

GRI content index



GRI 101: Foundation 2016

101	Foundation	Related content	Location
101 Reporting principles for defining report content			
101-1	Stakeholder inclusiveness	How we report GRI Standards: General Disclosure 102-46	Sustainability Report GRI content index
101-2	Sustainability context	Energy and climate change GRI Standards: General Disclosure 102-46	Sustainability Report GRI content index
101-3	Materiality	How we report GRI Standards: General Disclosure 102-46	Sustainability Report GRI content index
101-4	Completeness	GRI Standards: General Disclosure 102-46	GRI content index
101 Reporting principles for defining report quality			
101-5	Accuracy	How we report	Sustainability Report
101-6	Balance	How we report	Sustainability Report
101-7	Clarity	How we report	Sustainability Report
101-8	Comparability	How we report Ratings and awards Performance data	Sustainability Report Performance data
101-9	Reliability	GRI Standards: General Disclosure 102-56	GRI content index
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Further information about Origin's performance can be found on our website:

originenergy.com.au

GRI 102: General Disclosures 2016

102	General Disclosures	Related content	Location
102	Organisational profile		
102-1	Name of the organisation	Origin Energy Limited	
102-2	Activities, brands, products and services	<p>About Origin</p> <p>Origin Energy (ASX: ORG) is one of Australia's leading integrated energy companies. Origin is a leading energy retailer in Australia with 4.2 million electricity, gas and LPG customer accounts, and has significant positions in power generation and natural gas production. Our activities also include energy trading, community energy services, broadband, renewable energy solutions such as solar and storage, and the development of other new and emerging technologies. The Company had 5,232 employees at 30 June 2020.</p> <p>Origin is the upstream operator and 37.5 per cent shareholder in Australia Pacific LNG. Australia Pacific LNG holds Australia's largest coal seam gas (CSG) reserves base¹ and has the largest LNG facility on the east coast.</p> <p>Origin's 2020 Annual Report (pages 118–120) includes a complete list of all controlled entities.</p>	Annual Report
102-3	Location of headquarters	Level 32, Tower 1, 100 Barangaroo Avenue, Barangaroo, NSW 2000 Australia	
102-4	Location of operations	<p>Where we operate</p> <p>Unless otherwise stated, the sustainability issues covered in Origin's 2020 Sustainability Report are specifically relevant to Origin's operated activities in Australia.</p>	Sustainability Report
102-5	Ownership and legal form	Annual Report	Annual Report
102-6	Markets served	<p>About Origin</p> <p>Customers</p>	Sustainability Report
102-7	Scale of the organisation	<p>GRI Standards: General Disclosures 102-2</p> <p>Operating and Financial Review</p>	<p>GRI content index</p> <p>Annual Report</p>
102-8	Information on employees and other workers	Performance data	Performance data
102-9	Supply chain	<p>Procurement</p> <p>Procurement management approach</p> <p>Modern Slavery Statement</p>	<p>Sustainability Report</p> <p>Procurement management approach</p> <p>Modern Slavery Statement</p>
102-11	Precautionary Principle or approach	<p>Corporate Governance Statement</p> <p>Origin assesses the environmental and social risks associated with projects and operations. Projects are developed with precautionary engineering and management measures in place to mitigate or manage key environmental and social risks, and operations are managed using policies and procedures to control remaining environmental and social risks. Environmental and social risk management is subject to periodic audits and assurance.</p> <p>Origin operates its business in accordance with the HSE Management System through the HSE Management Directive and the HSE Risk Controls Directive mandates the minimum requirements for Origin business units to develop, implement and maintain an integrated system for the management of health, safety and environment risks and/or impacts. The HSE Management System is aligned with Origin's HSE Policy and the current versions of recognised international management system standards including ISO 14001, ISO 45001, ISO 31000 and AS/NZS 4801 and supports the company's compliance with applicable law regarding HSE.</p> <p>Origin's HSE Management System is premised on adopting a risk-based approach to decisions relating to its activities, products and services. Key activities such as major projects are risk assessed during early planning. Risk identification, assessment and control continue throughout the project life cycle.</p>	<p>Corporate Governance Statement</p>

¹ Per EnergyQuest Energy Quarterly, June 2020.

