	G3.Con	ent Inde	ex - Financial Services Sector Supplem	nent		
	Application Level	A+	- I mancial belvices bector bupplen		Assured by	NetBalance NetBalance
	Application Level		NDARD DISCLOSURES PART I: Profile Disclosures		Assured by	NetDatatice
		SIAI	1. Strategy and Analysis			
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
XX	Statement from the most senior decision-maker of the organization.	Fully	Sustainability Report, page 4-6	·		
1.2	Description of key impacts, risks, and opportunities.	Fully	Sustainability Report, page 4-6, 44			
			2. Organizational Profile			
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
2.1	Name of the organization.	Fully	Sustainability Report, page 3			
2.2	Primary brands, products, and/or services.	Fully	Sustainability Report, page 7-8			
	Operational structure of the organization, including main divisions, operating companies,		0 4 1 4 177 B			
2.3 2.4	subsidiaries, and joint ventures. Location of organization's headquarters.	Fully Fully	Sustainability Report, page 7-8 Sustainability Report, page 2			
<u> 2.4</u>	Number of countries where the organization operates, and names of countries with either major					
2.5	operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	Sustainability Report, page 7-8			
2.6	Nature of ownership and legal form. Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully Fully	Sustainability Report, page 7-8 Sustainability Report, page 7-8			
2.8	Scale of the reporting organization.	Fully	Sustainability Report, page 7-8			
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	Sustainability Report, page 7-8			
2.10	Awards received in the reporting period.	Fully	Sustainability Report, page 4			
			3. Report Parameters			
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	Sustainability Report, page 3	not reported	Omission	Explanation
3.2	Date of most recent previous report (if any).	Fully	Sustainability Report, page 3			
3.3	Reporting cycle (annual, biennial, etc.)	Fully	Sustainability Report, page 3			
3.4	Contact point for questions regarding the report or its contents.	Fully	Sustainability Report, page 3			
3.5	Process for defining report content.	Fully	Sustainability Report, page 45			
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	Sustainability Report, page 3			
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	Sustainability Report, page 3			
	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between	 	Coolandamy Nopoli, page o			
3.8	organizations.	Fully	Sustainability Report, page 3			
	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator					
3.9	Protocols.	Fully	Sustainability Report, page 3		1	
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g.,mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Fully	Sustainability Report, page 3			
	Significant changes from previous reporting periods in the scope, boundary, or measurement	1,				
3.11	methods applied in the report.	Fully	Sustainability Report, page 3			
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	GRI Content Index: http://australianethical.com.au/sustainability-reports			
3.12 3.13	Policy and current practice with regard to seeking external assurance for the report.	Fully	Sustainability Report, page 3		+	+
J. 10	is one, and current practice main regard to accoming external assurance for the report.	ir uny	4. Governance, Commitments, and Engagement			<u> </u>
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Fully	Sustainability Report, page 11-12			
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	Sustainability Report, page 11			
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Fully	Sustainability Report, page 11; Annual Report, pages 27-28			
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	Sustainability Report, page 16 and 18			

		Ī	1	1	1		
	Linkage between compensation for members of the highest governance body, senior managers,						
4.5	and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Fully	Sustainability Report, page 13; Annual Report, pages 18-24				
4.5		Fully	Sustainability Report, page 13, Annual Report, pages 16-24				
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	Sustainability Report, page 13				
4.0	1 rocesses in place for the highest governance body to ensure conflicts of interest are avoided.	i ully	Sustainability Neport, page 15				
	Process for determining the qualifications and expertise of the members of the highest governance						
4.7		Fully	Sustainability Report, page 11-12				
	graning the organizations offacing on occitonine, artificinital, and occide topics.	i uny	Cadamasing Report, page 11-12				
	Internally developed statements of mission or values, codes of conduct, and principles relevant to						
4.8		Fully	Sustainability Report, page 12-13				
	Procedures of the highest governance body for overseeing the organization's identification and						
	management of economic, environmental, and social performance, including relevant risks and						
	opportunities, and adherence or compliance with internationally agreed standards, codes of						
4.9	conduct, and principles.	Fully	Sustainability Report, page 11-12				
	Processes for evaluating the highest governance body's own performance, particularly with respect						
4.10	to economic, environmental, and social performance.	Fully	Sustainability Report, page 12				
4 44	Explanation of whether and how the precautionary approach or principle is addressed by the lorganization.	Fully	Sustainability Danart, page 14				
4.11		Fully	Sustainability Report, page 14				
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Fully	Sustainability Report, page 14				
7.12	Memberships in associations (such as industry associations) and/or national/international advocacy	I ully	Oustainability (Ceport, page 14				
	lorganizations in which the organization: * Has positions in governance bodies; * Participates in						
	projects or committees; * Provides substantive funding beyond routine membership dues; or * Views						
4.13	membership as strategic.	Fully	Sustainability Report, page 14				
4.14	List of stakeholder groups engaged by the organization.	Fully	Sustainability Report, page 16				
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	Sustainability Report, page 16, 45				
	Approaches to stakeholder engagement, including frequency of engagement by type and by						
4.16	stakeholder group.	Fully	Sustainability Report, page 16-18				
	Key topics and concerns that have been raised through stakeholder engagement, and how the	L					
4.17	organization has responded to those key topics and concerns, including through its reporting.	Fully	Sustainability Report, page 16-18 RD DISCLOSURES PART II: Disclosures on Management Appro	ach (DMAc)			
		STANDAR	RD DISCLOSURES PART II: DISCIOSURES ON Management Appro				
				If applicable, indicate the part	Bassan for		To be reported
FSSS DMAs	Description	Reported	Cross-reference/Direct answer	not reported	Reason for omission	Explanation	To be reported
	·				- CHILLOCHUM		
DIVIA PS	Disclosure on Management Approach PS						
DMA PS Aspects	Disclosure on Management Approach PS Product Portfolio	Fully	Sustainability Report, page 29-31				
Aspects	Product Portfolio	Fully Fully	Sustainability Report, page 29-31 Sustainability Report, page 10				
Aspects FS1		Fully Fully Fully	Sustainability Report, page 29-31 Sustainability Report, page 10 Sustainability Report, page 30-31				
Aspects FS1	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines.	Fully	Sustainability Report, page 10			As per the sector supplement,	
Aspects FS1	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines.	Fully	Sustainability Report, page 10			this indicator does not apply	
Aspects FS1	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines.	Fully	Sustainability Report, page 10			this indicator does not apply to asset management as the	
Aspects FS1	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines.	Fully	Sustainability Report, page 10			this indicator does not apply to asset management as the specific asset management	
Aspects FS1	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines.	Fully	Sustainability Report, page 10			this indicator does not apply to asset management as the	
Aspects FS1	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines.	Fully	Sustainability Report, page 10		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and	
Aspects FS1 FS2 FS3	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines. Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions. Process(es) for improving staff competency to implement the environmental and social policies and	Fully Fully Not	Sustainability Report, page 10 Sustainability Report, page 30-31		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and engagement are covered in	
Aspects FS1 FS2 FS3	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines. Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions. Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines.	Fully Fully	Sustainability Report, page 10		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and engagement are covered in	
Aspects FS1 FS2 FS3	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines. Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions. Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines. Interactions with clients/investees/business partners regarding environmental and social risks and	Fully Not Fully	Sustainability Report, page 10 Sustainability Report, page 30-31 Sustainability Report, page 30		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and engagement are covered in	
Aspects FS1 FS2 FS3	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines. Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions. Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines. Interactions with clients/investees/business partners regarding environmental and social risks and opportunities.	Fully Not Fully Fully	Sustainability Report, page 10 Sustainability Report, page 30-31 Sustainability Report, page 30 Sustainability Report, page 18		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and engagement are covered in	
Aspects FS1 FS2 FS3	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines. Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions. Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines. Interactions with clients/investees/business partners regarding environmental and social risks and opportunities. Audits	Fully Not Fully Fully Fully	Sustainability Report, page 10 Sustainability Report, page 30-31 Sustainability Report, page 30 Sustainability Report, page 18 Sustainability Report, page 30-31		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and engagement are covered in	
Aspects FS1 FS2 FS3 FS4	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines. Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions. Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines. Interactions with clients/investees/business partners regarding environmental and social risks and opportunities. Audits Active Ownership	Fully Not Fully Fully	Sustainability Report, page 10 Sustainability Report, page 30-31 Sustainability Report, page 30 Sustainability Report, page 18		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and engagement are covered in	
Aspects FS1 FS2 FS3 FS4 FS4 DMA EC	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines. Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions. Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines. Interactions with clients/investees/business partners regarding environmental and social risks and opportunities. Audits Active Ownership Disclosure on Management Approach EC	Fully Not Fully Fully Fully Fully	Sustainability Report, page 10 Sustainability Report, page 30-31 Sustainability Report, page 30 Sustainability Report, page 18 Sustainability Report, page 30-31 Sustainability Report, page 31-32		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and engagement are covered in	
Aspects FS1 FS2 FS3 FS4	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines. Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions. Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines. Interactions with clients/investees/business partners regarding environmental and social risks and opportunities. Audits Active Ownership Disclosure on Management Approach EC Economic Performance _{COMM}	Fully Not Fully Fully Fully Fully Fully Fully	Sustainability Report, page 10 Sustainability Report, page 30-31 Sustainability Report, page 30 Sustainability Report, page 18 Sustainability Report, page 30-31 Sustainability Report, page 31-32 Sustainability Report, page 41-42		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and engagement are covered in	
Aspects FS1 FS2 FS3 FS4 FS4 DMA EC	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines. Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions. Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines. Interactions with clients/investees/business partners regarding environmental and social risks and opportunities. Audits Active Ownership Disclosure on Management Approach EC Economic PerformanceCOMM Market presence	Fully Not Fully Fully Fully Fully Fully Fully Fully Fully	Sustainability Report, page 10 Sustainability Report, page 30-31 Sustainability Report, page 30 Sustainability Report, page 18 Sustainability Report, page 30-31 Sustainability Report, page 31-32 Sustainability Report, page 41-42 Sustainability Report, page 43		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and engagement are covered in	
Aspects FS1 FS2 FS3 FS4 FS4 PS4 Aspects	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines. Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions. Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines. Interactions with clients/investees/business partners regarding environmental and social risks and opportunities. Audits Active Ownership Disclosure on Management Approach EC Economic PerformanceCOMM Market presence Indirect economic impacts	Fully Not Fully Fully Fully Fully Fully Fully	Sustainability Report, page 10 Sustainability Report, page 30-31 Sustainability Report, page 30 Sustainability Report, page 18 Sustainability Report, page 30-31 Sustainability Report, page 31-32 Sustainability Report, page 41-42		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and engagement are covered in	
Aspects FS1 FS2 FS3 FS4 FS4 DMA EC Aspects	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines. Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions. Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines. Interactions with clients/investees/business partners regarding environmental and social risks and opportunities. Audits Active Ownership Disclosure on Management Approach EC Economic Performance _{COMM} Market presence Indirect economic impacts Disclosure on Management Approach EN	Fully Not Fully Fully Fully Fully Fully Fully Fully Fully	Sustainability Report, page 10 Sustainability Report, page 30-31 Sustainability Report, page 30 Sustainability Report, page 18 Sustainability Report, page 30-31 Sustainability Report, page 31-32 Sustainability Report, page 41-42 Sustainability Report, page 43 Sustainability Report, page 44		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and engagement are covered in	
Aspects FS1 FS2 FS3 FS4 FS4 PS4 Aspects	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines. Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions. Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines. Interactions with clients/investees/business partners regarding environmental and social risks and opportunities. Audits Active Ownership Disclosure on Management Approach EC Economic Performance _{COMM} Market presence Indirect economic impacts Disclosure on Management Approach EN Materials	Fully Not Fully	Sustainability Report, page 10 Sustainability Report, page 30-31 Sustainability Report, page 30 Sustainability Report, page 18 Sustainability Report, page 30-31 Sustainability Report, page 31-32 Sustainability Report, page 41-42 Sustainability Report, page 43 Sustainability Report, page 44 Sustainability Report, page 44		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and engagement are covered in	
Aspects FS1 FS2 FS3 FS4 FS4 DMA EC Aspects	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines. Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions. Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines. Interactions with clients/investees/business partners regarding environmental and social risks and opportunities. Audits Active Ownership Disclosure on Management Approach EC Economic Performance _{COMM} Market presence Indirect economic impacts Disclosure on Management Approach EN Materials Energy	Fully	Sustainability Report, page 10 Sustainability Report, page 30-31 Sustainability Report, page 30 Sustainability Report, page 18 Sustainability Report, page 30-31 Sustainability Report, page 31-32 Sustainability Report, page 41-42 Sustainability Report, page 43 Sustainability Report, page 44 Sustainability Report, page 33-35 Sustainability Report, page 35-36		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and engagement are covered in	
Aspects FS1 FS2 FS3 FS4 FS4 DMA EC Aspects	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines. Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions. Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines. Interactions with clients/investees/business partners regarding environmental and social risks and opportunities. Audits Active Ownership Disclosure on Management Approach EC Economic Performance _{COMM} Market presence Indirect economic impacts Disclosure on Management Approach EN Materials	Fully Not Fully	Sustainability Report, page 10 Sustainability Report, page 30-31 Sustainability Report, page 30 Sustainability Report, page 18 Sustainability Report, page 30-31 Sustainability Report, page 31-32 Sustainability Report, page 41-42 Sustainability Report, page 43 Sustainability Report, page 44 Sustainability Report, page 44		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and engagement are covered in	
