

Global Reporting Initiative

NET BALANCE GLOBAL REPORTING INITIATIVE (GRI) G3 ASSESSMENT

Legend		
C	=	Conformance
PC	=	Partial Conformance
NR	=	Not Reported
NA	=	Not Applicable

Standard Disclosures - Profile						
1. Strategy and Analysis						
Profile Disclosure		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
1.1		<p>Statement from the most senior decision-maker of the organisation</p> <p>The statement should present the overall vision and strategy for the short-term, medium-term (e.g., 3-5 years), and long-term, particularly with regard to managing the key challenges associated with economic, environmental, and social performance. The statement should include:</p> <ul style="list-style-type: none"> • strategic priorities and key topics for the short/medium-term with regard to sustainability, including respect for internationally agreed standards and how they relate to long-term organisational strategy and success; • broader trends (e.g., macroeconomic or political) affecting the organisation and influencing sustainability priorities; • key events, achievements, and failures during the reporting period; • views on performance with respect to targets; • outlook on the organisation's main challenges and targets for the next year and goals for the coming 3-5 years; and • other items pertaining to the organisation's strategic approach 	Chairman's Review Managing Director's Review	C	<p>Landcom provides information on its vision in its corporate plan. The corporate plan is prepared annually, and includes projections and targets beyond one year for both project and financial targets. A five-year business development plan is included in each corporate plan and once they become active projects, longer term strategies are developed for the life of each project.</p> <p>The annual financial targets are reviewed by the Landcom Board & Executive quarterly.</p> <p>The Landcom Board and Executive regularly discusses Landcom's overall vision and short to long term strategies in monthly Board meetings. This also includes identifying Landcom's main challenges and targets for the coming year and the medium term.</p>	See reference column and GRI Index

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1. Strategy and Analysis <i>continued</i>						
Profile Disclosure		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
1.2		<p>Description of key impacts, risks, and opportunities The reporting organisation should provide two concise narrative sections on key impacts, risks, and opportunities.</p> <p>Section One should focus on the organisation's key impacts on sustainability and effects on stakeholders, including rights as defined by national laws and relevant internationally agreed standards. This should take into account the range of reasonable expectations and interests of the organisation's stakeholders. This section should include:</p> <ul style="list-style-type: none"> • a description of the significant impacts the organisation has on sustainability and associated challenges and opportunities. This includes the effect on stakeholders' rights as defined by national laws and the expectations in internationally-agreed standards and norms; • an explanation of the approach to prioritising these challenges and opportunities; • key conclusions about progress in addressing these topics and related performance in the reporting period. This includes an assessment of reasons for underperformance or over-performance; and • a description of the main processes in place to address performance and/or relevant changes. <p>Section Two should focus on the impact of sustainability trends, risks, and opportunities on the long-term prospects and financial performance of the organisation. This should concentrate specifically on information relevant to financial stakeholders or that could become so in the future. Section Two should include the following:</p> <ul style="list-style-type: none"> • a description of the most important risks and opportunities for the organisation arising from sustainability trends; • prioritisation of key sustainability topics as risks and opportunities according to their relevance for long-term organisational strategy, competitive position, qualitative, and (if possible) quantitative financial value drivers; • Table(s) summarising: targets, performance against targets, and lessons-learned for the current reporting period; and targets for the next reporting period and mid-term objectives and goals (i.e., 3-5 years) related to key risks and opportunities. <p>Concise description of governance mechanisms in place to specifically manage these risks and opportunities, and identification of other related risks and opportunities.</p>	<p>Chairman's review</p> <p>Managing Director's review</p> <p>The impacts of our activities</p> <p>Our biggest challenges</p> <p>Sustainability report - Introduction</p> <p>Five year performance</p> <p>Chairman's review</p> <p>Managing Director's review</p> <p>Five year performance</p> <p>Statutory requirements</p>	C	Key impacts on sustainability and effects on stakeholders including rights as defined by national laws and relevant internationally agreed standards are contained in Landcom's Sustainability Policy and in the Landcom Act 2001.	See reference column and GRI Index

