

GRI Standards Index - Brickworks Limited 2019

Core GRI Indicators material to Brickworks

GRI Code	Indicator Details	Disclosure - Brickworks Sustainability Report section	Omissions material to Brickworks' Operations	Reasons for Omission
General Disclosures				
Organisational Profile				
102-1	Name of the organisation	About us		
102-2	Activities, brands, products and services	Our Brands		
102-3	Location of headquarters	About us		
102-4	Location of operations	About us		
102-5	Ownership and legal form	About us		
102-6	Markets serviced	About us		
102-7	Scale of organisation	Brickworks at a Glance		
102-8	Information on employees and other workers	Our People/ Developing Our People		
102-9	Supply chain	Risk Management	Partial disclosure gap: Description of supply chain required	During FY20, the Supply Chain section will be expanded.
102-10	Significant changes to the organisation and its supply chain	A Message from the MD, About us		
102-11	Precautionary Principle or approach	Risk Management		
102-12	External initiatives	Community Support, Sustainable Products, Product Innovation and Design		
102-13	Membership of associations	Partnerships		
Strategy				
102-14	Statement from senior decision-maker	A Message from the MD		
Ethics and Integrity				
102-16	Values, principles, standards, and norms of behaviour	Our People, Governance		
Governance				
102-18	Governance structure	Sustainability Governance, Governance		
Stakeholder Engagement				
102-40	List of stakeholder groups	Stakeholder Engagement		
102-41	Collective bargaining agreements	Developing Our People		
102-42	Identifying and selecting stakeholders	Stakeholder Engagement		
102-43	Approach to stakeholder engagement	Stakeholder Engagement		
102-44	Key topics and concerns raised	Stakeholder Engagement		
Reporting Practice				
102-45	Entities included in the consolidated financial statements	Annual Report		
102-46	Defining report content and topic Boundaries	About this Report, Materiality Assessment Process		
102-47	List of material topics	Materiality Assessment Process		
102-48	Restatement of information	No restatements		
102-49	Changes in reporting	Materiality Assessment Process		
102-50	Reporting period	About this Report		
102-51	Date of most recent report	N/A, first stand-alone report		
102-52	Reporting cycle	Annually		
102-53	Contact point for questions regarding the report	Back Cover		

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102-54	Claims of reporting in accordance with the GRI Standards	About this Report		Note: Report is informed for the first time by the GRI Standards
102-55	GRI content index	GRI Index		
102-56	External assurance	EY Assurance Statement		
Management Approach				
103-1	Explanation of the material topic and its Boundary	Annual Report, High Quality Affordable Housing, Governance,		As part of Brickworks sustainability journey, this report is informed for the first time by the GRI Standards. Brickworks has provided detailed coverage of our management approaches reflective of our approach to operations. Some topics have not yet fully met the comprehensive nature of the relevant GRI Standard. During FY20, these management approaches will be further expanded.
103-2	The management approach and its components	Corporate Governance Statement, Resource Efficiency,		
103-3	Evaluation of the management approach	Energy, Water, Rehabilitation, Carbon, Environmental Performance, Developing Our People, Health and Safety, Risk Management, Responsible Procurement, Modern Slavery and Supply Chain, Stakeholder Engagement, Community, Product Safety		
Economic Topics				
Economic Performance				
201-1	Direct economic value generated and distributed	Economic performance is contained throughout the 2019 Annual Report		
Indirect Economic Impacts				
203-2	Significant indirect economic impacts	High Quality Affordable Housing	Partial disclosure gap: Exploring systems to improve measurement and validation of community investment	During FY20, this area will be further explored.
Anti-Corruption				
205-2	Communication and training about anti-corruption policies and procedures	Governance, Corporate Governance Statement: Promote Ethical and Responsible Decision-Making		
Anti-Competitive Behaviour				
206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	Nil		
Environmental Topics				
Materials				
301-2	Recycled input materials used	Resource Efficiency	Partial disclosure gap: Provided case studies only	During FY20, this area will be further expanded.
Energy				

