

2014 Sustainability Report

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	Fully Reported
	Partially reported
	Not Reported

G3.1 INDICATOR	G3.1 INDICATOR DESCRIPTION	REPORT STATUS	PAGE	NOTES
1. Strategy and Analysis				
1.1	Statement from the most senior decision-maker of the organisation (e.g. CEO, chair or equivalent senior position) about the relevance of sustainability to the organisation and its strategy.		1, 13	Statement does not include reference to international standards.
1.2	Description of key impacts, risks, and opportunities. The reporting organisation should provide two concise narrative sections on key impacts, risks, and opportunities.		1, 2-3, 5, 6-8, 9-11, 12-16 and Annual Report (pages 18, 123-124)	Report does not include detailed commentary on stakeholder rights or detailed performance reporting against targets.
2. Organisational Profile				
2.1	Name of the organisation.		Inside front cover	
2.2	Primary brands, products, and/or services.		Inside front cover, 1	
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures.		Inside front cover, 1 and Annual Report (pages 91-94)	
2.4	Location of organisation's headquarters.		Inside rear cover	
2.5	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.		Inside front cover, 1, 9-10 and Annual Report (pages 91-94)	
2.6	Nature of ownership and legal form.		Inside front cover, 1 and Annual Report (pages 4, 96-99)	
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).		Inside front cover, 1 and Annual Report (pages 4, 60-64)	
2.8	Scale of the reporting organisation, including: number of employees; number of operations; net sales; total capitalisation broken down by in terms of debt and equity; and quantity of products or services provided.		Inside front cover, 1, 9-10 and Annual Report (pages 4, 5, 42-47)	Quantity and products and services not identified.
2.9	Significant changes during the reporting period regarding size, structure, or ownership including: the location of, or changes in operations, including facility openings, closings, and expansions; and changes in the share capital structure and other capital formation, maintenance and alteration operations.		Inside front cover, 1 and Annual Report (pages 4-14, & 86-87)	Significant changes reported, but not all changes to facilities reported.
2.10	Awards received in the reporting period.		Awards list located on Downer web site	http://www.downergroup.com/Investors-and-media/Downer-news/Awards.aspx
3. Report Parameters				
Report Profile				
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.		2	Reporting period is for financial year 2013-14, except where noted.
3.2	Date of most recent previous report (if any).		2	2013 Sustainability Report & 2014 Annual Report

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3.3	Reporting cycle (annual, biennial, etc.)		2	Annual
3.4	Contact point for questions regarding the report or its contents.		Inside rear cover	
3.5	Process for defining report content.		2	
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).		1, 2, Inside front and rear cover,	
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).		2-3	
3.8	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 organisations.		2	
3.9	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 Protocols.		1, 2, 6-7, 12-15,	
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).		2, 14-15	
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.		1, 2, 14-15	Method 2 applied in calculating fugitive emissions from open cut coal mine, in accordance with NGER Determination and ACARP Guidelines for 2013-14, 2012-13 and 2011-12. Data from previous years have been normalised to Method 2 estimation to allow direct comparison of greenhouse gas emissions.
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3.12	Table identifying the location of the Standard Disclosures in the report.		GRI Assessment table located on Downer web site	http://www.downergroup.com/About-us/Zero-Harm/Sustainability/
Assurance				
3.13	Policy and current practice with regard to seeking external assurance for the report.		2, 17-18	Limited assurance - Independent Assurance Statement included in Sustainability Report
4. Governance, Commitments, and Engagement				
Governance				
4.1	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.		Annual Report (pages 2, 117-119)	Age group and minority group not reported. Board and Committee Structure: http://www.downergroup.com/Investors-and-media/Financial-results-and-reports.aspx
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.		Annual Report (pages 2, 117)	

