b>2019 Sustainability Report:</b> Corporate Directory, page 39	–	–
102-4	Location of operations	<b>2019 Annual Report:</b> page 55	–	–
102-5	Ownership and legal form	<b>2019 Annual Report:</b> Financial Report - Reporting entity, page 61	KPMG	–
102-6	Markets served	<b>2019 Annual Report:</b> Portfolio Summary, pages 20-21	–	–
102-7	Scale of the organisation	<b>2019 Sustainability Report:</b> People & community, pages 26-29 <b>2019 Annual Report:</b> 10 year financial performance summary, page 7 and page 28	–	–
102-8	Information on employees and other workers	<b>2019 Sustainability Report:</b> People and community, pages 26-29 <b>2019 Annual Report:</b> Remuneration report, page 32	–	–
102-9	Supply chain	Available on the groups website <a href="http://growthpoint.com.au/about/executive-management/">growthpoint.com.au/about/executive-management/</a>	–	–
102-10	Significant changes to the organisation and its supply chain	<b>2019 Annual Report:</b> Securityholder information, pages 106-107	–	–
102-11	Precautionary Principle or approach	<b>2019 Sustainability Report:</b> Approach to risk, pages 30-34	–	–
102-12	External initiatives	<b>2019 Sustainability Report:</b> TCFD aligned disclosure, pages 10-16, Industry partnerships, page 20	–	–
102-13	Membership of associations	<b>2019 Sustainability Report:</b> Industry partnerships, page 20	–	–
<b>Strategy</b>				
102-14	Statement from senior decision-maker	<b>2019 Sustainability Report:</b> Message from the Chairman and the Managing Director, page 4	–	–
102-15	Key impacts, risks, and opportunities	<b>2019 Sustainability Report:</b> Growthpoint and climate change, page 10 Risk and resilience, page 30 Environment - Sustainability objectives, page 23 Social - Sustainability objectives, page 29 Governance - Sustainability objectives, page 35 Summary of risks, pages 31	–	–

