



The Global Reporting Initiative (GRI) reporting standards 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 eighth report using the GRI Standards. The following Index is based on the GRI Core option.

WHAT OUR INDEX COVERS

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

The Guardians, as the manager of the Fund, invests money on behalf of the New Zealand Government to help pre-fund future universal superannuation payments. 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 GRI indicator 412 – 3. 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.

The subsidiaries listed on page 132 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 2019, and the New Zealand Superannuation Fund website www.nzsuperfund.nz. Page numbers refer to page numbers in the annual report. Our annual report is available on our website at www.nzsuperfund.nz/publications/annual-reports/, along with our Statement of Intent, Statement of Performance Expectations, SIPSP, information about how we invest, and other key organisational documents including our Communications Policy.

GENERAL DISCLOSURES

DISCLOSURE	DISCLOSURE DESCRIPTION	PAGE/S	EXTERNAL ASSURANCE
Organisational Profile			
GRI 102			
102-1	Name of the organisation.	Cover and all subsequent pages	No
102-2	Description of the organisation's activities, and the primary brands, products and services.	9, 10	No
102-3	Location of organisation's headquarters	10 and Contact us page on website	No
102-4	Number of countries where the organisation operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	9, 48–49	No
102-5	Nature of ownership and legal form.	9, 10	No
102-6	Markets served (including geographic locations where products and services are offered, sectors served, and types of customers and beneficiaries.	9, 10, 48–49, 50–52	No
102-7	Scale of the organisation.	5, 9, 10, 34, 39	No
102-8	Information on employees and other workers, including total number of employees by gender and employee type.	34, 35	No
102-9	Description of the organisation's supply chain.	9, 10	No
102-10	Significant changes to the organisation and its supply chain.	48–49, 113	No
102-11	Explanation of whether and how the organisation applies the Precautionary Principle or approach.	56–69	No
102-12	A list of externally-developed economic, environmental and social charters, principles or other initiatives to which the organisation subscribes, or which it endorses.	56–69	No
102-13	A list of the main memberships of industry or other associations, and national or international advocacy organisations.	59, 60	No
Strategy			
102-14	Statement from the most senior decision-maker of the organisation about the relevance of sustainability to the organisation and its strategy for addressing sustainability.	15 - 17	No
102-15	A description of key impacts, risks, and opportunities.	46	No
Ethics and Integrity			
102-16	A description of the organisation's values, principles, standards, and norms of behaviour.	10, 11	No
102-17	A description of internal and external mechanisms for seeking advice about ethical and lawful behaviour, and organisational integrity, and reporting concerns about unethical or unlawful behaviour, and organisational integrity.	76	No
Governance			
102-18	A description of the Governance structure of the organisation, including committees of the highest governance body, and the committees responsible for decision-making on economic, environmental, and social topics.	73, 82–83	No
102-19	A description of the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	77	No

DISCLOSURE	DISCLOSURE DESCRIPTION	PAGE/S	EXTERNAL ASSURANCE
102-20	Whether the organisation has appointed an executive level position or positions with responsibility for economic, environmental and social topics.	56, 26	No
102-21	A description of the processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics.	86–87	No
102-22	A description of the composition of the highest governance body and its committees.	78 - 85	No
102-23	Whether the chair of the highest governance body is also an executive officer in the organisation.	77	No
102-24	A description of the nomination and selection processes for the highest governance body and its committees, including the criteria used for nominating and selecting highest-governance body members.	77	No
102-25	A description of the processes to ensure conflicts of interest are avoided and managed.	76	No
102-26	A description of the highest governance body's and senior executive's roles in the development, approval and updating of the organisation's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social topics.	74	No
102-27	A description of the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	77, 107	No
102-28	A description of the processes for evaluating the highest governance body's performance with respect to governance of economic, environmental and social topics.	77	No
102-29	A description of the highest governance body's role in identifying and managing economic, environmental and social topics and their impacts, risks and opportunities.	77	No
102-30	A description of the highest governance body's role in reviewing the effectiveness of the organisation's risk management processes for economic, environmental and social topics.	85	No
102-31	The frequency of the highest governance body's review of economic, environmental and social topics and their impacts, risks and opportunities.	79	No
102-32	The highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material topics are covered.	84	No
102-33	A description of the process for communicating critical concerns to the highest governing body.	76	No
102-35	A description of the remuneration policies for the highest governance body and senior executives.	96–100	No
102-36	A description of the process for determining remuneration.	96–99	No
102-37	How stakeholders' views are sought and taken into account regarding remuneration.	96–99	No
Stakeholder Engagement			
102-40	A list of the stakeholder groups engaged by the organisation.	20, 87	No
102-41	The percentage of total employees covered by collective bargaining agreements.	33	No
102-42	The basis for identifying and selecting stakeholders with whom to engage.	20, 86–87	No
102-43	A description of the organisation's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and	20, 86–87, 107	No