2. Organisational Profile						
Profile Disclosure		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
2.1		Name of the organisation.	Title Page	C		See reference column
2.2		Primary brands, products, and/or services.	How we operate Our operations Impacts of our activities	C		See reference column
2.3		Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures.	Governance structure	C		See reference column
2.4		Location of organisation's headquarters.	Corporate directory	C		See reference column
2.5	Not Core	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.	Our operations	C	Landcom is limited by statute to operate in NSW, Australia.	See reference column
2.6		Nature of ownership and legal form.	About us Statutory Requirements	C	Landcom is a statutory state owned corporation of the NSW Government.	See reference column
2.7		Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Our operations Impacts of our activities	C		See reference column
2.8		Scale of the reporting organisation, including: number of employees; net sales; total capitalisation broken down by in terms of debt and equity; and quantity of products or services provided.	Statutory requirements - Total staff Five-year performance summary - Governance Our operations Financial report	C		See reference column
2.9	Not Core	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 formation, maintenance, and alteration operations (for private sector organisations).		C	No significant changes occurred in the reporting period.	GRI Index
2.10		Awards received in the reporting period.	Awards 2009/2010	C		See reference column

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3. Report Parameters						
Profile Disclosure		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
3.1		Reporting period (e.g., fiscal/calendar year) for information provided.	The Annual Report is for 1 July 2008 - 30 June 2009.	C	The Annual Report is for 1 July 2009 to 30 June 2010.	See reference column and GRI Index
3.2		Date of most recent previous report (if any).	The Annual Report 2009	C	The Annual Report 2009.	See reference column and GRI Index
3.3		Reporting cycle (annual, biennial, etc.)	Annual	C	Annual, from 1 July to 30 June each year.	See reference column and GRI Index
3.4		Contact point for questions regarding the report or its contents.	Corporate directory Sustainability Report - Introduction	C		See reference column
3.5		Process for defining report content.	Sustainability report - Introduction Sustainability report - Summary results and analysis Five-year performance	C		See reference column
3.6		Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	Sustainability report - Introduction Sustainability report - Summary results and analysis Statutory requirements	C		See reference column
3.7		State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Sustainability report - Introduction Sustainability report - Summary results and analysis Five-year performance	C		See reference column
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.	Sustainability report - Introduction Sustainability report - Summary results and analysis Statutory requirements	C		See reference column

3. Report Parameters <i>continued</i>						
Profile Disclosure		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
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.	Sustainability report - Introduction Sustainability report - Summary results and analysis Statutory requirements	C		See reference column
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).		C	No re-statements were made in the Report.	GRI Index
3.11	Not Core	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Sustainability report - Introduction	C	Significant changes occurred in the reporting period, with amendments to reporting indicators.	See reference column
3.12		Table identifying the location of the Standard Disclosures in the report.	GRI Index	C		See reference column
3.13		Policy and current practice with regard to seeking external assurance for the report.	Independent assurance statement	C		See reference column
4. Governance, Commitments, and Engagement						
Profile Disclosure		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
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.	Governance structure	C		See reference column
4.2		Indicate whether the Chair of the highest governance body is also an executive officer.	Board of Directors Management team	C	The chairman is a non-executive member of the Board.	See reference column and GRI Index
4.3		For organisations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Board of Directors Management team	C		See reference column
4.4		Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Our approach Stakeholder engagement Statutory requirements - Charter and function	C		See reference column

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4. Governance, Commitments, and Engagement <i>continued</i>						
Profile Disclosure		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
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).	Statutory requirements - Executive positions	PC		See reference column
4.6		Processes in place for the highest governance body to ensure conflicts of interest are avoided.		C	Landcom has a number of policies to help prevent conflicts of interest including: - Declaration of Interest - Conflict of interest - Probity policy - Internal audit - External audit	GRI Index
4.7		Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organisation's strategy on economic, environmental, and social topics.	Board of Directors	C	Board members are jointly appointed by the Shareholder Ministers and have skills in Landcom's core operational areas. Landcom's sustainability indicators are endorsed by the Board prior to the indicators being adopted by the Portfolio Minister.	See reference column and GRI Index
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.	Statutory requirements	C		See reference column
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.	Statutory requirements	C		See reference column
4.10		Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Statutory requirements - Risk management and insurance activities	C	Landcom has an Audit and Risk Committee consisting of Board and Senior Executive representatives that meet quarterly to assess the corporation's economic, environmental and social performance. An independent review of the Board's performance is conducted annually.	See reference column and GRI Index
4.11		Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	Statutory requirements - Charter and functions	C	The precautionary principle is embedded in our sustainability indicators and in the Landcom Act 2001 Section 6((1c): to protect the environment by conducting its operations in compliance with the principles of ecologically sustainable development contained in section 6 (2) of the Protection of the Environment Administration Act 1991).	See reference column and GRI Index

