



Principle	Requirement	Reason for Interaction
LEA 02	Mandatory	<ul style="list-style-type: none"> To the extent investment decisions are based on ESG factors To the extent engagement is used to influence ESG factors Other, specify
Type of engagement		<ul style="list-style-type: none"> To the extent investment decisions are based on ESG factors To the extent engagement is used to influence ESG factors Other, specify
Individual/internal staff engagements		<ul style="list-style-type: none"> To the extent investment decisions are based on ESG factors To the extent engagement is used to influence ESG factors Other, specify
Collaborative engagements		<ul style="list-style-type: none"> To the extent investment decisions are based on ESG factors To the extent engagement is used to influence ESG factors Other, specify
Service provider engagements		<ul style="list-style-type: none"> To the extent investment decisions are based on ESG factors To the extent engagement is used to influence ESG factors Other, specify

RI TRANSPARENCY REPORT 2018

CBUS Superannuation Fund

00 01	Mandatory	Gateway/Peering	General																																										
00 01.1	Select the type that best describes your organisation or the services you provide.																																												
	<input checked="" type="checkbox"/> Non-corporate pension or superannuation or retirement or provident fund or plan <input type="checkbox"/> Corporate pension or superannuation or retirement or provident fund or plan <input type="checkbox"/> Insurance company <input type="checkbox"/> Foundation <input type="checkbox"/> Endowment <input type="checkbox"/> Development finance institution <input type="checkbox"/> Reserve - sovereign or government controlled fund <input type="checkbox"/> Family office <input type="checkbox"/> Other, specify																																												
00 02	Mandatory	Peering	General																																										
00 02.1	Select the location of your organisation's headquarters.																																												
	Australia																																												
00 02.2	Indicate the number of countries in which you have offices (including your headquarters).																																												
	<input checked="" type="checkbox"/> 1 <input type="checkbox"/> 2-5 <input type="checkbox"/> 6-10 <input type="checkbox"/> >10																																												
00 02.3	Indicate the approximate number of staff in your organisation in full-time equivalents (FTE).																																												
	280																																												
00 03	Mandatory	Descriptive	General																																										
00 03.1	Indicate whether you have subsidiaries within your organisation that are also PRI signatories in their own right.																																												
	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No																																												
00 04	Mandatory	Gateway/Peering	General																																										
00 04.1	Indicate the year end date for your reporting year.																																												
	30/06/2017																																												
00 04.2	Indicate your total AUM at the end of your reporting year, Exclude subsidiaries you have chosen not to report on and any advisory/execution only assets.																																												
	Total AUM 40,153,806,000 AUD 30,508,818,629 USD																																												
00 04.5	Additional information. [Optional]																																												
	Asset Class breakdown for the Growth (Cbus MySuper) option: Australian Shares 25.45% International Shares 22.78% Private Equity 5.26% Opportunistic Growth 3.41% Infrastructure 10.64% Property 10.99% Alternative Debt and Fixed Income 7.22% Cash 8.28%																																												
00 05	Mandatory to Report, Voluntary to Disclose	Gateway	General																																										
00 05.1	Provide an approximate percentage breakdown of your AUM at the end of your reporting year using the following asset classes:																																												
	<table border="1"> <thead> <tr> <th></th> <th>Internally managed (%)</th> <th>Externally managed (%)</th> </tr> </thead> <tbody> <tr> <td>Listed equity</td> <td>0</td> <td>10-50%</td> </tr> <tr> <td>Fixed income</td> <td>0</td> <td>10-50%</td> </tr> <tr> <td>Private equity</td> <td>0</td> <td><10%</td> </tr> <tr> <td>Property</td> <td><10%</td> <td><10%</td> </tr> <tr> <td>Infrastructure</td> <td>0</td> <td>10-50%</td> </tr> <tr> <td>Commodities</td> <td>0</td> <td>0</td> </tr> <tr> <td>Hedge funds</td> <td>0</td> <td>0</td> </tr> <tr> <td>Forestry</td> <td>0</td> <td>0</td> </tr> <tr> <td>Farmland</td> <td>0</td> <td>0</td> </tr> <tr> <td>Inclusive finance</td> <td>0</td> <td>0</td> </tr> <tr> <td>Cash</td> <td><10%</td> <td><10%</td> </tr> <tr> <td>Other (1), specify</td> <td>0</td> <td><10%</td> </tr> <tr> <td>Other (2), specify</td> <td>0</td> <td>0</td> </tr> </tbody> </table>				Internally managed (%)	Externally managed (%)	Listed equity	0	10-50%	Fixed income	0	10-50%	Private equity	0	<10%	Property	<10%	<10%	Infrastructure	0	10-50%	Commodities	0	0	Hedge funds	0	0	Forestry	0	0	Farmland	0	0	Inclusive finance	0	0	Cash	<10%	<10%	Other (1), specify	0	<10%	Other (2), specify	0	0
	Internally managed (%)	Externally managed (%)																																											
Listed equity	0	10-50%																																											
Fixed income	0	10-50%																																											
Private equity	0	<10%																																											
Property	<10%	<10%																																											
Infrastructure	0	10-50%																																											
Commodities	0	0																																											
Hedge funds	0	0																																											
Forestry	0	0																																											
Farmland	0	0																																											
Inclusive finance	0	0																																											
Cash	<10%	<10%																																											
Other (1), specify	0	<10%																																											
Other (2), specify	0	0																																											
	If you respond 'Other (1)', specify for Externally Managed																																												
	Other (1) is Opportunistic Growth																																												
00 05.2	Indicate whether your organisation uses fiduciary managers.																																												
	<input type="checkbox"/> Yes, we use a fiduciary manager and our response to 00 5.1 is reflective of their management of our assets. <input checked="" type="checkbox"/> No, we do not use fiduciary managers.																																												
00 06	Mandatory	Descriptive	General																																										

OO 06.1 Select how you would like to disclose your asset class mix.

as percentage breakdown

as broad ranges

'Other (1)' specified

Other (1) is Opportunistic Growth

OO 07 Mandatory to Report, Voluntary to Disclose Gateway General

OO 07.1 Provide to the nearest 5% the percentage breakdown of your Fixed Income AUM at the end of your reporting year, using the following categories.

Private

OO 08 Mandatory to Report, Voluntary to Disclose Peering General

OO 08.1 Provide a breakdown of your organisation's externally managed assets between segregated mandates and pooled funds.

Private

OO 08.2 Additional Information. [Optional]

Private

OO 09 Mandatory to Report, Voluntary to Disclose Peering General

OO 09.1 Indicate the breakdown of your organisation's AUM by market.

Private

OO 09.2 Additional Information. [Optional]

Private

OO 10 Mandatory Gateway General

OO 10.1 Select the active ownership activities your organisation implemented in the reporting year.

Listed equity – engagement

- We engage with companies on ESG factors via our staff, collaborations or service providers.
- We require our external managers to engage with companies on ESG factors on our behalf.
- We do not engage directly and do not require external managers to engage with companies on ESG factors.

Listed equity – voting

- We cast our (proxy) votes directly or via dedicated voting providers
- We require our external managers to vote on our behalf.
- We do not cast our (proxy) votes directly and do not require external managers to vote on our behalf

Fixed income SSA – engagement

- We engage with companies on ESG factors via our staff, collaborations or service providers.
- We require our external managers to engage with companies on ESG factors on our behalf.
- We do not engage directly and do not require external managers to engage with companies on ESG factors. Please explain why you do not.

Please explain why you do not engage directly and do not require external managers to engage with companies on ESG factors.

Investments held in this asset class are primarily passive government bonds with sovereigns, government agencies and sub-nationals.

Fixed income Corporate (financial) – engagement

- We engage with companies on ESG factors via our staff, collaborations or service providers.
- We require our external managers to engage with companies on ESG factors on our behalf.
- We do not engage directly and do not require external managers to engage with companies on ESG factors. Please explain why you do not.

Fixed income Corporate (non-financial) – engagement

- We engage with companies on ESG factors via our staff, collaborations or service providers.
- We require our external managers to engage with companies on ESG factors on our behalf.
- We do not engage directly and do not require external managers to engage with companies on ESG factors. Please explain why you do not.

Fixed income Corporate (securitised) – engagement

- We engage with companies on ESG factors via our staff, collaborations or service providers.
- We require our external managers to engage with companies on ESG factors on our behalf.
- We do not engage directly and do not require external managers to engage with companies on ESG factors. Please explain why you do not.

OO 11 Mandatory Gateway General

OO 11.1 Select the internally managed asset classes in which you addressed ESG incorporation into your investment decisions and/or your active ownership practices (during the reporting year).

Property

- We address ESG incorporation.
- We do not do ESG incorporation.

Cash

- We address ESG incorporation.
- We do not do ESG incorporation.

OO 11.2 Select the externally managed assets classes in which you and/or your investment consultants address ESG incorporation in your external manager selection, appointment and/or monitoring processes.

Asset class	ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes
-------------	---

Listed equity - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes

- We incorporate ESG into our external manager selection process
- We incorporate ESG into our external manager appointment process
- We incorporate ESG into our external manager monitoring process
- We do not do ESG incorporation

Fixed income - SSA	<p>Fixed income - SSA - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</p> <input checked="" type="checkbox"/> We incorporate ESG into our external manager selection process <input checked="" type="checkbox"/> We incorporate ESG into our external manager appointment process <input checked="" type="checkbox"/> We incorporate ESG into our external manager monitoring process <input type="checkbox"/> We do not do ESG incorporation
Fixed income - corporate (financial)	<p>Fixed income - corporate (financial) - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</p> <input checked="" type="checkbox"/> We incorporate ESG into our external manager selection process <input checked="" type="checkbox"/> We incorporate ESG into our external manager appointment process <input checked="" type="checkbox"/> We incorporate ESG into our external manager monitoring process <input type="checkbox"/> We do not do ESG incorporation
Fixed income - corporate (non-financial)	<p>Fixed income - corporate (non-financial) - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</p> <input checked="" type="checkbox"/> We incorporate ESG into our external manager selection process <input checked="" type="checkbox"/> We incorporate ESG into our external manager appointment process <input checked="" type="checkbox"/> We incorporate ESG into our external manager monitoring process <input type="checkbox"/> We do not do ESG incorporation
Fixed income - securitised	<p>Fixed income - securitised - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</p> <input checked="" type="checkbox"/> We incorporate ESG into our external manager selection process <input checked="" type="checkbox"/> We incorporate ESG into our external manager appointment process <input checked="" type="checkbox"/> We incorporate ESG into our external manager monitoring process <input type="checkbox"/> We do not do ESG incorporation
Private equity	<p>Private equity - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</p> <input checked="" type="checkbox"/> We incorporate ESG into our external manager selection process <input checked="" type="checkbox"/> We incorporate ESG into our external manager appointment process <input checked="" type="checkbox"/> We incorporate ESG into our external manager monitoring process <input type="checkbox"/> We do not do ESG incorporation
Property	<p>Property - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</p> <input checked="" type="checkbox"/> We incorporate ESG into our external manager selection process <input checked="" type="checkbox"/> We incorporate ESG into our external manager appointment process <input checked="" type="checkbox"/> We incorporate ESG into our external manager monitoring process <input type="checkbox"/> We do not do ESG incorporation
Infrastructure	<p>Infrastructure - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</p> <input checked="" type="checkbox"/> We incorporate ESG into our external manager selection process <input checked="" type="checkbox"/> We incorporate ESG into our external manager appointment process <input checked="" type="checkbox"/> We incorporate ESG into our external manager monitoring process <input type="checkbox"/> We do not do ESG incorporation
Cash	<p>Cash - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</p> <input checked="" type="checkbox"/> We incorporate ESG into our external manager selection process <input checked="" type="checkbox"/> We incorporate ESG into our external manager appointment process <input checked="" type="checkbox"/> We incorporate ESG into our external manager monitoring process <input type="checkbox"/> We do not do ESG incorporation
Other (1)	<p>Other (1) - ESG incorporation addressed in your external manager selection, appointment and/or monitoring processes</p> <input checked="" type="checkbox"/> We incorporate ESG into our external manager selection process <input checked="" type="checkbox"/> We incorporate ESG into our external manager appointment process <input checked="" type="checkbox"/> We incorporate ESG into our external manager monitoring process <input type="checkbox"/> We do not do ESG incorporation

OO 11.4 Provide a brief description of how your organisation includes responsible investment considerations in your investment manager selection, appointment and monitoring processes.

Fund managers are required to provide information on their ESG integration process, engagement and voting (where relevant) during the selection process. We are continuing to develop the approach by which we assess fund managers as part of overall due diligence process. In addition to our own review, our asset consultant also provides a rating for fund managers during the selection process. We also incorporate RI considerations into the operational DD questionnaires including gender diversity and modern slavery.

During the appointment process, depending on the strategy, RI considerations are incorporated into the mandate, this includes reporting requirements.

The monitoring process is reflective of what is in the mandate and we require that fund managers provides this information. During fund manager reviews, and on an ad hoc basis, we will follow up with fund managers regarding specific assets, companies or issues on specific issues. eg infrastructure managers are required to report on any fatalities.

OO 12 Mandatory Gateway General

OO 12.1 Below are all applicable modules or sections you may report on. Those which are mandatory to report (asset classes representing 10% or more of your AUM) are already ticked and read-only. Those which are voluntary to report on can be opted into by ticking the box.

Core modules	<input checked="" type="checkbox"/> Organisational Overview <input checked="" type="checkbox"/> Strategy and Governance
RI implementation directly or via service providers	
Direct - Listed Equity active ownership	<input checked="" type="checkbox"/> Engagements <input checked="" type="checkbox"/> (Proxy) voting
Direct - Other asset classes with dedicated modules	<input checked="" type="checkbox"/> Property
RI implementation via external managers	

	Indirect - Selection, Appointment and Monitoring of External Managers		
	<input checked="" type="checkbox"/> Listed Equities <input checked="" type="checkbox"/> Fixed income - SSA <input checked="" type="checkbox"/> Fixed income - Corporate (financial) <input checked="" type="checkbox"/> Fixed income - Corporate (non-financial) <input checked="" type="checkbox"/> Fixed income - Securitised <input checked="" type="checkbox"/> Private Equity <input checked="" type="checkbox"/> Property <input checked="" type="checkbox"/> Infrastructure		
	Closing module		
	<input checked="" type="checkbox"/> Closing module		
OO SAM 01	Mandatory to Report, Voluntary to Disclose	Gateway	General
OO SAM 01.1	Provide a breakdown of your externally managed listed equities and fixed income by passive, active quant and, active fundamental and other active strategies.		
	<i>Private</i>		
OO SAM 01.2	Additional information [Optional].		
	<i>Private</i>		
OO PR 01	Mandatory to Report, Voluntary to Disclose	Descriptive	General
	<i>Private</i>		
OO PR 01.2	Provide a breakdown of your organisations allocation to Real Estate Investment Trusts (REITs) or similar		
	<i>Private</i>		
OO PR 01.3	Additional information. [Optional]		
	<i>Private</i>		
OO PR 02	Mandatory to Report, Voluntary to Disclose	Gateway	General
OO PR 02.1	Provide a breakdown of your organisation's property assets based on who manages the assets.		
	<i>Private</i>		
OO PR 02.2	Additional information. [Optional]		
	<i>Private</i>		
OO PR 03	Voluntary	Descriptive	General
OO PR 03.1	Indicate up to three of your largest property types by AUM.		
	<i>Private</i>		
OO PR 03.2	Additional information.		
	<i>Private</i>		

SG 01.1 Indicate if you have an investment policy that covers your responsible investment approach.