GENERAL DISCLOSURES (CONTINUED)

DISCLOSURE	DISCLOSURE DESCRIPTION	PAGE/S	EXTERNAL ASSURANCE
	an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.		
102-44	Key topics and concerns that have been raised through stakeholder engagement, including how the organisation has responded to those key topics and concerns and the stakeholder groups that raised each of the key topics and concerns.	20, 21, 107	No
Reporting Practice			
102-45	A list of all entities included in the organisation's consolidated financial statements or equivalent documents, and whether any entity included in the consolidated financial statements or equivalent documents is not covered by the report.	6–7, 20, 120–124	No
102-46	An explanation of the process for defining the report content and topic Boundaries, and an explanation of how the organisation has implemented the Reporting Principles for defining report content.	20–21	No
102-47	A list of the material topics identified in the process for defining report content.	21	No
102-48	The effect of any restatements of information given in previous reports, and the reasons for such restatements.	44, 106, 119	No
102-49	Significant changes from previous reporting periods in the list of material topics and topic Boundaries.	6–7, 20	No
102-50	The reporting period for the information provided.	6–7 and all pages	No
102-51	The date of the most recent previous report.	6–7	No
102-52	The reporting cycle.	6–7	No
102-53	The contact point for questions regarding the report or its contents.	6–7	No
102-54	Claim made by the organisation, prepared in accordance with the GRI Standards: Core option.	6–7	No
102-55	The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report.	GRI Index	No
102-56	A description of the organisation's policy and current practice with regard to seeking external assurance for the report.	6–7, 85	No

MATERIAL TOPICS

DISCLOSURE	DISCLOSURE DESCRIPTION	PAGE/S	EXTERNAL ASSURANCE
Economic Standards			
GRI 200: Economic Performance	GRI 103: Management Approach 103-1, 103-2, 103-3 Strategy elements related to: businesses goals; the intended benefits for the recipient and the business; desired/expected outcomes from the community investment activity; how community investment activities are identified and managed; and how performance and value for money is assessed.	18–19, 40–47, 107	No
	201-1: Direct economic value generated: revenues; Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; Economic value retained: 'direct economic value generated' less 'economic value distributed'.	5, 38–47, 119, 126 - 214	No
	201-2: Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure.	50– 51	No
GRI 205: Anti-Corruption	GRI 103: Management Approach 103-1, 103-2, 103-3	56– 69	No
	205-1: Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.	64– 69	No
Environmental Standards			
	GRI 103: Management Approach 103-1, 103-2, 103-3	106	No
GRI 300: Energy	302-1: Energy consumption within the organisation.	106	Yes
GRI 300: Emissions	305-1: Estimated greenhouse gas emissions (GHG) resulting from business travel – Scope 1.	106	Yes
	305-2: Estimated greenhouse gas emissions (GHG) of financing portfolio – Scope 2.	106	Yes
	305-3: Estimated greenhouse gas (GHG) emissions resulting from business travel – Scope 3.	106	Yes
GRI 300: Effluent and Waste	306-2: Total weight of waste by type and disposal method.	106	Yes
Social Standards			
GRI 400: Employment	GRI 103: Management Approach 103-1, 103-2, 103-3	27– 35	No
	401-1: Total number and rates of new employee hires and employee turnover by age group, gender and region.	34, 35	No
	401-2: Benefits which are standard for full-time employees of the organisation but are not provided to temporary or part-time employees, by significant locations of operation.	28–29, 31–32	No
	401-3: Return to work and retention rates after parental leave, by gender.	34–35	No
GRI 400: Diversity and Equal Opportunity	GRI 103: Management Approach 103-1, 103-2, 103-3	33, 79	No
	405-1: Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	35, 79	No

MATERIAL TOPICS (CONTINUED)

DISCLOSURE	DISCLOSURE DESCRIPTION	PAGE/S	EXTERNAL ASSURANCE
GRI 400: Training and Education	GRI 103: Management Approach 103-1, 103-2, 103-3	27, 28	No
	404 -1: Average hours of training per year per employee by gender, and by employee category.	34	No
GRI 400: Occupational Health and Safety	GRI 103: Management Approach 103-1, 103-2, 103-3	27, 28	No
	403-2: 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.	34	No
GRI 412: Human Rights Assessment	GRI 103: Management Approach 103-1, 103-2, 103-3	56–69	No
	412-3: Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	64–69	No