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4.3	For organisations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.		Annual Report (pages 2, 117)	
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.		3 and Annual Report (page 119), Downer Communications Policy	For employees: Recommendations can be made via their supervisor or manager, or their local human resources team. The Board may invite any person to attend any meeting or part of any meeting of the Board. For shareholders: http://www.downergroup.com/Resources/Documents/Investors/Corporate-Governance/Board-Policies/Communication-Policy.pdf
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organisation's performance (including social and environmental performance).		3 and Annual Report (pages 18-40)	
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.		Annual Report (pages 117 and 120) and Downer Board Charter	Downer Board Charter: http://www.downergroup.com/Resources/Documents/Investors/Corporate-Governance/Board-and-Committees/Board-Charter.pdf
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.		Annual Report (pages 117-119)	
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.		3, 4-5, 11 and Annual Report (pages 120, 124), Board Zero Harm Committee Charter and Standards of Business Conduct	Detail on implementation of all elements not fully reported. Zero Harm Committee Charter: http://www.downergroup.com/Resources/Documents/Investors/Corporate-Governance/Board-and-Committees/Zero-Harm-Committee-Charter.pdf Standards of Business Conduct: http://www.downergroup.com/Resources/Documents/Investors/Corporate-Governance/Board-Policies/Standards-of-Business-Conduct.pdf
4.9	Procedures of the highest governance body for overseeing the organisation'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 conduct, and principles.		Annual Report (pages 14, 118, 119, 123), Downer Zero Harm Committee Charter and Downer Board Charter	Detail on implementation of all elements not fully reported. Zero Harm Committee Charter: http://www.downergroup.com/Resources/Documents/Investors/Corporate-Governance/Board-and-Committees/Zero-Harm-Committee-Charter.pdf Downer Board Charter: http://www.downergroup.com/Resources/Documents/Investors/Corporate-Governance/Board-Policies/Standards-of-Business-Conduct.pdf
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.		Annual Report (pages 117, 119)	Board undertakes regular assessment of independence of Directors. Board Improvement Programs including externally facilitated periodic performance reviews with most recent conducted in FY13, scope did not cover all GRI aspects.

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G3.1 INDICATOR	G3.1 INDICATOR DESCRIPTION	REPORT STATUS	PAGE	NOTES
Commitment to External Initiatives				
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.		Annual Report (pages 14, 119)	The precautionary principle is an intrinsic component of our operational risk management approach.
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.		2, 4-5, 13-14	
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organisations in which the organisation: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.		5	
Stakeholder Engagement				
4.14	List of stakeholder groups engaged by the organisation.		2-3	
4.15	Basis for identification and selection of stakeholders with whom to engage.		2-3	
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.		2-3, 5, 10-11 and Annual Report (page 123) and Communications Policy	Full details of frequency per group and type not reported. Communications Policy: http://www.downergroup.com/Resources/Documents/Investors/Corporate-Governance/Board-Policies/Communication-Policy.pdf
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting.		3, 10-11	
Economic Performance Indicators				
Disclosure on Management Approach				
DMA EC	Disclosure on Management Approach (Economic)		Annual Report (pages 4-14, 117-124)	Detail spread across Annual Report, company policies – not centrally reported. Standards of Business Conduct Policy sets the ethical tone and standards of the Company: http://www.downergroup.com/Resources/Documents/Investors/Corporate-Governance/Board-Policies/Standards-of-Business-Conduct.pdf
Economic Performance Indicators				
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.		Annual Report (Page 42)	Downer contributes to development and sustainability of local communities through job creation, skills development, purchase of products and services. Not quantified.
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.		1, 12-16 Annual Report (page 116)	A detailed quantitative financial assessment of climate change has not been made at Group level.
EC3	Coverage of the organisation's defined benefit plan obligations.		9 and Annual Report (page 57)	
EC4	Significant financial assistance received from government.		Annual Report (page 64)	No significant government presence in shareholder structure. Government grant of \$11,711 that relates to the research and development tax incentive received by the

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				Group.
Market Presence				
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.			Data not currently collected at Group level. HRMS being developed and implemented progressively.
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.			Data not currently collected at Group level.
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.			Data not currently collected at Group level. Downer supports the development and sustainability of robust regional economies by creating jobs and, wherever practicable, commissioning the local supply of goods and services.
Indirect Economic Impacts				
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.			Data not currently collected at Group level.
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.			Data not currently collected at Group level.
Environmental Performance Indicators				
Disclosure on Management Approach				
DMA EN	Disclosure on Management Approach (Environment)		12 - 16 and Annual Report (page 116), Sustainability Policy	Group-wide sustainability policy, management standards and compliance guides and all divisional management systems certified to ISO14001. Sustainability policy: http://www.downergroup.com/Resources/Documents/Investors/Corporate-Governance/Board-Policies/Sustainability-Policy.pdf
Materials				
EN1	Materials used by weight or volume.			Data not currently collected at Group level.
EN2	Percentage of materials used that are recycled input materials.			Data not currently collected at Group level.
Energy				
EN3	Direct energy consumption by primary energy source.		13-16	
EN4	Indirect energy consumption by primary source.		13-16	
EN5	Energy saved due to conservation and efficiency improvements.		13-16	
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.		13-16	
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.		14-16	Methodologies and assumptions for measuring and reporting energy consumption efficiencies were aligned with Australian Government NGER Determination 2008 (http://www.cleanenergyregulator.gov.au/National-Greenhouse-and-Energy-Reporting/Legislation-and-regulations/Pages/default.aspx) and Energy Efficiency Opportunities Program Assessment Framework http://eex.gov.au/energy-

