



**SUSTAINABILITY DATA**

**2017**

INNEHÅLL

EPRA INDICATORS AND GRI APPENDIX

EPRA Performance Measures	3
EPRA Overarching Recommendations	3

EPRA: ENVIRONMENTAL INDICATORS 5

EPRA: SOCIAL INDICATORS 9

BACKGROUND DATA FOR GRI INDICATORS 10

Health & safety, GRI 416-2	10
Equality, GRI 405-1	10
Energy, GRI 302: Energy	10
Emissions, GRI 305: Emissions	11
Monitoring suppliers	12
Education	12

EPRA: INDEX 13



# SUSTAINABILITY DATA 2017

## EPRA-indicators and GRI-index

*In-depth reporting of Castellum's sustainability indicators based on the EPRA guidelines as well as on additional sustainability data, background information, methods and assumptions regarding the sustainability information presented in Castellum's Annual Report.*

Castellum reports on our sustainability activities in accordance with the Global Reporting Initiative's (GRI Standards) Core level. Consideration has been given to the GRI's industry-specific supplement for the construction and real estate sector. Castellum presents the Sustainability Report annually, and this document supplements the information provided in the Annual Report.

In this document we account for the sources of the data, assumptions and conversion factors used in the context of our sustainability reporting. No significant changes occurred in Castellum's organization or chain of suppliers during 2017.

### EPRA Performance Measures

Castellum reports the company's sustainability indicators based on EPRA's (European Public Real Estate Association) latest recommendations: Best Practice Recommendations on Sustainability Reporting, sBPR, third version September 2017.

Castellum reports sustainability indicators for all 28 of the EPRA sBPR Performance Measures. Indicators are reported for energy, greenhouse gas emissions, water, waste and the proportion of environmentally certified buildings, corporate governance and social aspects.

### EPRA Overarching Recommendations

#### Organisational boundary

Castellum limits its report to properties controlled by the Group (operational control) in accordance with the principles of the Greenhouse Gas Protocol. Operational control has been chosen since it provides Castellum with the best conditions for demonstrating statistics and data that Castellum can directly influence. Properties where customers are responsible for contracts for energy-supply, water and waste-removal are thereby excluded. Moreover, in cases where customers are responsible for contracts, Castellum does not own the measured data and thus has difficulty verifying and reporting such data.

#### Coverage

Castellum works actively to access relevant data for the properties that the Group owns and manages. Having access to data is important to Castellum, as the information creates

conditions for efficient and sound technical management of the buildings. Castellum currently enjoys good access to measurement data for virtually the entire portfolio. The proportion of properties included in each indicator is mentioned in connection with respective key indicators. Note that the proportion of possible properties to report in absolute terms for the respective year includes properties sold in the current year, excluding land. In cases where Castellum acquires companies, and therefore access to data, on energy, water, carbon dioxide and waste, the previous year's data for these properties is also included in absolute terms – as well as like-for-like – to provide a more accurate comparison of the change.

Castellum does not, however, have access to measurement data for all properties. Missing information is primarily accounted for by waste-removal, because waste-removal contractors are unable to provide statistics for all properties. Information can also be spotty for absolute energy and water figures, where changes in the portfolio – i.e. recently purchased, sold and project properties – complicate access to relevant measuring data. Castellum constantly strives to access all relevant data as comprehensively as possible.

In total, Castellum owned 671 (640) objects at the end of 2017, excluding properties that only consists of land.

#### Estimation of landlord-obtained utility consumption

No data are estimated; all data reported are measured and assured.

#### Third party assurance

Castellum's Sustainability Report – in accordance with GRI Standards and key sustainability indicators according to the EPRA sBPR Performance Measures – is reviewed by Deloitte AB, in accordance with ISAE 3000, see assurance report on page 145 of the Annual Report 2017.

#### Boundaries – reporting on landlord and tenant consumption

Castellum only reports the energy purchased by Castellum as landlord. Hence, Castellum does not report tenant electricity consumption, as the Group mostly does not have access to data. Nor can Castellum directly affect tenant electricity consumption, making the statistics somewhat less relevant. Please see the EPRA table for data reported.

### **Normalisation**

Castellum calculates energy intensity key ratios through dividing by the buildings' total floor area. This is the most widely accepted method in Sweden by which to compare energy utilization and resource consumption.