4. Governance, Commitments, and Engagement <i>continued</i>						
Profile Disclosure		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
4.12		Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	About us How we operate Governance structure Five-year performance Statutory requirements	C	BASIX (Building Sustainable Index) NatHERS, Solar Cities program AS/NZS ISO 14001:2004, GRI, NABERS AS/NZS 4360:2004	See reference column and GRI Index
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.		C	Landcom is a member of the Urban Development Institute of Australia, Housing Industry Association, Green Building Council of Australia, Global Reporting Initiative, Property Council of Australia, and the Planning Institute of Australia. Landcom also sponsors regular and special events such as awards, ceremonies, and industry seminars and conferences conducted by these organisations. This information is recorded in Executive reports.	GRI Index
4.14		List of stakeholder groups engaged by the organisation.	Stakeholder engagement	C		See reference column and GRI Index
4.15		Basis for identification and selection of stakeholders with whom to engage.	The impacts of our activities Our biggest challenges Five-year performance	C	The Annual Report 2010 lists our stakeholders and their interests in our activities. The five year performance - Governance section details the process of engagement with stake holders.	See reference column and GRI Index
4.16		Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Stakeholder engagement Sustainability report - Introduction Five-year performance	C		See reference column

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4. Governance, Commitments, and Engagement <i>continued</i>						
Profile Disclosure		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
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.	Stakeholder engagement Sustainability report - Introduction Five-year performance	C	Landcom's sustainability indicators were updated in response to stakeholder engagement in early 2009. Feedback on the revised indicators was generally positive with the majority (80%) attracting no comment. Of those that attracted comment, stakeholders said that about half (10% of all indicators) were potentially open to interpretation. In response, we were more specific in how we described the scope of the indicator. Stakeholders said that the remaining 10% of indicators did not necessarily reflect best practice. In response, we revised these indicator targets to reflect Landcom's leadership position.	See reference column
Disclosures on Management Approach (DMAs)						
G3 DMA		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
DMA EC	Core	Disclosure on Management Approach on the following aspects: - Economic performance - Market presence - Indirect economic impacts	Chairman's review Managing Director's review	C		See reference column
		Goals and performance:	Five year performance review - Economic Financial statements	PC		See reference column
		Policy		C	Landcom's internal structure is available on Landcom's intranet. Management of these issues falls to individual project teams within their specific projects. Oversight of this process is managed by internal and external audits, the results of which are reported to Landcom's Audit and Risk Committee which is made up of representatives from the Board. The Committee meets quarterly and sustainability and financial risks are reported and monitored through this Committee.	GRI Index

Disclosures on Management Approach (DMAs) <i>continued</i>						
G3 DMA		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
DMA EC	Core	Additional contextual information such as - Key successes and shortcoming - Major organisational risks and opportunities - Major changes in the reporting period to improve performance - Key strategies for implementing policies or achieving performance.	Chairman's Review Managing Director's Review	C		See reference column
DMA EN	Core	Disclosure on Management Approach - Materials; - Energy; - Water; - Biodiversity; - Emissions, Effluents, and Waste; - Products and Services; - Compliance; - Transport; and - Overall	Five year performance - Environmental sustainability	C		See reference column
		Goals and performance	Five year performance - Environmental sustainability	C		See reference column
		Policy		C	Landcom's internal structure is available on Landcom's intranet. Management of these issues falls to individual project teams within their specific projects. Oversight of this process is managed by internal and external audits, the results of which are reported to Landcom's Audit and Risk Committee which is made up of representatives from the Board. The Committee meets quarterly and sustainability and financial risks are reported and monitored through this Committee.	GRI Index
		Organisational Responsibility		PC	Landcom's internal structure is available on Landcom's intranet. Management of these issues falls to individual project teams within their specific projects. Oversight of this process is managed by internal and external audits, the results of which are reported to Landcom's Audit and Risk Committee which is made up of representatives from the Board. The Committee meets quarterly and sustainability and financial risks are reported and monitored through this Committee.	GRI Index