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G3.1 INDICATOR	G3.1 INDICATOR DESCRIPTION	REPORT STATUS	PAGE	NOTES
				management/energy-efficiency-opportunities/energy-efficiency-opportunities-assessment-framework/
Water				
EN8	Total water withdrawal by source.			
EN9	Water sources significantly affected by withdrawal of water.			
EN10	Percentage and total volume of water recycled and reused.			
Biodiversity				
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.			
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.			
EN13	Habitats protected or restored.			
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.			
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.			
Emissions, Effluents and Waste				
EN16	Total direct and indirect greenhouse gas emissions by weight.		13-16	
EN17	Other relevant indirect greenhouse gas emissions by weight.		13-16	
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.		13-16	
EN19	Emissions of ozone-depleting substances by weight.			
EN20	NOx, SOx, and other significant air emissions by type and weight.			
EN21	Total water discharge by quality and destination.			
EN22	Total weight of waste by type and disposal method.			
EN23	Total number and volume of significant spills.		13	
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.			
EN25	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.			
Products and Services				
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.		12-16	
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.			
Compliance				

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EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.		12	No known non-monetary sanctions or cases brought through dispute resolution.
Transport				
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.			
Overall				
EN30	Total environmental protection expenditures and investments by type.			
Social Performance Indicators: Labour Practices and Decent Work				
Disclosure on Management Approach				
DMA LA	Disclosure on Management Approach (Labour)		9-11 and Annual Report (page 116) Diversity and Inclusiveness Policy, and Standards of Business Conduct	Downer makes every attempt to comply with all laws, regulations and regulatory obligations in each place we do business. See http://www.downergroup.com/Resources/Documents/Investors/Corporate-Governance/Board-Policies/Standards-of-Business-Conduct.pdf Diversity and Inclusiveness Policy: http://www.downergroup.com/Resources/Documents/Investors/Corporate-Governance/Board-Policies/Diversity-and-Inclusiveness-Policy.pdf
Employment				
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.		10, Annual Report (page 4)	Australian Workplace Gender Equity Reports: http://www.downergroup.com/Resources/Documents/Diversity/2014/WGEA-2014-Report_Downer-EDI-Limited_PUBLIC.pdf http://www.downergroup.com/Resources/Documents/Diversity/2014/WGEA-2014-Report_Downer-Mining_PUBLIC.pdf http://www.downergroup.com/Resources/Documents/Diversity/2014/WGEA-2014-Report_Downer-Rail_PUBLIC.pdf
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.			
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.		9 and Annual Report (page 57)	
Labour/Management Relations				
LA4	Percentage of employees covered by collective bargaining agreements.			Approximately 72% of our employees were covered by collective agreements and industry based awards
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.			
Occupational Health and Safety				
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.			

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LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.		1, 6-7 and Annual Report, (page 11)	System aligned with ILO and AS1886.1 1990 has been adopted.
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.			
LA9	Health and safety topics covered in formal agreements with trade unions.			
Training and Education				
LA10	Average hours of training per year per employee by gender and by employee category.			
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.		8, 10-11	
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.			
Diversity and Equal Opportunity				
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.		10 and Downer Australian Workplace Gender Equality 2013-2014 Reports	Australian Workplace Gender Equity Reports: http://www.downergroup.com/Resources/Documents/Diversity/2014/WGEA-2014-Report_Downer-EDI-limited_PUBLIC.pdf http://www.downergroup.com/Resources/Documents/Diversity/2014/WGEA-2014-Report_Downer-Mining_PUBLIC.pdf http://www.downergroup.com/Resources/Documents/Diversity/2014/WGEA-2014-Report_Downer-Rail_PUBLIC.pdf
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.			
LA15	Return to work and retention rates after parental leave, by gender.			
Social Performance Indicators: Human Rights				
Disclosure on Management Approach				
DMA HR	Disclosure on Management Approach (Human Rights)		4-5 and Standards of Business Conduct	Australian legislation applied to international dealings relating to trading with companies, organisations and individuals. Standards of Business Conduct: http://www.downergroup.com/Resources/Documents/Investors/Corporate-Governance/Board-Policies/Standards-of-Business-Conduct.pdf
Investment and Procurement Practices				
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns or that have undergone human rights screening.			
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening and actions taken.			
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of			