Castellum uses the SMHI (Swedish Meteorological and Hydrological Institute) degree-days for the normalization of energy used for heating.

### **Segmental analysis (by property type, geography)**

Castellum reports sustainability data that is divided into separate building types: office and retail premises, logistic premises as well as projects – in line with the format used for financial statements. Since Castellum only owns properties in Sweden and a very small proportion in Denmark, reporting on geographical distribution of statistics is less relevant.

### **Disclosure on own offices**

Castellum's own offices are reported separately on page 8.

### **Narrative on performance**

To read more about relative changes from 2016 to 2017 regarding sustainability indicators and savings achieved, see pages 66–67 in the Annual Report for 2017.

No adjustments have been made of the reported data.

Decisions upon which community engagements are being implemented/planned in each region.

### **Location of EPRA Sustainability Performance in companies' reports**

This document is a supplement to the Annual Report, available on Castellum's official website.

### **Reporting period**

Reporting for each year accounted for in the EPRA table refers to the calendar year, i.e. January 1 to December 31.



## EPRA: Environmental indicators

ENERGY				ABSOLUTE MEASURES (Abs)			LIKE-FOR-LIKE (LFL) BY PROPERTY TYPE											
				Castellum		Offices & retail			Logistics			Projects			Castellum Total			
EPRA Code	Units of Measure	Indicator		2016	2017	2016	2017	% change	2016	2017	% change	2016	2017	% change	2016	2017	% change	
Elec-Abs Elec-LfL	MWh	Electricity	Total landlord-obtained electricity	91,066	88,482	63,510	58 504	-8%	14,606	12,505	-14%	108	104	-4%	78,225	71,114	-9%	
of applicable properties			Electricity disclosure coverage	455 of 525	455 of 470	256 of 256	256 of 256		126 of 126	126 of 126		3 of 3	3 of 3		385 of 385	385 of 385		
DH&C-Abs DH&C-LfL	MWh	District heating & cooling	Total landlord-obtained heating and cooling	245,081	249,202	156,442	148 ,217	-5%	55,903	52,687	-6%	91	102	12%	212,438	201,007	-5%	
of applicable properties			District heating & cooling disclosure coverage	446 of 526	472 of 487	260 of 260	260 of 260		132 of 132	132 of 132		1 of 1	1 of 1		393 of 393	393 of 393		
Fuels-Abs Fuels-LfL	MWh	Fuels	Total landlord-obtained fuels	6,769	5,455	1,637	1,412	-14%	4,076	2,373	-42%	395	255	-35%-	6,109	4,041	-34%	
of applicable properties			Fuels disclosure coverage	30 of 30	27 of 27	8 of 8	8 of 8		13 of 13	13 of 13		1 of 1	1 of 1		22 of 22	22 of 22		
			Total energy use	342,917	343,140	221,590	208,134	-6%	74,587	67,566	-9%	595	462	-22%	296,773	276,163	-7%	
MWh			Energy	Total energy use (Degree day corrected)	362,934	365,927	234,039	221,385	-5%	79,700	72,789	-9%	636	496	-22%	314,376	294,671	-6%
Energy-Int	kWh/sqm	Energy intensity	Energy building intensity	98	94	114	107	-6%	80	72	-10%	48	37	-23%	103	96	-7%	

The table shows energy usage as total and like-for-like figures for Castellum AB per property type. Applicable properties refers to the number of properties within our organizational boundaries for this indicator. The degree day corrected energy use is normalized with data from SMHI. Castellum only report on landlord obtained energy, our own offices are included in the data above. No energy data is estimated.

GREENHOUSE GAS EMISSIONS				ABSOLUTE MEASURES (Abs)		LIKE-FOR-LIKE (LFL) BY PROPERTY TYPE											
EPRA Code	Units of Measure	Indicator		Castellum		Offices & retail			Logistics			Projects			Castellum Total		
				2016	2017	2016	2017	% change	2016	2017	% change	2016	2017	% change	2016	2017	% change
GHG-Dir-Abs	Tonnes CO <sub>2</sub> e	Direct	Scope 1	608	1,122	68	35	-49%	108	97	-10%	0	0	-	1,453	951	-35%
GHG-Dir-LfL																	
GHG-Indir-Abs		Indirect	Scope 2	7,747	6,133	4,957	3,297	-33%	2,141	1,521	-29%	1	1	-	7,099	4,819	-32%
GHG-Indir-LfL																	
		Other indirect	Scope 3	230	138	-	-		-	-		-	-		229	138	-40%
GHG-Int	Kg CO <sub>2</sub> e/sqm	GHG Intensity	GHG intensity	2.0	1.6	2.3	1.5	-34%	1.9	1.3	-35%	0	0	-	2.4	1.7	-33%