## General disclosures continued

GRI	Definition	Location of disclosure	External Assurance	Further information
<b>Ethics and integrity</b>				
102-16	Values, principles, standards, and norms of behaviour	<b>2019 Sustainability Report:</b> Governance, page 30  Refer to the Group's response to recommendation 3.1 (a) and (b) of the <b>2019 Corporate Governance Statement</b> in the <b>Code of Conduct policy</b> which is available at the group's website	–	<a href="http://growthpoint.com.au/about/corporate-governance/">growthpoint.com.au/about/corporate-governance/</a>
102-17	Mechanisms for advice and concerns about ethics	The Group has in place an <b>Anti-Bribery, Corruption and Whistleblowing policy</b> and has appointed an external Whistleblower service provider. The Group also has in place a Complaints Handling Procedure (including dispute resolution) details of which are available on the Group's website.  Refer to the Group's <b>Code of Conduct</b> policy which is available at the Group's website	–	<a href="http://growthpoint.com.au/about/corporate-governance/">growthpoint.com.au/about/corporate-governance/</a>
<b>Governance</b>				
102-18	Governance structure	<b>2019 Corporate Governance Statement:</b> ASX Principles Summary - Principles 2.1, 2.3(a), (b), (c), 2.4, 2.5, 4.1 and 8.1	–	<a href="http://growthpoint.com.au/about/corporate-governance/">growthpoint.com.au/about/corporate-governance/</a>
102-19	Delegating authority	<b>2019 Corporate Governance Statement:</b> ASX Principles Summary - Principles 1.1 (a) and (b)	–	<a href="http://growthpoint.com.au/about/corporate-governance/">growthpoint.com.au/about/corporate-governance/</a>
102-20	Executive-level responsibility for economic, environmental, and social topics	Refer to the Audit, Risk and Compliance Committee charter and the Nomination, Remuneration and HR Committee charter which are available at the Group's website.	–	<a href="http://growthpoint.com.au/about/corporate-governance/">growthpoint.com.au/about/corporate-governance/</a>
102-21	Consulting stakeholders on economic, environmental, and social topics	Refer to the Sustainability and Stakeholder Policy available on the Group's website.	–	<a href="http://growthpoint.com.au/sustainability/operating-sustainably/">growthpoint.com.au/sustainability/operating-sustainably/</a>
102-22	Composition of the highest governance body and its committees	<b>2019 Corporate Governance Statement:</b> ASX Principles Summary - Principles 2.1, 2.3(a), (b), (c), 2.4, 2.5, 4.1 and 8.1 Refer to the Audit, Risk and Compliance Committee charter and the Nomination, Remuneration and HR Committee charter which are available at the Group's website.	–	<a href="http://growthpoint.com.au/about/corporate-governance/">growthpoint.com.au/about/corporate-governance/</a>
102-23	Chair of the highest governance body	<b>2019 Corporate Governance Statement:</b> ASX Principles Summary - Principle 2.5	–	<a href="http://growthpoint.com.au/about/corporate-governance/">growthpoint.com.au/about/corporate-governance/</a>
102-24	Nominating and selecting the highest governance body	<b>2019 Corporate Governance Statement:</b> ASX Principles Summary - Principles 1.5(a), 2.1, 2.3 (a) and (b), 2.4 and 2.5 Refer to the Group's <b>Diversity Policy</b> and <b>Sustainability and Stakeholder Policy</b> which is available at the Group's website  <b>2019 Annual Report:</b> Board of Directors, pages 30-31	–	<a href="http://growthpoint.com.au/about/corporate-governance/">growthpoint.com.au/about/corporate-governance/</a> <a href="http://growthpoint.com.au/sustainability/operating-sustainably/">growthpoint.com.au/sustainability/operating-sustainably/</a>
102-25	Conflicts of interest	<b>2019 Annual Report:</b> Board & Remuneration Report, pages 30-53 Financial Report - Notes to the Financial Statements 4.2 Related party transactions, page 90 Top 20 Legal Securityholders, page 106	–	–
102-26	Role of highest governance body in setting purpose, values, and strategy	<b>2019 Sustainability Report:</b> Governance, pages 30-34 <b>2019 Corporate Governance Statement</b>	–	<a href="http://growthpoint.com.au/about/corporate-governance/">growthpoint.com.au/about/corporate-governance/</a>
102-27	Collective knowledge of highest governance body	<b>2019 Sustainability Report:</b> Governance, pages 30-34 <b>2019 Corporate Governance Statement</b>	–	<a href="http://growthpoint.com.au/about/corporate-governance/">growthpoint.com.au/about/corporate-governance/</a>
102-28	Evaluating the highest governance body's performance	<b>2019 Corporate Governance Statement</b>	–	<a href="http://growthpoint.com.au/about/corporate-governance/">growthpoint.com.au/about/corporate-governance/</a>

