

2018 GRI Content Index



Dexus referred to the Global Reporting Initiative (GRI) Standards to determine the 2018 annual reporting suite's boundaries for guidance on identifying and reporting its material issues, management approaches and reporting key performance indicators across stakeholder groups including investors, employees, customers, suppliers and the community.

Dexus has elected to prepare a GRI report in accordance with GRI Standards 'Core' reporting guidelines. This required Dexus to implement the GRI reporting principles to disclosure our approach and performance against a list of standard disclosures as well as specific and sector related disclosures based on the list of Dexus's material topics.

Dexus has reported against the two main types of disclosures contained with the GRI Standards with the addition of the Construction and Real Estate Supplement:

- **General Disclosures:** Disclosures that set the overall context for understanding Dexus's performance such as strategy, profile, and governance.
- **Material Topic Disclosures:** Disclosures on Management Approach (DMAs) and indicators that elicit comparable information on Dexus's economic, environmental and social performance for each material issue.

General disclosures

Disclosure Number	Disclosure	Reference	Remarks/Omissions
GRI 102: General Disclosures 2016			
102-1	Name of the organization	Dexus website	
102-2	Activities, brands, products, and services	Dexus website (sections on business description, property portfolio, third party funds management)	Dexus does not produce or sell any products that are banned in certain markets.
102-3	Location of headquarters	Dexus website - Contact	Level 25, Australia Square, 264 George Street Sydney NSW 2000
102-4	Location of operations	Annual Report - About Dexus , page 2	Dexus operates in Australia
102-5	Ownership and legal form	Dexus website - Corporate Governance	Dexus (DXS) is a publicly traded real estate investment trust listed on the Australian Securities Exchange.
102-6	Markets served	Dexus website - Who we are	
102-7	Scale of the organization	Annual Report , page 2 - About Dexus Annual Report , page 4 - Our Strategy Annual Report , page 51 - Operating and Financial Review - Risks and megatrends Annual Report , page 59 - Consolidated Statement of Comprehensive Income Annual Report , page 60 - Consolidated Statement of Financial Position Annual Report , page 110 - Investor Information: Top 20 security holders at 31 July 2018	
102-8	Information on employees and other workers	Performance Pack , pages 38 - 39 - Thriving People - Workforce statistics, and Gender Diversity -	
102-9	Supply chain	Supply Chain DMA , pages 26 - 27 Performance Pack , pages 29 - 31 - Strong Communities -	
102-10	Significant changes to the organization and its supply chain	Annual Report , page 8 - Chair and CEO Review Annual Report , page 43 - Operating and Financial Review Performance Pack , pages 29 - 31 - Strong Communities -	
102-11	Precautionary Principle or approach	Corporate Governance Statement , page 16 - Principle 7 – Recognise and manage risk	
102-12	External initiatives	Dexus website - Memberships and affiliations 2018 UNPRI Transparency Report 2018 CDP Report Dexus's corporate voluntary commitments to	Dexus's corporate voluntary commitments include: United Nations Principles for Responsible Investment (UNPRI), Carbon Disclosure Project (CDP), National Carbon Offset Standard (NCOS), FTSE4Good,



Disclosure Number	Disclosure	Reference	Remarks/Omissions
		United Nations Principles: Human Rights Policy	CitySwitch, Better Buildings Partnership, Dow Jones Sustainability Indexes (DJSI) and Global Real Estate Sustainability Benchmark (GRESB).
102-13	Membership of associations	Dexus website - Memberships and affiliations Performance Pack , page 17 - Leading Cities -	
102-14	Statement from senior decision-maker	Annual Report , page 8 - Chair and CEO Review -	
102-15	Key impacts, risks, and opportunities	Annual Report , page 8 - Chair and CEO Review Annual Report , page 4 - Strategy - Annual Report , page 51 - Operating and Financial Review - Risks and Megatrends Annual Report - Delivering FY18 commitments 2018 CDP Report , pages 9 - 39 - Module: Risk and opportunities Customers and Community DMA , pages 3 - 12 People and Culture DMA , pages 13 - 25 Supply Chain DMA , pages 26 - 36 Governance DMA , pages 37 - 48 Environment DMA , 49- 61	
102-16	Values, principles, standards, and norms of behaviour	Dexus website - Dexus Experience Dexus website - Wellbeing People and Culture DMA , page 16 - Dexus values Corporate Governance Statement , Principle 3 - page 12	
102-17	Mechanisms for advice and concerns about ethics	Corporate Governance Statement , page 12 - Principle 3 - Act Ethically and Responsibly Corporate Governance Statement , page 13 - Principle 4 - Safeguard Integrity in Corporate Reporting Corporate Governance Statement , page 16 - Principle 7 - Recognise and Manage Risk Governance DMA , pages 42 - 43 Whistleblower Policy :	
102-18	Governance structure	Corporate Governance Statement , pages 2-3 Corporate Governance Statement , pages 4 - 5 - Principle 1 - Lay solid foundations for management and oversight Corporate Governance Statement , pages 6 - 11 - Principle 2 - Structure the Board to add value Corporate Governance Statement , page 12 - Principle 3 - Act Ethically and Responsibly Corporate Governance Statement , page 13 - Principle 4 - Safeguard Integrity in Corporate Reporting Corporate Governance Statement , page 16 - Principle 7 - Recognise and Manage Risk	
102-19	Delegating authority	Corporate Governance Statement , page 12 - 3.4 Sustainability and responsible investment Customers and Community DMA - page 5 - Management approach Supply Chain DMA , page 29 - Management approach Governance DMA , page 37 - Management approach Environment DMA , page 50 - Management approach	
102-20	Executive-level responsibility for economic, environmental, and social topics	Corporate Governance Statement , page 12 - 3.4 Sustainability and responsible investment	
102-21	Consulting stakeholders on economic, environmental, and social topics	Dexus Website - Contact Us Corporate Governance Statement , page 15 - Principle 6 - Respect the Rights of Security Holders Customers and Community DMA , page 10 - Stakeholder Engagement People and Culture DMA , pages 23 - 24 - Stakeholder Engagement Supply Chain DMA - pages 26 - 36 Governance DMA , page 47 - Stakeholder Engagement Environment DMA , page 59 - Key Stakeholders	Dexus has four Board Committees to assist in fulfilment of its responsibilities. There are seven committees advising the Group Management Committee (the senior executives of the organisation). Employees are able to make recommendations through these forums as well as directly to senior management. Security holders may attend the Annual General Meeting (AGM) in person to meet the Board of Directors and Executive team. The Investor Relations team facilitate engagement with investors including regular meetings with investors. A feedback



