



mainroads
WESTERN AUSTRALIA

GRI Content Index and Supplementary Information



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Sustainability Supplement for 2017 Annual Report

This supplement provides additional supporting disclosures for our 2017 Annual Report. It is intended that it clarifies sustainability within our context, provides further explanatory information on our most important issues and tracks these issues and topics back to the Global Reporting Initiative indicators.

Defining Sustainability

Sustainability, within our context is defined as a commitment to 'creating lasting benefits through an integrated consideration of social, environmental and economic aspects in all that we do'. Another way of stating this, is that we meet the needs of today without compromising the needs of future generations. Our interpretation of sustainability is based on the definitions within the [State Sustainability Strategy 2003](#). For further information refer to our [website](#).

Emergent Challenges and Trends

Road Safety has major social implications and we continue to endeavour to find ways reduce the burden on our communities. We are also increasingly aware that this also includes security. There is an increasing trend for vehicles to be used as a tool of terror during events and in crowded locations. The guidance we provide for traffic management for events that utilise our road space has been revised to improve security as a result of incidents that have occurred around the world, including in Australia. The increased use of recycled input materials for road construction is key to reducing our overall environmental burden. We have experienced a lower than expected uptake of the use of recycled materials from within our industry due to a risk that waste derived materials may attract the Landfill Levy. We are working with regulators to seek clarity on this issue and enable the use of recycled input materials within our projects.

Concern for public health and our workforce from construction related activities continues to be a concern to us, as it is to the broader community. The media continues to document times when the broader construction industry breaches public trust in the health security of the materials selected for use. We implement processes to ensure that the materials streams that are utilised for all aspects road construction are not imposing undue risk of exposure to contaminants, or substances that increase health risk. Responses includes our materials specifications, audits and other contract conditions.

The downturn of the economy in Western Australia has seen an emphasis on job creation. The state is currently experiencing slower than expected economic growth and the construction industry in almost all sectors has experienced a downturn. Given the extensive nature of our supply chain there is a public expectation that our projects contribute to maintaining job supply. This includes supporting a variety of different contract types to give opportunity to a range of different service providers across all regions of Western Australia.

Climate change in Western Australia continues to impact network resilience. Much uncertainty remains as to what will be the extent of the impacts of climate changes on the road network. The difficulty in predicting what the impacts will be makes it difficult to determine the most appropriate response. For example, in South Western Australia we are expected to experience a number of general climate change risks which include decreasing winter rainfall, overall increased temperature, more hot spells, more extreme rainfall events and sea level rise. We have taken conservative steps to adapt new infrastructure to increases in sea level.

The expectation to contribute to climate change mitigation continues to take shape. Generally there is an expectation to contribute in this space. Internationally, transport agencies are being delegated broader responsibility to improve air quality within urban areas including the reduction of greenhouse gas emissions from the use of transport networks.