## General disclosures continued

GRI	Definition	Location of disclosure	External Assurance	Further information
102-29	Identifying and managing economic, environmental, and social impacts	<b>2019 Sustainability Report:</b> Governance, pages 30-34 <b>2019 Corporate Governance Statement</b>	–	<a href="http://growthpoint.com.au/about/corporate-governance/">growthpoint.com.au/about/corporate-governance/</a>
102-30	Effectiveness of risk management processes	<b>2019 Corporate Governance Statement:</b> ASX Principles Summary 7.2 (a) and (b) and 7.4	–	<a href="http://growthpoint.com.au/about/corporate-governance/">growthpoint.com.au/about/corporate-governance/</a>
102-31	Review of economic, environmental, and social topics	<b>2019 Corporate Governance Statement:</b> ASX Principles Summary - 7.2 (b) and 7.4	–	<a href="http://growthpoint.com.au/about/corporate-governance/">growthpoint.com.au/about/corporate-governance/</a>
102-32	Highest governance body's role in sustainability reporting	<b>2019 Corporate Governance Statement:</b> ASX Principles 7.4	–	–
102-33	Communicating critical concerns	<b>2019 Corporate Governance Statement:</b> ASX Principles 7.2 (b)	–	–
102-34	Nature and total number of critical concerns	<b>2019 Sustainability Report:</b> Summary of Risks, page 31	–	–
102-35	Remuneration policies	<b>2019 Annual Report:</b> Remuneration Report, pages 32-53	–	–
102-36	Process for determining remuneration	<b>2019 Annual Report:</b> Remuneration Report, pages 32-53	–	–
102-37	Stakeholders' involvement in remuneration	<b>2019 Sustainability Report:</b> Remuneration Report, pages 32-33	–	–
102-38	Annual total compensation ratio	–	–	Ratio for FY18 is 13.6 to 1
102-39	Percentage increase in annual total compensation ratio	–	–	Ratio for FY19 increase over FY18 is 6.1 to 1
<b>Stakeholder engagement</b>				
102-40	List of stakeholder groups	<b>2019 Sustainability Report:</b> Introduction from Chairman and Managing Director page 5	–	–
102-41	Collective bargaining agreements	–	–	None of our employees are party to collective bargaining agreements.
102-42	Identifying and selecting stakeholders	<b>2019 Sustainability Report:</b> Materiality, pages 8-9	–	Growthpoint completed a Materiality assessment in July 2019
102-43	Approach to stakeholder engagement	<b>2019 Sustainability Report:</b> Materiality, pages 8-9	–	–
102-44	Key topics and concerns raised	<b>2019 Sustainability Report:</b> Materiality, pages 8-9	–	–
<b>Reporting practice</b>				
102-45	Entities included in the consolidated financial statements	<b>2019 Annual Report - Financial Report:</b> Section 1 and Note 4.6, pages 61-62, 93	KPMG	–
102-46	Defining report content and topic Boundaries	<b>2019 Sustainability Report:</b> Materiality, pages 8-9	–	–
102-47	List of material topics	<b>2019 Sustainability Report:</b> Materiality, pages 8-9	–	–
102-48	Restatements of information	–	–	–
102-49	Changes in reporting	Not applicable	–	–
102-50	Reporting period	–	–	Most is for FY19, however due to GRESB being on a calendar year basis, some information is presented by calendar year as highlighted
102-51	Date of most recent report	–	–	30 June 2019
102-52	Reporting cycle	–	–	Annual

## General disclosures

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GRI	Definition	Location of disclosure	External Assurance	Further information
102-53	"Contact point for questions regarding the report"	<b>2019 Sustainability Report:</b> Corporate Directory page 69	–	–
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Comprehensive option.	–	–
102-55	GRI content index	<b>Available on growthpoint website</b>	–	<a href="http://growthpoint.com.au/sustainability/operating-sustainably/">growthpoint.com.au/sustainability/operating-sustainably/</a>
102-56	External assurance	–	–	No external assurance provided except as set out herein.

