

Ventia GRI Content Index 2021



Statement of use	Ventia Services Group Limited has reported the information cited in this GRI content index for the period 1 January 2021 - 31 December 2021 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location	UN SDG
General Disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	Ventia Services Group Limited ABN 53 603 253 541 Level 8, 80 Pacific Highway, North Sydney NSW 2060 Australia	
	2-2 Entities included in the organization's sustainability reporting	Annual Report - Shareholder Information pages 161-164	
	2-3 Reporting period, frequency and contact point	Annual Report - Financial Report pages 91-160 Reporting Period: 1 January 2021 to 31 December 2021 Frequency: Annual Contact Point: ventia.com/forms/contact-our-team	
	2-4 Restatements of information	N/A	
	2-5 External assurance	Corporate Governance Statement - Integrity of corporate Reporting page 22 No Independent Assurance for 2021 Sustainability Report	
	2-6 Activities, value chain and other business relationships	Annual Report - Operating and Financial Review pages 44-61 Modern Slavery Statement	12
	2-7 Employees	Sustainability Report - Social Progress and Priorities pages 46-55	5, 8
	2-8 Workers who are not employees	Sustainability Report - Ventia. For when it's essential pages 6-7	8
	2-9 Governance structure and composition	Corporate Governance Statement - Our Board and Committees pages 7-17	
	2-10 Nomination and selection of the highest governance body	Corporate Governance Statement - Our Board and Committees pages 7-17	5
	2-11 Chair of the highest governance body	Corporate Governance Statement - Our Board and Committees pages 7-17	
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance Statement - Our Board and Committees pages 7-17	
	2-13 Delegation of responsibility for managing impacts	Corporate Governance Statement - Our Board and Committees pages 7-17	
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance Statement - Our Board and Committees pages 7-17	12
	2-15 Conflicts of interest	Corporate Governance Statement - Our Board and Committees pages 7-17	
	2-16 Communication of critical concerns	Corporate Governance Statement - Our Board and Committees pages 7-17	
	2-17 Collective knowledge of the highest governance body	Corporate Governance Statement - Our Board and Committees pages 7-17	12
	2-18 Evaluation of the performance of the highest governance body	Annual Report - Remuneration Report pages 73-90	12
	2-19 Remuneration policies	Annual Report - Remuneration Report pages 73-90	
	2-20 Process to determine remuneration	Annual Report - Remuneration Report pages 73-90	
	2-21 Annual total compensation ratio	Annual Report - Remuneration Report pages 73-90	
	2-22 Statement on sustainable development strategy	Sustainability Report - Our Strategy pages 8-15	11
2-23 Policy commitments	Corporate Governance Statement - Key Components of our Governance Framework pages 4-5 Sustainability Report - Governance Progress & Priorities pages 63-67 Modern Slavery Statement		
2-24 Embedding policy commitments	Corporate Governance Statement - Key Components of our Governance Framework pages 4-5 Sustainability Report - Governance Progress & Priorities pages 63-67		
2-25 Processes to remediate negative impacts	Sustainability Report - Environment Progress and Priorities pages 26-27	12	
2-26 Mechanisms for seeking advice and raising concerns	Corporate Governance Statement - Promoting Responsible and Ethical Behaviour pages 22-24 Ventia Website www.ventia.com/who-we-are/code-of-conduct		
2-27 Compliance with laws and regulations	Sustainability Report - Environment Progress and Priorities pages 26-27		
2-28 Membership associations	Various associations mentioned throughout Sustainability Report		
2-29 Approach to stakeholder engagement	Corporate Governance Statement - Stakeholder Engagement pages 30-31		
2-30 Collective bargaining agreements	67% of Ventia employees are covered under Enterprise and Collective agreements	8	
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Report, Informing our strategy pages 10-11	
	3-2 List of material topics	Sustainability Report, Informing our strategy pages 10-11	
	3-3 Management of material topics	Sustainability Report, Informing our strategy pages 10-11	12
Economic Performance			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annual Report - Financial Report pages 91-160 Sustainability Report - Social Progress and Priorities pages 56-61	8, 9
