

# GRI Content Index



Released – September 2021



Further information about Origin's sustainability performance can be found at:

[originenergy.com.au/sustainability](https://originenergy.com.au/sustainability)

## GRI 102: General disclosures 2016

Disclosure	Disclosure title	Location or explanation
<b>GRI 102: General disclosures 2016</b>		
<b>Organisational profile</b>		
102-1	Name of the organization	Origin Energy Limited
102-2	Activities, brands, products, and services	<a href="#">2021 Sustainability Report</a> > About Origin <a href="#">2021 Annual Report</a>
102-3	Location of headquarters	Level 32, Tower 1, 100 Barangaroo Avenue, Barangaroo, NSW 2000 Australia
102-4	Location of operations	<a href="#">2021 Sustainability Report</a> > Where we operate
102-5	Ownership and legal form	<a href="#">2021 Annual Report</a>
102-6	Markets served	<a href="#">2021 Sustainability Report</a> > Where we operate <a href="#">2021 Sustainability Report</a> > Customers
102-7	Scale of the organization	<a href="#">2021 Sustainability Report</a> > About Origin <a href="#">2021 Annual Report</a> > Operating and Financial Review
102-8	Information on employees and other workers	<a href="#">2021 Sustainability Performance Data</a>
102-9	Supply chain	<a href="#">2021 Sustainability Report</a> > Responsible procurement <a href="#">2021 Sustainability Report</a> > Procurement management approach <a href="#">2021 Modern Slavery Statement</a>
102-10	Significant changes to the organization and its supply chain	No significant changes.
102-11	Precautionary Principle or approach	<a href="#">Corporate Governance Statement</a> <a href="#">Environment management approach</a> <a href="#">Climate change management approach</a> <a href="#">Health and safety management approach</a>
102-12	External initiatives	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: <ul style="list-style-type: none"> <li>• International Bill of Human Rights <ul style="list-style-type: none"> <li>– Universal Declaration of Human Rights</li> <li>– International Covenant on Civil and Political Rights</li> <li>– International Covenant on Economic, Social and Cultural Rights</li> </ul> </li> <li>• United Nations (UN) Guiding Principles on Business and Human Rights</li> <li>• UN Declaration on the Rights of Indigenous Peoples</li> <li>• International Labour Organisation (ILO) Fundamental Conventions</li> <li>• ILO Indigenous and Tribal Peoples Convention, 1989 (No. 169)</li> </ul> In addition, Origin has signed up to the following voluntary, non-binding initiatives: <ul style="list-style-type: none"> <li>• Board of Taxation's voluntary Tax Transparency Code</li> <li>• 40:40 Vision, an initiative targeting gender balance in executive leadership by 2030</li> <li>• In October 2015, Origin signed up to the seven climate change initiatives under the global We Mean Business coalition</li> <li>• Business Council of Australia's Australian supplier payment code</li> <li>• Diversity Council of Australia's 'I StandForRespect' pledge</li> </ul>
102-13	Membership of associations	<a href="#">Industry Association Review 2021</a>
<b>Strategy</b>		
102-14	Statement from senior decision-maker	<a href="#">2021 Sustainability Report</a> > A message from the Chief Executive Officer