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Disclosures on Management Approach (DMAs) <i>continued</i>						
G3 DMA		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
DMA EN	Core	Training and Awareness		PC	Landcom's Environmental Management System procedures on the intranet detail sustainability training and awareness. All staff are inducted to these issues when they commence at Landcom.	GRI Index
		Monitoring and follow up	Five year performance - Environmental sustainability	PC		See reference column
		Additional contextual information such as - Key successes and shortcoming - Major organisational risks and opportunities - Major changes in the reporting period to improve performance - Key strategies for implementing policies or achieving performance.	Awards 2009/2010 Five year performance - Environmental sustainability	C	Organisational risks and opportunities relating to sustainability are briefly discussed.	See reference column and GRI Index
DMA HR	Core	Disclosure on Management Approach HR - Investment and procurement practices - Non-discrimination - Freedom of association and collective bargaining - Abolition of child labour - Prevention of forced and compulsory labour - Complaints and grievance practices - Security practices - Indigenous rights	Five year performance summary - Governance Five year performance summary - Sustainable supply chain Five year performance summary - Corporate - Social sustainability Five year performance summary - Corporate - Governance Statutory requirements	C	Landcom complies with all state, national and international legislation that deals with labour issues. Landcom has its own conditions of Employment Award which includes industrial negotiations and consultation with relevant parties.	See reference column and GRI Index
		Goals and performance	Five year performance summary - Governance Five year performance summary - Sustainable supply chain Five year performance summary - Corporate - Social sustainability Five year performance summary - Corporate - Governance Statutory requirements	C	Landcom staff receive bi-annual performance reviews, which monitors past performance in line with established goals and allows for new goals to be identified.	See reference column and GRI Index

Disclosures on Management Approach (DMAs) <i>continued</i>						
G3 DMA		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
DMA HR	Core	Policy		PC	Landcom has a Human Resources strategy approved by the Board on an annual basis.	GRI Index
		Organisational Responsibility		C	Landcom employs two Human Resources staff who report to the Managing Director. A Human Resources Strategy is completed annually and approved by the Board.	GRI Index
		Training and Awareness	Statutory requirements	PC	Training and awareness needs are identified through bi-annual performance reviews. In addition, training and awareness is offered to all staff through monthly staff briefings and knowledge sessions.	See reference column and GRI Index
		Monitoring and follow up	Statutory requirements Five year performance summary	PC	Landcom staff receive bi-annual performance reviews, which monitors past performance in line with established goals and allows for new goals to be identified.	See reference column and GRI Index
		Additional contextual information such as - Key successes and shortcoming - Major organisational risks and opportunities - Major changes in the reporting period to improve performance - Key strategies for implementing policies or achieving performance.		PC	Landcom's Human Resources Strategy includes this information. The Strategy is completed annually and approved by the Landcom Board.	GRI Index
DMA LA	Core	Disclosure on Management Approach LA - Employment - Labour/management relations - Occupational health and safety - Training and education - Diversity and equal opportunity	Five year performance summary - Corporate results Statutory requirements	C		See reference column
		Goals and performance	Five year performance summary - Corporate results Statutory requirements	C		See reference column
		Policy		PC	Policies are available on the Landcom intranet.	GRI Index
		Organisational Responsibility		C	A Human Resources Strategy is completed annually and approved by the Board.	GRI Index

