



**CONNECTING
WITH OUR
SUPPLIERS**

2016

ANNUAL
SUPPLIER
REPORT

**This
Changes
Everything**
by mirvac

CONTENTS

What's inside

Introduction	1
Our approach	2
Overview	3
Our supply chain	5
Supporting our suppliers	10
Our performance	13
Our progress	14
What we learned	15
What's next?	15
Our stories	17
Herbert Smith Freehills	18
Staples	20
Steel Stewardship	22
Virgin Australia	24
McPherson Plumbing	26
Survey Response	28

Introduction

This year has been an exciting one for Mirvac and our suppliers. Since the 2014 launch of our sustainability strategy, This Changes Everything, we've made it our mission to have positive impacts on the world around us – both socially and environmentally. What's great to see is that more and more of our suppliers are doing the same.

Over the past twelve months, we have been inspired by countless initiatives from our suppliers, from Reconciliation Action Plans, to charity partnerships. Through this Annual Supplier Report we're proud to showcase some of the highlights, and provide an update on how we're educating, engaging and encouraging our supply chain to continually raise the sustainability bar.



Our Approach

OVERVIEW

The strength of a sustainable supply chain

Driving a sustainable supply chain is important to us for many reasons. As well as enabling us to align ourselves with like-minded suppliers, it helps us manage risk and create a more resilient business. Through a sustainable supply chain, we can make the most of our connections, maximise our sustainability impacts, and create shared value with our suppliers.

Of course, creating a sustainable supply chain is easier said than done: it requires organisation, commitment and communication. With this in mind, we recognise the importance of taking a proactive approach to working with suppliers, making it our business to understand what they're doing in terms of sustainability.

Measuring our progress

This Changes Everything sets out our plan for building a sustainable business, which encompasses our supply chain. In 2014, we made the decision to broaden our supplier screening processes to include social and environmental criteria, as well as financial, risk and governance criteria. This was reflected in our original commitment to **prequalify 50% of the supply chain on their aligned sustainability practices by 2015**. To prequalify on sustainability, suppliers had to complete our Sustainability Questionnaire, and either comply with the draft Vendor Code of Conduct, or make a commitment to update Mirvac on their sustainability performance annually. Last year we prequalified 32% of the supply chain on sustainability using this approach.

This year our focus was to integrate the Sustainability Questionnaire into our new online procurement platform, making it easier to issue to suppliers. Through this process, we recognise that we could have greater impact if we embedded sustainability criteria directly into our standard financial and governance supplier screening processes, so it could become a consideration in every single tender (rather than a separate requirement). In light of this change, we updated our strategy commitment, and are now working to **Integrate sustainability criteria into our supplier tendering process by 2017**.

ORIGINAL COMMITMENT

Target to prequalify
50%
of our supply chain
BY 2015



UPDATED COMMITMENT

Target to integrate
sustainability into the
procurement process
BY 2017



So how do we drive a sustainable supply chain?

We use a number of strategies to work towards our supply chain commitment. As per last year, our Procurement policy includes social and environmental impacts and opportunities, and our construction team is continuing to engage and educate subcontractors on sustainability by sharing information on environmental management and waste targets.

As a result of our first years survey we have also made some changes. We have taken the opportunity to update our Vendor Code of Conduct (VCOC). The finalised questionnaire is now accessible on our website and covers seven key areas: Corporate Responsibility & Governance, People, Health & Safety, Community, Supply Chain, Risk, and Environment.

Also, after gathering feedback from suppliers last year, we updated our Sustainability Questionnaire and embedded it into our new online tendering platform. The questionnaire covers five themes: Vendor Code of Conduct, Corporate Social Responsibility, Health Safety & Environment, Governance, and Community Engagement.

Total responses represent
\$506m
 OF FY16 SPEND

Introducing Ariba

For the last 18 months, Mirvac has been developing a new online procurement platform, Ariba - and this year we started to put the finished product to work. Designed to help us streamline and strengthen our supplier relationships, Ariba is currently being piloted across selected parts of the business before we roll it out nationally.