Our Sustainability Impacts across our Supply Chain Activities

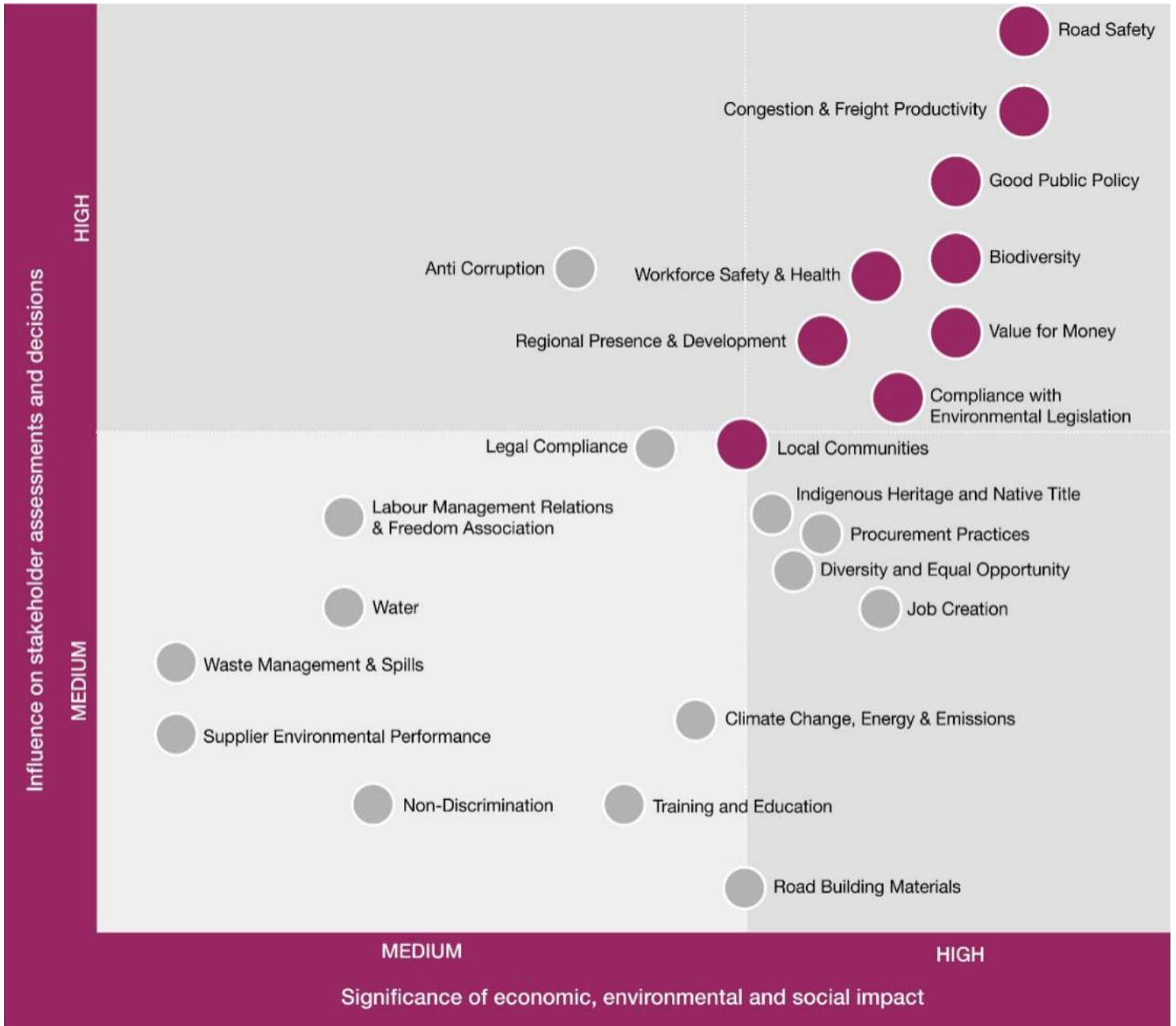
Main Roads is custodian of the State road network in Western Australia. We invest in, operate and maintain the road network for the good of all Western Australians and the road user. Aspects of the services we deliver we delegate responsibility for delivery to other organisations. Activities such as construction and maintenance of infrastructure assets are outsourced to civil contractors.

The graphic below describes at a high level the activities that Main Roads undertakes to deliver its services to the community and how this translates into Main Roads material issues for Sustainability. It also describes at which point Main Roads has the capacity to influence or manage the issue and at what stage the impact of the issue takes place.

Supply Chain Activities					
Activity Description	Corporate, policy, funding, and project planning	Operation of Road Network	Maintenance of the Road Network	Deliver public roads infrastructure	Use of the road network itself
Reporting Content					
GRI Topic	Material issues				
Economic Performance		Congestion & Freight Productivity	Congestion & Freight Productivity	Congestion & Freight Productivity	Congestion & Freight Productivity
Market Presence	Regional Presence & Development	Regional Presence & Development	Regional Presence & Development	Regional Presence & Development	
In-direct Economic Impacts	Value for Money	Value for Money	Value for Money	Value for Money	Value for Money
Procurement Practices	Procurement Practices	Procurement Practices	Procurement Practices	Procurement Practices	
Materials			Road Building Materials	Road Building Materials	
Energy & Emissions		Climate Change, Energy & Emissions	Climate Change, Energy & Emissions	Climate Change, Energy & Emissions	Climate Change, Energy & Emissions
Water			Water	Water	
Biodiversity		Biodiversity	Biodiversity	Biodiversity	
Effluents and Waste		Waste Management & Spills	Waste Management & Spills	Waste Management & Spills	Waste Management & Spills
Environmental Compliance	Compliance with Environmental Legislation	Compliance with Environmental Legislation	Compliance with Environmental Legislation	Compliance with Environmental Legislation	
Supplier Environmental Assessment	Supplier Environmental Performance		Supplier Environmental Performance	Supplier Environmental Performance	
Employment	Job Creation		Job Creation	Job Creation	
Labour Management Relations & Freedom of Association	Labour Management Relations & Freedom of Association		Labour Management Relations & Freedom of Association	Labour Management Relations & Freedom of Association	
Occupational Health and Safety	Workforce Safety and Health		Workforce Safety and Health	Workforce Safety and Health	
Training and Education	Training and Education		Training and Education	Training and Education	
Diversity and Equal Opportunities & Equal Remuneration for Women and Men	Diversity and Equal Opportunity		Diversity and Equal Opportunity	Diversity and Equal Opportunity	
Non-Discrimination	Non-discrimination		Non-discrimination	Non-discrimination	
Indigenous Rights	Indigenous Heritage and Native Title		Indigenous Heritage and Native Title	Indigenous Heritage and Native Title	
Local Communities	Local Communities	Local Communities	Local Communities	Local Communities	Local Communities
Anti-Corruption	Anit-Corruption		Anit-Corruption	Anit-Corruption	
Public Policy	Good Public Policy				
Compliance	Legal Compliance		Legal Compliance	Legal Compliance	
Customer Health and Safety		Road Safety	Road Safety	Road Safety	Road Safety

