

# 2015 SUSTAINABILITY REPORT

well **versed** well **timed** well **considered**

**Cromwell**

PROPERTY GROUP



## COVER IMAGE: ATO BOX HILL BUILDING

The recently completed ATO Box Hill building showcases Cromwell's approach to sustainability.

The project targeted PCA A grade accommodation 5 Star Green Star and 5 Star Base Building NABERS Energy ratings. These credentials, and the tenant profile, meant the Cromwell Box Hill Trust was classed as a "Responsible Investment" by the Responsible Investment Association of Australasia.

Operationally, the building also incorporated various innovative sustainability construction techniques. One such technique was the use of prefabricated modular bathrooms which were shipped as a steel container and then craned through a vertical riser into position stacked one above the other.

Cromwell actively engaged with the local community during the project including working with the local

council and hosting a Family Day for friends and family once the building reached practical completion.

Unitholders in the Cromwell Box Hill Trust subsequently voted to sell the recently completed building after receiving an attractive offer. The building was sold in September 2015 for \$156 million, 18.6% above the March 2015 valuation of \$131.5 million.

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# 1. ABOUT THIS REPORT

This report covers Cromwell Property Group's economic, social and environmental performance for the year ended 30 June 2015 (FY15). Cromwell Property Group (Cromwell) reports its sustainability performance on an annual financial year cycle, with the previous report dated 30 June 2014.

Cromwell has been reporting against the Global Reporting Initiative (GRI) sustainability reporting guidelines since 2009. We have applied the G4 guidelines and Sector Disclosures for the Construction and Real Estate Industry to the preparation of this report and utilises the Reporting Principles for Defining Report Content. This report is 'in accordance' with the GRI Core option for reporting. For more details, please visit [www.globalreporting.org](http://www.globalreporting.org).

As part of our commitment to report under the GRI, we continue to review our business activities in order to identify material issues that will have an impact on our performance and report on subsequent improvement plans in accordance with the G4 guidelines.

The report covers Cromwell Property Group's economic performance and its core property assets in Australia. The report does not include repositioning assets, unlisted fund assets (in Australia or overseas) or tenant controlled assets. The reasons for this are detailed in Section 5.4 - Portfolio Categorisation For Sustainability. Valad Europe and the part owned Phoenix Portfolios and Oyster Property Group in New Zealand are also currently excluded.

We hope that this report will be useful to anyone interested in understanding our performance and the sustainability risks and opportunities that relate to our business, including investors, tenants, employees, contractors, suppliers and various other stakeholders.

## **Sustainability Committee**

Cromwell Property Group  
Level 19, 200 Mary Street,  
Brisbane, QLD 4000, Australia  
Email: [sustainability@cromwell.com.au](mailto:sustainability@cromwell.com.au)

## **THIS DOCUMENT IS ISSUED BY**

### **Cromwell Property Group**

consisting of

**Cromwell Corporation Limited** ABN 44 001 056 980 and

**Cromwell Property Securities Limited**

AFS 238052 ABN 11 079 147 809

as responsible entity for

**Cromwell Diversified Property Trust**

ARSN 102 982 598 ABN 30 074 537 051

Level 19, 200 Mary Street, Brisbane QLD 4000

Phone: +61 7 3225 7777

Fax: +61 7 3225 7788

Web: [www.cromwell.com.au](http://www.cromwell.com.au)

Email: [invest@cromwell.com.au](mailto:invest@cromwell.com.au)

## 2. MAKING OUR REPORT MORE USEFUL

We engage stakeholders throughout the year to understand their economic, social and environmental expectations of Cromwell. This helps us understand material issues to include in this report. For more detail about how we engage with our stakeholders, and results of stakeholder engagement surveys, please see Section 9 on page 55.

Table 1 shows key material issues for Cromwell, these issues fit broadly under the following categories: Economic Impacts, Environmental Issues, Employee Issues, Supply Chain, Stakeholders and Governance (ESG).

**Table 1: Key Material Issues**

Issue Category	Material Issues	Page
<b>Economic Impacts</b>	Financial performance and sustainability	11-13
	Climate change impacts and opportunities	29
	Fair market rates	11-13
	Sustainable business growth	11-13
<b>Environmental Issues</b>	Energy	28-30
	GHG emissions	32
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<b>Our People</b>	Workplace health and safety	41
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	Reducing negative environmental and human rights impacts in the supply chain	32-33
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<b>Governance/ESG</b>	Responsible investment	35
	Good corporate governance	19
	Sustainability management	18-21

## 3. CHAIRMAN'S LETTER



Geoffrey H Levy, AO

FY15 was a year of significant achievement and expansion for Cromwell Property Group. The acquisition of Valad Europe has increased the scale of the funds management business and transformed Cromwell into a Global Real Estate Investment Manager. We have doubled our number of employees and now have local offices in 15 countries and investors and capital providers in many more.

Financial performance for the year was robust, with profit from operations of \$144.9 million and distributions to securityholders holders up 3% at 7.86 cps.

We have also continued to focus on our directly held Australian property portfolio assets, actively managing our forward leasing profile to secure new tenants in advance of expiring leases. The disposal of \$244 million in property during the year with an additional \$99 million post 30 June 2015 led to a capital surplus over cost of \$61 million.

The proceeds were recycled into a number of other opportunities and Group gearing<sup>1</sup> of 45% was lowered to 42% (43% look through) after the 30 June reporting period. Gearing is now at the lower end of our target range which gives us a solid foundation to drive future earnings growth.

Cromwell's solid financial performance is underpinned by, amongst other things, its sustainability framework. We have made steady progress since we first began reporting on our sustainability efforts in 2009. This is borne out by our 2015 Global Real Estate Sustainability Benchmark result which improved 13 percentage points on the previous year.

### Future Sustainability Initiatives

Our sustainability initiatives over the last few years have focused on our core, on-balance sheet, property assets in Australia. The establishment of a multi-jurisdictional funds management business plus an increased strategic focus on 're-living' and transforming properties means this historic focus no longer best reflects the scope of our business.

We have therefore begun a review of our activities to examine governance, framework and sustainability scope within the context of a much larger organisation. The review will allow us to better align our sustainability framework to our business activities as well as identify and share best practice throughout the group.

I am excited by this opportunity and believe it will add further value for our investors, customers, employees and other stakeholders. I look forward to informing you about our progress in next year's report.

A handwritten signature in blue ink, appearing to be 'G. Levy', written over a light blue horizontal line.

**Geoffrey H Levy, AO**  
Chairman

<sup>1</sup> Group gearing is calculated as (total borrowings less cash)/(total tangible assets less cash). Look through gearing accounts for the 50% interest in the Northpoint Tower.

# VALUE ADD OPPORTUNITIES

**Cromwell has been a net seller of assets during FY15. The proceeds have been recycled into other value adding opportunities including Northpoint Tower in North Sydney and new premises for the Department of Social Services at Tuggeranong Office Park in the ACT.**

## Northpoint Tower

The upcoming Northpoint Tower transformation in North Sydney will be a model for sustainable redevelopment. Cromwell's aim is to set a new benchmark for re-living an aging, inefficient asset into a modern, efficient building of the future.

The tower was originally completed in 1977 when a large bulk of office stock in North Sydney was constructed. It's located on a prime corner position and stands at more than 130 metres.

This makes it one of North Sydney's tallest and most recognisable buildings, consisting of 42 levels, which includes mixed office, retail tenancies and car parking with more than 35,000 square metres of lettable area.

In the first step towards repositioning the asset, Cromwell engaged renowned architects Rice Daubney to provide an inspirational design which included a four-storey glass "shard"

housing a number of modern food and nightlife spots.

Development Approval was then sought to transform the building into a new mixed-use destination. This included a boutique hotel, dining precinct, major retail tenant, eat street and a number of specialty stores. The redevelopment will contribute to North Sydney Council's plan to revitalise the precinct.

The Northpoint Tower project will demonstrate the financial and environmental benefits of refurbishing and redeveloping aging commercial stock. Transforming the asset and incorporating sustainable and efficient design initiatives will deliver improved value for investors and benefit to tenants, the environment and local community.

The project is expected to take two years to complete and work is expected to commence in October 2015.



Artist Impression, Northpoint Tower

## Tuggeranong Office Park

In May 2015, Cromwell commenced construction of a new \$130 million building at Tuggeranong Office Park in the ACT.

This exciting new State of the Art 30,400 sqm office complex will be the new home for the Department of Social Services and is being developed on land within Cromwell's Tuggeranong Office Park. The Department will take a 15-year lease from practical completion, which is scheduled for mid-late 2017.

Cromwell CEO Paul Weightman said the building is an important milestone in the redevelopment of Tuggeranong Office Park.

"We are committed to working closely with our tenants over the long term and look forward to delivering the Department a world class office environment," Mr Weightman said.

Senator Zed Seselja said the Australian Government was pleased to be able to continue to support the Tuggeranong community by maintaining the Department's national headquarters at Tuggeranong Office Park.

"This development will have a positive economic impact on the local community and will deliver significant long-term savings to the Government through reduced property operating expenses and improved fit-out flexibility," Senator Seselja said.

The new offices will comprise seven levels and include support facilities, meeting rooms, breakout zones, cafes and conference facilities. Additional features of the building will include floor plates of over 5,000 square metres, a central atrium allowing natural light to enter into the work environment and stairs connecting the floors to promote incidental exercise.

The building will be targeting a 5 star Green Star rating and a 4.5 Star NABERS energy rating. It will also include end of trip facilities with showers, lockers and bike storage facilities.

ACT Chief Minister Andrew Barr welcomed the investment in ACT and Tuggeranong.

"This is an exciting development in Canberra's south which will deliver jobs and economic activity for the territory," Mr Barr said.



Cromwell CEO Paul Weightman, ACT Chief Minister Andrew Barr, Senator Zed Seselja and Cromwell Chairman Geoffrey Levy, AO breaking ground at Tuggeranong Office Park ceremony in May 2015.