Ariba will benefit our business (and suppliers) in a number of ways:

- **Tendering.** Tenders for Corporate Services and Facilities are already being issued through Ariba, and we ultimately will adopt this approach for all divisions.
- **Contract management.** We have started to load all our contracts into Ariba, enabling us to see the status of our supplier relationships at a glance. Not only does this make it easier to see when contracts are up for renewal, it enables us to identify opportunities to work more efficiently with regular suppliers - such as negotiating standard terms and conditions.
- **Supplier relationships.** Ariba can help us to build a clear picture of our supplier relationships, from initial procurement, through to project completion. Armed with this understanding, we can monitor performance, implement KPIs, and create strategic partnerships for mutual benefit.

OUR SUPPLY CHAIN

A picture of our supply chain

Mirvac works with a diverse range of suppliers, both within Australia and overseas. While we engaged directly with almost 6,000 suppliers, in some instances they purchase products and services on our behalf. This means we indirectly engage many businesses in addition to our immediate suppliers.

To help us manage these critical relationships in an appropriate way, we tier suppliers.

Tier 1 suppliers are those we do a lot of business with, or those we deem to have a risk factor, such as supplying us with materials from offshore, providing labour hire services, or those with a preferred supplier agreement with Mirvac. There are very few suppliers in this category, and we monitor them closely via a very comprehensive process, including site visits to offshore suppliers, and ongoing monitoring.

SUBCONTRACT SUPPLY CHAIN



TIER	SUPPLIERS	TOTAL SPEND	% OF SPEND
1	105	\$762,048,097	46%
2	219	\$455,408,062	28%
3	5,474	\$430,856,036	26%
Total	5,798	\$1,648,312,195	100%

Tiers 2 and 3 suppliers represent less risk, and are determined based on annual spend.

HOW WE CATEGORISE SUPPLIERS

- Subcontractors
- Agents
- Travel & accommodation
- Building materials
- Advertising
- Legal
- Building maintenance
- Insurance
- Administration
- Consultants
- IT
- Electricity
- Human resources
- Real estates
- Equipment hire

Subcontractors make up

47.6% 
of our FY16 spend

Questionnaire
sent to

212 

new suppliers

125 

responses received

Our Subcontractors

Our business relies heavily on subcontractors - in fact, in FY16 they made up 47.6% of our total annual spend. In light of this, it makes sense for us to invest in these people. Through programs such as 'Work Safe, Stay Safe' and our Mirvac Risk Assessment Cards (MRACs), we focus on keeping our subcontractors safe and supported. With initiatives like the Supply Chain Sustainability School, we work to keep them engaged and educated about sustainability issues.

Our Questionnaire

The focus this year was to embed sustainability into our new online procurement process therefore enabling us to more effectively screen our suppliers sustainability capabilities. This builds on our standard risk and governance screening process undertaken for all suppliers. We also issued the questionnaire through the online system as a pilot to 212 suppliers. With this initial test complete we are now in a good place to roll out and adapt the sustainability component across the business.

Zero heroes

Mirvac has committed to be zero waste by 2030. It's an ambitious goal, and we know we can't do it alone - so we are working closely with our suppliers to get there. This year we took an important step by working together with Interface, a carpet designer and manufacturer who is committed to developing a closed loop solutions for their products.

Interface recognises that carpet contributes to landfill on a huge scale, and are addressing this through their ReEntry program: an initiative that aims to recycle and re-purpose post consumer carpet tile. While the ReEntry program has been running since mid-2000, until recently the returned carpet was sent to Interface USA to be re-processed. However in 2016, this all changed - with the company announcing that they will now reprocess this domestically, at their Minto facility.

"We thought it was the best thing, environmentally and economically," says Aidan Mullan, Interface's Manager of Sustainability and Lean. "Rather than just being about recycling, our program is really about taking back what we put out, and being accountable for it."

Thanks to Interface, Mirvac was able to remove, recycle and re-use 1,149kg of unwanted carpet tile and offcuts from 200 George Street - a great demonstration of what can be achieved through collaboration.



