

## Environmental

Ref	Indicator	Reference/Page number
EN3	Direct energy consumption by primary energy source	Sustainability / pages 14-15
EN4	Indirect energy consumption by primary source	Sustainability / pages 14-15
EN5	Energy saved due to conservation and efficiency improvements	Sustainability / pages 14-15
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Sustainability / pages 16-17
EN16	Total direct and indirect greenhouse gas emissions by weight	Sustainability / page 14-15
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	Sustainability / pages 14-15
FS1	Policies with specific environmental and social components applied to business lines	Sustainability / pages 12-13, 16-17
EN28	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations	Sustainability / page 13 Directors' Report / page 90

## Labor practices and decent work

LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Sustainability / page 19
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Sustainability / page 18-19
LA12	Percentage of employees receiving regular performance and career development reviews	Sustainability / page 19
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	Diversity / page 10-11 Sustainability / page 19

## Society

SO2	Percentage and total number of business units analysed for risks related to corruption	Sustainability / page 13
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures	Sustainability / page 13
SO5	Public policy positions and participation in public policy development and lobbying	Sustainability / page 13
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	<a href="http://periodicdisclosures.aec.gov.au/DonorSearch.aspx">http://periodicdisclosures.aec.gov.au/DonorSearch.aspx</a>

## Economic

EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments	2012 Financial Report / pages 95-209 Macquarie Group Foundation <b>AR</b> / pages 30-31 Macquarie Group Foundation Annual Review
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	Sustainability / pages 16-18