## 4. ABOUT US

Cromwell Property Group (ASX: CMW) is a Global Real Estate Investment Manager.

As at 30 June 2015, Cromwell had a market capitalisation in excess of \$1.8 billion, a direct property investment portfolio in Australia valued at \$2.1 billion, and a thriving funds management business with \$11.9 billion of assets under management and investment capacity across Australia, New Zealand and Europe.

Cromwell is listed on the S&P/ASX 200 and included in the FTSE EPRA/NAREIT Global Real Estate Index. During the 2015 financial year, Cromwell delivered profit from operations of \$144.9 million. Distributions to securityholders holders were up 3% at 7.86 cents per security.

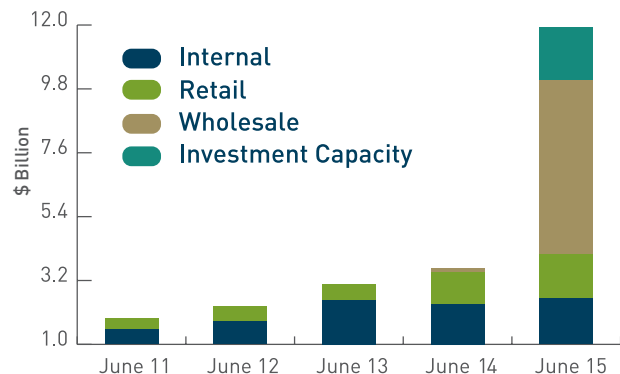
Headquarters are in Brisbane, Australia with operations spread across 15 countries. Cromwell has more than 330 employees and engages the services of hundreds of contractors and suppliers.

One of Cromwell's key competitive advantages is our internalised property management model. The property teams oversee the strategic management of Cromwell assets to ensure that tenants are happy, space is leased, and buildings operate efficiently. By keeping these functions in-house, assets are managed in line with the interests of investors and expectations of tenants.

### KEY FEATURES INCLUDE:

- As at 30 June 2015, 97.2% of income was derived from Cromwell's directly held \$2.1 billion property portfolio
- Security price of \$1.025 at 30 June 2015, representing a distribution yield of 7.67% p.a.
- Defensive portfolio with strong cash flow and long weighted average lease expiry
- Market capitalisation of \$1.8 billion, consisting of \$990 million in equity (55%) and \$810 million in debt (45%)
- Experienced and stable executive team
- Award winning funds management business
- In-house property management model

Figure 1: Growth in Assets Under Management and Investment Capacity<sup>1,2</sup>



1) Includes 45% of Phoenix Portfolios AUM, 50% of Oyster Property Group AUM and Valad Europe as at their respective exchange rates on 30 June 2015

2) Assumes completion of property currently under construction and \$1.8 billion of investment capacity at Valad Europe



## 4.1 Legal Structure

Figure 2: Cromwell's Legal Structure

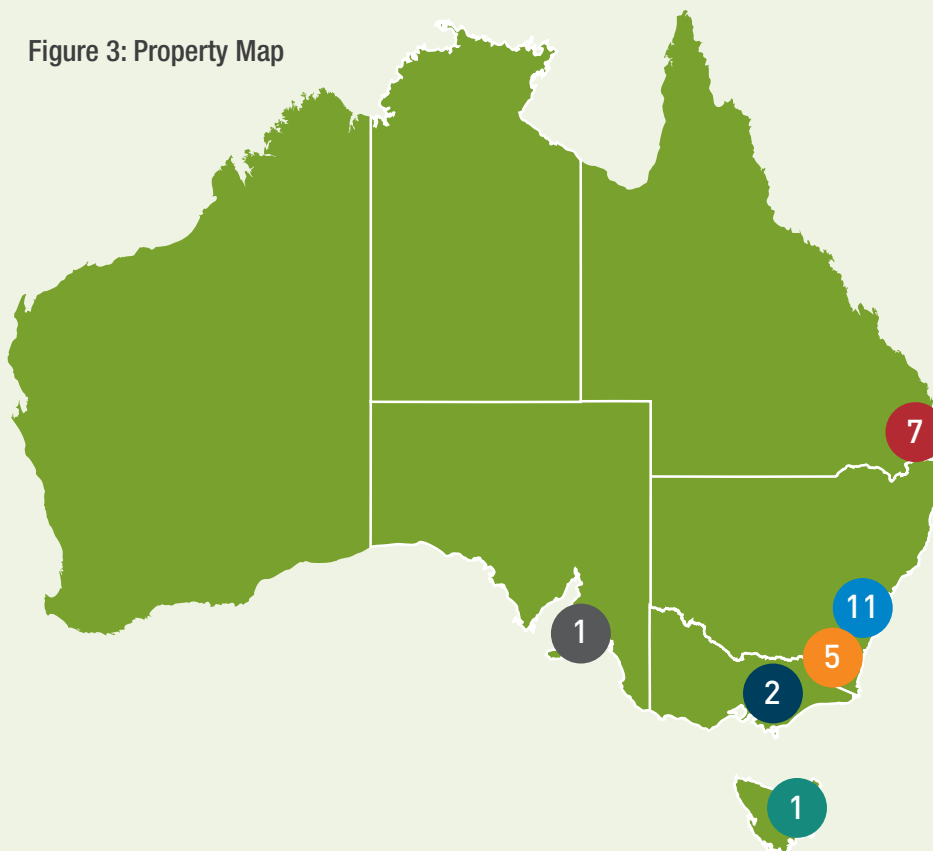


1) Some assets are under construction. Value is based on "as if complete" valuations.

## 4.2 Cromwell Properties

As at 30 June 2015 Cromwell directly owned a portfolio of 27 properties across Australia. The properties are predominantly leased to government and government funded entities and blue chip ASX listed organisations. The property location map below excludes properties owned by Cromwell's unlisted funds or institutional mandates.

Figure 3: Property Map



**100 WAYMOUTH STREET**  
Adelaide, SA

**TUGGERANONG OFFICE PARK**  
Greenway, ACT

**TGA COMPLEX**  
Symonston, ACT

**19 NATIONAL CIRCUIT**  
Barton, ACT

**ORACLE BUILDING**  
Lyneham, ACT

**LOVETT TOWER**  
Woden, ACT

**HQ NORTH TOWER**  
Fortitude Valley, QLD

**BUNDALL CORPORATE CENTRE 1**  
Gold Coast, QLD

**BUNDALL CORPORATE CENTRE 2**  
Gold Coast, QLD

**200 MARY STREET**  
Brisbane, QLD

**HEALTH & FORESTRY HOUSE**  
Brisbane, QLD

**SYNERGY**  
Kelvin Grove, QLD

**TERRACE OFFICE PARK\***  
Bowen Hills, QLD

**QANTAS GLOBAL HQ**  
Mascot, NSW

**475 VICTORIA AVENUE**  
Chatswood, NSW

**REGENT CINEMA CENTRE**  
Albury, NSW

**NORTHPOINT TOWER**  
North Sydney, NSW

**207 KENT STREET**  
Sydney, NSW

**MCKELL BUILDING**  
Sydney, NSW

**BLIGH HOUSE**  
Sydney, NSW

**STATION STREET**  
Penrith, NSW

**CROWN STREET**  
Wollongong, NSW

**FARRER PLACE**  
Queanbeyan, NSW

**BULL STREET**  
Newcastle, NSW

**700 COLLINS STREET**  
Docklands, VIC

**VILLAGE CINEMAS**  
Geelong, VIC

**VODAFONE CALL CENTRE**  
Kingston, TAS

\*Property has since been sold

## 4.3 Creating Wealth

Cromwell's objective is to provide securityholders holders with stable, consistent and growing distributions through the well-considered selection, acquisition and management of quality, income-generating properties and portfolios.

The Board of Directors (the Board) oversees economic performance. Cromwell reports on its economic performance in accordance with ASX Listing Rules and the Corporations Act. Regular updates on financial performance are available to our security holders and investors from [www.cromwell.com.au](http://www.cromwell.com.au).

The financial year to 30 June 2015 saw significant growth in our business.



100 Waymouth Street, Adelaide SA

### FY15 HIGHLIGHTS

- Operating earnings per security of 8.35 cps, distributions per security up 3% at 7.86 cps
- Profit from operations of \$144.9 million (\$146.7 million in FY14)
- Statutory Profit of \$148.8 million (\$182.5 million in FY14)
- Acquisition of Valad Europe (\$5.9 billion AUM plus an additional \$1.8 billion in investment capacity), a pan European wholesale funds management platform
- Total AUM increased to \$10.1 billion (\$3.1 billion in FY14)
- Group gearing<sup>1</sup> of 45% with disposals post 30 June lowering rate to 42% (43% look through)
- Property portfolio gearing<sup>2</sup> of 36% with disposals post 30 June lowering rate to 32% (33% look through)
- Cash balance of \$233 million post balance date asset sales

### FY16 GUIDANCE

- FY16 operating earnings per security expected to be at least 9.00 cps
- FY16 distributions per security forecast to grow by at least 3% to 8.10 cps
- Assumes limited transactional revenue and cash is not deployed in an accretive fashion

1) Gearing calculated as (total borrowings less cash)/(total tangible assets less cash). Look through gearing adjusts for the 50% interest in Northpoint Tower

2) Portfolio gearing removes impact of convertible bond

**Table 2: Financial Results Summary**

	2010	2011	2012	2013	2014	2015	Change
Statutory profit (\$'000)	19,053	88,102	23,077	46,156	182,471	148,763	-18%
Statutory profit (cents per security)	2.5	9.6	2.2	3.4	10.6	8.6	-19%
Property Investment	65,482	65,936	80,425	96,510	138,616	141,645	2%
Funds Management	2,920	180	223	6,416	8,330	3,382	-59%
Development	(3,772)	(819)	(638)	(515)	(225)	(151)	-33%
Operating profit (\$'000)	64,630	65,297	80,010	102,411	146,721	144,876	-1%
Operating profit (cents per security)	8.5	7.1	7.5	7.6	8.5	8.4	-2%
Distributions (\$'000)	60,618	64,988	75,019	97,448	131,394	136,533	4%
Distributions (cents per security)	8.0	7.0	7.0	7.3	7.6	7.9	3%
Payout Ratio (%)	94%	99%	94%	95%	90%	94%	5%

