

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 2016 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 | 17, 26 |
| ORGANISATIONAL PROFILE | | |
| G4-3 | Name of the organisation | Cover |
| G4-4 | Primary brands, products and services | 4 and 5 |
| G4-5 | Location of headquarters | Inside back cover |
| G4-6 | Number of countries where the organisation operates, including those specifically relevant to sustainability topics in the report | 6 |
| G4-7 | Nature of ownership and legal form | 100 |
| G4-8 | Markets served (geographic breakdown, sectors, types of customers and beneficiaries) | 4 to 6 |
| 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 | 4 to 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) | 6, 43 43 43 43 43 42 |
| G4-11 | Percentage of employees covered by collective bargaining agreements | 42 |
| G4-12 | Describe supply chain | 39 |
| G4-13 | Significant changes in the period to size, structure, ownership or supply chain | 4 |
| G4-14 | Whether and how the precautionary approach or principle is addressed | 39 |
| G4-15 | External economic, environmental and social charters, principles or other initiatives to which the organisation subscribes or endorses | 12, 71 |
| 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 | 86 |
| 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 | 10, 13 |
| G4-20 | For each material aspect, report whether it applies to all entities in the organisation and disclose the breakdown or specific limitation | 13 |
| G4-21 | For each material aspect, report the boundary outside the organisation, identify entities and regions for which it is material and specific limitations | 13 |
| 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 | Zero |

| STAKEHOLDER ENGAGEMENT | | |
|---|--|--------------|
| G4-24 | Stakeholder groups engaged at organisational level and at project or asset level | 12 |
| G4-25 | Basis for identifying and selecting stakeholders to engage | 12 |
| G4-26 | Approach to stakeholder engagement, including frequency by type and group, and whether any engagement was specifically for report-preparation | 12 |
| G4-27 | Key topics and concerns raised, and how the company has responded, including through reporting | 12 |
| 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 | 1 |
| G4-33 | Policy and practice on seeking external assurance for the report | 1, 15 |
| GOVERNANCE | | |
| G4-34 | Governance structure and board committees, identifying those responsible for decision making on economic, environmental and social impacts | 66 |
| ETHICS AND INTEGRITY | | |
| G4-56 | Values, principles, standards and norms of behaviour such as codes of conduct and ethics | 67 |
| 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 | 17 |
| | 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 | 14 |
| G4-EC1 Direct economic value generated and distributed | Report direct economic value generated and distributed on an accruals basis | 7 |
| 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 | 4 |
| G4-EC5 | Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation | 77 |
| 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 | 12 |
| | Policies and practices to encourage positive, and minimise negative, economic legacy impacts from activities. Distinguish between mandatory and voluntary legacy impacts | |
| G4-EC7 | Development and impact of infrastructure investments and services supported | 44 |
| 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 | 71 |
| G4-EC9 | Percentage of procurement budget spent on suppliers local to operations | Not reported |

| 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 | 36 |
| 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) | Not reported |
| 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 | 36 |
| G4-EN3 | Total fuel consumption from non-renewable sources (joules), including fuel types Total fuel consumption from renewable fuel sources (joules), including fuel types | 37 |
| 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 | 37 |
| G4-EN8 | Total volume of water withdrawn by source | 37 |
| 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 | 36 |
| G4-EN15/EN17 | Direct GHG emissions (scope 1, 2 and 3) | 37 |
| 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 | 37 |
| 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 | Not applicable |
| G4-EN27 | Extent of mitigating environmental impacts of real estate and infrastructure assets | 36 |
| 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 | 36 |
| G4-EN29 | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations | Zero |

| 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 | Not applicable |
| G4-EN30 | Significant environmental impacts of transporting products and other goods and materials for the organisation's operations, and transporting members of the workforce | 37 |
| 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 | 37 |
| CRE5 | Land remediated/in need of remediation for existing or intended land use, according to applicable legal designations | Not applicable |
| 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 | 37 |
| 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 | Not measured |
| G4-EN32 | Percentage of new suppliers screened using environmental criteria | Not measured |
| 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 | 36 |
| G4-EN34 | Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms | Zero |
| 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 | 40 |
| G4-LA1 | Total number and rates of new employee hires and employee turnover by age group, gender and region | 42 |
| 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 | 42 |
| G4-LA4 | Minimum notice periods regarding operational changes, including whether these are specified in collective agreements | 42 |
| 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 | 34 |
| CRE6 | Percentage of company operating in verified compliance with an internationally recognised health and safety management system | 100% |

| 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 | 40 |
| G4-LA10 | Programmes for skills management and lifelong learning that support continued employability and assist employees in managing career endings | 40 |
| 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 | 41 |
| 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 | 43, 67 |
| 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 | 41 |
| G4-LA13 | Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation | 77 |
| 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 reported |
| 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 | 42 |
| G4-LA16 | Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms | Zero |
| 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 | 42 |
| 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 | 42 |
| G4-HR3 | Total number and current status of incidents of discrimination during the reporting period by gender, disability, age and sexual orientation | Zero |

| 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 | 42 |
| 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 | 86 |
| 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 | 86 |
| 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 | 39 |
| G4-HR7 | Percentage of security personnel trained in the organisation's human rights policies or procedures that are relevant to operations | 39 |
| 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 | Not applicable |
| 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 | 84 |
| G4-HR9 | Total number and percentage of operations that have been subject to human rights reviews or impact assessments | Not reported |
| 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) | 84 |
| 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 | 86 |
| G4-HR12 | Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms | Zero |
| 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 | 44, 86 |
| 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 | 44, 86 |
| 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 | 86 |
| G4-SO4 | Communication and training on anti-corruption policies and procedures | 67 |
| 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 | 11 |
| 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 | 11 |
| G4-SO7 | Number of legal actions for anti-competitive behaviour, anti-trust and monopoly practices, and outcomes | 11 |
| 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 | 15 |
| G4-SO8 | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations | Zero, 11 |
| 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 | Not reported |
| G4-SO9 | Percentage of new suppliers that were screened using criteria for impacts on society | Not measured |

| 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 | 86 |
| G4-SO11 | Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms | Zero |
| 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 | Not applicable |
| 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 | Zero |
| 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 | Not applicable |
| CRE8 | Type and number of sustainability certification, rating and labelling schemes for new construction, management, occupation and redevelopment | Not applicable |
| 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 | 86 |
| 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 | 86 |
| 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 | 15 |
| G4-PR9 | Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services | Zero |