Addressing Our Most Important Material Issues

The results of our Materiality review are demonstrated in the above graphic. The chart is a visualisation of what our stakeholders are interested in and what our greatest impacts to sustainability are. The following is a description of our some of our key aspect areas and includes what our key impacts, risks and opportunities are.



Road Safety (Customer Health and Safety)

There is a safety risk associated with the use of the road network. Western Australia is the worst performing mainland Australian state with 7.03 road deaths per 100,000 population per year; over 40% above the national average. Our performance is similarly poor when deaths per 100 million vehicle kilometres travelled is used. We believe no one should die or be seriously injured on the State's road network, and we will manage the network to minimise the likelihood of road trauma to all road users.

Being the state road agency in Western Australia we are custodians of the approach to road safety in road infrastructure. We are expected to be systematically addressing the priority high risk areas across the road network. In Western Australia, through the Road Safety Commission, we have adopted a Safe System philosophy to our road Safety Strategy 'The Road Towards Zero'. The Safe System acknowledges that human error within the transport system is inevitable, and that when it does occur the system makes allowance for these errors so as to minimise the risk of serious injury or death.

The Safe System approach is based on four key cornerstones:

- Safer vehicles
- Safer speeds
- Safer drivers
- Safer roads and roadsides

For Main Roads we are applying the Safe System approach to our roads and roadsides and the speeds that are set on the road network to make road environments more forgiving of human error. This approach flows through most aspects of what we do including project prioritisation, road design and design standards and road safety auditing.

Furthermore, the way our communities currently use and access the road network has adverse impacts on human health. For example, it is recognised that globally, every year more people die from vehicle emissions than from road accidents. Improving transport mode choice has implications for improved health and more active life styles. With 60 per cent of Australian adults getting less than the recommended 30 minutes of moderate intensity physical activity every day. Providing facilities for active transport can be one way of addressing the issue.

For further information on our performance refer to the references in the Customer Health and Safety section of the GRI table.

Congestion and Freight Productivity (Economic Performance)

It is one of our core objectives to reduce the negative impacts to our community and economy from congestion of the road network and provide better access for our freight customers to improve that sectors productivity. We do this through prioritising which projects are delivered to manage congestion, managing road traffic policies and practices, such as traffic signal timing, that facilitate safe and efficient movement of traffic on the road network and managing all planned and unplanned events on the network to optimise traffic flow and minimise disruptions on the road network.

Road related expenditure makes up approximately 8% of total State government spending. It is important for us an organisation to ensure that the investments we make maximise the direct economic impacts that occur from improved accessibility to the road network. These include road network decongestion, improved travel times and improved reliability or less unscheduled delays for the road user. The right infrastructure investments with high cost benefit ratios can unlocked greater economic benefits for all Western Australians.

For further information on our performance refer to the references in the [Economic Performance section](#) of the GRI table.

Good Public Policy

As a Statutory Authority it is key we ensure clear and transparent relationships between the elected government to prevent any undue influence in the administration of the public function and to ensure the swift and efficient implementation of government policies and strategies.

The Public Sector Commission provides direction and guidance to Main Roads on what constitutes good governance in the Public Sector. A number of mechanisms are in place to inform agencies of direction and disseminate information. This includes Commissioners Instructions and Public Sector Commissioners Circulars.

For further information on our performance refer to the references in the [Public Policy section](#) of the GRI table.

Value for Money (In-direct economic impacts)

We must make the most effective use of the government funding we receive to deliver our road network services. This include contributing to overall economic growth. The road network and construction industry has many flow on effects for our economy. Our investments are considered to have a multiplier of 2.3 for jobs creation. That is, for every direct job created by our investments, a further 2.3 are created throughout the economy as a whole. Improvements in road network efficiency can also lead to increases in the competitiveness of industries that rely on transport.

There are also potentially negative in-direct economic impacts for over optimising for road based transport that are related to equity. In Western Australia, low-income households are spending approximately 12 per cent of their income on utility bills and fuel each week, compared with 2.9 per cent for high-income households. WA's average fuel spend is \$63 per week which is higher than all other states, except NT.

For further information on our performance refer to the references in the [In-direct Economic Impacts section](#) of the GRI table.