"Rather than just being about recycling, our program is really about taking back what we put out, and being accountable for it."

Aidan Mullan,
Interface's Manager
of Sustainability and Lean.

35+ 
suppliers who contributed

\$137,107
contributed by suppliers

\$90,000
contributed by Mirvac

Working together for Westmead

For several years now, Mirvac has supported The Children's Hospital at Westmead, using our expertise in construction and project management to help improve the hospital environment for its young patients and staff alike. This year, we took things to a new level by enlisting the help of over thirty of our suppliers – and together, worked to upgrade the Burns Unit Courtyard.

Thanks to the fundraising and volunteer support, the formerly run down courtyard has been transformed into a bright, fun playground full of interactive activities. Opened by Dr Michael Brydon, Acting Chief Executive of the Children's Hospital, and Toby Long, General Manager, Residential Development NSW & Major Projects, the playground represents Mirvac's enduring commitment to Westmead community.

"Mirvac specialises in creating communities for children; the hospital specialises in the care of children. Based on this shared purpose, Mirvac looks forward to building a strong, enduring partnership with Westmead," said Toby Long. "When it comes to kids we are never short of volunteers and everybody who has been involved in this project has done so with a huge amount of goodwill."

According to Dr. Harvey, play is an important part of the recovery process for children who have suffered major burns. "The child has to be rehabilitated as fast as possible to pre-burn life and the playground will help them do this."

The Burns Unit Courtyard was made possible by support from the contributing suppliers to the value of \$137,107, with a further contribution of more than \$90,000 from Mirvac. It's certainly an inspiring reminder of what can be achieved when we're united by shared values, and commitment to a cause.

WE WOULD LIKE TO THANK ALL OUR SUPPLIERS WHO CONTRIBUTED:

- EJF
- Dirk's Backyard
- DRH Landscapes
- Distinctive Landscapes
- Novak Signs
- Secta Engineering
- Austral Bricks & Pavers
- Town & Park
- Nepean Building and Infrastructure
- Coates Hire
- Dial - A - Dump
- Green Haven Nursery
- G&G Prestige
- Superior Shades
- ATF
- Alliance Contractors
- Australian Sports & Safety Systems
- Stephenson's Cranes
- Stonetech
- Montreal Painting
- Gem Frames & Truss
- Castle Plumbing
- Brick It Up
- Borg Civil
- MAD Excavations
- Roof Rail Australia
- On Site Rentals
- Thirlmere Wholesale Nursery
- J&K Meilak
- Turtle Landscape Supplies
- CSR Fibre Cement
- All Coast Gutter Guards
- CJM Roof Services
- Trojan
- Red Robin Kitchens
- Earthwise Concrete Solutions



SUPPORTING OUR SUPPLIERS

Driving sustainability throughout our supply chain takes more than just good intentions – it takes education, engagement and support. That's why we've made a pledge to educate one million people about sustainability by 2020, and why we're making concentrated efforts to include our supply chain in this number. After all, by educating our suppliers, we make it far easier for them to make a positive change, improve their triple bottom line and enable everyone to achieve their sustainability goals.

This year we worked to continue the sustainability conversation with suppliers, test our new procurement process, and build our understanding of suppliers' sustainability initiatives. Our goal is to gradually build awareness of sustainability through our supply chain over time and provide a platform to recognise leadership; which will in turn help us to deliver some of our ambitious sustainability commitments, such as being net positive for energy and water, as well as zero waste by 2030.

IN FY16 OUR SUPPLIER ENGAGEMENT HAS INCLUDED:

- Our Sustainability Questionnaire.
- One-on-one meetings with suppliers.
- Site inductions to educate subcontractors at assets and construction sites.
- Toolbox talks to discuss site-specific sustainability issues.
- Keeping our onsite suppliers safe through our 'Work Safe, Stay Safe' program.
- New tools to support subcontractors' on-site safety, including the 'Work Safe, Stay Safe' app and MRAC booklets.
- Founding partner of the Australian Supply Chain Sustainability School.
- New online supply chain toolkit, which combines all our resources into a single accessible resource.



