GRI Standards Supplement 2020

Building a better future



Our reporting suite

Cbus Annual Integrated Report 2020

Produced in accordance with the International Integrated Reporting <IR> Framework. Focuses on material matters and how we create value for our members and other stakeholders.

Supplements

Responsible Investment

Provides information about our approach to responsible investment, including our active involvement in environmental, social and governance (ESG) issues and transitioning to a climate resilient economy.

Prepared using the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) and with recommendations from the Taskforce on Climate-related Financial Disclosures (TCFD).

cbussuper.com.au/cs/responsible-investment-2020

Governance

Provides additional information about the governance framework at Cbus. Prepared using the GRI Standards.

cbussuper.com.au/cs/governance-2020

GRI Standards Content Index

A table containing the GRI Standards Cbus has reported on. Provides the location of information linked to the Standard within the Annual Integrated Report, supplements and the Cbus website.

cbussuper.com.au/cs/gri-index-2020

Annual Financial Statements

Sets out the financial statements for our regulators and other stakeholders.

Prepared in line with the Australian Accounting Standards; Superannuation Industry (Supervision) Act 1993 and Superannuation Industry (Supervision) Regulations 1994, the Corporations Act 2001 and Corporations Regulations 2001.

cbussuper.com.au/cs/annual-financial-statements-2020

cbussuper.com.au/cs/annual-financial-statements-2020

Engagement and Materiality

Provides detail on our approach to engagement and how we determine what matters most to Cbus stakeholders.

The result of this engagement defines our value creation and assists in identifying Cbus' material issues.

Prepared using the GRI Standards and in line with the International <IR> Framework.

cbussuper.com.au/cs/engagement-materiality-2020

GRI Standards content index

This table contains the GRI Standards Cbus has reported on and where to locate the information linked to the standard within the 2020 Annual Integrated Report, the supplements and the Cbus website.

GRI STANDARDS AND DISCLOSURE	CBUS REPORT / SUPPLEMENT / URL
GRI 102 - General Disclosures 2016	
Organisational profile	
102-1 Name of the organisation	The fund is Cbus, the Trustee of the Fund is United Super Pty Ltd. This report also includes Cbus Property Pty Ltd, Cbus Property is wholly owned by Cbus.
102-2 Activities, brands, products and services	**cbussuper.com.au/about-us/who-we-are** **cbussuper.com.au/super/what-we-offer** **cbussuper.com.au/retirement/my-retirement-investment-options** **cbussuper.com.au/super/my-investment-options** Cbus Property is a property investor and developer.
102-3 Location of headquarters	Wesley Place Level 19, 130 Lonsdale Street, Melbourne 3000.
102-4 Location of operations	Cbus operates in one country, Australia, with headquarters at Wesley Place effective July 27 2020. Cbus front counters located in WA, QLD, NSW and SA, as detailed on the website: **cbussuper.com.au/support/contact** Cbus Property Pty Ltd is located at Level 7, 550 Bourke Street, Melbourne 3000
102-5 Ownership and legal form	Cbus is an all profit-to-members superannuation fund that is open offer, with a focus on construction and building and allied workers. Cbus Property is a wholly owned subsidiary of Cbus that directly invests in commercial and residential property development across the nation, creating strong returns, jobs and eco-efficient buildings.
102-6 Markets served	Superannuation and insurance is offered across Australia primarily for workers, available for the public, predominantly servicing national building and construction and allied workers. Cbus Property develops and manages buildings throughout Australia in the residential, commercial and industrial sectors.
102-7 Scale of the organisation	2020 Annual Integrated Report, pages 9 and 60.
102-8 Information on employees and other workers	2020 Governance Supplement, pages 6-9, 13-17.
102-9 Supply chain	**cbussuper.com.au/content/dam/cbus/files/governance/reporting/Key-Service-Providers.pdf** 2020 Governance Supplement, pages 11-12.
102-10 Significant changes to the organisation and its supply chain	2020 Governance Supplement, pages 11-12.
102-11 Precautionary Principle or approach	Cbus and Cbus Property do not address the Precautionary Principle in the sustainability disclosures.
102-12 External initiatives	These are disclosed on the Sustainability section of the Cbus website. **cbussuper.com.au/about-us/sustainability**
102-13 Membership of associations	Sustainability section of the Cbus website. **cbussuper.com.au/about-us/sustainability**