Aspects FS1 FS2 FS3 FS4 FS4 DMA EC Aspects	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines. Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions. Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines. Interactions with clients/investees/business partners regarding environmental and social risks and opportunities. Audits Active Ownership Disclosure on Management Approach EC Economic Performance _{COMM} Market presence Indirect economic impacts Disclosure on Management Approach EN Materials Energy	Fully	Sustainability Report, page 10 Sustainability Report, page 30-31 Sustainability Report, page 30 Sustainability Report, page 18 Sustainability Report, page 30-31 Sustainability Report, page 31-32 Sustainability Report, page 41-42 Sustainability Report, page 43 Sustainability Report, page 44 Sustainability Report, page 33-35 Sustainability Report, page 35-36		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and engagement are covered in	
Aspects FS1 FS2 FS3 FS4 FS4 DMA EC Aspects	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines. Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions. Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines. Interactions with clients/investees/business partners regarding environmental and social risks and opportunities. Audits Active Ownership Disclosure on Management Approach EC Economic Performance _{COMM} Market presence Indirect economic impacts Disclosure on Management Approach EN Materials Energy Water	Fully	Sustainability Report, page 10 Sustainability Report, page 30-31 Sustainability Report, page 30 Sustainability Report, page 18 Sustainability Report, page 30-31 Sustainability Report, page 31-32 Sustainability Report, page 41-42 Sustainability Report, page 43 Sustainability Report, page 44 Sustainability Report, page 44 Sustainability Report, page 33-35 Sustainability Report, page 35-36 Sustainability Report, page 36		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and engagement are covered in	
Aspects FS1 FS2 FS3 FS4 FS4 DMA EC Aspects	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines. Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions. Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines. Interactions with clients/investees/business partners regarding environmental and social risks and opportunities. Audits Active Ownership Disclosure on Management Approach EC Economic PerformanceCOMM Market presence Indirect economic impacts Disclosure on Management Approach EN Materials Energy Water Biodiversity	Fully Not Fully	Sustainability Report, page 30-31 Sustainability Report, page 30-31 Sustainability Report, page 30 Sustainability Report, page 18 Sustainability Report, page 30-31 Sustainability Report, page 31-32 Sustainability Report, page 41-42 Sustainability Report, page 43 Sustainability Report, page 43 Sustainability Report, page 44 Sustainability Report, page 33-35 Sustainability Report, page 35-36 Sustainability Report, page 36 GRI Content Index: EN11, EN12, EN13, EN14, EN15		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and engagement are covered in	
Aspects FS1 FS2 FS3 FS4 FS4 DMA EC Aspects	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines. Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions. Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines. Interactions with clients/investees/business partners regarding environmental and social risks and opportunities. Audits Active Ownership Disclosure on Management Approach EC Economic Performance _{COMM} Market presence Indirect economic impacts Disclosure on Management Approach EN Materials Energy Water Biodiversity Emissions, effluents and waste	Fully Not Fully	Sustainability Report, page 30-31 Sustainability Report, page 30-31 Sustainability Report, page 30 Sustainability Report, page 18 Sustainability Report, page 30-31 Sustainability Report, page 31-32 Sustainability Report, page 41-42 Sustainability Report, page 43 Sustainability Report, page 43 Sustainability Report, page 44 Sustainability Report, page 33-35 Sustainability Report, page 35-36 Sustainability Report, page 36 GRI Content Index: EN11, EN12, EN13, EN14, EN15 Sustainability Report, page 37-40 Sustainability Report, page 40 GRI Content Index: EN28		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and engagement are covered in	
Aspects FS1 FS2 FS3 FS4 FS4 DMA EC Aspects	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines. Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions. Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines. Interactions with clients/investees/business partners regarding environmental and social risks and opportunities. Audits Active Ownership Disclosure on Management Approach EC Economic Performance _{COMM} Market presence Indirect economic impacts Disclosure on Management Approach EN Materials Energy Water Biodiversity Emissions, effluents and waste Products and services Compliance Transport	Fully	Sustainability Report, page 30 Sustainability Report, page 30 Sustainability Report, page 30 Sustainability Report, page 18 Sustainability Report, page 30-31 Sustainability Report, page 30-31 Sustainability Report, page 31-32 Sustainability Report, page 41-42 Sustainability Report, page 43 Sustainability Report, page 43 Sustainability Report, page 44 Sustainability Report, page 33-35 Sustainability Report, page 35-36 Sustainability Report, page 36 GRI Content Index: EN11, EN12, EN13, EN14, EN15 Sustainability Report, page 37-40 Sustainability Report, page 40 GRI Content Index: EN28 Sustainability Report, page 37		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and engagement are covered in	
Aspects FS1 FS2 FS3 FS4 FS4 FS4 DMA EC Aspects DMA EN Aspects	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines. Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions. Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines. Interactions with clients/investees/business partners regarding environmental and social risks and opportunities. Audits Active Ownership Disclosure on Management Approach EC Economic Performance _{COMM} Market presence Indirect economic impacts Disclosure on Management Approach EN Materials Energy Water Biodiversity Emissions, effluents and waste Products and services Compliance Transport Overall	Fully Not Fully	Sustainability Report, page 30-31 Sustainability Report, page 30-31 Sustainability Report, page 30 Sustainability Report, page 18 Sustainability Report, page 30-31 Sustainability Report, page 31-32 Sustainability Report, page 41-42 Sustainability Report, page 43 Sustainability Report, page 43 Sustainability Report, page 44 Sustainability Report, page 33-35 Sustainability Report, page 35-36 Sustainability Report, page 36 GRI Content Index: EN11, EN12, EN13, EN14, EN15 Sustainability Report, page 37-40 Sustainability Report, page 40 GRI Content Index: EN28		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and engagement are covered in	
Aspects FS1 FS2 FS3 FS4 FS4 FS5 DMA EC Aspects DMA EN Aspects	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines. Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions. Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines. Interactions with clients/investees/business partners regarding environmental and social risks and opportunities. Audits Active Ownership Disclosure on Management Approach EC Economic Performance _{COMM} Market presence Indirect economic impacts Disclosure on Management Approach EN Materials Energy Water Biodiversity Emissions, effluents and waste Products and services Compliance Transport Overall Disclosure on Management Approach LA	Fully	Sustainability Report, page 30-31 Sustainability Report, page 30-31 Sustainability Report, page 30 Sustainability Report, page 18 Sustainability Report, page 30-31 Sustainability Report, page 31-32 Sustainability Report, page 41-42 Sustainability Report, page 43 Sustainability Report, page 43 Sustainability Report, page 44 Sustainability Report, page 33-35 Sustainability Report, page 35-36 Sustainability Report, page 36 GRI Content Index: EN11, EN12, EN13, EN14, EN15 Sustainability Report, page 37-40 Sustainability Report, page 40 GRI Content Index: EN28 Sustainability Report, page 37 Sustainability Report, page 37		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and engagement are covered in	
Aspects FS1 FS2 FS3 FS4 FS4 FS5 DMA EC Aspects DMA EN Aspects	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines. Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions. Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines. Interactions with clients/investees/business partners regarding environmental and social risks and opportunities. Audits Active Ownership Disclosure on Management Approach EC Economic Performance _{COMM} Market presence Indirect economic impacts Disclosure on Management Approach EN Materials Energy Water Biodiversity Emissions, effluents and waste Products and services Compliance Transport Overall Disclosure on Management Approach LA Employment	Fully Not Fully	Sustainability Report, page 30 Sustainability Report, page 30 Sustainability Report, page 30 Sustainability Report, page 38 Sustainability Report, page 30-31 Sustainability Report, page 31-32 Sustainability Report, page 31-32 Sustainability Report, page 41-42 Sustainability Report, page 43 Sustainability Report, page 43 Sustainability Report, page 44 Sustainability Report, page 33-35 Sustainability Report, page 35-36 Sustainability Report, page 36 GRI Content Index: EN11, EN12, EN13, EN14, EN15 Sustainability Report, page 40 GRI Content Index: EN28 Sustainability Report, page 37 Sustainability Report, page 10, 33 Sustainability Report, page 10, 33 Sustainability Report, page 19-21, 23-24		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and engagement are covered in	
Aspects FS1 FS2 FS3 FS4 FS4 FS5 DMA EC Aspects DMA EN Aspects	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines. Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions. Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines. Interactions with clients/investees/business partners regarding environmental and social risks and opportunities. Audits Active Ownership Disclosure on Management Approach EC Economic Performance _{COMM} Market presence Indirect economic impacts Disclosure on Management Approach EN Materials Energy Water Biodiversity Emissions, effluents and waste Products and services Compliance Transport Overall Disclosure on Management Approach LA	Fully	Sustainability Report, page 30-31 Sustainability Report, page 30-31 Sustainability Report, page 30 Sustainability Report, page 18 Sustainability Report, page 30-31 Sustainability Report, page 31-32 Sustainability Report, page 41-42 Sustainability Report, page 43 Sustainability Report, page 43 Sustainability Report, page 44 Sustainability Report, page 33-35 Sustainability Report, page 35-36 Sustainability Report, page 36 GRI Content Index: EN11, EN12, EN13, EN14, EN15 Sustainability Report, page 37-40 Sustainability Report, page 40 GRI Content Index: EN28 Sustainability Report, page 37 Sustainability Report, page 37		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and engagement are covered in	
Aspects FS1 FS2 FS3 FS4 FS4 FS5 DMA EC Aspects DMA EN Aspects	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines. Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions. Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines. Interactions with clients/investees/business partners regarding environmental and social risks and opportunities. Audits Active Ownership Disclosure on Management Approach EC Economic Performance _{COMM} Market presence Indirect economic impacts Disclosure on Management Approach EN Materials Energy Water Biodiversity Emissions, effluents and waste Products and services Compliance Transport Overall Disclosure on Management Approach LA Employment Labor/management relations	Fully Fully	Sustainability Report, page 30-31 Sustainability Report, page 30 Sustainability Report, page 30 Sustainability Report, page 18 Sustainability Report, page 30-31 Sustainability Report, page 31-32 Sustainability Report, page 41-42 Sustainability Report, page 43 Sustainability Report, page 43 Sustainability Report, page 44 Sustainability Report, page 33-35 Sustainability Report, page 35-36 Sustainability Report, page 36 GRI Content Index: EN11, EN12, EN13, EN14, EN15 Sustainability Report, page 37-40 Sustainability Report, page 40 GRI Content Index: EN28 Sustainability Report, page 37 Sustainability Report, page 37 Sustainability Report, page 37 Sustainability Report, page 10, 33 Sustainability Report, page 19-21, 23-24 GRI Content Index: LA4, LA5		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and engagement are covered in	
Aspects FS1 FS2 FS3 FS4 FS4 FS5 DMA EC Aspects DMA EN Aspects	Product Portfolio Policies with specific environmental and social components applied to business lines. Procedures for assessing and screening environmental and social risks in business lines. Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions. Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines. Interactions with clients/investees/business partners regarding environmental and social risks and opportunities. Audits Active Ownership Disclosure on Management Approach EC Economic Performance _{COMM} Market presence Indirect economic impacts Disclosure on Management Approach EN Materials Energy Water Biodiversity Emissions, effluents and waste Products and services Compliance Transport Overall Disclosure on Management Approach LA Employment	Fully Not Fully	Sustainability Report, page 30 Sustainability Report, page 30 Sustainability Report, page 30 Sustainability Report, page 38 Sustainability Report, page 30-31 Sustainability Report, page 31-32 Sustainability Report, page 31-32 Sustainability Report, page 41-42 Sustainability Report, page 43 Sustainability Report, page 43 Sustainability Report, page 44 Sustainability Report, page 33-35 Sustainability Report, page 35-36 Sustainability Report, page 36 GRI Content Index: EN11, EN12, EN13, EN14, EN15 Sustainability Report, page 40 GRI Content Index: EN28 Sustainability Report, page 37 Sustainability Report, page 10, 33 Sustainability Report, page 10, 33 Sustainability Report, page 19-21, 23-24		Not applicable	this indicator does not apply to asset management as the specific asset management issues related to screening and engagement are covered in	

Training and education Diversity and equal opportunity DMA HR Disclosure on Management Approach HR Aspects Investment and procurement practices Non-discrimination Fully Sustainability Report, page 31; GRI Content Index: HR2, HR3 Non-discrimination Fully Sustainability Report, page 20 Freedom of association and collective bargaining Fully GRI Content Index: HR5 Child labor Fully GRI Content Index: HR6 Forced and compulsory labor Fully GRI Content Index: HR7 Security practices Fully GRI Content Index: HR8 Indigenous rights Fully GRI Content Index: HR8 Sustainability Report, page 20			
DMA HR Aspects Investment and procurement practices Fully Sustainability Report, page 31; GRI Content Index: HR3 Non-discrimination Fully GRI Content Index: HR5 Child labor Fully GRI Content Index: HR6 Forced and compulsory labor Fully GRI Content Index: HR7 Security practices Fully GRI Content Index: HR8			
Aspects Investment and procurement practices Fully Sustainability Report, page 31; GRI Content Index: HR2, HR3 Non-discrimination Fully GRI Content Index: HR5 Child labor Fully GRI Content Index: HR6 Forced and compulsory labor Fully GRI Content Index: HR7 Security practices Fully GRI Content Index: HR8			
Investment and procurement practices Fully Sustainability Report, page 31; GRI Content Index: HR2, HR3 Non-discrimination Fully GRI Content Index: HR5 Child labor Fully GRI Content Index: HR6 Forced and compulsory labor Fully GRI Content Index: HR7 Security practices Fully GRI Content Index: HR7 GRI Content Index: HR7			
Non-discrimination Fully Sustainability Report, page 20 Freedom of association and collective bargaining Fully GRI Content Index: HR5 Child labor Fully GRI Content Index: HR6 Forced and compulsory labor Fully GRI Content Index: HR7 Security practices Fully GRI Content Index: HR8			
Freedom of association and collective bargaining Fully GRI Content Index: HR5 Child labor Fully GRI Content Index: HR6 Forced and compulsory labor Fully GRI Content Index: HR7 Security practices Fully GRI Content Index: HR8			
Child labor Fully GRI Content Index: HR6 Forced and compulsory labor Fully GRI Content Index: HR7 Security practices Fully GRI Content Index: HR8			
Forced and compulsory labor Fully GRI Content Index: HR7 Security practices Fully GRI Content Index: HR8			
Forced and compulsory labor Fully GRI Content Index: HR7 Security practices Fully GRI Content Index: HR8			
Security practices Fully GRI Content Index: HR8			
Security practices Fully GRI Content Index: HR8			
indigenous rights Fully Gustamability Report, page 20			
DMA SO Disclosure on Management Approach SO			
Aspects Community Fully Sustainability Report, page 18, 25-27			
Corruption Fully Sustainability Report, page 18, 25-27 Fully Sustainability Report, page 13, 28; GRI Content Index: SO2, SO3			
Public policy Fully Sustainability Report, page 13, 26, GRI Content Index. 302, 303 Fully Sustainability Report, page 28			
Anti-competitive behavior Fully Sustainability Report, page 28			
Compliance Fully Sustainability Report, page 28			
DMA PR Disclosure on Management Approach PR			
Aspects Customer health and safety Fully GRI Content Index: PR1, PR2			
Product and service labelling Fully Sustainability Report, page 30, 32			
FS15			
Company procedure includes the review of product disclosure statements by			
appropriate section heads within Australian Ethical through verification and sign			
off. Product disclosure statements are reviewed by Australian Ethical's legal team and board delegates who are delegated the responsibility for overseeing			
the review of the document. In addition to this, tenet 'b' of the Australian Ethical			
Charter states that the company should seek out and support production of			
high quality and properly presented products and services. Adherence to this			
tenet is required internally by Australian Ethical as well, as it is enshrined in the			
company constitution. Hence the same standard applies to the company's			
Policies for the fair design and sale of financial products and services. Fully internal operations as the Charter requires of investee companies.			