The table shows greenhouse gas emissions from fuel in own vehicles in absolute (Scope 1) and from building energy usage in absolute and LfL (Scope 1 & 2) and from employee travel in absolute (Scope 3). In 2017 the GHG-emissions from company owned vehicles was 341 ton CO<sub>2</sub>e compared to 329 ton CO<sub>2</sub>e in 2016. GHG intensity is divided by total area of Castellums portfolio, 2017 = 4,380,775 m<sup>2</sup> and 2016 = 4,279,083 m<sup>2</sup>.

WATER			ABSOLUTE MEASURES (Abs)		LIKE-FOR-LIKE (LFL) BY PROPERTY TYPE												
EPRA Code	Units of Measure	Indicator		Castellum		Offices & retail			Logistics			Projects			Castellum Total		
				2016	2017	2016	2017	% change	2016	2017	% change	2016	2017	% change	2016	2017	% change
Water-Abs	m <sup>3</sup>	Municipal water		1,044,503	1,008,457	642,163	619,126	-3.60%	222,790	212,419	-4.70%	1,506	1,178	-21.80%	866,459	832,723	-3.90%
Water-LfL																	
Water-Int	m <sup>3</sup> /sqm	Building water intensity		0.24	0.28	0.33	0.32	-3.60%	0.24	0.23	-4.70%	0.11	0.08	-21.80%	0.3	0.29	-3.90%
		Water disclosure coverage															
of applicable properties				505 of 584	517 of 531	272 of 272	272 of 272		152 of 152	152 of 152		3 of 3	3 of 3		427 of 427	427 of 427	

The table shows water usage, applicable properties refers to the number of the properties within our organizational boundaries for this indicator.

WASTE			ABSOLUTE MEASURES (Abs)		LIKE-FOR-LIKE (LFL) BY PROPERTY TYPE											
EPRA Code	Units of Measure	Indicator	Castellum		Offices & retail			Logistics			Projects			Castellum Total		
			2016	2017	2016	2017	% change	2016	2017	% change	2016	2017	% change	2016	2017	% change
Waste-Abs Waste-LfL	tonnes	Hazardous waste	20	19	8	17	118%	11	1	-90%	0	0	-	18	18	-2%
		Recycled waste	1,023	833	574	655	14%	185	92	-50%	2	2	-1%	761	750	-1%
		Waste to combustion	1,449	1,113	841	895	6%	297	127	-57%	6	6	1%	1,144	1,028	10%
		Total waste	2,492	1,964	1,423	1,542	10%	493	221	-55%	8	8	1%	1,924	1,796	-7%
		Waste disclosure coverage	126 of 719	137 of 671	81 of 81	81 of 81		38 of 38	38 of 38		1 of 1	1 of 1		120 of 120	120 of 120	

The table shows generated waste by tenants, applicable properties refers to the number of the properties within our organizational boundaries for this indicator.

SUSTAINABILITY CERTIFIED BUILDINGS					CASTELLUM							
		Miljöbyggnad		EU GreenBuilding		LEED		BREEAM		Total sustainability certified assets		
		2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	% change
EPRA Code	Indicator											
Cert-tot	Number of certified assets	19	27	89	78	5	6	11	29	117	129	10.20%
	Certified area (sqm)	222,711	279,807	599,764	591,825	151,387	133,474	181,546	499,783	1,036,788	1,269,742	22.40%
	Certified area, share of total portfolio (%)	5.2%	6.4%	14.0%	13.5%	3.5%	3.0%	4.2%	11.4%	24.2%	29.0%	19.8%

The table shows number of sustainability certified buildings by type of certification, applicable properties refers to the floor area of the properties within our organizational boundaries for this indicator. Some assets are certified according to two or more certification schemes, meaning that the total number of assets certified are not a summary of the segmented numbers.