✓ Yes

SG 01.2 Indicate the components/types and coverage of your policy.

Policy components/types	Coverage by AUM
<input checked="" type="checkbox"/> Policy setting out your overall approach <input checked="" type="checkbox"/> Formalised guidelines on environmental factors <input checked="" type="checkbox"/> Formalised guidelines on social factors <input checked="" type="checkbox"/> Formalised guidelines on corporate governance factors <input type="checkbox"/> Asset class-specific RI guidelines <input type="checkbox"/> Sector specific RI guidelines <input checked="" type="checkbox"/> Screening / exclusions policy <input checked="" type="checkbox"/> Engagement policy <input checked="" type="checkbox"/> (Proxy) voting policy <input type="checkbox"/> Other, specify (1) <input type="checkbox"/> Other, specify(2)	<input checked="" type="radio"/> Applicable policies cover all AUM <input type="radio"/> Applicable policies cover a majority of AUM <input type="radio"/> Applicable policies cover a minority of AUM

SG 01.3 Indicate if the investment policy covers any of the following

- Your organisation's definition of ESG and/or responsible investment and it's relation to investments
- Your investment objectives that take ESG factors/real economy influence into account
- Time horizon of your investment
- Governance structure of organisational ESG responsibilities
- ESG incorporation approaches
- Active ownership approaches
- Reporting
- Climate change and related issues

SG 01.3a CC Describe how your products or investment strategy might be affected by the transition to a lower-carbon economy.
Private

SG 01.3b CC Describe how climate-related risks and opportunities are factored into your investment strategies or products.
Private

- Other RI considerations, specify (1)
- Other RI considerations, specify (2)

SG 01.4 Describe your organisation's investment principles and overall investment strategy, and how they consider ESG factors and real economy impact.

Cbus considers responsible investment as one of its fundamental beliefs to achieve our investment risk adjusted return objectives for our members.

The Investment Governance Framework Policy states:

- The Trustee can improve long term returns through active involvement in Environmental, Social and Governance (ESG) issues
- a long term investment horizon increases the likelihood of meeting the investment objectives;

For Cbus, RI means taking account of ESG risks and opportunities in the investment decision making process, exercising positive influence through Fund investments and the operations of the Fund itself.

In addition, Cbus believes that RI also has a broader benefit by influencing the shift towards a sustainable financial system. This will be necessary to achieve long term financial returns and outcomes for the greater benefit of the environment and society in which Fund members work and retire. As an asset owner and long term investor, Cbus understands the significant responsibility in contributing to a sustainable economy and has articulated this through its recognition of the UN SDGs.

SG 01.5 Provide a brief description of the key elements, any variations or exceptions to your investment policy that covers your responsible investment approach. [Optional]

PURPOSE

RI Policy sets out Cbus approach to managing responsible investment including Environmental, Social, Governance (ESG) matters, and climate change, in its investments and the Fund. The Policy is set by the Investment Committee (IC) and will be reviewed every two years, or more frequently, if appropriate.

APPLICATION

This Policy applies to all Trustee Directors, all Cbus Group Executives, and all members of the Fund's investment team.

ACCOUNTABILITY

The Trustee is at all times responsible for the Fund's investments.

The Board has delegated decision making responsibilities for responsible investment to the IC.

The responsible investment team is primarily accountable for guiding the strategic direction for responsible investment. The investment team has accountability for supporting the implementation within the Fund's investments activities.

RESPONSIBLE INVESTMENT PHILOSOPHY AND BELIEFS

Cbus Beliefs are outlined in SG1.4. In addition: Cbus also considers its role in climate change, built environment and the Fund as an organisations.

RESPONSIBLE INVESTMENT APPROACH

Cbus requires that responsible investment applies to all of the Funds investment activities including: across all geographic locations; all asset classes; direct, mandated and pooled funds; and all styles including active and passive.

The approach to implementation is shaped by the Fund's investment strategy including outsourcing to investment managers to invest on its behalf and direct investment through internally managed investment portfolios.

The manner and extent to which responsible investment is incorporated into investment decision will differ and is dependent on the investment characteristics of each strategy. Cbus acknowledges that implementation of responsible investment may require a tailored approach within and between asset classes.

Internally Managed Investment Portfolios

The Trustee has implemented an asset class specific internalisation model. The Fund implements responsible investment processes or procedures as internal capability is built for each asset class. The Fund will seek to be a leader in responsible investment for the asset classes in which it invests directly.

Investment Managers

Responsible investment is a component of the investment manager selection and appointment process. The Fund prefers investment managers that have sound ESG practices or are actively developing their approach, which allows the Trustee to accommodate for managers at different stages in their responsible investment journey. Investment managers are only appointed after a selection process in accordance with the Fund's Due Diligence Policy and, where appropriate, its Outsourcing Policy.

Investment Management Agreements (IMAs) detail the specific requirements for responsible investment, including reporting and monitoring requirements, and are based on the type of asset class and investment strategy being employed.

After an investment manager has been selected, the Fund actively engages with the manager and monitors the integration of responsible investment into their processes.

Mandates and Pooled Trusts

Some investments can only be accommodated in pooled arrangements. Where possible, the Fund uses its influence to ensure the terms of the pooled vehicles are aligned to its needs and will seek to incorporate the Fund's approach to responsible investment in the governing documents.

Cbus also requires that RI is incorporated into risk management, variable remuneration and training.

ESG Integration

Cbus believes integration is the most appropriate for the Fund given the ongoing increase in size and diversification of the Fund's investments across the global economy. It enables the Fund to use its ownership interest of listed and unlisted companies to influence their behaviour.

Exclusions

The Fund does not typically exclude particular companies, sectors or asset types. However, there are some circumstances in responsible investment where it is appropriate to consider exclusions and require approval by IC.

Active Ownership

The Fund seeks to influence the companies and assets in which it invests through engagement and voting. The purpose is to communicate the interests of the Fund with the aim of enhancing long term value creation and minimising risk.

Internal guidelines form the basis of the Fund's approach to active ownership. These are approved by the IC and reviewed as required.

Cbus acknowledges the additional responsibility of its influence in the Australian market. This reflects the size and ownership in Australian companies and assets and the location of Fund members.

The RI Policy sets out the approach for engagement and voting.

Advocacy and Collaboration

The Fund undertakes advocacy with the aim to influence the broader market and promote a shift towards a sustainable financial system. The focus is primarily on influencing standards, guidelines and regulatory reform that support long term value creation. The Fund has a preference to undertake advocacy through collaboration with other stakeholders.

Cbus recognises that through collaboration with others the Fund can exert a greater influence and manage resources more effectively. The Fund actively collaborates with a wide range of stakeholders and market participants to increase the collective influence and success of responsible investment and complex market transformation including an active role in various initiatives, networks, and groups of like-minded investors.

Reporting and disclosure

Cbus recognises the importance of reporting to its stakeholders and encouraging transparency of fund managers and companies in which it invests.

No

SG 02	Mandatory	Core Assessed	PRI 6
-------	-----------	---------------	-------

SG 02.1 Indicate which of your investment policy documents (if any) are publicly available. Provide a URL and an attachment of the document.

- Policy setting out your overall approach
 - URL/Attachment
 - URL
<https://www.cbussuper.com.au/content/dam/cbus/files/governance/policies/Responsible-Investment-Policy-Summary.pdf>
 - Attachment (will be made public)
- Formalised guidelines on environmental factors
 - URL/Attachment
 - URL
<https://www.cbussuper.com.au/content/dam/cbus/files/governance/policies/Responsible-Investment-Policy-Summary.pdf>
 - Attachment (will be made public)
- Formalised guidelines on social factors
 - URL/Attachment
 - URL
<https://www.cbussuper.com.au/content/dam/cbus/files/governance/policies/Responsible-Investment-Policy-Summary.pdf>
 - Attachment (will be made public)
- Formalised guidelines on corporate governance factors
 - URL/Attachment
 - URL
<https://www.cbussuper.com.au/content/dam/cbus/files/governance/policies/Responsible-Investment-Policy-Summary.pdf>
 - Attachment (will be made public)
- Screening / exclusions policy
 - URL/Attachment
 - URL
<https://www.cbussuper.com.au/content/dam/cbus/files/governance/policies/Responsible-Investment-Policy-Summary.pdf>
 - Attachment (will be made public)
- Engagement policy
 - URL/Attachment
 - URL
<https://www.cbussuper.com.au/content/dam/cbus/files/governance/policies/Responsible-Investment-Policy-Summary.pdf>
 - Attachment (will be made public)
- (Proxy) voting policy
 - URL/Attachment
 - URL
<https://www.cbussuper.com.au/content/dam/cbus/files/governance/policies/Responsible-Investment-Policy-Summary.pdf>
 - Attachment (will be made public)
- We do not publicly disclose our investment policy documents

SG 02.2 Indicate if any of your investment policy components are publicly available. Provide URL and an attachment of the document.

- Your organisation's definition of ESG and/or responsible investment and it's relation to investments
 - URL/Attachment
 - URL
<https://www.cbussuper.com.au/content/dam/cbus/files/governance/policies/Responsible-Investment-Policy-Summary.pdf>
 - Attachment
- Your investment objectives that take ESG factors/real economy influence into account
 - URL/Attachment
 - URL
<https://www.cbussuper.com.au/content/dam/cbus/files/governance/policies/Responsible-Investment-Policy-Summary.pdf>
 - Attachment
- Time horizon of your investment
 - URL/Attachment

URL
<https://www.cbussuper.com.au/content/dam/cbus/files/governance/policies/Investment-Governance-Framework-Policy.pdf>
 Attachment

Governance structure of organisational ESG responsibilities

URL/Attachment

URL
<https://www.cbussuper.com.au/content/dam/cbus/files/governance/policies/Responsible-Investment-Policy-Summary.pdf>
 Attachment

ESG incorporation approaches

URL/Attachment

URL
<https://www.cbussuper.com.au/content/dam/cbus/files/governance/policies/Responsible-Investment-Policy-Summary.pdf>
 Attachment

Active ownership approaches

URL/Attachment

URL
<https://www.cbussuper.com.au/content/dam/cbus/files/governance/policies/Responsible-Investment-Policy-Summary.pdf>
 Attachment

Reporting

URL/Attachment

URL
<https://www.cbussuper.com.au/content/dam/cbus/files/governance/policies/Responsible-Investment-Policy-Summary.pdf>
 Attachment

Climate-related issues

URL/Attachment

URL
<https://www.cbussuper.com.au/content/dam/cbus/files/governance/policies/Responsible-Investment-Policy-Summary.pdf>
 Attachment

Climate change and related issues

Private
 We do not publicly disclose any investment policy components

SG 02.3 Indicate if your organisation's investment principles, and overall investment strategy is publicly available

Yes
<https://www.cbussuper.com.au/content/dam/cbus/files/governance/policies/Investment-Governance-Framework-Policy.pdf>
 No

SG 02.4 Additional information [Optional]

Cbus has also publicly disclosed its Climate Change Position Statement which has been approved by the Cbus Board: <https://www.cbussuper.com.au/content/dam/cbus/files/governance/policies/Climate-Change-Position-Statement.pdf>

SG 03 **Mandatory** **Core Assessed** **General**

SG 03.1 Indicate if your organisation has a policy on managing potential conflicts of interest in the investment process.

Yes

SG 03.2 Describe your policy on managing potential conflicts of interest in the investment process.

The Fund's Conflicts Management Policy covers the circumstances under which directors and staff must declare actual, potential or perceived conflicts and the action the individual is required to take. The Fund's Personal Securities Trading Policy articulates directors and staff disclosure requirements for their personal investing activity, including where Compliance approval is required for personal trading.

No

SG 04 **Voluntary** **Descriptive** **General**

SG 04.1 Indicate if your organisation has a process for identifying and managing incidents that occur within portfolio companies.

Private

SG 04.2 Describe your process on managing incidents

Private

SG 05 **Mandatory** **Gateway/Core Assessed** **General**

SG 05.1 Indicate if and how frequently your organisation sets and reviews objectives for its responsible investment activities.

Quarterly or more frequently
 Biannually
 Annually
 Less frequently than annually
 Ad-hoc basis
 It is not set/reviewed

SG 05.2 Additional information. [Optional]

Cbus has an annual review of its responsible investment policy and objectives at the IC meetings. This includes:

- policy review, if required
- outcomes against objectives
- review of active ownership, engagement and voting
- climate change update
- key focus areas for the coming year

SG 06 **Voluntary** **Descriptive** **General**

SG 06.1 List the main responsible investment objectives that your organisation set for the reporting year.

Private

SG 06.2 Additional information.

SG 07	Mandatory	Core Assessed	General
-------	-----------	---------------	---------

SG 07.1 Indicate the roles present in your organisation and for each, indicate whether they have oversight and/or implementation responsibilities for responsible investment.

Roles present in your organisation
<input checked="" type="checkbox"/> Board members or trustees <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Oversight/accountability for responsible investment <input type="checkbox"/> Implementation of responsible investment <input type="checkbox"/> No oversight/accountability or implementation responsibility for responsible investment
<input checked="" type="checkbox"/> Chief Executive Officer (CEO), Chief Investment Officer (CIO), Investment Committee <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Oversight/accountability for responsible investment <input type="checkbox"/> Implementation of responsible investment <input type="checkbox"/> No oversight/accountability or implementation responsibility for responsible investment
<input type="checkbox"/> Other Chief-level staff or head of department, specify
<input checked="" type="checkbox"/> Portfolio managers <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Oversight/accountability for responsible investment <input checked="" type="checkbox"/> Implementation of responsible investment <input type="checkbox"/> No oversight/accountability or implementation responsibility for responsible investment
<input type="checkbox"/> ESG portfolio manager
<input checked="" type="checkbox"/> Investment analysts <ul style="list-style-type: none"> <input type="checkbox"/> Oversight/accountability for responsible investment <input checked="" type="checkbox"/> Implementation of responsible investment <input type="checkbox"/> No oversight/accountability or implementation responsibility for responsible investment
<input checked="" type="checkbox"/> Dedicated responsible investment staff <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Oversight/accountability for responsible investment <input checked="" type="checkbox"/> Implementation of responsible investment <input type="checkbox"/> No oversight/accountability or implementation responsibility for responsible investment
<input checked="" type="checkbox"/> External managers or service providers <ul style="list-style-type: none"> <input type="checkbox"/> Oversight/accountability for responsible investment <input checked="" type="checkbox"/> Implementation of responsible investment <input type="checkbox"/> No oversight/accountability or implementation responsibility for responsible investment
<input type="checkbox"/> Investor relations
<input type="checkbox"/> Other role, specify (1)
<input type="checkbox"/> Other role, specify (2)

SG 07.2 For the roles for which you have RI oversight/accountability or implementation responsibilities, indicate how you execute these responsibilities.

Board
 The Board has oversight and accountability for responsible investment. The Board has delegated responsibility to the IC for oversight of RI policy and ongoing strategy.
 RI training is providing to the Board, such as annual training on climate change. Board members also attend external RI related events to increase knowledge awareness such as ACSI conference.

Investment Committee
 Responsible investment is an ongoing quarterly standing item on the IC to inform of management activities. The CIO monthly updates also incorporate RI information. The Chair, IC reports key RI information to the Board following IC meetings.