Marketing communications Fully Sustainability Report, page 32			
Customer privacy Fully Sustainability Report, page 32			
Compliance Fully Sustainability Report, page 32; GRI Content Index: PR9			
STANDARD DISCLOSURES PART III: Performance Indicators			
Product and Service Impact			
If applicable, indicate the	Doggon for		To be reported
Performance Indicator Description Reported Cross-reference/Direct answer indicate the not reported	Part Reason for Omission	Explanation	To be reported in
Product portfolio	Omission	Lipianation	111
	T		
Percentage of the portfolio for business lines by specific region, size (e.g. micro/SME/large) and by			
FS6 Sustainability Report, page 29-30		As per the sector supplement,	
		this indicator excludes asset	
Monetary value of products and services designed to deliver a specific social benefit for each		management since this is	
business line broken down by purpose.	Not applicable	reported under indicator FS11.	
		As per the sector supplement,	
		this indicator excludes asset	
Monetary value of products and services designed to deliver a specific environmental benefit for	Not one!!!-!	management since this is	
FS8 Not	Not applicable	reported under indicator FS11.	
A			
Audit Coverage and frequency of audits to access implementation of anyisopmental and accid policies.	1		
Coverage and frequency of audits to assess implementation of environmental and social policies			
Coverage and frequency of audits to assess implementation of environmental and social policies and risk assessment procedures. Fully Sustainability Report, page 30-31			
Coverage and frequency of audits to assess implementation of environmental and social policies and risk assessment procedures. Fully Sustainability Report, page 30-31 Active ownership			
Coverage and frequency of audits to assess implementation of environmental and social policies and risk assessment procedures. Fully Sustainability Report, page 30-31 Active ownership Percentage and number of companies held in the institution's portfolio with which the reporting			
Coverage and frequency of audits to assess implementation of environmental and social policies and risk assessment procedures. Fully Sustainability Report, page 30-31 Active ownership Percentage and number of companies held in the institution's portfolio with which the reporting organization has interacted on environmental or social issues. Fully Sustainability Report, page 31			
Coverage and frequency of audits to assess implementation of environmental and social policies and risk assessment procedures. Fully Sustainability Report, page 30-31 Active ownership Percentage and number of companies held in the institution's portfolio with which the reporting organization has interacted on environmental or social issues. Fully Sustainability Report, page 31			
Coverage and frequency of audits to assess implementation of environmental and social policies and risk assessment procedures. Fully Sustainability Report, page 30-31 Active ownership Percentage and number of companies held in the institution's portfolio with which the reporting organization has interacted on environmental or social issues. Fully Sustainability Report, page 31			
Coverage and frequency of audits to assess implementation of environmental and social policies and risk assessment procedures. Fully Sustainability Report, page 30-31 Active ownership Percentage and number of companies held in the institution's portfolio with which the reporting organization has interacted on environmental or social issues. Fully Sustainability Report, page 31 Fully Sustainability Report, page 31 Fully Fully Sustainability Report, page 29 Voting polic(ies) applied to environmental or social issues for shares over which the reporting			
Coverage and frequency of audits to assess implementation of environmental and social policies and risk assessment procedures. Fully Sustainability Report, page 30-31 Active ownership Percentage and number of companies held in the institution's portfolio with which the reporting organization has interacted on environmental or social issues. Fully Sustainability Report, page 31 Fully Sustainability Report, page 31 Fully Sustainability Report, page 31 Fully Fully Sustainability Report, page 31 Fully Sustainability Report, page 31 Fully Fully Fully Sustainability Report, page 31 Fully Fully Sustainability Report, page 31 Fully Fully Sustainability Report, page 31 Fully Fully Fully Sustainability Report, page 31-32 Fully			
Coverage and frequency of audits to assess implementation of environmental and social policies and risk assessment procedures. Active ownership Percentage and number of companies held in the institution's portfolio with which the reporting organization has interacted on environmental or social issues. Fully Sustainability Report, page 30-31 Fully Sustainability Report, page 31 Fully Sustainability Report, page 39 Fully Fully Sustainability Report, page 31 Fully Fully Sustainability Report, page 31-32 Fully Fully Sustainability Report, page 31-32 Fully Fully Fully Sustainability Report, page 31-32 Fully Ful	part Reason for		To be reported
Coverage and frequency of audits to assess implementation of environmental and social policies and risk assessment procedures. Fully Sustainability Report, page 30-31 Active ownership Percentage and number of companies held in the institution's portfolio with which the reporting organization has interacted on environmental or social issues. Fully Sustainability Report, page 31 Fully Sustainability Report, page 31-32 Fully Fully Fully Sustainability Report, page 31-32 Fully Fully Fully Sustainability Report, page 31-32 Fully Ful	part Reason for Omission	Explanation	To be reported in
Coverage and frequency of audits to assess implementation of environmental and social policies and risk assessment procedures. Active ownership Percentage and number of companies held in the institution's portfolio with which the reporting organization has interacted on environmental or social issues. Fully Sustainability Report, page 30-31 Fully Sustainability Report, page 31 Fully Fully Sustainability Report, page 31 Fully Fully Sustainability Report, page 31 Fully Full		Explanation	To be reported in
Coverage and frequency of audits to assess implementation of environmental and social policies and risk assessment procedures. Active ownership Percentage and number of companies held in the institution's portfolio with which the reporting organization has interacted on environmental or social issues. Fully Sustainability Report, page 30-31 Fully Sustainability Report, page 31 Fully Sustainability Report, page 31 Fully Sustainability Report, page 31 Fully Sustainability Report, page 39 Fully Sustainability Report, page 39 Fully Sustainability Report, page 39 Fully Sustainability Report, page 31 Fully Sustainability		Explanation	To be reported in
Coverage and frequency of audits to assess implementation of environmental and social policies and risk assessment procedures. Active ownership Percentage and number of companies held in the institution's portfolio with which the reporting organization has interacted on environmental or social issues. Fully Sustainability Report, page 30-31 Fully Sustainability Report, page 31 Fully Fully Sustainability Report, page 31 Fully Fully Sustainability Report, page 31 Fully Full		Explanation	To be reported in

Family individuals of depths in the part of depth in the part of depths in the part of d								
has dependent of months of the control of the contr								
has dependent of months of the control of the contr								
has dependent of months of the control of the contr								
The self and self-after search and self-afte								
Sequential filteral of all the assessment of the sequential of the control of the				1 • .				
info invocate the expectation of secretary control and part of the control of the expectation of the control of th								
New complete protection and about the total control and control and about the total co		3						
Section of Section 1 Secti								
# 16 miles contained for best and offer diseased in processing of the process of				the very large environmental and social issues that are faced in Australia,				
being particularly related allowage and an extraction in facility of related to the body in the control of the particular of the particula				indeed, in the world today. We expect investors and superannuation members				
Find the find ship control to companies an imply efficiently of more companies. Find the property of the find the companies of the companies				will be more conscious of the benefits of responsible investment in the longer				
Figure of large or the gardening of the								
The company of the proposed residence of the control of the contro								
EC. Chemical inflications and other sides and opportunities for the organizations activities to the course of the region activities for the organizations activities to the course of the region activities for the organizations activities to the course of the region activities of the region activi				related regulatory changes, such as carbon trading, is considered to be low for				
Francisian production and collection				the company, given Australian Ethical's investment approach and screening				
Figure 1 and a disposition and other law and appellulation is the organization of advisors of charges and appellulation is the organization of advisors of charges and appellulation is the organization of advisors of charges and appellulation of the charges and app				process. The company, due to the way it utilises the Australian Ethical Charter,				
Part Part Incidence and other roles and coordinates or the agentation's services of the large of general roles (roles of large of the large of general roles (roles of large of the l				selects and screens its potential investments, and hence has minimal exposure				
Framework in consistent and control rests and opportunities for the egyptractive soft th				to carbon intensive industries within its screened investment portfolio.				
Column C				While the company is aware of the risks and opportunities climate change				
Coverage of the competition of solidation required from power ment Pub Spring and product of solidation required from power ment Pub Spring and po		Financial implications and other risks and opportunities for the organization's activities due to		presents, the company has not quantified the financial implications of climate				
Sectional informace acceptance from government. Machiner processors Company Com		climate change.	Fully	change for the organization at this point in time.				