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302-1	Energy consumption within the organization	Energy		
302-3	Energy intensity			
Water				
303-1	Interactions with water as a shared resource	Water	Environmental performance outlines compliance with regulatory levels. Partial disclosure gap: Minimum standards for the quality of discharged water	During FY20, this area will be further expanded.
303-2	Management of water discharge related impacts	Environmental Performance		
303-5	Water consumption	Water	Disclosure gap: water consumption data	During FY20, this area will be further explored.
Biodiversity				
304-3	Habitats protected or restored	Rehabilitation		
Emissions				
305-1	Direct (Scope 1) GHG emissions	Carbon	Note: GHG emissions are reported as CO ₂ equivalent, as opposed to individual greenhouse gas emission types	
305-2	Energy indirect (Scope 2) GHG emissions			
305-4	GHG emissions intensity			
305-7	Nitrogen oxides (NOx), sulfur oxides (Sox), and other significant air emissions	Environmental Performance: Emission Controls	Partial disclosure gap: Link to NPI website to view significant air emissions.	During FY20, this area will be further explored.
Effluents and Waste				
306-2	Waste by type and disposal method	Resource Efficiency	Partial disclosure gap: The cost of production waste is key driver for the circular economy and was provided in the report. However the GRI Standard requires quantities of waste to landfill and recycled.	During FY20, this area will be further expanded.
Environmental Compliance				
307-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Environmental Performance		
Social Topics				
Employment				
401-1	New employee hires and employee turnover	Developing Our People	Partial disclosure gap: Statistics of new employees not included	During FY20, this area will be further expanded.
Occupational Health and Safety				
403-1	Occupational health and safety management system	Health and Safety	Partial disclosure gap: results provided for employees only	To ensure the accuracy of WHS figures, the intention is to include contractors once the exposure hours of contractors can be accurately obtained.
403-2	Hazard identification, risk assessment and incident investigation			
403-3	Occupational health services			
403-4	Worker participation, consultation and communication on occupational health and safety			

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403-5	Worker training on occupational health and safety			
403-6	Promotion of worker health			
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships			
403-9	Work related injuries			
Training and Education				
404-2	Programs for upgrading employee skills and transition assistance programs	Developing Our People		
Diversity and Equal Opportunity				
405-1	Diversity of governance bodies and employees	Developing Our People, Governance	Partial disclosures gaps: Age groups not included	During FY20, this area will be further explored.
Non-Discrimination				
406-1	Incidents of discrimination and corrective actions taken	Developing Our People	Partial disclosure gap: Details of incidents are not included due to confidentiality	During FY20, this area will be further explored.
Child Labour				
408-1	Operations and suppliers at significant risk for incidents of child labour	Responsible Procurement, Modern Slavery and Supply Chain	Partial disclosure gaps: Information currently unavailable, Management Approach is currently being developed	During FY20, this area will be further expanded.
Forced or Compulsory Labour				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Responsible Procurement, Modern Slavery and Supply Chain	Partial disclosure gaps: Information currently unavailable, Management Approach is currently being developed	During FY20, this area will be further expanded.
Local Communities				
413-1	Operations with local community engagement, impact assessments, and development programs	Stakeholder Engagement and Community		
Supplier Assessment for Labour Practices				
414-2	Negative social impacts in the supply chain and actions taken	Responsible Procurement, Modern Slavery and Supply Chain	Partial disclosure gaps: Information currently unavailable, Management Approach is currently being developed	During FY20, this area will be further expanded.
Public Policy				
415-1	Political contributions	Governance. No political donations.		
Customer Health and Safety				

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416-1	Assessment of the health and safety impacts of product and service categories	Product Safety	Detailed description of product testing and new product approval process is disclosed. Partial disclosure gap: disclosure on the percentage of products assessed.	During FY20, this area will be further explored.
Socioeconomic Compliance				
419-1	Non-compliance with laws and regulations in the social and economic area	Developing Our People	Description provided of mediation of cases relating to Fair Work, Equal Opportunities and Human Rights. Disclosure that no fines or non-monetary sanctions were received.	During FY20, this area will be further explored.