CEO
 The CEO is a strong advocate and provides RI leadership within the organisation and actively attends and, is asked to speak at, global conferences on RI related matters. The CEO spoke at the PRI conference in Singapore in 2016 on the Cbus journey for new signatories given our long history of implementing RI.

CIO
 The CIO is also a strong advocate of RI, sits on the IGCC Management Committee and speaks at conferences internationally on RI. The Responsible Investment team reports to the CIO and have fortnightly meetings on RI.

Portfolio Heads,
 Portfolio managers oversee and implement RI within the respective asset classes through Fund Managers. They also directly engage with companies when appropriate.

Responsible Investment team
 Responsible Investment staff provide both guidance on strategy and policy implementation to the CEO, CIOs and Portfolio Managers. Also drive stakeholder engagement, collaboration initiatives and proxy voting.
 External asset advisors provide RI guidance on Fund Manager selection, appointment and monitoring which includes RI ratings.

SG 07.3 Indicate the number of dedicated responsible investment staff your organisation has.

3

SG 07.4 Additional information. [Optional]

A broad range of staff within the investments team and broader organisation support implementation of RI. This includes, data and analytics, internal reporting and communications, risk and governance, legal and corporate affairs.
 The size of the RI team will increase to 4 in 2018

SG 07 CC	Voluntary	Descriptive	General
----------	-----------	-------------	---------

Private

SG 07.1 CC Indicate the roles in your organisation, and indicate for each whether they have oversight and/or implementation responsibilities for climate-related issues.

Private

SG 07.1a CC For the board level roles or for which you have climate-related issues oversight/accountability or implementation responsibilities, indicate how you execute these responsibilities.

Private

SG 07.1b CC For the management-level roles which assess and manage climate-related issues, provide further information on the structure and process involved.

Private

SG 08	Voluntary	Additional Assessed	General
-------	-----------	---------------------	---------

SG 08.1 Indicate if your organisation's performance management, reward and/or personal development processes have a responsible investment element.

Private

SG 08.3 Provide any additional information on your organisation's performance management, reward and/or personal development processes in relation to responsible investment.

Private

SG 08.4 Describe the level of experience board members/trustees/chief-level staff have with incorporating ESG factors into investment decision-making processes.

Private

SG 09	Mandatory	Core Assessed	PRI 4,5
-------	-----------	---------------	---------

SG 09.1 Select the collaborative organisation and/or initiatives of which your organisation is a member or in which it participated during the reporting year, and the role you played.

- Principles for Responsible Investment

Your organisation's role in the initiative during the reporting period (see definitions)
Advanced
Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
Cbus was represented on several of the PRI working groups/committees including Sustainable Financial System and Sustainable Development Goals and Infrastructure Advisory Committee. These roles are represented by the CEO and CIO. CEO, CIO and Portfolio Head, Responsible Investment all attend PRI in Person.

- Asian Corporate Governance Association

Your organisation's role in the initiative during the reporting period (see definitions)
Moderate
Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
Participated in regular teleconference briefings and several engagements.

- Australian Council of Superannuation Investors

Your organisation's role in the initiative during the reporting period (see definitions)
Advanced
Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
Cbus is represented on the Board and Member Advisory Council of ACSI and plays an active stewardship role with the organisation. We also participate actively in many ACSI engagements, research projects and fora. Cbus sponsored the ACSI annual conference. CEO, CIO and several Executive staff in attendance including two trustee directors.

- AFIC – La Commission ESG
- BVCA – Responsible Investment Advisory Board
- CDP Climate Change

Your organisation's role in the initiative during the reporting period (see definitions)
Basic
Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
We review information and tools developed by the CDP.

- CDP Forests
- CDP Water
- CFA Institute Centre for Financial Market Integrity
- Code for Responsible Investment in SA (CRISA)
- Code for Responsible Finance in the 21st Century
- Council of Institutional Investors (CII)
- Eumedion
- Extractive Industries Transparency Initiative (EITI)
- ESG Research Australia
- EVCA – Responsible Investment Roundtable
- Global Investors Governance Network (GIGN)
- Global Impact Investing Network (GIIN)
- Global Real Estate Sustainability Benchmark (GRESB)

Your organisation's role in the initiative during the reporting period (see definitions)
Advanced
Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
We require all Cbus property fund managers to report using GRESB. We have 100% participation. We use this information in annual reporting. Cbus has also spoken at GRESB forums including Singapore September 2016.

- Green Bond Principles
- Institutional Investors Group on Climate Change (IIGCC)
- Interfaith Center on Corporate Responsibility (ICCR)
- International Corporate Governance Network (ICGN)

Your organisation's role in the initiative during the reporting period (see definitions)
Advanced
Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
Participated in regular teleconference briefings and several engagements. Cbus is now represented on the Board governance committee of ICGN and actively participates in working groups.

- Investor Group on Climate Change, Australia/New Zealand (IGCC)

Your organisation's role in the initiative during the reporting period (see definitions)
Advanced
Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
Cbus is represented on the IGCC management committee, and plays an active role in stewardship and promotion of the organisation. Portfolio Head, Responsible Investment is actively involved in several IGCC working groups/committees including Policy and Chair, Low Carbon Finance WG. Cbus was also instrumental in the development of a report 'Coal Carbon and the Communities, Investing in a Just Transition' with IGCC and First State Super. Both Cbus and FSS provided financial support for the generation of the report.

- International Integrated Reporting Council (IIRC)

Your organisation's role in the initiative during the reporting period (see definitions)
Advanced
Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]
Cbus is in the pilot group for creating integrated annual reports. Cbus is in its second year of preparing an Annual Integrated Report.

- Investor Network on Climate Risk (INCR)/CERES
- Local Authority Pension Fund Forum
- Principles for Sustainable Insurance
- Regional or National Social Investment Forums (e.g. UKSIF, Eurosif, ASRIA, RIAA), specify

Your organisation's role in the initiative during the reporting period (see definitions)
Moderate

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

We support RIAA engagement and participate in teleconferences, provide resources and input into developing new approaches to promoting RI.

- Responsible Finance Principles in Inclusive Finance
- Shareholder Association for Research and Education (Share)
- United Nations Environmental Program Finance Initiative (UNEP FI)
- United Nations Global Compact
- Other collaborative organisation/initiative, specify
- Other collaborative organisation/initiative, specify
- Other collaborative organisation/initiative, specify
- Other collaborative organisation/initiative, specify

SG 09.2 Mandatory to Report, Voluntary to Disclose Descriptive PRI 1

Indicate approximately what percentage (+/- 5%) of your externally managed assets are managed by PRI signatories.

Private

SG 10 Mandatory Core Assessed PRI 4

SG 10.1 Indicate if your organisation promotes responsible investment, independently of collaborative initiatives.

Yes

SG 10.2 Indicate the actions your organisation has taken to promote responsible investment independently of collaborative initiatives. Provide a description of your role in contributing to the objectives of the selected action and the typical frequency of your participation/contribution.

Provided or supported education or training programmes (this includes peer to peer RI support) Your education or training may be for clients, investment managers, actuaries, broker/dealers, investment consultants, legal advisers etc.)

Provided financial support for academic or industry research on responsible investment

Description

Coal, Carbon and Communities: Investing in a Just Transition report. Cbus co-funded this with another asset owner.

Frequency of contribution

- Quarterly or more frequently
- Biannually
- Annually
- Less frequently than annually
- Ad hoc
- Other

Provided input and/or collaborated with academia on RI related work

Encouraged better transparency and disclosure of responsible investment practices across the investment industry

Description

Request fund managers to advocate and provide greater disclosure themselves and of the companies in which they invest Requested companies reported on sustainability, through engagement. Cbus requires its property fund managers to report under GRESB.

Frequency of contribution

- Quarterly or more frequently
- Biannually
- Annually
- Less frequently than annually
- Ad hoc
- Other

Spoke publicly at events and conferences to promote responsible investment

Description

Presented on climate change, SDGs and other responsible investment topics. This is from CEO, CIO and Portfolio Head, Responsible Investment.

Frequency of contribution

- Quarterly or more frequently
- Biannually
- Annually
- Less frequently than annually
- Ad hoc
- Other

Wrote and published in-house research papers on responsible investment

Encouraged the adoption of the PRI

Description

Encouraged fund managers to be members of PRI.

Frequency of contribution

- Quarterly or more frequently
- Biannually
- Annually
- Less frequently than annually
- Ad hoc
- Other

Responded to RI related consultations by non-governmental organisations (OECD, FSB etc.)

Wrote and published articles on responsible investment in the media

Description

Featured in media on issues regarding supply chain and money laundering and SDGs.

Frequency of contribution

- Quarterly or more frequently
- Biannually
- Annually
- Less frequently than annually
- Ad hoc

- Other
- A member of PRI advisory committees/ working groups, specify

Description
Cbus was represented on several working groups/committees including Sustainable Financial System, Sustainable Development Goals, Infrastructure Advisory Committee
Frequency of contribution
<input checked="" type="radio"/> Quarterly or more frequently <input type="radio"/> Biannually <input type="radio"/> Annually <input type="radio"/> Less frequently than annually <input type="radio"/> Ad hoc <input type="radio"/> Other

- On the Board of, or officially advising, other RI organisations (e.g. local SIFs)
- Other, specify

specify description
30% club investor working group
Description
CEO is member of Investor agenda working group and Cbus actively participates to support this initiative
Frequency of contribution
<input checked="" type="radio"/> Quarterly or more frequently <input type="radio"/> Biannually <input type="radio"/> Annually <input type="radio"/> Less frequently than annually <input type="radio"/> Ad hoc <input type="radio"/> Other

No

SG 11	Voluntary	Additional Assessed	PRI 4,5,6
-------	-----------	---------------------	-----------

SG 11.1 Indicate if your organisation - individually or in collaboration with others - conducted dialogue with public policy makers or regulators in support of responsible investment in the reporting year.

Private

SG 11.4 Provide a brief description of the main topics your organisation has engaged with public policy-makers or regulators on.

Private

SG 12	Mandatory	Core Assessed	PRI 4
-------	-----------	---------------	-------

SG 12.1 Indicate whether your organisation uses investment consultants.

- Yes, we use investment consultants

SG 12.2 Indicate how your organisation uses investment consultants in the selection, appointment and/or monitoring of external managers.

- We use investment consultants in our selection and appointment of external managers

Asset class
<input checked="" type="checkbox"/> Listed Equity (LE) <input checked="" type="checkbox"/> Fixed income - SSA <input checked="" type="checkbox"/> Fixed income - Corporate (financial) <input checked="" type="checkbox"/> Fixed income - Corporate (non-financial) <input checked="" type="checkbox"/> Fixed income - Securitised <input checked="" type="checkbox"/> Private equity (PE) <input checked="" type="checkbox"/> Infrastructure (INF) <input checked="" type="checkbox"/> Property (PR) <input type="checkbox"/> Other asset classes

SG 12.3 Indicate if your organisation considers responsible investment in the selection, appointment and/or review processes for investment consultants.

- Responsible investment is considered when evaluating investment consultants' investment beliefs, strategies and policies in the selection process.
 Responsible investment is considered when evaluating investment consultants' public commitment to, and promotion of, responsible investment in the selection process.
 Responsible investment is considered when reviewing investment consultants' approach to investment manager ratings, research and recommendations in the monitoring process.
 Consultants' responsibilities in terms of responsible investment in manager selection, appointment and monitoring processes are included in our contractual agreements with the investment consultants.
 We do not consider responsible investment in the selection, appointment and/or review processes for investment consultants.

- We use investment consultants in our monitoring of external managers

Asset class
<input checked="" type="checkbox"/> Listed Equity (LE) <input checked="" type="checkbox"/> Fixed income - SSA <input checked="" type="checkbox"/> Fixed income - Corporate (financial) <input checked="" type="checkbox"/> Fixed income - Corporate (non-financial) <input checked="" type="checkbox"/> Fixed income - Securitised <input checked="" type="checkbox"/> Private equity (PE) <input checked="" type="checkbox"/> Infrastructure (INF) <input checked="" type="checkbox"/> Property (PR) <input type="checkbox"/> Other asset classes

SG 12.3 Indicate if your organisation considers responsible investment in the selection, appointment and/or review processes for investment consultants.

- Responsible investment is considered when evaluating investment consultants' investment beliefs, strategies and policies in the selection process.
 Responsible investment is considered when evaluating investment consultants' public commitment to, and promotion of, responsible investment in the selection process.
 Responsible investment is considered when reviewing investment consultants' approach to investment manager ratings, research and recommendations in the monitoring process.
 Consultants' responsibilities in terms of responsible investment in manager selection, appointment and monitoring processes are included in our contractual agreements with the investment consultants.
 We do not consider responsible investment in the selection, appointment and/or review processes for investment consultants.

- We do not use investment consultants for selection, appointment and monitoring of external managers.

SG 12.4 Indicate whether you use investment consultants for any the following services. Describe the responsible investment components of these services.

- Custodial services
- Investment policy development

Describe how responsible investment is incorporated

Frontier works closely with clients to understand and clarify their ESG investment beliefs and objectives in order to help define matters that are most important for the client and assist with the development of the client's investment philosophy and ESG/RI philosophy. Frontier draws on its experience as advisers to both superannuation funds and non-superannuation entities and Frontier's Governance, Advice, Risk, Decisions and Strategy team works with many clients to assist them in developing an investment governance philosophy and framework, including an ESG/RI policy. Frontier provides formal research and reports on ESG matters across all major asset classes on at least an annual basis. Our sector research reports include observations from our sector specialists on ESG developments. These reports also directly translate into advice to all Frontier clients.

- Strategic asset allocation

Describe how responsible investment is incorporated

Frontier's first step is to determine the investment beliefs of the client, which encompasses their beliefs with respect to ESG. A client's investment philosophy is then used as a basis to determine the strategic asset allocation. Frontier has also developed a Climate Change Module in Prism, within our proprietary portfolio analytics system. This is part of an ongoing objective to assist clients in considering environmental issues in their portfolio at the strategic asset allocation level. The Climate Change Module specifically aims to better understand the potential impacts of climate change on investment portfolios with regard to the return impacts of different but plausible scenarios.

- Investment research

Describe how responsible investment is incorporated

Frontier's investment research aims to consider and explore ESG issues and examine new and existing investment opportunities. Frontier will also draw on external research but the context and particular relevance of the research needs to be properly considered and we undertake our own analysis into its implications for client portfolios. Frontier has undertaken several research or written thought pieces, including Governance issues (e.g. Investment Philosophy, Good Investment Decision Making, Does Good Governance Mean Good Performance), as well as research into ESG issues spanning most asset classes. For example, Frontier has authored research papers relating to energy efficiency for commercial property, ESG indices within equities; ESG in debt markets; renewable energy markets and impact investing. Frontier favours managers that have integrated ESG into their investment philosophy and process. A fund manager's approach to ESG forms a significant part of due diligence completed by each of Frontier's sector-based Research Team, both at the time of initial manager assessment, and as part of an ongoing review. The key areas Frontier assesses as part of an initial manager selection process/rating and ongoing monitoring have been outlined above in the question on whether to consider responsible investment in the selection process.

- Other, specify (1)
- Other, specify (2)
- Other, specify (3)
- None of the above

No, we do not use investment consultants.