Sectional informace acceptance from government. Machiner processors Company Com	EC3	Coverage of the organization's defined benefit plan obligations.	Fully	Sustainability Report, page 43				
Support of close of standard errory lovel stage currenced to local minimum usage at significant local control in the control of the control o				Sustainability Report, page 43				
Report ratios of dended only level weight company to contemporary to interest to the formatter of presents of pres	Market present							
Experimentation of standard only joint sage compared to local minimum rouge at significant temperature promotion. Not such a significant for comparing the significant rough standard promotion of the promotion							Australian Ethical has not reported this	
Legs of intended distinction only lovel auge compared to local relation was provided of previous or completed on the intended seal of t							·	
Experience of activation of signature of spreading or incambre was understanded only level vagor companied to local infinition mage at significant locations of logical portions of spreading or incambre was supplied as spreading or incambre was supplied with a spreading or incambre was supplied with the spreading and describing springer indicated encounting and secretary supplied with the spreading and describing springer indicated encounting as spreading was supplied with the spreading and describing springer indicated encounting was supplied with the spreading was supplied with								1
Support of internal distincted chip feed sage compared to tead minimum wage at significant bostome of protein of consensus and proportion of spending on boardy based supplies at significant bostome of protein protein of spending on boardy based supplies at significant bostome of protein protein of spending on boardy based supplies at significant bostome of protein protein from the board community of protein board of consensus protein from the board community of protein board of consensus protein from the board community of protein board of consensus protein from the board community of protein board of consensus protein from the board community of protein board of consensus protein from the board community of protein board of consensus protein from the board of consensus prote								
Range for finites of signardare only loved support on signariant contributed was provided from the includer in the section of special or of special contributed or special contributed								1
Continue of partners of agending on locally-based suppliers at significant tocations of partners of agending on locally-based suppliers at significant tocations of partners or agending on locally-based suppliers at significant tocations of containing and arguption of derivan invariagement heled from the local community of partners or agending of the containing and arguption of derivant invariagement heled from the local community of partners or agending of influent tocations of containing and agending of influent tocations of containing and agending of influent tocations of containing and describing and describing agending and tocations of containing and agending of influent tocations of containing and describing agending and describing agending and describing agending and describing agending and the partners of the containing and describing agending and the partners of the containing and describing agending and the partners of the containing agending and described partners of the containing agending agending and described partners of the containing agending a		Pango of ratios of standard entry level was compared to least minimum was at significant					1	
Policy practices, and proportion of aperding on incarily based supplies at significant locations of Pully Sublaminability Report, page 43 Procedures both Initing and proportion of sentor management friend from the based conversing of Pully Sublaminability Report, page 43 Policy Branchines (See Pully Sublaminability Report, page 43 Policy Branchines (See Pully Sublaminability Report, page 44 Policy Branchines (See Pully Sublaminability Report, page 45 Policy Branchines (See Pully Sublaminability Report, page 45 Policy Branchines (See Pully Sublaminability Report, page 45 Policy Branchines (See Pully Sublaminability Report, page 55) Policy Branchines (Se	FOF		Not			Not available		2012
Processing in local initing and proportion of senior management has from the local community of Fully Sustainability Report, page 43	EU5	· · · · · · · · · · · · · · · · · · ·	INOT			inot available	medium term.	2013
Frozedures for local hiring and proportion of cention of propertion. Fig. 9 Sustainability Report, page 43 Fig. 9 Sustainability Report, page 43 Fig. 9 Sustainability Report, page 44 Fig. 9 Sustainability Report, page 45 Fig. 9 Sustainability Report, page 35:36 Fig. 9 Sustain								
Sept. Sept	EC6	3 '		Sustainability Report, page 43				
Description and impacts of infrinstructure investments and services provided primarily for public Publy Sustainability Report, page 44								
Coordinate and impact of infrastructure investments and services provided primarily for public period of the provided primary from the provided provided primary from the provided provided from the provided provided from the provided provided from the provided primary from the provided provided from the provided primary from the provided provided from the provided	EC7	significant locations of operation.	Fully	Sustainability Report, page 43				
EGS Understanding and describing significant indirect economic impacts, including the extent of impacts in fully Sustainability Report, page 44 Performance Indicator Description Produced Cross-reference/Direct Indicate the part Indicate	Indirect econo	mic impacts						
ECS Understanding and describing significant indirect economic impacts, including the extent of impacts								
Performance Indicator to Description Report Service Control of Construction (Caster Service) (Caster Service	EC8/////////	benefit through commercial, in-kind, or pro bono engagement.	Fully	Sustainability Report, page 44				
Performance Indicator to Description Report Service Control of Construction (Caster Service) (Caster Service	***********							
Performance Indicator Description Description (Indicate the part Indicate the part I								
Performance Indicator Description Operation Septiment (1997) and the part of t	EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts	s. Fully					
Indicator Description Desc	EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts	s. Fully					
Materials used by weight or volume. Fully Sustainability Report, page 33-35		Understanding and describing significant indirect economic impacts, including the extent of impacts	s. Fully					
Materials used by weight or volume. Fully Sustainability Report, page 33-36 Sustainability Report, page 34-36 Sustainability Report, page 34-36 Sustainability Report, page 34-36 Sustainability Report, page 35-36 Sustainability Report, page 36	Performance			Environmental	indicate the part			To be reported
EN2 Percentage of materials used that are recycled input materials. Fully Sustainability Report, page 35-36	Performance			Environmental	indicate the part		Explanation	To be reported in
Direct energy consumption by primary energy source. Fully Sustainability Report, page 35-36 Sustainability Report, page 35 Sustainability Report, page 36	Performance Indicator Materials	Description	Reported	Environmental Cross-reference/Direct answer	indicate the part		Explanation	To be reported in
EN3 Direct energy consumption by primary energy source. Fully Sustainability Report, page 35-36 Sustainability Report, page 35-36	Performance Indicator Materials	Description Materials used by weight or volume.	Reported	Environmental Cross-reference/Direct answer Sustainability Report, page 33-35	indicate the part		Explanation	To be reported in
Sustainability Report, page 35-36. Electricity purchased for Australian Ethical's Canberra office is 100% renewable energy (accredited GreenPower). Electricity used in the Sydney office is non-renewable electricity from the grid (manity coal based). Carbon emissions from the Sydney operation's electricity use are calculated based on the Australian National Greenhouse Accounts factors for New South Wales, and emissions have been offset with carbon credits from Climate Friendly. ENS Energy saved due to conservation and efficiency improvements. Fully Sustainability Report, page 35 ENS initiatives to provide energy enginements as a result of these initiatives. Fully Sustainability Report, page 36 ENT initiatives to reduce indirect energy consumption and reductions achieved. Fully Sustainability Report, page 36 ENT initiatives to reduce indirect energy consumption and reductions achieved. Fully Sustainability Report, page 36 ENT initiatives to reduce indirect energy consumption and reductions achieved. Fully Sustainability Report, page 36 ENT of law after withdrawal by source. Fully Sustainability Report, page 36 ENT of a water withdrawal by source. Fully Sustainability Report, page 36 ENT of water withdrawal by source. Fully Sustainability Report, page 36 Water sources significantly affected by withdrawal of water. Fully Sustainability Report, page 36 ENT of water sustainability Report, page 36 Water sources significantly affected by withdrawal of water. Fully Australian Ethical's water sustainability Report, page 36 ENT of water sustainability Report, page 36 ENT of water sustainability Report, page 36 Water sources significantly affected by withdrawal of water. Fully Australian Ethical's offices by ActewAGL ActewAGL provides water services to the people of the Australian Capital Territory (ACT), The ACT draws its water sustainability Report, page 36 ENT of water sustainability Report, page 36 ENT of water withdrawal of water recycled by withdrawal of water. Fully Australian Ethical's offices in C	Performance Indicator Materials EN1	Description Materials used by weight or volume.	Reported	Environmental Cross-reference/Direct answer Sustainability Report, page 33-35	indicate the part		Explanation	To be reported in
ENA Indirect energy consumption by primary source. Electricity use in the Sydney office is non-renewable electricity from the grid (mainly coal based). Carbon emissions from the Sydney operation's electricity use are calculated based on the Australian National Greenhouse Accounts factors for New South Wales, and emissions have been offset with carbon credits from Climate Friendly. ENS Energy saved due to conservation and efficiency improvements. ENS Energy saved due to conservation and efficiency improvements. ENS initiatives to provide energy efficient or renewable energy based products and services, and initiatives to provide energy efficient or renewable energy based products and services, and eductions in energy requirements as a result of these initiatives. ENS initiatives to reduce indirect energy consumption and reductions achieved. Fully Sustainability Report, page 35 EVA initiatives to reduce indirect energy consumption and reductions achieved. Fully Sustainability Report, page 36 Water withdrawal by source. Fully Sustainability Report, page 36 Water suspined to Australian Ethical's offices by ActewAGL ActewAGL Provides water services to the people of the Australian Capital Territory (ACT). The ACT draws its water supply from the sogration actor themselves the Cotter River catchment and the Googong system. These water sources are not significantly affected by withdrawal of water. EN9 Water sources significantly affected by withdrawal of water. Fully Australian Ethical's water use. Fully Australian Ethical's water use. Fully Australian Ethical's water were recycled/re-used (Zero per cent of total water use), Australian Ethical's offices in Camberra and Sydney do not recycle or re-use water. Trevor Peacery House in Camberra and does have rainwater tanks which collect where from the roof for use in flushing the total water thanks which collect water from the roof for use in flushing the total water thanks which collect water frow of Peacery House in Camberra and does have rainwater tanks	Performance Indicator Materials EN1 EN2	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials.	Reported Fully Fully	Environmental Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 33-34	indicate the part		Explanation	To be reported in
EN4 Indirect energy consumption by primary source EN5 Energy saved due to conservation and efficiency improvements. EN6 Initiatives to provide energy-efficient or renewable energy based products and services, and energy reductions in energy requirements as a result of these initiatives. EN6 Initiatives to provide energy-efficient or renewable energy based products and services, and energy end energy energy energy on the energy based products and services, and energy end energy energy energy energy on sumptions and efficiency improvements. EN7 Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. EN7 Initiatives to reduce indirect energy consumption and reductions achieved. EN8 Initiatives to reduce indirect energy consumption and reductions achieved. Fully Sustainability Report, page 36 EN7 Initiatives to reduce indirect energy consumption and reductions achieved. Fully Sustainability Report, page 35-36 Initiative to reduce indirect energy consumption and reductions achieved. Fully Sustainability Report, page 36 Water is supplied to Australian Ethical's offices by ActewAGL. Water withdrawal by source. EN8 Water withdrawal by source. EN8 Water sources significantly affected by withdrawal of water. EN9 Water sources significantly affected by withdrawal of water. Fully Australian Ethical's offices by ActewAGL. Full	Performance Indicator Materials EN1 EN2	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials.	Reported Fully Fully	Environmental Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 33-34 Sustainability Report, page 35-36	indicate the part		Explanation	To be reported in
Content Cont	Performance Indicator Materials EN1 EN2	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials.	Reported Fully Fully	Environmental Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 33-34 Sustainability Report, page 35-36 Sustainability Report, page 35-36 Sustainability Report, page 35-36; Electricity purchased for Australian Ethical's	indicate the part		Explanation	To be reported in
Leva Indirect energy consumption by primary source. ENS Energy saved due to conservation and efficiency improvements. ENS Energy saved due to conservation and efficiency improvements. ENS Energy saved due to conservation and efficiency improvements. ENS Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. ENS Initiatives to reduce indirect energy consumption and reductions achieved. Fully Sustainability Report, page 36 ENT Initiatives to reduce indirect energy consumption and reductions achieved. Fully Sustainability Report, page 36 ENR Water survival and the sur	Performance Indicator Materials EN1 EN2	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials.	Reported Fully Fully	Environmental Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 33-34 Sustainability Report, page 35-36 Sustainability Report, page 35-36 Sustainability Report, page 35-36; Electricity purchased for Australian Ethical's Canberra office is 100% renewable energy (accredited GreenPower).	indicate the part		Explanation	To be reported in
EN4 Indirect energy consumption by primary source. EN5 Energy saved due to conservation and efficiency improvements. EN6 Energy saved due to conservation and efficiency improvements. EN6 Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. EN6 Initiatives to reduce indirect energy consumption and reductions achieved. EN7 Initiatives to reduce indirect energy consumption and reductions achieved. Fully Sustainability Report, page 36 EN7 Initiatives to reduce indirect energy consumption and reductions achieved. Fully Sustainability Report, page 35-36 EN8 Water withdrawal by source. Fully Sustainability Report, page 36 Water is suspilied to Australian Efficial's offices by ActewAGL. ActewAGL Provides water services to the people of the Australian Capital Territory (ACT). The ACT draws its water supply from two separate catchment systems, the Cotter River catchment and the Googong system. These water sources are not significantly affected by Australian Efficial's water use. EN9 Water sources significantly affected by withdrawal of water. Fully Australian Efficial's water use. During 2011-12, zero cubic metres of water were recycled/re-used (zero per cent of total water use). Australian Efficial's offices in Canherra and Sydney do not recycle or re-use water. Trevor Pearcey House in Canherra and Sydney do not recycle or re-use water. Trevor Pearcey House in Canherra and Sydney do not recycle or re-use water. Trevor Pearcey House in Canherra and Cash water water in Indicator.	Performance Indicator Materials EN1 EN2	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials.	Reported Fully Fully	Environmental Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 33-34 Sustainability Report, page 35-36 Sustainability Report, page 35-36 Sustainability Report, page 35-36; Electricity purchased for Australian Ethical's Canberra office is 100% renewable energy (accredited GreenPower). Electricity used in the Sydney office is non-renewable electricity from the grid	indicate the part		Explanation	To be reported in
