



mainroads
WESTERN AUSTRALIA

GRI Content Index

'In accordance' - Core



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Global Reporting Initiative Reporting

Our commitment to best practice reporting is evident through our Annual Report which is compiled in accordance with the principles of the Global Reporting Initiative (GRI). This is our GRI Content Index for 'In accordance' – Core.

We adhere to the GRI principles of stakeholder inclusiveness, materiality, completeness and context and as an ongoing commitment. To ensure the validity of these topics to our business and stakeholders, we conduct a biannual desktop materiality review which is reported to our Corporate Executive.

Please visit our [website](#) for more information.

GRI 'IN ACCORDANCE' CORE

General Standard Disclosures

Profile Disclosures	Reference Headings	Page/s	External Assurance
Strategy and analysis			
<u>G4-1</u>	Statement of Compliance, MD Review, What is Driving Us,	3,11, 12-14, 15-16	N
Organisational profile			
<u>G4-2</u>	What is Driving Us; <u>Online Supplement - Sustainability - Governance and Performance;</u> <u>Sustainable Transport</u> <u>Climate Change</u> <u>Environmental Footprint</u> <u>Behaviour</u> <u>Funding & Financing</u> Governance – Risk Management	15-16, 91-92	N
<u>G4-3</u>	Front Cover	Front Cover, Banner	
<u>G4-4</u>	About Us	16-22	N
<u>G4-5</u>	Perth, Western Australia	187	N
<u>G4-6</u>	Australia		N
<u>G4-7</u>	About Us – Our Minister and Empowering Legislation	17	N
<u>G4-8</u>	About Us – Our Role	17	N
<u>G4-9</u>	Our Workforce , About Us, Our Role	6-10, 17	N
<u>G4-10</u>	Our Workforce, Downloads – HR Statistics, Investing in People, <u>Online Supplement - Behaviour</u>	7, 75-79	N
<u>G4-11</u>	99.98%		N
<u>G4-12</u>	How we create value, <u>Online Supplement - Behaviour</u>	20	N
<u>G4-13</u>	MD Review, Leadership team changes	12-14, 25	N
<u>G4-14</u>	Our Sustainable Approach, Risk Management Main Roads has adopted the precautionary principle in its approach to environment and heritage and aims to avoid and minimise impacts wherever possible. The precautionary principle is built into Main Roads internal processes and Western Australian environmental	19, 51-56, 91-92	N

Profile Disclosures	Reference Headings	Page/s	External Assurance
	legislation. All Main Roads projects are subject to environmental impact assessment. Screening and preliminary assessments identify areas of environmental risk where more detailed field studies are needed and if impacts are likely to be significant. In addition, an Aboriginal Heritage Risk Assessments is undertaken on every project to identify potential impacts to Aboriginal heritage sites during the planning stages of projects.		
<u>G4-15</u>	As a Government agency we do not subscribe to any externally developed charters		N
<u>G4-16</u>	Engaging with our Stakeholders – Advisory Groups; <u>Online Supplement - Strategic Research</u>	73	N
Identified material aspects and boundaries			
<u>G4-17</u>	Financial Statements and Notes	116-181	N
<u>G4-18</u>	Welcome, Defining Report Content	3, 19	N
<u>G4-19</u>	Welcome, Defining Report Content	3, 19	N
<u>G4-20</u>	<u>Online Supplement - Sustainability - Governance.</u>	19	N
<u>G4-21</u>	<u>Online Supplement - Sustainability - Governance</u>		N
<u>G4-22</u>	Financial Statements and Notes	116-181	N
<u>G4-23</u>	No Significant Changes, Financial Statements and Notes		N
Stakeholder Engagement			
<u>G4-24</u>	Engaging with Stakeholders, <u>Online Supplement – Sustainability – Strategic Research</u>	70-74	N
<u>G4-25</u>	Engaging with stakeholders; <u>Online Supplement - Sustainability - Governance</u>	70-74	N
<u>G4-26</u>	Engaging with stakeholders; <u>Online Supplement - Sustainability - Governance</u>	19, 70-74	N
<u>G4-27 (Partial)</u>	Engaging with stakeholders; <u>Online Supplement - Sustainability - Governance</u>	19, 70-74	N
Report profile			
<u>G4-28</u>	1 July 2015 to 30 June 2016	3	N