Disclosure Number	Disclosure	Reference	Remarks/Omissions
			<p>mechanism and enquiry facility is available on the Dexus website to facilitate investor and stakeholder feedback. Additionally, investors can make enquiries through the Registry info line.</p> <p>Investor enquiries were materially related to their investment i.e. distributions, tax statements and performance and limited enquiries on CR&S topics.</p>
102-22	Composition of the highest governance body and its committees	Annual Report , page 20 - Board of Directors Annual Report , page 18 - Governance Annual Report , page 55 - Directors' directorships in other listed entities Corporate Governance Statement , page 10 - Principle 2 - Structure the Board to add value	
102-23	Chair of the highest governance body	Annual Report , page 20 - Board of Directors	
102-24	Nominating and selecting the highest governance body	Corporate Governance Statement , page 6 - Principle 2: Structure the Board to Add Value	
102-25	Conflicts of interest	Dexus website - Board policies Dexus website - Corporate policies Corporate Governance Statement , page 6 - Principle 2 - Structure the Board to add value Corporate Governance Statement , page 12 - Principle 3 - Act Ethically and Responsibly Annual Report , page 55 - Directors' directorships in other listed entities	Dexus has strict policies which address conflicts of interest including: Director Code of Conduct; Employee Code of Conduct; Conflicts of Interest Policy; Securities Trading Policy (including Inside Information); and Gifts and Entertainment. Potential conflicts and related party transactions are overseen by the Compliance Manager and are reported on a regular basis to the Board.
102-26	Role of highest governance body in setting purpose, values, and strategy	Corporate Governance Statement , page 4 - Principle 1 - Lay solid foundations for management and oversight Annual Report - pages 18-19, 22-23 - Governance and Board activities across the year Customers and Community DMA , pages 3 People and Culture DMA , pages 13 Supply Chain DMA , pages 29 Governance DMA , pages 37 Environment DMA , pages 49 -	
102-27	Collective knowledge of highest governance body	Corporate Governance Statement , page 6 - Principle 2: Structure the Board to Add Value Annual Report , page 18 - Governance: Board skills and experience People and Culture DMA, page 21 - 5.5. Leadership development	
102-28	Evaluating the highest governance body's performance	Corporate Governance Statement , page 4 - Principle 1 - Lay solid foundations for management and oversight Board Performance Evaluation Policy Annual Report , pages 22-23 - Board activities across the year	
102-29	Identifying and managing economic, environmental, and social impacts	Corporate Governance Statement , page 16 - Principle 7: Recognise and manage risk Annual Report , page 51 - Operating and Financial Review - Risks and megatrends Performance Pack - page 3 - Material Issues Performance Pack - page 5 - Boundaries and Independent Assurance Customers and Community DMA , pages 3 People and Culture DMA , pages 13 Supply Chain DMA , pages 26 Governance DMA , pages 37 Environment DMA , pages 49	
102-30	Effectiveness of risk management processes	Corporate Governance Statement , page 16 - Principle 7: Recognise and manage risk Annual Report , page 51 - Operating and Financial Review - Risks and megatrends Governance DMA , page 37	
102-31	Review of economic, environmental, and social topics	Annual Report , page 54 - Directors Report - Attendance of Directors at Board Meetings and Board Committee Meetings Corporate Governance Statement , page 16 Principle 7: Recognise and manage risk Governance DMA , pages 37 - 48	