102	General Disclosures	Related content	Location
102	Organisational profile (continued)		
102-12	External initiatives	<p>Energy and climate change</p> <p>Ratings and awards</p> <p>Human Rights Policy</p> <p>Modern Slavery Statement</p> <p>On 21 October 2015, Origin was the first energy company in the world to sign up to seven climate change initiatives under the global We Mean Business coalition.</p> <p>In 2017, Origin became the first Australian company to set an emissions reduction target approved by the Science Based Targets initiative.</p> <p>Origin has participated in the annual CDP Climate Change survey since 2006, and was included in the FTSE4Good Index during the reporting period. Origin's level of sustainability disclosure was reviewed by the Australian Council of Superannuation Investors (ACSI) and assessed at a 'Leading' level within the Energy and Utilities sector for the last four years.² A rating of 'Leading' demonstrates to investors that the company has consistently outperformed others in their sustainability disclosure and seeks to ensure that their reporting on sustainability risks prioritises the needs of shareholders by addressing the range of material risks. This level of reporting gives investors valuable information to inform their investment decisions. In 2019, Origin received a rating of AA (on a scale of AAA-CCC) in the MSCI ESG Rating assessment.³</p> <p>Origin commits to abiding by all applicable laws and regulations in the places we conduct our activities. In addition, Origin's activities are guided by:</p> <ul style="list-style-type: none"> • International Bill of Human Rights <ul style="list-style-type: none"> – Universal Declaration of Human Rights – International Covenant on Civil and Political Rights – International Covenant on Economic, Social and Cultural Rights • United Nations (UN) Guiding Principles on Business and Human Rights • UN Declaration on the Rights of Indigenous Peoples • International Labour Organisation (ILO) Fundamental Conventions • ILO Indigenous and Tribal Peoples Convention, 1989 (No. 169) <p>In instances where security personnel are engaged, Origin activities will respect applicable international law enforcement principles including:</p> <ul style="list-style-type: none"> • UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials • UN Code of Conduct for Law Enforcement Officials • Voluntary Principles on Security and Human Rights 	<p>Sustainability Report</p> <p>Human Rights Policy</p> <p>Modern Slavery Statement</p> <p>Origin website: Our carbon commitments</p>
102-13	Membership associations	<p>Industry association memberships policy</p> <p>Review on Industry Associations positions on climate change policy</p> <p>Policy and regulation</p>	<p>Industry association memberships policy</p> <p>Origin website: Industry association memberships</p> <p>Sustainability Report</p>

² ACSI ESG reporting by the ASX200, August 2019 (<https://acsi.org.au/wp-content/uploads/2020/02/2019-ACSI-ESG-Report-FINAL.pdf>).

³ The use by Origin Energy of any MSCI ESG Research LLC or its affiliates (MSCI) data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Origin Energy by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided as-is and without warranty. MSCI names and logos are trademarks or service marks of MSCI.

102	General Disclosures	Related content	Location
102	Strategy		
102-14	Statement from senior decision maker	Chief Executive Officer's message	Sustainability Report
102-15	Key impacts, risks, and opportunities	Operating and Financial Review Energy and climate change Governance TCFD Disclosure	Annual Report Sustainability Report
102	Ethics and integrity		
102-16	Values, principles, standards and norms of behaviour	Our purpose and values People and culture Governance People and culture management approach Corporate Governance Statement	Sustainability Report People and culture management approach Corporate Governance Statement
102-17	Mechanisms for advice and concerns about ethics	People and culture People and culture management approach Corporate Governance Statement Human Rights Policy Whistleblower Policy	Sustainability Report People and culture management approach Corporate Governance Statement Human Rights Policy Whistleblower Policy
102	Governance		
102-18	Governance structure	Corporate Governance Statement Governance	Corporate Governance Statement Sustainability Report
102-19	Delegating authority	Corporate Governance Statement Governance	Corporate Governance Statement Sustainability Report
102-20	Executive-level responsibility for economic, environmental, and social topics	Corporate Governance Statement Governance	Corporate Governance Statement Sustainability Report
102-21	Consulting stakeholders on economic, environmental, and social topics	Corporate Governance Statement Stakeholder engagement	Corporate Governance Statement Sustainability Report
102-22	Composition of the highest governance body and its committees	Corporate Governance Statement Directors' Report	Corporate Governance Statement Annual Report
102-23	Chair of the highest governance body	Corporate Governance Statement Directors' Report	Corporate Governance Statement Annual Report
102-24	Nominating and selecting the highest governance body	Corporate Governance Statement	Corporate Governance Statement
102-25	Conflicts of interest	Corporate Governance Statement Directors' Report	Corporate Governance Statement Annual Report

