

GRI Content Index

R = Reported; NR = Not reported; NM = Not material

GRI APPLICATION LEVELS		STATUS	WHERE TO FIND BRAMBLES' RESPONSE
GRI DISCLOSURES AND INDICATORS			
PROFILE			
1.1	Statement from the most senior decision maker of the organisation CEO Statement	R	CEO Statement
1.2	Description of key impacts, risks, and opportunities	R	Our Impacts' sections, risks under Governance, opportunities under Environmental (including Climate Change) and Customers
2. ORGANISATIONAL PROFILE			
2.1	Name	R	Presence and Reach
2.2	Primary brands, products and services	R	Presence and Reach
2.3	Operational structure	R	Presence and Reach
2.4	Location of organisation's headquarters	R	Presence and Reach
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	R	Presence and Reach, and Society and Shareholder Review
2.6	Nature of ownership and legal form	R	Governance
2.7	Markets served	R	Presence and Reach
2.8	Scale of the organisation, including:	R	Presence and Reach
	- Number of employees;	R	Presence and Reach and People
	- Net revenues;	R	Presence and Reach
	- Total capitalisation;	R	Presence and Reach
	- Quantity of products or services provided; and	R	Presence and Reach
	- Breakdowns by country/region of the following:	R	Presence and Reach
	o Sales/revenues by countries/regions that make up 5 percent or more of total revenues; and	R	Presence and Reach
	o Employees.	R	Presence and Reach and Society
2.9	Significant changes during the reporting period regarding size, structure, or ownership	R	Report Scope and Boundary in Report Parameters
2.10	Awards received	R	Noted throughout
3. REPORT PARAMETERS			
REPORT PROFILE			
3.1	Reporting period	R	Report Parameters
3.2	Date of most recent previous report	R	Report Parameters
3.3	Reporting cycle	R	Report Parameters
3.4	Contact point for questions	R	Report Parameters
REPORT SCOPE AND BOUNDARY			
3.5	Process for defining report content, including:		
	- Determining materiality;	R	Report Scope and Boundary in Report Parameters
	- Prioritising; and	R	Report Scope and Boundary in Report Parameters
	- Identifying stakeholders.	R	Stakeholder Engagement
3.6	Boundary of the report	R	Report Scope and Boundary in Report Parameters
3.7	Any specific limitations on the scope or boundary of the report	R	Report Scope and Boundary in Report Parameters

3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities	R	Report Scope and Boundary in Report Parameters
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques	R	Report Scope and Boundary in Report Parameters
3.10	Explanation of the effect of any re-statements of information provided in earlier reports and the reasons	R	Report Scope and Boundary in Report Parameters
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods	R	Report Scope and Boundary in Report Parameters

GRI CONTENT INDEX

3.12	Table/list identifying the location of the standard disclosures in the report	R	Here
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ASSURANCE

3.13	Policy and current practice with regard to seeking external assurance for the report	R	Assurance
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4. GOVERNANCE, COMMITMENTS, AND ENGAGEMENT GOVERNANCE

4.1	Governance structure of the organisation, including committees under the Board responsible for specific tasks	R	Governance and Annual Report
4.2	Indicate whether the Chair of the Board is also an executive officer	R	Governance and Annual Report
4.3	The number of members of the Board that are independent and/or non-executive members	R	Governance and Annual Report
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the Board	R	Governance and Stakeholder Engagement
4.5	Linkage between compensation for members of the Board, senior managers and executives and the organisation's performance (including social and environmental performance)	R	Corporate Governance Statement in Annual Report
4.6	Processes in place for the Board to ensure conflicts of interest are avoided	R	Corporate Governance Statement in Annual Report
4.7	Process for determining the qualifications and expertise of the members of the Board for guiding the organisation's strategy on economic, environmental, and social topics	R	Corporate Governance Statement in Annual Report
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance	R	Mission and Values
4.9	Procedures of the Board for overseeing the organisation's identification and management of economic, environmental and social performance	R	Governance
4.10	Processes for evaluating the highest governance body's own performance	R	Corporate Governance Report in Annual Report