14,936

subcontractors
educated through
inductions

850

completed MRAC
training sessions

The meaning of MRAC

On the heels of the introduction of 'Work Safe, Stay Safe', Mirvac's construction team took the initiative to translate the campaign messages into a format that would speak specifically to our onsite subcontractors. The result: Mirvac Risk Assessment Cards, also known as MRACs. This is a suite of cards that help onsite workers identify risks, and feature clear imagery that makes sense even to those who aren't confident English-speakers.

The MRACs were first released in printed form, and launched to 850 people across the country via 22 face-to-face training sessions. Attendees included service providers (supervisors and directors) and all our site employees and management teams. In addition, the MRACs were used as the basis for a new app, which also gives users access to safety alerts, procedures, standards and interactive forms.



A greener school of thought

In last year's Supplier Report we shared some exciting news: the launch of the Australian Supply Chain Sustainability School. Developed in collaboration with construction and infrastructure leaders, as well as the Green Building Council and Infrastructure Sustainability Council of Australia, the School was set up to provide training and improve competency across the construction industry. In FY16, Mirvac continued to play a key role in supporting the School as a founding partner, and by sharing resources, case studies and best practice examples.

Sustainability really is the future of our industry, so it's more important than ever for businesses to keep their skills up to scratch. By becoming a member of the School, businesses can stay ahead of the sustainability curve - gaining knowledge that can help win tenders, open up new pathways for employees, and create opportunities for corporate partnerships and project solutions.

In the past there has been limited free education on offer for businesses in the construction industry. The School is working to change this, by providing many resources to choose from, from videos and e-learning modules to case studies and tool descriptions. There are already 280 resources available online all for free - and this offering will constantly evolve, to keep up with changes in technology and to cater for different styles of learning.

The School also takes into account the fact that businesses all need to focus on different aspects of sustainability. While some need to know about community impacts, others may prefer to focus on resilience, health and wellbeing, or conservation - so when members join, they complete a quick 10-minute self-assessment, and are directed toward priority topics that are relevant to their needs. From there, they can learn in their own time, at their own pace, completely free of charge.



According to the School CEO Robin Mellon, the key is to put sustainability in context. "We have the chance to show what these high-level, international concepts actually mean to real people and real projects," says Mellon. "We are helping businesses to have a positive impact on the world, but also to become sustainable in themselves. We welcome more businesses to be part of the change."

To learn more or become a member, head to supplychainschool.org.au



Our Performance

Our progress

Over the last two years, we have worked to prequalify suppliers on sustainability criteria by having them complete our Sustainability Questionnaire. As well as giving us insights into our suppliers' business operations, this questionnaire was developed to encourage and measure sustainability throughout our supply chain, and enable us to focus engagement in the areas where we can create most value.

During FY15 and FY16, 125 suppliers have completed the questionnaire, representing 30.7% of our supply chain (based on FY16 spend). While this is slightly lower than our first year's 32.8%, we are satisfied with the result. Our main aim for the year was to ensure our questionnaire and vendor code of conduct was successfully integrated into our new online procurement system. This was successfully completed and the focus now shifts to rolling out and adapting this process across the business.

What we learned

HERE ARE A FEW INSIGHTS WE GAINED FROM THIS YEAR'S QUESTIONNAIRE:

95% 
have Health and Safety management systems.

90% 
of suppliers complied with our Vendor Code of Conduct in FY16, compared to 79% in FY15.

90% 
have committed to keep us updated of their progress in future by continuing to complete the Questionnaire.

67% 
have a documented policy against bribery and corruption, an increase compared to last year.

95% 
have an environmental policy.

2 
new suppliers who completed the Questionnaire became members of the Supply Chain Sustainability School (and 12 others were aware of it).

70% 
of suppliers currently work with charity or social enterprise.
As with last year, this was the area our suppliers volunteered the most additional information about their activities.

