

GRI G4 CONTENT INDEX NAVIGATOR TABLE - GENERAL STANDARD DISCLOSURES						
General Standard Disclosures	Description	2017 Annual Report reference (PDF)	Further information, statements and web links	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)
STRATEGY AND ANALYSIS						
G4-1	Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability	<ul style="list-style-type: none"> - Messages from our Chair and CEO (p8-9) - Our external environment (p13-15) - Corporate responsibly (p17) - Investing responsibly (p29-33) 		Medium term goals and objectives for non-financial performance have not been disclosed in the report.	Not available	Medium term goals for non-financial performance will be developed and implemented through VicSuper's Corporate Responsibility Roadmap. These will be progressively disclosed as they are implemented over the next 3-5 years.
G4-2	Provide a description of key impacts, risks, and opportunities	<ul style="list-style-type: none"> - Messages from our Chair and CEO (p8-9) - VicSuper's strategic priorities, performance and objectives (p12) - Our external environment (p13-16) - VicSuper's Strategic risks and controls (p55) - Climate change and investment strategy (p31) 	Also see: Defining report content in VicSuper's Annual Report 2017	See G4.1	See G4.1	See G4.1
ORGANISATIONAL PROFILE						
G4-3	Name of the organization	- Scope and Boundary (p56)				
G4-4	Primary brands, products, and services	- Products and services (p40-47)				
G4-5	Location of the organization's headquarters	- Supporting regional Victorians (p20)				
G4-6	Number of countries where the organization operates	- Supporting regional Victorians (p20)				
G4-7	Nature of ownership and legal form	- Scope and Boundary (p56)				
G4-8	Markets served	<ul style="list-style-type: none"> - Supporting regional Victorians (p20) - Member and Employer profile and numbers (p19) - Our employers (p19) 				

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G4-9	Scale of the organization	<ul style="list-style-type: none"> – Performance highlights (p3) – Investment option performance (p4-7 and p25) – Supporting regional Victorians (p20) – Challenges and opportunities in a competitive environment (p18) – Member and Employer profile and numbers (p19) – Managing our finances (p22-23) 				
G4-10	Number of employees by employment contract and gender. Number of permanent employees by employment type and gender. Total workforce by employees and supervised workers and by gender. Total workforce by region and gender Report whether a substantial portion of the organization’s work is performed by contractors. Report any significant variations in employment numbers	<ul style="list-style-type: none"> – Supporting regional Victorians (p20) – Our VicSuper team (p48) 	In the 2017/17 year, VicSuper employed thirty-four fixed term employees.			
G4-11	Percentage of total employees covered by collective bargaining agreements	– N/A	85% of our employees are covered by collective bargaining agreements			
G4-12	The organization’s supply chain	– How we generate value for our members (p16-17)	Also see: Defining report content in VicSuper’s Annual Report 2017			
G4-13	Significant changes during the reporting period regarding the organization’s size, structure, ownership, or its supply chain	<ul style="list-style-type: none"> – Performance Highlights (p3) – Messages from our Chair and CEO (p 8-9) – Major share holdings (p27) – Investment managers (p28) – Significant events and restatements (p56) 	VicSuper website: Summary of significant events			
G4-14	Whether and how the precautionary approach or principle is addressed by the organization	– Climate change and investment strategy (p31)				

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G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	– Our responsible investment achievements in 2017-17	VicSuper website: Corporate responsibility – Industry engagement and thought leadership			
G4-16	List memberships of associations (such as industry associations) and national or international advocacy organizations	– Our responsible investment achievements in 2017-17 – Encouraging better disclosure on climate change risk (p33)	VicSuper website: Corporate responsibility – Industry engagement and thought leadership			
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES						
G4-17	Entities included in the organization’s consolidated financial statements or equivalent documents	– Scope and Boundary (p56)				
G4-18	Process for defining the report content and the Aspect Boundaries and how the organization has implemented the Reporting Principles for Defining Report Content	– About this report (p1)	Also see: Defining report content in VicSuper’s Annual Report 2017			
G4-19	Material Aspects identified in the process for defining report content	– NA	VicSuper website Annual Report 2017: See: Defining report content			
G4-20	For each material Aspect, report the Aspect Boundary within the organization	– NA	VicSuper website Annual Report 2017: See: Defining report content			
G4-21	For each material Aspect, report the Aspect Boundary outside the organization	– NA	VicSuper website Annual Report 2017: See: Defining report content			
G4-22	Effect of any restatements of information provided in previous reports, and the reasons for such restatements	– N/A	No restatements of information provided in previous reports have been made.			
G4-23	Significant changes from previous reporting periods	– About this report (p1)	VicSuper website: http://www.vicsuper.com.au/About-us/Management-and-governance/Disclosure-requirements.aspx			
STAKEHOLDER ENGAGEMENT						