Castellum AB office(s)				
Units of Measure	Indicator		Absolute performance	
			2016	2017
MWh	Electricity	Total consumed electricity	678	755
		Proportion of electricity from renewable sources	100%	100%
	District heating and cooling	Total consumed district heating and cooling	912	1 070
		Proportion of landlord obtained district heating and cooling from renewable sources	93.7	95.2
	Fuels	Total consumed fuels	0	0
		Proportion of landlord-obtained fuels from renewable sources	-	-
kWh / sqm / year	Energy intensity		157	143
Number of applicable properties		Energy and associated GHG disclosure coverage	19 of 19	21 of 21
%		Proportion of energy and associated GHG estimated	0%	0%
tonnes CO <sub>2</sub> e	Direct	Scope 1	343	354
	Indirect	Scope 2	53	48
	Other indirect	Scope 3	229	138
kg CO <sub>2</sub> e/year / sqm / year	GHG intensity	Scope 1 & 2 emissions	0.03	0.03

## EPRA: Social indicators

Health & Safety				Corporate performance		Performance by asset type					
EPRA Code	Units of Measure	Indicator	Boundary	Castellum		Offices & retail		Logistics		Projects	
				2016	2017	2016	2017	2016	2017	2016	2017
H&S-Emp	% of total number of worked hours	<b>Injury rate</b>	<b>Direct employees</b>	-	0.000387%						
	% of total number of worked hours	<b>Lost day rate</b>	<b>Direct employees</b>	-	0.80%						
	% of total number of worked hours	<b>Absentee rate</b>	<b>Direct employees</b>	-	2.00%						
	Total number	<b>Fatalities</b>	<b>Direct employees</b>	0	0						
H&S Asset	% of assets	<b>Health and Safety assessments</b>		100%	100%	100%	100%	100%	100%	100%	100%
H&S-Comp	Total numbers	Number of incidents		0	0						

Coverage of H&S Asset are 100%.

## Background data for GRI-indicators

In this section we review methods, assumptions and conversion factors employed in compiling Castellum's GRI indicators for the Annual Report. In addition, we present supplementary tables and information of the Annual Report, as well as descriptions of omitted information.

### Health & Safety, GRI 416-2

Castellum had no reported cases of occupational accidents of a serious nature in 2016.

Work-related injuries at Castellum are handled according to established procedures. If any employee sustains an occupational disease or accident at work or if any incident occurs at work, the regional Managing Director, the immediate supervising manager and the HR manager as well as the employee will jointly investigate the causes so that risks of illness and accidents can be prevented in the future. The regional Managing Director, or the immediate supervising manager, will immediately report the incident to the Swedish Work Environment Authority. The regional Managing Director is also responsible for reporting work-related injuries to Castellum's legal department. The data is used in Castellum's systematic work processes to prevent future work-related accidents.

### Equality, GRI 405-1

#### DEMOGRAPHIC STRUCTURE, PERSONNEL

	2017		2016		2015	
	NUMBER OF PEOPLE	PROPORTION WOMEN	NUMBER OF PEOPLE	PROPORTION WOMEN	NUMBER OF PEOPLE	PROPORTION WOMEN
<b>Board</b>	<b>7</b>	<b>57%</b>	<b>7</b>	<b>57%</b>	<b>7</b>	<b>43%</b>
Under 30 years	-	-	-	-	-	-
30-50 years	1	100%	1	100%	1	100%
Over 50 years	6	50%	6	50%	6	33%
<b>Executive management</b>	<b>9</b>	<b>56</b>	<b>9</b>	<b>44%</b>	<b>10</b>	<b>30%</b>
Under 30 years	-	-	-	-	-	-
30-50 years	5	60%	6	50%	5	60%
Over 50 years	4	50%	3	33%	5	-
<b>Employees incl. exec. mgmt</b>	<b>384</b>	<b>38%</b>	<b>408</b>	<b>38%</b>	<b>299</b>	<b>38%</b>
Under 30 years	51	31%	59	31%	32	34%
30-50 years	215	44%	221	43%	182	44%
Over 50 years	118	31%	128	30%	85	28%

The table shows the demographic structure of personnel, according to age and gender, for various administrative levels. Castellum does not track the minority status of employees.