EN4 Indirect energy consumption by primary source. EN5 Energy saved due to conservation and efficiency improvements. EN6 Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. EN7 Initiatives to reduce indirect energy consumption and reductions achieved. Fully Sustainability Report, page 36 EN8 Total water withdrawal by source. Fully Sustainability Report, page 36 Fully Su	Performance Indicator Materials EN1 EN2	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials.	Reported Fully Fully	Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 33-34 Sustainability Report, page 35-36 Sustainability Report, page 35-36; Electricity purchased for Australian Ethical's Canberra office is 100% renewable energy (accredited GreenPower). Electricity used in the Sydney office is non-renewable electricity from the grid (mainly coal based). Carbon emissions from the Sydney operation's electricity	indicate the part		Explanation	To be reported in
ENS Energy saved due to conservation and efficiency improvements. Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. ENG Initiatives to reduce indirect energy consumption and reductions achieved. Fully Sustainability Report, page 36 ENR Total water withdrawal by source. Fully Sustainability Report, page 36 ENR Water is supplied to Australian Ethical's offices by ActewAGL ActewAGL provides water services to the people of the Australian Capital Territory (ACT). The ACT draws its water supply from two separate catchment systems, the Cotter River catchment and the Googong system. These water sources are not significantly affected by withdrawal of water. EN9 Water sources significantly affected by withdrawal of water. Fully Australian Ethical's offices by ActewAGL actewAGL provides water supply from two separate catchment systems, the Cotter River catchment and the Googong system. These water sources are not significantly affected by significantly affected by Uning 2011–12, zero cubic metres of water were recycled/re—used (zero per cent of total water use). Australian Ethical's offices in Canberra and Sydney do not recycle or re—use water. Trevor Pearcey House in Canberra does have rainwater later of for use in flushing EN10 Percentage and total volume of water recycled and reused. Fully the toilets; however, this is not counted under this indicator.	Performance Indicator Materials EN1 EN2	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials.	Reported Fully Fully	Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 33-34 Sustainability Report, page 35-36 Sustainability Report, page 35-36; Electricity purchased for Australian Ethical's Canberra office is 100% renewable energy (accredited GreenPower). Electricity used in the Sydney office is non-renewable electricity from the grid (mainly coal based). Carbon emissions from the Sydney operation's electricity use are calculated based on the Australian National Greenhouse Accounts	indicate the part		Explanation	To be reported in
Initiatives to provide energy-endirements as a result of these initiatives. Fully Sustainability Report, page 36 EN7 Initiatives to reduce indirect energy consumption and reductions achieved. Fully Sustainability Report, page 35-36 Water EN8 Total water withdrawal by source. Fully Sustainability Report, page 36 Water is supplied to Australian Ethical's offices by ActewAGL. ActewAGL provides water services to the people of the Australian Capital Territory (ACT), The ACT draws its water supply from two separate catchment systems, the Cotter River catchment and the Googong system. These water sources are not significantly affected by withdrawal of water. Fully Australian Ethical's offices of water were recycled/re-used (zero per cent of total water use). Australian Ethical's offices in Canberra and Sydney do not recycle or re-use water. Trevor Pearcey House in Canberra does have rainwater tanks which collect water from the roof for use in flushing EN10 Percentage and total volume of water recycled and reused. Fully Initiatives to reduce indirected specific page 36 Fully Sustainability Report, page 36 Water is supplied to Australian Ethical's offices by ActewAGL. ActewAGL ActewAGL Provides water services to the people of the Australian Ethical's offices by ActewAGL. ActewAGL Provides water supplied to Australian Ethical's offices by ActewAGL. ActewAGL Provides water supplied to Australian Ethical's offices by ActewAGL. ActewAGL Provides water supplied to Australian Ethical's offices by ActewAGL. ActewAGL Provides water supplied to Australian Ethical's offices by ActewAGL. ActewAGL Provides water supplied to Australian Ethical's offices by ActewAGL. ActewAGL Provides water supplied to Australian Ethical's offices by ActewAGL. ActewAGL Provides water supplied to Australian Ethical's offices by ActewAGL. ActewAGL Provides water supplied to Australian Ethical's offices by ActewAGL. ActewAGL Provides water supplied to Australian Ethical's offices by ActewAGL. ActewAGL Provides water suppli	Performance Indicator Materials EN1 EN2 Energy EN3	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials. Direct energy consumption by primary energy source.	Reported Fully Fully	Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 33-34 Sustainability Report, page 35-36 Sustainability Report, page 35-36; Electricity purchased for Australian Ethical's Canberra office is 100% renewable energy (accredited GreenPower). Electricity used in the Sydney office is non-renewable electricity from the grid (mainly coal based). Carbon emissions from the Sydney operation's electricity use are calculated based on the Australian National Greenhouse Accounts factors for New South Wales, and emissions have been offset with carbon	indicate the part		Explanation	To be reported in
EN6 reductions in energy requirements as a result of these initiatives. Fully Sustainability Report, page 36 EN7 Initiatives to reduce indirect energy consumption and reductions achieved. Fully Sustainability Report, page 35-36 EN8 Total water withdrawal by source. Fully Sustainability Report, page 36 Water is supplied to Australian Ethical's offices by ActewAGL. ActewAGL provides water services to the people of the Australian Capital Territory (ACT). The ACT draws its water supply from two separate catchment systems, the Cotter River catchment and the Googong system. These water sources are not significantly affected by withdrawal of water. EN9 Water sources significantly affected by withdrawal of water. Fully Australian Ethical's water use. During 2011–12, zero cubic metres of water were recycled/re—used (zero per cent of total water use). Australian Ethical's offices in Canberra and Sydney do not recycle or re—use water. Trevor Pearcey House in Canberra and does have rainwater tanks which collect water from the roof for use in flushing the toilets; however, this is not counted under this indicator.	Performance Indicator Materials EN1 EN2 Energy EN3	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials. Direct energy consumption by primary energy source. Indirect energy consumption by primary source.	Reported Fully Fully Fully	Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 33-34 Sustainability Report, page 35-36 Sustainability Report, page 35-36; Electricity purchased for Australian Ethical's Canberra office is 100% renewable energy (accredited GreenPower). Electricity used in the Sydney office is non-renewable electricity from the grid (mainly coal based). Carbon emissions from the Sydney operation's electricity use are calculated based on the Australian National Greenhouse Accounts factors for New South Wales, and emissions have been offset with carbon credits from Climate Friendly.	indicate the part		Explanation	To be reported in
EN7 Initiatives to reduce indirect energy consumption and reductions achieved. Fully Sustainability Report, page 35-36 EN8 Total water withdrawal by source. Fully Sustainability Report, page 36 Water is supplied to Australian Ethical's offices by ActewAGL. ActewAGL provides water services to the people of the Australian Capital Territory (ACT). The ACT draws lis water supply from two separate catchment systems, the Cotter River catchment and the Googong system. These water sources are not significantly affected by Water sources significantly affected by withdrawal of water. Fully Australian Ethical's water use. During 2011—12, zero cubic metres of water were recycled/re—used (zero per cent of total water use). Australian Ethical's offices in Canberra and Sydney do not recycle or re—use water. Trevor Pearcey House in Canberra does have rainwater tanks which collect water from the roof for use in flushing EN10 Percentage and total volume of water recycled and reused. Fully the toilets; however, this is not counted under this indicator.	Performance Indicator Materials EN1 EN2 Energy EN3	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials. Direct energy consumption by primary energy source. Indirect energy consumption by primary source. Energy saved due to conservation and efficiency improvements.	Reported Fully Fully Fully	Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 33-34 Sustainability Report, page 35-36 Sustainability Report, page 35-36; Electricity purchased for Australian Ethical's Canberra office is 100% renewable energy (accredited GreenPower). Electricity used in the Sydney office is non-renewable electricity from the grid (mainly coal based). Carbon emissions from the Sydney operation's electricity use are calculated based on the Australian National Greenhouse Accounts factors for New South Wales, and emissions have been offset with carbon credits from Climate Friendly.	indicate the part		Explanation	To be reported in
EN8 Total water withdrawal by source. Fully Sustainability Report, page 36 Water is supplied to Australian Ethical's offices by ActewAGL provides water services to the people of the Australian Capital Territory (ACT). The ACT draws its water supply from two separate catchment systems, the Cotter River catchment and the Googong system. These water sources are not significantly affected by Australian Ethical's water use. Fully Australian Ethical's water use. During 2011–12, zero cubic metres of water were recycled/re-used (zero per cent of total water use). Australian Ethical's offices in Canberra and Sydney do not recycle or re-use water. Trevor Pearcey House in Canberra does have rainwater tanks which collect water trans from the roof for use in flushing EN10 Percentage and total volume of water recycled and reused. Fully the toilets; however, this is not counted under this indicator.	Performance Indicator Materials EN1 EN2 Energy EN3	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials. Direct energy consumption by primary energy source. Indirect energy consumption by primary source. Energy saved due to conservation and efficiency improvements. Initiatives to provide energy-efficient or renewable energy based products and services, and	Reported Fully Fully Fully Fully	Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 33-34 Sustainability Report, page 35-36 Sustainability Report, page 35-36; Electricity purchased for Australian Ethical's Canberra office is 100% renewable energy (accredited GreenPower). Electricity used in the Sydney office is non-renewable electricity from the grid (mainly coal based). Carbon emissions from the Sydney operation's electricity use are calculated based on the Australian National Greenhouse Accounts factors for New South Wales, and emissions have been offset with carbon credits from Climate Friendly. Sustainability Report, page 35	indicate the part		Explanation	To be reported in
Fully Sustainability Report, page 36 Water is supplied to Australian Ethical's offices by ActewAGL. ActewAGL provides water services to the people of the Australian Capital Territory (ACT). The ACT draws its water supply from two separate catchment systems, the Cotter River catchment and the Googong system. These water sources are not significantly affected by Australian Ethical's water use. EN9 Water sources significantly affected by withdrawal of water. Fully Australian Ethical's water use. During 2011–12, zero cubic metres of water were recycled/re–used (zero per cent of total water use). Australian Ethical's offices in Canberra and Sydney do not recycle or re–use water. Trevor Pearcey House in Canberra does have rainwater tanks which collect water from the roof for use in flushing the toilets; however, this is not counted under this indicator.	Performance Indicator Materials EN1 EN2 Energy EN3 EN4 EN5	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials. Direct energy consumption by primary energy source. Indirect energy consumption by primary source. Energy saved due to conservation and efficiency improvements. Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Reported Fully Fully Fully Fully Fully Fully Fully Fully	Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 33-34 Sustainability Report, page 35-36 Sustainability Report, page 35-36; Electricity purchased for Australian Ethical's Canberra office is 100% renewable energy (accredited GreenPower). Electricity used in the Sydney office is non-renewable electricity from the grid (mainly coal based). Carbon emissions from the Sydney operation's electricity use are calculated based on the Australian National Greenhouse Accounts factors for New South Wales, and emissions have been offset with carbon credits from Climate Friendly. Sustainability Report, page 35 Sustainability Report, page 36	indicate the part		Explanation	To be reported in
Water is supplied to Australian Ethical's offices by ActewAGL provides water services to the people of the Australian Capital Territory (ACT). The ACT draws its water supply from two separate catchment systems, the Cotter River catchment and the Googong system. These water sources are not significantly affected by Australian Ethical's water use. EN9 Water sources significantly affected by withdrawal of water. Fully Australian Ethical's water use. During 2011–12, zero cubic metres of water were recycled/re—used (zero per cent of total water use). Australian Ethical's offices in Canberra and Sydney do not recycle or re—use water. Trevor Pearcey House in Canberra does have rainwater tanks which collect water from the roof for use in flushing EN10 Percentage and total volume of water recycled and reused. Fully the toilets; however, this is not counted under this indicator.	Performance Indicator Materials EN1 EN2 Energy EN3 EN4 EN5 EN6 EN7	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials. Direct energy consumption by primary energy source. Indirect energy consumption by primary source. Energy saved due to conservation and efficiency improvements. Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Reported Fully Fully Fully Fully Fully Fully Fully Fully	Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 33-34 Sustainability Report, page 35-36 Sustainability Report, page 35-36; Electricity purchased for Australian Ethical's Canberra office is 100% renewable energy (accredited GreenPower). Electricity used in the Sydney office is non-renewable electricity from the grid (mainly coal based). Carbon emissions from the Sydney operation's electricity use are calculated based on the Australian National Greenhouse Accounts factors for New South Wales, and emissions have been offset with carbon credits from Climate Friendly. Sustainability Report, page 35 Sustainability Report, page 36	indicate the part		Explanation	To be reported in