SG 13	Mandatory	Descriptive	PRI 1
-------	-----------	-------------	-------

SG 13.1 Indicate if your organisation executes scenario analysis and/or modelling in which the risk profile of future ESG trends at portfolio level is calculated.

- We execute scenario analysis which includes factors representing the investment impacts of future environmental trends
- We execute scenario analysis which includes factors representing the investment impacts of future social trends
- We execute scenario analysis which includes factors representing the investment impacts of future governance trends
- We consider scenario analysis that includes factors representing the investment impacts of future climate-related risks and opportunities

Is this scenario analysis based on a 2°C or lower scenario?

- Yes
- No

- We execute other scenario analysis, specify
- We do not execute such scenario analysis and/or modelling

SG SG 13.1a CC Please describe the resilience of your organisation's strategy, considering different future climate scenarios.

Private

SG 13.2 Indicate if your organisation considers ESG issues in strategic asset allocation and/or allocation of assets between sectors or geographic markets.

We do the following

- Allocation between asset classes
- Determining fixed income duration
- Allocation of assets between geographic markets
- Sector weightings
- Other, specify
- We do not consider ESG issues in strategic asset allocation

SG 13.3 Additional information. [OPTIONAL]

The Mercer climate change report provided expected returns for various asset classes under different climate change scenarios. Using this analysis, we did some additional modelling to better understand the portfolio return impact if global warming was limited to only 2 degrees. As part of this modelling we also considered increasing the funds Emerging Market equity allocation to offset any negative return impact under this scenario. The results from the modelling showed that the expected return of the portfolio over the long term would fall, resulting in a lower probability of meeting the fund's investment objective. In the next stage of the modelling, we increased the fund's long-term allocation to Emerging Market equity. The modelling results from this showed that the fund would need to significantly increase its Emerging Market equity exposure to offset the return impact under the 2-degree transformation scenario. As Emerging Market equities are more volatile, the modelling also showed that the required increase would result in a riskier portfolio. At this stage, Cbus has not made any changes to the portfolio based on this information.

SG 14	Mandatory to Report, Voluntary to Disclose	Additional Assessed	PRI 1
-------	--	---------------------	-------

SG 14.1 Describe the process used to identify short, medium and long-term risks and opportunities that could have a material impact on your organisation and its activities.

Private

SG 14.1 CC Describe the processes used to determine which climate-related short, medium and long-term risks and opportunities could have a material impact on your organisation and its activities.

Private

SG 14.2 Some investment risks and opportunities arise as a result of long term trends. Indicate which of the following you act on.

Private

SG 14.4a CC Please provide further details on these key metric(s) used to assess climate related risks and opportunities.

Private

SG 14.5 If you selected disclosure on emissions risks, list any specific climate related disclosure tools or frameworks that you used.

Private

SG 14.6 Additional information [Optional]

Private

SG 14.7 CC Describe your risk management processes for identifying, assessing, and managing climate-related risks.

Private

SG 14.8 CC Describe your processes for prioritising climate-related risks.

Private

SG 14.9 CC Do you conduct engagement activity with investee companies to encourage better disclosure and practices around climate-related risks?

Private

SG 14.10 CC Describe how you use data from climate-related disclosures.

Private

SG 15	Mandatory to Report, Voluntary to Disclose	Descriptive	PRI 1
-------	--	-------------	-------

SG 15.1 Indicate if your organisation allocates assets to, or manages, funds based on specific environmental and social themed areas.

Private

SG 16 Mandatory Descriptive General

SG 16.1 Describe how you address ESG issues for internally managed assets for which a specific PRI asset class module has yet to be developed or for which you are not required to report because your assets are below the minimum threshold.

Asset Class	Describe what processes are in place and the outputs or outcomes achieved
Cash	ESG factors are a consideration in our selection and appointment process for fund managers. Our approach to cash is still evolving and we will continue to identify ways to incorporate good practice into this asset class. Where we are also invested in pooled trusts, we engage with trust managers on these issues, and where possible, incorporate ESG into the process.

SG 17 Mandatory Descriptive General

SG 17.1 Describe how you address ESG issues for externally managed assets for which a specific PRI asset class module has yet to be developed or for which you are not required to report because your assets are below the minimum threshold.

Asset Class	Describe what processes are in place and the outputs or outcomes achieved
Cash	ESG factors are a consideration in the appointment of cash investment managers and in our direct investment. Managers are required to incorporate ESG on an ongoing basis in the portfolio.
Other (1) [as defined in Organisational Overview module]	For Opportunistic Growth: where appropriate, ESG factors are a consideration in the appointment of opportunistic growth managers and are incorporated into the ongoing monitoring of such managers through the investment management agreements.

SG 18 Voluntary Descriptive General

SG 18.1 Indicate whether any specific features of your approach to responsible investment are particularly innovative.

Private

SG 18.3 Additional information.

Private

SG 19 Mandatory Core Assessed PRI 6

SG 19.1 Indicate whether your organisation proactively discloses asset class specific information. Select the frequency of the disclosure to clients/beneficiaries and the public, and provide a URL to the public information.

Listed equity - Engagement

Do you disclose?

We do not disclose to either clients/beneficiaries or the public.
 We disclose to clients/beneficiaries only.
 We disclose to the public

The information disclosed to clients/beneficiaries is the same

Yes
 No

Disclosure to public and URL

Disclosure to public and URL

Details on the overall engagement strategy
 Details on the selection of engagement cases and definition of objectives of the selections, priorities and specific goals
 Number of engagements undertaken
 Breakdown of engagements by type/topic
 Breakdown of engagements by region
 An assessment of the current status of the progress achieved and outcomes against defined objectives
 Examples of engagement cases
 Details on eventual escalation strategy taken after the initial dialogue has been unsuccessful (i.e. filing resolutions, issuing a statement, voting against management, divestment etc.)
 Details on whether the provided information has been externally assured
 Outcomes that have been achieved from the engagement
 Other information

Annually

<https://www.cbussuper.com.au/content/dam/cbus/files/governance/reporting/Proxy-Voting-Corporate-Engagement-Report.pdf>
<https://www.cbussuper.com.au/content/dam/cbus/files/governance/reporting/Annual-Integrated-Report-2017.pdf>

Listed equity - (Proxy) Voting

Do you disclose?

We do not disclose to either clients/beneficiaries or the public.
 We disclose to clients/beneficiaries only.
 We disclose to the public

The information disclosed to clients/beneficiaries is the same

Yes
 No

Disclosure to public and URL

Disclosure to public and URL

Explain all voting decisions
 Explain some voting decisions
 Only explain abstentions and votes against management
 No explanations provided

Annually

<https://www.cbussuper.com.au/content/dam/cbus/files/governance/reporting/Proxy-Voting-Corporate-Engagement-Report.pdf>
<https://www.cbussuper.com.au/about-us/sustainability>

Property

Do you disclose?	
<input type="radio"/>	We do not disclose to either clients/beneficiaries or the public.
<input type="radio"/>	We disclose to clients/beneficiaries only.
<input checked="" type="radio"/>	We disclose to the public
The information disclosed to clients/beneficiaries is the same	
<input checked="" type="radio"/>	Yes
<input type="radio"/>	No
Disclosure to public and URL	
Disclosure to public and URL	
<input checked="" type="checkbox"/>	ESG information on how you select property investments
<input checked="" type="checkbox"/>	ESG information on how you monitor and manage property investments
<input checked="" type="checkbox"/>	Information on your property investments' ESG performance
<input type="checkbox"/>	Other
Annually	
http://www.cbustproperty.com.au/sustainability https://www.cbustsuper.com.au/content/dam/cbus/files/governance/policies/Responsible-Investment-Policy-Summary.pdf	

Selection, Appointment and Monitoring	
Do you disclose?	
<input type="radio"/>	We do not disclose to either clients/beneficiaries or the public.
<input type="radio"/>	We disclose to clients/beneficiaries only.
<input checked="" type="radio"/>	We disclose to the public
The information disclosed to clients/beneficiaries is the same	
<input checked="" type="radio"/>	Yes
<input type="radio"/>	No
Disclosure to public and URL	
Disclosure to public and URL	
<input checked="" type="checkbox"/>	How responsible investment considerations are included in manager selection, appointment and monitoring processes
<input checked="" type="checkbox"/>	Details of the responsible investment activities carried out by managers on your behalf
<input checked="" type="checkbox"/>	E, S and/or G impacts and outcomes that have resulted from your managers' investments and/or active ownership
<input type="checkbox"/>	Other
Annually	
https://www.cbustsuper.com.au/content/dam/cbus/files/governance/policies/Responsible-Investment-Policy-Summary.pdf https://www.cbustsuper.com.au/content/dam/cbus/files/governance/reporting/Additional-Sustainability-Disclosures-2017.pdf	

SAM 01.1 Indicate which of the following ESG incorporation strategies you require your external manager(s) to implement on your behalf for all your listed equity and/or fixed income assets:

Active investment strategies					
Active investment strategies	Listed Equity	FI - SSA	FI - Corporate (financial)	FI - Corporate (non-financial)	FI - Securitised
Screening	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Thematic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Integration	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
None of the above	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Passive investment strategies					
Passive investment strategies	Listed Equity	FI - SSA	FI - Corporate (financial)	FI - Corporate (non-financial)	FI - Securitised
Screening	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Thematic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Integration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
None of the above	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

SAM 01.2 Additional Information. [Optional]

Cbus requires all active and passive listed equities and fixed income corporate (non-financial) fund managers to apply exclusions of tobacco and cluster munitions. The exception to this is pooled trusts. Fixed income, Corporate (financial), corporate (non-financial) and securitised equates to 67% of the portfolio through pooled trusts. As per the RI Policy, where possible, Cbus seeks to influence a pooled mandate. Fixed income SSA - 86% is passive.

SAM 02.1 Indicate what RI-related information your organisation typically covers in the majority of selection documentation for your external managers

	LE	FI - SSA	FI - Corporate (financial)	FI - Corporate (non-financial)	FI - Securitised	Private equity	Property	Infrastructure
Investment strategy and how ESG objectives relate to it	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ESG incorporation requirements	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ESG reporting requirements	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
No RI information covered in the RFPs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you select any 'Other' option(s), specify

Fixed income
For all fixed income strategies, where a manager is engaged through a segregated mandate the above ESG requirements apply. These requirements are only incorporated into pooled trust mandates, where possible, as per the RI Policy. Fixed income - Corporate financial, non-financial and securitised - 67% of the portfolio is through pooled trusts. The remaining 37% of this strategy is under segregated mandates and to which the above applies. Fixed income SSA - 86% is passive. The above applies to both the active and passive portion of this mandate.

SAM 02.2 Explain how your organisation evaluates the investment manager's ability to align between your investment strategy and their investment approach

Strategy									
	LE	FI - SSA	FI - Corporate (financial)?	FI - Corporate (non-financial)?	FI - Securitised?	Private equity	Property	Infrastructure	
Assess the time horizon of the investment manager's offering vs. your/beneficiaries' requirements	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Assess the quality of investment policy and its reference to ESG	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Assess the investment approach and how ESG objectives are implemented in the investment process	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Review the manager's firm-level vs. product-level approach to RI	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Assess the ESG definitions to be used	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
None of the above	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

ESG people/oversight									
	LE	FI - SSA	FI - Corporate (financial)?	FI - Corporate (non-financial)?	FI - Securitised?	Private equity	Property	Infrastructure	
Assess ESG expertise of investment teams	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Review the oversight and responsibilities of ESG implementation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Review how is ESG implementation enforced /ensured	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Review the manager's RI-promotion efforts and engagement with the industry	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
None of the above	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Process/portfolio construction/investment valuation									
	LE	FI - SSA	FI - Corporate (financial)?	FI - Corporate (non-financial)?	FI - Securitised?	Private equity	Property	Infrastructure	
Review the process for ensuring the quality of the ESG data used	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Review and agree the use of ESG data in the investment decision making process	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Review and agree the impact of ESG analysis on investment decisions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	

Review and agree ESG objectives (e.g. risk reduction, return seeking, real-world impact)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Review and agree manager's ESG risk framework	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Review and agree ESG risk limits at the portfolio level (portfolio construction) and other ESG objectives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Review how ESG materiality is evaluated by the manager	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Review process for defining and communicating on ESG incidents	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Review and agree ESG reporting frequency and detail	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Other, specify	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
None of the above	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you select any 'Other' option(s), specify

Fixed income

For all fixed income strategies, where a manager is engaged through a segregated mandate the above ESG requirements apply. These requirements are only incorporated into pooled trust mandates, where possible, as per the RI Policy.

Fixed income - Corporate financial, non-financial and securitised - 67% of the portfolio is through pooled trusts. The remaining 37% of the this strategy is under segregated mandates and to which the above applies.

Fixed income SSA - 86% is passive. The above applies to both the active and passive portion of this mandate.

SAM 02.3 Indicate the selection process and its ESG/RI components

- Review ESG/RI responses to RfP, RfI, DDQ etc.
- Review responses to PRI's Limited Partners' Responsible Investment Due Diligence Questionnaire (LP DDQ)
- Review publicly available information on ESG/RI
- Review assurance process on ESG/RI data and processes
- Review PRI Transparency Reports
- Request and discuss PRI Assessment Reports
- Meetings with the potential shortlisted managers covering ESG/RI themes
- Site visits to potential managers offices
- Other, specify

SAM 02.4 When selecting external managers does your organisation set any of the following:

	LE	FI - SSA	FI - Corporate (financial)?	FI - Corporate (non-financial)?	FI - Securitised?	Private equity	Property	Infrastructure
ESG performance development targets	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ESG score	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ESG weight	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Real world economy targets	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other RI considerations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
None of the above	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SAM 02.5 Describe how the ESG information reviewed and discussed affects the selection decision making process. [OPTIONAL]

The process is two fold - work with our asset consultant. Frontier provides ESG ratings for each of our managers and those we are looking to appoint. The majority of our managers are 3 stars or above (out of 5) for ESG. - review information we have obtained during our selection process. Following a review of information provided by the shortlisted managers, the team will determine the credibility of the manager in respect of ESG. This is currently a qualitative process. Following this, the team will then decide the position on ESG of the fund manager. If the fund manager is not strong on ESG, there will be a discussion with the fund manager if they are willing to work with Cbus to develop this capability. If they are, then Cbus may still appoint the manager with ESG requirements specified in the mandate.

SAM 03 Mandatory Additional Assessed PRI 2

SAM 03.1 Indicate how your organisation typically evaluates the manager's active ownership practices in the majority of the manager selection process.

Engagement

	LE	FI - Corporate (financial)	FI - Corporate (non-financial)	FI - Securitised
Review the manager's engagement policy	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Review the manager's engagement process (with examples and outcomes)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Ensure that engagement outcomes feed back into the investment decision-making process	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other engagement issues in your selection process specify	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
None of the above	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you select any 'Other' option(s), specify

Fixed income

For all fixed income strategies, where a manager is engaged through a segregated mandate (investment management agreement) the above applies. The fund incorporates these considerations in a pooled trust, where possible, as per the RI Policy.

Fixed income - Corporate financial, non-financial and securitised - 67% of the portfolio is through pooled trusts. The remaining 37% of the this strategy is under segregated mandates to which the above applies.

Fixed income SSA - 86% is passive. The above applies to both the active and passive portion of this mandate.

