

2020 GRI Content Index

Vicinity Unwrapped: Our Sustainability Story

Vicinity Centres sustainability disclosures within [Vicinity Unwrapped: Our Sustainability Story](#) (the website) are prepared in accordance with the Global Reporting Initiative (GRI) Standard at a Core level. The GRI Content Index below references sections of the website, and where relevant, the [2020 Annual Integrated Report](#) and the [2020 Corporate Governance Statement](#). Additionally, Vicinity’s FY20 Performance Pack, which contains current and historical years’ performance data can be downloaded [here](#).

GRI Standard	Disclosure	Reference (URL and/or page reference)
GENERAL DISCLOSURES		
	102-1 Name of the organisation	About Vicinity Centres
	102-2 Primary brands, products and services	About Vicinity Centres
	102-3 Location of headquarters	About Vicinity Centres
	102-4 Location of operations	About Vicinity Centres
	102-5 Ownership and legal form	About Vicinity Centres
	102-7 Scale of the organisation	About Vicinity Centres
	102-8 Information on employees and other workers	About Vicinity Centres FY20 Performance Pack – Creating a great place to work
	102-9 Supply chain	Working with our suppliers – Our supply chain
	102-10 Significant changes to the organisation and its supply chain	2020 Annual Integrated Report – CEO and Managing Directors Review (p. 6)
	102-11 Adoption of the precautionary approach	Sustainability strategy – Climate resilience, Low carbon smart assets Approach to managing climate change Climate resilience Low carbon smart assets – Net Zero carbon target, Integrated energy strategy
GRI 102: General Disclosures 2016	102-12 External initiatives	Industry collaborations Reporting and transparency
	102-13 Memberships of associations	Industry collaborations
	102-14 Statement from senior decision maker	Home page – A message from our Chairman, An Update from our CEO and Managing Director
	102-16 Values, code of conduct and code of ethics	Ethics and risk management Focus on our people – Our values
	102-18 Governance structure	Sustainability governance
	102-40 Stakeholder groups engaged	Engaging with our stakeholders
	102-41 Collective bargaining agreements	None
	102-42 Identifying and selecting stakeholder groups	Engaging with our stakeholders
	102-43 Approach to stakeholder engagement	Engaging with our stakeholders
	102-44 Key topics and concerns raised	Engaging with our stakeholders
	102-45 Entities included in the consolidated financial statements	2020 Annual Integrated Report – Operations (p. 84)
	102-46 Defining report content and topic boundaries	Materiality – Our materiality review process
	102-47 List of material topics	Materiality – Important issues for Vicinity
	102-48 Restatements of information	None
	102-49 Changes in reporting	None