Disclosure Number	Disclosure	Reference	Remarks/Omissions
102-32	Highest governance body's role in sustainability reporting	Corporate Governance Statement , page 12 - Principle 3 - 3.4 Sustainability and responsible investment	The 2018 Dexus annual reporting suite has been reviewed and approved by senior executives and managers across all business units with final approval provided by the Chief Executive Officer in accordance with Dexus's Marketing and Communications Materials approvals policy.
102-33	Communicating critical concerns	Corporate Governance Statement , page 16 - Principle 7: Recognise and manage risk Governance DMA , pages 42 - 43	
102-34	Nature and total number of critical concerns	Annual Report , page 22 - Board activities across the year Annual Report , page 51 - Operating and Financial Review - Risks and megatrends Performance Pack , page 50 - Climate-related risks and opportunities	
102-35	Remuneration policies	Corporate Governance Statement , page 17 - Principle 8: Remunerate fairly and responsibly Annual Report , pages 24-42 - Remuneration Report	
102-36	Process for determining remuneration	Annual Report , pages 24-42 - Remuneration Report	
102-37	Stakeholders' involvement in remuneration	Annual Report , page 8 - Chair and CEO Review Corporate Governance Statement , page 15 - Principle 6 - Respect the Rights of Security Holders Annual Report , pages 24-42 - Remuneration Report	
102-38	Annual total compensation ratio	Performance Pack , page 43 - Thriving People - Remuneration	In FY18 the ratio of the Dexus Chief Executive Officer's annual total compensation to the median annual total compensation for all employees (excluding the CEO) was 31.2:1. Ratios for fixed compensation are reported within the Thriving People section of the Sustainability Performance Pack .
102-39	Percentage increase in annual total compensation ratio	Performance Pack , page 43 - Thriving People - Remuneration	In FY18 the ratio of percentage increase in annual total compensation for Dexus's Chief Executive Officer to the median percentage increase in annual total compensation for all employees (excluding the CEO) was 3.3:1
102-40	List of stakeholder groups	Customers and Community DMA , page 10 - Stakeholder Engagement People and Culture DMA , pages 23 - 24 - Stakeholder Engagement Supply Chain DMA page 26 Governance DMA , page 47 - Stakeholder Engagement Environment DMA , page 59 - Key Stakeholders	During the year Dexus engaged at an organisational level with key stakeholder groups including debt and equity investors, third party investors, suppliers, customers, employees, senior management, industry representatives, investor representatives, and government. Dexus also engaged in asset-level engagement with our key stakeholders including customers, suppliers, local community and local government.
102-41	Collective bargaining agreements	Performance Pack , page 41 - Thriving People - Recruitment	Zero. Dexus does not have any collective agreements as all employees are employed under individual contracts which comply with the National Employment Standards (NES). All employees are covered by an Award or NES. These awards or standards clearly indicate the all employees are free to associate. Dexus places its employees on an individual agreement, which can not under legislation, remove any rights an employee has under an award for NES.
102-42	Identifying and selecting stakeholders	Performance Pack - page 3 - Material Issues Performance Pack - page 5 - Boundaries and Independent Assurance Customers and Community DMA , page 10 - Stakeholder Engagement - People and Culture DMA , pages 23 - 24 - Stakeholder Engagement Supply Chain DMA , page 26 Governance DMA , page 47 - Stakeholder Engagement Environment DMA , page 59 - Key Stakeholders	Dexus referred to the GRI Standards (2016) to set the report's boundaries in relation to material issues and key performance indicators. As part of its process to review material issues Dexus reviewed internal and external materials and consulted with internal stakeholders to identify stakeholders with whom to engage. Stakeholder groups were prioritised based on their relevance to Dexus business or the property sector. Through this process Dexus identified its key stakeholders as comprising current and prospective investors, employees, customers, suppliers and the community. Dexus's Sustainability Approach and engagement strategy has been developed to effectively engage with these key stakeholders to



Disclosure Number	Disclosure	Reference	Remarks/Omissions
			understand and respond to their needs, as well as focusing on environmental performance and relevant issues.
102-43	Approach to stakeholder engagement	Dexus website - Sustainability Approach Performance Pack - page 3 - Material Issues Performance Pack - page 5 - Boundaries and Independent Assurance Customers and Community DMA , page 10 - Stakeholder Engagement People and Culture DMA pages 23 - 24 - Stakeholder Engagement Supply Chain DMA , page 26 Governance DMA , page 47 - Stakeholder Engagement Environment DMA , page 59 - Key Stakeholders	<p>Dexus's stakeholder engagement framework seeks to tailor its relationships with each individual stakeholder group.</p> <p>Dexus regularly surveys its major stakeholder groups including semi-annual investor survey (DXS and DWPF investors), annual tenant surveys (across office and industrial), supplier engagement surveys, and the bi-annual employee engagement survey.</p> <p>In preparing the 2018 Annual Report, Dexus engaged with employees across the business for their input regarding performance information and commentary, as well as details of their engagement with external stakeholders, including survey results. Dexus also engaged directly with investor representatives via one-on-one sessions to gather their input. From their feedback Dexus enhanced the structure and content within the 2018 Annual Report.</p> <p>Dexus also engages regularly in a variety of ways, including: committees and working groups; one-on-one meetings; monthly distribution of information; partnerships; memberships; and online and postal feedback mechanisms.</p> <p>Dexus also presents its half year and annual results together with quarterly operational performance. These presentations are webcast through the Dexus website and allow for investor Q&A from investors present at the meeting as well as via phone. Investors are also able to engage with the Board at the AGM, which is also webcast. Dexus has an Investor Relations Application available on smart phones.</p>
102-44	Key topics and concerns raised	Performance Pack , page 3 - Material Issues Performance Pack , page 6 - Sustained value Performance Pack , page 13 - Leading cities Performance Pack , page 20 - Future enabled customers Performance Pack , page 26 - Strong communities Performance Pack , page 33 - Thriving People Performance Pack , page 44 - Enriched Environment	
102-45	Entities included in the consolidated financial statements	Annual Report , page 63 - Financial Report - About this report	
102-46	Defining report content and topic Boundaries	Performance Pack - page 3 - Material Issues Performance Pack - page 5 - Boundaries and Independent Assurance	
102-47	List of material topics	Performance Pack - page 3 - Material Issues Performance Pack - page 5 - Boundaries and Independent Assurance	
102-48	Restatements of information	2018 Annual Report , page 99 - Other disclosures - Note 25 2018 Financial Report - Dexus Industrial Trust, page 32 - Note 15 Subsequent events 2018 Financial Report - Dexus Office Trust, page 37 - Note 18 - (PDF page 80) 2018 Financial Report - Dexus Operations Trust, page 40 - Note 25 - (PDF page 128) Performance Pack , page 52 - Enriched Environment - Resource Consumption Methodology	
102-49	Changes in reporting		There have been no significant changes from previous reporting periods in the boundary, or measurement methods applied in the report.
102-50	Reporting period		Fiscal year 2018 (1 July 2017 - 30 June 2018)
102-51	Date of most recent report		Fiscal year 2018 (1 July 2017 - 30 June 2018)



Disclosure Number	Disclosure	Reference	Remarks/Omissions
102-52	Reporting cycle		Reporting cycle is annual, period ending 30 June 2018
102-53	Contact point for questions regarding the report	Annual Report , page 113 - Directory	
102-54	Claims of reporting in accordance with the GRI Standards	Annual Report , page 113 - Directory GRI Index	
102-55	GRI content index	GRI Index	
102-56	External assurance	Corporate Governance Statement , page 13 - 4.1 Board Audit Committee Annual Report , page 56 - Directors Report, Audit Annual Report , page 101 - Independent Auditors Report Performance Pack - page 5 - Material Issues Dexus website - CR&S Library - 2018 PwC Assurance Report Selection and Appointment of External Auditors Policy	PricewaterhouseCoopers (PwC) is an independent auditor engaged by Dexus to audit Dexus's financial reports and provide a Limited Assurance opinion over key aspects of Dexus's sustainability performance as reported in the 2018 Annual Report and within the online reporting suite on the Dexus website.