## Topic specific disclosures.

GRI	Definition	Location of disclosure	External Assurance	Further information
<b>GRI 200 Economic Standard Series</b>				
<b>Economic Performance</b>				
<b>GRI 103: Management Approach 2016</b>				
103-1	Explanation of the material topic and its Boundary	<b>2019 Sustainability Report:</b> Growthpoint and climate change, pages 10-16	–	–
103-2	The management approach and its components	<b>2019 Sustainability Report:</b> Growthpoint and climate change, pages 10-16	–	–
103-3	Evaluation of the management approach	<b>2019 Sustainability Report:</b> Growthpoint and climate change, pages 10-16	–	–
<b>GRI 201: Economic Performance 2016</b>				
201-1	Direct economic value generated and distributed	<b>2019 Sustainability Report:</b> FY19 Highlights, page 4	–	–
201-2	Financial implications and other risks and opportunities due to climate change	<b>2019 Sustainability Report:</b> Growthpoint and climate change, pages 10-16	–	–
201-3	Defined benefit plan obligations and other retirement plans	–	–	The Group does not have any defined benefit plans in place
201-4	Financial assistance received from government	–	–	None received
<b>Environmental</b>				
<b>Energy</b>				
<b>GRI 103: Management Approach 2016</b>				
103-1	Explanation of the material topic and its Boundary	<b>2019 Sustainability Report:</b> Operational Control, page 19	–	–
103-2	The management approach and its components	<b>2019 Sustainability Report:</b> Operational Control, page 19	–	–
103-3	Evaluation of the management approach	<b>2019 Sustainability Report:</b> Operational Control, page 19	–	–
<b>GRI 302: Energy 2016</b>				
302-1	Energy consumption within the organisation	<b>2019 Sustainability Report:</b> Resource consumption, pages 21-22 Property Portfolio Information (CY18), pages 24-25	WSP Australia Pty Limited, Assurance Statement, page 36-37	–

## Topic specific disclosures

continued

GRI	Definition	Location of disclosure	External Assurance	Further information
302-2	Energy consumption outside of the organisation	<b>2019 Sustainability Report:</b> Property Portfolio Information (CY18), page 24-25	–	–
302-3	Energy intensity	<b>2019 Sustainability Report:</b> Energy Consumption Intensity, page 21 Resource Consumption Summary, page 22	–	–
302-4	Reduction of energy consumption	<b>2019 Sustainability Report:</b> Performance Summary, page 20 Environmental Sustainability Objectives Summary, page 23	–	–
302-5	Reductions in energy requirements of products and services	Not applicable	–	–
<b>Water</b>				
<b>GRI 103: Management Approach 2016</b>				
103-1	Explanation of the material topic and its Boundary	<b>2019 Sustainability Report:</b> Operational Control, page 19	–	–
103-2	The management approach and its components	<b>2019 Sustainability Report:</b> Operational Control, page 19	–	–
103-3	Evaluation of the management approach	<b>2019 Sustainability Report:</b> Operational Control, page 19	–	–
<b>GRI 303: Water 2016</b>				
303-1	Water withdrawal by source	<b>2019 Sustainability Report:</b> Resource consumption, pages 21-22	–	–
303-2	Water sources significantly affected by withdrawal of water	Not applicable	–	–
303-3	Water recycled and reused	Not applicable	–	–
<b>Emissions</b>				
<b>GRI 103: Management Approach 2016</b>				
103-1	Explanation of the material topic and its Boundary	<b>2019 Sustainability Report:</b> Management Approach– and Methodology, Operational Control, page 14 Growthpoint Emissions Summary by Scope, page 16	–	–
103-2	The management approach and its components	<b>2019 Sustainability Report:</b> Management Approach– and Methodology, Operational Control, page 14	–	–
103-3	Evaluation of the management approach	<b>2019 Sustainability Report:</b> Management Approach– and Methodology, Operational Control, page 14	–	–
<b>GRI 305: Emissions 2016</b>				
305-1	Direct (Scope 1) GHG emissions	<b>2019 Sustainability Report:</b> Energy and emissions, page 20	–	–
305-2	Energy indirect (Scope 2) GHG emissions	<b>2019 Sustainability Report:</b> Energy and emissions, page 20	–	–
305-3	Other indirect (Scope 3) GHG emissions	<b>2019 Sustainability Report:</b> Energy and emissions, page 20	–	–
305-4	GHG emissions intensity	<b>2019 Sustainability Report:</b> Resource consumption, page 21	–	–
305-5	Reduction of GHG emissions	<b>2019 Sustainability Report:</b> Energy and emissions, page 20	–	–
305-6	Emissions of ozone-depleting substances (ODS)	Not applicable	–	–
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Not applicable	–	–
<b>Effluents and Waste</b>				
<b>GRI 103: Management Approach 2016</b>				
103-1	Explanation of the material topic and its Boundary	–	–	–