Workforce Safety and Health

A predominant amount of our workforce is directly engaged in road construction activities. Our contract workforce work environment interfaces with the road environment, moving traffic and heavy machinery. The construction industry itself is characterised by activities that are considered high risk from a safety perspective. According to Safe Work Australia the construction industry is consistently among the top few industries with the highest number of serious incidents. It has the fifth highest incidence rate of all industries.

For further information on our performance refer to the references in the [Occupational Health & Safety section](#) of the GRI table.

Biodiversity

We acknowledge that our actions have the potential to cause negative environmental impacts to Western Australia's unique environment. Our State is widely recognised as having unique and special flora and fauna species, which can be impacted by our operations. Our road network also transects sensitive and protected environmental areas. Details of these areas and threatened species is available on our [website](#).

For further information on our performance refer to the references in the [Economic Performance section](#) of the GRI table.

Regional Presence and Development (Market Presence)

We operate across a vast and isolated State. Our rural operations can have significant impacts on regional towns' communities and their economies. In many instances, our regional presence presents the opportunity to positively impact indigenous communities as a higher proportion of our regional population is indigenous compared to in the metropolitan area. Increasingly our project funding conditions include stringent indigenous employment targets and requirements.

The regional towns in which are operations are located have comparatively low populations and

therefore smaller economies. Our business activities can contribute to the economic activity of any of our regions but the impacts are more significant in our regional locations. Fly in, Fly out operations across all industries continues to be a key trend impacting regional towns and makes our continued commitment to regionally based services all the more important.

For key facts and figures relating to the level of service and investment in our regional areas please refer to our [Regional Digest](#).

For further information on our performance refer to the references in the [Market Presence section](#) of the GRI table.

Compliance with Environmental Legislation

Main Roads activities may be subject to both State and Federal Environmental Legislation. In some circumstances our projects depend upon being granted environmental approvals to proceed. We may face penalties, reputational damage or lose stakeholder and community confidence if we do not comply with our stringent environmental obligations.

For further information on our performance refer to the references in the [Compliance section](#) of the GRI table.

Local Communities

Our works and operations have significant impacts to the communities that live and work within their proximity. Acquisition of property, noise and business continuity are examples of issues that need to be carefully managed, require stakeholder engagement and impact our performance as good neighbours. Our team of communications specialists works closely with Project Directors, Directorates, regional offices and stakeholder engagement groups to develop and deliver consistent, valuable and centralised communication on projects, works and events in our road network.

For further information on our performance refer to the references in the [Local Communities section](#) of the GRI table.

Climate Change and Carbon Emissions

Current models for climate change predictions have the world on track for between a 2-4 degree changes in global temperatures by 2070. It is anticipated that a 1 m sea level rise would result from a 4 degree increase in global temperatures. There are implications directly for our assets and the customers or communities we serve. We face four key physical climate change risks:

- Generally higher temperatures, more rainfall in the north and less rainfall in the south;
- Increases in the frequency, duration and magnitude of extreme heatwaves;
- Increased intensity of storms; and
- Sea level rise.

Risks to our business include:

- Decreased network reliability (i.e. travel delays)
- Increased occurrence of physical damage to our assets
- Redundancy of assets due to Sea Level rise

The development, operation and use of a road network consumes energy and generates emissions in numerous forms which is a contributing factor for climate change. The largest contributing factor for carbon emission generation is the use of the road network itself. Road transport makes up 15% of Australia's total emissions and has been the highest growing source of emissions since 1990 (BITRE 2015). We estimate that the road network generates carbon emissions of a rate of 295.6 t CO₂ per million vehicle kilometres travelled (MKVT). In 2016-17 MKVT was 29,434 and thus emissions were approximately 8.7M t CO₂-e from use of the road network.

For further information on our performance refer to the references in the [Economic Performance section](#) of the GRI table.

GRI Content Index – ‘In Accordance’ Core

General Standard Disclosures

GRI4 Reference	Disclosure Title	Response or Reference within Content	External Assurance
STRATEGY AND ANALYSIS			
G4-1	Statement from senior decision-maker	Managing Directors Review	No
G4-2	Key impacts, risks, and opportunities	Managing Directors Review , What is Driving Us	No
ORGANIZATIONAL PROFILE			
G4-3	Name of the organization	Main Roads Western Australia	No
G4-4	Activities, brands, products, and services	About Us	No
G4-5	Location of headquarters	Metropolitan Offices	No
G4-6	Location of operations	Extent of Operations , Metropolitan Offices , Regional Offices	No
G4-7	Ownership and legal form	Enabling Legislation	No
G4-8	Markets served	About Us	No
G4-9	Scale of the organization	Our Finances , Our People , Extent of Operations	No
G4-10	Information on employees and other workers	Developing our People and Know-How ; Key Performance Indicators	No
G4-11	Collective bargaining agreements	99.98%	No
G4-12	Supply chain	Extent of Operations	No
G4-13	Significant changes to the organization and its supply chain	Managing Directors Review	No
G4-14	Precautionary Principle or approach	Managing the Environment ; Approach to minimising our impacts 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 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	No