**Table 3: Financial Position**

	2010	2011	2012	2013	2014	2015	Change
Total assets (\$'000)	1,282,828	1,539,428	1,837,601	2,546,110	2,469,940	2,589,094	5%
Net assets (\$'000)	571,407	705,160	788,989	1,200,852	1,263,998	1,294,211	2%
Net tangible assets (\$'000)	570,120	703,636	787,442	1,199,018	1,261,606	1,130,674	-10%
Net debt (\$'000)	568,117	737,037	905,024	1,106,787	983,894	1,041,447	6%
Gearing (%)	48%	49%	51%	46%	42%	45%	7%
Securities issued ('000)	807,835	964,737	1,169,689	1,713,721	1,727,281	1,739,759	1%
NTA per security	\$0.71	\$0.73	\$0.67	\$0.70	\$0.73	\$0.65	-11%
NTA per security (excluding derivative financial instruments)	\$0.71	\$0.73	\$0.71	\$0.72	\$0.75	\$0.67	-11%

**Table 4: Economic Performance**

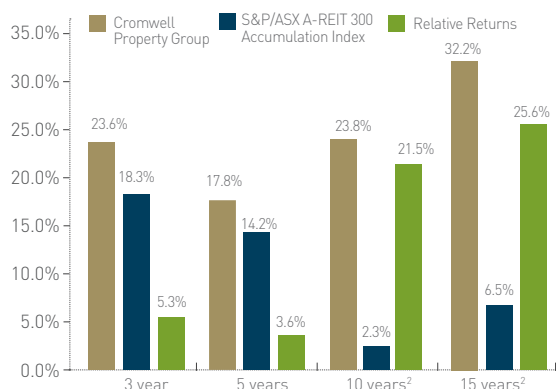
<b>Direct economic value generated (EVG)</b>	2010	2011	2012	2013	2014	2015	Change
Revenues - net sales plus revenues from financial instruments and sales of assets	137,193,408	147,714,009	186,703,094	230,514,711	333,055,898	309,917,137	-6.95%
<b>Economic value distributed (EVD)</b>							
Operating costs	28,497,547	24,473,303	30,019,773	37,405,408	49,040,121	48,740,875	-0.61%
Employee wages and benefits	11,101,881	11,679,969	13,347,350	14,858,666	17,569,168	28,741,769	38.87%
Payments to providers of capital	99,278,000	115,713,059	137,873,974	169,373,992	201,419,341	198,838,733	-1.30%
Gross Taxes	12,630,031	21,780,959	25,735,252	39,239,361	22,103,887	17,455,825	-26.63%
Community investments & donations	64,986	48,532	67,401	70,464	222,973	371,848	40.04%
<b>Economic value retained (EVG-EVD)</b>	<b>(14,379,037)</b>	<b>(25,981,813)</b>	<b>(20,340,656)</b>	<b>(30,433,180)</b>	<b>42,700,408</b>	<b>15,768,087</b>	<b>-170.80%</b>

## 4.4 Benchmarking Our Performance

Cromwell uses a variety of standards and indices to benchmark performance and to set targets for continuous improvement. Measuring our performance against national and Global industry best practice is important to ensuring that we remain at the forefront of our Industry.

**Figure 4: Total Securityholder Returns<sup>1</sup>**  
AS AT 30 JUNE 2015

Cromwell aims to outperform the S&P/ASX A-REIT 300 Accumulation Index over rolling three and five year periods. This index is considered to be an appropriate benchmark because it broadly captures the total return performance of all major A-REITs, weighted by market capitalisation.



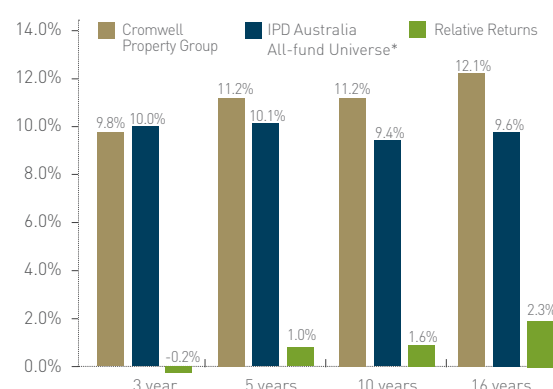
Source: IRESS

1) Includes distributions

2) 10 and 15 year Cromwell return includes period prior to stapling in December 2006

**Figure 5: Direct Property Returns**  
AS AT 30 JUNE 2015

Cromwell's effectiveness as a property manager is measured by comparing total annual returns from all Cromwell managed properties against the IPD Australia All Property Index. Cromwell aims to outperform this index over rolling three and five year periods.



Source: IPD

1) Returns are for On Balance Sheet assets only

\*IPD Australia All-fund Universe (excl. super & Major Regional shopping Centres)

## GLOBAL REAL ESTATE SUSTAINABILITY BENCHMARK

The Global Real Estate Sustainability Benchmark (GRESB) is an investor-led initiative that provides a global sustainability benchmark for best practise within the real estate and infrastructure sectors. Pension funds and institutional investors have traditionally used it to compare participating organisations sustainability performance against their peer group. GRESB has assessed almost 1000 property companies and funds globally, on behalf of more than 50 institutional investors.

The benchmark results identify ways that property companies can improve their sustainability performance.

Cromwell participates in GRESB as outlined in Section 5.4 and utilises the benchmark as a tool to focus on best practice, share insights and drive continuous improvement. This enables us to compare our performance against our peers at a global level.



## 4.5 Our Broader Economic Impacts

Cromwell recognises that it can create benefits to the economies and communities in which it operates through:

- **Contributing to job creation** – employees, contractors and suppliers all contribute to the economy from employment.
- **Building and refurbishing high valued assets** which supports long-term growth and the revitalisation of our major cities.
- **Supporting community development** via charitable donations, advisory services and community partnerships throughout the year.
- **Responsible investment products** which encourage investors to make informed decisions regarding the impacts of their investments.
- Demonstrating industry leadership **in building efficiency and sustainability**, we minimise environmental impacts associated with our properties and encourage our industry peers to adopt best practices.
- **Creating modern and attractive workspaces** which encourage work-life balance and support productivity and lifestyle improvements for our building occupants.

# CROMWELL BRINGS SOFT LANDINGS TO AUSTRALIA

Cromwell is a leading advocate for Soft Landings, a framework developed in the United Kingdom to ensure that operational performance is optimised and the transition from construction or renovation to tenant occupation is 'bump-free'.

Cromwell was instrumental in bringing Soft Landings to Australia. In March 2015, the Chartered Institution of Building Services Engineers (CIBSE) ANZ officially launched the Framework in Australia and New Zealand, with Cromwell as the Platinum Sponsor.

Guest presenter Roderic Bunn from Building Services Research and Information Association (BSRIA) in the UK, and Hywel Davies from CIBSE London HQ ran workshops in Perth, Melbourne, Auckland and Sydney to launch the ANZ Framework.

The Framework has been mandated in the UK from 2016 for major Government projects and the Australian Green Building Council recognises it with a permanent innovation point in their new Design and As Built tool.

The Soft Landings framework was developed as a response to the significant gap between predicted and achieved performance, and attempts to address the separation between construction and operations. The Framework facilitates a smooth transition to the owner and occupiers not just at the point of handover but through the occupation, transition and tuning period and including a long term aftercare commitment.

Cromwell is a specialist at partnering with tenants to deliver high quality space requirements for their businesses. The Soft Landings framework helps Cromwell provide a customer focused building service and strengthens our long term relationship with tenants.



# SHINING A LIGHT ON THE SIMPLE THINGS

**Getting the best performance out of a building is about continuous improvement, setting new benchmarks and investing in innovation to provide greater efficiency and better workspaces.**

Cromwell has owned and managed the 700 Collins Street building in Melbourne for more than a decade. This has allowed us to implement a carefully planned capital expenditure program.

A recent innovation was the installation of organic response lighting. The new lights were installed as part of an upgrade opportunity and provided savings on cabling to rewire the new layouts, delivered user definable light settings and provided substantial energy savings.

The organic response lighting was installed over three floors (7,000 sqm) and also on Levels 17 and 18 at Cromwell's 200 Mary Street building in Brisbane.

Each light fitting has a sensor node with a motion sensor, infrared transmitter, ambient light and intelligent microprocessor.

These sophisticated controls eliminate the need for conventional switches or network cables linked to computers to control the lights. Each light fitting can operate separately and within a group programmed by a smart phone.

When a sensor mode detects a person enter a room, the light fitting outputs a set light level. It then transmits that person's presence to other nearby light fittings using an infrared signal.

Each light sensor knows how close a person is and adjusts its light level accordingly. When the room is vacated, each light dims to a low light state until the system is sure that nobody remains in the area. They then switch off completely.

A main benefit of the lighting is that it's more economical. Early monitoring at 200 Mary Street shows a 38 percent reduction in kWh usage.

We believe adopting innovations such as the organic light response system, provides a dramatic energy reduction reducing our tenants operating costs, as well as improving flexibility for them to adapt and adjust their office environments with minimum disruption and impacts.

We hope to roll out the organic response lighting system to other properties in the portfolio in the near future.



# THE FOUNDATION OF OUR COMMUNITY

Underpinning Cromwell's values is the belief that we have a responsibility to build stronger communities, and one way we do this is through charitable support. Cromwell has a long history of supporting charitable organisations and continues to build on this legacy through the Cromwell Property Group Foundation.

**The Cromwell Property Group Foundation (the Foundation) was set up in 2014 to support organisations that conduct research into or provide support to causes relevant to the mature aged community.**

**The Foundation donated a total of \$120,000 to Australian Liver Foundation, MS Research Australia and Neuroscience Research Australia in 2015.**

## Australian Liver Foundation (ALF) \$50,000 DONATION

ALF was established in response to the huge and growing need for more research into diseases of the liver and bile duct in particular liver cancer which is the second largest cause of cancer death in the world.

