Our Corporate Responsibility 2013 – GRI Index

Preparation of CSL Limited's *Our Corporate Responsibility 2013* 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
		ECONOMIC	
DMA	Core	Disclosure of management approach for economic performance	www.csl.com.au Corporate Responsibility
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	Sec 4 & 6
GRI EC2	Core	Financial implications and other risks and opportunities for the organisation's activities due to climate change	www.csl.com.au Corporate Responsibility – Environment and www.cdproject.net
GRI EC3	Core	Coverage of the organisation's defined benefit plan obligations	Refer to CSL Limited Annual Report 2012/13 (p 81, 104) available on www.csl.com.au
GRI EC4	Non-core	Significant financial assistance received from government	Partially addressed in 4.1
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	wwwww.csl.com.au Corporate Responsibility – Safety & Quality
GRI EC7	Core	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation	Not reported
GRI EC8	Core	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind or probono engagement	Not reported
GRI EC9	Non-core	Understanding and describing significant indirect economic impacts, including the extent of impacts	Sec 6
		PRODUCT RESPONSIBILITY	
DMA	Core	Disclosure of management approach for product performance	3.1, 3.2, 3.4, 3.5, 3.6 & www.csl.com.au Corporate Responsibility
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	3.1,3.2,3.4,3.6,4.6 & www.csl.com.au Corporate Responsibility
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	3.1
GRI PR3	Core	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	3.1, 3.2, 3.4, 3.5, 3.6, 4.6 www.csl.com.au Corporate Responsibility
GRI PR4	Non-core	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information, and labelling, by type of outcomes	Partially addressed in 3.1 and 4.6
GRI PR5	Non-core	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	Partially addressed in 3.2
GRI PR 6	Core	Programs for adherence to laws, standards and	4.6 &

		voluntary codes related to marketing communications, including advertising, promotion and sponsorship	www.csl.com.au Corporate Responsibility
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	4.6
GRI PR8	Non-core	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	Not reported
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
		ENVIRONMENT	
DMA	Core	Disclosure of management approach for environmental performance	www.csl.com.au Corporate Responsibility
GRI EN1	Core	Materials used by weight or volume	Partially addressed in 7.2
GRI EN2	Core	Percentage of materials used that are recycled input materials	Partially addressed in 7.2.5, 7.2.7
GRI EN3	Core	Direct energy consumption by primary energy source	7.2, 7.2.1
GRI EN4	Core	Indirect energy consumption by primary energy source	7.2, 7.2.1
GRI EN5	Non-core	Energy saved due to conservation and efficiency improvements	7.2.3
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	7.2.3
GRI EN8	Core	Total water withdrawal by source	7.2.5
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 7.2.6
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	7.2.1, 7.2.2
GRI EN17	Core	Other relevant indirect GHG emissions by weight	7.2.4
GRI EN18	Non-core	Initiatives to reduce GHG emissions and reductions achieved	7.2
GRI EN19	Core	Emissions of ozone-depleting substances by weight	Partially addressed in 7.2.2
GRI EN20	Core	NOx, SOx and other significant air emissions by type and weight	For two of CSL's manufacturing facilities, CSL Reports to the Australian National Pollutant Inventory on emissions to air www.npi.gov.au
GRI EN21	Core	Total water discharge by quality and destination	Partially addressed in 7.2.6
GRI EN22	Core	Total weight of waste by type and disposal method	7.2.6, 7.2.7
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	Not reported

		value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff	
GRI EN26	Core	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	Partially addressed in 7.2.7
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 noncompliance with environmental laws and regulation	7.1
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	7.2.4
GRI EN30	Non-core	Total environmental protection expenditures and investments by type	Not reported
		LABOUR PRACTICES and DECENT WORK	
DMA	Core	Disclosure of management approach for labour related performance	5.2 & www.csl.com.au Corporate Responsibility - Workplace
GRI LA1	Core	Total workforce by employment type, employment contract and region	5.1, 5.6
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 5.3
GRI LA7	Core	Rates of injury, occupational diseases, lost days and absenteeism, and total number of work-related fatalities per region	5.3
GRI LA8	Core	Education, training, counselling, prevention and risk-control programs in place to assist workforce members, their families or community members regarding serious diseases	Partially addressed in 5.3 and www.csl.com.au Corporate Responsibility – Workplace
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	Partially addressed www.csl.com.au Corporate Responsibility - Workplace
GRI LA12	Non-core	Percentage of employees receiving regular performance and career development reviews	5.5
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 5.6
GRI LA14	Core	Ratio of basic salary of men to women by employee category	Not reported
		SOCIETY	
DMA	Core	Disclosure of management approach for social performance	4.1 & 6.1 www.csl.com.au Corporate Responsibility – Marketplace and Community