Profile Disclosures	Reference Headings	Page/s	External Assurance
<u>G4-29</u>	Sep-15, <u>Annual Report 2015</u>		N
<u>G4-30</u>	Annual Reporting Cycle	Front Cover	N
<u>G4-31</u>	enquiries@mainroads.wa.gov.au	187	N
<u>G4-32</u>	In accordance with G4 'Core' guidelines	This Table	N
<u>G4-33</u>	Welcome - Statement of Compliance; Statement of Certification - OAG Report	3, 103	N
Governance			
<u>G4-34</u>	Governance - Transparency - Model	87	N
Ethics and Integrity			
<u>G4-56</u>	Governance - Integrity	98-102	N

Specific Standard Disclosures

Category: Economic

Material Aspects	Reference Headings	Page/s	External Assurance
Economic Performance			
<u>G4-DMA</u>	Governance - Accountability	90-95	N
<u>G4-EC1</u>	What is Driving Us; Financial Statements and Notes Community investment: As a public section organisation, we deliver projects as a form of community investment. Our allocated budget delivers services to the community through a Main Roads Program Management approach.	15-16, 116-181	N
<u>G4-EC2</u>	Managing the Environment; <u>Online Supplement - Sustainability - Climate Change</u>	51-61	N
<u>G4-EC3</u>	Financial Statements and Notes	116-181	N
<u>G4-EC4</u>	Financial Statements and Notes	116-181	N
Market Presence			
<u>G4-DMA</u>	Governance – Accountability, Transparency, Integrity	86-95, 98 – 115, 102	N
<u>G4-EC6</u>	To be eligible for permanent appointment to the Western Australia public sector it is essential that applicants are an Australian citizen or have permanent resident status in Australia. This has not been identified as a material issue for Main Roads and therefore no data is collected on the proportion.		N
Indirect Economic Impacts			
<u>G4-DMA</u>	What is Driving Us	15-16	N
<u>G4-EC7</u>	Our Operational Performance; Engaging with our Stakeholders;	26-49; 70-74	N
Procurement Practices			
<u>G4-DMA</u>	Sustainable Procurement and Buy Local; <u>Online Supplement – Sustainability – GRI Reporting</u>	100-101	N
<u>G4-EC9</u>	Governance - Procurement	97-100	N

Category: Environmental

Material Aspects	Reference Headings	Page/s	External Assurance
Materials			
<u>G4-DMA</u>	Managing the Environment - Materials for Road Building; <u>Online Supplement - Sustainability</u>	51-61	N
<u>G4-EN1</u>	Managing the Environment - Materials Extracted	58	N
<u>G4-EN2</u>	Managing the Environment - Resources Recycled	59	N
Energy			
<u>G4-DMA</u>	Managing the Environment - Carbon Reduction Plan; <u>Online Supplement - Sustainability - Climate Change, Environment Footprint</u>	51-61	N
<u>G4-EN3</u>	Managing the Environment - Energy Usage and Greenhouse Gas	57	N
<u>G4-EN6</u>	Managing the Environment - Carbon Reduction Plan; <u>Online Supplement - Sustainability - Environmental Footprint</u>	57	N
<u>G4-EN7</u>	Road Efficiency, Managing the Environment - Carbon Reduction Plan	32-34, 57	N
Water			
<u>G4-DMA</u>	Managing the Environment - Water; <u>Online Supplement - Sustainability - Environmental Footprint</u>	51-61	N
<u>G4-EN8</u>	Managing the Environment - Water	59	N
<u>G4-EN9</u>	Not Material to Main Roads; <u>Online Supplement - Sustainability - Environmental Footprint</u>		N
<u>G4-EN10</u>	Managing the Environment - Water	59	N
Biodiversity			
<u>G4-DMA</u>	Managing the Environment ; <u>Online Supplement - Roads and the Environment; Environmental Footprint</u>	51-61	N
<u>G4-EN11</u>	Managing the Environment; <u>Online Supplement - Roads and the Environment</u>	52-56	N
<u>G4-EN12</u>	Managing the Environment; <u>Online Supplement - Roads and the Environment; Environmental Footprint</u>	52-56	N
<u>G4-EN13 (partial)</u>	Managing the Environment; <u>Online Supplement - Roads and the Environment; Environmental Footprint;</u>	52-56	N
<u>G4-EN14</u>	Managing the Environment	52-56	N

