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4.12	Externally developed, voluntary sustainability initiative the organisation subscribes to and/or endorses.	48-49
4.13	Significant association memberships.	29
4.14	List of stakeholder groups engaged by the organisation.	Our stakeholders include clients, current, past and future employees, government, industry bodies and partner firms.
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4.16	Approaches to stakeholder engagement.	15
4.17	Key stakeholder issues and concerns.	55

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Economic performance indicators		
Aspect: Economic performance		
Core		
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.	50-52
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	83
EC3	Coverage of the organisation's defined benefit plan obligations.	61
EC4	Significant financial assistance received from government.	52
Aspect: Market presence		
Additional		
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	68
Core		
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Not applicable
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	22-23
Aspect: Indirect economic impacts		
Core		
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	51
Additional		
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	51
Environment performance indicators		
Aspect: Materials		
Core		
EN1	Materials used by weight or volume.	80-81
EN2	Percentage of materials used that are recycled input materials.	As part of PB's resource management standard, wherever possible, purchased materials are to be re-usable or recyclable, contain recycled material, be non-toxic and, ideally, be locally sourced.
Aspect: Energy		
Core		
EN3	Direct energy consumption by primary energy source.	83
EN4	Indirect energy consumption by primary source.	83
Additional		
EN5	Energy saved due to conservation and efficiency improvements.	79-80, 83
EN6	Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives.	79, 83
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	79, 83



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Aspect: Water		
Core		
EN8	Total water withdrawal by source.	81
Additional		
EN9	Water sources significantly affected by withdrawal of water.	Not applicable
EN10	Percentage and total volume of water recycled and reused.	Not applicable
Aspect: Biodiversity		
Core		
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	82
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	82
Additional		
EN13	Habitats protected or restored.	82
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	82
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	82
Aspect: Emissions, effluents and waste		
Core		
EN16	Total direct and indirect greenhouse gas emissions by weight.	83
EN17	Other relevant indirect greenhouse gas emissions by weight.	83
Additional		
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	79, 83
Core		
EN19	Emissions of ozone-depleting substances by weight.	83
EN20	NOx, SOx, and other significant air emissions by type and weight.	83
EN21	Total water discharge by quality and destination.	81
EN22	Total weight of waste by type and disposal method.	81
EN23	Total number and volume of significant spills.	No significant spills have occurred at any PB sites or as a result of PB activities.
Additional		
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	PB does transport small amounts of asbestos and other samples from project sites which we do not weigh. PB may also advise a client on the appropriate management of hazardous substances.
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff.	Not applicable

GRI index		Reference
Aspect: Products and services		
Core		
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	78
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Not applicable. PB does not sell products that require packaging.
Aspect: Compliance		
Core		
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	In financial year 2010, there were no fines or sanctions for non-compliance with environmental laws and regulations.
Aspect: Transport		
Additional		
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	83
Aspect: Overall		
Additional		
EN30	Total environmental protection expenditures and investments by type.	52
Society performance indicators		
Aspect: Community		
Core		
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	10
Aspect: Corruption		
Core		
SO2	Percentage and total number of business units analysed for risks related to corruption.	All PB employees are trained in ethics, which includes corruption.
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures.	In 2010, over 90% of employees undertook ethics training.
SO4	Actions taken in response to incidents of corruption.	In financial year 2010, there were no incidents of corruption.
Aspect: Public policy		
Core		
SO5	Public policy positions and participation in public policy development and lobbying.	52
Additional		
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	52
Aspect: Anti-competitive behaviour		
Additional		
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	In financial year 2010, there were no legal actions for anti-competitive behaviour, anti-trust, and monopoly practices.
Core		
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	In financial year 2010, there were no fines or sanctions due to non-compliance with laws and regulations.



GRI index		Reference
Labour practices and decent work performance indicators		
Aspect: Employment		
Core		
LA1	Total workforce by employment type, employment contract, and region.	64
LA2	Total number and rate of employee turnover by age group, gender, and region.	62-63
Additional		
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	68
Aspect: Labour/management relations		
Core		
LA4	Percentage of employees covered by collective bargaining agreements.	61
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	64
Aspect: Occupational health and safety		
Additional		
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	78
Core		
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities by region.	78
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	71, 77-78
Additional		
LA9	Health and safety topics covered in formal agreements with trade unions.	Not applicable. Collective agreements are made directly with employees.
Aspect: Training and education		
Core		
LA10	Average hours of training per year per employee by employee category.	68
Additional		
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	69-70
LA12	Percentage of employees receiving regular performance and career development reviews.	9
Aspect: Diversity and equal opportunity		
Core		
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	65-67
LA14	Ratio of basic salary of men to women by employee category.	65

GRI index		Reference
Human Rights Performance Indicators		
Aspect: Investment and procurement practices		
Core		
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	Not applicable
HR2	While human rights screening is not of direct relevance to our business, our people are encouraged to identify ethical issues, including procurement, through our ethics framework or using the ethics hotline.	43
Additional		
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	In 2010, there was a total of 3,640 hours spent on ethics training, covered over 90% of employees.
Aspect: Non-discrimination		
Core		
HR4	Total number of incidents of discrimination and actions taken.	In financial year 2010, there were no instances of discrimination.
Aspect: Freedom of association and collective bargaining		
Core		
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	In financial year 2010, none of our operations were identified as being at significant risk.
Aspect: Child labour		
Core		
HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.	In financial year 2010, none of our operations have been identified as having significant risk for child labour.
Aspect: Forced and compulsory labour		
Core		
HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures taken to contribute to the elimination of forced or compulsory labour.	In financial year 2010, none of our operations have been identified as having significant risk for forced or compulsory labour.
Aspect: Security practices		
Additional		
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.	Not applicable. PB does not have security personnel.
Aspect: Indigenous rights		
Additional		
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	In financial year 2010, there were no instances of indigenous rights violations.



GRI index		Reference
Product Responsibility Performance Indicators		
Aspect: Customer health and safety		
Core		
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	77
Additional		
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services, by type of outcomes.	In financial year 2010, there were no instances of non-compliance.
Aspect: Product and service labelling		
Core		
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Not applicable.
Additional		
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	In financial year 2010, there were no instances of non-compliance.
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	56
Aspect: Marketing communications		
Core		
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	43
Additional		
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes.	In financial year 2010, there have been no instances of non-compliance in regard to our marketing behaviour or complaints regarding breaches of customer confidentiality.
Aspect: Customer Privacy		
Additional		
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	In financial year 2010, there were no breaches.
Aspect: Compliance		
Core		
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	In financial year 2010, there were no fines for non-compliance.