

GRI Content Index 2023



Statement of use	Ventia Services Group Limited has reported the information cited in this GRI content index for the period 1 January 2023 - 31 December 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
General Disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	Ventia Services Group Limited ABN 53 603 253 541 2023 Annual Report - Shareholder Information p. 145-148 Level 8, 80 Pacific Highway, North Sydney NSW 2060 Australia
	2-2 Entities included in the organization's sustainability reporting	2023 Annual Report - Financial Report p 93-138
	2-3 Reporting period, frequency and contact point	Reporting Period: 1 January 2023 to 31 December 2023 Frequency: Annual Publication date: 21 February 2024 Contact Point: ventia.com/forms/contact-our-team AU: 1300 VENTIA (836 842) NZ: 0508 VENTIA (836 842)
	2-4 Restatements of information	Greenhouse Gas emissions data for 2021 and 2022 has been restated - refer to p.23 of the 2023 Sustainability Report
	2-5 External assurance	2023 Sustainability Report - p.1 About this Report, and p.66 Independent Limited Assurance Report from PwC
	2-6 Activities, value chain and other business relationships	2023 Annual Report - Operating and Financial Review p. 50-64 2022 Modern Slavery Statement
	2-7 Employees	2023 Annual Report p.15 2023 Sustainability Databook
	2-8 Workers who are not employees	2023 Sustainability Report - Ventia. For when it's essential p.9
	2-9 Governance structure and composition	2023 Corporate Governance Statement - Our Board and Committees p. 6-14
	2-10 Nomination and selection of the highest governance body	2023 Corporate Governance Statement - Our Board and Committees p. 6-14
	2-11 Chair of the highest governance body	2023 Corporate Governance Statement - Our Board and Committees p. 6-14
	2-12 Role of the highest governance body in overseeing the management of impacts	2023 Corporate Governance Statement - Our Board and Committees p. 6-14
	2-13 Delegation of responsibility for managing impacts	2023 Corporate Governance Statement - Our Board and Committees p. 6-14
	2-14 Role of the highest governance body in sustainability reporting	2023 Corporate Governance Statement - Our Board and Committees p. 6-14
	2-15 Conflicts of interest	2023 Corporate Governance Statement - Our Board and Committees p. 6-14
	2-16 Communication of critical concerns	2023 Corporate Governance Statement - Our Board and Committees p. 6-14
	2-17 Collective knowledge of the highest governance body	2023 Corporate Governance Statement - Our Board and Committees p. 6-14
	2-18 Evaluation of the performance of the highest governance body	2023 Annual Report - Remuneration Report p. 74-91
	2-19 Remuneration policies	2023 Annual Report - Remuneration Report p. 74-91
	2-20 Process to determine remuneration	2023 Annual Report - Remuneration Report p. 74-91
	2-21 Annual total compensation ratio	2023 Annual Report - Remuneration Report p. 74-91
	2-22 Statement on sustainable development strategy	2023 Sustainability Report - Our Strategy p. 6-7
	2-23 Policy commitments	2023 Corporate Governance Statement - Key Components of our Governance Framework p. 2-5 2023 Sustainability Report - Governance Progress & Priorities p. 58-63 2022 Modern Slavery Statement
	2-24 Embedding policy commitments	2023 Corporate Governance Statement - Key Components of our Governance Framework p. 2-5 2023 Sustainability Report - Governance Progress & Priorities p. 58-63 2022 Modern Slavery Statement
	2-25 Processes to remediate negative impacts	2023 Sustainability Report - Environment Progress and Priorities p. 30
	2-26 Mechanisms for seeking advice and raising concerns	2023 Corporate Governance Statement - Promoting Responsible and Ethical Behaviour p. 18-19 Ventia Webiste www.ventia.com/who-we-are/code-of-conduct
	2-27 Compliance with laws and regulations	2023 Sustainability Report - Environment Progress and Priorities p. 27
	2-28 Membership associations	Various associations mentioned throughout 2023 Sustainability Report
	2-29 Approach to stakeholder engagement	2023 Corporate Governance Statement - Stakeholder Engagement p. 24 2023 Sustainability Report - Our Strategy s p. 7, Social progress and priorities p. 47, p. 48-49 and p. 50, p. 53, and Governance: Progress and Priorities p. 64
	2-30 Collective bargaining agreements	At least 41% of our employees are covered by enterprise agreements and collective employment agreements, while the remaining 59% are covered by modern awards, individual agreements or are award/agreement free.