Generally, our suppliers have more procedures in place to identify, manage and monitor environmental risks, compared to social risk. That said, the questions on this topic were structured slightly differently in FY16 compared to FY15, so it's difficult to draw specific comparisons.

SUPPLIERS ALSO TOLD US...

Our Vendor Code of Conduct needs further definition in some sections. While some smaller suppliers did not have policies for issues such as Corporate Responsibility, they indicated that these issues were being managed in different ways.

What's next?

IN FY17 WE WILL:

- Continue engaging with suppliers on sustainability.
- Educate suppliers on sustainability through our site inductions.
- Keep supporting and promoting the Australian Supply Chain Sustainability School.
- Celebrate sustainability success stories across our supply chain.
- Complete a sustainability risk assessment for our construction supply chain.
- Deliver our new commitment to integrate sustainability criteria into our procurement process.

ANY FURTHER FEEDBACK? Please email sustainability@mirvac.com

Our Stories



RECONCILIATION IN ACTION

Herbert Smith Freehills leads the way

Doing pro bono work is an inherent part of a law firm's professional responsibility, and it's something Herbert Smith Freehills (HSF) has always taken incredibly seriously. Over ten years ago, the firm developed a community engagement program to address issues such as disability & health, homelessness and reconciliation – providing essential legal support, and giving people in marginalised communities a voice.

While HSF has supported Aboriginal and Torres Strait Islander people for many years, in 2010 they decided to bring more structure and formality to this work by developing a Reconciliation Action Plan (RAP). It wasn't a decision made lightly; however HSF felt that the reporting involved would help the firm to drive more action – especially in areas such as employment and procurement, which they hadn't really explored.

Since developing that first RAP, the firm hasn't looked back. Reconciliation has gone from being one of the smaller areas HSF supports, to one of its main areas of focus. Along the way, HSF's people have become increasingly engaged and supportive. "We all love being part of it," says Rebecca Benfield, HSF's Pro Bono and Citizenship Team Leader. "The most satisfying part is really the personal relationships we've built along the way. The RAP has really made Indigenous issues more immediate and personal."

Now into their third RAP, HSF certainly has a lot of knowledge to share. "We did learn that we're best focusing most of our efforts on providing legal support, as this is where we can add most value," explains Brooke Massender, HSF's Head of Pro Bono & Citizenship, Asia & Australia. "However we do also run core leadership programs, which include things like Indigenous internships and capacity-building secondments to remote communities. In general it's about maximising our external impact."

The firm is now seen as a leader in this space, and regularly assists clients and other organisations to develop their own RAPs. "Sharing our learnings is really important," says Massender. There's only so much we can do directly, but by bringing others on the journey, we can really multiply our impact."



HERBERT
SMITH
FREEHILLS

www.herbertsmithfreehills.com.au

The firm is now seen as a leader in this space, and regularly assists clients and other organisations to develop their own RAPs.

ALL INCLUSIVE

Staples supports supplier diversity

As one of Australia's leading office supplies providers, Staples constantly seeks ways to stay competitive – and they are embracing their supply chain as a way to do just that. As part of Staples' Corporate Responsibility (CR) programs, they have made a commitment to support a supply chain that's both diverse and inclusive.

According to Staples, a diverse supply chain has value both socially and economically. However their reasons for investing in minority businesses go deeper than that. "Australian enterprises have a responsibility to give disadvantaged businesses the opportunity to be a part of the economic fabric of our nation," says Darren Fullerton, President, Staples Australia and New Zealand. "By supporting these organisations, we can promote the growth of local communities, strengthen the economy, and provide more opportunities for individuals and businesses to grow and prosper."

Staples currently has relationships with a range of suppliers who would typically be disadvantaged for being different. These include Indigenous businesses (such as Nallawilli Office Wares and Corporate Connect.AB), ADE Certified Australian Disability Enterprises, women-owned businesses and social enterprises that meet Staples' supplier diversity selection criteria or business requirements. It's Staples' policy to offer minority suppliers an opportunity to compete on an equal basis with all other bidders – and they even provide mentoring to help minority businesses succeed.