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G4-24	List of stakeholder groups engaged by the organization	– Valuing our stakeholders (p18)	VicSuper website - Stakeholders: http://www.vicsuper.com.au/about-us/management-and-governance/corporate-governance			
G4-25	Basis for identification and selection of stakeholders with whom to engage	– NA	VicSuper website Annual Report 2017: See: Stakeholder engagement			
G4-26	Approach to stakeholder engagement	– NA	VicSuper website Annual Report 2017: See: Stakeholder engagement			
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns	– NA	VicSuper website Annual Report 2017: See: Stakeholder engagement			
REPORT PROFILE						
G4-28	Reporting period for information provided	– N/A	VicSuper's 2017 Annual Report covers the period 1 July 2016 to 30 June 2017			
G4-29	Date of most recent previous report	– N/A	VicSuper's previous Annual Report covered the period 1 July 2015 to 30 June 2016			
G4-30	Reporting cycle	– N/A	VicSuper's Annual Report is prepared annually			
G4-31	Contact point for questions regarding the report or its contents	– Let us know what you think (p1) – Contact information (back cover)	VicSuper website: www.vicsuper.com.au/contact-us			
G4-32	GRI 'in accordance' option, GRI Content Index for the chosen option and reference to the External Assurance Report	– Standards and guidelines (p56) – Approach to Assurance (p56))	VicSuper website Annual Report 2017: See: Defining report content and Independent Assurance Statement			

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G4-33	Policy and current practice with regard to seeking external assurance for the report	<ul style="list-style-type: none"> About this report (p1) Approach to Assurance (p56) 	<p>VicSuper's CEO signs off and approves expenditure on non-financial assurance of the report. The VicSuper Board is also notified that non-financial assurance of the report has been commissioned through the formal CEO report to the Board (which is included in formal Board papers).</p> <p>VicSuper website Annual Report 2017: See: Independent Assurance Statement</p>			
GOVERNANCE						
G4-34	Governance structure of the organization	<ul style="list-style-type: none"> The VicSuper Board of Directors (p52) 	VicSuper website: VicSuper's Board of Directors			
G4-35	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees	<ul style="list-style-type: none"> Managing our environmental and social impacts (p53) 	VicSuper website: http://www.vicsuper.com.au/about-us/management-and-governance/corporate-governance			
G4-36	Executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body	<ul style="list-style-type: none"> Managing our environmental and social impacts (p53) 	The Manager Corporate Responsibility reports directly to the Executive Manager Marketing and the Chief Executive Officer. The Manager Corporate Responsibility provides regular updates to the Board on material issues and submits an update on progress of the initiatives outlined in the Corporate Responsibility Roadmap on a quarterly basis.			
G4-37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics	<ul style="list-style-type: none"> Team member engagement (p49) 	VicSuper website: Stakeholder engagement VicSuper members can provide feedback on economic, environmental and social topics, in writing to executive management or to VicSuper's Chair. Where a matter is deemed significant, it will be escalated for consideration by the Board. In addition, VicSuper members can also provide feedback to directors via the union that the director is a representative of.			
G4-38	Composition of the highest governance body and its committees	<ul style="list-style-type: none"> The VicSuper Board of Directors (p52) 	VicSuper website: VicSuper's Board of Directors			

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G4-39	Whether the Chair of the highest governance body is also an executive officer	– NA	VicSuper has an independent (non-executive) Chair. VicSuper website: VicSuper's Board of Directors			
G4-40	Nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members	– The VicSuper Board of Directors (p52)	VicSuper website: VicSuper's Board of Directors Disclosure and governance			
G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed	– The VicSuper Board of Directors (p52)	VicSuper website: Summary of the conflicts management policy Disclosure and governance			
G4-42	Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts	– The VicSuper Board of Directors (p52)	The VicSuper Board sets the strategy and objectives for the Fund (including business strategy, investment strategy, insurance strategy and risk management strategy) and monitors the proper implementation of its strategies by its delegates. The Board is also responsible for policy making and supervision. VicSuper website: Disclosure and governance VicSuper's Board of Directors			