(Proxy) voting

	LE
Review the manager's voting policy	<input checked="" type="checkbox"/> Review the manager's voting policy - LE
Review the manager's ability to align voting activities with clients' specific voting policies	<input checked="" type="checkbox"/> Review the manager's ability to align voting activities with clients' specific voting policies - LE
Review the manager's process for informing clients about voting decisions	<input checked="" type="checkbox"/> Review the manager's process for informing clients about voting decisions - LE
Ensure that voting outcomes feed back into the investment decision-making process	<input type="checkbox"/> Ensure that voting outcomes feed back into the investment decision-making process - LE
Review the number of votes cast as a percentage of ballots/AGMs or holdings and available rationale	<input checked="" type="checkbox"/> Review the number of votes cast as a percentage of ballots/AGMs or holdings and available rationale - LE
Other active ownership voting issues in your selection process; specify	<input checked="" type="checkbox"/> Other active ownership voting issues in your selection process; specify - LE
None of the above	<input type="checkbox"/> None of the above - LE

If you select any 'Other' option(s), specify

Review % 'against' votes of managers versus % 'against' votes of service provider.

SAM 03.2 Describe how you assess if the manager's engagement approach is effective.

- Impact on investment decisions
- Financial impact on target company or asset class
- Impact on ESG profile of company or the portfolio
- Evidence of changes in corporate practices(i.e. ESG policies and implementation activities)
- Other, specify
- None of the above

SAM 03.3 Describe how you assess if the manager's voting approach is effective/appropriate

- Impact on investment decisions
 - Impact on ESG profile of company or the portfolio
 - Evidence of changes in corporate practices(i.e. ESG policies and implementation activities)
 - Other, specify
- International mandates -Due to the size of the Fund's investments, international voting is executed by an external service provider based on the Fund's instructions. Pooled trusts - In pooled trusts, the investment manager is responsible for the voting rights to the shareholding of the company. Therefore, Cbus does not have the opportunity to exercise voting rights for companies in pooled investments but will seek to influence voting through the investment manager, where possible. Australia In Australia, fund managers have mandate to vote on stocks. However, Cbus has the ability to override any fund manager votes that are either inconsistent or where an issue arises for a company that Cbus considers important. To determine the effectiveness of the fund manager voting, Cbus review % 'against' votes of managers versus % 'against' votes of service provider.
- None of the above

SAM 04 Mandatory Core Assessed PRI 1

SAM 04.1 Indicate if in the majority of cases and where the structure of the product allows, your organisation does any of the following as part of the manager appointment and/or commitment process

- Sets standard benchmarks or ESG benchmarks
- Defines ESG objectives
- Sets incentives and controls linked to the ESG objectives
- Requires reporting on ESG objectives
- Requires the investment manager to adhere to ESG guidelines, regulations, principles or standards
- None of the above
- None of the above, we invest only in pooled funds and have a thorough selection process

SAM 04.2 Provide an example per asset class of your benchmarks, objectives, incentives/controls and reporting requirements that would typically be included in your managers' appointment.

Asset class								
<input checked="" type="checkbox"/> Listed equity (LE) <table border="1"> <thead> <tr> <th>Benchmark</th> </tr> </thead> <tbody> <tr> <td> <input type="checkbox"/> Standard benchmark <input checked="" type="checkbox"/> ESG benchmark, specify Standard benchmarks are used however all managers are required to exclude tobacco and controversial weapons. E.g. manager is required to use the following benchmark: MSCI World ex Controversial Weapons ex Tobacco Index. </td> </tr> <tr> <th>ESG Objectives</th> </tr> <tr> <td> <input type="checkbox"/> ESG related strategy, specify <input checked="" type="checkbox"/> ESG related investment restrictions, specify all managers are required to exclude tobacco and controversial weapons, with the exception of pooled trusts <input checked="" type="checkbox"/> ESG integration, specify IMA specify that managers are required to integrate ESG as relevant for the strategy <input type="checkbox"/> Engagement, specify <input type="checkbox"/> Voting, specify <input type="checkbox"/> Promoting responsible investment <input type="checkbox"/> ESG specific improvements <input checked="" type="checkbox"/> Other, specify Managers generally required to consider ESG risks under mandate. </td> </tr> <tr> <th>Incentives and controls</th> </tr> <tr> <td> <input checked="" type="checkbox"/> We do not set incentives and controls </td> </tr> <tr> <th>Reporting requirements</th> </tr> <tr> <td> <input type="radio"/> Monthly <input type="radio"/> Quarterly <input type="radio"/> Bi-annually <input checked="" type="radio"/> Annually <input type="radio"/> Ad-hoc/when requested </td> </tr> </tbody> </table>	Benchmark	<input type="checkbox"/> Standard benchmark <input checked="" type="checkbox"/> ESG benchmark, specify Standard benchmarks are used however all managers are required to exclude tobacco and controversial weapons. E.g. manager is required to use the following benchmark: MSCI World ex Controversial Weapons ex Tobacco Index.	ESG Objectives	<input type="checkbox"/> ESG related strategy, specify <input checked="" type="checkbox"/> ESG related investment restrictions, specify all managers are required to exclude tobacco and controversial weapons, with the exception of pooled trusts <input checked="" type="checkbox"/> ESG integration, specify IMA specify that managers are required to integrate ESG as relevant for the strategy <input type="checkbox"/> Engagement, specify <input type="checkbox"/> Voting, specify <input type="checkbox"/> Promoting responsible investment <input type="checkbox"/> ESG specific improvements <input checked="" type="checkbox"/> Other, specify Managers generally required to consider ESG risks under mandate.	Incentives and controls	<input checked="" type="checkbox"/> We do not set incentives and controls	Reporting requirements	<input type="radio"/> Monthly <input type="radio"/> Quarterly <input type="radio"/> Bi-annually <input checked="" type="radio"/> Annually <input type="radio"/> Ad-hoc/when requested
Benchmark								
<input type="checkbox"/> Standard benchmark <input checked="" type="checkbox"/> ESG benchmark, specify Standard benchmarks are used however all managers are required to exclude tobacco and controversial weapons. E.g. manager is required to use the following benchmark: MSCI World ex Controversial Weapons ex Tobacco Index.								
ESG Objectives								
<input type="checkbox"/> ESG related strategy, specify <input checked="" type="checkbox"/> ESG related investment restrictions, specify all managers are required to exclude tobacco and controversial weapons, with the exception of pooled trusts <input checked="" type="checkbox"/> ESG integration, specify IMA specify that managers are required to integrate ESG as relevant for the strategy <input type="checkbox"/> Engagement, specify <input type="checkbox"/> Voting, specify <input type="checkbox"/> Promoting responsible investment <input type="checkbox"/> ESG specific improvements <input checked="" type="checkbox"/> Other, specify Managers generally required to consider ESG risks under mandate.								
Incentives and controls								
<input checked="" type="checkbox"/> We do not set incentives and controls								
Reporting requirements								
<input type="radio"/> Monthly <input type="radio"/> Quarterly <input type="radio"/> Bi-annually <input checked="" type="radio"/> Annually <input type="radio"/> Ad-hoc/when requested								
<input checked="" type="checkbox"/> Fixed income - SSA (SSA) <table border="1"> <thead> <tr> <th>Benchmark</th> </tr> </thead> <tbody> <tr> <td> <input checked="" type="checkbox"/> Standard benchmark, specify Standard benchmark: Example: Citigroup Wld Govt Bond ex Au Hedged <input type="checkbox"/> ESG benchmark, specify </td> </tr> <tr> <th>ESG Objectives</th> </tr> <tr> <td> <input type="checkbox"/> ESG related strategy, specify <input type="checkbox"/> ESG related investment restrictions, specify <input type="checkbox"/> ESG integration, specify <input type="checkbox"/> Engagement, specify <input type="checkbox"/> Voting, specify <input type="checkbox"/> Promoting responsible investment <input type="checkbox"/> ESG specific improvements <input checked="" type="checkbox"/> Other, specify We don't set ESG objectives for this asset class. </td> </tr> <tr> <th>Incentives and controls</th> </tr> <tr> <td> <input checked="" type="checkbox"/> We do not set incentives and controls </td> </tr> <tr> <th>Reporting requirements</th> </tr> <tr> <td> <input type="radio"/> Ad-hoc/when requested <input checked="" type="radio"/> Annually </td> </tr> </tbody> </table>	Benchmark	<input checked="" type="checkbox"/> Standard benchmark, specify Standard benchmark: Example: Citigroup Wld Govt Bond ex Au Hedged <input type="checkbox"/> ESG benchmark, specify	ESG Objectives	<input type="checkbox"/> ESG related strategy, specify <input type="checkbox"/> ESG related investment restrictions, specify <input type="checkbox"/> ESG integration, specify <input type="checkbox"/> Engagement, specify <input type="checkbox"/> Voting, specify <input type="checkbox"/> Promoting responsible investment <input type="checkbox"/> ESG specific improvements <input checked="" type="checkbox"/> Other, specify We don't set ESG objectives for this asset class.	Incentives and controls	<input checked="" type="checkbox"/> We do not set incentives and controls	Reporting requirements	<input type="radio"/> Ad-hoc/when requested <input checked="" type="radio"/> Annually
Benchmark								
<input checked="" type="checkbox"/> Standard benchmark, specify Standard benchmark: Example: Citigroup Wld Govt Bond ex Au Hedged <input type="checkbox"/> ESG benchmark, specify								
ESG Objectives								
<input type="checkbox"/> ESG related strategy, specify <input type="checkbox"/> ESG related investment restrictions, specify <input type="checkbox"/> ESG integration, specify <input type="checkbox"/> Engagement, specify <input type="checkbox"/> Voting, specify <input type="checkbox"/> Promoting responsible investment <input type="checkbox"/> ESG specific improvements <input checked="" type="checkbox"/> Other, specify We don't set ESG objectives for this asset class.								
Incentives and controls								
<input checked="" type="checkbox"/> We do not set incentives and controls								
Reporting requirements								
<input type="radio"/> Ad-hoc/when requested <input checked="" type="radio"/> Annually								

- Bi-annually
- Quarterly
- Monthly

Fixed income - Corporate (financial)

Benchmark	
<input checked="" type="checkbox"/>	Standard benchmark, specify An examples is: Bloomberg AusBond Composite Index
<input type="checkbox"/>	ESG benchmark, specify
ESG Objectives	
<input checked="" type="checkbox"/>	Other, specify We don't set ESG objectives for this asset class.
<input type="checkbox"/>	ESG related strategy, specify
<input type="checkbox"/>	ESG related investment restrictions, specify
<input type="checkbox"/>	ESG integration, specify
<input type="checkbox"/>	Engagement, specify
<input type="checkbox"/>	Voting, specify
<input type="checkbox"/>	Promoting responsible investment
<input type="checkbox"/>	ESG specific improvements
Incentives and controls	
<input checked="" type="checkbox"/>	We do not set incentives and controls
Reporting requirements	
<input type="radio"/>	Ad-hoc/when requested
<input checked="" type="radio"/>	Annually
<input type="radio"/>	Bi-annually
<input type="radio"/>	Quarterly
<input type="radio"/>	Monthly

Fixed income - Corporate (non-financial)

Benchmark	
<input checked="" type="checkbox"/>	Standard benchmark, specify An example is: Bloomberg AusBond Composite Index
<input type="checkbox"/>	ESG benchmark, specify
ESG Objectives	
<input checked="" type="checkbox"/>	Other, specify We don't set ESG objectives for this asset class.
<input type="checkbox"/>	ESG related strategy, specify
<input type="checkbox"/>	ESG related investment restrictions, specify
<input type="checkbox"/>	ESG integration, specify
<input type="checkbox"/>	Engagement, specify
<input type="checkbox"/>	Voting, specify
<input type="checkbox"/>	Promoting responsible investment
<input type="checkbox"/>	ESG specific improvements
Incentives and controls	
<input checked="" type="checkbox"/>	We do not set incentives and controls
Reporting requirements	
<input type="radio"/>	Ad-hoc/when requested
<input checked="" type="radio"/>	Annually
<input type="radio"/>	Bi-annually
<input type="radio"/>	Quarterly
<input type="radio"/>	Monthly

Fixed income - Securitised

Benchmark	
<input checked="" type="checkbox"/>	Standard benchmark, specify No benchmark, other than part of composite.
<input type="checkbox"/>	ESG benchmark, specify
ESG Objectives	
<input checked="" type="checkbox"/>	ESG related strategy, specify Other, specify, we don't set ESG objectives for this asset class.
<input type="checkbox"/>	ESG related investment restrictions, specify
<input type="checkbox"/>	ESG integration, specify
<input type="checkbox"/>	Engagement, specify
<input type="checkbox"/>	Voting, specify
<input type="checkbox"/>	Promoting responsible investment
<input type="checkbox"/>	ESG specific improvements
Incentives and controls	
<input checked="" type="checkbox"/>	We do not set incentives and controls
Reporting requirements	
<input type="radio"/>	Ad-hoc/when requested
<input checked="" type="radio"/>	Annually
<input type="radio"/>	Bi-annually
<input type="radio"/>	Quarterly
<input type="radio"/>	Monthly

Private equity

Benchmark
<input checked="" type="checkbox"/> Standard benchmark, specify An example is: S&P/ASX300 Accumulation Index + 5%pa (lagged 3 months)
<input type="checkbox"/> ESG benchmark, specify

ESG Objectives
<input type="checkbox"/> ESG related strategy, specify
<input type="checkbox"/> ESG related investment restrictions, specify
<input checked="" type="checkbox"/> ESG integration, specify ESG assessment is required as part of IMA.
<input type="checkbox"/> Engagement, specify
<input type="checkbox"/> Voting, specify
<input type="checkbox"/> Promoting responsible investment
<input type="checkbox"/> ESG specific improvements

Incentives and controls
<input checked="" type="checkbox"/> We do not set incentives and controls

Reporting requirements
<input type="checkbox"/> Ad-hoc/when requested
<input checked="" type="checkbox"/> Annually
<input type="checkbox"/> Bi-annually
<input type="checkbox"/> Quarterly
<input type="checkbox"/> Monthly

Property

Benchmark
<input checked="" type="checkbox"/> Standard benchmark, specify An example is: MSCI / IPD Australian Property Pooled Fund (NOF)
<input type="checkbox"/> ESG benchmark, specify

ESG Objectives
<input type="checkbox"/> Other, specify
<input checked="" type="checkbox"/> ESG related strategy, specify Cbus has a focus on green buildings for both external managers and direct investments. Cbus also has a focus on safety during construction. All property investments report using GRESB.
<input type="checkbox"/> ESG related investment restrictions, specify
<input type="checkbox"/> ESG integration, specify
<input type="checkbox"/> Engagement, specify
<input type="checkbox"/> Voting, specify
<input type="checkbox"/> Promoting responsible investment
<input type="checkbox"/> ESG specific improvements

Incentives and controls
<input checked="" type="checkbox"/> We do not set incentives and controls

Reporting requirements
<input type="checkbox"/> Monthly
<input type="checkbox"/> Quarterly
<input type="checkbox"/> Bi-annually
<input checked="" type="checkbox"/> Annually
<input type="checkbox"/> Ad-hoc/when requested

Infrastructure

Benchmark
<input checked="" type="checkbox"/> Standard benchmark, specify An example is: 10 Year Bond Yield + 4% p.a.
<input type="checkbox"/> ESG benchmark, specify

