

GRI G4 index and applicable construction and real estate sector supplement

Under GRI requirements, as a core responder, Basil Read must comment on the most pertinent indicator per aspect. Where a material issue for Basil Read in 2015 corresponds to an indicator in our industry supplement, we have disclosed our policy and response in more detail. Our combined assurance model was approved in the review period, and disclosure will become more detailed in future reporting periods.

GENERAL STANDARD DISCLOSURES		Page
STRATEGY AND ANALYSIS		
G4-1	Statement from most senior decision maker about the relevance of and strategy for addressing sustainability	33
ORGANISATIONAL PROFILE		
G4-3	Name of the organisation	Cover
G4-4	Primary brands, products and services	6
G4-5	Location of headquarters	116
G4-6	Number of countries where the organisation operates, including those specifically relevant to sustainability topics in the report	8
G4-7	Nature of ownership and legal form	107
G4-8	Markets served (geographic breakdown, sectors, types of customers and beneficiaries)	8 to 10
G4-9	Scale, including total employees, total number of operations, net sales, capitalisation broken down by debt and equity, quantity of products or services provided	6
G4-10	<ul style="list-style-type: none"> • Total employees by employment contract and gender • Total permanent employees by employment type and gender • Total workforce by employees and supervised workers (includes contractors and subcontractors) and by gender • Total workforce by region and gender • Portion of work performed by workers who are legally recognised as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. • Significant variations in employment numbers (such as seasonal variations) 	46
G4-11	Percentage of employees covered by collective bargaining agreements	49
G4-12	Describe supply chain	50
G4-13	Significant changes in the period to size, structure, ownership or supply chain	32
G4-14	Whether and how the precautionary approach or principle is addressed	52
G4-15	External economic, environmental and social charters, principles or other initiatives to which the organisation subscribes or endorses	1
G4-16	Memberships of associations (such as industry bodies) and national or international advocacy groups in which the organisation serves on the governance body, participates in projects or committees, provides substantive funding beyond membership dues, views membership as strategic	49, 53
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
G4-17	List all entities included in the consolidated financial statements, and note those not covered by the report	1
G4-18	Process for defining report content and aspect boundaries	1
G4-19	Material aspects identified in the process for defining report content	25
G4-20	For each material aspect, report whether it applies to all entities in the organisation and disclose the breakdown or specific limitation	25
G4-21	For each material aspect, report the boundary outside the organisation, identify entities and regions for which it is material and specific limitations	Not reported
G4-22	Effect of restatements of information provided in previous reports, and reasons for such restatements	1
G4-23	Significant changes from previous reporting periods in scope and aspect boundaries	1

GENERAL STANDARD DISCLOSURES		Page
STAKEHOLDER ENGAGEMENT		
G4-24	Stakeholder groups engaged at organisational level and at project or asset level	24
G4-25	Basis for identifying and selecting stakeholders to engage	24
G4-26	Approach to stakeholder engagement, including frequency by type and group, and whether any engagement was specifically for report-preparation	24
G4-27	Key topics and concerns raised, and how the company has responded, including through reporting	24
REPORT PROFILE		
G4-28	Reporting period	1
G4-29	Date of most recent previous report	1
G4-30	Reporting cycle	1
G4-31	Contact point for queries	1
G4-32	"In accordance" option selected, GRI content index and external assurance report	Core
G4-33	Policy and practice on seeking external assurance for the report	1
GOVERNANCE		
G4-34	Governance structure and board committees, identifying those responsible for decision making on economic, environmental and social impacts	68
ETHICS AND INTEGRITY		
G4-56	Values, principles, standards and norms of behaviour such as codes of conduct and ethics	16
SPECIFIC STANDARD DISCLOSURES		
CATEGORY: ECONOMIC		
ASPECT: ECONOMIC PERFORMANCE		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated Policies and practices for assessing, addressing and managing corporate, operational, regulatory and strategic risk that might impact financial performance, eg risk management frameworks; asset valuation risk	33
G4-EC1 Direct economic value generated and distributed	Report direct economic value generated and distributed on an accruals basis	41
ASPECT: MARKET PRESENCE		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	18
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	Not reported
ASPECT: INDIRECT ECONOMIC IMPACTS		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated Policies and practices to encourage positive, and minimise negative, economic legacy impacts from activities. Distinguish between mandatory and voluntary legacy impacts	31, 33, 55
G4-EC7	Development and impact of infrastructure investments and services supported	55
ASPECT: PROCUREMENT PRACTICES		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	50
G4-EC9	Percentage of procurement budget spent on suppliers local to operations	50

GENERAL STANDARD DISCLOSURES		Page
CATEGORY: ENVIRONMENTAL		
ASPECT: MATERIALS		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	52
G4-EN2	Percentage of recycled or reused input materials used to manufacture primary products and services Break down by significant categories of raw materials (eg aluminium, gypsum, sand), renewable materials (eg timber) and manufactured products (eg brick, cement, concrete, carpet, glass, insulation products, steel)	52
ASPECT: ENERGY		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	52
G4-EN3	Total fuel consumption from non-renewable sources (joules), including fuel types Total fuel consumption from renewable fuel sources (joules), including fuel types	53
ASPECT: WATER		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	54
G4-EN8	Total volume of water withdrawn by source	54
ASPECT: BIODIVERSITY		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	Not applicable
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable
ASPECT: EMISSIONS		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	53
G4-EN15/EN17	Direct GHG emissions (scope 1, 2 and 3)	53
ASPECT: EFFLUENTS AND WASTE		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	54
G4-EN23	Total weight of waste by type and disposal method	Not reported
ASPECT: PRODUCTS AND SERVICES		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	51
G4-EN27	Extent of mitigating environmental impacts of real estate and infrastructure assets	52
ASPECT: COMPLIANCE		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	52
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Zero