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G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics	– Managing our environmental and social impacts (p53)	VicSuper's Corporate Responsibility Manager engages with the Board in person and through documented Board submissions. External guests and internal audit are also invited to present to the Board to inform and educate them on new and evolving areas of interest.			
G4-44	Processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics	– The VicSuper Board of Directors – (p52)				
G4-45	Highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities	– Managing our environmental and social impacts (p53)	VicSuper's Risk Management Strategy and Framework requires a "Top Down" (Board, Audit, Compliance & Risk Management Committee, Executive) and "Bottom Up" (Risk Steering Committee, Management, Staff) approach to the identification of risks. Through this process, in conjunction with internal and external audit, the business works together to use its knowledge of the internal and external environment to identify and manage material financial and non-financial risks. VicSuper website: Risk Management			
G4-46	Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics	– N/A	VicSuper website: Risk Management			

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G4-47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities	<ul style="list-style-type: none"> - VicSuper's Risk Management Framework is updated at least annually to ensure compliance with regulations and APRA Prudential Standards. - Policies are reviewed and updated on an annual basis in most case. VicSuper's Corporate Responsibility Manager also engages with the Board in person and through documented Board submissions on material governance, environmental and social risks and opportunities. 				
G4-48	Highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered	<ul style="list-style-type: none"> - Standards and guidelines (p56) 	VicSuper website Annual Report 2017: See: Defining report content			
G4-49	Process for communicating critical concerns to the highest governance body	<ul style="list-style-type: none"> - Risk management and compliance (p53-54) 	<p>A critical concern is a potential or actual event that exceeds the Trustee's risk appetite and requires remediation in line with the Risk Management Framework. Critical concerns identified are immediately raised and advised to the relevant Executive manager. These matters are discussed among the Executive Team and escalated to the Board as appropriate for oversight and input as required.</p> <p>VicSuper website: Risk Management</p>			
G4-50	Nature and total number of critical concerns that were communicated to the highest governance body	<ul style="list-style-type: none"> - Risk Management and compliance (p53-54) 				
G4-51	Remuneration policies for the highest governance body and senior executives	<ul style="list-style-type: none"> - N/A 	VicSuper website: Disclosure and governance			

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G4-52	Process for determining remuneration	– N/A	VicSuper website: Disclosure and governance	No disclosure at present		
G4-53	How stakeholders' views are sought and taken into account regarding remuneration	– N/A	VicSuper is not a listed company and therefore shareholder voting on remuneration is not applicable. Remuneration is benchmarked against industry norms and changes are reviewed and endorsed by the Board on a yearly basis.			
G4-54	Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)	– N/A	VicSuper's CEO's compensation is 7.9 times that of the median annual total compensation for all employees.			
G4-55	Ratio of percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)	– N/A		No disclosure		
ETHICS AND INTEGRITY						
G4-56	Organization's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	<ul style="list-style-type: none"> – Our vision and purpose (p 11) – Ethics and integrity (p53) 	VicSuper website: Code of conduct			
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organizational integrity	– Ethics and integrity (p53)				
GRI G4 CONTENT INDEX NAVIGATOR TABLE - SPECIFIC STANDARD DISCLOSURES						
CATEGORY: ECONOMIC						

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MATERIAL ASPECT: ECONOMIC PERFORMANCE						
G4-DMA	Generic Disclosures on Management Approach	<ul style="list-style-type: none"> – Investment performance (FutureSaver and Flexible Income) (p4-7) – Our vision and purpose (p 11) – Challenges and opportunities in a competitive environment (p18-19) – Managing our finances (p22-23) – Investment performance (p24-25) 	Information on VicSuper's community involvement program is presented on the website: Community Connect			
G4-EC1	Direct economic value generated and distributed	<ul style="list-style-type: none"> – Managing our finances (p22-23) – VicSuper in the community (p37) 	Over the 2016/17 year, VicSuper paid out \$33,917,473 in employee wages and associated expenses.	Over the 2016/17 year, 188.5 hours of employee paid volunteering time was spent assisting community service partners	Not material	VicSuper's Not-for-Profit operating structure limits our ability make financial donations to charities or community organisations.
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	<ul style="list-style-type: none"> – Our responsible investment achievements (p30) – Engaging for positive change objectives (p31) – Climate change and investments strategy (p31-32) – Measuring our carbon footprint (p32) 	VicSuper website: Climate change	<p>The financial implications of the risk or opportunity before action is taken.</p> <p>The costs of actions taken to manage the risk or opportunity</p>	The information is currently unavailable	We are unable to quantify the financial implications of the risk or opportunity due to the uncertain and complex global regulatory environment. We are unable to determine the costs associated with taking action to manage the risk or opportunity for the same reason.
CATEGORY: SOCIAL: SUB-CATEGORY: SOCIETY						
MATERIAL ASPECT: ANTI-CORRUPTION						