GRI Standard	Disclosure	Reference (URL and/or page reference)
	102-50 Reporting period	Home page – Our sustainability reporting
	102-51 Date of most recent previous report	FY19 Sustainability update, covering the Australian financial year 1 July 2018 to 30 June 2019, published on 12 November 2019
	102-52 Reporting cycle	Home page – Our sustainability reporting
	102-53 Contact point for questions	Home page – Our sustainability reporting
	102-54 Claims of reporting in accordance with the GRI Standards	Home page – Our sustainability reporting
	102-55 GRI content index	Home page – Our sustainability reporting Sustainability reporting
	102-56 External assurance	Home page – Our sustainability reporting Sustainability reporting
MATERIAL TOPICS		
Climate change (adaptation and mitigation)		
	103-1 Explanation of the material topic and its Boundaries	Materiality – Important issues for Vicinity Sustainability Strategy – Climate resilience, Low carbon smart assets Low carbon smart assets Climate resilience Developments and refurbishments 2020 Annual Integrated Report – Management of risk (p. 20)
GRI 103: Management Approach 2016	103-2 The management approach and its components	Approach to managing climate change Climate resilience Low carbon smart assets Sustainability ratings Developments and refurbishments 2020 Annual Integrated Report – Management of risk (p. 20)
	103-3 Evaluation of the management approach	Approach to managing climate change Climate resilience Low carbon smart assets Sustainability ratings
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Approach to managing climate change Climate resilience
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Low carbon smart assets – Resource efficiency improvements FY20 Performance Pack – Improving our environment
	302-3 Energy intensity	Low carbon smart assets – Resource efficiency improvements FY20 Performance Pack – Improving our environment
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Low carbon smart assets – Resource efficiency improvements FY20 Performance Pack – Sustainable destinations
	305-2 Energy indirect (Scope 2) GHG emissions	Low carbon smart assets – Resource efficiency improvements FY20 Performance Pack – Improving our environment
	305-3 Other indirect (Scope 3) GHG emissions	Low carbon smart assets – Resource efficiency improvements FY20 Performance Pack – Improving our environment
	305-4 GHG emissions intensity	Low carbon smart assets – Resource efficiency improvements FY20 Performance Pack – Improving our environment
Community hubs and consumer experiences		
	103-1 Explanation of the material topic and its Boundaries	Materiality – Important issues for Vicinity 2020 Annual Integrated Report – Management of risk (p. 20), Our communities (p. 32) Shaping better communities – Our focus and achievements 2020 Annual Integrated Report – Our strategy and business prospects (p. 12), Our management of risk (p. 20), Engaging with our stakeholders (p. 24), Development (28), Our communities (p. 32), Our data and analytics (p. 30).
GRI 103: Management Approach 2016	103-2 The management approach and its components	Shaping better communities Investing in our communities Our RAP Creating community hubs Community engagement
	103-3 Evaluation of the management approach	Investing in our communities Community engagement 2020 Annual Integrated Report – Our management of risk (p. 20), Our data and analytics (p. 30)

GRI Standard	Disclosure	Reference (URL and/or page reference)
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Our commitments Investing in our communities – Community Investment Program Community engagement Working with our suppliers – Procurement through social and indigenous enterprises
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Community hubs – Our broader economic and community impacts Working with our suppliers – Procurement through social and indigenous enterprises, Case study: Supporting Indigenous employment with Wilco Electrical
Non-GRI	Net Promoter Score (NPS)	Community engagement – Providing a consistent experience for our consumers and communities
Retail trading conditions		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Materiality – Important issues for Vicinity 2020 Annual Integrated Report – Our management of risk (p. 20) 2020 Annual Integrated Report – Our management of risk (p. 20), Engagement with our stakeholders (p. 24-25), Development (p. 28-29), Our data and analytics (p.30),
	103-2 The management approach and its components	Partnering with our retailers – Supporting our retailers during COVID-19 Community engagement – Providing a consistent experience for our consumers and communities, Data and Analytics Engaging with our stakeholders – Our stakeholders
	103-3 Evaluation of the management approach	2020 Annual Integrated Report – Our management of risk (p. 20), Engagement with our stakeholders (p. 26-27), Our data and analytics (38-39) Partnering with our retailers Community engagement
Cyber security and data privacy		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Materiality – Important issues for Vicinity 2020 Annual Integrated Report – Our management of risk (p. 20) 2020 Annual Integrated Report – Our management of risk (p. 20), Our data and analytics (p.30)
	103-2 The management approach and its components	Community engagement – Data and Analytics Vicinity Centres Privacy Policy
	103-3 Evaluation of the management approach	2020 Annual Integrated Report – Our management of risk (p. 20)
Responsible supply chain incl. modern slavery		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Materiality – Important issues for Vicinity Working with our suppliers – Our supply chain
	103-2 The management approach and its components	Working with our suppliers – Supply Chain Governance, category-level risk assessment, Supplier Due Diligence, Addressing Modern Slavery and broader sustainability risks in our supply chain, Case Study: Addressing modern slavery in the context of COVID-19, Case Study: Cleaning Accountability Framework Pilot, Procurement through social and indigenous enterprises Engaging with our stakeholders – Our stakeholders
	103-3 Evaluation of the management approach	Working with our suppliers – Supply chain governance, Category-level risk assessment, Supplier due diligence, Addressing Modern Slavery and broader sustainability risks in our supply chain
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Working with our suppliers – Supplier due diligence
GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	Working with our suppliers – Supplier due diligence
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Working with our suppliers – Supplier due diligence
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Working with our suppliers – Supplier due diligence
Diversity, inclusion and wellbeing		
GRI 103: Management	103-1 Explanation of the material topic and its Boundaries	Materiality – Important issues for Vicinity Focus on Our People