	201-2 Financial implications and other risks and opportunities due to climate change	Annual Report - Financial Report pages 91-160 Sustainability Report - Environment Progress and Priorities pages 24-25	13
	201-3 Defined benefit plan obligations and other retirement plans	Annual Report - Remuneration Report pages 73-90	8
	201-4 Financial assistance received from government	Annual Report - Financial Report pages 91-160	
Market Presence			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Sustainability Report - Social Progress and Priorities pages 46-47	5, 8
	202-2 Proportion of senior management hired from the local community	With the exception of one executive, Ventia's executive leadership are all sourced from the local community (Australia and New Zealand).	8

GRI Standard	Disclosure	Location	UN SDG
Indirect Economic Impacts			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Sustainability Report - Social Progress and Priorities pages 50-61	5, 9, 11
	203-2 Significant indirect economic impacts	Sustainability Report - Social Progress and Priorities pages 50-61	3, 8
Procurement Practices			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Modern Slavery Statement - Our Supply Chain Management page 9 Sustainability Report - Social Progress and Priorities pages 38-61	8
Anti-Corruption			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Corporate Governance Statement - Promoting Responsible and Ethical Behaviour pages 22-24 Sustainability Report - Governance Progress and Priorities pages 63-67	
	205-2 Communication and training about anti-corruption policies and procedures	Corporate Governance Statement - Key Components of Our Governance Framework pages 4-5 Corporate Governance Statement - Promoting Responsible and Ethical Behaviour pages 22-24	
	205-3 Confirmed incidents of corruption and actions taken	No incidents in 2021	
Anti-Competitive Behaviour			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No incidents in 2021	
Tax			
GRI 207: Tax 2019	207-1 Approach to tax	Annual Report - Financial Report p91-160 Tax Corporate Governance Policy	
	207-2 Tax governance, control, and risk management	Annual Report - Financial Report pages 91-160 Corporate Governance Statement - Risk and Opportunity Management pages 20-22 Tax Corporate Governance Policy	
	207-3 Stakeholder engagement and management of concerns related to tax	Corporate Governance Statement - Stakeholder Engagement p30-31	
	207-4 Country-by-country reporting	Annual Report - Financial Report pages 91-160	
Materials			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Not a key material issue for Ventia. Materials quantities measured on a contract by contract basis for example where a sustainability rating is undertaken.	8, 12
	301-2 Recycled input materials used	Not a key material issue for Ventia. Resource Reduction Plans include a focus on materials including re-used and recycled products.	8, 12
	301-3 Reclaimed products and their packaging materials	Not a key material issue for Ventia. Resource Reduction Plans include a focus on materials including re-used and recycled products.	8, 12
Energy			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability Report - Environment Progress and Priorities pages 20-23	8, 12, 13
	302-2 Energy consumption outside of the organization	Development of Scope 3 measurement is a current priority for Ventia as outlined on page 36 of the Sustainability Report	8, 12, 13
	302-3 Energy intensity	Sustainability Report - Environment Progress and Priorities pages 20-23	8, 12, 13
	302-4 Reduction of energy consumption	Sustainability Report - Environment Progress and Priorities pages 20-37	8, 12, 13
	302-5 Reductions in energy requirements of products and services	Sustainability Report - Environment Progress and Priorities pages 20-37	8, 12, 13
Water and Effluents			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water is not a key material issue for Ventia. Water use and impacts include use by Ventia and Ventia's value chain of potable water primarily, but also water withdrawal, for use in delivery of maintenance and operations services, construction, landscaping, cleaning and firefighting, as well as in offices.	12
	303-2 Management of water discharge-related impacts	Water is not a key material issue for Ventia. Sustainability Report - Environment Progress and Priorities pages 26-27	
	303-3 Water withdrawal	Water is not a key material issue for Ventia. Primarily potable water utilised however water is drawn from dams/creeks in some instances at contracts. Water withdrawal is not currently centrally collated.	
