

## Our Corporate Responsibility 2009 – GRI Index

Preparation of CSL Limited's *Our Corporate Responsibility 2009* Report followed the Global Reporting Initiative's (GRI) Sustainability Reporting Guidelines 2006. We have self-assessed our report as GRI Application Level B.

Indicator	Type*	Description	Report Section
<b>ECONOMIC</b>			
DMA	Core	Disclosure of management approach for economic performance	4.1, 4.2, 6.1
GRI EC1	Core	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	4.2,6.3,6.4, 6.5
GRI EC2	Core	Financial implications and other risks and opportunities for the organization's activities due to climate change	7 & feature <i>CSL and climate change</i>
GRI EC3	Core	Coverage of the organization's defined benefit plan obligations	Refer to CSL Limited Annual Report 2008-2009 (pg 66) available on <a href="http://www.csl.com.au">www.csl.com.au</a>
GRI EC4	Non-core	Significant financial assistance received from government	Partially addressed in 4.4
GRI EC5	Non-core	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation	Not reported
GRI EC6	Core	Policy, practices and proportion of spending on locally-based suppliers at significant locations of operation	Partially addressed in 3.3
GRI EC7	Core	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation	Partially addressed in 5.6, 5.7, 5.14
GRI EC8	Core	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind or probono engagement	Partially addressed in <i>A proud history of saving and improving lives</i>
GRI EC9	Non-core	Understanding and describing significant indirect economic impacts, including the extent of impacts	4.2 & feature <i>CSL Plasma's contribution to local economies</i>
<b>PRODUCT</b>			
DMA	Core	Disclosure of management approach for product performance	3.1, 3.2
GRI PR1	Core	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	2.4,3.1,3.2,3.4,3.5,4.9
GRI PR2	Non-core	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	3.2
GRI PR3	Core	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	2.4, 3.1, 3.2, 3.4, 3.5, 4.9
GRI PR4	Non-core	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information, and labeling, by type of outcomes	Not reported
GRI PR5	Non-core	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	Partially addressed in 1.3
GRI PR 6	Core	Programs for adherence to laws, standards and voluntary codes related to marketing communications, including advertising, promotion and sponsorship	1.5.2, 4.9
GRI PR7	Non-core	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship, by type of outcomes	Not reported
GRI PR8	Non-core	Total number of substantiated complaints	Not reported

		regarding breaches of customer privacy and losses of customer data	
GRI PR9	Core	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Not reported
<b>ENVIRONMENTAL</b>			
DMA	Core	Disclosure of management approach for environmental performance	7.1, 7.2
GRI EN1	Core	Materials used by weight or volume	Partially addressed in 7.4
GRI EN2	Core	Percentage of materials used that are recycled input materials	Partially addressed in 7.4.6
GRI EN3	Core	Direct energy consumption by primary energy source	7.4, 7.4.1
GRI EN4	Core	Indirect energy consumption by primary energy source	7.4, 7.4.1
GRI EN5	Non-core	Energy saved due to conservation and efficiency improvements	7.4.3
GRI EN5	Non-core	Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives	Not reported
GRI EN7	Non-core	Initiatives to reduce indirect consumption and reductions achieved	7.4.3 and features <i>Reducing carbon emissions in Kankakee &amp; Bern's low carbon operations</i>
GRI EN8	Core	Total water withdrawal by source	7.4.5
GRI EN9	Non-core	Water sources significantly affected by withdrawal of water	Not reported
GRI EN10	Non-core	Percentage and total volume of water recycled and reused	Partially addressed in 7.4.5, 7.4.6
GRI EN11	Core	Location and size of land owned, leased, managed in or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not reported
GRI EN12	Core	Description of significant activities, products and service on biodiversity in these areas.	Not reported
GRI EN13	Non-core	Habitats protected or restored	Not reported
GRI EN14	Non-core	Strategies, current actions and future plans for managing impacts on biodiversity	Not reported
GRI EN15	Non-core	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	Not reported
GRI EN16	Core	Total direct and indirect GHG emissions by weight	7.4.1, 7.4.2
GRI EN17	Core	Other relevant indirect GHG emissions by weight	7.4.4
GRI EN18	Non-core	Initiatives to reduce GHG emissions and reductions achieved	7.3, 7.4
GRI EN19	Core	Emissions of ozone-depleting substances by weight	Partially addressed in 7.4.2
GRI EN20	Core	NOx, SOx and other significant air emissions by type and weight	Partially addressed in 7.4.2
GRI EN21	Core	Total water discharge by quality and destination	Partially addressed in 7.4.6
GRI EN22	Core	Total weight of waste by type and disposal method	7.4.6, 7.4.7
GRI EN23	Core	Total number and volume of significant spills	Not reported
GRI EN24	Non-core	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	Not reported
GRI EN25	Non-core	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff	Not reported
GRI EN26	Core	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	Partially addressed in 7.4.7 <i>CSL Behring facilities</i>
GRI EN27	Core	Percentage of products sold and their packaging materials that are reclaimed by category	Not reported
GRI EN28	Core	Monetary value of significant fines and total number of non-monetary sanctions for	7.3