		impacts to Aboriginal heritage sites during the planning stages of projects.	
G4-15	External initiatives	Governance ; Our Governance Model	No
G4-16	Membership of associations	Online Supplement - Strategic Research , ARRB Group; Austroads Ltd Board; CEEID CEO Group; National Engineers Registration Board; PATREC Board; ROADS foundation board; World Road Association (PIARC) Council; UWA Engineering Foundation Advisory Board; Transport Certification Australia Ltd Board; Roadside Conservation Committee; Infrastructure Sustainability Council of Australia; Australian Asphalt Pavement Association; Engineers Australia; IPWEA	No

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17	Entities included in the consolidated financial statements	Financial Statement and Notes	Yes - link
G4-18	Defining report content and topic Boundaries	Defining materiality This supplement	No
G4-19	List of material topics	Our Sustainable Approach and Defining Materiality , Addressing our most important material issues , this supplement	No
G4-20	Explanation of the material topic and its Boundary - within	This supplement	No
G4-21	Explanation of the material topic and its Boundary - Outside	This supplement	No
G4-22	Restatements of information	Key Performance Indicators	Yes – link
G4-23	Changes in reporting	No Significant Changes , Financial Statements and Notes	Yes - link

STAKEHOLDER ENGAGEMENT

G4-24	List of stakeholder groups	Improving Customer Experience	No
G4-25	Identifying and selecting stakeholders	Improving Customer Experience	No
G4-26	Approach to stakeholder engagement	Improving Customer Experience	No
G4-27	Key topics and concerns raised	Improving Customer Experience	No

REPORT PROFILE

G4-28	Reporting period	Welcome	No
G4-29	Date of most recent report	2016	No
G4-30	Reporting cycle	Front Cover , Welcome	No

G4-31	Contact point for questions regarding the report	Comments and Feedback	No
G4-32	GRI content index	This Index. 'In accordance' – Core.	No
G4-33	External assurance	Performance Measures and Financial Statements	Yes - link
GOVERNANCE			
G4-34	Governance structure	Governance, Governing Bodies	No
G4-35	Delegating authority	Corporate Executive, Delegation of Authority	No
G4-43	Collective knowledge of highest governance body	Our Sustainable Approach and Defining Materiality, Governance; Governing Bodies; Corporate Executive	No
G4-44	Evaluating the highest governance body's performance	Corporate Business Plan 2017-2021	No
G4-45	Identifying and managing economic, environmental, and social impacts	Corporate Executive, Corporate Business Plan 2017-2021	No
G4-47	Review of economic, environmental, and social topics	Risk Management, Innovation and Research Program	No
G4-48	Highest governance body's role in sustainability reporting	Our Sustainable Approach and Defining Materiality, Our Leaders	No
G4-52	Process for determining remuneration	Remuneration is based on an Enterprise Bargaining Agreement consulted and agreed upon by the Employer and through the Union, its' members	No
G4-53	Stakeholders' involvement in remuneration	Based on the Enterprise Bargaining Agreement	No
ETHICS AND INTEGRITY			
G4-56	Values, principles, standards, and norms of behaviour	Governance, Online Supplement - Code of Conduct	No

Specific Standard Disclosures

Category: ECONOMIC

DMA and Indicators	Disclosure Title	Reference and Link	Reason(s) for Omission(s)	Identified Omission(s)	Explanation for Omission	External Assurance
MATERIAL ASPECT: ECONOMIC PERFORMANCE						
G4-DMA	Management Approach	Our Role and Business Strategy; Achieving Government Goals, Key Performance Indicators		No identified omissions		No
G4-EC1	Direct economic value generated and distributed	Highlights, Financial Statement and Notes		No identified omissions		Yes - link
G4-EC2	Financial implications and other risks and opportunities due to climate change	Climate Change Adaptation	The information is currently unavailable	Climate change risk or impact not specified No cost of actions to mitigate risk	The cost of actions to mitigate risk is often an absorbed project cost and it is prohibitive to differentiate from regular project upgrade costs	No
G4-EC3	Defined benefit plan obligations and other retirement plans	Financial Statement and Notes		No identified omissions		Yes - link
G4-EC4	Financial assistance received from government	Financial Statement and Notes		No identified omissions		Yes - link
MATERIAL ASPECT: MARKET PRESENCE						
G4-DMA	Management Approach	Extent of Operations Reconciliation Action Plan and Indigenous Employment		No identified omissions		No
G4-EC6	Proportion of senior management hired from the local community	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.	The Standard Disclosure or part of the Standard Disclosure is not applicable	Not expressed as a percentage	It not policy to hire applicants who are not permanent residents	No
MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS						
G4-DMA	Management Approach	Our Role and Business Strategy; Achieving Government Goals		No identified omissions		No