	303-4 Water discharge	Water is not a key material issue for Ventia. Water is discharged from Ventia operations in accordance with Environmental Policy and procedures.	
	303-5 Water consumption	Water is not a key material issue for Ventia. Water consumption is not currently centrally collated however is a focus area of Resource Reduction Plans.	12
Biodiversity			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity is not a key material issue for Ventia. A number of contracts across Australia and New Zealand are in or adjacent to protected areas and areas of high biodiversity value	
	304-2 Significant impacts of activities, products and services on biodiversity	Sustainability Report - Environment Progress and Priorities pages 26-27	
	304-3 Habitats protected or restored	Biodiversity is not a key material issue for Ventia. Area of habitat protected or restored, and measures such as tree canopy cover or increase in species populations, are tracked at some contracts and by environmental services teams in delivery of environmental protection services for Ventia's clients.	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity is not a key material issue for Ventia. Listed species and habitats are managed at the contract level and not currently collated centrally.	
Emissions			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Report - Environment Progress and Priorities pages 20-37	3, 12, 13
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report - Environment Progress and Priorities pages 20-37	3, 12, 13
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability Report - Environment Progress and Priorities pages 20-37	3, 12, 13
	305-4 GHG emissions intensity	Sustainability Report - Environment Progress and Priorities pages 20-37	13
	305-5 Reduction of GHG emissions	Sustainability Report - Environment Progress and Priorities pages 20-37	13

GRI Standard	Disclosure	Location	UN SDG
	305-6 Emissions of ozone-depleting substances (ODS)	N/A	3, 12
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	N/A	3, 12
Waste			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Sustainability Report - Environment Progress and Priorities pages 20-37	3, 11, 12
	306-2 Management of significant waste-related impacts	Sustainability Report - Environment Progress and Priorities pages 20-37	3, 11, 12
	306-3 Waste generated	Development of waste measurement is a current priority for Ventia as outlined on page 36 of the Sustainability Report	3, 11, 12
	306-4 Waste diverted from disposal	Development of waste measurement is a current priority for Ventia as outlined on page 36 of the Sustainability Report	3, 11, 12
	306-5 Waste directed to disposal	Development of waste measurement is a current priority for Ventia as outlined on page 36 of the Sustainability Report	3, 11, 12
Supplier Environmental Assessment			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainability Report - Governance Progress and Priorities pages 62-67. Due Diligence All suppliers and subcontractors must comply with the Ventia Code of Conduct which includes Principle 2 - Embracing the environment and sustainability. Onboarding assessment includes environmental compliance and incidents as a minimum.	12
	308-2 Negative environmental impacts in the supply chain and actions taken	Development of Scope 3 emissions measurement is a current priority for Ventia as outlined on page 36 of the Sustainability Report and will inform understanding of supply chain environmental impact.	12
Employment			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Full Time Equivalent (FTE) 34% Attrition New hires: 2950 full or part time	5, 8
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits are provided to all employees with no distinction, with the exception of parental leave which depends on length of service for temporary employees.	3, 5, 8
	401-3 Parental leave	Sustainability Report - Social Progress and Priorities pages 46-61	5, 8
Labour / Management Relations			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Annual Report - Remuneration Report page 85	8
Occupational Health and Safety			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability Report - Social Progress and Priorities pages 40-45 Annual Report - Business Overview pages 36-37 Ventia website - Our Approach, Safety & Health	3, 8
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Report - Social Progress and Priorities pages 40-45 Annual Report - Business Overview pages 36-37 Ventia website - Our Approach, Safety & Health	3, 8
	403-3 Occupational health services	Sustainability Report - Social Progress and Priorities pages 40-45 Annual Report - Business Overview pages 36-37 Ventia website - Our Approach, Safety & Health	3, 8
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sustainability Report - Social Progress and Priorities pages 40-45 Annual Report - Business Overview pages 36-37 Ventia website - Our Approach, Safety & Health	3, 8