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Disclosures on Management Approach (DMAs) <i>continued</i>						
G3 DMA		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
DMA LA	Core	Training and Awareness	Five year performance summary - Corporate results Statutory requirements	C	Landcom has in place the following policies and procedures: Fair Treatment (Anti-Discrimination) and Grievance Procedures; Harassment Free Workplace and an Employee Assistance Program. All staff are familiarised with the policies through Landcom's induction processes.	See reference column and GRI Index
		Monitoring and follow up	Five year performance summary - Corporate results Statutory requirements	C	Landcom supports legislation that creates and maintains a safe and ethical work culture. Landcom completes a staff satisfaction survey every 2 years, and monitors staff turnover and reasons for ceasing employment at Landcom via exit interviews.	See reference column and GRI Index
		Additional contextual information such as - Key successes and shortcoming - Major organisational risks and opportunities - Major changes in the reporting period to improve performance - Key strategies for implementing policies or achieving performance.	Five year performance summary - Corporate results Statutory requirements	C		See reference column
DMA SO	Core	Disclosure on Management Approach SO - Community - Corruption - Public Policy - Anti-competitive behaviour - Compliance	Chairman's review Managing Director's review About us How we operate Our approach Governance structure Stakeholder engagement Statutory requirements	C	Policies are available on the Landcom intranet.	See reference column and GRI Index
		Goals and performance	Statutory requirements	C	Landcom is regularly audited for financial and sustainability compliance. Landcom discloses breaches on corruption, public policy or anti-competitive behaviour.	See reference column and GRI Index
		Policy		PC	Policies are available on the Landcom intranet and will be available shortly on the Landcom internet.	GRI Index
		Organisational Responsibility		PC	Landcom has a Code of Conduct that all staff agree to as a Landcom employee, and a hierarchy of delegations in place to reduce organisational risk.	GRI Index

Disclosures on Management Approach (DMAs) <i>continued</i>						
G3 DMA		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
DMA SO	Core	Training and Awareness		C	Landcom regularly carries out staff briefings and other awareness raising activities on social performance awareness, eg ICAC training and Gifts register notifications.	GRI Index
		Monitoring and follow up	Five year performance summary - Social Sustainability Statutory requirements	C	Landcom has in place the following policies and procedures: Fair Treatment (Anti-Discrimination) and Grievance Procedures; Harassment Free Workplace and an Employee Assistance Program. All staff are familiarised with the policies through Landcom's induction processes.	See reference column and GRI Index
		Additional contextual information such as - Key successes and shortcoming - Major organisational risks and opportunities - Major changes in the reporting period to improve performance - Key strategies for implementing policies or achieving performance.	Sustainability Report - Introduction Five year performance review - Social Sustainability Statutory requirements	C	Landcom is audited regularly to anticipate and ameliorate risks and identify and implement opportunities in our financial and sustainability activities. Landcom's Audit and Risk committee identifies risks and records them on an action table that is reviewed quarterly until each action is closed. Our complaints and compliments register also records alleged breaches of the Trade Practices Act 1974 and environmental performance. These are required to be addressed and closed, and are reported to the Managing Director on a monthly basis. Landcom also has delegations at each level of approval within our Land information and purchase ordering systems. Delegation lists are available on Landcom's intranet.	See reference column and GRI Index

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Disclosures on Management Approach (DMAs) <i>continued</i>						
G3 DMA		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
DMA PR	Core	Disclosure on Management Approach PR - Customer health and safety - Product and service labelling - Marketing communications - Customer privacy - Compliance	Governance structure Impacts of our activities Our biggest challenges Five-year performance Statutory requirements	C		See reference column
		Goals and performance	Governance structure Statutory requirements	PC		See reference column
		Policy	Governance structure	PC	Policies are available on the Landcom intranet.	See reference column and GRI Index
		Organisational Responsibility	Governance structure	C	Policies are available on the Landcom intranet.	See reference column and GRI Index
		Training and Awareness	The impacts of our activities Our biggest challenges Five-year performance	PC	Landcom offers a community welcome program to encourage a healthy and safe environment, and within this program information on better living environments is given, such as Asthma in the Home booklets and walking school buses for school children. All customer data is protected and customer satisfaction is monitored through our Compliments and Complaints register.	See reference column and GRI Index
		Monitoring and follow up	Five-year performance summary - Environmental sustainability Statutory requirements	PC		See reference column
		Additional contextual information such as - Key successes and shortcoming - Major organisational risks and opportunities - Major changes in the reporting period to improve performance - Key strategies for implementing policies or achieving performance.	Five-year performance summary - Environmental sustainability Statutory requirements	PC		See reference column