G4-EC7	Infrastructure investments and services supported	Highlights, Achieving Government Goals Financial Statement and Notes		No identified omissions		No
MATERIAL ASPECT: PROCUREMENT PRACTICES						
G4-DMA	Management Approach	Sustainable Procurement and Buy Local Ethical Procurement; Procurement Grievances		No identified omissions		No
G4-EC9	Proportion of spending on local suppliers	Sustainable Procurement and Buy Local Online Supplement - Western Australian Government Buy Local Policy		No identified omissions		No

Category: ENVIRONMENTAL

DMA and Indicators	Disclosure Title	Reference and Link	Reason(s) for Omission(s)	Identified Omission(s)	Explanation for Omission	External Assurance
MATERIAL ASPECT: MATERIALS						
G4-DMA	Management Approach	Materials For Road Building Online supplement – Environmental Footprint		No identified omissions		No
G4-EN1	Materials used by weight or volume	Imported Road Construction Materials		No identified omissions		No
G4-EN2	Recycled input materials used	Materials Recycled		No identified omissions		No
MATERIAL ASPECT: ENERGY						
G4-DMA	Management Approach	Emissions and Energy, Carbon Reduction Plan Online supplement – Environmental Footprint		No identified omissions		No
G4-EN3	Energy consumption within the organization	Energy Usage and Greenhouse Gas		No identified omissions		No
G4-EN4	Energy consumption outside of the organization	Energy Usage and Greenhouse Gas Energy use from road network use 124,723,741,692 MJ		No identified omissions		No
G4-EN5	Energy intensity	8128 MJ per KM of State Roads		No identified omissions		No
G4-EN6	Reduction of energy consumption	Carbon Reduction Plan		No identified omissions		No
G4-EN7	Reductions in energy requirements of products and services	Carbon Reduction Plan		No identified omissions		No

MATERIAL ASPECT: WATER						
<u>G4-DMA</u>	Management Approach	<u>Water</u> <u>Online supplement –</u> <u>Environmental Footprint</u>		No identified omissions		No
<u>G4-EN8</u>	Water withdrawal by source	<u>Water</u>		No identified omissions		No
<u>G4-EN9</u>	Water sources significantly affected by withdrawal of water	<u>Online supplement –</u> <u>Environmental Footprint</u>		No identified omissions		No
<u>G4-EN10</u>	Water recycled and reused	<u>Water</u>		No identified omissions		No
<u>G4-DMA</u>	Management Approach	<u>Our Unique Environment</u> <u>Online Supplement –</u> <u>Roads and the</u> <u>Environment</u>		No identified omissions		No
<u>G4-EN11</u>	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<u>Our Unique Environment</u>		No identified omissions		No
<u>G4-EN12</u>	Significant impacts of activities, products, and services on biodiversity	<u>Clearing, Revegetation and</u> <u>Offsets</u>		No identified omissions		No
<u>G4-EN13</u>	Habitats protected or restored	<u>Clearing, Revegetation and</u> <u>Offsets</u>		No identified omissions		No
<u>G4-EN14</u>	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<u>Our Unique Environment</u> <u>Online Supplement –</u> <u>Roads and the</u> <u>Environment</u>		No identified omissions		No
MATERIAL ASPECT: EMISSIONS						
<u>G4-DMA</u>	Management Approach	<u>Emissions and Energy,</u> <u>Carbon Reduction Plan</u> <u>Online Supplement –</u> <u>Environmental Footprint</u>		No identified omissions		No
<u>G4-EN15</u>	Direct (Scope 1) GHG emissions	<u>Energy Usage and</u> <u>Greenhouse Gas</u>		No identified omissions		No
<u>G4-EN16</u>	Energy indirect (Scope 2) GHG emissions	<u>Energy Usage and</u> <u>Greenhouse Gas</u>		No identified omissions		No
<u>G4-EN17</u>	Other indirect (Scope 3) GHG emissions	<u>Energy Usage and</u> <u>Greenhouse Gas</u>		No identified omissions		No

G4-EN18	GHG emissions intensity	<u>Emissions and Energy, Carbon Reduction Plan</u>		No identified omissions		No
G4-EN19	Reduction of GHG emissions	<u>Carbon Reduction Plan</u>		No identified omissions		No