Material Aspects	Reference Headings	Page/s	External Assurance
Emissions			
<u>G4-DMA</u>	Managing the Environment - Carbon Reduction; <u>Online supplement – Climate Change</u>	57	N
<u>G4-EN15</u>	Managing the Environment - Carbon Reduction	57	N
<u>G4-EN16</u>	Managing the Environment - Carbon Reduction	57	N
<u>G4-EN19</u>	Managing the Environment - Carbon Reduction	57	N
Effluents and Waste			
<u>G4-DMA</u>	<u>Online supplement - Our Roads - Environment</u>		N
<u>G4-EN22</u>	Not Applicable - <u>Online supplement - Sustainability - Environmental Footprint</u>		N
<u>G4-EN23</u> (partial)	Partially Reported - Environmental Management - Materials	23-24	N
<u>G4-EN26</u>	<u>Online supplement - Sustainability - Environmental Footprint</u>		N
Products and Services			
<u>G4-DMA</u>	<u>Online supplement - About Us - Sustainability - Transport</u>	115	N
Compliance			
<u>G4-DMA</u>	Managing the Environment ; <u>Online supplement - Sustainability</u>	52-56	N
<u>G4-EN29</u>	Managing the Environment - Incident Reporting	56	N
Overall			
<u>G4-DMA</u>	Managing the Environment; <u>Online supplement – Roads & the Environment</u>	53	N
<u>G4-EN31</u>	Managing the Environment - Biodiversity Offsets	55	N

Category: Social

Material Aspects	Reference Headings	Page/s	External Assurance
Employment			
<u>G4-DMA</u>	Business Activities - Investing in People	75-80	N
<u>G4-LA1</u>	Highlights - Our Workforce, Downloads - HR Statistics	7	N
<u>G4-LA2</u>	<u>Online supplement - Employment - Working with us</u>		N
Labour/Management Relations			

Material Aspects	Reference Headings	Page/s	External Assurance
<u>G4-DMA</u>	Our enterprise bargaining agreements expired in February 2015 and were replaced through a successful negotiation process. The agreements reflect our business requirements while recognising the needs of our employees.		N
<u>G4-LA4</u>	<p>All Main Roads industrial instruments provide for consultation mechanisms and notification of change requirements. During the last year Main Roads has undergone significant organisational change. These changes have been managed in accordance with the notification of change requirements. All agreements provide for the establishment of a Joint Consultative Committee which is the conduit for regular consultation. Updates of the status of organisational change are provided as a specific agenda item at these meetings.</p> <p>Updates of the status of organisational change are provided as a specific agenda item at these meetings.</p> <p>The agreements do not provide a specific period for notice. However, we notify employees and the unions as soon as practicable of any changes. Typically, between eight to 20 weeks' notice is given.</p>		N
Occupational Health and Safety			
<u>G4-DMA</u>	Business Activities - Enhancing Safety, Health and Wellbeing	81-85	N
<u>G4-LA5</u>	100% of the organisation and integrated business partners (ISP's) are formally represented by SHW Committees.		N
<u>G4-LA6 (partial)</u>	The system of reporting is applied under the SHW Management Framework that is certified/compliant with Australian Standard AS/NZS 4801:2001 Occupational Health and Safety Management Systems.	81-84	N
<u>G4-LA7</u>	Not Applicable		N
Training and Education			
<u>G4-DMA</u>	Business Activities - Investing in	78-79	N

Material Aspects	Reference Headings	Page/s	External Assurance
	People - Developing our employees; Online supplement – Learning and Development		
G4-LA9	Business Activities - Investing in People - Developing our employees - Training Reporting - \$2.6 million	78-79	N
G4-LA10	Business Activities - Investing in People - Developing our employees, attraction and retention: Online supplement – Learning and Development	77-79	N
G4-LA11	Business Activities - Investing in People - Individual Performance Agreement completion	78	N
Diversity and Equal Opportunity			
G4-DMA	Promoting Diversity and Equal Opportunity	76-77	N
G4-LA12	Promoting Diversity and Equal Opportunity Downloads - HR Statistics, Our Leaders	75-77, 22-25	N

