

THE TOUGHEST ROADS CAN
BE THE MOST REWARDING.



2015 / 16 | GRI CONTENT INDEX

The Global Reporting Initiative (GRI) sustainability reporting guidelines have been developed to assist organisations around the world to report economic, governance, environmental and social performance in a consistent and comparable manner.

This is the Guardians' and the Fund's fifth report using the GRI framework. The following Index is based on the G4 Core option and includes indicators for the financial services sector. Some disclosures are not applicable, given the nature of the Guardians and Fund (for

example, our activities do not include the provision of labelled financial products and services). Other disclosures we have reported against, partially or in full.

What our Index covers

The boundary of our reporting in the Index below covers the Guardians of New Zealand Superannuation and the New Zealand Superannuation Fund.

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The Fund invests money on behalf of the New Zealand Government to help pre-fund future universal superannuation payments. The Guardians is the manager of the Fund. The Guardians is a Crown entity and its assets, along with the assets of the Fund, are Crown assets. The Guardians is accountable to Parliament through the Minister of Finance. The Fund and Guardians together comprise 'the organisation' referred to in the Index for direct operations.

We report on the Fund's underlying investments in our comments on the GRI Indicators FS10-12 and HR1. Our focus is on how, as a responsible investor, we monitor and engage with investee companies and external managers.

Our approach to responsible investment is governed by our Statement of Investment Policies, Standards and Procedures (SIPSP). Our Responsible Investment Framework sets out how we monitor the performance of, and engage with, investee companies and external managers on environmental, social and governance (ESG) issues. We report on our activities and performance under this Framework in the Responsible Investment Report section of our Annual Report. (Occasionally we may choose to report additional, specific detail about individual investments or managers' activities, as seen in the Case Studies in our Annual Report.)

The subsidiaries listed on page 96 of the Annual Report are excluded from the Index. These are nominee companies only.

Information locations referred to in the Index are the Annual Report, published October 2016, and the New Zealand Superannuation Fund website www.nzsuperfund.co.nz. Page numbers refer to pages in the Annual Report. An Annual Report website is also available at www.ar2016.nzsuperfund.co.nz, along with our Statement of Intent, Statement of Performance Expectations, SIPSP, and information about how we invest, and other key organisational documents including our Communications Policy.

General standard disclosures

| Profile Disclosure | G4 Disclosure description | Page/s | External Assurance |
|-------------------------------|--|------------------------------------|--------------------|
| STRATEGY AND ANALYSIS | | | |
| G4-1 | Statement from the most senior decision-maker of the organisation about the relevance of sustainability to the organisation and its strategy. | 12 – 13 | No |
| ORGANISATIONAL PROFILE | | | |
| G4-3 | Name of the organisation. | Front Cover and all pages | No |
| G4-4 | Primary brands, products, and/or services. | 10 – 11 | No |
| G4-5 | Location of organisation's headquarters | IBC and Contact us page on website | No |
| G4-6 | Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report. | 10 | No |
| G4-7 | Nature of ownership and legal form. | 10 – 11 | No |
| G4-8 | Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries). | 10 – 11 | No |
| G4-9 | Scale of the reporting organisation. | 5, 6, 10, 11, 67 | No |
| G4-10 | Workforce profile including staff numbers, gender breakdown and turnover. | 67 – 68 | No |
| G4-11 | Percentage of total employees covered by collective bargaining agreements | 65 | No |
| G4-12 | Description of the organisation's supply chain | 10 – 11 | No |
| G4-13 | Significant changes during the reporting period regarding size, structure, or ownership. | 50, 52, 53, 69, 76 | No |
| G4-14 | Explanation of whether and how the precautionary approach or principle is addressed by the organisation. | 55 | No |
| G4-15 | Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses. | 55 – 59 | No |
| G4-16 | Memberships in associations (such as industry associations) and/or national/international advocacy organisations in which the organisation: - Has positions in governance bodies; - Participates in projects or committees; - Provides substantive funding beyond routine membership dues; or - Views membership as strategic. | 33, 34, 55 – 59 | No |

General standard disclosures (continued)

| IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES | | | |
|--|--|-----------------|----|
| G4-17 | Entities included or not included in the organisation's consolidated financial statements or equivalent documents. | 7, 82 | No |
| G4-18 | Explanation of the process for defining the report content and the Aspect Boundaries. | 16 – 17 | No |
| G4-19 | Material Aspects identified in the process for defining report content | 17 | No |
| G4-20 | Report on the Aspect Boundary within the organisation for each material Aspect. | 17 | No |
| G4-21 | Report on the Aspect Boundary outside the organisation for each material Aspect. | 17 | No |
| G4-22 | Explanation on the effect of any restatements of information provided in previous reports, and the reasons for such restatements. | 7, 70, 83 | No |
| G4-23 | Significant changes from previous reporting periods in the Scope and Aspect Boundaries. | 7 | No |
| STAKEHOLDER ENGAGEMENT | | | |
| G4-24 | Stakeholder groups engaged by the organisation. | 16, 32 | No |
| G4-25 | Identification and selection of stakeholders with whom to engage. | 16, 32 – 33 | No |
| G4-26 | The organisation's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process. | 16, 32 – 33 | No |
| G4-27 | Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting. | 16 – 17, 33 | No |
| REPORT PROFILE | | | |
| G4-28 | Reporting period for information provided. | 6 and all pages | No |
| G4-29 | Date of most recent previous report. | 7 | No |
| G4-30 | Reporting cycle. | 6 | No |
| G4-31 | Contact point for questions regarding the report or its contents. | 7 | No |
| G4-32 | Option in accordance with which the report has been prepared and the GRI Content Index. | 6 | No |
| G4-33 | The organisation's policy and current practice with regard to seeking external assurance for the report | 7 | No |
| G4-34 | The governance structure of the organisation, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts. | 20, 22, 27, 29 | No |
| G4-35 | Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics. | 21, 26 | No |