ESG Objectives
<input type="checkbox"/> Other, specify
<input type="checkbox"/> ESG related strategy, specify
<input type="checkbox"/> ESG related investment restrictions, specify
<input checked="" type="checkbox"/> ESG integration, specify Infrastructure is held through pooled funds and therefore Cbus has less ability to directly influence each individual acquisition. However, Cbus requires that ESG forms a part of due diligence for infrastructure assets. External managers are required to report annually on new assets and any adaptation or mitigation requirements relating to ESG particularly climate change. This is also required during the asset management phase.
<input type="checkbox"/> Engagement, specify
<input type="checkbox"/> Voting, specify
<input type="checkbox"/> Promoting responsible investment
<input type="checkbox"/> ESG specific improvements

Incentives and controls
<input checked="" type="checkbox"/> We do not set incentives and controls

Reporting requirements
<input type="checkbox"/> Ad-hoc/when requested
<input checked="" type="checkbox"/> Annually
<input type="checkbox"/> Bi-annually
<input type="checkbox"/> Quarterly
<input type="checkbox"/> Monthly

SAM 04.4 Indicate which of these actions your organisation might take if any of the requirements are not met

- Discuss requirements not met and set project plan to rectify

- Place investment manager on a "watch list"
- Track and investigate reason for non-compliance
- Re-negotiate fees
- Failing all actions, terminate contract with the manager
- Other, specify
- No actions are taken if any of the ESG requirements are not met

SAM 05 Mandatory Core Assessed PRI 1

SAM 05.1 When monitoring managers, indicate which of the following types of responsible investment information your organisation typically reviews and evaluates

	LE	FI - SSA	FI - Corporate (financial)	FI - Corporate (non-financial)	FI - Securitised	Private equity	Property	Infrastructure
ESG objectives linked to investment strategy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Evidence on how the ESG incorporation strategy(ies) affected the investment decisions and financial / ESG performance of the portfolio/fund	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Compliance with investment restrictions and any controversial investment decisions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ESG portfolio characteristics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
How ESG materiality has been evaluated by the manager in the monitored period	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Information on any ESG incidents	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Metrics on the real economy influence of the investments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
PRI Transparency Reports	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
PRI Assessment Reports	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
RI-promotion and engagement with the industry to enhance RI implementation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Other general RI considerations in investment management agreements; specify	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
None of the above	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you select any 'Other' option(s), specify

For segregated mandates, Cbus requires annual reporting as specified in the investment management agreement. We monitor if they comply with this requirement or not. The majority of managers also provide ESG information in quarterly reviews to Cbus.

SAM 05.2 When monitoring external managers, does your organisation set any of the following to measure compliance/progress

	LE	FI - SSA	FI - Corporate (financial)	FI - Corporate (non-financial)	FI - Securitised	Private equity	Property	Infrastructure
ESG score	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ESG weight	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ESG performance minimum threshold	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Real world economy targets	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other RI considerations	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
None of the above	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you select any 'Other' option(s), specify

We undertake annual reviews of our managers with includes an ESG component. This extends to working with our asset consultant on their ESG ratings / scores of the managers and any changes. Annual reviews are reported to the IC as part of the broader asset class reviews. For Infrastructure, Cbus monitors ESG risks across managers and these are reported to the Investment Committee. Metrics include ESG ratings and OH&S issues, primarily related to fatalities at underlying assets.

SAM 06 Mandatory Additional Assessed PRI 1

SAM 06.1 When monitoring managers, indicate which of the following active ownership information your organisation typically reviews and evaluates from the investment manager in meetings/calls

Engagement

	LE	FI - Corporate (financial)	FI - Corporate (non-financial)	FI - Securitised
Report on engagements undertaken (summary with metrics, themes, issues, sectors or similar)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Report on engagement ESG impacts (outcomes, progress made against objectives and examples)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Information on any escalation strategy taken after initial unsuccessful dialogue	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alignment with any eventual engagement programme done internally	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Information on the engagement activities' impact on investment decisions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other RI considerations relating to engagement in investment management agreements; specify	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
None of the above	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Proxy) voting

	LE
Report on voting undertaken (with outcomes and examples)	<input checked="" type="checkbox"/> Report on voting undertaken (with outcomes and examples) - LE
Report on voting decisions taken	<input checked="" type="checkbox"/> Report on voting decisions taken - LE
Adherence with the agreed upon voting policy	<input type="checkbox"/> Adherence with the agreed upon voting policy - LE
Other RI considerations relating to (proxy) voting in investment management agreements; specify	<input checked="" type="checkbox"/> Other RI considerations relating to (proxy) voting in investment management agreements; specify - LE
None of the above	<input type="checkbox"/> None of the above - LE

If you select any 'Other' option(s), specify

Cbus international voting policy is enacted through a third aptry service provider with Cbus own voting policy overlay. For Australian proxy voting, Cbus requires its managers to vote where segregated mandates are in place, although, Cbus retains ability to override fund manager decision if Cbus does not agree with the view. Cbus also tracks external manager voting in Australia compared with service provider.

SAM 07 Mandatory Core Assessed PRI 2

SAM 07.1 For the listed equities for which you have given your external managers a (proxy) voting mandate, indicate the approximate percentage (+/- 5%) of votes that were cast during the reporting year.

Votes cast (to the nearest 5%)

99%

Specify the basis on which this percentage is calculated.

- Of the total number of ballot items on which they could have issued instructions
- Of the total number of company meetings at which they could have voted
- Of the total value of your listed equity holdings on which they could have voted

We do not collect this information.

SAM 07.2 For the listed equities for which you have given your external managers a mandate to engage on your behalf, indicate the approximate percentage (+/- 5%) of companies that were engaged with during the reporting year.

919

30Proportion (to the nearest 5%)

SAM 07.3 Additional Information [OPTIONAL]

Reasons for not voting are: - share blocking markets 1.2% take no action - operational or timing constraints - fund managers buys a new stock and ballot no generated in time to meet cut off date for AGM - Administrative impediments - Strategic decision not to vote on certain types of assets or funds

SAM 08 Mandatory to Report, Voluntary to Disclose Descriptive PRI 1

SAM 08.1 Describe how you ensure that best RI practice is applied to managing your assets

Private

SAM 08.2 Additional information. [Optional]

Private

SAM 09 Mandatory Additional Assessed PRI 1,6

SAM 09.1 Provide examples of how ESG issues have been addressed in the manager selection, appointment and/or monitoring process for your organisation during the reporting year.

Add Example 1

Topic or issue	health and safety
Conducted by	Internal staff
Asset class	Infrastructure
Scope and process	Scope: Monitoring Process: Engaged with fund managers to provide safety performance of assets within portfolio and key areas of H&S risk.
Outcomes	Fund managers provided detailed assessment of health and safety metric for assets under construction and development.

Add Example 2

Topic or issue	Labour & Human Rights
Conducted by	Internal staff
Asset class	Listed Equity
Scope and process	Scope: Monitoring Process: Engaged with fund managers to review their management on the issue and actions they were taking.
Outcomes	Cbus engaged with the fund manager and directly with the company over several meetings to understand the financial materiality of the ESG issue raised. There has been ongoing dialogue with the fund managers. At this stage both fund managers can demonstrate conviction in the company and continue to hold the stock. We require ongoing updates

Add Example 3

Topic or issue	Governance & Corporate Culture
Conducted by	Internal staff
Asset class	Listed Equity
Scope and process	Scope: monitoring Process: Engaged with fund managers to review their management of the issue and the actions being taken and position on proxy voting.
Outcomes	Cbus engaged with fund managers and directly with the company, over a series of meetings. Cbus required the fund managers to provide demonstration of their ongoing conviction in the stock and proxy votings intentions for the upcoming AGM.

Add Example 4

Add Example 5

We are not able to provide examples

LEA 01.1 Indicate whether your organisation has a formal engagement policy.

Yes

LEA 01.2 Attach or provide a URL to your engagement policy.

- Attachment provided:
- URL provided:
<https://www.cbussuper.com.au/content/dam/cbus/files/governance/policies/Responsible-Investment-Policy-Summary.pdf>

LEA 01.3 Indicate what your engagement policy covers:

- Conflicts of interest
- Insider information
- Alignment with national stewardship code requirements
- Due diligence and monitoring process
- Prioritisation of engagements
- Transparency of engagement activities
- Environmental factors
- Social factors
- Governance factors
- Other, describe
- None of the above

LEA 01.4 Provide a brief overview of your organization's approach to engagement

The trustee directors delegate responsible investment to the Investment committee (IC). The IC approves the RI policy. The IC also approves the approach to active ownership (engagement and voting). Cbus believes that a constructive dialogue with the listed companies in which it invests will usually lead to the best outcome for members. To this end, the Fund works with and supports the approach taken by ACSI in its corporate engagement program. The Fund attends meetings with large listed companies alongside ACSI.

The fund also engages with companies directly. We engage at the level/s appropriate for the issue either with the Board, CEO or relevant internal managers.

Internal engagement is usually undertaken with a dual structure between the responsible investment team and relevant asset class team. This usually occurs when an ad hoc issue is raised that requires investigation. During this process, Cbus will engage with a variety of stakeholders including fund managers, company, NGOs and other relevant stakeholders.

Following any direct engagement activities, this is reported to the IC either through the responsible investment update quarterly or the CIO monthly report.

No

LEA 02.1 Indicate the method of engagement, giving reasons for the interaction.

Type of engagement	Reason for interaction
Individual/Internal staff engagements	<input checked="" type="checkbox"/> To influence corporate practice (or identify the need to influence) on ESG issues <input checked="" type="checkbox"/> To encourage improved/increased ESG disclosure <input type="checkbox"/> Other, specify <input type="checkbox"/> We do not engage via internal staff
Collaborative engagements	<input checked="" type="checkbox"/> To influence corporate practice (or identify the need to influence) on ESG issues <input checked="" type="checkbox"/> To encourage improved/increased ESG disclosure <input type="checkbox"/> Other, specify <input type="checkbox"/> We do not engage via collaborative engagements
Service provider engagements	<input checked="" type="checkbox"/> To influence corporate practice (or identify the need to influence) on ESG issues <input checked="" type="checkbox"/> To encourage improved/increased ESG disclosure <input type="checkbox"/> Other, specify <input type="checkbox"/> We do not engage via service providers

LEA 02.2 Additional information. [Optional]

Cbus engages primarily through third party service providers given limited resources and the ability to have a greater influence. Cbus primarily uses ACSI in the Australian market.

Cbus, alongside of other members of ACSI whom we use for much of our corporate engagement, believes that:

- The short-term outlook of many actors in the investment system means that today's market prices may not capture all of the risks and opportunities inherent in the value of companies.
- Responsible exercise of ownership rights by long-term asset owners can assist in improving that value and consequent investment return outcomes for their members.
- The financial system is not always set up in the best long term interests of beneficiaries.

Cbus will also undertake engagement individually, or with other asset owners on specific issues that arise during the year.

LEA 03.1 Indicate whether your organisation has a formal process for identifying and prioritising engagement activities carried out by internal staff.

Yes

LEA 03.2 Describe the criteria used to identify and prioritise engagement activities carried out by internal staff.

- Geography / market of the companies
- Materiality of ESG factors
- Systemic risks to global portfolios
- Exposure (holdings)
- In response to ESG impacts that have already occurred.
- As a response to divestment pressure
- Consultation with clients/beneficiaries
- Consultation with other stakeholders (i.e. NGOs, trade unions etc.)
- As a follow-up from a voting decision
- Client request
- Other, describe

other description
 An issue which may result in reputational damage.

No

LEA 03.3 Additional information. [Optional]

Engagement Priorities

Strategic

The IC approved for Cbus to commence direct engagement with a focus on top 20 ASX portfolio holdings. This captures 50% of holdings in the Australian listed equities or \$5bn.

Reactive

Approach to prioritising reactive engagement, based on the criteria below.

- ESG materiality of the issue
- Existing engagement through ACSI and fund managers
- portfolio weight of at least 0.5% or 2.5% of issued capital (coverage under this criteria equates to approximately 75% of the Australian equities portfolio total value or 75% of the Australian equities total portfolio weight).
- other companies based on issues as deemed important due to reputational reasons

LEA 04	Mandatory	Core Assessed	PRI 2
--------	-----------	---------------	-------

LEA 04.1	Indicate if you define specific objectives for your engagement activities.
----------	--

- Yes
- Yes, for all engagement activities
 - Yes, for the majority of engagement activities
 - Yes, for a minority of engagement activities
- We do not define specific objectives for engagement activities carried out by internal staff.

LEA 04.2	Indicate if you monitor the actions that companies take during and following your engagements activities carried out by internal staff.
----------	---

- Yes
- Yes, in all cases
 - Yes, in the majority of cases
 - Yes, in the minority of cases
- We do not monitor the actions that companies take following engagement activities carried out by internal staff.

LEA 04.3	Indicate if you do any of the following to monitor and evaluate the progress of your engagement activities carried out by internal staff.
----------	---

- Define timelines for your objectives
- Tracking and/or monitoring progress against defined objectives
- Tracking and or monitoring progress of actions taken when original objectives are not met
- Revisit and, if necessary, revise objectives on continuous basis
- Other, please specify
- We do not monitor and evaluate progress of engagement activities carried out by internal staff

LEA 05	Mandatory	Core Assessed	PRI 2
--------	-----------	---------------	-------

LEA 05.1	Indicate whether your organisation has a formal process for identifying and prioritising collaborative engagements
----------	--

- Yes

LEA 05.2	Describe the criteria used to identify and prioritise collaborative engagements.
----------	--

- Potential to learn from other investors
- Ability to add value to the collaboration
- Geography / market of the companies targeted by the collaboration
- Materiality of ESG factors addressed by the collaboration
- Systemic risks to global portfolios addressed by the collaboration
- Exposure (holdings) to companies targeted by the collaboration
- In reaction to ESG impacts addressed by the collaboration that have already occurred.
- As a response to divestment pressure
- As a follow-up from a voting decision
- Consultation with clients/beneficiaries
- Consultation with other stakeholders (i.e. NGOs, trade unions etc.)
- Other, describe

- No

LEA 06	Mandatory	Core Assessed	PRI 2
--------	-----------	---------------	-------

LEA 06.1	Indicate if you define specific objectives for your engagement activities carried out collaboratively.
----------	--

- Yes
- Yes, for all engagement activities
 - Yes, for the majority of engagement activities
 - Yes, for a minority of engagement activities
- We do not define specific objectives for engagement activities carried out collaboratively.

LEA 06.2	Indicate if you monitor the actions companies take during and following your collaborative engagements.
----------	---

- Yes
- Yes, in all cases
 - Yes, in the majority of cases
 - Yes, in the minority of cases
- We do not monitor the actions that companies take following engagement activities carried out collaboratively

LEA 06.3	Indicate if you do any of the following to monitor and evaluate the progress of your collaborative engagement activities.
----------	---

- Define timelines for your objectives
- Tracking and/or monitoring progress against defined objectives
- Tracking and or monitoring progress of actions taken when original objectives are not met
- Revisit and, if necessary, revise objectives on continuous basis
- Other, please specify
- We do not monitor and evaluate progress of engagement activities carried out by internal staff

LEA 06.4	Additional information. [Optional]
----------	------------------------------------

Collaborative engagements are usually undertaken on an ad hoc basis with other investors often in response to an issue. They are not the primary method of engagement for Cbus.