Material topic disclosures

GRI Standard	Disclosure Number	Disclosure	Reference	Remarks/Omissions
Financial performance				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Performance Pack , page 3 - Material Issues Performance Pack , page 5 - Boundaries and Independent Assurance -	
	103-2	The management approach and its components	Annual Report , page 4 - Our Strategy Annual Report , page 43 - Operating and Financial Review Annual Report (online) - Delivering on FY18 commitments Annual Report (online) - FY19 commitments	
	103-3	Evaluation of the management approach	Annual Report , page 1 - FY18 highlights Annual Report , page 6 - Performance against strategy Annual Report , page 43 - Operating and Financial Review - Review of operations Annual Report , page 45 - Operating and Financial Review - Dexus performance Annual Report (online) - Delivering on FY18 commitments	
GRI 201: Economic performance 2016	201-1	Direct economic value generated and distributed	Annual Report , page 6 - Performance against strategy Annual Report , page 1 - Highlights Annual Report , pages 58 - 100 - Financial Report - Consolidated Statement of Comprehensive Income, page 59 - Consolidated Statement of Financial Position, page 60 - Consolidated Statement of Changes in Equity, page 61 - Consolidated Statement of Cash Flows, page 62 Annual Report , pages 28 - 40 - Remuneration Report Performance Pack , page 43 - Thriving People - Remuneration - Performance Pack , page 27 - Strong communities - Community investment statistics -	
	201-2	Financial implications and other risks and opportunities due to climate change	Annual Report , page 51 - Operating and Financial Review- Risks and megatrends 2018 CDP Report - Module: Risk and opportunities Environment DMA , pages 49 - 62 Performance Pack , page 50 - Enriched Environment - Climate related financial risks and opportunities	
	201-3	Defined benefit plan obligations and other retirement plans		Dexus does not operate a defined benefit superannuation scheme. Consistent with Australian legislation, superannuation contributions are made to superannuation funds selected by employees. Dexus contributes retirement provisions in line with Australia's employer superannuation guarantee requirements. In FY18 Dexus provided superannuation contributions at the legislated contribution rate of 9.5%, unless elected at a higher rate by an employee as part of a voluntary contribution.
	201-4	Financial assistance received from government		During FY18 Dexus received \$356,095 in Energy Savings Certificates (ESCs) through participation in the NSW Energy Savings Scheme (ESS) for improvements in base building energy efficiency. The NSW government scheme is administered by the NSW Independent Pricing and Regulatory Tribunal. The funds received derive from claims submitted under the ESS following portfolio-wide technology and control upgrades implemented within Dexus's NABERS Improvement Program. ESCs are earned for each demonstrated tonne of carbon dioxide saved.
Transparency				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Performance Pack , page 3 - Material Issues Performance Pack , page 5 - Boundaries and Independent Assurance	



GRI Standard	Disclosure Number	Disclosure	Reference	Remarks/Omissions
			Corporate Governance Statement , page 14 - Principle 5 - Make timely and balanced disclosure	
	103-2	The management approach and its components	Corporate Governance Statement , page 14 - Principle 5 - Make timely and balanced disclosure Governance DMA , page 37 Annual Report , page 108 - Investor Information	
	103-3	Evaluation of the management approach	Corporate Governance Statement , page 14 - Principle 5 - Make timely and balanced disclosure Governance DMA , page 48 - 9. Evaluation and process improvement Annual Report , page 108 - Investor Information	
GRI 102: Ethics and integrity (general disclosures comprehensive) 2016	102-17	Mechanisms for advice and concerns about ethics	Corporate Governance Statement , page 12 - Principle 3 - Act Ethically and Responsibly Corporate Governance Statement , page 13 - Principle 4 - Safeguard Integrity in Corporate Reporting Corporate Governance Statement , page 16 - Principle 7 - Recognise and Manage Risk Governance DMA , pages 42 - 43 Whistleblower Policy	
GRI 102: Governance (general disclosure comprehensive) 2016	102-25	Conflicts of interest	Dexus website - Board policies Dexus website - Corporate policies Corporate Governance Statement , page 6 - Principle 2 - Structure the Board to add value Corporate Governance Statement , page 12 - Principle 3 - Act Ethically and Responsibly Annual Report , page 55 - Directors' directorships in other listed entities	Dexus has strict policies which address conflicts of interest including: Director Code of Conduct; Employee Code of Conduct; Conflicts of Interest Policy; Securities Trading Policy (including Inside Information); and Gifts and Entertainment. Potential conflicts and related party transactions are overseen by the Compliance Manager and are reported on a regular basis to the Board.
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Corporate Governance Statement , page 16 - Principle 7 - Recognise and manage risk - 7.2 Risk management Annual Report , page 51 - Operating and Financial Review- Risks and megatrends	Each year Dexus completes a review of its risk management framework that encompasses 100% of employees across all 17 business units. Risk management policies, procedures and governance committee structure were reviewed to ensure continuous improvement and to minimise the risk of ethical or corruption breaches. The review process involves the facilitation of risk workshops with senior management to review and update the risk register. Dexus has an anti-bribery policy that outlines its commitment to ethical behaviour.
	205-2	Communication and training about anti-corruption policies and procedures	Directors' Code of Conduct Corporate Governance Statement , page 11 - Principle 2 - Structure the Board to add value - 2.7 Access to training and information Corporate Governance Statement , page 12 - Principle 3 - Act ethically and responsibly Corporate Governance Statement , page 16 - Principle 7 - Recognise and manage risk - 7.2 Risk management	100%. Employees are required to declare their compliance with Dexus's Code of Conduct on an annual basis. Anti-corruption policies and procedures are included as part of this compliance. Compliance training is compulsory for every employee. Dexus board members are required to adhere to the Directors' Code of Conduct. Directors must comply with the legal framework governing the operations of Dexus which includes Anti-corruption policies and procedures. Dexus conducts annual risk and sustainability roadshows with our key business partner CBRE nationally.
	205-3	Confirmed incidents of corruption and actions taken		Dexus recorded no incidents of corruption in FY18, therefore there are no actions to disclose.
GRI 206: Anti-competitive behaviour 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		There were no legal actions brought against Dexus for anti-competitive, anti-trust or monopoly practices in FY18.
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations		In FY18, Dexus recorded no incidents of non-compliance with environmental laws and/or regulations. Dexus did not receive and fines or non-monetary sanctions and had no legal cases concerning environmental issues brought against it.