Specific standard disclosures

| Material Aspects | DMA and Indicators | Disclosure Description | Page/s | Notes | External Assurance |
|----------------------|--------------------|--|----------------|--|--------------------|
| ECONOMIC | | | | | |
| Economic Performance | G4-DMA | Strategy elements related to: Businesses goals; The intended benefits for the recipient and the business; Desire/expected outcomes from the community investment activity; How community investment activities are identified and management; and How performance and value for money is assessed. | N/A | Additional FS disclosures on management approach are not applicable. | No |
| | G4-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. | 5, 42 – 46, 83 | | |
| ENVIRONMENTAL | | | | | |
| Energy | G4-DMA | | 70 | | No |
| | G4-EN3 | Energy consumption within the organisation. | 70 | | |
| Emissions | G4-DMA | | 70 | | Yes |
| | G4-EN15 | Estimated greenhouse gas (GHG) emissions resulting from business travel - Scope 1. | 70 | | |
| | G4-EN16 | Emissions of the financing portfolio - Scope 2. | 70 | | |
| | G4-EN17 | Estimated greenhouse gas (GHG) emissions resulting from business travel - Scope 3. | 70 | | |
| Effluent and waste | G4-DMA | | 70 | | No |
| | G4-EN23 | Total weight of waste by type and disposal method. | 70 | | |
| Transport | G4-DMA | | 70 | | No |
| | G4-EN30 | Significant environmental impacts of transporting members of the workforce. | 70 | | |

Specific standard disclosures (continued)

| LABOUR PRACTICES AND DECENT WORK | | | | | |
|----------------------------------|---------|---|-----------------|---|----|
| Employment | G4-DMA | | 62 – 65, 67, 68 | G4-LA1 part a. New employee hires by category not reported. | No |
| | G4-LA1 | Total number and rates of new employee hires and employee turnover by age group, gender and region. | 67 | | |
| | G4-LA3 | Return to work and retention rates after parental leave, by gender. | 67 | | |
| Diversity and Equal Opportunity | G4-DMA | | 28, 65 | | No |
| | G4-LA12 | Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity. | 28, 67 | | |
| Training and Education | G4-DMA | | 62 | | No |
| | G4-LA9 | Average hours of training per year per employee by gender, and by employee category. | 67 | | |
| Occupational Health and Safety | G4-DMA | | 63 | | No |
| | G4-LA6 | Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender. | 67 | | |
| HUMAN RIGHTS | | | | | |
| Investment | G4-DMA | | 55-59 | | No |
| | G4-HR1 | Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening. | 55, 57 | | |

Specific standard disclosures (continued)

| SOCIETY | | | | | |
|-------------------------------|------------|--|----------------------|---|----|
| Local communities | N/A | | N/A | Not applicable. The NZ Super Fund's investment activities are mandated by Government to benefit all New Zealanders. | |
| Anti-corruption | G4-DMA | | 20-21, 26, 30 | | No |
| | G4-SO3 | Total number and percentage of operations assessed for risks related to corruption and the significant risks identified. | 57 | | |
| PRODUCT RESPONSIBILITY | | | | | |
| Product and service labelling | N/A | | N/A | Not applicable. The NZ Super Fund's investment activities do not include the provision of labelled financial products and services. | |
| Product portfolio | G4-DMA | | 44 – 45 | FS7 and FS8 are not applicable. The NZ Super Fund's investment activities do not include the provision of specific financial products and services. | No |
| | G4-FS6 | Percentage of the portfolio for business lines by specific region, size and by sector. | 45, 48 – 49, 52 – 53 | | |
| | G4-FS7 FS8 | Monetary value of products and services designed to deliver a specific social/environmental benefit for each business line broken down by purpose. | N/A | | |
| Audit | G4-DMA | | N/A | The NZ Super Fund's investment activities do not include the provision of specific financial products and services. | No |
| Active ownership | G4-DMA | | 44 – 45 | | No |
| | G4-FS10 | Percentage and number of companies held in the institution's portfolio with which the reporting organisation has interacted on environmental or social issues. | 57 | | |
| | G4-FS11 | Percentage of assets subject to positive and negative environmental or social screening. | 55 | | |