### Energy, GRI 302: Energy

ENERGY SOURCE	ABSOLUTE ENERGY USE	NON-FOSSIL SHARE	NON-FOSSIL ENERGY USE
<b>District heating</b>	<b>235,621</b>	<b>96.8%</b>	<b>221,389</b>
Electricity - Geo-thermal	2,016	100%	2,016
Electricity - Direct-acting electricity etc.	966	100%	966
Natural gas	243	0%	0
Biogas	4,688	100%	4,688
Oil	522	0%	0
Building electricity	85,500	100%	85,500
District cooling	13,580	96.7%	13,580
<b>Total</b>	<b>343,140</b>	<b>95.2%</b>	<b>327,010</b>

Energy consumption is reported in MWh. Use a 3.6 conversion factor to convert energy consumption from MWh to GJ.



## Emissions, GRI 305: Emissions

We monitor our greenhouse gas emissions annually, in accordance with the global framework called Greenhouse Gas Protocol (GHG Protocol). Information for calculation of energy consumption and greenhouse gas emissions is presented in the table below. The table illustrates which activities Castellum reports within each Scope, as well as the data sources and assumptions that our GHG-emission reporting is based upon. Base year is set to 2007, which was when Castellum began to systematically monitor energy and CO<sub>2</sub> emissions annually.

The table below shows the activities, assumptions and conversion factors that underlie Castellum's energy consumption and greenhouse gas emissions.

BIOTENIC CARBON DIOXIDE EMISSIONS FOR SCOPE 1 AND 3 (TONNES CO <sub>2</sub> E)	2017	2016	2015
Scope 1	924	1 263	1 023
Scope 3	0	0	0
CO <sub>2</sub> EMISSIONS FROM ENERGY CONSUMPTION (SCOPE 2) (TONNES CO <sub>2</sub> E)	2017	2016	2015
Market based valuation	6,133	9,066	15,812
Location based valuation	48,560	50,272	48,249

SCOPE	ACTIVITY	ACTIVITY DATA	CONVERSION FACTOR
Scope 1	Oil consumption in buildings where the tenant does not have separate metering or billing of actual consumption.	Internal collection of statistics relating to consumption in buildings heated by oil.	Heating of oil: 0.28 tonnes of CO <sub>2</sub> e/MWh Source: GHG Protocol, GWP 2014 IPCC Fifth Assessment Report
Scope 1	Natural gas consumption in buildings where the tenant does not have separate metering or billing of actual consumption.	Internal collection of statistics relating to consumption in buildings heated by natural gas.	Natural gas: 0.203 tonnes of CO <sub>2</sub> e/MWh Source: GHG Protocol, GWP 2014 IPCC Fifth Assessment Report
Scope 1	Business travel by company car.	Company-car travels are based on meter readings. Greenhouse gas emissions are based on distance covered and on combined-cycle fuel consumption for each car.	Petrol: 0.0002375 tonnes of CO <sub>2</sub> e/km Diesel: 0.0002798 tonnes of CO <sub>2</sub> e/km Biofuel: 0 tonnes of CO <sub>2</sub> e/km CNG: 0.0001523 tonnes of CO <sub>2</sub> e/km Source: GHG Protocol, GWP 2014 IPCC Fifth Assessment Report
Scope 1	Refrigerants	Refrigerant emission data are collected from the mandatory refrigerant report of each respective property.	Statistics from the Swedish Cooling and Heat Pump Association. The data are reported in connection with F-Gas Regulation, EU/517/2014, and the corresponding Swedish legislation, explained by current practice.
Scope 2	Electricity consumption in buildings where the tenant does not have separate metering or billing of actual consumption.	Internal collection of statistics for buildings where Castellum is responsible for electricity contracts. Electricity consumption is normalized via a "cooling factor" for the space that is cooled, based on the average temperature for the year.	Origin-labelled renewable electricity: 0 g CO <sub>2</sub> e/MWh Source: Swedish Energy Markets Inspectorate
Scope 2	District heating consumption in buildings where the tenant does not have separate metering or billing of actual consumption.	Internal collection of statistics for buildings where Castellum is responsible for district heating. District heating consumption is adjusted according to the SMHI degree-days and vacancy rates.	Statistics for each district heating supplier. <sup>1</sup>
Scope 3	Business travel by taxi.	Majority of data from suppliers as well as manual calculations.	0.0001467 tonnes of CO <sub>2</sub> e/km Source: GHG Protocol, GWP 2014 IPCC Fifth Assessment Report
Scope 3	Business travel by plane.	Majority of data from suppliers as well as manual calculations.	Nordic countries: 0.000172 tonnes of CO <sub>2</sub> e/km Europe: 0.000097 tonnes of CO <sub>2</sub> e/km Outside Europe: 0.000113 tonnes of CO <sub>2</sub> e/km Source: GHG Protocol, GWP 2014 IPCC Fifth Assessment Report
Scope 3	Business travel by train.	Majority of data from suppliers.	0.00000022 tonnes of CO <sub>2</sub> e/km Source: SJ
Scope 3	Business travel by private vehicle.	Internal monitoring of mileage for business travel by private vehicle	0.0001467 tonnes of CO <sub>2</sub> e/km Source: GHG Protocol, GWP 2014 IPCC Fifth Assessment Report

