# GRI Standards Supplement 2021




# Forward focus

IN TIMES OF CHANGE

cbus super fund

# Online supplements

We have provided more detailed information about Cbus and our investments in our online supplements. This report and the supplements meet the core requirements of the Global Reporting Initiative's (GRI) Sustainability Reporting Standards (GRI Standards). Our Responsible Investment Supplement reports against the Task Force on Climate Related Financial (TCFD) recommendations.

## Responsible Investment

Provides information about our approach to responsible investment, including our active involvement in Environmental, Social and Governance (ESG) issues, contributing to sustainable development and transitioning to a climate-resilient economy. Prepared using the **GRI Standards** and **TCFD recommendations**.

cbussuper.com.au/cs/responsible-investment-2021

## Cbus Property Sustainability Report

Provides information on Cbus Property's approach to sustainability performance.

cbusproperty.com.au/sustainability-strategy

## 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-2021

cbussuper.com.au/cs/united-super-financial-report-2021

## Stakeholder 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 Integrated Reporting <IR> Framework**.

cbussuper.com.au/cs/engagement-materiality-2021

## Governance

Provides additional information about the Governance framework at Cbus and Cbus Property. Prepared using the **GRI Standards**.

cbussuper.com.au/cs/governance-framework-2021

## GRI Standards Content Index

Provides the location of information linked to the GRI Standards within the Annual Integrated Report, supplements and the Cbus website.

cbussuper.com.au/cs/gri-index-2021

## Online supplements

Our reports address the needs of our diverse stakeholders. The information we have provided reflects our commitment to operating with integrity and transparency. You can access the reports on our website.

cbussuper.com.au/about-us/annual-report

## KPMG

KPMG were engaged to provide limited assurance over Cbus Annual Integrated Report page 5 to 63 in accordance with the International Integrated Reporting Council's **International Integrated Reporting <IR> Framework**. The assurance report is presented on pages 64 to 65.

# 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 2021 Annual Integrated Report, the supplements, the Cbus Property Sustainability Report 2021 and both the Cbus and Cbus Property 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<br>cbussuper.com.au/super/what-we-offer<br>cbussuper.com.au/retirement/my-retirement-investment-options<br>cbussuper.com.au/super/my-investment-options<br>cbusproperty.com.au/our-business/ |
| **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.<br>Cbus front counters located in WA, QLD, NSW and SA, as detailed on the website:<br>cbussuper.com.au/support/contact<br>Cbus Property operates in one country, Australia, with head office at Level 17, 447 Collins 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.<br>Cbus Property is a wholly owned subsidiary of Cbus that directly invests in commercial and residential property development across Australia, creating strong returns, jobs and sustainable 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.<br>Cbus Property develops and manages buildings throughout Australia in the residential and commercial sectors. |
| **102-7 Scale of the organisation** | 2021 Annual Integrated Report, page 8.<br>2021 Cbus Property Sustainability Report, pages 5-11 (About Us, Investments, Developments). |
| **102-8 Information on employees and other workers** | 2021 Annual Integrated Report, pages 56-57. |
| **102-9 Supply chain** | 2021 Governance Supplement, page 12.<br>cbussuper.com.au/cs/key-service-providers |

| GRI Standards and Disclosure | Cbus Report / Supplement / URL |
|---|---|
| **GRI 102 – General Disclosures 2016** | |
| **Organisational profile (continued)** | |
| **102-10** Significant changes to the organisation and its supply chain | 2021 Governance Supplement, pages 12-13. |
| **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 and Cbus Property websites.<br>cbussuper.com.au/about-us/sustainability<br>cbusproperty.com.au/sustainability-strategy/ |
| **102-13** Membership of associations | These are disclosed on the sustainability section of the Cbus and Cbus Property websites.<br>cbussuper.com.au/about-us/sustainability<br>cbusproperty.com.au/sustainability-strategy/ |
| **Strategy** | |
| **102-14** Statement from senior decision-maker | 2021 Annual Integrated Report, page 12.<br>2021 Cbus Property Sustainability Report, page 3. |
| **102-15** Key impacts, risks and opportunities | 2021 Annual Integrated Report, pages 22-23, 26-27.<br>2021 Engagement and Materiality Supplement, pages 4, 6-8.<br>2021 Cbus Property Sustainability Report, page 13. |
| **Ethics and integrity** | |
| **102-16** Values, principles, standards, and norms of behaviour | 2021 Annual Integrated Report, page 11.<br>cbussuper.com.au/cs/compliance-report<br>See the Fund Governance Policy:<br>cbussuper.com.au/cs/fund-governance-policy<br>2021 Cbus Property Sustainability Report, page 6. |
| **102-17** Mechanisms for advice and concerns about ethics | 2021 Annual Integrated Report, pages 35-39.<br>cbussuper.com.au/cs/compliance-report<br>See the Fund Governance Policy:<br>cbussuper.com.au/cs/fund-governance-policy |
| **Governance** | |
| **102-18** Governance structure | cbussuper.com.au/about-us/how-were-run/governance<br>See the Fund Governance Policy:<br>cbussuper.com.au/cs/fund-governance-policy<br>2021 Governance Supplement, pages 6-12. |
| **102-19** Delegating authority | 2021 Annual Integrated Report, page 35.<br>2021 Governance Supplement, page 11. |