Category: Human Rights

Material Aspects	Reference Headings	Page/s	External Assurance
Non-Discrimination			
G4-DMA	Disability Access Inclusion Plan, Equal Employment Opportunity	76	N
G4-HR3	No incidents of discrimination this year Performance Indicators – Community Access	115	N
Freedom of Association and Collective Bargaining			
G4-DMA	Our employees are covered by enterprise bargaining agreements between the Commissioner of Main Roads and each of the unions. The process of negotiation and registration provides opportunities for key stakeholders to provide input into the provisions of the agreements. In particular recognising the needs of employees and Main Roads' business. All employees are free to join unions and we recognise the integral role of unions in the agreement making process.		N

Material Aspects	Reference Headings	Page/s	External Assurance
<u>G4-HR4</u>	99.98%		N
Indigenous Rights			
<u>G4-DMA</u>	Aboriginal Heritage in Road Projects; Reconciliation and Action Plan;	72,77	N
<u>G4-HR8</u>	Managing the Environment – Incident reporting and investigation	56	N

Category: Society

Material Aspects	Reference Headings	Page/s	External Assurance
Local Communities			
<u>G4-DMA</u>	<u>Online Supplement - About Us - Sustainability</u>		N
<u>G4-SO1</u>	Engaging with our Stakeholders, Managing the Environments, Advisory Councils, Governance - Complaints Handling, The ROADS Foundation, <u>Refer to Project websites</u> <u>Roe Highway, Perth Darwin</u>	70-74, 53-56, 73, 96	N
Anti - Corruption			
<u>G4-DMA</u>	Governance – Corruption prevention	98	N
<u>G4-SO3</u>	Main Roads is continuing to assess all business units to identify and rate fraud and corruption risks.		N
<u>G4-SO4 (partial)</u>	All metropolitan and regional offices (with the exception of Derby, Kununurra and Geraldton, which will be carried out in the 16/17 FY) have received presentations on anti-corruption policies and procedures.		N
<u>G4-SO5</u>	There have been a small number of incidents of misconduct or timesheet fraud by employees (refer HR), but no confirmed cases of corruption.		N
Compliance			
<u>G4-DMA</u>	Governance - Integrity	98-102	N
<u>G4-SO8</u>	Governance - Integrity - Compliance with Public Sector Standards and Ethical Codes	100	N

Category: Product Responsibility

Material Aspects	Reference Headings	Page/s	External Assurance
Customer Health and Safety			
<u>G4-DMA</u>	Operational Performance - Safety; Case Study – Traffic Management Safety, <u>Online supplement – Our Commitments to You</u>	27-31, 82, 85	N
<u>G4-PR1</u>	Health and safety impacts are assessed at every life cycle phase - assess, select, develop, deliver, operate and disposal. 100% of MRWA roads provision is subject to assessment based on Main Roads investigatory criteria. Performance Indicators – Road Safety; Community Access	111, 115	N
Product and Service Labelling			
<u>G4-DMA</u>	Main Roads does not produce products and services that require labelling as per GRI definitions.		N
<u>G4-PR5</u>	Enhancing Customer Relationships - Community Perception Survey		N

GRI 'IN ACCORDANCE' COMPREHENSIVE

Over the next few years we aim to develop our disclosure to GRI 'in accordance' Comprehensive level and have started reporting against some indicators included at this level. This is part of our continued commitment to GRI which provides the world's most widely used standards on sustainability reporting and disclosure.