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G4-DMA	Generic Disclosures on Management Approach	<ul style="list-style-type: none"> – Ethics and integrity (p53) – Risk Management and compliance (p53-54) 	<p>VicSuper's Risk Management Strategy has identify fraud and misconduct risk as the most material corruption risk applicable to VicSuper's business.</p> <p>VicSuper's Fraud Control Plan assists in the management and adherence to fraud control procedures and the reporting of all instances of suspected fraud. The Fraud Control Plan outlines VicSuper's fraud risk assessment process. VicSuper has adopted a policy of continuous fraud risk assessment including but not limited to, the review of new and revised operations or initiatives by the Fraud Control Officer. The fraud risk assessment program is performed annually with divisions involved on a risk basis.</p> <p>VicSuper's Conflicts Management policy helps to manage any conflicts of interest that may arise in the conduct of its financial services business including apparent or potential conflicts. In addition, VicSuper's Gifts and Hospitality Policy ensures there can be no suggestion that gifts, prizes or hospitality constitute bribery or secret commissions and in no way compromise VicSuper or our business partners.</p> <p>Our Financial Planners undertake comprehensive training of their responsibilities and obligations regarding ethics and fraud. Our web-based learning program is supported by extensive policy, process, and product training, structured professional development and a peer-assessed accreditation program. Through every intervention, the fiduciary responsibility of the Planner is emphasised and clarified to ensure our Planners act in the best interests of our members at all times.</p>	Collective action activities to combat corruption.	Not available	
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	<ul style="list-style-type: none"> – Ethics and integrity (p53) 	VicSuper's Risk Management Strategy and underlying Risk Management Framework apply to 100% of VicSuper's operations. Fraud and misconduct risk is assessed using the principle of materiality and risk of occurrence.			

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G4-SO4	Communication and training on anti-corruption policies and procedures	<ul style="list-style-type: none"> – Ethics and integrity (p53) – Risk management and compliance (p53-54) 	<p>All VicSuper employees in metropolitan and regional Victoria, including Board Members, are required to sign off that they have read the Code of Conduct and other relevant compliance policies during the VicSuper induction process. The Board also sign off on updates to VicSuper's policies on an annual basis. All of VicSuper's relevant policies are made available to employees on the VicSuper intranet.</p> <p>VicSuper's business partners are made aware of policies relating to anti-corruption through the standard contract and appointment process.</p>	<p>Total number and percentage of business partners that the organisation's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region.</p> <p>Total number and percentage of employees that have received training on anti-corruption currently applies to new employees and is not broken down by employee category. Re-certification activities for existing employees across VicSuper will be introduced in the 2017/17 financial year.</p>	<p>Not available</p> <p>Not available</p>	<p>A register of material outsourcing suppliers is maintained by VicSuper which documents key business contracts and records of due diligence communication. Records on communication with smaller suppliers are not kept centrally.</p> <p>The process for requiring, tracking and monitoring periodic fraud risk training for existing employees (outside financial planning) will be implemented as part of the new Learning and Development framework.</p> <p>Training records do not currently record employee level but we will endeavour to capture this information in 2017.</p>
G4-SO5	Confirmed incidents of corruption and actions taken	– N/A	<p>VicSuper has not had any confirmed incidents of corruption within the Fund and no legal cases regarding corruption have been brought against the Fund or its employees. No employees have been dismissed or disciplined for corruption.</p> <p>During the supplier selection process, potential business partners are questioned with regards to outstanding legal claims. To the best of our knowledge, we have no agreements in place with partners facing any charges of corruption and we have not terminated any agreements with business partners due to corruption.</p>			