MATERIAL ASPECT: EFFLUENTS AND WASTE

G4-DMA	Management Approach	<u>Waste Management: Roadsides, Buildings and Facilities; Online Supplement - Resources & Waste</u> <u>Road Construction and Maintenance Works</u>		No identified omissions		No
G4-EN22	Water discharge by quality and destination	<u>Not applicable - Online Supplement: Pollution</u>		No identified omissions		No
G4-EN23	Waste by type and disposal method	<u>Waste Materials to Landfill</u>		No identified omissions		No
G4-EN24	Significant spills	<u>Incident Management, Management of Environmental Incidents</u>		No identified omissions		No
G4-EN26	Water bodies affected by water discharges and/or runoff	<u>Online Supplement: Pollution</u>		No identified omissions		No

MATERIAL ASPECT: COMPLIANCE

G4-DMA	Management Approach	<u>Management of Environmental Incidents</u>	The information is currently unavailable	Omitted our relevant legislation	Oversight	No
G4-EN29	Non-compliance with environmental laws and regulations	<u>Management of Environmental Incidents</u>		No identified omissions		No

MATERIAL ASPECT: OVERALL

G4-DMA	Management Approach	<u>Managing the Environment</u>		No identified omissions		No
G4-EN31	Total environmental protection expenditures and investments by type	<u>Clearing, Revegetation and Offsets</u>	The information is currently unavailable	Only reported expenditures on offsets. Expenditures on overall environmental management is unavailable	Expenditure codes for environmental management not fully implemented	No

MATERIAL ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT

G4-DMA	Management Approach	<u>How We Stay On Track and Accountable, Sustainability Assessment in Projects and Operations Online Supplement – Pre-qualification</u>		No identified omissions		No
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G4-EN33	Negative environmental impacts in the supply chain and actions taken	Management of Environmental Incidents		No identified omissions		No
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Category: SOCIAL

Sub-Category – Labour Practices and Decent Work

DMA and Indicators	Disclosure Title	Reference and Link	Reason(s) for Omission(s)	Identified Omission(s)	Explanation for Omission	External Assurance
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MATERIAL ASPECT: EMPLOYMENT

G4-DMA	Management Approach	Developing our People and Know-How Online Supplement – Government Building Training Policy Industry Participation Plans Employment		No identified omissions		No
G4-LA1	New employee hires and employee turnover	Recruitment and Workforce Planning Our People	The information is currently unavailable	Alternate indicator reported	Our system are only able to report against this indicator in this manner	No
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Online Supplement - Benefits		No identified omissions		No
G4-LA3	Parental leave	Online Supplement - Benefits	The information is currently unavailable	Return to work rates Number of people accessing parental leave	System to capture people accessing parental leave, and return to work rates is under development	No

MATERIAL ASPECT: LABOR/MANAGEMENT RELATIONS

G4-DMA	Management Approach	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.		No identified omissions		No
G4-LA4	Minimum notice periods regarding	All Main Roads industrial instruments provide for		No identified omissions		No

operational changes		<p>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. Updates of the status of organisational change are provided as a specific agenda item at these meetings. 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>				
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MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY

<u>G4-DMA</u>	Management Approach	<u>Enhancing Safety, Health and Wellbeing</u>		No identified omissions		No
<u>G4-LA5</u>	Workers representation in formal joint management– worker health and safety committees	100% of the organisation and integrated business partners (ISP's) are formally represented by SHW Committees.		No identified omissions		No
<u>G4-LA6</u>	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	<u>Lost-Time Injuries, Enhancing Safety, Health and Wellbeing; Key Performance Indicators</u>	The information is currently unavailable	Current system does not capture LTFR of entire workforce	Current system and reporting does not capture this information	No

G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	Not applicable		No identified omissions		No
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MATERIAL ASPECT: TRAINING AND EDUCATION

G4-DMA	Management Approach	<u>Developing our Employees Online Supplement - Government Building Training Program;</u>		No identified omissions		No
G4-LA9	Average hours of training per year per employee	\$2.6 Million	The information is currently unavailable	Alternate indicator reported	Alternative indicator used	No
G4-LA10	Programs for upgrading employee skills and transition assistance programs	<u>Individual Performance Agreements Graduate Program</u>		No identified omissions		No
G4-LA11	Percentage of employees receiving regular performance and career development reviews	<u>Individual Performance Agreements</u>		No identified omissions		No

MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY

G4-DMA	Management Approach	<u>Promoting Diversity and Equal Opportunity Online Supplement - Diversity</u>		No identified omissions		No
G4-LA12	Diversity of governance bodies and employees	<u>Equal Employment Opportunity Management Plan 2017-2020; Women in Leadership; Our Leaders</u>		No identified omissions		No