In addition Staples is a founding member of the Australian Government's Supply Nation – a not-for-profit organisation whose purpose is to give Indigenous-owned SMEs the chance to form commercial relationships with large corporate and government entities.

"Having strong supplier partnerships with minority businesses enriches our overall offering to our customers," says Fullerton. "The bottom line is if we want to continue to attract talent, diversify our suppliers and inspire consumers with our commitment to building a better Australia, CR and supplier diversity increasingly have a place at the heart of our business."



"Australian enterprises have a responsibility to give disadvantaged businesses the opportunity to be a part of the economic fabric of our nation,"

Darren Fullerton,
President, Staples Australia
and New Zealand.

STAPLES Advantage

www.staplesadvantage.com.au

STEEL'S NEW SEAL OF APPROVAL

Steel Stewardship

Steel is one of the main materials used in the construction industry – and as with all products, a level of risk is involved in purchasing it. After all, how do companies such as Mirvac really know how their steel has been sourced, and the processes involved in its manufacture?



It was for this very reason that the Steel Stewardship Council (SSC) was established: an independent not-for-profit group that's working to develop a set of globally recognised standards for the steel industry.

While the SSC was only formally launched this year, it has been in development since 2007, when the APEC forum ministers decided that the Australia Pacific metals industry required greater stewardship. The steel industry was chosen as the first sector to focus on – and since then, a group of leaders across the steel industry has worked to determine how such a scheme would work.

Ross Davies, from BlueScope Steel, has been instrumental in the development of the SSC, and now sits on the interim Board. It's been a long road, but he is proud of the progress the SSC has made. "Our objective has been to develop a globally recognised sustainability standard that applies to all phases of the steel lifecycle, from extraction right through to end of life. This Responsiblesteel Standard will essentially act as a 'seal of approval' – so when companies like Mirvac purchase from accredited entities, they know the entity meets responsible social, environmental and governance standards. As well helping companies to mitigate supply chain risk and differentiate suppliers, it will enable us to raise the bar across the steel industry as a whole."

"Steel is the biggest industry in the world after energy generation, so by changing the steel industry, we'll be able to make a big impact worldwide."

Ross Davies,
BlueScope Steel

While developing the Responsiblesteel Standard, the SSC is engaging with over 80 stakeholders, including BlueScope Steel, ArcelorMittal, Tata Steel, Mahindra Sanyo Special Steels, Rio Tinto, BHP Billiton, WWF, UNEP, industry associates and consultants, and property companies such as Mirvac. They have also sought input from the likes of BMW, Volkswagen, IKEA and Apple, exploring the needs of steel users across the world, and working to align the Responsiblesteel Standard with existing certification programs.

The goal is to launch the standard in 2018. "Steel is the biggest industry in the world after energy generation," says Davies. "So by changing the steel industry, we'll be able to make a big impact worldwide."



www.steelstewardshipcouncil.org/

RESTORING THE LAND WE LOVE

Virgin Australia teams up with Greening Australia

Virgin Australia has always championed environmental causes – in fact they were the first airline in the world to establish a government-certified airline carbon offset program back in 2007. This year, Virgin Australia took their efforts up another notch by forming a strategic partnership with Greening Australia.



Image: Virgin Australia

Established in 1982, Greening Australia works with landowners across Australia to conserve and restore significant landscapes. This hands-on, community-based approach appealed to Virgin Australia – and in May 2016, the two organisations officially launched their three-year partnership. The first major project that Virgin Australia is supporting is Reef Aid (#reefaid), an initiative focused on restoring the coastal wetlands around the Green Barrier Reef, and preventing sedimentation.

As well as providing flights for Greening Australia's scientists to and from the Reef Aid site, Virgin Australia is making the most of their dedicated media channels to spread the word to their customers (including their Velocity Frequent Flyer members). Virgin Australia staff members are also lending a hand as part of Greening Australia's Coastal Wetlands volunteering group.