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G4-DMA	Generic Disclosures on Management Approach	– Risk management and compliance (p53-54)				
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	– Risk management and compliance (p53-54)				
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	– Risk management and compliance (p53-54)				
SUB-CATEGORY: PRODUCT RESPONSIBILITY						
MATERIAL ASPECT: PRIVACY						
G4-DMA	Generic Disclosures on Management Approach	– Cyber security and data protection (p15) – Privacy (p54)	VicSuper website: Privacy statement			
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	– Privacy (p54)				
MATERIAL ASPECT: ACTIVE OWNERSHIP						
DMA	Voting policy(ies) applied to environmental or social issues for shares over which the reporting organization holds the right to vote shares or advises on voting	– Our responsible investment achievements in 2016-17 (p30) – Engaging for positive change objectives (p31)	VicSuper website: Engagement and Proxy Voting VicSuper Engagement and Proxy voting policy			

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FS-10	Percentage and number of companies held in the institution's portfolio with which the organisation has interacted on environmental or social issues	<ul style="list-style-type: none"> Our responsible investment achievements in 2016-17 (p30) Engaging for positive change objectives (p31) 	As of 30 June 2017 - ACSI interacted with 140 Australian companies on our behalf, or 65% of the Australian companies in our portfolio. In addition, 48 Australian companies were engaged with by Regnan. (Regnan figures are not included in calculation due to overlap with ACSI engagement). Hermes EOS interacted with 565 international companies on our behalf, or 30% of the international companies held in our portfolio. In total, our service providers interacted with 33% of the companies in our portfolio, on our behalf.			
FS-11	Percentage of assets subject to positive and negative environmental and social screening	– N/A	<p>VicSuper applies an ESG integration approach to all active investments (across multiple asset classes) which equates to 51.4% of the portfolio.</p> <p>A negative screen against tobacco is applied across VicSuper's investment portfolio on a best endeavours basis. VicSuper's Socially Conscious investment option (released in February 2017) applies a negative screening strategy across the equities asset class. The equities component of Socially Conscious represents 0.9% of the total portfolio.</p> <p>5.8% of VicSuper's portfolio are sustainability themed or positively screened investments. These investments relate to discrete allocations to investment managers allocating investment to clean energy, green technology, sustainable agriculture and forestry.</p> <p>Aside from the application of an integrated ESG approach, the assets in VicSuper's portfolio are not currently subject to any combined positive and negative environmental and/or social screen.</p>			

INTEGRATED REPORTING (IR) FRAMEWORK NAVIGATOR TABLE			
Principles	Description	2014 Annual Performance Report reference (PDF)	Further information
Strategic focus and future orientation	Provide insight into the organization’s strategy, and how that relates to its ability to create value in the short, medium and long term and to its use of and effects on the capitals.	<ul style="list-style-type: none"> – A message from our CEO (p 9) – Our business strategy (p 10-11) – Our strategic priorities, performance and objectives (p 12) – How we generate value for our members (p 16-17) – Challenges and opportunities in a competitive environment (p 18) – Investments- Market commentary (p 24) 	
Connectivity of information	Show a holistic picture of the combination, interrelatedness and dependencies between the factors that affect the organization’s ability to create value over time.	<ul style="list-style-type: none"> – Our business strategy (p 10-11) – Our strategic priorities, performance and objectives (p 12) – How we generate value for our members (p 16-17) 	
Stakeholder relationships	Provide insight into the nature and quality of the organization’s relationships with its key stakeholders, including how and to what extent the organization understands, takes into account and responds to their legitimate needs and interests.	<ul style="list-style-type: none"> – How we generate value for our members (p 16-17) – Responsible investment strategy (p 29) – Engaging for positive change objectives (p31) – Socially conscious investing (p33) – Brand and experience (p34-39) – Evolving our advice seminars (p44) – People, systems and processes (p48-51) 	<p>VicSuper website - Annual Report 2017: Engaging our stakeholders</p> <p>VicSuper actively participates and engages in social media platforms through our Facebook Page and Twitter and LinkedIn. We regularly post articles and proactively respond to member questions and comments. The dedicated Super Woman Money Program Facebook Page also facilitate an ongoing community for women to network and learn.</p>
Materiality	Disclose information about matters that substantively affect the organization’s ability to create value over the short, medium and long term.	<ul style="list-style-type: none"> – About this report(p1) – Our strategic priorities, performance and objectives (p 12) – How we generate value for our members (p 16-17) 	<p>VicSuper website - Annual Report 2017: Defining report content</p>
Conciseness	An integrated report should be concise	<ul style="list-style-type: none"> – About this report (p1) – Throughout report 	<p>VicSuper website - Annual Report 2017: Defining report content</p>
Reliability and completeness	Include all material matters, both positive and negative, in a balanced way and without material error.	<ul style="list-style-type: none"> – About this report (p1) – Throughout report 	<p>VicSuper website - Annual Report 2017: Defining report content</p> <p>VicSuper website - Annual Report 2017: Independent Assurance statement</p> <p>The report provides coverage of all identified material issues. Assurance over the information and data provided has been completed by Deloitte using the ASAE 3000 Accounting Standard.</p>