| GRI Standards and Disclosure | Cbus Report / Supplement / URL |
|---|---|
| **GRI 102 – General Disclosures 2016** | |
| **Governance (continued)** | |
| 102-20 Executive-level responsibility for economic, environmental and social topics | cbussuper.com.au/about-us/sustainability/board-governance-framework<br>2021 Governance Supplement, page 13. |
| 102-21 Consulting stakeholders on economics, environmental, and social topics | 2021 Engagement and Materiality Supplement. |
| 102-22 Composition of the highest governance body and its committees | cbussuper.com.au/about-us/how-were-run/board<br>2021 Annual Integrated Report, pages 35-39.<br>2021 Governance Supplement, pages 6-12. |
| 102-23 Chair of the highest governance body | The Chair is the Hon. Steve Bracks AC and he is not an executive officer.<br>The Chair of Cbus Property is Georgina Lynch. |
| 102-24 Nominating and selecting the highest governance body | See the Fund Governance Policy:<br>cbussuper.com.au/cs/fund-governance-policy |
| 102-25 Conflicts of interest | See the Conflicts Management Policy:<br>cbussuper.com.au/cs/conflicts-management-policy-summary |
| 102-26 Role of highest governance body in setting purpose, values and strategy | 2021 Annual Integrated Report, page 36. |
| 102-27 Collective knowledge of highest governance body | 2021 Governance Supplement, page 3.<br>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. The Cbus Property Sustainability Report is signed off by the Cbus Property CEO. |
| 102-36 Process for determining remuneration | 2021 Governance Supplement, page 7.<br>2021 Annual Integrated Report, page 35. |
| 102-38 Annual total compensation ratio | 2021 Governance Supplement, pages 9 and 14. |
| **Stakeholder engagement** | |
| 102-40 List of stakeholder groups | 2021 Annual Integrated Report, page 20.<br>2021 Engagement and Materiality Supplement, page 5. |
| 102-41 Collective bargaining agreements | 2021 Governance Supplement, page 9. |

| GRI Standards and Disclosure | Cbus Report / Supplement / URL |
|---|---|
| **GRI 102 – General Disclosures 2016** | |
| **Stakeholder engagement (continued)** | |
| **102-42 Identifying and selecting stakeholders** | 2021 Engagement and Materiality Supplement, page 3. |
| **102-43 Approach to stakeholder engagement** | 2021 Engagement and Materiality Supplement, page 4. |
| **102-44 Key topics and concerns raised** | 2021 Annual Integrated Report, page 21.<br>2021 Engagement and Materiality Supplement, pages 6-8. |
| **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** | 2021 Engagement and Materiality Supplement, page 9. |
| **102-47 List of material topics** | 2021 Annual Integrated Report, page 21.<br>2021 Engagement and Materiality Supplement, page 4.<br>2021 Cbus Property Sustainability Report, page 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** | 30/06/2021 |
| **102-52 Reporting cycle** | Financial year ending 30/06/2021 |
| **102-53 Contact point for questions regarding this report** | Cbus National Office:<br>Level 19, 130 Lonsdale Street, Melbourne VIC 3000<br>For more information:<br>• Write to: Locked Bag 5056, Parramatta, NSW 2124<br>• Online: cbussustainability@cbussuper.com.au<br>• Email: reception@cbusproperty.com.au for Cbus Property |
| **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 |