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2023 Sustainability Report, Our strategy p. 7
	3-2 List of material topics	2023 Sustainability Report, Our strategy p. 7
	3-3 Management of material topics	2023 Sustainability Report, Our strategy p. 7
Economic Performance		

GRI Standard	Disclosure	Location
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2023 Annual Report - Financial Report p. 93-138 2023 Sustainability Report - Social Progress and Priorities p. 38-41
	201-2 Financial implications and other risks and opportunities due to climate change	2023 Annual Report - Operating and Financial Review p. 93 2023 Sustainability Report - Managing our climate risk p. 16-17
	201-3 Defined benefit plan obligations and other retirement plans	2023 Annual Report - Remuneration Report p. 74-91
	201-4 Financial assistance received from government	2023 Annual Report - Notes to the Consolidated Financial Statements p. 99-138
Market Presence		
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	2023 Sustainability Report - Social Progress and Priorities p. 55
	202-2 Proportion of senior management hired from the local community	Ventia's executive leadership are all sourced from the local community (Australia and New Zealand)
Indirect Economic Impacts		
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	2023 Sustainability Report - Social Progress and Priorities p. 38-40
	203-2 Significant indirect economic impacts	2023 Sustainability Report - Social Progress and Priorities p. 38-40
Procurement Practices		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	2022 Modern Slavery Statement - Our Supply Chain Management page 9 2023 Sustainability Report - Social Progress and Priorities p. 38
Anti-Corruption		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	2023 Corporate Governance Statement - Promoting Responsible and Ethical Behaviour p. 18-19 2023 Sustainability Report - Governance Progress and Priorities p. 60-63
	205-2 Communication and training about anti-corruption policies and procedures	2023 Corporate Governance Statement - Key Components of Our Governance Framework p. 2-5 2023 Corporate Governance Statement - Promoting Responsible and Ethical Behaviour p. 18-19
	205-3 Confirmed incidents of corruption and actions taken	No incidents in 2023
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 2023
Tax		
GRI 207: Tax 2019	207-1 Approach to tax	2023 Annual Report - Financial Report p. 93-138 Tax Corporate Governance Policy
	207-2 Tax governance, control, and risk management	2023 Annual Report - Financial Report p. 93-138 2023 Corporate Governance Statement - Risk and Opportunity Management p. 16-17 Tax Corporate Governance Policy
	207-3 Stakeholder engagement and management of concerns related to tax	2023 Corporate Governance Statement - Stakeholder Engagement p. 24
	207-4 Country-by-country reporting	2023 Annual Report - Financial Report p. 93-138
Materials		
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Materials contribution for Scope 3 emissions 2023 Sustainability Report p. 25. Materials quantities measured on a contract by contract basis for example where a sustainability rating is undertaken.
	301-2 Recycled input materials used	2023 Sustainability Report - Environment Progress and Priorities p. 30-31
	301-3 Reclaimed products and their packaging materials	Not a key material issue for Ventia. Resource Reduction Plans include a focus on materials including reused and recycled products.
Energy		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	2023 Sustainability Report - Environment Progress and Priorities p. 24 and 2023 Sustainability Databook
	302-2 Energy consumption outside of the organization	2023 Sustainability Report p. 23-25
	302-3 Energy intensity	2023 Sustainability Report - Environment Progress and Priorities p. 22-25
	302-4 Reduction of energy consumption	2023 Sustainability Report - Environment Progress and Priorities p. 22-25
	302-5 Reductions in energy requirements of products and services	2023 Sustainability Report - Environment Progress and Priorities p. 22-25
Water and Effluents		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water has not been identified as 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.