In addition to the Greening Australia partnership, Virgin Australia is also taking steps to drive sustainability internally. In early 2016, they invited cabin crew members to apply to become Sustainability Ambassadors – and after receiving an overwhelming response, 30 representatives were chosen. As the Sustainability team's eyes and ears on every flight, these Ambassadors report any issues or opportunities they notice for the airline to improve its sustainability performance. Through their efforts and the work of Virgin Australia's fuel efficiency team, over 2.77 million kilograms of fuel were saved in FY16. "Our goal is really to put sustainability on everyone's radar, cabin crew and customers alike," explained Virgin Australia's Sustainability Team. "After all, we fly to all these beautiful places – and it's important that we play a part in preserving them."



www.virginaustralia.com



Through their efforts and the work of Virgin Australia's fuel efficiency team, over **2.77 million kilograms** of fuel were saved in FY16.



COMMUNITY CHAMPIONS

McPherson Plumbing: making a difference

As well as being one of Mirvac's regular subcontractors, McPherson Plumbing is also a shining light on the Central Coast, thanks to their commitment to support community groups. Ever since the company was founded, they have shown great passion for giving back to their community, whether it's by organising fundraising events, making cash donations or volunteering the time and efforts of staff.



McPherson's have contributed over \$60,000 to a host of causes since 2013

"Helping other organisations succeed is something that our Managing Director, Peter McPherson, is very passionate about," says John Strong, McPherson Plumbing Compliance Manager. "He sees this as part of his social responsibility, and gets great personal satisfaction in doing his bit for those less fortunate. McPherson Plumbing is particularly invested in supporting organisations on the Central Coast, as it is a small knit community, fund raising can be difficult and we feel an affinity to support them."

There's certainly been no shortage of support from McPherson Plumbing in recent years. As well as being long-standing supporters of their local rugby league club, the Terrigal Sharks, McPherson's have contributed over \$60,000 to a host of causes since 2013, including the Prostate Cancer Foundation, Cerebral Palsy Alliance, Royal Flying Doctor Service, Sydney Children's Hospital, and St Vincent De Paul Society.

On top of all this, McPherson Plumbing has lent an enormous amount of support to their primary charity, the Haven Education Centre at Terrigal. This school provides alternative education to students in years 7 and 8 who have difficulty participating in mainstream schooling, with the aim of reintegration. Peter McPherson is Chairman of the Haven Education Centre Board,

"We all enjoy doing our bit – both management and our staff get great satisfaction out of our involvement!"

John Strong,
McPherson Plumbing Compliance Manager

and has galvanised the McPherson Plumbing team to support the school. Together, McPherson Plumbing has donated an average of \$15,000 each year since 2009, and the team has played a major role in upgrading the school's facilities.

"Supporting these causes has organically happened over the years, but it has now become an ongoing commitment," says John Strong. "We all enjoy doing our bit – both management and our staff get great satisfaction out of our involvement!"



www.mcplumbing.com.au

Survey Response

VENDOR CODE OF CONDUCT

Q1. Are you presently able to comply with the proposed Mirvac Vendor Code of Conduct?

Yes	Yes, with exceptions	No	N/A	Total
113	3	0	1	117

CORPORATE SOCIAL RESPONSIBILITY (CSR)

Q2. Does your company have a CSR Policy covering social and environmental criteria?

Yes	No	N/A	Total
76	47	2	125

Q3. Does your company review and monitor the effectiveness of your CSR Policy?

Yes	No	N/A	Total
75	42	8	125

Q4. Does your company have an annual CSR or Sustainability Report?

Yes	No	N/A	Total
50	68	6	124

% of respondents who can comply with VCoC
90.4%

% of respondents who have a CSR policy
60.8%

HEALTH, SAFETY & ENVIRONMENT

Q5. Is your risk management framework in line with ISO31000 - Risk Management Principles and Guidelines?

Yes	No	N/A	Total
33	86	5	124

Q6. How many of the following does your company use to identify its environmental and social risks: Internal risk analysis team, Risk mapping, Third party analysis, Certification, Other.