102	General Disclosures	Related content	Location
102	Governance (continued)		
102-26	Role of highest governance body in setting purpose, values, and strategy	Corporate Governance Statement Governance	Corporate Governance Statement Sustainability Report
102-27	Collective knowledge of highest governance body	Corporate Governance Statement	Corporate Governance Statement
102-28	Evaluating the highest governance body's performance	Corporate Governance Statement	Corporate Governance Statement
102-29	Identifying and managing economic, environmental, and social impacts	Corporate Governance Statement How we report Governance	Corporate Governance Statement Sustainability Report
102-30	Effectiveness of risk management processes	Corporate Governance Statement	Corporate Governance Statement
102-31	Review of economic, environmental, and social topics	Corporate Governance Statement Governance	Corporate Governance Statement Sustainability Report
102-32	Highest governance body's role in sustainability reporting	Corporate Governance Statement Governance	Corporate Governance Statement Sustainability Report
102-33	Communicating critical concerns	Corporate Governance Statement Governance	Corporate Governance Statement Sustainability Report
102-34	Nature and total number of critical concerns	Directors' Report	Annual Report
102-35	Remuneration policies	Remuneration Report	Annual Report
102-36	Process for determining remuneration	Remuneration Report	Annual Report
102-37	Stakeholders' involvement in remuneration	Remuneration Report	Annual Report
102	Stakeholder engagement		
102-40	List of stakeholder groups	Stakeholder engagement	Sustainability Report
102-41	Collective bargaining agreements	Performance data	Performance data
102-42	Identifying and selecting stakeholders	Stakeholder engagement	Sustainability Report
102-43	Approach to stakeholder engagement	Stakeholder engagement	Sustainability Report
102-44	Key topics and concerns raised	How we report Eraring Power Station Working with communities Customers	Sustainability Report