INTEGRATED REPORTING (IR) FRAMEWORK NAVIGATOR TABLE			
Principles	Description	2014 Annual Performance Report reference (PDF)	Further information
Consistency and comparability	The information in an integrated report should be presented: <ul style="list-style-type: none"> – On a basis that is consistent over time – In a way that enables comparison with other organizations to the extent it is material to the organization’s own ability to create value over time. 	<ul style="list-style-type: none"> – About this report (p 1) – Performance highlights (p 3) – Investment performance (p4-7) – Throughout report 	<p>This is the four year in which the GRI G4 framework and the IR framework have defined VicSuper’s reporting approach. Content is comparable to 2014, 2015 and 2016 reports. The report focuses the relevant material issues and how they are integrated into VicSuper’s overall business strategy and operations.</p> <p>The report provides comparative data and a five year trend where applicable. We continue to report data relevant to internal KPIs reported in VicSuper’s company-wide Balanced Scorecard (introduced in early in 2015).</p>
Organizational overview and external environment	What does the organization do and what are the circumstances under which it operates?	<ul style="list-style-type: none"> – The VicSuper difference (p 2) – Our external environment (p13-15) – How we generate value for our members (p 16-17) 	
Governance	How does the organization’s governance structure support its ability to create value in the short, medium and long term?	<ul style="list-style-type: none"> – Our business strategy (p 10-11) – Our strategic priorities, performance and objectives (p 12) – How we generate value for our members (p 16-17) – Investment governance and strategy (p 25) – Governance, integrity and risk management (p 52-55) 	
Business model	What is the organization’s business model?	<ul style="list-style-type: none"> – The VicSuper difference (p 2) – Our business model (p10) – How we generate value for our members (p 16-17) 	
Risks and opportunities	What are the specific risks and opportunities that affect the organization’s ability to create value over the short, medium and long term, and how is the organization dealing with them?	<ul style="list-style-type: none"> – Message from our CEO (p9) – Our external environment (p13-15) – Growing our fund in a competitive environment (p20-21) – Challenges and opportunities in a competitive environment (p18) – Our members (p19) – Climate change (p31-33) – VicSuper’s strategic risks and controls (p55) 	
Strategy and resource allocation	Where does the organization want to go and how does it intend to get there?	<ul style="list-style-type: none"> – Message from our CEO (p9) – Our strategic priorities, performance and objectives (p 12) – Growing our fund in a competitive environment (p20-21) 	
Performance	To what extent has the organization achieved its strategic objectives for the period and what are its outcomes in terms of effects on the capitals?	<ul style="list-style-type: none"> – Performance highlights (p3) – Investment Performance (p 4-7) – Growing our fund in a competitive environment (p20-21) – Throughout report 	<p>Performance with respect to capitals has not been disclosed in the report. Performance in line with objectives has been reported throughout the report. For specific performance indicators and GRI disclosures refer to the GRI content index above.</p>

INTEGRATED REPORTING (IR) FRAMEWORK NAVIGATOR TABLE			
Principles	Description	2014 Annual Performance Report reference (PDF)	Further information
Basis of preparation and presentation	How does the organization determine what matters to include in the integrated report and how are such matters quantified or evaluated?	– About this report (p 1)	<p>VicSuper website - Annual Report 2017: Defining report content</p> <p>This is the third year we have applied the IR framework and sought to determine report content using the framework alongside the GRI principle of materiality. We are still in the process of developing KPIs and evaluation metrics and aim to continue improving our reporting of quantifiable, outcomes focused KPIs in future reports.</p>