COMMITMENTS TO EXTERNAL INITIATIVES

4.11	Explanation of whether and how the precautionary approach or principle is addressed (Article 15 of the Rio Principles)	R	Risk Management in Governance section
4.12	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or endorses	R	Risk Management in Governance section (AS/NZS 4360), Environment (ISO14001) and Human Rights (UN Declaration)
4.13	Memberships in associations and/or national/international advocacy organisations	R	Environment, Supply Chain and Public Policy in Society

STAKEHOLDER ENGAGEMENT

4.14	List of stakeholder groups engaged by the organisation	R	Stakeholder Engagement
4.15	Basis for identification and selection of stakeholders with whom to engage	R	Stakeholder Engagement

4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	R	Stakeholder Engagement, Supply Chain, Customers, People and Society
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	R	Supply Chain, Customer Satisfaction in Customers, Employee Engagement in People and Society
5. MANAGEMENT APPROACH AND PERFORMANCE INDICATORS			
ECONOMIC - MANAGEMENT APPROACH ECONOMIC PERFORMANCE INDICATORS			
ASPECT: ECONOMIC PERFORMANCE			
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	R	Our Presence and Reach and Economic in Society
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	R	Climate Change in Environment
EC3	Coverage of the organisation's defined benefit plan obligations	R	Labour/Management Relations in Our People
EC4	Significant financial assistance received from the government	R	Economic in Society
ASPECT: MARKET PRESENCE			
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation	NR	
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation	R	Economic in Society
EC7	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation	R	Economic in Society
ASPECT: INDIRECT ECONOMIC IMPACTS			
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, inkind, or pro bono engagement	R	Economic in Society
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts	NR	
ENVIRONMENTAL - MANAGEMENT APPROACH ENVIRONMENTAL PERFORMANCE INDICATORS			
ASPECT: MATERIALS			
EN1	Materials used by weight or volume	R	Lumber in Supply Chain
EN2	Percentage of materials used that are recycled input materials	R	Products and Services in Supply Chain
ASPECT: ENERGY			
EN3	Direct energy consumption by primary energy source	R	Energy in Environment
EN4	Indirect energy consumption by primary source	R	Energy in Environment
EN5	Energy saved due to conservation and efficiency improvements	NR	
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives	R	Improving Energy Efficiency in Environment
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	R	Improving Energy Efficiency in Environment
ASPECT: WATER			
EN8	Total water withdrawal by source	NM	Not a material component for Brambles, see Water in Environment
EN9	Water sources significantly affected by withdrawal of water	NM	Not a material component for Brambles, see Water in Environment

EN10 Percentage and total volume of water recycled and reused NM Not a material component for Brambles, see Water in Environment for information on water saving initiatives

ASPECT: 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 R Biodiversity in Environment

EN12 Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas R Biodiversity in Environment

EN13 Habitats protected or restored NR

EN14 Strategies, current actions, and future plans for managing impacts on biodiversity R Biodiversity in Environment

EN15 Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk R Biodiversity in Environment

ASPECT: EMISSIONS, EFFLUENTS AND WASTE

EN16 Total direct and indirect greenhouse gas emissions by weight R Emissions in Environment

EN17 Other relevant indirect greenhouse gas emissions by weight NR

EN18 Initiatives to reduce greenhouse gas emissions and reductions achieved R Emissions in Environment

EN19 Emissions of ozone-depleting substances by weight NM Emissions in Environment

EN20 NO, SO and other significant air emissions by type and weight NM

EN21 Total water discharge by quality and destination NM

EN22 Total weight of waste by type and disposal method NR Not a material component for Brambles, see Water in Environment Data not collected on a standard, group-wide basis, see Waste and Recycling in Environment

EN23 Total number and volume of significant spills R Environment

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 NR

EN25 Identity, size, protected status and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff NM Not a material component for Brambles, see Water in Environment

ASPECT: PRODUCTS AND SERVICES

EN26 Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation R Waste and Recycling in Environment and Products and Services in Supply Chain

EN27 Percentage of products sold and their packaging materials that are reclaimed by category R Waste and Recycling in Environment and Products and Services in Supply Chain

ASPECT: COMPLIANCE

EN28 Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations R Environment

ASPECT: TRANSPORT

EN29 Significant environmental impacts of transporting products and other good and materials used for the organisation's operations and transporting members of the workforce NR