102	General Disclosures	Related content	Location
102	Reporting practice		
102-45	Entities included in the consolidated financial statements	Financial Statements	Annual Report
102-46	Defining report content and topic boundaries	<p>How we report</p> <p>Stakeholder engagement</p> <p>Origin's 2020 Sustainability Report covers and prioritises all material information on the basis of GRI principles, Stakeholder Inclusiveness, Sustainability Context, and Materiality within the How we report and Stakeholder engagement sections.</p> <p>The scope of the information presented in Origin's 2020 Sustainability Report is limited to the assets we operate, with the exception of emissions performance which is reported on an operated and equity basis. Significant events occurring after 30 June 2020 may also be referenced.</p> <p>The information in Origin's 2020 Sustainability Report includes all significant impacts in the reporting period and, where applicable, reasonable estimates of significant future impacts when those impacts are reasonably foreseeable and can become unavoidable or irreversible. The report does not omit relevant information that substantively influences stakeholder assessments and decisions, or that reflects significant economic, environmental, and social impacts.</p>	Sustainability Report
102-47	List of material topics	How we report	Sustainability Report
102-48	Restatements of information	<p>Operating and Financial Review</p> <p>Financial Statements</p> <p>Greenhouse gas emissions</p> <p>Performance data</p>	<p>Annual Report</p> <p>Sustainability Report</p> <p>Performance data</p>
102-49	Changes in reporting	<p>How we report</p> <p>Origin's 2020 Sustainability Report focuses on Origin's strategy and annual performance results for material aspects. Content changes were informed by the results of the 2020 materiality assessment, outlined in the How we report section of Origin's 2020 Sustainability Report.</p>	Sustainability Report
102-50	Reporting period	<p>Important information</p> <p>Unless otherwise stated, Origin's 2020 Sustainability Report provides a summary of our performance on material social, environmental and economic sustainability aspects of our activities and our governance procedures for the period 1 July 2019 to 30 June 2020.</p>	Sustainability Report
102-51	Date of most recent report	Origin's latest Sustainability Report was released in August 2020, covering the 2020 financial year commencing 1 July 2019, ending 30 June 2020.	
102-52	Reporting cycle	Origin releases its Sustainability Report on an annual financial year basis.	
102-53	Contact point for questions regarding the report	<p>Origin Sustainability</p> <p>GPO Box 5376</p> <p>Sydney NSW 2001 Australia</p> <p>originsustainability@originenergy.com.au</p>	Sustainability Report
102-54	Claims of reporting in accordance with GRI Standards	<p>How we report</p> <p>Origin's 2020 Sustainability Report references the Global Reporting Initiative's (GRI) Standards 2016, 2018 and 2020 and is a 'GRI-referenced' report</p>	Sustainability Report
102-55	GRI content index	GRI content index	Origin website: Sustainability Reports
102-56	External assurance	<p>The reported Scope 1 and Scope 2 emissions from Eraring Power Station and Integrated Gas, as well as certain other metrics including emissions intensity, have undergone external, limited assurance audits by PWC and Deloitte respectively, with no misstatements noted.</p> <p>The process for compiling Origin's 2020 Sustainability Report included controls in place within the business to ensure the completeness and accuracy of the data used in metrics reported within the 2020 Sustainability Report. The report has been through Origin's standard internal review and verification process for information for external release, and has been reviewed by the Origin Board Risk Committee and the Origin Board.</p>	

GRI 103: Management Approach 2016

103	Management approach	Related content	Location
103	General requirements for reporting the management approach		
103-1	Explanation of the material topic and its boundary	Management Approaches	Origin website: Sustainability Reports
103-2	The management approach and its components	Management Approaches	Origin website: Sustainability Reports
103-3	Evaluation of the management approach	Management approaches are reviewed at least on an annual basis.	

GRI 200: Economic

200	Economic	Related content	Location
201	Economic performance 2016		
	Management approach disclosures	Operating and Financial Review Financial Statements	Annual Report
201-1	Direct economic value generated and distributed	Operating and Financial Review Financial Statements Performance data	Annual Report Performance data
201-2	Financial implications and other risks and opportunities due to climate change	Energy and climate change TCFD disclosure Operating and Financial Review	Sustainability Report Annual Report
204	Procurement practices 2016		
	Management approach disclosures	Procurement management approach	Procurement management approach
204-1	Proportion of spending on local suppliers	Procurement	Sustainability Report
205	Anti-corruption 2016		
	Management approach disclosures	People and culture management approach Anti-bribery and Corruption Policy	People and culture management approach Anti-bribery and Corruption Policy
205-2	Communication and training about anti-corruption policies and procedures	Performance data People and culture management approach	Performance data People and culture management approach
205-3	Confirmed incidents of corruption and actions taken	Performance data	Performance data
207	Tax 2019		
207-1	Approach to tax	Tax contribution report	Tax contribution report
207-2	Tax governance, control, and risk management	Tax contribution report	Tax contribution report
207-3	Stakeholder engagement and management of concerns related to tax	Tax contribution report	Tax contribution report