Disclosure	Disclosure title	Location or explanation
<b>Ethics and integrity</b>		
102-16	Values, principles, standards, and norms of behavior	<a href="#">2021 Sustainability Report &gt; Our Purpose</a> <a href="#">Our Code of Conduct</a> <a href="#">People and culture management approach</a>
<b>Governance</b>		
102-18	Governance structure	<a href="#">Corporate Governance Statement</a>
<b>Stakeholder engagement</b>		
102-40	List of stakeholder groups	<a href="#">2021 Sustainability Report &gt; Stakeholder engagement</a>
102-41	Collective bargaining agreements	<a href="#">2021 Sustainability Performance Data</a>
102-42	Identifying and selecting stakeholders	<a href="#">2021 Sustainability Report &gt; Stakeholder engagement</a> <a href="#">2021 Sustainability Report &gt; Working with communities</a> <a href="#">Beetaloo Native Title Holder Engagement Report 2021</a>
102-43	Approach to stakeholder engagement	<a href="#">2021 Sustainability Report &gt; Stakeholder engagement</a> <a href="#">Industry Association Review 2021</a>
102-44	Key topics and concerns raised	<a href="#">2021 Sustainability Report &gt; Our material sustainability topics</a> <a href="#">2021 Sustainability Report &gt; Stakeholder engagement</a>
<b>Reporting practice</b>		
102-45	Entities included in the consolidated financial statements	<a href="#">2021 Annual Report &gt; Financial Statements</a>
102-46	Defining report content and topic Boundaries	<a href="#">2021 Sustainability Report &gt; Our material sustainability topics</a> <a href="#">2021 Sustainability Report &gt; About our reporting</a>
102-47	List of material topics	<a href="#">2021 Sustainability Report &gt; Our material sustainability topics</a>
102-48	Restatements of information	<a href="#">2021 Sustainability Performance Data</a>
102-49	Changes in reporting	<a href="#">2021 Sustainability Report &gt; Our material sustainability topics</a>
102-50	Reporting period	<a href="#">2021 Sustainability Report &gt; About our reporting</a>
102-51	Date of most recent report	2021 Sustainability Report, released 16 September 2021
102-52	Reporting cycle	Annual financial year basis
102-53	Contact point for questions regarding the report	<a href="mailto:originsustainability@originenergy.com.au">originsustainability@originenergy.com.au</a>
102-54	Claims of reporting in accordance with the GRI Standards	Origin's 2021 Sustainability Report follows the Global Reporting Initiative's (GRI) Standards 2016, 2018 and 2020
102-55	GRI content index	This document.
102-56	External assurance	<a href="#">2021 Sustainability Report &gt; Origin's 2021 corporate reporting</a> <a href="#">EY Assurance Statement</a>

## GRI 103: Management Approach 2016

Disclosure	Disclosure title	Location or explanation
<b>GRI 103: Management approach 2016</b>		
103-1	Explanation of the material topic and its Boundary	This is covered in each section of the report, as outlined in the table on <a href="#">2021 Sustainability Report &gt; Our material sustainability topics</a>

103-2	The management approach and its components	<p>Smarter and easier delivery of energy - <a href="#">Customers management approach</a></p> <p>Affordability of energy - <a href="#">Customers management approach</a></p> <p>Reliability of energy - <a href="#">Customers management approach</a>, <a href="#">Climate change management approach</a></p> <p>Impacts to communities - <a href="#">Communities management approach</a>, <a href="#">Procurement management approach</a></p> <p>Rights and cultural heritage of Indigenous peoples - <a href="#">Communities management approach</a>, <a href="#">Beetaloo Native Title Holder Engagement</a>, <a href="#">Origin Stretch Reconciliation Action Plan</a></p> <p>Land access and coexistence - <a href="#">Communities management approach</a></p> <p>Climate change and greenhouse gas emissions - <a href="#">Climate change management approach</a></p> <p>Water management - <a href="#">Environment management approach</a></p> <p>Waste management - <a href="#">Environment management approach</a></p> <p>Health and safety - <a href="#">Health and safety management approach</a></p> <p>Ethical business practices - <a href="#">People and culture management approach</a></p> <p>Diversity and inclusion - <a href="#">People and culture management approach</a></p>
103-3	Evaluation of the management approach	<p>Management approaches as in 103-2</p> <p>In relevant section of the report as in 103-1</p> <p><a href="#">2021 Sustainability Performance Data</a></p>