## Topic specific disclosures

continued

GRI	Definition	Location of disclosure	External Assurance	Further information
103-2	The management approach and its components	–	–	–
103-3	Evaluation of the management approach	–	–	–
<b>GRI 306: Effluents and Waste 2016</b>				
306-1	Water discharge by quality and destination	Not applicable	–	–
306-2	Waste by type and disposal method	<b>2019 Sustainability Report:</b> Resource Consumption, pages 20-21	–	–
306-3	Significant spills	Not applicable	–	–
306-4	Transport of hazardous waste	Not applicable	–	–
306-5	Water bodies affected by water discharges and/or runoff	Not applicable	–	–
<b>Compliance</b>				
<b>GRI 103: Management Approach 2016</b>				
103-1	Explanation of the material topic and its Boundary	<b>2019 Sustainability Report:</b> Sustainability objectives–summary, page 23	–	–
103-2	The management approach and its components	<b>2019 Sustainability Report:</b> Sustainability objectives–summary, page 23	–	–
103-3	Evaluation of the management approach	<b>2019 Sustainability Report:</b> Sustainability objectives–summary, page 23	–	–
<b>GRI 307: Environmental Compliance 2016</b>				
307-1	Non-compliance with environmental laws and regulations	<b>2019 Sustainability Report:</b> Sustainability objectives–summary, page 23	–	–
<b>GRI 400 Social Standard Series</b>				
<b>Labour practices and decent work</b>				
<b>Employment</b>				
<b>GRI 103: Management Approach 2016</b>				
103-1	Explanation of the material topic and its Boundary	<b>2019 Sustainability Report:</b> People and community,–page 26-27	–	–
103-2	The management approach and its components	<b>2019 Sustainability Report:</b> People and community,–page 26-27	–	–
103-3	Evaluation of the management approach	<b>2019 Sustainability Report:</b> People and community,–page 26-27	–	–
<b>GRI 401: Employment 2016</b>				
401-1	New employee hires and employee turnover	<b>2019 Sustainability Report:</b> People and community,–page 26-27	–	–
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Not applicable	–	–
401-3	Parental leave	<b>2019 Sustainability Report:</b> People and community,–page 26-27	–	–
<b>Diversity and Equal Opportunity</b>				
<b>GRI 103: Management Approach 2016</b>				
103-1	Explanation of the material topic and its Boundary	<b>2019 Sustainability Report:</b> People and community,–page 26-27	–	–
103-2	The management approach and its components	<b>2019 Sustainability Report:</b> People and community,–page 26-27	–	–
103-3	Evaluation of the management approach	<b>2019 Sustainability Report:</b> People and community,–page 26-27	–	–
<b>GRI 401: Diversity and Equal Opportunity 2016</b>				

## Topic specific disclosures

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GRI	Definition	Location of disclosure	External Assurance	Further information
405-1	Diversity of governance bodies and employees	2019 Sustainability Report: People and community, - page 26-27	-	-
405-2	Ratio of basic salary and remuneration of women to men	-	-	<b>Category 1: Executive Management Team</b> Ratio for FY19 of women to men is 1 to 3.6  <b>Category 2: Staff</b> Ratio for FY19 of women to men is 1 to 0.9
<b>Society</b>				
<b>Compliance</b>				
<b>GRI 103: Management Approach 2016</b>				
103-1	Explanation of the material topic and its Boundary	2019 Sustainability Report: Governance - Sustainability objectives, page 35	-	-
103-2	The management approach and its components	2019 Sustainability Report: Governance - Sustainability objectives, page 35	-	-
103-3	Evaluation of the management approach	2019 Sustainability Report: Governance - Sustainability objectives, page 35	-	-
<b>GRI 419: Socioeconomic Compliance 2016</b>				
419-1	Non-compliance with laws and regulations in the social and economic area	2019 Sustainability Report: Governance - Sustainability objectives, page 35	-	-