GENERAL STANDARD DISCLOSURES		Page
ASPECT: TRANSPORT		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	53
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organisation's operations, and transporting members of the workforce	53
ASPECT: LAND DEGRADATION, CONTAMINATION AND REMEDIATION		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	52
CRE5	Land remediated/in need of remediation for existing or intended land use, according to applicable legal designations	54
ASPECT: OVERALL		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	52
G4-EN31	Total environmental protection expenditures and investments by type	Not reported
ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	52
G4-EN32	Percentage of new suppliers screened using environmental criteria	Not reported
ASPECT: ENVIRONMENTAL GRIEVANCE MECHANISMS		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	52
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	Not reported
CATEGORY: SOCIAL		
SUB-CATEGORY: LABOUR PRACTICES AND DECENT WORK		
ASPECT: EMPLOYMENT		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	46
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	49, 50
ASPECT: LABOUR/MANAGEMENT RELATIONS		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	49
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	49
ASPECT: OCCUPATIONAL HEALTH AND SAFETY		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	44
CRE6	Percentage of company operating in verified compliance with an internationally recognised health and safety management system	44

GENERAL STANDARD DISCLOSURES		Page
ASPECT: TRAINING AND EDUCATION		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	47
G4-LA10	Programmes for skills management and lifelong learning that support continued employability and assist employees in managing career endings	47
ASPECT: DIVERSITY AND EQUAL OPPORTUNITY		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	49
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	50, 69
ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	79
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	79
ASPECT: SUPPLIER ASSESSMENT FOR LABOUR PRACTICES		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	Not measured
G4-LA14	Percentage of new suppliers screened using labour practices criteria	Not measured
ASPECT: LABOUR PRACTICES GRIEVANCE MECHANISMS		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	46
G4-LA16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	Zero, 49
SUB-CATEGORY: HUMAN RIGHTS		
ASPECT: INVESTMENT		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	26
G4-HR2	Total hours of employee training on human rights policies or procedures on relevant aspects of human rights, including percentage of employees trained	Not reported
ASPECT: NON-DISCRIMINATION		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	49
G4-HR3	Total number and current status of incidents of discrimination during the reporting period by gender, disability, age and sexual orientation	Zero

GENERAL STANDARD DISCLOSURES		Page
ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	49
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	Zero
ASPECT: CHILD LABOUR		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	Not applicable
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labour; and measures taken to contribute to the effective abolition of child labour	Zero
ASPECT: FORCED OR COMPULSORY LABOUR		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	Not applicable
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour; and measures to contribute to the elimination of all forms of forced or compulsory labour	Zero
ASPECT: SECURITY PRACTICES		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	Not measured
G4-HR7	Percentage of security personnel trained in the organisation's human rights policies or procedures that are relevant to operations	
ASPECT: INDIGENOUS RIGHTS		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	Not applicable
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	Zero
ASPECT: ASSESSMENT		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	46
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	Not measured
ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated Policy and criteria for screening contractors and subcontractors Practices to monitor (eg audits) and train employees and contractors on compliance with labour and international human rights standards (including enforcement)	77
G4-HR10	Percentage of new suppliers screened using human rights criteria	Not reported

GENERAL STANDARD DISCLOSURES		Page
ASPECT: HUMAN RIGHTS GRIEVANCE MECHANISMS		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	76
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	Not reported
SUB-CATEGORY: SOCIETY		
ASPECT: LOCAL COMMUNITIES		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated Include resettlement and displacement, and how responsibilities for resettlement are shared with other organisations	55
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programmes Report engagement approach throughout lifecycle stages to ensure successful project delivery and community acceptance and/or satisfaction	56
ASPECT: ANTI-CORRUPTION		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	69
G4-SO4	Communication and training on anti-corruption policies and procedures	69
ASPECT: PUBLIC POLICY		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	24
G4-SO6	Total value of political contributions by country and recipient/beneficiary	Zero
ASPECT: ANTI-COMPETITIVE BEHAVIOUR		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated Policies and procedures to identify and avoid anti-competitive behaviour in the company and/or supply chain	69
G4-SO7	Number of legal actions for anti-competitive behaviour, anti-trust and monopoly practices, and outcomes	Not reported
ASPECT: COMPLIANCE		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	28
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Zero
ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	77
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Not reported

GENERAL STANDARD DISCLOSURES		Page
ASPECT: GRIEVANCE MECHANISMS FOR IMPACTS ON SOCIETY		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	76
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	Not reported
SUB-CATEGORY: PRODUCT RESPONSIBILITY		
ASPECT: CUSTOMER HEALTH AND SAFETY		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	44
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	44
ASPECT: PRODUCT AND SERVICE LABELLING		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	51
CRE8	Type and number of sustainability certification, rating and labelling schemes for new construction, management, occupation and redevelopment	51
ASPECT: MARKETING COMMUNICATIONS		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	76
G4-PR7	Number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	Zero
ASPECT: CUSTOMER PRIVACY		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	76
G4-PR8	Number of substantiated complaints on breaches of customer privacy and losses of customer data	Zero
ASPECT: COMPLIANCE		
G4-DMA Generic disclosures on management approach	Report why the aspect is material, how it is managed and how the effectiveness of this approach is evaluated	76
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Zero