General Standard Disclosures

Profile Disclosures	Reference Headings	Page/s	External Assurance
Governance			
<u>G4-35</u>	Governance - Accountability - Capital Works	93	N
<u>G4-43</u>	Defining Report Content; <u>Online supplement - Behaviour</u>	19	N
<u>G4-44</u>	Governance – Transparency, Governance – Performance Agreement	87-89, 90	N
<u>G4-45</u>	<u>Online supplement – Sustainability Governance</u> ; Corporation Business Plan, Corporate Executive	90-91	N
<u>G4-47</u>	Risk and Business Planning Workshop	91-92	N
<u>G4-48</u>	Corporate Executive		N
<u>G4-52</u>	Remuneration is based on an Enterprise Bargaining Agreement consulted and agreed upon by the Employer and through the Union, its' members		N
<u>G4-53</u>	Based on the Enterprise Bargaining Agreement		N

Specific Standard Disclosures

Material Aspects	Reference Headings	Page/s	External Assurance
Environmental			
Energy			
<u>G4-EN4</u> (partial)	Downloads – Major Project Sustainability Reports Maintenance Fuel (MJ) – 119,369,318		N

Material Aspects	Reference Headings	Page/s	External Assurance
<u>G4-EN5</u> (partial)	Energy Intensity – MJ per kilometre State Road Managed - 8,727.19		N
Emissions			
<u>G4-EN17</u>	Managing the Environment - Carbon Reduction	57	N
<u>G4-EN18</u>	Emissions Intensity – GHG-e per kilometre State Road Managed 1.43		N
Effluents and Waste			
<u>G4-EN24</u>	Managing the Environment - Incident Reporting and Investigation	56	N
Products and Services			
<u>G4-EN27</u>	<u>Online supplement – Sustainability – Environmental Footprint; Downloads – Major Project Sustainability Reports</u>		N
Transport			
<u>G4-DMA</u>	<u>Online supplement – Noise</u>		N
<u>G4-EN30</u>	<u>Online supplement – Noise; Traffic Data; Downloads – Major Project Sustainability Reports; Handbook of Environmental Practice for Road Construction and Maintenance Works</u>		N
Supplier Environmental Assessment			
<u>G4-EN33</u>	Managing the Environment – Sustainability Assessment in Projects and Operation <u>Online supplement - About Us - Sustainability -Governance and Performance; Environmental Footprint; Roads & the Environment; Prequalification</u>	56	N
Social			
Employment			
<u>LA-3</u>	<u>Online supplement – Working with Us</u>		N
<u>LA-13</u>	Set by the EBA		N
Local Communities			
<u>G4-SO2</u>	<u>Online supplement – Sustainability Governance</u> Engaging with our Stakeholders – How we stay on track and accountable Downloads - Sustainability Reports	71	N

	<u>Refer to Project websites</u>		
Public Policy			
<u>G4-SO6</u>	Main Roads is a government organisation so therefore this is not an material issue to Main Roads		

Material Topic Reporting Matrix

The below table indicates the alignment between topics indicated from Main Roads materiality assessment and GRI indicators.

Topic	Potential G4 Indicator Alignment	Within or Outside Organisation boundary	Explanation of Topic Meaning and Interpretation
(Major) Road Projects	G4-EC1 G4-EC7 G4-EC8	Within	Significant Investments in infrastructure for the benefit of the State.
Maintenance	G4-EC1	Within	Maintenance activities by Main Roads. Can often impact Whole of life costs of the asset, Road Safety and Congestion (effects of on credit rating).
Road Safety	G4-PR1 G4-PR2 G4-PR3 G4-PR4	Outside	Investments in infrastructure upgrades, research and policy work towards safer infrastructure and design, Assessment of safety impacts across the road asset lifecycle and performance of any initiatives for road safety.
Congestion and Traffic	G4-EC1 G4-EC7 G4-EC8	Outside	Performance of the Freeway's and Highway's and impacts on local road network and initiatives that are aimed at easing impacts of congestion on the communities of Western Australia.
Heavy Vehicles (Freight)	G4-EC1 G4-EC7 G4-EC8	Outside	Investments in infrastructure to improve freight efficiency and the impacts and intent of regulations on the heavy vehicle industry.
Community Access (Public Transport)	G4-EC1 G4-EC7 G4-EC8	Outside	Public Transport initiatives under the Community Access program.
Incident and Event Management	G4-EC1 G4-EC7 G4-EC8	Outside	Management of events and response to incidents such as natural disasters under the Community Access program.