0	1	2	3	4+	Total responses
0	5	7	5	5	22

Q7. Please select the methods used.

Internal risk analysis team	Risk mapping	3rd party analysis	Certification	Other	NA	# suppliers responded
78	19	17	31	23	12	125

Q8. How many of the following actions does your company undertake to manage the environmental and social risks identified in the previous question: Social impact assessment, Social management and monitoring systems, Environmental impact assessment, Environmental management and monitoring systems, Compliance audits, Other.

0	1	2	3	4	5+	Responses
1	4	6	6	6	3	26

Q9. Please select the methods used.

Social impact assessment	Social management and monitoring systems	Environmental impact assessment	Environmental management and monitoring systems	Compliance audits	Others	NA	None	Responses
9	12	27	42	33	33	31	1	125

Q10. Does your company have a Health and Safety Management system?

Yes	No	Total
119	6	125

Q11. Does your company have an Environmental Policy?

Yes	No	Total
119	6	125

Q12. Does your company use and follow an Environmental Management System (EMS)?

Yes	No	Total
94	31	125

Q13. Does your company have a Quality management system certified by ISO9001?

Yes	No	Total
61	64	125

GOVERNANCE

Q14. Do you communicate your social, financial and environmental sustainability performance to your employees?

Yes	No	Total
107	18	125

Q15. Does your company have an Equal Opportunity or Diversity Policy?

Yes	No	Total
107	18	125

% respondents with a Health & Safety Management system
95.2%

% respondents with environmental policy
95.2%

% of suppliers with an EO and Diversity Policy
85.6%

Q16. Does your company have a policy for workforce and labour practices aligned to international standards such as Global Compact or International Labour Organisation Certification of Employment practices to SA 8000?

Yes	No	Total
16	109	125

Q17. Does your company have a documented policy against bribery and corruption?

Yes	No	Total
84	41	125

Q18. Does your company have a fair grievance procedure that ensures employee issues are dealt with promptly and confidentially?

Yes	No	Total
118	7	125

Q19. Has your company had any employment related convictions in the past 2 years?

Yes	No	Total
1	124	125

Q20. Does your company have a training, learning and personal development policy?

Yes	No	Total
108	17	125

Q21. Does your company promote staff awareness and provide training on corporate responsibility?

Yes	No	Total
99	26	125

% of respondents with policy
67.2%

% of respondents with policy
67.2%

Q22. Does your company have a Volunteering Policy?

Yes	No	Total
51	74	125

Q23. Does your company have a Charity Policy?

Yes	No	Total
55	70	125

Q24. Does your company work with a charitable partner or social enterprise?

Yes	No	Total
87	38	125

COMMUNITY & ENGAGEMENT

Q25. Is your company a member of any sustainability environmental or social related organisations?

Yes	No	Total
67	58	125

Q26. Does your company encourage local community work and commit to making a positive impact on the local community in which they operate?

Yes	No	Total
103	22	125

Q27. Do you engage with your stakeholders to ensure that their ethical, social and environmental concerns are acknowledged and addressed where possible?

Yes	No	Total
103	22	125

% of respondents who partner with charity or social enterprise
69.6%

Q28. How do you assess the risks within your own supply chain to ensure strong ethical, social and environmental performance? Select the highest option on the following list: External audits; Code of Conduct, Procurement Policy, Internal Audit, Questionnaire, Risk Mapping, Other, None.

External Audits	Supplier Code of Conduct	Procurement/ purchasing policy	Internal audit	Questionnaire	Risk Mapping	Other	None	# Responses
5	6	5	4	1	1	4	1	27

Q29. Does your company commit to complete this survey annually to provide Mirvac with an update on your sustainability performance?

Yes	No	Total
113	12	125

Q30. Have you heard of the Australian Construction Supply Chain Sustainability School?

Yes	No	Total
48	77	125

Q31. Are you a member of the Australian Construction Supply Chain Sustainability School?

Yes	No	Total
8	117	125



This Changes Everything

by mirvac

mirvac.com/sustainability