GRI Standard	Disclosure Number	Disclosure	Reference	Remarks/Omissions
GRI 415: Public Policy 2016	415-1	Political contributions	Anti-Bribery Policy , page 1 - 2. Donations Dexus website - Memberships with industry associations and affiliations	<p>Dexus does not give any contributions - financial or in-kind - to political parties or politicians.</p> <p>During FY18 Dexus contributed \$304,055 to trade associations for memberships and event sponsorships. Dexus's alignment towards trade associations views on key sustainability topics is detailed within the 2018 Dexus CDP Report, page 78-79 - C12.3c.</p> <p>Dexus is a member of various industry associations that promote best practice, advocate for policy reforms or otherwise enhance the property sector or geographical markets in which we operate. These organisations include the Property Council of Australia, Green Building Council of Australia, Better Buildings Partnership, United Nations Principles of Responsible Investment, CDP, Investor Group on Climate Change, Cleaning Accountability Framework, Committee for Sydney, Committee for Perth, Victorian Employer Chamber, Shopping Centre Council of Australia, Urban Land Institute, and the Asia-Pacific Real Estate Association.</p>
Market Volatility				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Performance Pack , page 3 - Material Issues Performance Pack , page 5 - Boundaries and Independent Assurance Customers and Community DMA , page 3	
	103-2	The management approach and its components	Customers and Community DMA , page 3 Annual Report , page 6 - Performance against strategy Annual Report , page 12 - Property Portfolio Annual Report (online) - Market Outlook Performance Pack , page 13 - Leading cities Performance Pack , page 20 - Future enabled customers	
	103-3	Evaluation of the management approach	Customers and Community DMA , page 11 - Evaluation and process improvement Annual Report , page 6 - Performance against strategy Annual Report , page 12 - Performance - Property Portfolio Annual Report (online) - Market Outlook Performance Pack , page 13 - Leading cities Performance Pack , page 20 - Future enabled customers	
Customer satisfaction				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Performance Pack , page 3 - Material Issues Performance Pack , page 5 - Boundaries and Independent Assurance Customers and Community DMA , page 3 Annual Report , page 12 - Performance - Property Portfolio	
	103-2	The management approach and its components	Customers and Community DMA , page 3 Annual Report , page 12 - Performance - Property Portfolio Annual Report (online) - Market Outlook Performance Pack , page 20 - Future enabled customers	
	103-3	Evaluation of the management approach	Customers and Community DMA , page 11 - Evaluation and process improvement Annual Report , page 12 - Performance - Property Portfolio Annual Report (online) - Market Outlook Performance Pack , page 20 - Future enabled customers	
GRI 417: Marketing and labelling 2016	417-1	Requirements for product and service information and labelling	Supplier Code of Conduct , page 4 - Sustainable/ethical purchasing policies and products	
	417-2	Incidents of non-compliance concerning product		Dexus recorded no incidents of non-compliance with regulations and voluntary codes concerning product



GRI Standard	Disclosure Number	Disclosure	Reference	Remarks/Omissions
		and service information and labelling		and service information and labelling, by type of outcomes in FY18.
Sector Disclosure: Construction and Real Estate Sector Disclosures 2016	G4-CRE8	Type and number of sustainability certification, rating and labelling schemes for new construction, management, occupation and redevelopment.	Performance Pack , page 47, 57 - Enriched Environment - National Australian Built Environment Rating System (NABERS) Property Synopsis , pages 8 - 9 - Sustainability	<p>Dexus rates its office and retail buildings and tenancies and displays this information on marketing collateral. Dexus maintained compliance with the Australian Government's Building Energy Efficiency Disclosure (BEED) Act, which requires Dexus and other commercial building owners to disclose the energy efficiency of its building through a Building Energy Efficiency Certificate in the event of marketing the lease and/or sale of a space and/or greater than 1,000 square metres. The provisions of the Act also require the energy efficiency rating (via NABERS ratings) to be displayed in printed, physical and online marketing materials.</p> <p>At 30 June 2018, of Dexus's managed portfolio comprised 55 office and 8 retail properties were NABERS Energy certified. In addition, 48 office and 7 retail Dexus managed properties were voluntarily NABERS Water certified.</p> <p>Dexus voluntarily certifies against Green Star an environmental rating tool for commercial design, construction and performance, which evaluates a building's impact against eight environmental impact categories. Dexus maintained Green Star Performance ratings across 73 office and retail properties.</p>
	102-44	Results of surveys measuring customer satisfaction	Performance Pack , pages 23, 25 - Future enabled customers - Customer satisfaction	
Talent Attraction and Retention				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Performance Pack , page 3 - Material Issues Performance Pack , page 5 - Boundaries and Independent Assurance People and Culture DMA	
	103-2	The management approach and its components	People and Culture DMA , page 13 Performance Pack , page 33 - Thriving people	
	103-3	Evaluation of the management approach	People and Culture DMA , page 25 - Evaluation and process improvement Performance Pack , page 33 - Thriving people	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Performance Pack , pages 41 - 42 - Thriving People - Recruitment and Retention	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Dexus website - Employee benefits People and Culture DMA , page 21 - Employee benefits	<p>Dexus offers a number of employee benefits in line with contemporary Australian market practice. Benefits are offered regardless of full-time or part-time employment status, but may be pro-rated in the case of leave and life insurance benefits which are based on the employee's regular salary level. Temporary employees engaged via a labour hire agency or contracting agreement receive benefits from their primary employer, the cost of which is factored into the hourly rate or service fee paid by Dexus. Temporary employees are not eligible for the following benefits: leave benefits, life and disability insurance, membership to the corporate discount program, study assistance.</p> <p>Dexus contributes retirement provisions in line with Australia's employer superannuation guarantee requirements. In FY18 Dexus provided superannuation contributions at the legislated contribution rate of 9.5%, unless elected at a higher rate by an employee as part of a voluntary contribution.</p>
	401-3	Parental leave	Performance Pack , page 42 - Thriving People - Retention	