ALF will utilise the funding for advancing the development of a new blood test to improve the early diagnosis of liver cancer. They recognise if we can detect or find early markers that lead to HCC we could prevent death.



## MS Research Australia (MSRA) \$50,000 DONATION

MSRA aims to accelerate research towards the prevention, better treatment and cure for Multiple Sclerosis (MS).

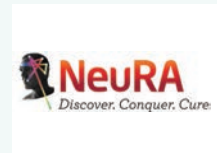
MS Research Australia will use their funding to conduct a national roadshow for MS sufferers and their support network. The monthly roadshow features international speakers, and provides Australian MS sufferers with better direct access to research experts.

The first MS Research Australia Roadshow is in November 2015 in Melbourne.



## Neuroscience Research Australia (NeuRA) \$20,000 DONATION

NeuRA is a leading independent research institute focusing on diseases of the brain and nervous system. NeuRA will be using their donation to continue research into diseases that affect older Australians. These diseases pose the greatest health, economic and social burden of any disease group because they are chronic, debilitating and have no known cures.





## Last years beneficiaries tell of this year's success

Last year Trigeminal Neuralgia Association Australia and Parkinson's NSW were beneficiaries of the Cromwell Foundation and the support was truly appreciated.

### TNA CONFERENCE DELIVERED VALUABLE INSIGHTS

Trigeminal Neuralgia Association (TNA) Australia expressed their appreciation and leveraged the funds to support their national conference held in August 2015. Their vision is to improve the quality of life and treatment of sufferers local, nationally and internationally.

Stanford University School of Medicine's Dr Beth Darnell acknowledged the real difference the \$50,000 made:

Your financial contribution had significant and direct value for a multitude of people living with chronic pain.

I saw first-hand that attendees gained valuable insight into pathways to reduce their suffering.

## PARKINSONS WENT ONLINE

Parkinsons NSW leveraged some of the funding in launching a brand new website and the #unbutton for Parkinsons campaign in conjunction with World Parkinson's Day in April. The campaign demonstrated how people with Parkinson's struggle with the little things others take for granted including unbuttoning. The campaign encouraged individuals to donate and #unbutton.

The donation is also still supporting a physiotherapist who has started content and modules for an online exercise component of the site.

Outside of the Foundation, Cromwell Property Group was presenting sponsor at the Parkinsons NSW golf day and will do so again this year.



Left to right: Professor Grant Ramm (QIMR Berghofer Medical Research Institute), Dr Richard Skoien (Royal Brisbane & Women's Hospital and QIMR Berghofer Medical Research Institute), Mike Ahern, AO (Australian Liver Foundation Australia), Paul Weightman (Cromwell CEO) and Ross Walker (Pitcher Partners)

## 5. OUR APPROACH TO SUSTAINABILITY

### 5.1 Managing Sustainability

Cromwell is focused on demonstrating leadership in sustainability and embedding, demonstrating and reporting on sustainability best practice throughout the business.

Cromwell's Sustainability Committee is responsible for setting policy, reporting to the Board of Directors and for implementing our corporate social governance commitments.

The Committee includes representatives from each area of the business and provides regular reporting and progress updates to the CEO, Board of Directors, our employees and other key stakeholders as well as preparing our annual Sustainability Report.

### 5.2 Ethics, Governance And Compliance

The Board of Directors is the principal governance body within the organisation. The Board consists of eight Directors, including the Chief Executive Officer (CEO). The Board is responsible for overall corporate governance. It adopts appropriate policies and procedures to guide all company functions (see Figure 2 on page 9).

Our Board has embraced the third edition of the ASX Corporate Governance Council Corporate Governance Principles and Recommendations. This requires listed entities to disclose their economic, environmental and social sustainability risks, and how they are managed. These principles are applied to provide stakeholders with a clear understanding of the context in which Cromwell approaches sustainability and manages its business activities.

The Board operates in accordance with a written Board Charter and is supported by Board Committees including

an Audit and Risk Committee and a Nomination and Remuneration Committee. Board Committees operate in accordance with written charters.

The Board has approved policy statements and procedures surrounding ethical conduct, anti-corruption, and compliance, which are detailed below. This framework sets a strong culture of integrity which flows through to our property and funds management businesses.

As a financial services licensee and responsible entity, we also have a robust compliance regime, including a Compliance Committee. The committee consists of majority external members and reports to the Board on a regular basis.

Detailed procedures ensure that our investment products comply with strict disclosure and marketing protocols set by the Corporations Act, the Australian Securities and Investment Commission, and the ASX Listing Rules.

Our Code of Conduct governs policies and practices relating to ethics, honesty and integrity, fair dealings, protection and proper use of assets, and compliance with laws, regulations and policies. We have a Conflict of Interest Policy and Procedure and a Related Party Policy, which require Board approval for all related party transactions.

We assess all Cromwell employees under our anti-corruption policies and procedures. Our Anti-Money Laundering and Counter-Terrorism Financing (AML/CTF) compliance program assesses all employees and investors in our unlisted funds. AML/CTF requirements also form part of the Distribution Agreement with our distribution network, including financial advisers. During FY15, we did not identify any significant risks related to corruption, and no incidences of corruption were reported.

All employees are required to attend annual compliance training that covers all relevant compliance requirements, including anti-corruption policies.

In FY15, no incidences of non-compliance with regulations and voluntary codes concerning marketing communications were reported and no fines have been incurred for non-compliance with laws and regulations concerning the provision and use of products and services. No legal actions were brought against us for anti-competitive behaviour, anti-trust or monopoly practices in FY15.

## 5.3 Risk Management

The Board recognises the importance of taking a proactive, enterprise-wide approach to managing risks. We have an Enterprise Risk Management Policy and a supporting framework, which applies to all our operations.

We manage risks in our property and funds management business by:

- Implementing and assessing Workplace Health and Safety (WHS) policies throughout the lifecycle of Cromwell-owned properties. Property managers maintain WHS registers and conduct thorough risk analyses.
- Using a relationship management strategy that gives tenants a direct line of communication with property management teams, and servicing investors with our in-house funds management team.

## 5.4 Portfolio Categorisation For Sustainability

### SCOPE AND BOUNDARY

Cromwell reports its sustainability performance on an annual financial year cycle. Assets held between 1 July and 30 June are included in that financial year's report.

Transforming the performance of aging assets is one of the ways Cromwell contributes to sustainability. However this approach has an initially detrimental impact on Cromwell's total environmental performance until the building is fully operational.

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**A significant part of Cromwell's strategy is to actively acquire assets and portfolios that require significant recommissioning, upgrades and capital works to effectively 're-life' them.**

**Re-living and retrofitting old property stock and retaining the embedded carbon saves up to 40% of the total carbon footprint that would otherwise be associated with construction of a new building.**

**Cromwell invests significant capital to transform these assets and also progressively lift their performance to meet industry best practice in energy, water conservation and operational efficiency. In addition to retaining the embedded carbon in the asset, this approach reduces waste, supports the local community and helps to regenerate assets and create livable cities.**

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We have therefore applied an operational control approach to assess our assets. This approach categorises assets to determine the most appropriate like-for-like comparison which best reflects our business activities.

For the purposes of the Global Reporting Initiative G4 guidelines and the Global Real Estate Sustainability Benchmark, the data boundary is set around the Core asset category. The categories are defined as follows:

#### CORE



Assets owned by Cromwell which have completed their transformation, or were acquired as core, and have recorded 12 months consumption data to attain a base building National Australian Built Environment Rating System (NABERS) energy rating.

#### TRANSITIONAL



Assets owned by Cromwell which are undergoing significant capital works, being re-positioned, re-purposed or are otherwise in a transitional phase in their lifecycle. The consumption data from these assets is inconsistent with their long-term ambition and would distort results if included in a whole of portfolio measurement.

#### AMENDING



Assets recently purchased by Cromwell which have reporting issues and 12 months of accurately recorded consumption data is not yet available.

#### UNCONTROLLED



Assets owned by Cromwell where the tenants run all operational aspects of the asset. These assets are currently excluded from the report.

#### UNLISTED



Assets managed by Cromwell but owned by independent entities. This part of the business falls with the GRI Financial Services Sector Disclosures (Asset Management). Cromwell doesn't currently report against these requirements.

## MEASUREMENT

We assess our commercial assets using various indices and rating systems that help us to integrate environmental commitments to our business.

#### NABERS

- We use NABERS to measure the operational impacts of our properties on the environment and to gauge efficiency gains. NABERS rates the environmental impacts of commercial office, hotel or residential building operations. It provides an indication of how well we are managing these impacts compared to our peers.

NABERS ratings are available for energy, water, waste and indoor environmental quality. We have already commenced trial sites to monitor indoor air quality, as well as waste stream analysis in anticipation of an industry expectation to commence formal certification against these criteria in the near future.

#### GREEN STAR

- We also assess new building construction against the Green Building Council of Australia's Green Star rating scheme. This is a comprehensive national voluntary environmental rating system that evaluates the sustainable design and construction of buildings against national and global best practice.

We measure and report our utility usage on the following basis:

#### ELECTRICITY



We report usage for our common (landlord) areas only. This is because tenants have ultimate control over the power and lighting used in the tenanted areas.

#### WATER



The NABERS water assessment is based upon the total use of water in the building. This includes usage by tenants in kitchens and employee facilities as well as toilets, showers and other amenities.

## CONTINUOUS IMPROVEMENT

Our continuing targets are for all our core properties to deliver a 5 star NABERS average rating for energy and 4 star NABERS water.

We also set energy intensity (in MJ/m<sup>2</sup>/pa) and water consumption in (ML/m<sup>2</sup>/pa) targets. By utilising a m2 measure we are able to monitor and manage performance, regardless of any changes to the size of the portfolio.