	303-2 Management of water discharge-related impacts	Water has not been identified as a key material issue for Ventia. 2023 Sustainability Report p. 27
	303-3 Water withdrawal	Water has not been identified as 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 has not been identified as a key material issue for Ventia. Water is discharged from Ventia operations in accordance with Environmental Policy and procedures. 2023 Sustainability Report p. 27
	303-5 Water consumption	Water has not been identified as a key material issue for Ventia. Water consumption is not currently centrally collated however is a focus area of Resource Reduction Plans.
Biodiversity		
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	2023 Sustainability Report p. 28. Biodiversity has not been identified as 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	2023 Sustainability Report - Environment Progress and Priorities p. 26-31

GRI Standard	Disclosure	Location
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	Biodiversity has not been identified as 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. Ventia support our clients with the management of over 790,000 Ha of natural assets 2023 Sustainability Report p. 28
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity has not been identified as 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	2023 Sustainability Report - Environment Progress and Priorities p. 22-25
	305-2 Energy indirect (Scope 2) GHG emissions	2023 Sustainability Report - Environment Progress and Priorities p. 22-25
	305-3 Other indirect (Scope 3) GHG emissions	2023 Sustainability Report - Environment Progress and Priorities p. 22-25
	305-4 GHG emissions intensity	2023 Sustainability Report - Environment Progress and Priorities p. 22-25
	305-5 Reduction of GHG emissions	2023 Sustainability Report - Environment Progress and Priorities p. 22-31
	305-6 Emissions of ozone-depleting substances (ODS)	NA
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	NA
Waste		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	2023 Sustainability Report - Environment Progress and Priorities p. 27-31
	306-2 Management of significant waste-related impacts	2023 Sustainability Report - Environment Progress and Priorities p. 27-31
	306-3 Waste generated	2023 Sustainability Report - Environment Progress and Priorities p. 27-31
	306-4 Waste diverted from disposal	2023 Sustainability Report - Environment Progress and Priorities p. 27-31
	306-5 Waste directed to disposal	2023 Sustainability Report - Environment Progress and Priorities p. 27-31
Supplier Environmental Assessment		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	2023 Sustainability Report - Governance Progress and Priorities p. 63 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.
	308-2 Negative environmental impacts in the supply chain and actions taken	2023 Sustainability Report - Environment Progress and Priorities p. 22-25
Labour / Management Relations		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	2023 Annual Report - People p.14-15
	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, except company paid parental leave and VenShare program. VenShare is only available to permanent full-time and part-time employees. Ventia's Parental Leave Standard aligns with the unpaid parental leave and government schemes in Australia and New Zealand, ensuring compliance with all relevant legislation. In addition, Ventia offers company paid parental leave for primary and secondary carers who are permanent full-time or part-time employees with 12 months continuous service. This exceeds the minimum legal requirements and demonstrates Ventia commitment to supporting working parents.
	401-3 Parental leave	Ventia's Parental Leave Standard aligns with the unpaid parental leave and government schemes in Australia and New Zealand, ensuring compliance with all relevant legislation. In addition, Ventia offers company paid parental leave for primary and secondary carers who are permanent full-time or part-time employees with 12 months continuous service. This exceeds the minimum legal requirements and demonstrates Ventia commitment to supporting working parents.