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 4.1, 6.1
GRI SO2	Core	Percentage and total number of business units analysed for risks related to corruption	Partially addressed in 4.5, plus www.csl.com.au Corporate Responsibility
GRI SO3	Core	Percentage of employees trained in the organization's anti-corruption policies and procedures	Partially addressed in 4.5
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	4.3
GRI SO6	Non-core	Total value of financial and in-kind contributions to political parties, politicians and related institutions, by country	4.4
GRI SO7	Non-core	Total number of legal actions for anti-competitive behaviour, anti-trust and monopoly practices, and their outcomes	Partially addressed in 4.2
GRI SO8	Core	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations	Partially addressed in 4.2
		HUMAN RIGHTS	
DMA	Core	Disclosure of management approach to human rights performance	Refer to CSL's Code of Responsible Business Practice available on www.csl.com.au
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 www.csl.com.au Corporate Responsibility – Safety & Quality
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	Not reported
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 labour, and measures taken to contribute to the elimination of child labour	Not reported
GRI HR7	Core	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	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
		STRATEGY AND ANALYSIS	**Report section**
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 and throughout the report
		ORGANISATIONAL PROFILE	**Report section**
2.1		Name of organization	Our organisation

2.2		Primary brands, products, and/or services	Our organisation Further information is available on the www.csl.com.au
2.3		Operational structure of the organization	1
2.4		Location of organization's headquarters	1
2.5		Number of countries where the organization operates	1
2.6		Nature of ownership and legal form	1
2.7		Markets served	1
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	Throughout the report
		REPORT PARAMETERS	**Report section**
3.1		Reporting period	1.1
3.2		Date of most recent previous report	The 2009/10 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	1.3
3.5		Process for defining report content	1.3 and www.csl.com.au Corporate Responsibility
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	1.1 as stated throughout the report where data is explicitly provided.
3.11		Significant changes from previous reporting periods	No significant changes
3.12		Table identifying the location of standard disclosures in the report	Contents & www.csl.com.au
3.13		Policy and current practice with regard to seeking external assurance for the report	Not reported
		GOVERNANCE, COMMITMENTS & ENGAGEMENT	**Report section**
4.1		Governance structure of the organization	www.csl.com.au
4.2		Indicate whether the Chair of the highest governance body is also an executive officer	www.csl.com.au
4.3		Members of the highest governance body that are independent and/or non-executive members	www.csl.com.au
4.4		Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	Further information available in CSL Limited Annual Report 2012/13, and on www.csl.com.au
4.5		Linkage between compensation and the organization's performance	Further information available in CSL Limited Annual Report 2012/13 and on www.csl.com.au
4.6		Processes in place for the highest governance body to ensure conflicts of interest are resolved	www.csl.com.au
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	1.3 and www.csl.com.au Corporate Responsibility
4.8		Internally developed statement of mission	1.2

		or values, codes of conduct, and principles relevant to economic, environmental and social performance and the status of their implementation	
4.9		Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental and social performance	1.3
4.10		Process for evaluating the highest governance body's own performance, particularly with respect to economic, environmental and social performance	Partially addressed in 1.3
4.11		Explanation of whether and how the precautionary approach or principle is addressed by the organization	Sec 2 & 7
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 www.csl.com.au
4.13		Significant memberships in organizations	4.3
4.14		List of stakeholder groups engaged by the organization	5.4 and throughout the report as stated
4.15		Basis for identification and selection of stakeholders with whom organization engages	www.csl.com.au Corporate Responsibility – Stakeholder Engagement
4.16		Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	www.csl.com.au Corporate Responsibility – Stakeholder Engagement
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	As stated throughout the report.
CSL's *Our Corporate Responsibility 2013* Report is supported by information contained in CSL Limited's Annual Report and our website www.csl.com.au *Indicators flagged as non-core do not require reporting by the GRI			