GRI Standard	Disclosure Number	Disclosure	Reference	Remarks/Omissions
			People and Culture DMA , page 18 - Initiatives table	
GRI 402: Labour-management relations 2016	402-1	Minimum notice periods regarding operational changes		Notice periods at Dexus vary depending upon level of seniority of the role. The position of CEO must provide 6 months' notice of intention to resign and Executive General Management Committee members must provide three months' notice of their intention to resign from their respective positions. The minimum notice period for termination of employment is two weeks' during probation and one month notice once ongoing employment has been confirmed. Dexus discusses organisation changes to impacted members and teams as far in advance as possible. This would be in general two weeks in advance, unless market sensitive, and we are restricted under legislation to do/not do this.
GRI 404: Training and education 2016	404-1	Average hours of training per year per employee	Performance Pack , page 42 - Thriving People - Training and development	
	404-2	Programs for upgrading employee skills and transition assistance programs	People and Culture DMA , page 20 - Training and professional development Performance Pack , page 36 - Fostering a high-performing culture	
	404-3	Percentage of employees receiving regular performance and career development reviews	Performance Pack , page 43 - Thriving People - Remuneration	
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees	Performance Pack , pages 34-35, 38-39 - Thriving People - Workforce Statistics, and Gender Diversity	
	405-2	Ratio of basic salary and remuneration of women to men	Performance Pack , page 43 - Thriving People - Remuneration	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Performance Pack , page 40 - Thriving People - Work Health & Safety, and Employee Relations	In FY18, Dexus had no incidences raised by employees of alleged discrimination.
Workplace Health and Safety				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Performance Pack , page 3 - Material Issues Performance Pack , page 5 - Boundaries and Independent Assurance People and Culture DMA , page 13	
	103-2	The management approach and its components	Annual Report , page 10 - Chair and CEO Review: An engaged and diverse workforce People and Culture DMA , page 13 Performance Pack , page 33 - Thriving people	
	103-3	Evaluation of the management approach	Annual Report , page 10 - Chair and CEO Review: An engaged and diverse workforce People and Culture DMA , page 25 - Evaluation and process improvement Performance Pack , page 33 - Thriving people	
GRI403: Occupational Health and Safety 2016	403-1	Workers representation in formal joint management-worker health and safety committees		100% percent. The Dexus Workplace Health, Safety & Environment (WHS&E) Committee allows Dexus and its workers manage health and safety matters. The committee champions health and safety initiatives in the workplace and ensures Dexus employees are represented in health and safety matters. The committee facilitates developing and carrying out measures to improve the health and safety of workers, assists in the ongoing development of safety standards, rules and procedures, and considers and addresses findings from health and safety audits or monitoring reports. The WHS&E Committee ensures Dexus employees are represented in health and safety matters.



GRI Standard	Disclosure Number	Disclosure	Reference	Remarks/Omissions
GRI 416: Customer health and safety 2016	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Performance Pack , page 40 - Thriving People - Work Health & Safety, and Corrective Actions	
	403-3	Workers with high incidence or high risk of diseases related to their occupation		Dexus employees are not involved in occupational activities that have a high incidence or high risk of specific diseases
	403-4	Health and safety topics covered in formal agreements with trade unions	Performance Pack , page 41 - Thriving People - Recruitment	Dexus does not have any collective agreements as all employees are employed under individual contracts, and therefore does not have any formal agreements with trade unions. All employees are covered by an Award of National Employee Standards(NES). These awards and standards clearly indicate that employees are free to associate. Dexus places its employees on an individual agreement which cannot remove any rights an employee has under an Award or NES.
	416-1	Assessment of the health and safety impacts of product and service categories	Customers and Community DMA , pages 7 and 10 People and Culture DMA , pages 19 and 25 Supply Chain DMA , pages 34 -35 Governance DMA , pages 45 - 46 - Health and safety Environment DMA , page 58	100%. The health and safety of Dexus's tenants, customers and visitors are considered at each stage of the property management life cycle and across all properties.
Sector Disclosure: Construction and Real Estate Sector Disclosures 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		Dexus recorded no incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes in FY18.
Community Contribution				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Performance Pack , page 3 - Material Issues Performance Pack , page 5 - Boundaries and Independent Assurance Customers and Community DMA , page 3	
	103-2	The management approach and its components	Customers and Community DMA , page 3 Performance Pack , page 26 - Strong communities	
	103-3	Evaluation of the management approach	Customers and Community DMA , page 11 - Evaluation and process improvement Performance Pack , page 26 - Strong communities	
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Annual Report , page 12 - Property portfolio Annual Report , page 47 - Operating and Financial Review - Development Performance Pack , page 13 - Leading cities Performance Pack , page 26 - Strong communities -	
	203-2	Significant indirect economic impacts	Performance Pack , page 13 - Leading Cities Performance Pack , page 26 - Strong communities -	
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Customers and Community DMA , page 10 - Stakeholder Engagement Governance DMA , page 47 - Stakeholder Engagement Performance Pack , page 13 - Future enabled customers Performance Pack , pages 26 - Strong communities	100% of all properties under development engage with local authorities and the community, as part of this process. Environmental impact assessments are carried out at all sites and on selected sites social impact assessments are undertaken. 100% of office and retail properties have operational community engagement plans. Dexus is an active member of a community working group at Circular Quay (NSW), engaging with the Sydney Harbour Foreshore Authority, Transport for NSW and Infrastructure NSW in the development of a Strategic Plan for Circular Quay. Similarly, Dexus is a member of the Martin Place Owners Group. Dexus employees across the group participate in volunteering activities as part of the group's community engagement program, contributing 878 hours towards community programs in FY18.