GRI 300: Environmental

300	Environmental	Related content	Location
303	Water and Effluents 2018		
	Management approach disclosures	Health, safety and environment management approach	Health, safety and environment management approach
303-1	Interactions with water as a shared resource	Environment Health, safety and environment management approach	Sustainability Report Health, safety and environment management approach
303-2	Management of water-discharge-related impacts	Environment Health, safety and environment management approach	Sustainability Report Health, safety and environment management approach
303-3	Water withdrawal	Environment Performance data	Sustainability Report Performance data
303-4	Water discharge	Environment Performance data	Sustainability Report Performance data
303-5	Water consumption	Environment Performance data	Sustainability Report Performance data
304	Biodiversity 2016		
	Management approach disclosures	Health, safety and environment management approach	Health, safety and environment management approach
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas of high biodiversity value outside protected areas	Performance data	Performance data
304-2	Significant impacts of activities, products, and services on biodiversity	Performance data	Performance data
305	Emissions 2016		
	Management approach disclosures	How we report Energy and climate change Greenhouse gas emissions Health, safety and environment management approach	Sustainability Report Health, safety and environment management approach
305-1	Direct (Scope 1) GHG emissions	Energy and climate change Greenhouse gas emissions Performance data	Sustainability Report Performance data
305-2	Energy indirect (Scope 2) GHG emissions	Energy and climate change Greenhouse gas emissions Performance data	Sustainability Report Performance data
305-3	Other indirect (Scope 3) GHG emissions	Energy and climate change Greenhouse gas emissions Performance data	Sustainability Report Performance data

300	Environmental	Related content	Location
305	Emissions 2016 (continued)		
305-4	GHG emissions intensity	Greenhouse Gas Emissions Performance data	Sustainability Report Performance data
305-5	Reduction of GHG emissions	Erating Greenhouse Gas Emissions	Sustainability Report
305-7	Nitrogen Oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environment Performance data	Sustainability Report Performance data
306	Waste 2020		
	Management approach disclosures	Health, safety and environment management approach	Health, safety and environment management approach
306-1	Waste generation and significant waste-related impacts	Environment Health, safety and environment management approach	Sustainability Report Health, safety and environment management approach
306-2	Management of significant waste-related impacts	Environment Health, safety and environment management approach	Sustainability Report Health, safety and environment management approach
306-3	Waste generated	Environment Performance data	Sustainability Report Performance data
306-4	Waste diverted from disposal	Environment Performance data	Sustainability Report Performance data
306-5	Waste directed to disposal	Environment Performance data	Sustainability Report Performance data
307	Environmental compliance 2016		
	Management approach disclosures	Health, safety and environment management approach	Health, safety and environment management approach
307-1	Non-compliance with environmental laws and regulations	Performance data	Performance data
308	Supplier environmental assessment 2016		
	Management approach disclosures	Procurement Procurement management approach Supplier Code	Sustainability Report Procurement management approach Supplier Code

GRI 400: Social

400	Social	Related content	Location
403	Occupational health and safety 2018		
	Management approach disclosures	Health, safety and environment management approach Health, safety and environment policy	Health, safety and environment management approach HSE Policy
403-1	Occupational health and safety management system	Health, safety and environment management approach	Health, safety and environment management approach
403-2	Hazard identification, risk assessment, and incident investigation	Health, safety and environment management approach	Health, safety and environment management approach
403-3	Occupational health services	Health, safety and environment management approach	Health, safety and environment management approach
403-4	Worker participation, consultation, and communication on occupational health and safety	Health, safety and environment management approach	Health, safety and environment management approach
403-5	Worker training on occupational health and safety	Health, safety and environment management approach	Health, safety and environment management approach
403-6	Promotion of worker health	Safety Health, safety and environment management approach	Sustainability Report Health, safety and environment management approach
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, safety and environment management approach	Health, safety and environment management approach
403-9	Work-related injuries	Safety Performance data	Sustainability Report Performance data
404	Training and education 2016		
	Management approach disclosures	People and culture management approach	People and culture management approach
404-2	Programs for upgrading employee skills and transition assistance programs	People and culture management approach Health, safety and environment management approach	People and culture management approach Health, safety and environment management approach
404-3	Percentage of employees receiving regular performance and career development reviews	People and culture management approach All Origin employees participate in an annual performance and development review process which helps our people develop and reach their potential and celebrate and reward success	People and culture management approach