GRI STANDARDS AND DISCLOSURE	CBUS REPORT / SUPPLEMENT / URL
GRI 102 - General Disclosures 2016	
Strategy	
102-14 Statement from senior decision-maker	2020 Annual Integrated Report, pages 13-15.
102-15 Key impacts, risks and opportunities	2020 Annual Integrated Report, pages 22-23, 26-27. Materiality and engagement supplement, pages 3, 5 and 6.
Ethics and integrity	
102-16 Values, principles, standards and norms of behaviour	2020 Annual Integrated Report, pages 10, 61. FY2020 Compliance Report: AIST Governance Code 1.1 and 2.2 **cbussuper.com.au/cs/compliance-report** See the Fund Governance policy: **cbussuper.com.au/content/dam/cbus/files/governance/policies/Fund-Governance-Policy.pdf**
Governance	
102-18 Governance structure	**cbussuper.com.au/about-us/how-were-run/governance** See the Fund Governance Policy: **cbussuper.com.au/content/dam/cbus/files/governance/policies/Fund-Governance-Policy.pdf**
102-19 Delegating authority	2020 Annual Integrated Report, page 36.
102-20 Executive-level responsibility for economic, environmental and social topics	**cbussuper.com.au/about-us/sustainability/board-governance-framework**
102-21 Consulting stakeholders on economics, environmental and social topics	2020 Engagement and Materiality Supplement
102-22 Composition of the highest governance body and its committees	**cbussuper.com.au/about-us/how-were-run/board** 2020 Annual Integrated Report, pages 36-37. 2020 Governance Supplement, pages 3-5.
102-23 Chair of the highest governance body	The Chair is the Hon. Steve Bracks AC and he is not an executive officer.
102-24 Nominating and selecting the highest governance body	See the Fund Governance Policy: **cbussuper.com.au/content/dam/cbus/files/governance/policies/Fund-Governance-Policy.pdf**
102-25 Conflicts of interest	See the Conflicts Management Policy: **cbussuper.com.au/content/dam/cbus/files/governance/policies/Fund-Governance-Policy.pdf** For related party disclosures, see Cbus Annual Financial Statements: **cbussuper.com.au/cs/annual-financial statements-2020**
102-26 Role of highest governance body in setting purpose, values and strategy	2020 Annual Integrated Report, page 36.
102-27 Collective knowledge of highest governance body	2020 Governance Supplement, page 4. FY2020 Compliance Report: AIST Governance Code 1.1 and 2.2 **cbussuper.com.au/cs/compliance-report**
102-31 Review of economic, environmental and social topics	**cbussuper.com.au/about-us/sustainability/board-governance-framework**
102-32 Highest governance body's role in sustainability reporting	Our sustainability reporting is across our Annual Integrated Report and its supplements, which is signed off by Directors. We also report on sustainability on our website.

GRI STANDARDS AND DISCLOSURE	CBUS REPORT / SUPPLEMENT / URL
GRI 102 - General Disclosures 2016	
102-36 Process for determining remuneration	2020 Governance Supplement, pages 6-7. 2020 Annual Integrated Report, pages 36, 62.
102-38 Annual total compensation ratio	2020 Governance Supplement, page 13.
Stakeholder engagement	
102-40 List of stakeholder groups	2020 Annual Integrated Report, page 21. 2020 Engagement and Materiality Supplement, page 3.
102-41 Collective bargaining agreements	2020 Governance supplement, page 6.
102-42 Identifying and selecting stakeholders	2020 Engagement and Materiality Supplement, page 3.
102-43 Approach to stakeholder engagement	2020 Engagement and Materiality Supplement, page 3.
102-44 Key topics and concerns raised	2020 Annual Integrated Report, page 21. 2020 Engagement and Materiality Supplement, pages 3, 5-6.
Reporting practice	
102-45 Entities included in the consolidated financial statements	Cbus Property is included in the consolidated financial statements and included in the boundaries of our GRI Standards reporting.
102-46 Defining report content and topic boundaries	2020 Engagement and Materiality Supplement, page 7.
102-47 List of material topics	2020 Annual Integrated Report, page 21. 2020 Engagement and Materiality Supplement, pages 5-6.
102-48 Restatements of information	N/A
102-49 Changes in reporting	N/A
102-50 Reporting period	Annual
102-51 Date of most recent report	30/06/2020
102-52 Reporting cycle	Financial year ending 30/06/2020
102-53 Contact point for questions regarding this report	**Cbus National Office:** Wesley Place Level 19, 130 Lonsdale Street, Melbourne 3000. For more information write to: Locked Bag 5056, Parramatta, NSW 2124. cbussustainability@cbussuper.com.au
102-54 Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55 GRI Content index	Met
102-56 External assurance	KPMG has provided independent limited assurance on some metrics as detailed in its report to the Directors of Cbus and published on pages 68-69 of the Cbus Annual Integrated Report 2020.