provides water services to the people of the Australian Capital Territory (ACT). The ACT draws its water supply from two separate catchment systems, the Cotter River catchment and the Googong system. These water sources are not significantly affected by EN9 Water sources significantly affected by withdrawal of water. Fully Australian Ethical's water use. During 2011–12, zero cubic metres of water were recycled/re—used (zero per cent of total water use). Australian Ethical's offices in Canberra and Sydney do not recycle or re—use water. Trevor Pearcey House in Canberra does have rainwater tanks which collect water from the roof for use in flushing EN10 Percentage and total volume of water recycled and reused. Fully the toilets; however, this is not counted under this indicator.	Performance Indicator Materials EN1 EN2 Energy EN3 EN4 EN5 EN6 EN7 Water	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials. Direct energy consumption by primary energy source. Indirect energy consumption by primary source. Energy saved due to conservation and efficiency improvements. Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. Initiatives to reduce indirect energy consumption and reductions achieved.	Reported Fully Fully Fully Fully Fully Fully Fully Fully	Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 33-34 Sustainability Report, page 35-36 Sustainability Report, page 35-36; Electricity purchased for Australian Ethical's Canberra office is 100% renewable energy (accredited GreenPower). Electricity used in the Sydney office is non-renewable electricity from the grid (mainly coal based). Carbon emissions from the Sydney operation's electricity use are calculated based on the Australian National Greenhouse Accounts factors for New South Wales, and emissions have been offset with carbon credits from Climate Friendly. Sustainability Report, page 35 Sustainability Report, page 36 Sustainability Report, page 35-36	indicate the part		Explanation	To be reported in
EN9 Water sources significantly affected by withdrawal of water. Fully Australian Ethical's water use. During 2011–12, zero cubic metres of water were recycled/re–used (zero per cent of total water use). Australian Ethical's offices in Canberra and Sydney do not recycle or re–use water. Trevor Pearcey House in Canberra does have rainwater tanks which collect water from the roof for use in flushing EN10 Percentage and total volume of water recycled and reused. Fully the toilets; however, this is not counted under this indicator.	Performance Indicator Materials EN1 EN2 Energy EN3 EN4 EN5 EN6 EN7 Water	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials. Direct energy consumption by primary energy source. Indirect energy consumption by primary source. Energy saved due to conservation and efficiency improvements. Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. Initiatives to reduce indirect energy consumption and reductions achieved.	Reported Fully Fully Fully Fully Fully Fully Fully Fully	Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 33-34 Sustainability Report, page 35-36 Sustainability Report, page 35-36; Electricity purchased for Australian Ethical's Canberra office is 100% renewable energy (accredited GreenPower). Electricity used in the Sydney office is non-renewable electricity from the grid (mainly coal based). Carbon emissions from the Sydney operation's electricity use are calculated based on the Australian National Greenhouse Accounts factors for New South Wales, and emissions have been offset with carbon credits from Climate Friendly. Sustainability Report, page 35 Sustainability Report, page 36 Sustainability Report, page 35-36 Sustainability Report, page 36	indicate the part		Explanation	To be reported in
Cotter River catchment and the Googong system. These water sources are not significantly affected by Water sources significantly affected by withdrawal of water. Fully Australian Ethical's water use. During 2011–12, zero cubic metres of water were recycled/re–used (zero per cent of total water use). Australian Ethical's offices in Canberra and Sydney do not recycle or re–use water. Trevor Pearcey House in Canberra does have rainwater tanks which collect water from the roof for use in flushing EN10 Percentage and total volume of water recycled and reused. Fully Cotter River catchment and the Googong system. These water sources are not significantly affected by Australian Ethical's offices in Canberra and Sydney do not recycle or re–use water. Trevor Pearcey House in Canberra does have rainwater tanks which collect water from the roof for use in flushing the toilets; however, this is not counted under this indicator.	Performance Indicator Materials EN1 EN2 Energy EN3 EN4 EN5 EN6 EN7 Water	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials. Direct energy consumption by primary energy source. Indirect energy consumption by primary source. Energy saved due to conservation and efficiency improvements. Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. Initiatives to reduce indirect energy consumption and reductions achieved.	Reported Fully Fully Fully Fully Fully Fully Fully Fully	Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 33-34 Sustainability Report, page 35-36 Sustainability Report, page 35-36; Electricity purchased for Australian Ethical's Canberra office is 100% renewable energy (accredited GreenPower). Electricity used in the Sydney office is non-renewable electricity from the grid (mainly coal based). Carbon emissions from the Sydney operation's electricity use are calculated based on the Australian National Greenhouse Accounts factors for New South Wales, and emissions have been offset with carbon credits from Climate Friendly. Sustainability Report, page 35 Sustainability Report, page 36 Sustainability Report, page 36 Sustainability Report, page 36 Water is supplied to Australian Ethical's offices by ActewAGL. ActewAGL	indicate the part		Explanation	To be reported in
EN9 Water sources significantly affected by withdrawal of water. Fully Australian Ethical's water use. During 2011–12, zero cubic metres of water were recycled/re–used (zero per cent of total water use). Australian Ethical's offices in Canberra and Sydney do not recycle or re–use water. Trevor Pearcey House in Canberra does have rainwater tanks which collect water from the roof for use in flushing EN10 Percentage and total volume of water recycled and reused. Fully the toilets; however, this is not counted under this indicator.	Performance Indicator Materials EN1 EN2 Energy EN3 EN4 EN5 EN6 EN7 Water	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials. Direct energy consumption by primary energy source. Indirect energy consumption by primary source. Energy saved due to conservation and efficiency improvements. Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. Initiatives to reduce indirect energy consumption and reductions achieved.	Reported Fully Fully Fully Fully Fully Fully Fully Fully	Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 33-34 Sustainability Report, page 35-36 Sustainability Report, page 35-36; Electricity purchased for Australian Ethical's Canberra office is 100% renewable energy (accredited GreenPower). Electricity used in the Sydney office is non-renewable electricity from the grid (mainly coal based). Carbon emissions from the Sydney operation's electricity use are calculated based on the Australian National Greenhouse Accounts factors for New South Wales, and emissions have been offset with carbon credits from Climate Friendly. Sustainability Report, page 35 Sustainability Report, page 36 Sustainability Report, page 36 Water is supplied to Australian Ethical's offices by ActewAGL. ActewAGL provides water services to the people of the Australian Capital Territory (ACT).	indicate the part		Explanation	To be reported in
EN9 Water sources significantly affected by withdrawal of water. Fully Australian Ethical's water use. During 2011–12, zero cubic metres of water were recycled/re–used (zero per cent of total water use). Australian Ethical's offices in Canberra and Sydney do not recycle or re–use water. Trevor Pearcey House in Canberra does have rainwater tanks which collect water from the roof for use in flushing EN10 Percentage and total volume of water recycled and reused. Fully the toilets; however, this is not counted under this indicator.	Performance Indicator Materials EN1 EN2 Energy EN3 EN4 EN5 EN6 EN7 Water	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials. Direct energy consumption by primary energy source. Indirect energy consumption by primary source. Energy saved due to conservation and efficiency improvements. Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. Initiatives to reduce indirect energy consumption and reductions achieved.	Reported Fully Fully Fully Fully Fully Fully Fully Fully	Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 33-34 Sustainability Report, page 35-36 Sustainability Report, page 35-36; Electricity purchased for Australian Ethical's Canberra office is 100% renewable energy (accredited GreenPower). Electricity used in the Sydney office is non-renewable electricity from the grid (mainly coal based). Carbon emissions from the Sydney operation's electricity use are calculated based on the Australian National Greenhouse Accounts factors for New South Wales, and emissions have been offset with carbon credits from Climate Friendly. Sustainability Report, page 35 Sustainability Report, page 36 Sustainability Report, page 36 Sustainability Report, page 36 Water is supplied to Australian Ethical's offices by ActewAGL. ActewAGL provides water services to the people of the Australian Capital Territory (ACT). The ACT draws its water supply from two separate catchment systems, the	indicate the part not reported		Explanation	To be reported in
During 2011–12, zero cubic metres of water were recycled/re—used (zero per cent of total water use). Australian Ethical's offices in Canberra and Sydney do not recycle or re—use water. Trevor Pearcey House in Canberra does have rainwater tanks which collect water from the roof for use in flushing EN10 Percentage and total volume of water recycled and reused. Fully the toilets; however, this is not counted under this indicator.	Performance Indicator Materials EN1 EN2 Energy EN3 EN4 EN5 EN6 EN7 Water	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials. Direct energy consumption by primary energy source. Indirect energy consumption by primary source. Energy saved due to conservation and efficiency improvements. Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. Initiatives to reduce indirect energy consumption and reductions achieved.	Reported Fully Fully Fully Fully Fully Fully Fully Fully	Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 35-36 Sustainability Report, page 35-36 Sustainability Report, page 35-36; Electricity purchased for Australian Ethical's Canberra office is 100% renewable energy (accredited GreenPower). Electricity used in the Sydney office is non-renewable electricity from the grid (mainly coal based). Carbon emissions from the Sydney operation's electricity use are calculated based on the Australian National Greenhouse Accounts factors for New South Wales, and emissions have been offset with carbon credits from Climate Friendly. Sustainability Report, page 35 Sustainability Report, page 36 Sustainability Report, page 36 Water is supplied to Australian Ethical's offices by ActewAGL. ActewAGL provides water services to the people of the Australian Capital Territory (ACT). The ACT draws its water supply from two separate catchment systems, the Cotter River catchment and the Googong system. These water sources are not	indicate the part not reported		Explanation	To be reported in
(zero per cent of total water use). Australian Ethical's offices in Canberra and Sydney do not recycle or re—use water. Trevor Pearcey House in Canberra does have rainwater tanks which collect water from the roof for use in flushing EN10 Percentage and total volume of water recycled and reused. Fully the toilets; however, this is not counted under this indicator.	Performance Indicator Materials EN1 EN2 Energy EN3 EN4 EN5 EN6 EN7 Water EN8	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials. Direct energy consumption by primary energy source. Indirect energy consumption by primary source. Energy saved due to conservation and efficiency improvements. Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. Initiatives to reduce indirect energy consumption and reductions achieved. Total water withdrawal by source.	Fully	Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 35-36 Sustainability Report, page 35-36 Sustainability Report, page 35-36; Electricity purchased for Australian Ethical's Canberra office is 100% renewable energy (accredited GreenPower). Electricity used in the Sydney office is non-renewable electricity from the grid (mainly coal based). Carbon emissions from the Sydney operation's electricity use are calculated based on the Australian National Greenhouse Accounts factors for New South Wales, and emissions have been offset with carbon credits from Climate Friendly. Sustainability Report, page 35 Sustainability Report, page 36 Sustainability Report, page 36 Water is supplied to Australian Ethical's offices by ActewAGL. ActewAGL provides water services to the people of the Australian Capital Territory (ACT). The ACT draws its water supply from two separate catchment systems, the Cotter River catchment and the Googong system. These water sources are not significantly affected by	indicate the part not reported		Explanation	To be reported in
Sydney do not recycle or re—use water. Trevor Pearcey House in Canberra does have rainwater tanks which collect water from the roof for use in flushing EN10 Percentage and total volume of water recycled and reused. Fully the toilets; however, this is not counted under this indicator.	Performance Indicator Materials EN1 EN2 Energy EN3 EN4 EN5 EN6 EN7 Water EN8	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials. Direct energy consumption by primary energy source. Indirect energy consumption by primary source. Energy saved due to conservation and efficiency improvements. Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. Initiatives to reduce indirect energy consumption and reductions achieved. Total water withdrawal by source.	Fully	Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 35-36 Sustainability Report, page 35-36; Electricity purchased for Australian Ethical's Canberra office is 100% renewable energy (accredited GreenPower). Electricity used in the Sydney office is non-renewable electricity from the grid (mainly coal based). Carbon emissions from the Sydney operation's electricity use are calculated based on the Australian National Greenhouse Accounts factors for New South Wales, and emissions have been offset with carbon credits from Climate Friendly. Sustainability Report, page 35 Sustainability Report, page 36 Sustainability Report, page 36 Water is supplied to Australian Ethical's offices by ActewAGL. ActewAGL provides water services to the people of the Australian Capital Territory (ACT). The ACT draws its water supply from two separate catchment systems, the Cotter River catchment and the Googong system. These water sources are not significantly affected by Australian Ethical's water use.	indicate the part not reported		Explanation	To be reported in
EN10 Percentage and total volume of water recycled and reused. does have rainwater tanks which collect water from the roof for use in flushing the toilets; however, this is not counted under this indicator.	Performance Indicator Materials EN1 EN2 Energy EN3 EN4 EN5 EN6 EN7 Water EN8	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials. Direct energy consumption by primary energy source. Indirect energy consumption by primary source. Energy saved due to conservation and efficiency improvements. Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. Initiatives to reduce indirect energy consumption and reductions achieved. Total water withdrawal by source.	Fully	Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 35-36 Sustainability Report, page 35-36 Sustainability Report, page 35-36; Electricity purchased for Australian Ethical's Canberra office is 100% renewable energy (accredited GreenPower). Electricity used in the Sydney office is non-renewable electricity from the grid (mainly coal based). Carbon emissions from the Sydney operation's electricity use are calculated based on the Australian National Greenhouse Accounts factors for New South Wales, and emissions have been offset with carbon credits from Climate Friendly. Sustainability Report, page 35 Sustainability Report, page 36 Sustainability Report, page 36 Sustainability Report, page 36 Sustainability Report, page 36 Country of the Australian Capital Territory (ACT). The ACT draws its water supply from two separate catchment systems, the Cotter River catchment and the Googong system. These water sources are not significantly affected by Australian Ethical's water use. During 2011–12, zero cubic metres of water were recycled/re–used	indicate the part not reported		Explanation	To be reported in