GRI Standard	Disclosure Number	Disclosure	Reference	Remarks/Omissions
	413-2	Operations with significant actual and potential negative impacts on local communities	Performance Pack , page 26 - Strong communities	No potential or actual material negative impacts identified. Positive impacts are provided in Community performance.
Sector Disclosure: Construction and Real Estate Sector Disclosures 2016	G4-CRE7	Number of persons voluntarily and involuntarily displaced and/or resettled by development, broken down by project		No people were physically displaced as a result of Dexus operations.
Sustainable Procurement				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Performance Pack , page 3 - Material Issues Performance Pack , page 5 - Boundaries and Independent Assurance Supply Chain DMA , page 26	
	103-2	The management approach and its components	Supply Chain DMA , page 26 Performance Pack , page 29 - Strong communities	
	103-3	Evaluation of the management approach	Supply Chain DMA , page 26 Performance Pack , page 29 - Strong communities	
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Performance Pack , page 29 - Strong communities - Supplier screening	
	308-2	Negative environmental impacts in the supply chain and actions taken	Performance Pack , pages 29 - 31 - Strong Communities Performance Pack , pages 44 and 46 - Enriched Environment - Delivering FY18 'enriched environment' commitments and Waste Management	<p>In FY18 Dexus updated its view of supply chain sustainability risks and identified the product and service categories that are most impacted by environmental and social risks. Inherent environmental risk exposures included climate change, resource use, impacts from waste from operations and use of toxic chemicals. The assessment covered all operations including property management, developments and corporate supply chains. In addition, Dexus conducted a supplier self-assessment with dedicated questions on supply chain climate-change related impacts, use of environmental management systems and product certifications, and management practices including policies and processes. Dexus continues to enhance its supplier engagement and assessment process to improve data collection and reporting regarding supplier performance including environmental impacts.</p> <p>In FY18 Dexus did not receive any complaints or grievances regarding negative environmental impact due to supplier and service provider activities. In FY18 Dexus surveyed or conducted 1,190 spot checks across suppliers representing 39% of Dexus's operational supply spend. Dexus has been working with capital works teams to reduce the environmental impact associated with strip-out waste from tenancy de-fit projects.</p>
GRI 412: Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	Supply Chain DMA Performance Pack , page 30 - Strong Communities - Tackling supply chain risks	In FY18 Dexus updated its view of supply chain sustainability risks and identified the product and service categories that are most impacted by environmental and social risks. Inherent risk exposures covered human rights issues including child labour, forced labour, lack of freedom of association or lack of fair working conditions. The assessment covered all operations including property management, developments and corporate supply chains. In addition, Dexus conducted a supplier self-assessment with dedicated questions on human rights awareness and management practices including policies and processes. Dexus assessed 100% of its own operations for human rights issues.



GRI Standard	Disclosure Number	Disclosure	Reference	Remarks/Omissions
	412-2	Employee training on human rights policies or procedures	People and Culture DMA , page 22 - Human rights due diligence Performance Pack , pages 42 - 43 - Thriving People - Training and development	Dexus addresses training on human rights policies during our compliance induction program and through ongoing compliance training.
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Supply Chain DMA , page 31 - Human rights and fair work Performance Pack , page 29 - 31 - Strong Communities	Dexus engages with like-minded suppliers concerning sustainability issues and practices. Dexus communicates its expectations and environmental, social and governance (ESG) requirements to all suppliers and requires each one to operate in line with a Supplier Code of Conduct as well as understand Dexus's procurement requirements and commitments outlined in its Sustainable Procurement Policy and Human Rights Policy. With each supplier engagement Dexus seeks to ensure that investment considerations: - Address impact on supply chains and adhere to Dexus's Supplier Code of Conduct including materials, contractors, consultants and other professional services. - Are in line with recognised and accepted local labour and employment practices where that investment results in employment or engagement of suppliers, contractors and professional service providers Specific standards regarding ESG are agreed with contractors based on the prepared design brief. All work carried out must comply with the brief.
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Performance Pack , page 29 - Strong communities - Supplier Screening Supply Chain DMA , page 27 - Management objectives and goals	
	414-2	Negative social impacts in the supply chain and actions taken	Performance Pack , page 30 - Strong communities - Tackling supply chain sustainability risks	In FY18 Dexus continued to monitor industry dialogue regarding labour practices and the potential impacts within its supply chain, with no actual impacts identified through monitoring of suppliers. Dexus continues to enhance its supplier engagement and assessment process to improve data collection and reporting regarding supplier performance including labour practices.
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Performance Pack , page 30 - Strong communities - Tackling supply chain sustainability risks	100% of operational expenditure for the group's managed portfolio are Australian based suppliers (includes Australian divisions of international companies).
Climate Change Impacts				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Performance Pack , page 3 - Material Issues Performance Pack , page 5 - Boundaries and Independent Assurance Environment DMA , page 49	
	103-2	The management approach and its components	Environment DMA , page 49 Performance Pack , page 44 - Enriched environment	
	103-3	Evaluation of the management approach	Environment DMA , page 60 - Evaluation and process improvement Performance Pack , page 44 - Enriched environment	
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	Performance Pack , page 50 - Enriched Environment - Climate related financial risks and opportunities Dexus 2018 CDP Report 2018, pages 9 - 39 - Module: Risk and opportunities	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Performance Pack , pages 53 - 70 - Enriched Environment Reporting criteria	
	305-2	Energy indirect (Scope 2) GHG emissions	Performance Pack , pages 53 - 70 - Enriched Environment Reporting criteria	
	305-3	Other indirect (Scope 3) GHG emissions	Performance Pack , pages 53 - 70 - Enriched Environment Reporting criteria	