Economic Performance Indicators						
Performance Indicator		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
EC1	Core	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.	Five-year performance review - Economic Financial statements	C		See reference column
EC2	Core	Financial implications and other risks and opportunities for the organisation's activities due to climate change.		PC	Landcom has completed preliminary investigations into the impacts from climate change and the Emission Trading Scheme. Adaptation and mitigation strategies are being developed through Landcom's Energy policy and through the Sustainable Display Home project.	GRI Index
EC3	Core	Coverage of the organisation's defined benefit plan obligations.	Financial statements	C		See reference column
EC4	Core	Significant financial assistance received from government.		C	Landcom is a corporatised entity of the NSW Government.	GRI Index
EC5	Not Core	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.		C	Wages are determined by the State Award (NSW).	GRI Index
EC6	Core	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.		PC	Landcom only operates in NSW and generally all suppliers and service providers are based within NSW and within close proximity of our operations.	GRI Index
EC7	Core	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.		NA	Not relevant to Landcom operations.	
EC8	Core	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	The impacts of our activities Our biggest challenges Five-year performance - Environmental sustainability Five-year performance - Social sustainability	C		See reference column
EC9	Additional	Understanding and describing significant indirect economic impacts, including the extent of impacts.	The impacts of our activities Our biggest challenges Five year performance - Social Sustainability Five-year performance	C		See reference column

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Environmental Performance Indicators						
Performance Indicator		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
EN1	Core	Materials used by weight or volume.	Five-year performance - Corporate - Environmental sustainability	C	Paper products and marketing materials are monitored and reported in Landcom's Annual report.	See reference column and GRI Index
EN2	Core	Percentage of materials used that are recycled input materials.	Five-year performance summary - Environmental sustainability - Waste	C	Products reused through civil works at Landcom projects and reported in Landcom's Annual Report.	See reference column and GRI Index
EN3	Core	Direct energy consumption by primary energy source.	Five-year performance - Environmental sustainability - Energy and Greenhouse Gas Emissions	C	Direct energy consumption from Landcom fleet vehicle fuel consumption (Scope 1 emissions) was 572 GJ.	See reference column and GRI Index
EN4	Core	Indirect energy consumption by primary source.	Corporate results - Energy and Greenhouse Gas Emissions	C		See reference column
EN5	Additional	Energy saved due to conservation and efficiency improvements.		NR		
EN6	Additional	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Five-year performance - Environmental sustainability - Energy and Greenhouse Gas Emissions	C		See reference column
EN7	Additional	Initiatives to reduce indirect energy consumption and reductions achieved.		NR		
EN8	Core	Total water withdrawal by source.		PC	We estimate Landcom head office water consumption was 2995 kL based on a 2.5 Star NABERS benchmark for office buildings. Landcom is currently unable to report on actual corporate water consumption due to lease agreements and separate metering.	GRI Index
EN9	Additional	Water sources significantly affected by withdrawal of water.		NA	NSW has licencing requirements on water withdrawal which limit application of this within Landcom's projects.	
EN10	Additional	Percentage and total volume of water recycled and reused.		PC	Zero.	GRI Index

Environmental Performance Indicators <i>continued</i>						
Performance Indicator		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
EN11	Core	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Five-year performance - Environmental sustainability - Biodiversity and Native Vegetation Management	C		See reference column
EN12	Core	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Five-year performance - Environmental sustainability - Biodiversity and Native Vegetation Management	C		See reference column
EN13	Additional	Habitats protected or restored.	Five-year performance - Environmental sustainability - Biodiversity and Native Vegetation Management	C		See reference column
EN14	Additional	Strategies, current actions, and future plans for managing impacts on biodiversity.	Five-year performance - Environmental sustainability - Biodiversity and Native Vegetation Management	C		See reference column
EN15	Additional	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Five-year performance - Environmental sustainability - Biodiversity and Native Vegetation Management	PC	State and Federal legislation applies to Landcom projects.	See reference column and GRI Index
EN16	Core	Total direct and indirect greenhouse gas emissions by weight.	Five-year performance - Corporate - Energy and Greenhouse Gas Emission	C		See reference column and GRI Index
EN17	Core	Other relevant indirect greenhouse gas emissions by weight.		PC	Landcom reports on the indirect emissions from electricity only. Landcom does not report on other indirect emissions (such as taxis, flights and waste) yet, because we have not developed a robust methodology to account for these emissions. Development of a Landcom Carbon Neutral Framework will provide us with the tools to report on indirect emissions in the future.	GRI Index
EN18	Additional	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Five-year performance - Environmental sustainability - Energy and Greenhouse Gas Emissions	C		See reference column