GRI STANDARDS AND DISCLOSURE	CBUS REPORT / SUPPLEMENT / URL
GRI 103: Management approach	
103-1 Explanation of the material topic and its boundary	2020 Annual Integrated Report and Supplements
103-2 The management approach and its components	2020 Annual Integrated Report and Supplements
103-3 Evaluation of the management approach	2020 Annual Integrated Report and Supplements
Material topics	
Material topic - GRI 201: Economic Performance 2016	
201-1 Direct economic value generated and distributed	2020 Annual Integrated Report, page 16.
201-2 Financial implications and other risks and opportunities due to climate change	2020 Annual Integrated Report, pages 38, 53. 2020 Responsible Investment Supplement, pages 15-21.
Material topic – Environmental: GRI 302: Energy; GRI 305: Emissions; GRI 306 Effluents and waste	
302-1 Energy consumption within the organization; Part c of 302-1	Cbus Property 2019 Sustainability Report - Data Pack. cbusproperty.com.au/sustainability
305-1 and 305-2 Scope 1 and 2 emissions	Cbus Property 2019 Sustainability Report – Data Pack. cbusproperty.com.au/sustainability 2020 Responsible Investment Supplement, page 15-16.
306-1 Water discharge by quality and destination	Cbus Property Sustainability Report for calendar year 2019, page 18. cbusproperty.com.au/sustainability
Material topic – Social: GRI 401: Employment	
401-1 New employee hires and employee turnover	2020 Governance Supplement, page 15.
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2020 Governance Supplement, page 6.
401-3 Parental leave	2020 Governance Supplement, page 15.
Material topic – Social: GRI 403: Occupational health and safety (OH&S)	
403-7 Prevention and mitigation of OH&S impacts directly linked by business relationships	2020 Governance Supplement, pages 8, 9.
403-8 Workers covered by OH&S management system	2020 Governance Supplement, pages 8, 9.
403-9 Work related injuries	2020 Governance Supplement, page 8.

GRI STANDARDS AND DISCLOSURE	CBUS REPORT / SUPPLEMENT / URL
Material topics (continued)	
Material topic – Social: GRI 404: Training and Education	
404.1 Average hours of training per year per employee	2020 Annual Integrated Report, page 61.
404.2 Programs for upgrading employee skills and employee transition programs	2020 Annual Integrated Report, page 61.
Material topic – Social: GRI 405: Diversity and equal opportunity; GRI 406: Non-discrimination	
405.1 Diversity of governance bodies and employees	2020 Governance Supplement, pages 3, 7-8, 13, 16.
405.2 Ratio of basic salary and remuneration of women to men	2020 Governance Supplement, page 14.
406.1 Incidents of discrimination and corrective action	2020 Governance Supplement, pages 14, 16.
Material topic – Other material aspects	
Retirement Readiness Index	2020 Annual Integrated Report, pages 9, 30.
Arrears	2020 Annual Integrated Report, (unpaid super), page 30.
Material Aspects: Financial Services Sector	
FS10: % and number of organisations held in the portfolio with which the organisation has interacted with on environmentatal or social issues	2020 Responsible Investment Supplement, pages 7-11.
FS11: Percentage of assets subject to positive or negative environmental or social screening	2020 Responsible Investment Supplement, page 4.
FS12: Company voting policies applied to environmental or social issues	2020 Responsible Investment Supplement, pages 11-13. cbussuper.com.au/content/dam/cbus/files/governance/reporting/Key-Voting-Positions.pdf
FS14: Initiatives to improve access to financial services for disadvantaged people	2020 Annual Integrated Report, pages 29-30.
FS16: Initiatives to improve financial literacy by type of beneficiary	2020 Annual Integrated Report, pages 29-31.