GRI Standard	Disclosure Number	Disclosure	Reference	Remarks/Omissions
Sector Disclosure: Construction and Real Estate Sector Disclosures 2016	305-4	GHG emissions intensity	Performance Pack , page 54 - Enriched Environment - Group managed portfolio - Consumption/emissions on an intensity basis	
	305-5	Reduction of GHG emissions	Environment DMA Performance Pack , page 44-52, 54, 59 - Enriched Environment	
	305-6	Emissions of ozone-depleting substances (ODS)	Performance Pack , page 62 - Enriched Environment - Emissions of ozone depleting substances	
	305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions		In FY18 Dexus estimates it emitted the following air emissions through combustion of natural gas and diesel within generators, cogeneration engines and fire pumps: 25.8 tonnes of Nitrogen oxides (NOx), 7 tonnes of Carbon Monoxide (CO), 0.1 tonnes of Sulphur Dioxide (SOx), 1.2 tonnes of particulate matter ≤ 2.5µm, 1.3 tonnes of particulate matter ≤ 10µm, and 1 tonne of volatile organic compounds (VOCs)
	G4-CRE3	Greenhouse gas emissions intensity from buildings	Performance Pack , pages 51 and 54 - Enriched Environment - Metrics and targets, and Group managed portfolio - consumption/emissions on an intensity basis	
Resource Efficiency and Waste				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Performance Pack , page 3 - Material Issues Performance Pack , page 5 - Boundaries and Independent Assurance Environment DMA , page 49	
	103-2	The management approach and its components	Environment DMA , page 49 Performance Pack , page 44 - Enriched environment	
	103-3	Evaluation of the management approach	Environment DMA , page 60 - Evaluation and process improvement Performance Pack , page 44 - Enriched environment	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Performance Pack , pages 53 - 70 - Enriched Environment - Group managed portfolio - environmental inventory	
	302-2	Energy consumption outside of the organization		Information on upstream energy consumption outside Dexus's organisation boundary relates to energy consumed by suppliers providing products and services to Dexus. Dexus has engaged with key suppliers to request information, and suppliers have stated that energy data is not available. Downstream energy consumption relates to energy consumption by tenants occupying Dexus buildings. Dexus collects data for tenants across a proportion of properties, however this data is confidential and not for public disclosure.
	302-3	Energy intensity	Performance Pack , pages 54 - Enriched Environment - Group managed portfolio - Consumption/emissions on an intensity basis	
	302-4	Reduction of energy consumption	Environment DMA , pages 49 - 61 Performance Pack , page 44 - Enriched Environment Dexus Website - 2018 CDP Report - Module: Targets and performance- Question C4.3b	
	302-5	Reductions in energy requirements of products and services	Environment DMA , pages 49 - 61 Performance Pack , page 46-47, 57-58 - Enriched Environment - Green Star and National Australian Build Environment Ratings System (NABERS)	
GRI 303: Water 2016	303-1	Water withdrawal by source	Performance Pack , page 60 - Enriched Environment - Water consumption by source	
	303-2	Water sources significantly affected by withdrawal of water	Performance Pack , page 60 - Enriched Environment - Water consumption by source	Water used in Dexus operations is sourced from metropolitan water authorities and is not deemed as having a significant impact as per GRI definition. Dexus operates water recycling plants at 1 Bligh Street Sydney, and 123 Albert Street and 145 Ann Street in Brisbane. Dexus also obtains water from on-site rainwater harvesting across several



GRI Standard	Disclosure Number	Disclosure	Reference	Remarks/Omissions
				properties and draws water from a recharged bore at Willows Shopping Centre.
	303-3	Water recycled and reused	Performance Pack , page 60 - Enriched Environment - Water consumption by source	
GRI 306: Effluents and Waste 2016	306-1	Water discharge by quality and destination		All water from Dexus properties is discharged as sewage to water utilities, with some water recycling conducted using on-site greywater/blackwater plants at 1 Bligh Street Sydney, and 123 Albert Street and 145 Ann Street in Brisbane. Stormwater is harvested for use on site or discharged via stormwater drainage. Downstream wastewater, particularly retailers trade wastewater allowance relates to tenants occupying Dexus buildings, and is not material due to its low toxicity.
	306-2	Waste by type and disposal method	Performance Pack , pages 54 and 61 - Enriched Environment - Group-managed portfolio - Consumption emissions on an intensity basis, and Waste and recycling from property operations by stream 2018 Assurance Report , page 3 - 2018 PwC Assurance Opinion and Criteria - Parameters used in the preparation of the subject matter - Environment	
	306-3	Significant spills	Performance Pack , page 61 - Enriched Environment - Waste and recycling from property operations by stream	
Sector Disclosure: Construction and Real Estate Sector Disclosures 2016	306-4	Transport of hazardous waste	Performance Pack , page 61 - Enriched Environment - Waste and recycling from property operations by stream	
	306-5	Water bodies affected by water discharges and/or runoff		There have been no water bodies nor related habitats that have been significantly affected by water discharges from any Dexus facility this year.
	G4-CRE1	Building energy intensity	Performance Pack , page 54 - Enriched Environment - Group managed portfolio - consumption/emissions on an intensity basis	Building energy intensity is reported in megajoules per square metre rather than kilowatt-hours per square metre.