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Environmental Performance Indicators <i>continued</i>						
Performance Indicator		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
EN19	Core	Emissions of ozone-depleting substances by weight.		NA	This indicator is not applicable to Landcom.	
EN20	Core	NOx, SOx, and other significant air emissions by type and weight.		NA	This indicator is not applicable to Landcom.	
EN21	Core	Total water discharge by quality and destination.	Five-year performance - Environmental sustainability - Urban water cycle management	PC	The quantity of water discharged is presented as a percentage.	See reference column
EN22	Core	Total weight of waste by type and disposal method.	Five-year performance summary - Environmental sustainability - Waste Five-year performance summary - Environmental sustainability - Corporate results	PC		See reference column
EN23	Core	Total number and volume of significant spills.		C	No spills occurred in the reporting period. <i>Protection of the Environment Operations Act 1997</i> applies and pollution incidents are reported in Five-year performance - Governance.	GRI Index
EN24	Additional	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.	Five-year performance summary - Environmental sustainability - Waste	PC	Weight of contaminated waste managed and recycled is reported.	See reference column
EN25	Additional	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.	Five-year performance - Environmental sustainability - Biodiversity and Native Vegetation Management	C		See reference column
EN26	Core	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Five-year performance - Environmental sustainability	C		See reference column
EN27	Core	Percentage of products sold and their packaging materials that are reclaimed by category.		NA	This indicator is not applicable to Landcom.	

Environmental Performance Indicators <i>continued</i>						
Performance Indicator		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
EN28	Core	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Five-year performance - Environmental sustainability - Governance	C	One non-compliant incident occurred in the reporting period. <i>Protection of the Environment Operations Act 1997</i> applies and non-compliance incidents are reported in the Governance - Compliance section of the Annual Report.	See reference column
EN29	Additional	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.		NA	This indicator is not applicable to Landcom.	
EN30	Additional	Total environmental protection expenditures and investments by type.		NR		
Social Performance Indicators: Labour Practices and Decent Work						
Performance Indicator		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
LA1	Core	Total workforce by employment type, employment contract, and region.	Statutory requirements - Total staff	C		See reference column
LA2	Core	Total number and rate of employee turnover by age group, gender, and region.		C	- Turnover for all Landcom staff was 9% - Turnover by age group: 35-39yrs - 19%, 40-44yrs - 14%, 45-49yrs - 6%, 50-54yrs - 7%, 55-59yrs - 6%, 60-64yrs - 17%, 65+yrs - 50% - Turnover for female staff was 14% and for male staff 5% - Turnover by region: Parramatta - 10%, Campbelltown - 14%	GRI Index
LA3	Additional	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.		PC	Employee conditions are outlined in the Landcom Award.	GRI Index
LA4	Core	Percentage of employees covered by collective bargaining agreements.		C	20% of staff were members of the Public Service Association and 100% of staff were under the NSW Government Award.	GRI Index
LA5	Core	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.		PC	Employee conditions are outlined in the Landcom Award.	GRI Index

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Social Performance Indicators: Labour Practices and Decent Work <i>continued</i>						
Performance Indicator		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
LA6	Additional	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.	Statutory requirements	C	Landcom's OHS consultation committee operates with staff volunteers and nominated management representatives representing the total workforce across all sites as required by OHS legislation.	See reference column and GRI Index
LA7	Core	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Statutory requirements - OHS	PC	Number of injuries disclosed.	See reference column and GRI Index
LA8	Core	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.		PC	Landcom follows NSW Health Guidelines and notices to ensure all staff are trained and aware of high risk and current health issues. The Landcom Business Continuity Plan includes pandemic response.	GRI Index
LA9	Additional	Health and safety topics covered in formal agreements with trade unions.		C	The Landcom Award includes OHS compliance arrangements meeting NSW OHS legislation and formal agreements with trade unions.	GRI Index
LA10	Core	Average hours of training per year per employee by employee category.	Five-year performance summary - Corporate - Social sustainability	PC	Landcom discusses the range of training opportunities provided, however hours of training per employee are not disclosed.	See reference column and GRI Index
LA11	Additional	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Five-year performance summary - Corporate - Social sustainability	PC		See reference column
LA12	Additional	Percentage of employees receiving regular performance and career development reviews.		PC	All Landcom employees receive regular performance and career development reviews.	GRI Index
LA13	Core	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Statutory requirements - EEO Statutory requirements - Total staff	C		See reference column
LA14	Core	Ratio of basic salary of men to women by employee category.	Statutory requirements - Total staff	PC	Landcom reports the number of men and women within each salary band.	See reference column