EN10 Percentage and total volume of water recycled and reused. Fully the toilets; however, this is not counted under this indicator.	Performance Indicator Materials EN1 EN2 Energy EN3 EN4 EN5 EN6 EN7 Water EN8	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials. Direct energy consumption by primary energy source. Indirect energy consumption by primary source. Energy saved due to conservation and efficiency improvements. Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. Initiatives to reduce indirect energy consumption and reductions achieved. Total water withdrawal by source.	Fully	Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 33-34 Sustainability Report, page 35-36 Sustainability Report, page 35-36; Electricity purchased for Australian Ethical's Canberra office is 100% renewable energy (accredited GreenPower). Electricity used in the Sydney office is non-renewable electricity from the grid (mainly coal based). Carbon emissions from the Sydney operation's electricity use are calculated based on the Australian National Greenhouse Accounts factors for New South Wales, and emissions have been offset with carbon credits from Climate Friendly. Sustainability Report, page 35 Sustainability Report, page 36 Sustainability Report, page 36 Sustainability Report, page 36 Water is supplied to Australian Ethical's offices by ActewAGL. ActewAGL provides water services to the people of the Australian Capital Territory (ACT). The ACT draws its water supply from two separate catchment systems, the Cotter River catchment and the Googong system. These water sources are not significantly affected by Australian Ethical's water use. During 2011–12, zero cubic metres of water were recycled/re—used (zero per cent of total water use). Australian Ethical's offices in Canberra and	indicate the part not reported		Explanation	To be reported in
	Performance Indicator Materials EN1 EN2 Energy EN3 EN4 EN5 EN6 EN7 Water EN8	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials. Direct energy consumption by primary energy source. Indirect energy consumption by primary source. Energy saved due to conservation and efficiency improvements. Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. Initiatives to reduce indirect energy consumption and reductions achieved. Total water withdrawal by source.	Fully	Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 33-34 Sustainability Report, page 35-36 Sustainability Report, page 35-36; Electricity purchased for Australian Ethical's Canberra office is 100% renewable energy (accredited GreenPower). Electricity used in the Sydney office is non-renewable electricity from the grid (mainly coal based). Carbon emissions from the Sydney operation's electricity use are calculated based on the Australian National Greenhouse Accounts factors for New South Wales, and emissions have been offset with carbon credits from Climate Friendly. Sustainability Report, page 35 Sustainability Report, page 36 Sustainability Report, page 36 Sustainability Report, page 36 Water is supplied to Australian Ethical's offices by ActewAGL. ActewAGL provides water services to the people of the Australian Capital Territory (ACT). The ACT draws its water supply from two separate catchment systems, the Cotter River catchment and the Googong system. These water sources are not significantly affected by Australian Ethical's water use. During 2011–12, zero cubic metres of water were recycled/re–used (zero per cent of total water use). Australian Ethical's offices in Canberra and Sydney do not recycle or re–use water. Trevor Pearcey House in Canberra	indicate the part not reported		Explanation	To be reported in
Biodiversity	Performance Indicator Materials EN1 EN2 Energy EN3 EN4 EN5 EN6 EN7 Water EN8	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials. Direct energy consumption by primary energy source. Indirect energy consumption by primary source. Energy saved due to conservation and efficiency improvements. Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. Initiatives to reduce indirect energy consumption and reductions achieved. Total water withdrawal by source. Water sources significantly affected by withdrawal of water.	Reported Fully Fully Fully Fully Fully Fully Fully Fully Fully Fully	Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 33-34 Sustainability Report, page 35-36 Sustainability Report, page 35-36; Electricity purchased for Australian Ethical's Canberra office is 100% renewable energy (accredited GreenPower). Electricity used in the Sydney office is non-renewable electricity from the grid (mainly coal based). Carbon emissions from the Sydney operation's electricity use are calculated based on the Australian National Greenhouse Accounts factors for New South Wales, and emissions have been offset with carbon credits from Climate Friendly. Sustainability Report, page 35 Sustainability Report, page 36 Sustainability Report, page 36 Water is supplied to Australian Ethical's offices by ActewAGL. ActewAGL provides water services to the people of the Australian Capital Territory (ACT). The ACT draws its water supply from two separate catchment systems, the Cotter River catchment and the Googong system. These water sources are not significantly affected by Australian Ethical's water use. During 2011–12, zero cubic metres of water were recycled/re–used (zero per cent of total water use). Australian Ethical's offices in Canberra and Sydney do not recycle or re–use water. Trevor Pearcey House in Canberra does have rainwater tanks which collect water from the roof for use in flushing	indicate the part not reported		Explanation	To be reported in
	Performance Indicator Materials EN1 EN2 Energy EN3 EN4 EN5 EN6 EN7 Water EN8	Description Materials used by weight or volume. Percentage of materials used that are recycled input materials. Direct energy consumption by primary energy source. Indirect energy consumption by primary source. Energy saved due to conservation and efficiency improvements. Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. Initiatives to reduce indirect energy consumption and reductions achieved. Total water withdrawal by source. Water sources significantly affected by withdrawal of water.	Reported Fully Fully Fully Fully Fully Fully Fully Fully Fully Fully	Cross-reference/Direct answer Sustainability Report, page 33-35 Sustainability Report, page 33-34 Sustainability Report, page 35-36 Sustainability Report, page 35-36; Electricity purchased for Australian Ethical's Canberra office is 100% renewable energy (accredited GreenPower). Electricity used in the Sydney office is non-renewable electricity from the grid (mainly coal based). Carbon emissions from the Sydney operation's electricity use are calculated based on the Australian National Greenhouse Accounts factors for New South Wales, and emissions have been offset with carbon credits from Climate Friendly. Sustainability Report, page 35 Sustainability Report, page 36 Sustainability Report, page 36 Water is supplied to Australian Ethical's offices by ActewAGL. ActewAGL provides water services to the people of the Australian Capital Territory (ACT). The ACT draws its water supply from two separate catchment systems, the Cotter River catchment and the Googong system. These water sources are not significantly affected by Australian Ethical's water use. During 2011–12, zero cubic metres of water were recycled/re–used (zero per cent of total water use). Australian Ethical's offices in Canberra and Sydney do not recycle or re–use water. Trevor Pearcey House in Canberra does have rainwater tanks which collect water from the roof for use in flushing	indicate the part not reported		Explanation	To be reported in

annanana.	9	İ	Australian Ethical's offices during 2011–12 were located in urban	ı		
			environments in the Canberra suburb of Bruce, and in the Sydney CBD which			
	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of		is not located in, or adjacent to, protected areas or areas of high biodiversity			
EN11	high biodiversity value outside protected areas.	Fully	value.			
			Australian Ethical, through its activities, products and services, seeks to			
	Description of significant impacts of activities, products, and services on biodiversity in protected		preserve endangered eco–systems and biodiversity. During 2011–12 the company did not have a significant impact on biodiversity in protected areas			
EN12	areas and areas of high biodiversity value outside protected areas.	Fully	and areas of high biodiversity value outside protected areas.			
4444	S		During 2011–12 Australian Ethical was not directly involved in the protection or		+	
EN13	Habitats protected or restored.	Fully	restoration of habitat.			
			As outlined in the Australian Ethical Charter, Australian Ethical seeks to			
			preserve endangered eco-systems and biodiversity. In addition to selecting			
			every investment with which we are involved in accordance with the Charter, Australian Ethical aims to conduct its operations in accordance with the tenets			
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Fully	of the Charter.			
	and a suppose of the	,	Australian Ethical's offices are located in an urban environment in the		+	
			Canberra suburb of Bruce and the Sydney CBD. There are no IUCN Red List			
	Number of IUCN Red List species and national conservation list species with habitats in areas		species or national conservation list species with habitats in the area affected			
EN15	affected by operations, by level of extinction risk.	Fully	by operations.			
Emissions, eff	luents and waste					
EN16 _{COMM}	Total direct and indirect greenhouse gas emissions by weight.	Fully	Sustainability Report, page 39-40			
EN17	Other relevant indirect greenhouse gas emissions by weight.	Fully	Sustainability Report, page 37, 39-40			
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Fully	Sustainability Report, page 39			
					Australian Ethical is an office based	
	3				company. Emissions of ozone-depleting	
	3				substances is considered to be a non-	
	3				material issue for Australian Ethical. The	
EN19	Emissions of ozone-depleting substances by weight.	Not		Not material	company does not measure or report on this issue.	
EINIS !!!!!!	giziniooiono di ozone-depieting suostances by weight.	Not		inot material	Australian Ethical is an office based	
					company. Emissions of NOx, SOx,	
					and other air emissions is considered	
					to be a non-material issue for	
					Australian Ethical. The company does	
EN20	NOx, SOx, and other significant air emissions by type and weight.	Not		Not material	not measure or report on this issue.	
					Water discharged by Australian Ethical	
					is limited to rainwater and domestic	
					sewage. The company does not	
					discharge effluents or process water to	
EN21	Total water discharge by quality and destination.	Not		Not material	a facility for treatment.	
EN22 _{COMM}	Total weight of waste by type and disposal method.	Fully	Sustainability Report, page 37-39			
			As an office based company, Australian Ethical does not directly			
			handle oil or fuel; however, small amounts of cleaning products are			
EN23	Total number and volume of significant spills.	Fully	stored on–site. There were no significant spills recorded during 2011–12.			
					The majority of Australian Ethical's	
					waste is general office waste, not	
					deemed hazardous under the terms	
					of the Basel Convention Annex I, II, III,	
					and VIII. A small proportion may be considered hazardous (e.g. batteries	
	1	İ		1		
	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of				letc); however, this is not considered	
	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped				etc); however, this is not considered to be material. The company does not	
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Not		Not material		
EN24	the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped	Not		Not material	to be material. The company does not measure or report on this issue.	
EN24	the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped	Not		Not material	to be material. The company does not	
EN24	the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped	Not		Not material	to be material. The company does not measure or report on this issue. As noted above, water discharged by Australian Ethical is limited to rainwater and domestic sewage. The limited	
EN24	the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped	Not		Not material	to be material. The company does not measure or report on this issue. As noted above, water discharged by Australian Ethical is limited to rainwater and domestic sewage. The limited amount of runoff from Trevor Pearcey	
EN24	the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped	Not		Not material	to be material. The company does not measure or report on this issue. As noted above, water discharged by Australian Ethical is limited to rainwater and domestic sewage. The limited amount of runoff from Trevor Pearcey House does not significantly affect the	
EN24	the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Not		Not material	to be material. The company does not measure or report on this issue. As noted above, water discharged by Australian Ethical is limited to rainwater and domestic sewage. The limited amount of runoff from Trevor Pearcey House does not significantly affect the biodiversity value of the local urban	
	the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally. Identity, size, protected status, and biodiversity value of water bodies and related habitats				to be material. The company does not measure or report on this issue. As noted above, water discharged by Australian Ethical is limited to rainwater and domestic sewage. The limited amount of runoff from Trevor Pearcey House does not significantly affect the biodiversity value of the local urban water bodies, Lake Burley Griffin and	
EN25	the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally. Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Not		Not material Not material	to be material. The company does not measure or report on this issue. As noted above, water discharged by Australian Ethical is limited to rainwater and domestic sewage. The limited amount of runoff from Trevor Pearcey House does not significantly affect the biodiversity value of the local urban	
	the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally. Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.				to be material. The company does not measure or report on this issue. As noted above, water discharged by Australian Ethical is limited to rainwater and domestic sewage. The limited amount of runoff from Trevor Pearcey House does not significantly affect the biodiversity value of the local urban water bodies, Lake Burley Griffin and	
EN25	the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally. Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.		Sustainability Report, page 40		to be material. The company does not measure or report on this issue. As noted above, water discharged by Australian Ethical is limited to rainwater and domestic sewage. The limited amount of runoff from Trevor Pearcey House does not significantly affect the biodiversity value of the local urban water bodies, Lake Burley Griffin and	
EN25 Products and	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Not	Sustainability Report, page 40		to be material. The company does not measure or report on this issue. As noted above, water discharged by Australian Ethical is limited to rainwater and domestic sewage. The limited amount of runoff from Trevor Pearcey House does not significantly affect the biodiversity value of the local urban water bodies, Lake Burley Griffin and Lake Ginninderra.	
EN25 Products and	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Not	Sustainability Report, page 40		to be material. The company does not measure or report on this issue. As noted above, water discharged by Australian Ethical is limited to rainwater and domestic sewage. The limited amount of runoff from Trevor Pearcey House does not significantly affect the biodiversity value of the local urban water bodies, Lake Burley Griffin and Lake Ginninderra. With the exception of marketing	
EN25 Products and	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Not	Sustainability Report, page 40		to be material. The company does not measure or report on this issue. As noted above, water discharged by Australian Ethical is limited to rainwater and domestic sewage. The limited amount of runoff from Trevor Pearcey House does not significantly affect the biodiversity value of the local urban water bodies, Lake Burley Griffin and Lake Ginninderra.	