		noncompliance with environmental laws and regulation	
GRI EN29	Non-core	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce	Partially addressed in 7.4.4
GRI EN30	Non-core	Total environmental protection expenditures and investments by type	Not reported
<b>LABOUR</b>			
DMA	Core	Disclosure of management approach for labor related performance	5.1, 5.2
GRI LA1	Core	Total workforce by employment type, employment contract and region	5.3
GRI LA2	Core	Total number and rate of employee turnover by age group, gender and region	Not reported
GRI LA3	Non-core	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations	Not reported
GRI LA4	Core	Percentage of employees covered by collective bargaining agreements	Not reported
GRI LA5	Core	Minimum notice periods regarding significant operational changes, including whether it is specified in collective agreements	Not reported
GRI LA6	Non-core	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	Partially addressed in 5.12
GRI LA7	Core	Rates of injury, occupational diseases, lost days and absenteeism, and total number of work-related fatalities per region	5.12
GRI LA8	Core	Education, training, counseling, prevention and risk-control programs in place to assist workforce members, their families or community members regarding serious diseases	Partially addressed in 5.12
GRI LA9	Non-core	Health and safety topics covered in formal agreements with trade unions	Not reported
GRI LA10	Core	Average hours of training per year per employee per category	Not reported
GRI LA11	Non-core	Programs for skills management and lifelong learning that support the continued employability of employees and assist them with managing career endings	5.7, 5.8, 5.9, 5.10
GRI LA12	Non-core	Percentage of employees receiving regular performance and career development reviews	5.8, 5.9, 5.11
GRI LA13	Core	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other diversity indicators	Partially addressed in 5.14
GRI LA14	Core	Ratio of basic salary of men to women by employee category	Not reported
<b>SOCIAL</b>			
DMA	Core	Disclosure of management approach for social performance	6.1
GRI SO1	Core	Nature, scope and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting	Partially addressed in 4.2
GRI SO2	Core	Percentage and total number of business units analyzed for risks related to corruption	Partially addressed in 4.8
GRI SO3	Core	Percentage of employees trained in the organization's anti-corruption policies and procedures	Partially addressed in 1.5.1, 4.8 and 4.9
GRI SO4	Core	Actions taken in response to incidents of corruption	Not reported
GRI SO5	Core	Public policy positions and participation in public policy development and lobbying	4.6
GRI SO6	Non-core	Total value of financial and in-kind contributions to political parties, politicians and related institutions, by country	Partially addressed in 4.7
GRI SO7	Non-core	Total number of legal actions for anti-competitive behavior, anti-trust and monopoly practices, and	Not reported