## TARGETS

NABERS AREA WEIGHTED AVERAGE:

ENERGY RATING

5★  
**5star**

WATER RATING

4★  
**4star**

ENERGY INTENSITY

**403.43**MJ m<sup>2</sup> p.a.

WATER CONSUMPTION

**0.61**KL m<sup>2</sup> p.a.

EMISSIONS

**86.46**KG CO<sub>2</sub>e /m<sup>2</sup> p.a.

## 5.5 Memberships Of Associations

We are corporate members of several industry and governing bodies, alongside a number of personal professional memberships and affiliations with professional institutions. These close connections helps us access their high value member services to better manage our assets and make informed investment choices that take into account environmental, social and governance (ESG) considerations. These partnerships help us deliver long term value for our investors. The industry associations include:

- **Property Council of Australia** - the leading advocate for the property industry in Australia;
- **Responsible Investment Association of Australasia** – the peak industry body for professionals working in responsible investment in Australia and New Zealand. We have investment products certified under its Responsible Investment Certification Program.

## 5.6 Future Sustainability Direction

Cromwell's sustainability initiatives have historically focused on our core, on-balance sheet, property assets in Australia. The establishment of a multi-jurisdictional funds management business plus an increased strategic focus on reliving and transforming properties means this historic focus no longer best reflects the scope of our business.

We have therefore incepted a review of our activities to examine governance, framework and sustainability scope within the context of a growing, global organisation. The review will allow us to better align our sustainability framework to our business activities as well as identify and share best practice and use the findings to raise the bar on group-wide performance.

# IMPROVING VALUE THROUGH SUSTAINABILITY

## CASE STUDY: New South Wales Government Portfolio

In June 2013, Cromwell acquired a portfolio of six buildings from the New South Wales Government for \$405 million. Most of the buildings were occupied by the government or government funded agencies. With the NSW Government requiring high standards for building performance as well as environmental sustainability, a comprehensive strategy was essential to meet their requirements and add long-term value to the properties.

### Green Lease

As part of the acquisition, Cromwell entered into a Green Lease with the NSW Government which required it to develop an Environmental Management Plan (EMP) for each property. Development of the plans required significant engagement with the tenant at all levels.

A Building Management Committee was formed for each asset including a sustainability manager from Government Property NSW and a Cromwell representative.

Each Committee is responsible for delivering improvements across a range of areas including NABERS ratings, energy and water consumption, landfill waste, recycling and a general waste minimisation program.

By resetting maintenance regimes, identifying energy conservation measures and delivering a range of targeted upgrades and improvements, Cromwell was able to deliver a 6 percent drop in energy consumption within the first 12 months. Cromwell also implemented ongoing monitoring and monthly reporting systems that improved the NABERS rating of a number of buildings to 4.5 Stars and continue to inform ongoing improvement objectives.

### Outcomes

Since taking over the portfolio Cromwell has undertaken a comprehensive program of sustainability initiatives with tangible outcomes for the tenants and occupants. Our property facilities and project teams have completed refurbishments, major plant upgrades, integrated and replaced dozens of existing systems and tendered all services contracts.

#### KEY OUTCOMES TO DATE INCLUDE:

- Developing and implementing an Environmental Management Plan (EMP) for each asset
- Reviewing and tendering \$20 million of services contracts with built-in sustainability initiatives
- Improving the NABERS rating of a number of buildings to 4.5 Stars
- Undertaking capex programs to deliver more efficient air conditioning chiller units, building management systems (BMS), lighting and lift systems
- Reducing whole of portfolio energy consumption by 6% in 12 months
- A 74% improvement in waste recycling levels
- Introducing comprehensive performance reporting on cost management, environmental performance management and strategic planning

## Lift Upgrades

An elevator can account for up to 10% of a building's total energy consumption. As part of the EMP for the 207 Kent Street property it was identified that the existing lift infrastructure was becoming unreliable and that its significant energy consumption was affecting the performance of the whole building.

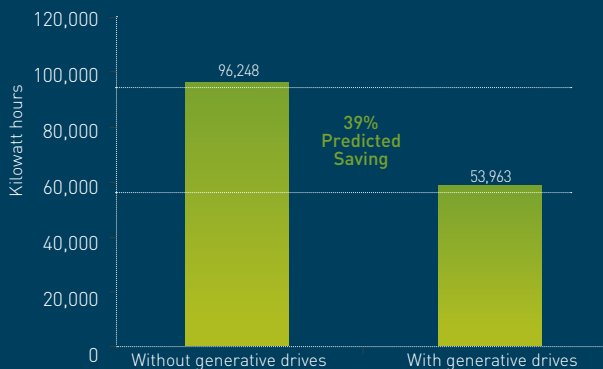
A lift modernisation was the best option to address these issues and lower energy consumption and operating costs. Cromwell investigated a number of options before settling on the installation of regenerative lift drives from leading elevator provider KONE.

With conventional drives the energy generated is converted into heat, which then needs to be removed from the building by air conditioning systems. KONE's regenerative drive system converts the excess energy generated by a lift into electricity that can be reused elsewhere in the building.

As well as lower energy consumption, the regenerative drives have a number of other benefits including lower harmonic distortion, improved ride quality and overall quieter lift operation.

It is predicted that the regenerative drives will reduce energy consumption by 33,964 kWh, nearly 39% lower than current consumption. As well as saving on energy supply costs, the project is estimated to reduce greenhouse gas emissions by more than 30,000 kg a year. The project commenced in early 2015 and is expected to be completed within 12 months.

**Figure 6: 207 Kent Street Lift Modernisation - Predicted Saving**



1) Kone Elevators - <http://www.kone.com.au/about-us/environment/solutions/regenerative-solutions/>

## Waste Management

Managing waste more effectively, and minimising the waste sent to landfill, was identified as a key priority. In June 2014 only 35% of waste from the portfolio was being recycled, while 65% was sent to landfill.

Cromwell's facilities management team worked with waste management contractor BIC Services and tenants to implement a new waste management and segregation strategy increasing recycling rates and reducing waste to landfill.

As part of the initiative, Cromwell worked with tenants to complete an assessment of the existing practices in each building and establish baseline performance. Comprehensive Waste Management Plans were then developed to address the issues that were identified.

As part of the strategy new service level agreements and performance measures were introduced setting out progressive waste reduction targets for the next three years.

A centralised collection point was established in each building, which involved tenants giving up individual bins under their desks, and instead using larger colour-coded bins placed at strategic locations on each floor. These bins were clearly labelled to help tenants correctly dispose of their rubbish.

By June 2015, waste collection data identified that 61% of the waste generated was being recycled and only 39% ended up in landfill. This represents an improvement of 74% in just 12 months.

The next step is to further improve the performance of these buildings by reducing the actual amount of waste generated, rather than merely diverting waste from landfill.

### JUNE 2014



35% RECYCLED



65% LANDFILL

### JUNE 2015



61% RECYCLED



39% LANDFILL

74% IMPROVEMENT

## 6. PROPERTY MANAGEMENT

### 6.1 Property Portfolio Highlights

#### PORTFOLIO HIGHLIGHTS DURING FY15

- Net property earnings from the Group's property portfolio increased 2.2% to \$141.6 million
- 5.7 year weighted average lease term remains one of the longest in the sector
- Government tenants (including owned and funded entities) contributed 45% of gross income
- Group gearing<sup>1</sup> of 45% with disposals post 30 June lowering rate to 42% (43% look through)

#### ASSET SALES



321 Exhibition Street,  
Melbourne  
**SOLD FOR \$208 MILLION  
IN AUGUST 2014.**

We refurbished, repositioned and fully leased the building before selling the asset and generating a property IRR of 13%.

**13%**  
IRR



43 Bridge Street,  
Hurstville  
**SOLD FOR \$37 MILLION.**

**19.3%**  
PREMIUM  
to the December 2014  
external valuation.



Terrace Office Park,  
Brisbane  
**SOLD FOR \$31 MILLION.**

The sale occurred following the design and subsequent receipt of a Development Approval for 521 apartments and 3,000 sqm of commercial space.

**41%**  
PREMIUM  
to its previous valuation



Bligh House, Sydney  
**SOLD FOR \$68 MILLION.**

The building was acquired as part of the NSW Government Portfolio. It has the potential for conversion to hotel or residential use when the lease expires in 2018.

1) Gearing calculated as (total borrowings less cash)/(total tangible assets less cash). Look through gearing adjusts for the 50% interest in Northpoint Tower



Cromwell was a net seller of assets in FY15. The disposal of \$244 million in property during the year with an additional \$99 million post 30 June 2015 led to a capital surplus over cost of \$61 million. Cromwell will continue to actively manage its portfolio, reposition and upgrade assets. We will also take advantage of investor demand to recycle capital into opportunities that offer higher returns.

This strategy is exemplified in FY15 by 100 Waymouth Street in Adelaide. The building was completely refurbished in FY14 and is now fully leased, adding to operating earnings and also delivering a valuation uplift of 30.7% from \$47.5 million to \$62.1 million.

Current initiatives include the redevelopment of Northpoint Tower in North Sydney and the new Department of Social Services national headquarters building at Tuggeranong Office Park in Canberra.

## ASSET INITIATIVES



### Tuggeranong Office Park, ACT **\$130 MILLION NEW COMPLEX.**

Following a competitive design and tender process, Cromwell was appointed to deliver a new and inspiring head office for the Department of Social Services. Cromwell agreed terms to construct the new 35,000sqm office at Tuggeranong Office Park with a new 15 year lease. Work commenced in August 2015.



### Northpoint Tower, North Sydney **ACQUIRED FOR \$278.7 MILLION IN DECEMBER 2013.**

Northpoint was acquired for \$278.7 million in December 2013. Development approval has been received for a new retail precinct and a 4.0 star, 180+ room hotel. As the largest office building in North Sydney, Northpoint has the potential to be a substantial core portfolio asset. Work is scheduled to commence at the start of 2016.

We believe some of the current sales activity represents peak of the cycle pricing for prime office assets, notably in Sydney and Melbourne. As stewards of our investors' capital, we will only invest where we believe we can deliver superior risk-adjusted returns through the cycle.