GRI Standard	Disclosure	Reference (URL and/or page reference)
Approach 2016		Diversity, inclusion and belonging – Diversity, Inclusion and Belonging 2020 Annual Integrated Report – Our management of risk (p. 20)
	103-2 The management approach and its components	Focus on Our People Diversity, inclusion and belonging Health and wellbeing 2020 Corporate Governance Statement – Diversity and inclusion (p. 11-12) 2020 Annual Integrated Report – Our management of risk (p. 20), Our people (p. 34-35)
	103-3 Evaluation of the management approach	Our culture Diversity, inclusion and belonging – Diversity, inclusion and belonging Engaging with our stakeholders – Our people 2020 Corporate Governance Statement – Diversity and inclusion (p. 12-14)
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity, inclusion and belonging – A diverse workplace FY20 Performance Pack– Creating a great place to work 2020 Corporate Governance Statement – Diversity and inclusion (p. 11-12)
	405-2 Ratio of basic salary and remuneration of women to men	Diversity, inclusion and belonging – Promoting equal pay FY20 Performance Pack – Focus on Our People
GRI 403: Occupational Health and Safety 2016	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	FY20 Performance Pack – Focus on Our People (absenteeism rate)
Physical safety		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Materiality – Important issues for Vicinity Focus on safety 2020 Annual Integrated Report – Our management of risk (p. 20)
	103-2 The management approach and its components	Focus on safety 2020 Annual Integrated Report – Our management of risk (p. 20)
	103-3 Evaluation of the management approach	Focus on safety
GRI 403: Occupational Health and Safety 2016	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Focus on safety <i>Not applicable – Vicinity no longer reports our workforce injury performance indicators in our sustainability reporting. The reason for this omission is explained in the page linked above.</i>
Tenant engagement and retention		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Materiality – Important issues for Vicinity 2020 Annual Integrated Report – Our management of risk (p. 20) 2020 Annual Integrated Report – Our management of risk (p. 20), Engagement with our stakeholders (p. 24-25), Development (p. 28-29), Our data and analytics (p.30) Partnering with our retailers Engaging with our stakeholders – Our stakeholders
	103-2 The management approach and its components	2020 Annual Integrated Report – Our management of risk (p. 20), Engagement with our stakeholders (p. 24-25), Development (p. 28-29), Our data and analytics (p.30) Partnering with our retailers Engaging with our stakeholders – Our stakeholders
	103-3 Evaluation of the management approach	Engaging with our stakeholders – Our stakeholders
Waste management and recycling		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Materiality – Important issues for Vicinity Low carbon smart assets – Waste and recycling
	103-2 The management approach and its components	Sustainability strategy – Low carbon smart assets Low carbon smart assets – Resource efficiency improvements, Waste and recycling
	103-3 Evaluation of the management approach	Low carbon smart assets – Resource efficiency improvements, Waste and recycling Sustainability ratings
GRI 306: Effluents and Waste	306-2 Waste by type and disposal method	Low carbon smart assets – Resource efficiency improvements, Waste and recycling FY20 Performance Pack– Improving our environment
Changes in consumer behaviours		
	103-1 Explanation of the material topic and its Boundaries	Materiality – Important issues for Vicinity