400	Social	Related content	Location
405	Diversity and Equal opportunity 2016		
	Management approach disclosures	People and culture management approach Diversity and Inclusion Policy Corporate Governance Statement	People and culture management approach Diversity and Inclusion Policy Corporate Governance Statement
405-1	Diversity of governance bodies and employees	Our people and culture Gender diversity performance Performance data	Sustainability Report Performance data
405-2	Ratio of basic salary and remuneration of women to men	Our people and culture Gender diversity performance Performance data	Sustainability Report Performance data
406	Non-discrimination 2016		
	Management approach disclosures	People and culture management approach Diversity and Inclusion Policy	People and culture management approach Diversity and Inclusion Policy
407	Freedom of association and collective bargaining 2016		
	Management approach disclosures	People and culture management approach Human Rights Policy Modern Slavery Statement GRI Standards: General Disclosure 102-12	People and culture management approach Human Rights Policy Modern Slavery Statement GRI content index
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Modern Slavery Statement	Modern Slavery Statement
408	Child labour 2016		
	Management approach disclosures	Human Rights Policy Modern Slavery Statement GRI Standards: General Disclosure 102-12 Supplier code	Human Rights Policy Modern Slavery Statement GRI content index Supplier Code
408-1	Operations and suppliers at significant risk for incidents of child labour	Modern Slavery Statement	Modern Slavery Statement
409	Forced or compulsory labour 2016		
	Management approach disclosures	Human Rights Policy GRI Standards: General Disclosure 102-12 Supplier code	Human Rights Policy GRI content index Supplier Code
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Modern Slavery Statement	Modern Slavery Statement

400	Social	Related content	Location
411	Rights of Indigenous Peoples 2016		
	Management approach disclosures	Human Rights Policy GRI Standards: General Disclosure 102-12 Communities Land access and co-existence management approach	Human Rights Policy GRI content index Sustainability Report Land access and co-existence management approach
411-1	Incidents of violations involving rights of indigenous peoples	Performance Data	Performance data
412	Human Rights assessment 2016		
	Management approach disclosures	Human Rights Policy GRI Standards: General Disclosure 102-12	Human Rights Policy GRI content index
412-1	Operations that have been subject to human rights reviews or impact assessments	Human Rights Policy	Human Rights Policy
413	Local communities 2016		
	Management approach disclosures	Communities management approach	Communities management approach
413-1	Operations with local community engagement, impact assessments, and development programs	Working with communities Eraring Power Station Customers Origin Beetaloo Exploration Project	Sustainability Report Origin Beetaloo Exploration Project website
413-2	Operations with significant actual and potential negative impacts on local communities	Working in communities Eraring Power Station	Sustainability Report
414	Supplier social assessment 2016		
	Management approach disclosures	Procurement management approach Supplier Code Modern Slavery Statement	Procurement management approach Supplier Code Modern Slavery Statement
414-2	Negative social impacts in the supply chain and actions taken	Procurement Modern Slavery Statement	Sustainability Report Modern Slavery Statement

400	Social	Related content	Location
415	Public policy 2016		
	Management approach disclosures	Policy management approach People and culture management approach Anti-bribery and Corruption Policy Industry Association Memberships Policy Review on Industry Associations positions on climate change policy Policy and regulation Energy and climate change	Policy management approach People and culture management approach Anti-bribery and Corruption Policy Industry Association Memberships Policy Origin website: Industry association memberships Sustainability Report
415-1	Political contributions	Performance data	Performance data
417	Marketing and labelling 2016		
	Management approach disclosures	Customers management approach	Customers management approach
417-3	Incidents of non-compliance concerning marketing communications	Customers Performance data	Sustainability Report Performance data
418	Customer privacy 2016		
	Management approach disclosures	Customers management approach	Customers management approach
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customers Performance data	Sustainability Report Performance data
419	Socioeconomic compliance 2016		
	Management approach disclosures	Corporate Governance Statement	Corporate Governance Statement
419-1	Non-compliance with laws and regulations in the social and economic area	Customers Environment	Sustainability Report