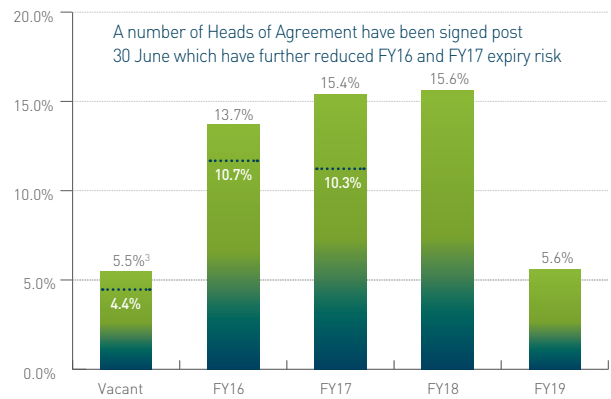
**- CROMWELL CEO  
PAUL WEIGHTMAN**

Cromwell’s internal property management model gives us an intimate knowledge and understanding of our properties. Consequently, we are better able to effectively manage risks and opportunities and ensure that our buildings meet tenant expectations.

Cromwell continues to focus on proactively managing its lease expiries. We signed a number of Heads of Agreements before the financial year’s end. When converted into formal leases, these agreements will further extend the Weighted Average Lease Expiry (WALE) and reduce future expiry.

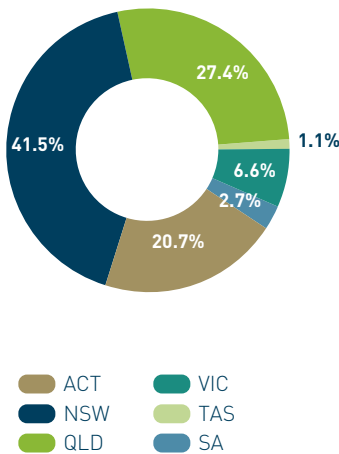
We expect market conditions to remain soft for the next 12 to 18 months. However, growth in like for like property income in FY16 should continue on the back of biannual reviews in a number of larger assets.

**Figure 7: Portfolio Lease Expiry Profile**  
 % GROSS INCOME BY FINANCIAL YEAR<sup>1,2</sup>

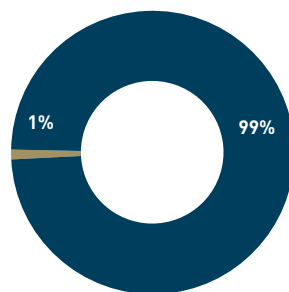


- 1) Calculated on current passing gross income and includes vacancy and expiring leases
- 2) FY15 excludes Bligh House, Sydney NSW and Bridge Street, Hurstville, NSW
- 3) Includes income from casual / holdover leases

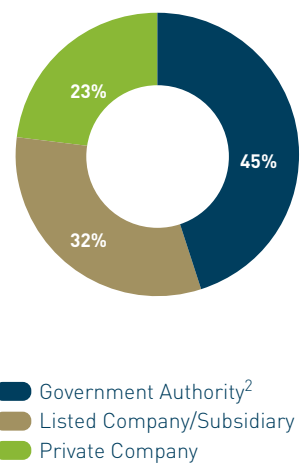
**Figure 8: Geographic Diversification<sup>1</sup>**  
 BY GROSS INCOME



**Figure 9: Sector Classification<sup>1</sup>**  
 BY GROSS INCOME



**Figure 10: Tenant Classification<sup>1</sup>**  
 BY GROSS INCOME



1) By current passing gross income. Excludes Bligh Street, Sydney NSW and Bridge Street, Hurstville NSW  
 2) Includes Government owned and funded entities

## 6.2 Our Properties and the Environment

Our greatest direct impact on the environment is from the emissions from energy, waste and services used by the buildings we manage. We aim to achieve the highest possible environmental standards across our property portfolios by maximising the efficient use of resources, reducing waste and minimising our environmental impact.

National Australian Built Environment Rating System (NABERS) audits from independent assessors rate the environmental impacts from Cromwell-managed properties.

As a result of our strong corporate governance and environmental management systems, during FY15 no monetary fines or non-monetary sanctions were incurred by Cromwell for non-compliance with environmental laws and regulations. There were also no cases that required dispute resolution.

### BENCHMARKING OUR PERFORMANCE

We assess our commercial assets using a number of indices and rating systems which allow us to integrate environmental commitments into our business platform.

We use the **NABERS** to measure the operational impacts of a majority of our properties on the environment and to

provide an indication of how well we are managing these impacts compared with our peers.

We also assess Cromwell buildings against the Green Building Council of Australia (GBCA) Green Star rating scheme. This is a comprehensive national voluntary environmental rating system that evaluates the environmental design and construction of new and refurbished buildings. The system is managed by the Green Building Council of Australia.

Cromwell often acquires assets and portfolios which require significant capital works to bring them up to industry best practice standard in relation to energy, water and waste efficiency. Transforming the performance of these assets is one of the ways Cromwell adds value. Our ability to do so is regarded as a competitive advantage in a sector which is often focused on new buildings.

There is currently no simple measure to benchmark the positive environmental impact Cromwell makes by undertaking these commercial office rejuvenation projects, but it is widely acknowledged that retrofitting old property stock, and retaining the embedded carbon, is a far better outcome for the environment than demolition and reconstruction.



Plant and equipment upgrade - 100 Waymouth Street, Adelaide SA

## BUILDING EFFICIENCY AND MINIMISING OUR ENVIRONMENTAL IMPACTS

Our key energy efficiency initiatives during the year included:

- Major refurbishment at 700 Collins Street including LED lighting with organic response controls, water efficiency fittings as part of upgrade to bathrooms and power operated winter garden blinds which reduce glare and minimise heat gains
- New lift modernisation using KONE regenerative drives at 207 Kent street
- Full chiller replacement at Mckell Building in Sydney
- Comprehensive waste recycling program across the entire NSW Government portfolio
- Ipswich City Heart Trust building completed its after care program with forecast energy efficiency rating of 5 star NABERS base building with 20% less consumption than the design target

Our internal property management team monitors the environmental performance of all Cromwell properties against NABERS indicators. Each property has clear improvement targets, which are supported by employees' KPIs, designed to ensure accountability for improvement.

A summary of key environmental measures for Cromwell's Core properties is in Table 5 below. Data for each individual asset is in Table 17 on page 42.



New lifts at 207 Kent Street, Sydney NSW

**Table 5: Property/Environmental Measures**

	FY10	FY11	FY12	FY13	FY14*	FY15
NABERS Energy (Stars)	4.0	4.3	4.2	4.4	4.9	4.7
Essential Services Compliance	91%	93%	93%	96%	96%	90.5%
Electricity Consumption (GWh)	17.82	16.49	18.97	21.29	11.27	9.77
Water Consumption (ML)	129.6	113.9	163.1	177.1	119.2	87.74
Lettable Area (m <sup>2</sup> )	244,273	274,874	325,306	427,434	182,981	142,981

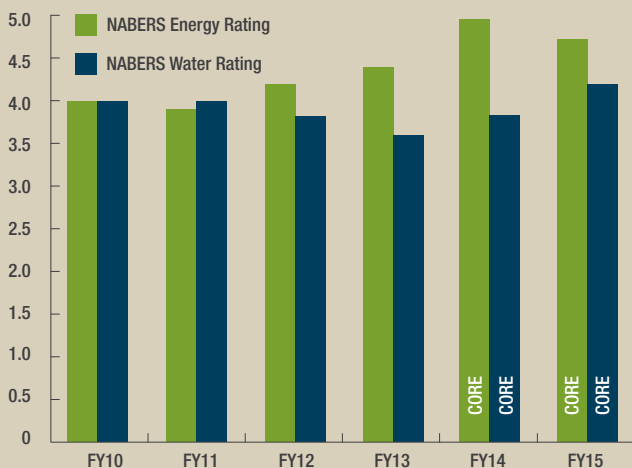
\* In FY14, Cromwell revised its portfolio categorisation methodology for sustainability reporting to achieve a more appropriate like-for-like comparison with peers and a more accurate portfolio comparison year-on-year. Reporting since FY14 is based on the Core properties' performance. The methodology is detailed in Section 5.4 on page 19.

# CORE PORTFOLIO

# 4.7 stars

AVERAGE NABERS ENERGY RATING

Figure 11: Property Portfolio NABERS Rating



During FY15 Cromwell sold two core assets being the 30,000sqm 5.5 star NABERS Energy rated 321 Exhibition Street in Melbourne and the 5 star NABERS Energy rated 43 Bridge Street, Hurstville in NSW. These sales impacted the area weighted average rating leading to a small decrease in the performance compared to FY14 despite continued strong performance within the existing buildings.

100 Waymouth Street, Adelaide, which has been refurbished and is targeting 5 stars NABERS Energy rating, has been occupied for less than 12 months at the time of the rating. The building will be included as a core asset in FY16.

## IMPACTS OF CLIMATE CHANGE

We understand that climate change has potential financial implications for our business. They include:

- **Risks from physical changes associated** with climate change (e.g. changing weather patterns);
- **Regulatory risks** (e.g. cost of activities and complying with new regulations);
- **Innovation opportunities** (e.g. provision of new products and services to address challenges related to climate change); and
- **Competitive advantage opportunities** (e.g. by meeting market appetite for green credentialed property investments and ensuring our portfolio exceeds market expectations for sustainable asset management).

We take a precautionary approach to managing these risks and opportunities. Our Sustainability Committee incorporates climate change considerations into decision making about Cromwell’s sustainability framework. This includes the management of our assets, compliance with state and federal regulations, and the overall operation of the business.

## WASTE

Reducing the waste generated by our business operations and better managing the life-cycle of our buildings is a key environmental consideration.

We implement a range of recycling initiatives in our offices and buildings to reduce the volume of waste sent to landfill. When it comes to building refurbishment, we recycle and reuse materials whenever possible. See the case study on this page to learn more about our efforts in this area.