GRI Standard	Disclosure	Reference (URL and/or page reference)
GRI 103: Management Approach 2016	103-2 The management approach and its components	2020 Annual Integrated Report – Our management of risk (p. 20), Our data and analytics (p.30) Community hubs Community engagement – Data and Analytics
	103-3 Evaluation of the management approach	2020 Annual Integrated Report – Chairman’s review (p. 4-5), CEO & Managing Director’s Review (p. 6 - 8), Our strategy and business prospects (p. 12), Our management of risk (p. 20), Engaging with our stakeholders (p. 24), Development (p.28-29), Our communities (p. 32), Our data and analytics (p.30) Community hubs – Creating community hubs Community engagement
Corporate governance		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Materiality – Important issues for Vicinity 2020 Corporate Governance Statement (All)
	103-2 The management approach and its components	Sustainability governance Ethics and risk management
	103-3 Evaluation of the management approach	2020 Corporate Governance Statement (All)
GRI 102: General Disclosures 2016 (Governance)	102-20 Executive-level responsibility for economic, environmental and social topics	Sustainability governance 2020 Corporate Governance Statement (p. 5-6)
	102-21 Composition of the highest governance body and its committees	2020 Corporate Governance Statement (p. 5-6)
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Ethics and risk management
Transparency of disclosure		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Materiality – Important issues for Vicinity Industry collaborations Reporting and transparency
	103-2 The management approach and its components	Engaging with our stakeholders Industry collaborations Reporting and transparency Sustainability reporting 2020 Corporate Governance Statement – Communication (p. 13)
	103-3 Evaluation of the management approach	Industry collaborations Reporting and transparency Engaging with our stakeholders
Shareholder returns		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Materiality – Important issues for Vicinity 2019 Annual Integrated Report – Our management of risk (p. 22-25) 2020 Annual Integrated Report – CEO & Managing Director’s Review (p. 6 - 8), Our strategy and business prospects (p. 12), Our management of risk (p. 20), Engaging with our stakeholders (p. 24)
	103-2 The management approach and its components	Our Group strategy Sustainability strategy 2020 Corporate Governance Statement – Sustainability risks (p. 8)
	103-3 Evaluation of the management approach	2020 Annual Integrated Report – Our management of risk (p. 20), Achievements and focus (p. 12-13), Our performance (p.14), Engaging with our stakeholders (p. 24) Engaging with our stakeholders Our commitments
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Materiality – Our materiality review process 2020 Annual Integrated Report – Statement of Comprehensive Income (p. 76), Our performance (p. 14), Tax transparency (p. 42)
Social cohesion and integration		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Materiality – Important issues for Vicinity 2020 Annual Integrated Report – Our communities (p. 32) Shaping better communities – Our focus and achievements Community hubs Investing in our communities

GRI Standard	Disclosure	Reference (URL and/or page reference)
	103-2 The management approach and its components	2020 Annual Integrated Report – Development (p.28), Our communities (p. 32) Shaping better communities – Our focus and achievements Community hubs Investing in our communities Our RAP Community engagement – Providing a consistent experience for our consumers and communities, Engaging communities in centre developments Social procurement – Procurement through social and indigenous enterprises, Case study: Supporting Indigenous employment with Wilco Electrical
	103-3 Evaluation of the management approach	Investing in our communities Community engagement Our commitments
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Investing in our communities – Community Investment Program Working with our suppliers – Procurement through social and Indigenous enterprises
An engaged workforce-innovative and collaborative culture		
	103-1 Explanation of the material topic and its Boundaries	Materiality – Important issues for Vicinity Focus on our people
GRI 103: Management Approach 2016	103-2 The management approach and its components	Focus on our people Developing talent and capability Our culture
	103-3 Evaluation of the management approach	Our culture Developing talent and capability – How we measure our success Engaging with our stakeholders – Our people
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Focus on our people FY20 Performance Pack – Focus on our people
	401-3 Parental leave	FY20 Performance Pack – Focus on our people
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	Developing talent and capability FY20 Performance Pack – Focus on our people
Non-GRI	Employee engagement score	Our culture FY20 Performance Pack – Focus on our people