

GRI Standard	Disclosure	Reference or response	Page	Assurance
General Disclosures				
GRI 102: General Disclosures 2016	102-1 Name of the organisation	About this report	Page 2	
	102-2 Primary brands, products and services	About ACCSR	Page 17	
	102-3 Location of headquarters	About ACCSR	Page 17	
	102-4 Location of operations	About ACCSR	Page 17	
	102-5 Ownership and legal form	About ACCSR	Page 17	
	102-6 Markets served i) Geographic location ii) Sectors iii) Customers and beneficiaries	i) Our services Look up our case studies at <a href="http://accsr.com.au/what-we-do/examples/">http://accsr.com.au/what-we-do/examples/</a> for further examples of our sectors, customers and beneficiaries	Page 10	
	102-7 Scale of the organisation i) Number of employees ii) Number of operations iii) Net sales iv) Total capitalisation v) Quantity of services provided	i) Our people ii) One operation based in Melbourne iii) We do not release sales/revenue figures as we are a privately owned firm and this information is commercially sensitive iv) We do not release capitalisation figures as we are a privately owned firm and this information is commercially sensitive v) Our services	Page 10 and 11	
	102-8 Information on employees and other workers a) Employees by employment contract, by gender b) Employees by employment contract, by region c) Employees by employment type, by gender d) Significant porting of activities completed by workers who aren't employees e) Significant variations in numbers f) How data has been complied and	a) Our people b) Our people c) Our people d) During the year, no significant activities were completed by workers who aren't employees e) There were no significant variations in the numbers reported f) All data was compiled based on our MYOB account and no assumptions have been applied	Page 11	
	102-9 Supply chain	About ACCSR	Page 17	
	102-10 Significant changes to the organisation and its supply chain	No significant changes occurred to the company's size, structure, ownership or supply chain during the period.		
	102-11 Adoption of the precautionary approach	We support the precautionary approach by taking action to reduce our environmental impacts and working with clients in their adoption of a precautionary approach.		
	102-12 External initiatives	Partnerships	Page 14	
	102-13 Memberships of associations	Partnerships	Page 14	
	102-14 Statement from senior decision maker	Letter from the Managing Director	Page 3	
	102-16 Values, code of conduct and code of ethics	About ACCSR	Page 17	
	102-18 Governance structure	About ACCSR	Page 17	
	102-40 Stakeholder groups engaged	Material issues and stakeholder engagement approach	Page 5	
	102-41 Collective bargaining agreements	None		
	102-42 Identifying and selecting stakeholder groups	Material issues and stakeholder engagement approach	Page 5	
102-43 Approach to stakeholder engagement	Material issues and stakeholder engagement approach	Page 5		
102-44 Key topics and concerns raised	i) Material issues and stakeholder engagement approach ii) Client satisfaction	Page 5 and 8		

	102-45 Entities included in the consolidated financial statements	ACCSR Consulting Pty Ltd		
	102-46 Defining report content and topic boundaries	i) Material issues and stakeholder engagement approach ii) See statement from MD in 2015 Sustainability Report for sustainability context	Page 5	
	102-47 List of material topics	Material issues and stakeholder engagement approach	Page 5	Yes
	102-48 Restatements of information	None		
	102-49 Changes in reporting	No significant changes		
	102-50 Reporting period	About this report	Page 2	
	102-51 Date of most recent previous report	1 July 2015 to 30 June 2016		
	102-52 Reporting cycle	Annual		
	102-53 Contact point for questions	About this report	Page 2	
	102-54 Claims of reporting in accordance with the GRI Standards	About this report	Page 2	
	102-55 GRI content index	About this report	Page 2	Yes
	102-56 External assurance	Assurance provided by Bureau Veritas	Page 18	
<b>MATERIAL TOPICS</b>				
<b>Our people</b>				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Material issues and stakeholder engagement approach The management approach for material topics related to our people is combined	Page 5	
	103-2 The management approach and its components	Our people	Page 11	
	103-3 Evaluation of the management approach	Our people	Page 11	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover a) Number and rate of new employee hires a1) By age group a2) By gender a3) By region b) Number and rate of employee turnover b1) By age group b2) By gender	a) Two new employees (33%) a1) < 30 years old: two new employees (100%) a2) Female: two new employees (40%) b) Two employees (33%) b1) 30 - 50 years old: two employees (50%) b2) Female: one employee (20%), Male: one employee (50%) All employees operate in Victoria		Yes
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Our people	Page 11	Yes
	404-3 Percentage of employees receiving regular performance and career development reviews	Our people	Page 11	Yes
<b>MATERIAL ISSUES NOT ALIGNED WITH GRI</b>				
GRI 103: Management Approach 2016 - Our clients	103-1 Explanation of the material topic and its Boundaries	Material issues and stakeholder engagement approach	Page 5	
	103-2 The management approach and its components	i) Our clients ii) Client satisfaction	Page 7 and 8	
	103-3 Evaluation of the management approach	Client satisfaction	Page 8	
GRI 103: Management Approach 2016 - Our services	103-1 Explanation of the material topic and its Boundaries	Material issues and stakeholder engagement approach	Page 5	
	103-2 The management approach and its components	i) Client satisfaction ii) Our services	Page 8 and 10	
	103-3 Evaluation of the management approach	Client satisfaction	Page 8	Yes

GRI 103: Management Approach 2016 - Thought leadership	103-1 Explanation of the material topic and its Boundaries	Material issues and stakeholder engagement approach	Page 5	
	103-2 The management approach and its components	Thought leadership	Page 12, 13, 14 and 15	
	103-3 Evaluation of the management approach	Thought leadership	Page 12, 13, 14 and 15	