Labour / Management Relations		
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	2023 Annual Report - Remuneration Report p. 86
Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	2023 Sustainability Report - Social Progress and Priorities p. 34-37 2023 Annual Report - Business Overview p. 12-13 Ventia website - Our Approach, Safety & Health
	403-2 Hazard identification, risk assessment, and incident investigation	2023 Sustainability Report - Social Progress and Priorities p. 34-37 2023 Annual Report - Business Overview p. 12-13 Ventia website - Our Approach, Safety & Health
	403-3 Occupational health services	2023 Sustainability Report - Social Progress and Priorities p. 34-37 2023 Annual Report - Business Overview p. 12-13 Ventia website - Our Approach, Safety & Health
	403-4 Worker participation, consultation, and communication on occupational health and safety	2023 Sustainability Report - Social Progress and Priorities p. 34-37 2023 Annual Report - Business Overview p. 12-13 Ventia website - Our Approach, Safety & Health
	403-5 Worker training on occupational health and safety	2023 Sustainability Report - Social Progress and Priorities p. 34-37 2023 Annual Report - Business Overview p. 12-13 Ventia website - Our Approach, Safety & Health
	403-6 Promotion of worker health	2023 Sustainability Report - Social Progress and Priorities p. 34-37 2023 Annual Report - Business Overview p. 12-13 Ventia website - Our Approach, Safety & Health
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2023 Sustainability Report - Social Progress and Priorities p. 34-37 2023 Annual Report - Business Overview p. 12-13 Ventia website - Our Approach, Safety & Health

GRI Standard	Disclosure	Location
	403-8 Workers covered by an occupational health and safety management system	2023 Sustainability Report - Social Progress and Priorities p. 34-37 2023 Annual Report - Business Overview p. 12-13 Ventia website - Our Approach, Safety & Health
	403-9 Work-related injuries	2023 Sustainability Report - Social Progress and Priorities p. 34-37 2023 Annual Report - Business Overview p. 12-13 Ventia website - Our Approach, Safety & Health
	403-10 Work-related ill health	2023 Sustainability Report - Social Progress and Priorities p. 34-37 2023 Annual Report - Business Overview p. 12-13 Ventia website - Our Approach, Safety & Health
Training and Education		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Our Registered Training Organisations supported 897 employees in obtaining nationally recognised certifications, including 222 employees who were awarded job aligned Certificate II – IV and or Diploma qualifications. This equated to in excess of 289,109 hours of theory, which is complemented with additional hours of in field application. In 2023 we delivered 37 specialised compliance programs to our employees. (see 404-2 for additional capability training)
	404-2 Programs for upgrading employee skills and transition assistance programs	Our centrally led Capability Programs empowered 500 employees with key leadership skills through 13 programs, including negotiation, frontline management, building team effectiveness, women leading and inclusive leadership. Additionally, 83 individuals gained project management expertise, and 39 (including 13 women) participated in board-level leadership training.
	404-3 Percentage of employees receiving regular performance and career development reviews	Our Great Conversations program had a 67% participation rate from salaried staff. This program fosters a collaborative environment where leaders and employees engage in regular discussions regarding performance expectations, individual development objectives, and career aspirations.
Diversity and Equal Opportunity		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2023 Sustainability Report - Social Progress and Priorities p. 50-57 2023 Corporate Governance Statement - Our Board & Committees p. 6-14
	405-2 Ratio of basic salary and remuneration of women to men	2023 Sustainability Report - Social Progress and Priorities p. 55
Non-Discrimination		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Ventia has dedicated support to for our leaders on people-related matters and to uphold our zero-tolerance policy for discrimination. We address employee grievances, including discrimination allegations, through thorough investigations and prompt remediation. We are committed to resolving concerns fairly and effectively.
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	2023 Sustainability Report - Governance Progress and Priorities p. 63 2022 Modern Slavery Statement
Child Labour		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	2023 Sustainability Report - Governance Progress and Priorities p. 63 2022 Modern Slavery Statement
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	2023 Sustainability Report - Governance Progress and Priorities p. 63 2022 Modern Slavery Statement
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 in 2023
Local Communities		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	2023 Sustainability Report - Social Progress and Priorities p. 38-57
	413-2 Operations with significant actual and potential negative impacts on local communities	No identified significant actual or potential impacts on local communities
Supplier Social Assessment		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	2023 Sustainability Report - Governance Progress and Priorities p. 63 2022 Modern Slavery Statement
	414-2 Negative social impacts in the supply chain and actions taken	No incidents in 2023
Public Policy		
GRI 415: Public Policy 2016	415-1 Political contributions	2023 Corporate Governance Statement - Promoting Responsible and Ethical Behaviour pages p.18-19
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.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents in 2023
Marketing and Labelling		
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Not identified as a material issue for Ventia. Communications and Media Relations Standard
	417-2 Incidents of non-compliance concerning product and service information and labeling	No incidents in 2023
	417-3 Incidents of non-compliance concerning marketing communications	No incidents in 2023
Customer Privacy		

GRI Standard	Disclosure	Location
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No incidents reported in 2023