Topic	Potential G4 Indicator Alignment	Within or Outside Organisation boundary	Explanation of Topic Meaning and Interpretation
Governance	G4-SO3 G4-SO4 G4-SO5 G4-SO8	Within	Refers to the mechanisms put in place to ensure our organisation is transparent and accountable in the business it undertakes. Includes the issue of corruption and conflict of interest and any initiatives put in place to prevent them.
Employee Issues - Employee Development - Diversity - Discrimination - Workforce Planning - Fair Pay - Market Presence	G4-LA9 G4-LA12 G4-HR3 G4-LA1 G4-LA2 G4-LA4 G4-LA10 G4-LA11 G4-EC3 G4-EC5 G4-EC6 G4-LA3 G4-LA13 (G4-HR2) (G4-HR4) (G4-HR5) (G4-HR6)	Within	Relates to Main Roads' employees development and capacity to achieve business priorities and initiatives that are implemented to ensure Main Roads attracts and retains its staff i.e workforce planning and fair pay. Additionally it refers to employee diversity and discrimination in the workplace and any mechanisms in place to manage these issues.
Customer and Stakeholder Relations	G4-SO1 G4-PR5 G4-EC5 (local employment from projects) G4-EC6 G4-LA16 (G4-HR12) G4-SO2	Outside	The level of consultation practice for Main Roads activities from planning to project delivery. The extent this is embedded within decision making and any initiatives that target mitigating community issues or enhancing communities in which we work in.
Cycling and Pedestrians	G4-EC1 G4-EC7 G4-EC8	Outside	Investments and facilities developed specifically for cycling and pedestrians including people with disabilities or vulnerable road users under the Community Access program.

Topic	Potential G4 Indicator Alignment	Within or Outside Organisation boundary	Explanation of Topic Meaning and Interpretation
Funding and Budgets	G4-EC1 G4-EC3 G4-EC4	Within	Funding sources for investments, appropriate investment in priority areas, efficient use of taxpayer funds and potential alternate revenue sources.
Environmental Management	G4-EN22 G4-EN24 G4-EN29 G4-EN31 G4-EN25 G4-EN26 G4-EN27 (G4-EN28) G4-EN34	Within	Main Roads approach to managing environmental aspects of road projects and operations.
Environmental Health Impacts	G4-EN21 G4-EN20 G4-EN30	Outside	Health implications for the use of the road network on communities.
Biodiversity	G4-EN11 G4-EN12 G4-EN13 G4-EN14	Outside	The impact to biodiversity from Main Roads' projects and operations.
Climate Change & GHG's	G4-EN6 G4-EC2 G4-EN3 G4-EN7 G4-EN15 G4-EN16 G4-EN19 G4-EN4 G4-EN5 G4-EN17 G4-EN18	Outside	Potential implications of climate change to Main Roads infrastructure and service, any response to reduce these risks and actions taken to reduce Main Roads' greenhouse gas emissions from its operations, projects and from road use itself.
Workforce Safety	G4-LA8 G4-LA5 G4-LA6 G4-LA7	Outside	Health and Safety performance of Main Roads' Workforce which includes its direct employee's and its contractors.

Topic	Potential G4 Indicator Alignment	Within or Outside Organisation boundary	Explanation of Topic Meaning and Interpretation
Materials, Water and Recycling	G4-EN8 G4-EN9 G4-EN10 G4-EN23 G4-EN1 G4-EN2	Outside	Materials and water consumption and sources on Main Roads projects and the extent of recycling, the use of recycled content and the avoidance of using potable water in construction activities.
Road Management	EC1	Within	The approach taken to manage the competing priorities of all road users across Western Australia.
Supplier Relations	G4-EC9 G4-EN32 G4-EN33 G4-LA14 G4-LA15 G4-HR1 (G4-HR7) (G4-HR9) (G4-HR10) (G4-HR11)	Outside	Main Roads ability to maintain positive relationships with its contractors and maintaining competitiveness and capability in local contractors and industry Main Roads ability to achieve its sustainability goals through its supply chain.
European and Indigenous Heritage	G4-HR8	Outside	Impacts to European and Indigenous Heritage from project activities or from network operations .