## GRI 200: Economic Topics

Disclosure	Disclosure title	Location or explanation
<b>GRI 204: Procurement Practices 2016</b>		
<b>Material topic: Impact to local communities</b>		
204-1	Proportion of spending on local suppliers	<p><a href="#">2021 Sustainability Report</a> &gt; Responsible procurement</p> <p><a href="#">2021 Sustainability Performance Data</a></p>
<b>GRI 205: Anti-corruption 2016</b>		
<b>Material topic: Ethical business</b>		
205-1	Operations assessed for risks related to corruption	Not reported.
205-2	Communication and training about anti-corruption policies and procedures	<p><a href="#">People and culture management approach</a></p> <p><a href="#">2021 Sustainability Performance Data</a></p>
205-3	Confirmed incidents of corruption and actions taken	<p>There were no reported incidents of bribery and corruption in FY2021.</p> <p><a href="#">2021 Sustainability Performance Data</a></p>
<b>GRI 207: Tax 2019</b>		
<b>Material topic: Ethical business</b>		
207-1	Approach to tax	<p><a href="#">Tax Contribution Report 2020</a></p> <p><a href="#">People and culture management approach</a></p>
207-2	Tax governance, control, and risk management	<a href="#">Tax Contribution Report 2020</a>
207-3	Stakeholder engagement and management of concerns related to tax	<a href="#">Tax Contribution Report 2020</a>
207-4	Country-by-country reporting	Not material - In the 2020 financial year, 99.3 per cent of Origin Group's income was earned from operations in Australia.

## GRI 300: Environmental Topics

Disclosure	Disclosure title	Location or explanation
<b>GRI 303: Water and Effluents 2018</b>		
<b>Material topic: Water</b>		
303-1	Interactions with water as a shared resource	<a href="#">2021 Sustainability Report &gt; Water</a> <a href="#">2021 Sustainability Performance Data</a>
303-2	Management of water discharge-related impacts	<a href="#">2021 Sustainability Report &gt; Water</a> <a href="#">2021 Sustainability Performance Data</a>
303-3	Water withdrawal	<a href="#">2021 Sustainability Report &gt; Water</a> <a href="#">2021 Sustainability Performance Data</a>
303-4	Water discharge	<a href="#">2021 Sustainability Report &gt; Water</a> <a href="#">2021 Sustainability Performance Data</a>
303-5	Water consumption	<a href="#">2021 Sustainability Report &gt; Water</a> <a href="#">2021 Sustainability Performance Data</a>

<b>GRI 305: Emissions 2016</b>		
<b>Material topic: Climate change and greenhouse gas emissions</b>		
305-1	Direct (scope 1) GHG emissions	<a href="#">2021 Sustainability Report &gt; Energy and climate change</a> <a href="#">2021 Sustainability Performance Data</a>
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">2021 Sustainability Report &gt; Energy and climate change</a> <a href="#">2021 Sustainability Performance Data</a>
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">2021 Sustainability Report &gt; Energy and climate change</a> <a href="#">2021 Sustainability Performance Data</a>
305-4	GHG emissions intensity	<a href="#">2021 Sustainability Report &gt; Energy and climate change</a> <a href="#">2021 Sustainability Performance Data</a>
305-5	Reduction of GHG emissions	<a href="#">2021 Sustainability Report &gt; Energy and climate change</a>
305-6	Emissions of ozone-depleting substances (ODS)	Not applicable
305-7	Nitrogen oxides (Nox), sulfur oxides (Sox) and other significant air emissions	<a href="#">2021 Sustainability Report &gt; Air emissions</a> <a href="#">2021 Sustainability Performance Data</a>

<b>GRI 306: Waste 2020</b>		
<b>Material topic: Waste</b>		
306-1	Waste generation and significant waste-related impacts	<a href="#">2021 Sustainability Report &gt; Waste</a> <a href="#">Environment management approach</a>
306-2	Management of significant waste-related impacts	<a href="#">2021 Sustainability Report &gt; Waste</a> <a href="#">Environment management approach</a>
306-3	Waste generated	<a href="#">2021 Sustainability Report &gt; Waste</a> <a href="#">2021 Sustainability Performance Data</a>
306-4	Waste diverted from disposal	<a href="#">2021 Sustainability Report &gt; Waste</a> <a href="#">2021 Sustainability Performance Data</a>
306-5	Waste directed to disposal	<a href="#">2021 Sustainability Report &gt; Waste</a> <a href="#">2021 Sustainability Performance Data</a>