| GRI Standards and Disclosure | Cbus Report / Supplement / URL |
|---|---|
| **GRI 102 – General Disclosures 2016** | |
| **Reporting practice (continued)** | |
| 102-56 External assurance | KPMG were engaged to provide limited assurance over the Cbus Annual Integrated Report pages 5 to 63 in accordance with the International Integrated Reporting Council's International Integrated Reporting <IR> Framework. The assurance report is presented on pages 64 to 65 of the Annual Integrated Report.<br><br>KPMG were engaged to provide limited assurance over Cbus Responsible Investment Supplement in accordance with relevant internal policies and procedures developed by Cbus and the Task Force for Climate-Related Financial Disclosures. The assurance report is presented on pages 38 to 39 of the Responsible Investment Supplement.<br><br>KPMG has also provided limited assurance on a number of metrics as published on page 39 of the 2021 Cbus Property Sustainability Report. |
| **GRI 103 – Management approach** | |
| 103-1 Explanation of the material topic and its boundary | 2021 Annual Integrated Report and supplements. |
| 103-2 The management approach and its components | 2021 Annual Integrated Report and supplements. |
| 103-3 Evaluation of the management approach | 2021 Annual Integrated Report and supplements. |
| **Material topics** | |
| **Material topic – GRI 201:Economic Performance 2016** | |
| 201-1 Direct economic value generated and distributed | 2021 Annual Integrated Report, pages 18-19. |
| 201-2 Financial implications and other risks and opportunities due to climate change | 2021 Annual Integrated Report, pages 37-39.<br><br>2021 Responsible Investment Supplement, page 21. |
| **Material topic – Environmental: GRI 302: Energy; GRI 303: Water; GRI 305: Emissions; GRI 306 Effluents and waste** | |
| 302-1 Energy consumption within the organisation; Part c of 302-1, 302-3 energy intensity, 302-4 reduction of energy consumption | 2021 Cbus Property Sustainability Report, pages 17-38.<br><br>cbusproperty.com.au/sustainability-strategy/ |
| 303-5 Water consumption | 2021 Cbus Property Sustainability Report, pages 17-38.<br><br>cbusproperty.com.au/sustainability-strategy/ |
| 305-1 and 305-2 Scope 1 and 2 emissions, Disclosure 305-4 GHG emissions intensity, 305-5 Reduction of GHG emissions | 2021 Cbus Property Sustainability Report, pages 17-38.<br><br>cbusproperty.com.au/sustainability-strategy/<br><br>2021 Responsible Investment Supplement, pages 21-34 for Cbus investment portfolio emission disclosure. |

| GRI Standards and Disclosure | Cbus Report / Supplement / URL |
|---|---|
| **GRI 103 – Management approach** | |
| **Material topics (continued)** | |
| **Material topic – Environmental: GRI 302: Energy; GRI 303: Water; GRI 305: Emissions; GRI 306 Effluents and waste (cont'd)** | |
| **306-2 Waste by type and disposal method** | 2022 Cbus Property Sustainability Report, pages 23-38.<br>cbusproperty.com.au/sustainability-strategy/ |
| **Material topic – Social: GRI 401: Employment** | |
| **401-1 New employee hires and employee turnover** | 2021 Governance Supplement, page 14. |
| **401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees** | 2021 Governance Supplement, page 9. |
| **401-3 Parental leave** | 2021 Governance Supplement, page 9. |
| **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** | 2021 Governance Supplement, page 10. |
| **403-8 Workers covered by OH&S management system** | 2021 Governance Supplement, page 10. |
| **403-9 Work-related injuries** | 2021 Governance Supplement, page 10. |
| **Material topic – Social: GRI 404: Training and Education** | |
| **404.1 Average hours of training per year per employee** | 2021 Governance Supplement, page 5. |
| **404.2 Programs for upgrading employee skills and employee transition programs** | 2021 Annual Integrated Report, pages 56-57. |
| **404.3 Percentage of employees receiving regular performance and career development** | 2021 Annual Integrated Report, pages 56-57. |
| **Material topic – Social: GRI 405: Diversity and equal opportunity; GRI 406: Non-discrimination** | |
| **405.1 Diversity of governance bodies and employees** | 2021 Governance Supplement, page 15. |
| **405.2 Ratio of basic salary and remuneration of women to men** | 2021 Governance Supplement, page 15. |
| **406.1 Incidents of discrimination and corrective action** | 2021 Governance Supplement, page 16. |

| GRI Standards and Disclosure | Cbus Report / Supplement / URL |
|---|---|
| **GRI 103 – Management approach** | |
| **Material topics (continued)** | |
| **Material topic – Other material aspects** | |
| Retirement Readiness Index | 2021 Annual Integrated Report, page 8. |
| Arrears | 2021 Annual Integrated Report (unpaid super), page 32. |
| **Material Aspects: Financial Services Sector** | |
| FS10: % and number of organisations held in the portfolio with which the organisation has interacted with on environmental or social issues | 2021 Responsible Investment Supplement, page 18. |
| FS11: Percentage of assets subject to positive or negative environmental or social screening | 2021 Responsible Investment Supplement, page 21. |
| FS12: Company voting policies applied to environmental or social issues | cbussuper.com.au/cs/key-voting-positions |
| FS14: Initiatives to improve access to financial services for disadvantaged people | 2021 Annual Integrated Report, pages 22-23. |
| FS16: Initiatives to improve financial literacy by type of beneficiary | 2021 Annual Integrated Report, pages 28-32. |