Cromwell recognises that waste management is a key material issue for our stakeholders. We will incorporate waste management considerations within the upcoming sustainability review.

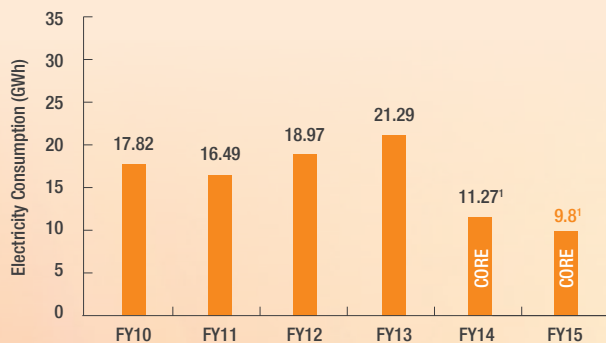
## ENERGY

Cromwell measures Energy Intensity in megajoules (MJ) per square metre per annum. The methodology uses the total electricity and Gas for base building NABERS ratings applied to the Core properties held at the end of the financial year. This provides a comparable year-on-year measure.

Energy Intensity in FY15 was slightly up (0.2%) on last year. This was due to the sale of core portfolio assets at 43 Bridge Street, Hurstville, and 321 Exhibition Street which were 5 and 5.5 Star NABERS Energy rated buildings. The impact of these high performance assets was to reduce the average energy intensity marginally, noting that the measured lettable area for the core portfolio reduced by some 21.9% (See Table 5).

In addition, a number of assets purchased from the NSW State Government, categorised as Amending, should have been added to the Core category. Whilst these buildings are now being accurately metered and data collection and NABERS ratings have been completed, all remain as whole of building ratings and metering is only available for total consumption which includes the tenant's use. As a consequence incorporating these into the Core property calculations would skew the base building energy intensity statistics. We continue to seek economic solutions to separate metering in the future to enable a consistent measure. In the meantime we are showing the whole of building average rating for the NSW Government property portfolio (GPNSW) and will compare the energy intensity against separate benchmarks.

Figure 12: Electricity Consumption



1) In 2014, Cromwell revised its portfolio categorisation methodology for sustainability reporting to achieve a more appropriate like-for-like comparison moving forward. FY14 and FY15 reporting are based on consumption figures for Cromwell's core properties.

# CORE ENERGY INTENSITY

# 437.6 MJ m<sup>2</sup> p.a.

The 2012 COAG report on Average Australian Office Energy Intensity 2004 – 2011 reported the average energy intensity for base building consumption as 530 MJ/M<sup>2</sup>/pa. The same report also noted the Intensity for whole buildings was 912 MJ/M<sup>2</sup>/pa.

For the GPNSW portfolio, where whole of building ratings only were available, the Energy Intensity was recorded as 755.4 MJ/M<sup>2</sup>/pa.

AVERAGE AUSTRALIAN WHOLE BUILDING ENERGY INTENSITY

912 MJ m<sup>2</sup> p.a.

GPNSW WHOLE BUILDING ENERGY INTENSITY

755.4 MJ m<sup>2</sup> p.a.

GPNSW PORTFOLIO

4.5 stars  
AVERAGE NABERS ENERGY RATING

Table 6: Cromwell's Renewable and Non-renewable Energy Consumption (Core Properties)

Energy source	Amount purchased / consumed		Difference
	FY14	FY15	
<b>Non-renewable energy</b>	kWh	kWh	
Electricity consumption	11,277,116	9,773,436	-13.33%
Steam consumption	N/A		
<b>Renewable energy sources</b>			
Solar energy	N/A		
<b>Total Energy Consumption</b>	<b>11,277,116</b>	<b>9,773,436</b>	<b>-13.33%</b>

## CORE PROPERTIES WATER INTENSITY

# 0.61m<sup>3</sup> m<sup>2</sup> p.a.

### WATER

Water conservation continues to be one of our key performance targets. We have a consumption target and aspire to achieve an average NABERS rating of 4 stars across our core portfolio. To achieve this our focus continues to be to balance the increase in consumption demands that arise from the installation of shower and end of trip facilities by retrofitting water efficient devices and more energy efficient cooling systems that require less water.

Water consumed by Cromwell properties is mainly sourced from municipal water supplies. Of the total volume of water withdrawn, the percentage recycled and reused during FY15 was 0.32% (282kL), compared with 5.9% (7,056 kL) in the previous year. The significant reduction is attributable to the sale of 321 Exhibition Street. There was also a meter and data collection fault at our HQ North property in Queensland.

Ongoing initiatives to reduce potable water consumption includes the installation of a series of water storage tanks amounting to over 150,000L (approximately 4 average swimming pools) are being installed underground as part of the new Tuggeranong office development. These actions and continuing strategies to improve water harvesting and reduce consumption will assist Cromwell in achieving its targets.

Statistics from The Water Corporation of WA and City of Perth show that water use in cooling towers can attribute to as much as 46% of water consumption in commercial offices. The use of high tech dry cooling systems can reduce this water consumption by approximately 30%.

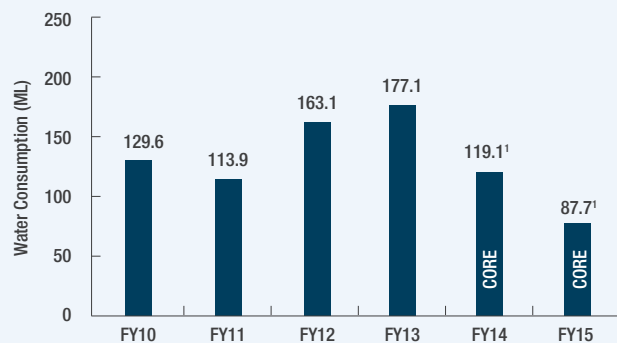
As part of the 100 Waymouth Street refurbishment dry cooling systems were installed to replace the original cooling towers. They will substantially reduce the significant evaporation losses associated with the cooling towers and have a significant impact on the water consumption for the property.

For GPNSW, where water can be included within the total properties, the average intensity became 0.65M3/M2/PA.

GPNSW WATER INTENSITY

# 0.65m<sup>3</sup> m<sup>2</sup> p.a.

Figure 13: Water Consumption



1) In 2014, Cromwell revised its portfolio categorisation methodology for sustainability reporting to achieve a more appropriate like-for-like comparison moving forward. FY14 and FY15 reporting are based on consumption figures for Cromwell's core properties.

Table 7: Cromwell's Water Usage

Water source	Amount withdrawn		Difference
	FY14	FY15	
<b>Water withdrawn</b>	kL	kL	
Municipal water supplies or other water utilities	119,150	87,746	-26.36%
Rainwater collected and directly stored by the organisation	7,056	282	-96.00%
<b>Total consumption</b>	126,206	88,028	-30.25%

## EMISSIONS

Almost all Cromwell's direct environmental impacts come from the energy, waste and services used for our commercial property operations. The remaining emissions are from our own offices and business operations. This means that influencing the way our tenants use resources in the buildings we manage is the main lever to achieve business-wide emission reductions.

As a landlord, we are responsible for managing 'base building' services. These services include electricity that powers common areas (building lights and elevators), air conditioning, water and waste disposal, but excludes power consumed by our tenants in carrying out their business operations.

Our stakeholders identified greenhouse gas (GHG) emissions reporting per asset, as well as for Cromwell business operations, as a key material issue in sustainability reporting. We recognise this priority and aim to include these issues within our upcoming sustainability scope review.

## 6.3 Customer Health and Safety

Workplace Health and Safety (WHS) is an important part of our property management services to ensure wellbeing and security of our tenants.

We evaluate WHS risks and impacts throughout the lifecycle of all Cromwell-managed buildings. Our property management team maintains WHS and incident registers. Senior managers in the team regularly monitor compliance with WHS procedures.

The property management team also maintains regular and frequent contact with tenants at various levels within their organisation to ensure that we provide safe and satisfactory work environments.

## ESSENTIAL SERVICES COMPLIANCE

Essential services compliance ensures our buildings are compliant with national, state and council safety maintenance codes on life safety and building performance issues such as fire alarms, emergency exits, lift safety, air-conditioning and sprinkler systems.

Our essential services compliance is monitored by independent consultants AESC Pty Ltd. AESC reviews service and certification reports from contractors against over 500 tests and inspections that are undertaken annually on the Cromwell portfolio.

## 6.4 Supply Chain and Supplier Impacts

We understand that being a responsible business means extending our commitments on sustainability to other organisations in our supply chain. We also expect our supply chain partners to consider environmental performance, human rights and labour practices.

As part of our daily operations, we engage the services of, and purchase products and materials from, a wide spectrum of contractors and suppliers. These include builders, architects, consultants, material contractors and suppliers. All of our contractors are required to complete induction program. We regularly assess our contractors against our WHS expectations and to ensure our supply chain is aligned with our ESG objectives.

We aim to have local suppliers tender for over 95% of our contracts, and wherever possible, recruit staff from the local labour markets. Efforts to buy and hire locally reflects our commitment to support local businesses and communities.

We do not assess our suppliers for their labour practices and impacts on society, but for large projects, we procure the services of reputable suppliers who have strong quality assurance systems.

For small contracts we try to engage with the supplier, wherever possible, to ensure our own quality assurance requirements for environmental and social impacts are met.



## 6.5 Community Engagement

For large building projects, Cromwell engages with the local community in order to understand their priorities and issues, and to address any potential adverse impacts. Often our Principle contractors are responsible for implementing the community engagement process.

While we do not have formalised grievance mechanisms, our property development team remains conscious of any grievances brought forward and takes the necessary actions required to address them.

### QANTAS COMMUNITY GARDEN

Officially launched on World Environment Day in June 2015, the Community Garden at the Qantas Global Headquarters is managed by members of Qantas' Green Team, a voluntary group of sustainability-conscious employees.

As owner of the Qantas Global Headquarters, Cromwell was proud to sponsor a project designed to support the health and wellbeing of tenants in one of our largest buildings.