<sup>1</sup> As the district-heating suppliers' conversion factors for the previous year, 2017, are not calculated until 2018, the 2016 conversion factors are applied to emissions linked to traditional heating.

## **Monitoring suppliers**

### **GRI 308-1**

Castellum is not able to report quantitative data regarding the number of supplier audits that include environmental criteria; we only report qualitatively of our efforts to influence our suppliers within the environmental realm.

Castellum has the ambition to develop a corporate model during 2018 for how to follow up environmental standards. There are currently no decisions that this model should be adapted to the GRI requirements.

### **GRI 414-2**

Castellum is not able to report quantitative data from supplier audits regarding societal impact; we do report some measure of qualitative data for negative and positive impacts in the supply chain and for how we wish to influence, utilizing our Code of Conduct.

In the long term, Castellum has the ambition to develop a corporate model for how to follow up the societal impact of suppliers. There are currently no decisions that this model should be adapted to the GRI requirements.

## **Education**

### **GRI 404-1**

Castellum does not break down number of hours of training per gender and occupational category as the company does not have access to this information on an individual level. The information may be further developed in coming years, when there is a group-wide HR system.

### **GRI 404-3**

Castellum does not break down number of hours of training per occupational category as the company does not have access to this information on an individual level. The information may be further developed in coming years, when there is a group-wide HR system.



# EPRA: Index

*In the index below are references to informatoin for each EPRA-indicator.*

*AR= Annual Report 2017, SD= Sustainability Data 2017.*

EPRA-code	Indicator	GRI Standard Indicator	Reference
<b>Environmental Sustainability Performance Measures</b>			
Elec-Abs	Total electricity consumption	302-1	SD, p.5
Elec-LfL	Like-for-like total electricity consumption	302-1	SD, p.5
DH&C-Abs	Total district heating & cooling consumption	302-1	SD, p.5
DH&C-LfL	Like-for-like total district heating & cooling consumption	302-1	SD, p.5
Fuels-Abs	Total fuel consumption	302-1	SD, p.5
Fuels-LfL	Like-for-like total fuel consumption	302-1	SD, p.5
Energy-Int	Building energy intensity	CRE1	SD, p.5
GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions	305-1	SD, p.6
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions	305-2	SD, p.6
GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption	CRE3	SD, p.6
Water-Abs	Total water consumption	303-1	SD, p.6
Water-LfL	Like-for-like total water consumption	303-1	SD, p.6
Water-Int	Building water intensity	CRE2	SD, p.6
Waste-Abs	Total weight of waste by disposal route	306-2	SD, p.7
Waste-LfL	Like-for-like total weight of waste by disposal route	306-2	SD, p.7
Cert-Tot	Type and number of sustainably certified assets	CRE8	SD, p.7

EPRA-code	Indicator	GRI Standard Indicator	Reference
<b>Social Performance Measures</b>			
Diversity-Emp	Employee gender diversity	405-1	SD, p.10
Diversity- Pay	Gender pay ratio	405-2	AR, p.62
Emp-Training	Training and development	404-1	AR, p.63
Emp-Dev	Employee performance appraisals	404-3	AR, p.62
Emp-Turnover	Employee turnover and retention	401-1	AR, p.62
H&S-Emp	Employee health and safety	403-2	SD, p.9
H&S-Asset	Asset health and safety assessments	416-1	SD, p.9
H&S-Comp	Asset health and safety compliance	416-2	SD, p.9
Comty-Eng	Community engagement, impact assessments and development programmes	413-1	AR, p.58
<b>Governance Performance Measures</b>			
Gov-Board	Composition of the highest governance body	102-22	AR, p.100-103
Gov-Select	Nominating and selecting the highest governance body	102-24	AR, p.100-102
Gov-Col	Process for managing conflicts of interest	102-25	AR, p.100