Disclosure	Disclosure title	Location or explanation
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**GRI 307: Environmental Compliance 2016**
**Material topic: Waste, Water, Health and safety, Climate change and greenhouse gas emissions**

307-1	Non-compliance with environmental laws and regulations	<a href="#">2021 Sustainability Performance Data</a> <a href="#">2021 Sustainability Report &gt; Water</a>
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**GRI 400: Social Topics**

Disclosure	Disclosure title	Location or explanation
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**GRI 403: Occupational Health and Safety 2018**
**Material topic: Health and safety**

403-1	Occupational health and safety management system	<a href="#">Health and Safety management approach</a> <a href="#">2021 Sustainability Report &gt; Safety, health and wellbeing</a>
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">Health and Safety management approach</a> <a href="#">2021 Sustainability Report &gt; Safety, health and wellbeing</a>
403-3	Occupational health services	<a href="#">Health and Safety management approach</a> <a href="#">2021 Sustainability Report &gt; Safety, health and wellbeing</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">Health and Safety management approach</a> <a href="#">2021 Sustainability Report &gt; Safety, health and wellbeing</a>
403-5	Worker training on occupational health and safety	<a href="#">Health and Safety management approach</a> <a href="#">2021 Sustainability Report &gt; Safety, health and wellbeing</a>
403-6	Promotion of worker health	Not reported as not material.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Health and Safety management approach</a> <a href="#">Procurement management approach</a> <a href="#">2021 Sustainability Report &gt; Safety, health and wellbeing</a>
403-8	Workers covered by an occupational health and safety management system	Not reported. <a href="#">2021 Sustainability Report</a>
403-9	Work-related injuries	<a href="#">2021 Sustainability Report &gt; Safety, health and wellbeing</a> <a href="#">2021 Sustainability Performance Data</a> <a href="#">Health and Safety management approach</a>
403-10	Work-related ill health	Not reported.

**GRI 405: Diversity and Equal Opportunity 2016**
**Material topic: Diversity and inclusion**

405-1	Diversity of governance bodies and employees	<a href="#">2021 Sustainability Report &gt; Inclusion</a> <a href="#">2021 Sustainability Performance Data</a>
405-2	Ratio of basic salary and remuneration of women to men	<a href="#">2021 Sustainability Report &gt; Inclusion</a> <a href="#">2021 Sustainability Performance Data</a>

Disclosure	Disclosure title	Location or explanation
<b>GRI 411: Rights of Indigenous Peoples 2016</b>		
<b>Material topic: Rights and cultural heritage of Indigenous peoples</b>		
411-1	Incidents of violations involving rights of indigenous peoples	<a href="#">2021 Sustainability Report</a> > Working with communities <a href="#">Beetaloo Native Title Holders Engagement Report 2021</a>
<b>GRI 413: Local Communities 2016</b>		
<b>Material topic: Impact to local communities, Land access and coexistence</b>		
413-1	Operations with local community engagement, impact assessments, with development programs	<a href="#">Communities management approach</a> <a href="#">2021 Sustainability Report</a> > Communities <a href="#">Beetaloo Native Title Holders Engagement Report 2021</a>
413-2	Operations with significant actual and potential negative impacts on local communities	<a href="#">Communities management approach</a> <a href="#">2021 Sustainability Report</a> > Communities
<b>GRI 415: Public Policy 2016</b>		
<b>Material topic: Affordability of energy, Reliability of energy, Climate change and greenhouse gas emissions</b>		
415-1	Political contributions	<a href="#">2021 Sustainability Performance Data</a>