LEA 07	Mandatory	Core Assessed	PRI 2,4
--------	-----------	---------------	---------

LEA 07.1	Indicate if you play a role in the engagement process that your service provider conducts on your behalf.
----------	---

- Yes

LEA 07.2	Indicate the role(s) you play in engagements that your service provider conducts on your behalf.
----------	--

- Discuss the topic (or ESG issue(s)) of engagement

- Discuss the rationale for engagement
- Discuss the objectives of the engagement
- Select the companies to be engaged with
- Discuss the frequency/intensity of interactions with companies
- Discuss next steps for engagement activity
- Participate directly in certain engagements with your service provider
- Other, specify
- We play no role in engagements that our service provider conducts.

No

LEA 07.3 Additional information. [Optional]

Cbus is a full member of ACSI and has a seat on both the Board and ACSI Member Council.

ACSI has a formal process through the Member Council where priority engagement themes and specific companies are selected. Only Full Members of ACSI participate in this process.

ACSI members, together with ACSI management, identify issues for engagement on an annual basis. Monitoring and review are done semiannually via progress reports and presentations.

While members do not "specify" the particular objectives for the engagement or companies to be engaged with, they do approve ACSI's choices when they are full members.

Members also attend a number of engagements each year alongside ACSI staff. In many cases, several members attend a single meeting.

LEA 08 **Mandatory** **Core Assessed** **PRI 2,6**

LEA 08.1 Do you monitor and review the outcomes of the engagement activities undertaken by your service providers on your behalf?

- Yes, periodically
- Yes, ad hoc basis
- We do not monitor or review them

LEA 08.2 Additional information. [Optional]

ACSI annually creates a list of engagement priority companies with specifically defined concerns and objectives for each company. Objectives are meaningful changes in company behaviour. ACSI also sets objectives for the proportion of all priority companies where objectives are met (for example, ACSI may aim for over 50% of all priority companies' objectives to be met).

Monitoring and evaluation is done through semiannual progress reports, itemized company by company and in aggregate, which are delivered to member funds.

Inbound engagements with companies that are not on the priority list also involve specific objectives, though typically less material. Monitoring of these is done through annual evaluation by ACSI's Member Council, and a range of internal reports. The results of these engagement meetings are also included in ACSI's proxy voting reports and surveys involving all companies in ACSI's universe (called "longitudinal" research projects).

LEA 09 **Voluntary** **Additional Assessed** **PRI 1,2**

LEA 09.1 Indicate if insights gained from your engagements are shared with your internal or external investment managers.

Type of engagement	Insights shared
Individual/Internal staff engagements	<input type="radio"/> Yes, systematically <input checked="" type="radio"/> Yes, occasionally <input type="radio"/> No
Collaborative engagements	<input type="radio"/> Yes, systematically <input checked="" type="radio"/> Yes, occasionally <input type="radio"/> No
Service provider engagements	<input checked="" type="radio"/> Yes, systematically <input type="radio"/> Yes, occasionally <input type="radio"/> No

LEA 09.2 Additional information. [Optional]

Engagement reports are provided by ACSI are reported to the Investment Committee.

LEA 10 **Mandatory** **Gateway** **PRI 2**

LEA 10.1 Indicate if you track the number of your engagement activities.

Type of engagement	Tracking engagements
Individual / Internal staff engagements	<input type="radio"/> Yes, we track the number of our engagements in full <input checked="" type="radio"/> Yes, we partially track the number of our engagements <input type="radio"/> We do not track
Collaborative engagements	<input type="radio"/> Yes, we track the number of our engagements in full <input checked="" type="radio"/> Yes, we partially track the number of our engagements <input type="radio"/> We do not track and cannot estimate our engagements
Service provider engagements	<input checked="" type="radio"/> Yes, we track the number of our engagements in full <input type="radio"/> Yes, we partially track the number of our engagements <input type="radio"/> We do not track and cannot estimate our engagements

LEA 10.2 Additional Information. [OPTIONAL]

ACSI tracks all formal company engagement meetings and provides semiannual engagement updates to members.

LEA 11 **Mandatory to Report, Voluntary to Disclose** **Core Assessed** **PRI 2**

LEA 11.1 Indicate the amount of your listed equities portfolio with which your organisation engaged during the reporting year.

Private

LEA 11.2 Indicate the proportion of engagements that involved multiple, substantive and detailed discussions or interactions with a company during the reporting year relating to ESG issue.

Private

LEA 11.3 Indicate the percentage of your collaborative engagements for which you were a leading organisation during the reporting year.

Private

LEA 11.4 Indicate the percentage of your service provider engagements that you had some involvement in during the reporting year.

Private

LEA 11.5 Additional Information. [Optional]

Private

LEA 12 **Voluntary** **Additional Assessed** **PRI 2**

LEA 12.1 Indicate which of the following your engagement involved.

Private

LEA 12.2 Additional Information. [Optional]

LEA 13	Voluntary	Descriptive	PRI 2						
LEA 13.1	Indicate whether you track the number of cases during the reporting year in which a company changed its practices, or made a formal commitment to do so, following your organisation's and/or your service provider's engagement activities.								
Private									
LEA 13.3	Additional information [Optional].								
Private									
LEA 14	Voluntary	Additional Assessed	PRI 2						
LEA 14.1	Provide examples of the engagements that your organisation or your service provider carried out during the reporting year.								
Private									
LEA 14.2	Additional information. [Optional]								
Private									
LEA 15	Mandatory	Core Assessed	PRI 1,2,3						
LEA 15.1	Indicate whether your organisation has a formal voting policy.								
<input checked="" type="radio"/> Yes									
LEA 15.2	Indicate what your voting policy covers:								
<input type="checkbox"/> Conflicts of interest <input checked="" type="checkbox"/> Share blocking <input checked="" type="checkbox"/> Securities lending process <input type="checkbox"/> Prioritisation of voting activities <input type="checkbox"/> Decision making processes <input checked="" type="checkbox"/> Environmental factors <input checked="" type="checkbox"/> Social factors <input checked="" type="checkbox"/> Governance factors <input type="checkbox"/> Filing/co-filing resolutions <input type="checkbox"/> Extraordinary meetings <input type="checkbox"/> Regional voting practices <input checked="" type="checkbox"/> Transparency of proxy voting activities <input type="checkbox"/> Company dialogue pre/post vote <input type="checkbox"/> Other, describe <input type="checkbox"/> None of the above									
LEA 15.3	Attach or provide a URL to your voting policy. [Optional]								
https://www.cbussuper.com.au/content/dam/cbus/files/governance/policies/Responsible-Investment-Policy-Summary.pdf									
LEA 15.4	Provide a brief overview of your organization's approach to (proxy) voting.								
<p>For the ASX300 companies we employ an external provider, ACSI, to voting recommendations consistent with the principles set out in ACSI's Governance Guidelines. These principles include board oversight and material risks, sustainable long-term value creation, active ownership, transparency and license to operate.</p> <p>Link to ACSI's Governance Guidelines: https://acsi.org.au/images/stories/ACSIDocuments/ACSI-Governance-Guidelines.Nov17.pdf</p>									
<input type="radio"/> No									
LEA 16	Mandatory	Descriptive	PRI 2						
LEA 16.1	Indicate how you typically make your (proxy) voting decisions.								
<table border="1"> <tr> <td>Approach</td> </tr> <tr> <td> <input type="radio"/> We use our own research or voting team and make voting decisions without the use of service providers. <input checked="" type="radio"/> We hire service provider(s) that make voting recommendations or provide research that we use to inform our voting decisions. </td> </tr> <tr> <td> <table border="1"> <tr> <td>Based on</td> </tr> <tr> <td> <input checked="" type="radio"/> the service provider voting policy signed off by us <input type="radio"/> our own voting policy <input type="radio"/> our clients' requests or policy <input type="radio"/> other, explain </td> </tr> </table> </td> </tr> <tr> <td> <input type="radio"/> We hire service provider(s) that make voting decisions on our behalf, except for some pre-defined scenarios for which we review and make voting decisions. <input type="radio"/> We hire service provider(s) that make voting decisions on our behalf. </td> </tr> </table>				Approach	<input type="radio"/> We use our own research or voting team and make voting decisions without the use of service providers. <input checked="" type="radio"/> We hire service provider(s) that make voting recommendations or provide research that we use to inform our voting decisions.	<table border="1"> <tr> <td>Based on</td> </tr> <tr> <td> <input checked="" type="radio"/> the service provider voting policy signed off by us <input type="radio"/> our own voting policy <input type="radio"/> our clients' requests or policy <input type="radio"/> other, explain </td> </tr> </table>	Based on	<input checked="" type="radio"/> the service provider voting policy signed off by us <input type="radio"/> our own voting policy <input type="radio"/> our clients' requests or policy <input type="radio"/> other, explain	<input type="radio"/> We hire service provider(s) that make voting decisions on our behalf, except for some pre-defined scenarios for which we review and make voting decisions. <input type="radio"/> We hire service provider(s) that make voting decisions on our behalf.
Approach									
<input type="radio"/> We use our own research or voting team and make voting decisions without the use of service providers. <input checked="" type="radio"/> We hire service provider(s) that make voting recommendations or provide research that we use to inform our voting decisions.									
<table border="1"> <tr> <td>Based on</td> </tr> <tr> <td> <input checked="" type="radio"/> the service provider voting policy signed off by us <input type="radio"/> our own voting policy <input type="radio"/> our clients' requests or policy <input type="radio"/> other, explain </td> </tr> </table>	Based on	<input checked="" type="radio"/> the service provider voting policy signed off by us <input type="radio"/> our own voting policy <input type="radio"/> our clients' requests or policy <input type="radio"/> other, explain							
Based on									
<input checked="" type="radio"/> the service provider voting policy signed off by us <input type="radio"/> our own voting policy <input type="radio"/> our clients' requests or policy <input type="radio"/> other, explain									
<input type="radio"/> We hire service provider(s) that make voting decisions on our behalf, except for some pre-defined scenarios for which we review and make voting decisions. <input type="radio"/> We hire service provider(s) that make voting decisions on our behalf.									
LEA 16.2	Provide an overview of how you ensure your voting policy is adhered to, giving details of your approach when exceptions to the policy are made (if applicable).								
<p>In Australia, as a member of ACSI we actively contribute into setting the Governance Guidelines which we use to inform our voting decisions. By being a member of ACSI, we sign off on the Guidelines which give an ESG perspective on voting recommendations on how to vote our shares consistent with the principles which is overseen by the Member Council and ACSI management. The Governance Guidelines are approved by members, and the principles are adopted are signed off by their representative members on the ACSI Council. We use the voting reports and recommendations provided by ACSI, which covers the ASX300. ACSI's Guidelines are used by management to arrive at their voting recommendations.</p> <p>At an international level, we use a third party service provider to execute proxy voting based on our own policy. We are able to track voting outcomes based on the criteria set by Cbus. We use the ACSI Governance Guidelines as an overlay on international voting to ensure consistency.</p>									
LEA 16.3	Additional information.[Optional]								
<p>We use the voting reports and recommendations provided by ACSI, which covers the ASX300. It is based on a set of Governance Guidelines which were specifically and collaboratively created by ACSI members to represent their interests. The Guidelines are used by management to arrive at their voting recommendations.</p> <p>Full members of ACSI are able to participate in biennial revisions of the Governance Guidelines.</p>									
LEA 18	Voluntary	Descriptive	PRI 2						
LEA 18.1	Describe your involvement in any projects to improve the voting trail and/or to obtain vote confirmation .								
Private									
LEA 18.2	Additional Information. [OPTIONAL]								
Private									
LEA 19	Voluntary	Additional Assessed	PRI 2						
LEA 19.1	Indicate if your organisation has a securities lending programme.								
Private									
LEA 20	Mandatory	Core Assessed	PRI 2						
LEA 20.1	Indicate whether you or the service providers acting on your behalf raise any concerns with companies ahead of voting								

- Yes, in most cases
- Sometimes, in the following cases:
- Neither we nor our service provider raise concerns with companies ahead of voting

LEA 20.2 Indicate whether you and/or the service provider(s) acting on your behalf, communicate the rationale to companies, when , you abstain or vote against management recommendations.

- Yes, in most cases
- Sometimes, in the following cases.
- We do not communicate the rationale to companies
- Not applicable because we and/or our service providers do not abstain or vote against management recommendations

LEA 20.3 Additional information. [Optional]

For all companies covered by our external provider ACSI's voting service, ACSI usually corresponds either via meeting or teleconference around the time of the company meeting, or writes to each company where there was an 'against' recommendation expressing its rationale and concerns. ACSI contacted every company in 2017 who received an against recommendation.

Companies where there are more material concerns become Corporate Governance engagement priorities where ACSI typically holds face-to-face meetings with the company seeking a change in its practices.

ACSI does not vote on behalf of its members.

Internationally, on key issues we have the ability to work through ACSI to have discussions with international counterparts on major voting issues.

LEA 21 **Mandatory** **Core Assessed** **PRI 2**

LEA 21.1 For listed equities where you and/or your service provider have the mandate to issue (proxy) voting instructions, indicate the percentage of votes cast during the reporting year.

We do track or collect this information

Votes cast (to the nearest 1%)
99%

Specify the basis on which this percentage is calculated

- of the total number of ballot items on which you could have issued instructions
- of the total number of company meetings at which you could have voted
- of the total value of your listed equity holdings on which you could have voted

LEA 21.2 Explain your reason(s) for not voting certain holdings

- Shares were blocked
- Notice, ballots or materials not received in time
- Missed deadline
- Geographical restrictions (non-home market)
- Cost
- Conflicts of interest
- Holdings deemed too small
- Administrative impediments (e.g., power of attorney requirements, ineligibility due to participation in share placement)
- On request by clients
- Other

We do not track or collect this information

LEA 22 **Mandatory** **Additional Assessed** **PRI 2**

LEA 22.1 Indicate if you track the voting instructions that you and/or your service provider on your behalf have issued.

Yes, we track this information

LEA 22.2 Of the voting instructions that you and/or third parties on your behalf issued, indicate the proportion of ballot items that were:

Voting instructions	Breakdown as percentage of votes cast
For (supporting) management recommendations	88%
Against (opposing) management recommendations	11%
Abstentions	1%

LEA 22.3 Describe the actions you take in relation to voting against management recommendations.

The decision to vote against management forms part of the engagement programme.

No, we do not track this information

LEA 23 **Voluntary** **Descriptive** **PRI 2**

LEA 23.1 Indicate if your organisation directly or via a service provider filed or co-filed any ESG shareholder resolutions during the reporting year.

Private

LEA 23.6 Describe whether your organisation reviews ESG shareholder resolutions filed by other investors.

Private

LEA 23.7 Additional information. [Optional]

Private

LEA 24 **Voluntary** **Descriptive** **PRI 2**

LEA 24.1 Provide examples of the (proxy) voting activities that your organisation and/or service provider carried out during the reporting year.