	403-5 Worker training on occupational health and safety	Sustainability Report - Social Progress and Priorities pages 40-45 Annual Report - Business Overview pages 36-37 Ventia website - Our Approach, Safety & Health	3, 8
	403-6 Promotion of worker health	Sustainability Report - Social Progress and Priorities pages 40-61 Annual Report - Business Overview pages 36-37 Ventia website - Our Approach, Safety & Health	3, 8
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report - Social Progress and Priorities pages 40-45 Annual Report - Business Overview pages 36-37 Ventia website - Our Approach, Safety & Health	3, 8
	403-8 Workers covered by an occupational health and safety management system	Sustainability Report - Social Progress and Priorities pages 40-45 Annual Report - Business Overview pages 36-37 Ventia website - Our Approach, Safety & Health	3, 8
	403-9 Work-related injuries	Sustainability Report - Social Progress and Priorities pages 40-45 Annual Report - Business Overview pages 36-37	3, 8
	403-10 Work-related ill health	Sustainability Report - Social Progress and Priorities pages 40-45 Annual Report - Business Overview pages 36-37	3, 8
Training and Education			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	27,751 total hours of formal tracked study across Ventia 30.18 average hours of formal study per person Note: does not include training delivered on-site or safety training and inductions	5, 8
	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability Report - Social Progress and Priorities pages 40-45 Learning and Development included in employee 'Great Conversations' reviews and development planning	5, 8
	404-3 Percentage of employees receiving regular performance and career development reviews	4714 formal reviews recorded in Ventia systems with the majority of employees having 'Great Conversations'.	5, 8
Diversity and Equal Opportunity			

GRI Standard	Disclosure	Location	UN SDG
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Report - Social Progress and Priorities pages 46-55 Corporate Governance Statement - Our Board & Committees pages 7-17	5, 8
	405-2 Ratio of basic salary and remuneration of women to men	Sustainability Report - Social Progress and Priorities pages 46-49	5, 8
Non-Discrimination			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No incidents for 2021	5, 8
Freedom of Association and Collective Bargaining			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability Report - Governance Progress and Priorities page 65 Modern Slavery Statement	8
Child Labour			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainability Report - Governance Progress and Priorities page 65 Modern Slavery Statement	8
Forced or Compulsory Labour			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability Report - Governance Progress and Priorities page 65 Modern Slavery Statement	8
Security Practices			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Code of Conduct training is an inclusion in our induction and onboarding process and is a mandatory annual training requirement for our employees. Principle 18 - respecting and upholding human rights in business. Relevant contracts also provide training on issues related to use of force and restraint and control, supporting Standard Operating Procedures, including annual refresher training.	
Rights of Indigenous Peoples			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	No incidents for 2021	
Local Communities			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Sustainability Report - Social Progress and Priorities pages 39-61	8, 9, 11
	413-2 Operations with significant actual and potential negative impacts on local communities	No identified significant actual or potential impacts on local communities	8, 9, 11
Supplier Social Assessment			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainability Report - Governance Progress and Priorities pages 62-67 Modern Slavery Statement	5, 8, 12
	414-2 Negative social impacts in the supply chain and actions taken	No incidents for 2021	
Public Policy			
GRI 415: Public Policy 2016	415-1 Political contributions	Corporate Governance Statement - Promoting Responsible and Ethical Behaviour pages 22-24	
Customer Health and Safety			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Assessment of health and safety impacts is undertaken in accordance with our accredited Safety, Health, Environment and Quality management system.	12
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents for 2021	12
Marketing and Labelling			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Not a material issue for Ventia. Communications and Media Relations Standard	12
	417-2 Incidents of non-compliance concerning product and service information and labeling	No incidents for 2021	
	417-3 Incidents of non-compliance concerning marketing communications	No incidents for 2021	
Customer Privacy			
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No incidents for 2021	