		their outcomes	
GRI SO8	Core	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations	Not reported
<b>HUMAN RIGHTS</b>			
DMA	Core	Disclosure of management approach to human rights performance	Refer to CSL's Code of Responsible Business Practice available on <a href="http://www.csl.com.au">www.csl.com.au</a>
GRI HR1	Core	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening	Not reported
GRI HR2	Core	Percentage of significant suppliers and contractors that have undergone screening on human rights, and actions taken	Partially addressed in 3.3
GRI HR3	Non-core	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	Not reported
GRI HR4	Core	Total number of incidents of discrimination and actions taken	Partially addressed in 5.6 and 5.14
GRI HR5	Core	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	Not reported
GRI HR6	Core	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor	Not reported
GRI HR7	Core	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of forced or compulsory labor	Not reported
GRI HR8	Non-core	Percentage of security personnel trained in the organization's policies and procedures concerning aspects of human rights that are relevant to operations	Not reported
GRI HR9	Non-core	Total number of incidents or violations involving rights of indigenous people, and actions taken	Not reported
<b>STRATEGY AND ANALYSIS</b>			<b>Report section</b>
1.1		Executive management statement	Message from the CEO and Managing Director
1.2		Description of key impacts, risks and opportunities	Message from the CEO and Managing Director
<b>ORGANISATIONAL PROFILE</b>			<b>Report section</b>
2.1		Name of organization	Our organisation
2.2		Primary brands, products, and/or services	Our organisation Further information is available on the <a href="http://www.csl.com.au">www.csl.com.au</a>
2.3		Operational structure of the organization	1, 1.2, 1.3, 1.4
2.4		Location of organization's headquarters	Our organisation
2.5		Number of countries where the organization operates	Our organisation
2.6		Nature of ownership and legal form	1.4.1
2.7		Markets served	Our organisation
2.8		Scale of reporting organization	1.1
2.9		Significant changes during the reporting period regarding size, structure or ownership	1.1
2.10		Awards received in the reporting period	Partially addressed on page 35
<b>REPORT PARAMETERS</b>			<b>Report section</b>
3.1		Reporting period	1.1
3.2		Date of most recent previous report	The 2008/09 report is CSL's first corporate responsibility report.
3.3		Reporting cycle	1.1
3.4		Contact points for questions regarding the report and its contents	1.1

3.5		Process for defining report content	1.1, 1.2
3.6		Boundary of the report	1.1
3.7		State any specific limitations on the scope or boundary of the report	1.1
3.8		Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities	1.1
3.9		Data measurement techniques and the bases of calculations	1.1 and as stated throughout the report where data is explicitly provided.
3.10		Explanation of the effects of any restatement of information provided in earlier reports	Not applicable for CSL's first report. Some environmental data has been restated on page 57 from CSL's Environment Report 2009.
3.11		Significant changes from previous reporting periods	Not applicable for CSL's first report.
3.12		Table identifying the location of standard disclosures in the report	GRI Index
3.13		Policy and current practice with regard to seeking external assurance for the report	Not reported
		<b>GOVERNANCE, COMMITMENTS &amp; ENGAGEMENT</b>	<b>Report section</b>
4.1		Governance structure of the organization	1.4
4.2		Indicate whether the Chair of the highest governance body is also an executive officer	1.4
4.3		Members of the highest governance body that are independent and/or non-executive members	1.4
4.4		Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	1.3, 1.4, 5.4. Further information available in CSL Limited Annual Report 2008-2009, and on <a href="http://www.csl.com.au">www.csl.com.au</a>
4.5		Linkage between compensation and the organization's performance	1.4.3, 5.11
4.6		Processes in place for the highest governance body to ensure conflicts of interest are resolved	1.5.1
4.7		Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental and social performance	1.2
4.8		Internally developed statement of mission or values, codes of conduct, and principles relevant to economic, environmental and social performance and the status of their implementation	1.4, 1.5
4.9		Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental and social performance	1.2
4.10		Process for evaluating the highest governance body's own performance, particularly with respect to economic, environmental and social performance	1.2
4.11		Explanation of whether and how the precautionary approach or principles is addressed by the organization	1.4.2, 7.1, 7.2, 7.3
4.12		Externally developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes or which it endorses	Refer to CSL's Code of Responsible Business Practice on <a href="http://www.csl.com.au">www.csl.com.au</a>
4.13		Significant memberships in organizations	4.6
4.14		List of stakeholder groups engaged by the organization	1.3
4.15		Basis for identification and selection of	1.3

		stakeholders with whom organization engages	
4.16		Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	1.3
4.17		Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting	1.3 and as stated throughout the report.

\*Indicators flagged as non-core do not require reporting by the GRI