Social Performance Indicators: Human Rights						
Performance Indicator		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
HR1	Core	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.		NA	This indicator is not relevant to Landcom as it operates in accordance with all Federal and State-based laws.	
HR2	Core	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.		NA	This indicator is not applicable to Landcom.	
HR3	Additional	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.		PC	Landcom has in place the following policies and procedures: Fair Treatment (Anti-Discrimination) and Grievance Procedures; Harassment Free Workplace and an Employee Assistance Program. All staff are familiarised with the policies through Landcom's induction processes. In the reporting period, new staff members were inducted. Specific training to address EEO and anti-discrimination practices is undertaken by Landcom when required. Nil training was undertaken in the reporting period.	GRI Index
HR4	Core	Total number of incidents of discrimination and actions taken.		C	Nil incidents in the reporting period.	GRI Index
HR5	Core	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.		NA	This indicator is not applicable to Landcom.	
HR6	Core	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.		NA	This indicator is not relevant to Landcom as it operates in accordance with all Federal and State-based laws.	
HR7	Core	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.		NA	This indicator is not relevant to Landcom as it operates in accordance with all Federal and State-based laws.	
HR8	Additional	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.		NA	This indicator is not applicable to Landcom.	
HR9	Additional	Total number of incidents of violations involving rights of indigenous people and actions taken.		C	Nil incidents in the reporting period.	GRI Index

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Social Performance Indicators: Society						
Performance Indicator		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
SO1	Core	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	The impacts of our activities Our biggest challenges Five-year performance - Social sustainability	C		See reference column
SO2	Core	Percentage and total number of business units analysed for risks related to corruption.		C	100% of business units were analysed for risks related to corruption through the application of Landcom's risk management framework and formal risk review to board level.	GRI Index
SO3	Core	Percentage of employees trained in organisation's anti-corruption policies and procedures.		C	100% of employees were trained in the organisation's anti-corruption policies and procedures through Landcom's legal unit.	GRI Index
SO4	Core	Actions taken in response to incidents of corruption.		C	There were no incidents of corruption.	GRI Index
SO5	Core	Public policy positions and participation in public policy development and lobbying.		NA	Not applicable. Landcom is a statutory state owned corporation of the NSW Government.	
SO6	Additional	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.		NA	Not applicable. Landcom is a statutory state owned corporation of the NSW Government.	
SO7	Additional	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.		C	There were zero legal actions taken for anti-competitive behaviour, anti-trust, and monopoly practices.	GRI Index
SO8	Core	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.		C	There were zero significant fines and non-monetary sanctions for non-compliance with laws and regulations.	GRI Index

Social Performance Indicators: Product Responsibility						
Performance Indicator		Description	Reference	Report Status	Comments	Location within Annual Report <i>(see reference column)</i>
PR1	Core	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.		C	Developments must comply with the Building Code of Australia and all contractors must demonstrate their OH&S performance to Landcom through pre-qualification and OH&S and Environmental audits.	GRI Index
PR2	Additional	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.		C	Zero. Compliance to the Building Code of Australia standards and other relevant legislation is addressed within Landcom's contracts. Landcom also audits its own operations and carries out risk assessments and statements which are passed onto contractors accessing these sites.	GRI Index
PR3	Core	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.		NA	This indicator is not relevant to Landcom as it relates to product and service information.	
PR4	Additional	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.		NA	This indicator is not relevant to Landcom as it relates to product and service information.	
PR5	Additional	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Statutory requirements - Guarantee of Service	C		See reference column
PR6	Core	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.		C	Landcom complies with the <i>Fair Trading Act 1987 (NSW)</i> and the <i>Trade Practices Act 1974</i> .	GRI Index
PR7	Additional	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.		C	Two complaints were registered in regards to Trade Practices Act issues through Landcom's TPA issues register.	GRI Index
PR8	Additional	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Statutory requirements - Guarantee of Service	C	Zero	See reference column
PR9		Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.		C	Zero	GRI Index