EN25 Products and	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Not	Sustainability Report, page 40		to be material. The company does not measure or report on this issue. As noted above, water discharged by Australian Ethical is limited to rainwater and domestic sewage. The limited amount of runoff from Trevor Pearcey House does not significantly affect the biodiversity value of the local urban water bodies, Lake Burley Griffin and Lake Ginninderra. With the exception of marketing documents, Australian Ethical does not	
EN25 Products and	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Not	Sustainability Report, page 40		to be material. The company does not measure or report on this issue. As noted above, water discharged by Australian Ethical is limited to rainwater and domestic sewage. The limited amount of runoff from Trevor Pearcey House does not significantly affect the biodiversity value of the local urban water bodies, Lake Burley Griffin and Lake Ginninderra. With the exception of marketing documents, Australian Ethical does not produce a physical product that can be recycled at the end of its useful life. Enquirers receiving Australian Ethical's	
EN25 Products and	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Not	Sustainability Report, page 40		to be material. The company does not measure or report on this issue. As noted above, water discharged by Australian Ethical is limited to rainwater and domestic sewage. The limited amount of runoff from Trevor Pearcey House does not significantly affect the biodiversity value of the local urban water bodies, Lake Burley Griffin and Lake Ginninderra. With the exception of marketing documents, Australian Ethical does not produce a physical product that can be recycled at the end of its useful life. Enquirers receiving Australian Ethical's marketing documents may recycle the	
EN25 Products and	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Not	Sustainability Report, page 40		to be material. The company does not measure or report on this issue. As noted above, water discharged by Australian Ethical is limited to rainwater and domestic sewage. The limited amount of runoff from Trevor Pearcey House does not significantly affect the biodiversity value of the local urban water bodies, Lake Burley Griffin and Lake Ginninderra. With the exception of marketing documents, Australian Ethical does not produce a physical product that can be recycled at the end of its useful life. Enquirers receiving Australian Ethical's marketing documents may recycle the paper; however, it is not possible to	
EN25 Products and	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Not	Sustainability Report, page 40		to be material. The company does not measure or report on this issue. As noted above, water discharged by Australian Ethical is limited to rainwater and domestic sewage. The limited amount of runoff from Trevor Pearcey House does not significantly affect the biodiversity value of the local urban water bodies, Lake Burley Griffin and Lake Ginninderra. With the exception of marketing documents, Australian Ethical does not produce a physical product that can be recycled at the end of its useful life. Enquirers receiving Australian Ethical's marketing documents may recycle the	

	4		Australian Ethical was not subject to any significant fines or non-monetary] I
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Fully	sanctions for non-compliance with environmental laws and regulations in 2011–12.				
Transport		,					
	Significant environmental impacts of transporting products and other goods and materials used for						
EN29	the organization's operations, and transporting members of the workforce.	Fully	Sustainability Report, page 37, 40				
Overall EN30	Total environmental protection expenditures and investments by type.	Fully	Sustainability Report, page 40	<u> </u>	I		
21100	Total difficulties protection experience data investments by type.	i uny	Social: Labor Practices and Decent Work				
			Ootial. Eabor Fractices and Decem Work	If applicable,			
Performance				indicate the part	Reason for		To be reported
Indicator	Description	Reported	Cross-reference/Direct answer	not reported	Omission	Explanation	in
Employment LA1	Total workforce by employment type, employment contract, and region.	Fully	Sustainability Report, page 19	T	T		1
LA2	Total number and rate of employee turnover by age group, gender, and region.	Fully	Sustainability Report, page 13				
7//////////////////////////////////////	Benefits provided to full-time employees that are not provided to temporary or part-time employees,	1	, , , , , , , , , , , , , , , , , , ,				
LA3	by major operations.	Fully	Sustainability Report, page 23				
Labor/manager							
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	All of Australian Ethical's staff are employed under individual contracts.				
			Australian Ethical does not have a minimum period for notifying employees of operational change. The company does, however, comply with all contractual				
	Minimum notice period(s) regarding significant operational changes, including whether it is specified	ı	and legislative requirements in relation to staff entitlements in the event of a				
LA5	in collective agreements.	Fully	position being made redundant.				
Occupational h	nealth and safety	1			1		
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	Fully	Sustainability Report, page 24				
7.0	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related	i. dily	Castanability (report, page 27	1	1	+	+
LA7	fatalities by region.	Fully	Sustainability Report, page 24				
						Australian Ethical is not present in countries	
						with high rates of communicable diseases,	
						nor is it in an industry linked to specific diseases or conditions. As a result, the	
	Education, training, counseling, prevention, and risk-control programs in place to assist workforce					company does not have a targeted education	n
LA8	members, their families, or community members regarding serious diseases.	Not			Not material	program in this area.	
LA9	Health and safety topics covered in formal agreements with trade unions.	Fully	Australian Ethical does not have formal agreements with trade unions.				
Training and ed	ducation Average hours of training per year per employee by employee category.	Fully	Sustainability Report, page 22-23	1	1		1
(44.6 /////////	Programs for skills management and lifelong learning that support the continued employability of	I dily	Sustainability Neport, page 22-23				
LA11	employees and assist them in managing career endings.	Fully	Sustainability Report, page 22				
LA12	Percentage of employees receiving regular performance and career development reviews.	Fully	Sustainability Report, page 22				
Diversity and e	qual opportunity						
						Australian Ethical intends to include	
						employees and governance bodies by age	
						group in the 2013 report. Australian Ethical	
						does not collect data according to minority group membership, and will investigate	
	Composition of governance bodies and breakdown of employees per category according to gender,		Australian Ethical collects data on the gender breakdown of governance bodies			further disclosure once age group data	
LA13	age group, minority group membership, and other indicators of diversity.	Partially	and employee groups. See Sustainability Report, page 20.		Not available	collection and disclosure has been achieved.	
LA14	Ratio of basic salary of men to women by employee category.	Fully	Sustainability Report, page 20				
			Social: Human Rights				
Dones				If applicable,	D		T. b.
Performance Indicator	Description	Reported	Cross-reference/Direct answer	indicate the part not reported	Reason for Omission	Explanation	To be reported in
	d procurement practices	-toportou	- Store Total Control	ot roportou	13111081011	1	,
	Percentage and total number of significant investment agreements that include human rights	I	To the second se		1	T	
HR1 _{COMM}	clauses or that have undergone human rights screening.	Fully	Sustainability Report, page 30-31				
TOTICOMM	Journal of the control ,	Castamazmi, respons, page 55 5.			As an office-based company providing		
						financial services and products,	
						Australian Ethical does not consider	
						human rights risks in its supply chain to	
	Percentage of significant suppliers and contractors that have undergone screening on human rights					be material. No policy on suppliers and their exposure to human rights risks	
HR2	and actions taken.	Not			Not material	was in place during 2011–12.	
		1				As an office–based company	
						providing financial services and	
						products, Australian Ethical does not	
						consider human rights risks within its	
						own operations to be material. The company does not measure or report	
						on employee training or policies and	
							i l
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Not			Not material	procedures concerning human rights relevant to its operations.	

Non-discrimina	ition						
Non-discrimina			No incidents of discrimination on the grounds of race,		Τ	T	T
		L	colour, sex, religion, political opinion, national extraction or				
HR4	Total number of incidents of discrimination and actions taken.	Fully	social origin were reported in 2011–12.				
Freedom of ass	sociation and collective bargaining	T					
			Australian Ethical's operations are typically office–based and do not involve operations with a high human rights risk exposure. We have not identified any				
	Operations identified in which the right to exercise freedom of association and collective bargaining		operations in sectors or geographical areas that constitute a risk to the right to				
HR5	may be at significant risk, and actions taken to support these rights.	Fully	exercise freedom of association and collective bargaining.				
Child labor					•	•	
			Australian Ethical's operations are typically office-based and do not involve				
	Operations identified as having significant risk for incidents of child labor, and measures taken to		operations with a high human rights risk exposure. We have not identified any operations in sectors or geographical areas that carry significant risks of				
HR6	contribute to the elimination of child labor.	Fully	incidents of child labour or hazardous work for young people.				
Forced and cor		ı. any	initiating of this labour of flazzaradae from for young people.				
T Orcea and Con	inpuisory labor		Australian Ethical's operations are typically office-based and do not involve				
			operations with a high human rights risk exposure. Australian Ethical has no				
No.	Operations identified as having significant risk for incidents of forced or compulsory labor, and	E	operations in countries or sectors that carry risks of forced or compulsory				
HR7	measures to contribute to the elimination of forced or compulsory labor.	Fully	labour.				
Security practi	COS TO THE TOTAL TOTAL TO THE TOTAL TO THE TOTAL TO THE TOTAL TO THE TOTAL TO THE TOTAL TOTAL TOTAL TO THE TOTAL TOTAL TOTAL TO THE TOTAL TO THE TOT		Australian Ethical's operations are typically office–based and do not involve	1	1		1
			operations with a high human rights risk exposure. The company does not				
	Percentage of security personnel trained in the organization's policies or procedures concerning		employ any security staff, and therefore does not need to communicate human				
HR8	aspects of human rights that are relevant to operations.	Fully	rights policies to security officers.				
Indigenous rigi	nts				_		
			Australia Ethical has not recorded any incidents involving indigenous rights in the reporting period related to either employees or to communities near the				
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Fully	company's operations in 2011–12.				
0	Total Hambol of Historic of Holding Highle of Hadge load poople and actions taken	į. uy	Social: Society				
			Social. Society	If applicable,			
Performance				indicate the part	Reason for		To be reported
Indicator	Description	Reported	Cross-reference/Direct answer	not reported	Omission	Explanation	in
Community							
	Nature, scope, and effectiveness of any programs and practices that assess and manage the		0 4 1 4 11 11 12 12 13 13 13 13 13 13 13 13 13 13 13 13 13				
SO1	impacts of operations on communities, including entering, operating, and exiting.	Fully	Sustainability Report, page 25-27				
						As per the sector supplement,	
FS13	Access points in low-populated or economically disadvantaged areas by type.	Not			Not applicable	this indicator is not relevant for asset management.	
FS14	Initiatives to improve access to financial services for disadvantaged people.	Fully	Sustainability Report, page 18		140t applicable	usset management.	
Corruption		jy		<u> </u>	•		
			We endeavour to analyse, minimise and manage fraud and corruption risks				
			through a variety of company policies, systems and procedures. Ongoing				
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Fully	compliance and risk management controls are in place through all of Australian Ethical's operations and business units.				
302	Percentage and total number of business units analyzed for fisks related to corruption.	Fully	All employees undergo initial compliance training which includes policies that			+	_
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Fully	cover anti corruption issues.				
SO4	Actions taken in response to incidents of corruption.	Fully	Sustainability Report, page 28				
Public policy							
SO5	Public policy positions and participation in public policy development and lobbying.	Fully	Sustainability Report, page 28				
	Total value of financial and in-kind contributions to political parties, politicians, and related	L					
SO6	institutions by country.	Fully	Sustainability Report, page 28				
Anti-competitiv					_		
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and	Fully	Sustainability Report, page 28				
SO7 Compliance	their outcomes.	Fully	оизгантартну пероп, раде 20				
Sompliance	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance	I			I		
SO8	with laws and regulations.	Fully	Sustainability Report, page 28				
			Social: Product Responsibility				
				If applicable,			
Performance				indicate the part	Reason for		To be reported
Indicator	Description	Reported	Cross-reference/Direct answer	not reported	omission	Explanation	Jin
Customer heal	th and safety			I		1.	
						Investment products and services	
	4					provided by the company do not fall into the parameters of this particular	
- 11/11/11/11/11/11/11/11/11/11/11/11/11/	3			i	1	in the parameters of the particular	1
						indicator. However, the company does	
	Life cycle stages in which health and safety impacts of products and services are assessed for					consider the health and safety impacts	
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Not			Not applicable	indicator. However, the company does consider the health and safety impacts of investee products as outlined in the Australian Ethical Charter.	

PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning healt and safety impacts of products and services during their life cycle, by type of outcomes.	n Not		N	Not applicable	As with the PR1 indicator above, while certain regulations and codes with regards to health and safety impacts are considered through the Australian Ethical Charter, the incidents of non–compliance with regulations and voluntary codes concerning health and safety impacts of business products and services are not relevant to company operations. Investment products and services provided by the company do not fall into the parameters of this particular indicator.
Frouder and Se	Tyle labelling	I	Under the Corporations Act 2001 a retail investor must receive a product			
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Fully	disclosure statement before acquiring a financial product. A product disclosure statement is a document that sets out the key features of the financial product being offered and should disclose any risks, benefits and cost involved with the financial offering. It is Australian Ethical's policy to complete and distribute a product disclosure statement as required by law and in accordance with company compliance procedures. Product disclosure statements are made freely available both in print and electronic form upon request and on the Australian Ethical website. In short 100 per cent of the company's products and services are subject to these information requirements.			
	Total number of incidents of non-compliance with regulations and voluntary codes concerning					
PR4	product and service information and labeling, by type of outcomes.	Fully	Sustainability Report, page 32			
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Fully	Sustainability Report, page 32			
FS16	Initiatives to enhance financial literacy by type of beneficiary.	Fully	Sustainability Report, page 18			
Marketing com	munications					
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Fully	Sustainability Report, page 32			
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes	Fully	Sustainability Report, page 32			
Customer priva	ncy					
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Fully	Sustainability Report, page 32			
Compliance						
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Fully	There were no fines for non–compliance with laws and regulations concerning the provision and use of products and services in 2011–12.			