ASPECT: OVERALL

EN30 Total environmental protection expenditures and investments by type NR

SOCIAL PERFORMANCE INDICATORS

LABOUR PRACTICES AND DECENT WORK - MANAGEMENT APPROACH		R	People
LABOUR PRACTICES AND DECENT WORK PERFORMANCE INDICATORS			
ASPECT: EMPLOYMENT			
LA1	Total workforce by employment type, employment contract and region	R	People (total workforce by region)
LA2	Total number and rate of employee turnover by age group, gender and region	NR	
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations	NR	
ASPECT: LABOUR/MANAGEMENT RELATIONS			
LA4	Percentage of employees covered by collective bargaining agreements	NR	
LA5	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements	NR	
ASPECT: 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	R	Health and Safety in People
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities by region	R	Health and Safety in People
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases	R	Training and Education in People
LA9	Health and safety topics covered in formal agreements with trade unions	NR	
ASPECT: TRAINING AND EDUCATION			
LA10	Average hours of training per year per employee by employee category	NR	
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	R	Training and Education in People
LA12	Percentage of employees receiving regular performance and career development reviews	R	Training and Education in People
ASPECT: DIVERSITY AND EQUAL OPPORTUNITY			
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	R	Corporate Governance Statement in Annual Report (for Board)
LA14	Ratio of basic salary of men to women by employee category	NR	
HUMAN RIGHTS - MANAGEMENT APPROACH		R	Human rights in Society section
HUMAN RIGHTS PERFORMANCE INDICATORS			
ASPECT: INVESTMENT AND PROCUREMENT PRACTICES			
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening	NR	
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken	NR	
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	NR	

ASPECT: NON-DISCRIMINATION

HR4 Total number of incidents of discrimination and actions taken NR

ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

HR5 Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk and actions taken to support these rights R Human Rights in Society

ASPECT: CHILD LABOUR

HR6 Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour R Human Rights in Society

ASPECT: FORCED AND COMPULSORY LABOUR

HR7 Operations identified as having significant risk for incidents of forced or compulsory labour and measures to contribute to the elimination of forced or compulsory labour R Human Rights in Society

ASPECT: 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 R Human Rights in Society

ASPECT: INDIGENOUS RIGHTS

HR9 Total number of incidents of violations involving rights of indigenous people and actions taken NR

SOCIETY - MANAGEMENT APPROACH SOCIETY PERFORMANCE INDICATORS

ASPECT: COMMUNITY

SO1 Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting R Environment, Supply Chain and Society

ASPECT: CORRUPTION

SO2 Percentage and total number of business units analysed for risks related to corruption R Bribery and Corruption in Society

SO3 Percentage of employees trained in organisation's anti-corruption policies and procedures R Bribery and Corruption in Society

SO4 Actions taken in response to incidents of corruption R Bribery and Corruption in Society

ASPECT: PUBLIC POLICY

SO5 Public policy positions and participation in public policy development and lobbying R Public Policy in Society

SO6 Total value of financial and in-kind contributions to political parties, politicians and related institutions by country R Public Policy in Society

ASPECT: ANTI-COMPETITIVE BEHAVIOUR

SO7 Total number of legal actions for anticompetitive behaviour, anti-trust and monopoly practices and their outcomes NR

ASPECT: COMPLIANCE

SO8 Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations R Environment and Society

PRODUCT RESPONSIBILITY - MANAGEMENT APPROACH

PRODUCT RESPONSIBILITY PERFORMANCE INDICATORS

ASPECT: CUSTOMER HEALTH AND SAFETY

R Customers

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	R	Products and Services in Supply Chain
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	NR	
ASPECT: PRODUCT AND SERVICE LABELLING			
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	R	Customers
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by types of outcomes	NR	
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	R	Customer Satisfaction in Customers
ASPECT: MARKETING COMMUNICATIONS			
PR6	Programs for adherence to laws, standards and voluntary codes related to marketing communications, including advertising, promotion and sponsorship	NR	
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	NR	
ASPECT: CUSTOMER PRIVACY			
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	NR	
ASPECT: COMPLIANCE			
PR9	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services	R	Society