Private

LEA 24.2 Additional information. [Optional]

Private

PR 01	Mandatory	Core Assessed	PRI 1-6
PR 01.1 Indicate if your organisation has a Responsible Property Investment (RPI) policy.			
<input checked="" type="checkbox"/> Yes			
PR 01.2 Provide a URL or attach the document			
<input checked="" type="checkbox"/> URL http://www.cbustproperty.com.au/Portals/0/documents/170818_Approved%20Charter%20of%20Selection%20and%20Conduct%20Criteria%20for%20Consultants%20and%20Principal%20Contractors.pdf?ver=2017-09-15-141432-843			
<input checked="" type="checkbox"/> Attach Document link			
<input type="checkbox"/> No			
PR 01.3 Provide a brief overview of your organisation's approach to responsible investment in property, and how you link responsible investment in property to your business strategy.			
<p>Cbus Property's approach to Responsible Investment considers the following:</p> <p>Environmental: Cbus Property has environmental and sustainability objectives that include existing and new investments, development designs and engagement with key stakeholders including tenants/clients/builders/suppliers. Priorities are reinforced in the Development Projects & Investments-Charter of Selection and Conduct Criteria for Consultants and Principal Contractors (Charter) (Sep14) (publicly available) and 'Environmental Social & Governance (ESG) policy (Dec14)' (publicly unavailable), and contain references to climate change, GHG, energy efficiency, etc. Specific targets are integrated into tenant leases, property manager and builders' contracts are monitored regularly (e.g. Green Star (medium term), NABERS, ESD requirements of tenant fitout design/installation which collectively cover utility consumption, waste generation, sustainable material selection, etc.). Annual performance targets are applied to Asset Managers, Property Managers, Senior Management Team, and Acquisitions team.</p> <p>Social: Cbus Property has objectives that include gender equality, partnerships with stakeholders such as co-investors/developers, tenants/clients, builders/suppliers and workforce. Priorities are re-enforced in the 'Charter' and 'ESG policy', containing workplace health safety, supply chain labour standards and social benefit, etc. The Employment Policy (May16) (publicly unavailable) details anti-discrimination, harassment, equal employment opportunity of gender, race, religion, etc. Social requirements are integrated into all leases. This includes implementation of WHS programs, WHS annual targets reported quarterly, quarterly tenant engagement meetings, annual tenant surveys, and Customer Services Program. Workplace gender equality is also reported publicly.</p> <p>Governance: Cbus Property has objectives that include full transparency (APRA regulatory requirements-supernnuation funds) and independence ('Governance-Ethics & Governance'). Priorities are re-enforced in the 'Charter' and 'ESG policy' and include transparency and accountability, executive/Board compensation, corruption/bribery management, and Whistle-Blower schemes. The Board and management continually reviews policies and procedures.</p>			
PR 04	Mandatory	Gateway/Core Assessed	PRI 1
PR 04.1 Indicate if your organisation typically incorporates ESG issues when selecting property investments.			
<input checked="" type="checkbox"/> Yes			
PR 04.2 Provide a description of your organisation's approach to incorporating ESG issues in property investment selection.			
<p>Cbus Property accepts that companies that better manage ESG issues can increase shareholder value. The company therefore, strives to properly manage risks, anticipate regulatory action and access new markets, while at the same time contributing to the sustainable development of the societies in which it operates.</p> <p>Further, incorporating ESG issues into investment decision making is consistent with our fiduciary obligations to Cbus members in the light of changing external conditions.</p> <p>As such, it is incumbent upon Cbus Property to consider ESG factors in its investment decision-making processes in order to protect and manage its Investments on behalf of the Fund and the Fund's members for the long-term. (ESG Policy).</p>			
PR 04.3 Indicate which E, S and/or G issues are typically considered by your organisation in the property investment selection process, and list up to three examples per issue.			
<input checked="" type="checkbox"/> Environmental Water efficiency Flooding Energy efficiency			
<input checked="" type="checkbox"/> Social Building safety and materials Health, Safety and wellbeing Other			
<input type="checkbox"/> Description [OPTIONAL] Labour standards and supply chain			
<input checked="" type="checkbox"/> Governance Regulatory Conflicts of interest Governance structure			
<input type="checkbox"/> No			
PR 05	Voluntary	Additional Assessed	PRI 1,3
PR 05.1 Indicate what type of ESG information your organisation typically considers during your property investment selection process.			
Private			
PR 05.2 Provide a brief description of how this ESG information was incorporated into your investment selection process.			
Private			
PR 06	Mandatory	Core Assessed	PRI 1
PR 06.1 Indicate if ESG issues impacted your property investment selection process during the reporting year.			
<input checked="" type="checkbox"/> ESG issues helped identify risks and/or opportunities for value creation <input type="checkbox"/> ESG issues led to the abandonment of potential investments <input checked="" type="checkbox"/> ESG issues impacted the investment in terms of price offered and/or paid <input type="checkbox"/> ESG issues impacted the terms in the shareholder/purchase agreements and/or lending covenants <input type="checkbox"/> ESG issues were considered but did not have an impact on the investment selection process <input type="checkbox"/> Other, specify <input type="checkbox"/> Not applicable, our organisation did not select any investments in the reporting year <input type="checkbox"/> We do not track this potential impact			
PR 06.2 Indicate how ESG issues impacted your property investment deal structuring processes during the reporting year.			
<input checked="" type="checkbox"/> ESG issues impacted the investment in terms of price offered and/or paid <input type="checkbox"/> ESG issues impacted the terms in the shareholder/purchase agreements and/or lending covenants <input type="checkbox"/> ESG issues were considered but did not have an impact on the deal structuring process <input type="checkbox"/> Other, specify <input type="checkbox"/> Not applicable, our organisation did not select any investments in the reporting year <input type="checkbox"/> We do not track this potential impact			
PR 07	Mandatory	Core Assessed	PRI 4
PR 07.1 Indicate if your organisation includes ESG issues in your selection, appointment and/or monitoring of third-party property managers.			
<input checked="" type="checkbox"/> Yes			
PR 07.2 Indicate how your organisation includes ESG issues in your selection, appointment and/or monitoring of third party property managers.			
<input checked="" type="checkbox"/> Selection process of property managers incorporated ESG issues			

Types of actions

- Request explanation of how ESG is effectively integrated, including inquiries about governance and processes
- Request track records and examples of how the manager implements ESG in their asset and property management
- Discuss property level out-performance opportunities through greater integration of ESG criteria
- Request explanation of engaging stakeholders on ESG issues
- Other, explain

Coverage

- >75% to 100%
- >50% to 75%
- >25% to 50%
- >0% to 25%

Contractual requirements when appointing property managers includes ESG issues

Types of actions

- Include clear and detailed expectations for incorporating ESG
- Require dedicated ESG procedures in all relevant asset and property management phases
- Clear ESG reporting requirements
- Clear ESG performance targets
- Other, explain

Coverage

- >75% to 100%
- >50% to 75%
- >25% to 50%
- >0% to 25%

Monitoring of property managers covers ESG responsibilities and implementation

Types of actions

- Performance against quantitative and material environmental / resource targets over specified timeframe.
- Performance against quantitative and material environmental / resource targets against relevant benchmarks
- Performance against quantitative and qualitative targets to address social impacts of the portfolio/investment.
- Other, explain

Coverage

- >75% to 100%
- >50% to 75%
- >25% to 50%
- >0% to 25%

No

PR 07.3 Provide a brief description of your organisations selection, appointment and monitoring of third party property managers and how they contribute to the management of ESG issues for your property investments.

Property Manager appointments are tendered. Tender document details the ESG criteria, the KPI's and the contractual expectations.

PR 08 **Mandatory** Gateway **PRI 2**

PR 08.1 Indicate if your organisation, and/or property managers, considers ESG issues in post-investment activities relating to your property assets.

Yes

PR 08.2 Indicate whether your organisation, and/or property managers, considers ESG issues in the following post-investment activities relating to your property assets.

- We consider ESG issues in property monitoring and management
- We consider ESG issues in property developments and major renovations.
- We consider ESG issues in property occupier engagements
- We consider ESG issues in community engagements related to our properties
- We consider ESG issues in other post-investment activities, specify

PR 08.3 Describe how your organisation, and/or property managers, considers ESG issues in post-investment activities related to your property assets.

Cbus Property develops corporate and property level sustainability targets in the areas of waste, energy, emissions and water. Each site has a NABERS energy rating and Cbus Property strives to achieve a minimum of 5 stars. Monthly sustainability meetings are held with each asset to monitor their performance. Performance targets also apply to Cbus Property Employee KPIs.

No

PR 09 **Mandatory** Core Assessed **PRI 2,3**

PR 09.1 Indicate the proportion of property assets for which your organisation, and/or property managers, set and monitored ESG targets (KPIs or similar) during the reporting year.

- >90% of property assets
- 51-90% of property assets
- 10-50% of property assets
- <10% of property assets

PR 09.2 Indicate which ESG targets your organisation and/or property managers typically set and monitor

Environmental

Target/KPI	Progress Achieved
NABERS Ratings,	Achieved
Emissions reduction targets, energy waste and water targets GRESB Score	Achieved

Social

Target/KPI	Progress Achieved
WELL ratings (for a portion of our assets)	Achieved
WHS training	Achieved
Gender Equality	Ongoing

Governance

Target/KPI	Progress Achieved
Litigation	Achieved
Regulatory	Achieved
Fraud or Corruption	Achieved

We do not set and/or monitor against targets

PR 10	Voluntary	Descriptive	PRI 2
-------	-----------	-------------	-------

PR 10.1 Indicate whether your property assets are assessed against certification schemes, ratings and/or benchmarks
Private

PR 10.3 Indicate if your organisation uses property specific reporting standards to disclose information related to your property investments' ESG performance.
Private

PR 10.4 Additional information.
Private

PR 11	Mandatory	Core Assessed	PRI 2
-------	-----------	---------------	-------

PR 11.1 Indicate the proportion of active property developments and major renovations where ESG issues have been considered.

- >90% of active developments and major renovations
- 51-90% of active developments and major renovations
- 10-50% of active developments and major renovations
- <10% of active developments and major renovations
- N/A, no developments and major renovations of property assets are active

PR 11.2 Indicate if the following ESG considerations are typically implemented and monitored in your property developments and major renovations.

- Environmental site selection requirements
- Environmental site development requirements
- Sustainable construction materials
- Water efficiency requirements
- Energy efficiency requirements
- Energy generation from on-site renewable sources
- Waste management plans at sites
- Health and safety management systems at sites
- Construction contractors comply with sustainability guidelines
- Resilient building design and orientation
- Other, specify

PR 12	Mandatory	Core Assessed	PRI 2
-------	-----------	---------------	-------

PR 12.1 Indicate the proportion of property occupiers your organisation, and/or your property managers, engaged with on ESG issues during the reporting year.

- >90% of occupiers
- 50-90% of occupiers
- 10-50% of occupiers
- <10% of occupiers

PR 12.2 Indicate if the following practises and areas are typically part of your, and/or your property managers', occupier engagements.

- Distribute a sustainability guide to occupiers
- Organise occupier events focused on increasing sustainability awareness
- Deliver training on energy and water efficiency
- Deliver training on waste minimisation
- Provide feedback on energy and water consumption and/or waste generation
- Provide feedback on waste generation
- Carry out occupier satisfaction surveys
- Offer green leases
- Other, specify

PR 13	Voluntary	Additional Assessed	PRI 2
-------	-----------	---------------------	-------

PR 13.1 Indicate the proportion of all leases signed during the reporting year that used green leases or the proportion of Memoranda of Understandings (MoUs) with reference to ESG issues.

- >90% of leases or MoUs
- 50-90% of leases or MoUs
- 10-50% of leases or MoUs
- <10% of leases or MoUs
- 0% of leases or MoUs
- N/A, no leases or MoUs were signed during the reporting year

PR 14	Voluntary	Additional Assessed	PRI 2
-------	-----------	---------------------	-------

PR 14.1 Indicate what proportion of property assets your organisation, and/or your property managers, engaged with the community on ESG issues during the reporting year.
Private

PR 14.2 Indicate if the following areas and activities are typically part of your, and/or your property managers', community engagement.
Private

PR 14.3 Additional information.
Private

PR 15	Voluntary	Additional Assessed	PRI 1,2
-------	-----------	---------------------	---------

PR 15.1 Indicate whether your organisation measures how your approach to responsible investment in property investments has affected financial and/or ESG performance.
Private

PR 15.3 Describe how you are able to determine these outcomes.
Private

CM1 01.1	Mandatory	Core Assessed	General
CM1 01.1 Indicate whether the reported information you have provided for your PRI Transparency Report this year has undergone: <ul style="list-style-type: none"> <input type="checkbox"/> Third party assurance over selected responses from this year's PRI Transparency Report <input type="checkbox"/> Third party assurance over data points from other sources that have subsequently been used in your PRI responses this year <input type="checkbox"/> Third party assurance or audit of the implementation of RI processes (that have been reported to the PRI this year) <input type="checkbox"/> Internal audit conducted by internal auditors of the implementation of RI processes and/or RI data that have been reported to the PRI this year <input type="checkbox"/> Internal verification of responses before submission to the PRI (e.g. by the CEO or the board) <input checked="" type="checkbox"/> Other, specify <ul style="list-style-type: none"> Third party assurance is undertaken on the process of undertaking our Annual Integrated Report. some metrics are audited eg carbon footprint. <input type="checkbox"/> None of the above 			
CM1 01.2 & 01.8	Mandatory	Descriptive	Planned assurance of this year's PRI Transparency Report
CM1 01.2 Do you plan to conduct third party assurance of this year's PRI Transparency report? <ul style="list-style-type: none"> <input type="checkbox"/> Whole PRI Transparency Report will be assured <input type="checkbox"/> Selected data will be assured <input checked="" type="checkbox"/> We do not plan to assure this year's PRI Transparency report 			
CM1 01.3 & 01.9	Mandatory	Descriptive	General
CM1 01.3 We undertook third party assurance on last year's PRI Transparency Report <ul style="list-style-type: none"> <input type="checkbox"/> Whole PRI Transparency Report was assured last year <input type="checkbox"/> Selected data was assured in last year's PRI Transparency Report <input checked="" type="checkbox"/> We did not assure last year's PRI Transparency report, or we did not have such a report last year. 			
CM1 01.4, 10-12	Mandatory	Descriptive	General
CM1 01.4 We undertake confidence building measures that are unspecific to the data contained in our PRI Transparency Report: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> We adhere to an RI certification or labelling scheme <ul style="list-style-type: none"> CM1 01.10 Which scheme? <ul style="list-style-type: none"> <input type="checkbox"/> National SRI label based on the EUROSIF Transparency guidelines <input type="checkbox"/> B-corporation <input type="checkbox"/> UK Stewardship code <input checked="" type="checkbox"/> GRESB <ul style="list-style-type: none"> % of total AUM the scheme applies <input checked="" type="checkbox"/> < 25% <input type="checkbox"/> 25-50 % <input type="checkbox"/> 50-70 % <input type="checkbox"/> >75 % <input type="checkbox"/> Commodity type label (e.g. BCI) <input type="checkbox"/> Social label <input type="checkbox"/> Climate label <input type="checkbox"/> RIAA <input checked="" type="checkbox"/> Other <ul style="list-style-type: none"> Specify Super Ratings Infinity Recognised % of total AUM the scheme applies <input type="checkbox"/> < 25% <input type="checkbox"/> 25-50 % <input type="checkbox"/> 50-70 % <input checked="" type="checkbox"/> >75 % <input type="checkbox"/> We carry out independent/third party assurance over a whole public report (such as a sustainability report) extracts of which are included in this year's PRI Transparency Report <input type="checkbox"/> ESG audit of holdings <input checked="" type="checkbox"/> Other, specify <ul style="list-style-type: none"> Third party assurance is undertaken on the process and a selection of data for the Annual Integrated Report. <input type="checkbox"/> None of the above 			