MATERIAL ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN

G4-DMA	Management Approach	<u>Equal Employment Opportunity Management Plan 2017-2020</u>		No identified omissions		No
G4-LA13	Ratio of basic salary and remuneration of women to men	<u>Equal Employment Opportunity Management Plan 2017-2020 Set by the EBA</u>		No identified omissions		No

Sub-Category – Human Rights

DMA and Indicators	Disclosure Title	Reference and Link	Reason(s) for Omission(s)	Identified Omission(s)	Explanation for Omission	External Assurance
MATERIAL ASPECT: NON-DISCRIMINATION						
<u>G4-DMA</u>	Management Approach	<u>Community Access; Equal Employment Opportunity Management Plan 2017-2020; Sustainable Procurement and Buy Local; Disability Action and Inclusion Plan</u> <u>Online Supplement – Your Customer Experience</u> <u>Pedestrian and Cyclists</u>		No identified omissions		No
<u>G4-HR3</u>	Incidents of discrimination and corrective actions taken	<u>No incidents of discrimination this year</u> <u>Performance Indicators – Community Access</u>		No identified omissions		No
MATERIAL ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING						
<u>G4-DMA</u>	Management Approach	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.		No identified omissions		No
<u>G4-HR4</u>	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	99.98%		No identified omissions		No
MATERIAL ASPECT: INDIGENOUS RIGHTS						
<u>G4-DMA</u>	Management Approach	<u>Aboriginal Heritage</u>		No identified omissions		No

G4-HR8	Incidents of violations involving rights of indigenous peoples	Management of Environmental Incidents		No identified omissions		No
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Sub-Category – SOCIETY

DMA and Indicators	Disclosure Title	Reference and Link	Reason(s) for Omission(s)	Identified Omission(s)	Explanation for Omission	External Assurance
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MATERIAL ASPECT: LOCAL COMMUNITIES

G4-DMA	Management Approach	Improving Customer Experience; Online Supplement - Our Commitments To You		No identified omissions		No
G4-SO1	Operations with local community engagement, impact assessments, and development programs	Improving Customer Experience; Online Supplement - Our Commitments To You, Projects		No identified omissions		No
G4-SO2	Operations with significant actual and potential negative impacts on local communities	Improving Customer Experience; Online Supplement - Our Commitments To You, Environmental Footprint		No identified omissions		No

MATERIAL ASPECT: ANTI-CORRUPTION

G4-DMA	Management Approach	Additional Governance Disclosures; Corruption Prevention, Conduct and Ethics, Conflict of Interest, Gifts and Benefits		No identified omissions		No
G4-SO3	Operations assessed for risks related to corruption	Corruption Prevention Main Roads is continuing to assess all business units to identify and rate fraud and corruption risks.		No identified omissions		No
G4-SO4	Communication and training about anti-corruption policies and procedures	Corruption Prevention All metropolitan and regional offices have received presentations on anticorruption policies and procedures		No identified omissions		No
G4-SO5	Confirmed incidents of corruption and actions taken	There have been a small number of incidents of misconduct or timesheet fraud by employees (refer HR), but no confirmed cases of corruption.		No identified omissions		No

MATERIAL ASPECT: PUBLIC POLICY

G4-DMA	Management Approach	Defining materiality, Governance		No identified omissions		No
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G4-SO6	Political contributions	Not Applicable		No identified omissions		No
MATERIAL ASPECT: COMPLIANCE						
G4-DMA	Management Approach	Additional Governance Disclosures		No identified omissions		No
G4-SO8	Non-compliance with laws and regulations in the social and economic area	Conduct and Ethics		No identified omissions		No

Sub-Category – Product Responsibility

DMA and Indicators	Disclosure Title	Reference and Link	Reason(s) for Omission(s)	Identified Omission(s)	Explanation for Omission	External Assurance
MATERIAL ASPECT: CUSTOMER HEALTH AND SAFETY						
G4-DMA	Management Approach	Defining Materiality Road Safety, Managing Directors Review, Online Supplement - Roads Safety/Road Safety Auditing/Crash Investigation		No identified omissions		No
G4-PR1	Assessment of the health and safety impacts of product and service categories	Road Safety, Community Perception Survey, Online Supplement - Roads Safety/Road Safety Auditing/Crash Investigation 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.		No identified omissions		No

MATERIAL ASPECT: PRODUCT AND SERVICE LABELING

<u>G4-DMA</u>	Management Approach	Main Roads does not provide a service or produce a product that aligns with the intent of this indicator. Information on how we provide road information for the safety of the travelling public is available in the <u>Roads and Traffic Information</u> section of our website.		No identified omissions		No
<u>G4-PR5</u>	Results of surveys measuring customer satisfaction	<u>Community Perception Survey</u>		No identified omissions		No