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	employees trained.			
Non-Discrimination				
HR4	Total number of incidents of discrimination and corrective actions taken.			To the best of our knowledge there were no reported instances of discrimination.
Freedom of Association and Collective Bargaining				
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.			To the best of our knowledge there were no situations in our operations where the right to exercise freedom of association and collective bargaining may be at significant risk.
Child Labour				
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour.		Standards of Business Conduct (page 12, 20)	Downer uses pre-qualified suppliers listed by International Procurement Office and audited by third-party. Standards of Business Conduct http://www.downergroup.com/Resources/Documents/Investors/Corporate-Governance/Board-Policies/Standards-of-Business-Conduct.pdf
Forced and Compulsory Labour				
HR7	Operations and significant 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.		Standards of Business Conduct (page 12, 20)	Downer uses pre-qualified suppliers listed by International Procurement Office and audited by third-party. Standards of Business Conduct: http://www.downergroup.com/Resources/Documents/Investors/Corporate-Governance/Board-Policies/Standards-of-Business-Conduct.pdf
Security Practices				
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.			
Indigenous Rights				
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.			
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.			
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.			
Social Performance Indicators: Society				
Disclosure of Management Approach				
DMA SO	Disclosure on Management Approach (Social)		9, 11 and Annual Report (page 116), Downer Mining Indigenous Affairs Statement and community sections of Downer web site	Downer contributes to development and sustainability of local communities through job creation, skills development, purchase of products and services. See Downer web site: Downer Mining Indigenous Affairs Statement: http://downergroup.com/What-we-do/Mining/Indigenous-training-and-development/ http://downergroup.com/About-us/Community-relationships/

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Community				
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.		10-11, 16	
Corruption				
SO2	Percentage and total number of business units analysed for risks related to corruption.		2-3, 5-6	We expect our people to understand and comply with our policies and our Executives, Senior Managers and Directors take part in a bi-annual Financial and Corporate Governance Self-Assessment (also called the Directors' and Officers' Questionnaire) which ensures that complete and accurate information is provided as part of the reporting processes.
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures.		Standards of Business Conduct Page 28)	Induction includes Standards of Business Conduct http://www.downergroup.com/Resources/Documents/Investors/Corporate-Governance/Board-Policies/Standards-of-Business-Conduct.pdf Issued to all staff, on-line training progressively implemented
SO4	Actions taken in response to incidents of corruption.			
Public Policy				
SO5	Public policy positions and participation in public policy development and lobbying.		5	Issues and detail on position not fully reported.
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.			
Anti-Competitive Behaviour				
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.			No legal actions have been made against Downer EDI for anti-competitive behaviour.
Compliance				
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.		7, 12	No fines and no known non-monetary sanctions or cases brought through dispute resolution.
SO9	Operations with significant potential or actual negative impacts on local communities.		12-16	Report does not list affected communities)
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.		6-8, 12-16	Report does not provide specific example
Social Performance Indicators: Product Responsibility				
DMA PR	Disclosure on Management Approach (Product Responsibility)		Annual Report (pages 50-58), Downer web site	Downer has broad range of products and services across industrial sectors, not all reported. http://www.downergroup.com/What-we-do/What-we-do.aspx http://www.downergroup.com/What-we-do/Rail.aspx Downer Privacy Policy: http://downergroup.com/Resources/Documents/Investors/Corporate-Governance/Board-Policies/Privacy-Policy.pdf

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OPR1	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.			
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.			
PR3	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements.			
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.			No incidents reported
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.			
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.			
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.			
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.			
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.			No fines received.

Note: Where information has not been provided, Downer is not currently tracking this information at Group level.