Cromwell Project and Technical Solutions Director Phil Cowling said the garden was an important initiative that reflected a growing trend toward reintroducing small scale horticulture into urban environments.

"We are immensely proud of our Qantas asset and delighted to be able to support Qantas and their sustainability initiatives," Mr Cowling said.

With the gradual displacement of market gardens to the fringes of our ever-growing cities there is a positive move to introduce links between our work spaces and our food production. This is an inspiring step in the right direction.

**- DIRECTOR CROMWELL PROJECTS AND TECHNICAL SOLUTIONS  
PHIL COWLING**



Volunteers at Qantas Community Garden

## 7. FUNDS MANAGEMENT

### 7.1 Valad Europe (Wholesale Funds Management)

The acquisition of Valad Europe in March 2015 is a strong step towards Cromwell's strategic objective of generating 20% of earnings from funds management.

Valad Europe has provided Cromwell with ownership of an established, well respected European funds management business that has a broad range of international institutional, banking, assurance, sovereign wealth and pension fund customers. Valad Europe has 23 local offices in 15 countries.

Valad Europe is a strong cultural and strategic fit with Cromwell. It also has a clear strategy, good track record and a high level of recurring fee income. We were also able to acquire the business on an attractive multiple.

**- CROMWELL CEO PAUL WEIGHTMAN**

#### SNAPSHOT OF VALAD EUROPE

AS AT 30 JUNE 2015

- €5.3 billion AUM (A\$7.6 billion)
- 27 investment funds
- 400+ properties
- 3,700 tenants over 4.2 million sqm
- 180 employees
- 22 offices across 13 countries

Valad Europe is a leading European multi-let real estate investment manager specialising in multi-let commercial properties in the UK and Continental Europe.

Valad Europe's core business is value-adding real estate investment management with its highly experienced localised teams providing a full suite of services to enable a fully integrated and co-ordinated approach to investment management. Valad Europe manages €4.9 billion of real estate assets and investment capacity and

€1 billion of development projects across six regions: Benelux, Central & Eastern Europe, France, Germany, Nordics, UK. Its European operating platform consists of approximately 180 employees, based in 22 offices in 13 countries.

# VALAD



Valad European Diversified Fund (VEDF) Property, Orléans Plaza, Orléans, France

## 7.2 Cromwell Funds Management (Retail Funds Management)

Retail Funds Management earnings in Australia were \$1.4 million, down from \$3.5 million in FY14, mainly due to lower transactional fees. The lower fees reflect Cromwell's caution with regards to asset acquisitions on behalf of its retail investors at this late stage of the property cycle.

Assets under management from Cromwell's unlisted direct products and interests in Phoenix Portfolios (45% interest) and New Zealand's Oyster Property Group (50% interest) still increased by \$0.3 billion to \$1.5 billion.

During the year Cromwell property also confirmed its position as one of Australia's leading fund managers, scooping two awards at the 2014 Professional Planner/Zenith Fund Awards. Cromwell picked up the A-REIT award for the second consecutive year and the Direct Property award for the first time.

## 7.3 Responsible Investment Series

Cromwell has adopted the Responsible Investment Australasian Association (RIAA) Charter on responsible investing. This was done to broaden our ESG focus and demonstrate that sustainability can be a pathway to profitability, not just in our property management business, but also when investing in commercial property funds.

A series of ESG-based criteria were identified and applied to potential direct property investments and their investment vehicles. If the investment vehicle meets our ESG criteria and acquires a suitable property, the investment vehicle will become a part of the Cromwell Responsible Investment Series ("CRIS"). All CRIS investment products are submitted to the RIAA to be considered for their Responsible Investment Certification Program.



2014 Professional Planner/Zenith Fund A-REIT and Direct Property Awards

Achieving truly sustainable outcomes relies on the relentless pursuit of efficiency. Two Cromwell-managed buildings in Queensland – Ipswich City Heart building in Ipswich and Energex House at Newstead – are now among our highest rated buildings thanks to this focus on continual improvement.

## CROMWELL IPSWICH CITY HEART TRUST

The Ipswich City Heart Building is one of Cromwell's most efficiently managed buildings. It demonstrates how active management and continual goal setting can generate significant environmental benefits and cost savings for tenants.

The project is part of the \$1 billion master plan development known as ICON Ipswich, one of Australia's largest urban renewal projects. It is anticipated ICON will deliver approximately 170,000 square metres of commercial, retail, residential and public space to revitalise the entire City of Ipswich.

Construction of the Ipswich property was completed in 2013. The site was transformed into a nine-level A-Grade office building, with 15,600 square metres of lettable area and additional ground floor retail.

Cromwell targeted a 4.5 Star NABERS Energy Rating using an environmentally sustainable design including a system of 'winter rooms' designed for optimal natural light penetration. The building attained a 5 Star NABERS Rating, as well as a coveted Six Star Green Star Rating.



Ipswich City Heart building



# CROMWELL RIVERPARK TRUST

Energex House is one of Queensland's most energy efficient commercial buildings. Acquired in 2009, the building forms part of the \$1.1 billion Gasworks urban renewal project. Gasworks is one of Brisbane's most exciting new urban communities and it is estimated that it will house more than 33,000 additional residents by 2026.

Energex House comprises six levels and 30,601 square metres of lettable area. Ninety four percent of the building is leased to Australian energy supplier, Energex. Energex committed to the long-term lease after Cromwell met their requirements for a purpose-built, flexible working environment in the Brisbane city fringe location.

The focus on efficient design enabled us to surpass the original target of a 5 Star NABERS Rating. Energex House secured a 5.5 Star NABERS Base Building Rating, as well as a Six Star Green Star Rating. This puts the asset in the top five percent of all NABERS rated buildings in Australia.

The Energex House project shows how a commitment to sustainable design and an owner-directed approach encourages long-term relationships between tenants and landlords but can also lead to increased operational cost savings.



Energex House



Energex House

## 8. OPERATIONS AND THE COMMUNITY

### 8.1 Operational Highlights

#### KEY OPERATIONAL HIGHLIGHTS:

- Successful refurbishment of head office
- Continued growth of Cromwell Property Group Foundation and increased engagement with employees through fund raising activities
- Initiated development of Business Operating Plan with creation of business process architecture
- Implemented the Cromwell Flexible Work Arrangements (FWA) Policy and Paid Parental Leave Program
- Move to a cloud first approach to minimize maintenance of IT hardware on-site

### 8.2 People & Culture

A supportive workplace for our employees is a priority for Cromwell. We strive to attract and retain high quality people and provide an environment that encourages them to achieve their career and personal objectives.

#### EMPLOYEE ENGAGEMENT

We conduct an annual Employee Engagement Survey to get feedback on job satisfaction and how we can improve as an employer. This year we moved from hosting and administering the survey internally to using an external provider. The new platform allows for more sophisticated analysis, data integrity and the adoption of a universal rating scale. Changing the rating scale has meant comparing our overall scores to previous years is not practical. However, moving forward we can benchmark our scores externally to give us an understanding of how we compare as an employer across the wider employment market.

Using the new rating system, our overall engagement score in FY15 was 73%. This is in the top quartile for employee engagement. Employees rated highly their enjoyment working for Cromwell. They feel proud and safe with a strong sense of what is expected of them and how their work contributes to the organisation's overall goals.

**Table 8: Employee Engagement**

	FY12	FY13	FY14	FY15
Overall Engagement Score	2.69/3*	2.75/3*	2.67/3*	73%

\* Previous years' scores used a different system which was superseded in FY15.

## WORKFORCE STATISTICS

As at 30 June 2015, Cromwell employed 120 employees on either a permanent, casual or contract basis in Australia. This was a 7% increase in employment from the previous year. We employed 116 permanent employees and four casual/contract employees. Of the 116, 101 were full-time and 15 were part-time.

The boundary of this report covers Cromwell's Australian operation but it is notable that including Valad Europe total employees are now in excess of 330. A review of the reporting boundary will be undertaken in FY16 to ascertain how to report on the global operations.

In FY15, none of our employees were covered by an enterprise bargaining agreement.

**Table 9: Workforce Statistics by Type of Employment**

Employment Contract	M	F	TOTAL
Casual/Contract	1	3	4
Full time	65	36	101
Part time	0	15	15
Non-Executive Directors	8	2	10
<b>TOTAL</b>	<b>74</b>	<b>56</b>	<b>130</b>

### Employees and Supervised

	M	F	TOTAL
Workers			
Employees	66	54	120
Supervised workers	2	0	2
<b>TOTAL</b>	<b>68</b>	<b>54</b>	<b>122</b>

## DIVERSITY AND EQUAL OPPORTUNITY

We believe that diversity in the workplace is important and aim to select the best candidates possible, regardless of their age, gender, ethnicity, culture or disability. At Cromwell, 45% of employees are women. Within the leadership group (Board and executives), 21% of members are women.

**Table 10: Organisation-wide Diversity**

Leadership Group	By Gender		By Age Group		
	Male	Female	<30	30-50	>50
Board	8	2	0	1	9
Executives	3	1	0	3	1
<b>TOTAL</b>	<b>11</b>	<b>3</b>	<b>0</b>	<b>4</b>	<b>10</b>

Cromwell Employees	By Gender		By Age Group		
	Male	Female	<30	30-50	>50
<b>All Cromwell</b>	<b>66</b>	<b>54</b>	<b>27</b>	<b>67</b>	<b>26</b>

Our Diversity Policy guides the selection, remuneration and planning for our Board, senior executives and broader workforce. We implement the policy to ensure a discrimination-free workplace. During FY15, no incidents of discrimination were reported.

**EMPLOYEE RETENTION**

We are determined to attract high quality new employees and focus on a range of employee retention strategies. Our goal is less than 14% annual turnover. During FY15, Cromwell hired 32 new employees, all sourced domestically. During FY15, 23 employees left their employment at Cromwell. This reflects a total turnover rate of 19%.

**Table 11: New Hires**

Age Group	New Hires		
	M	F	TOTAL
<30	1	4	5
30-50	14	8	22
>50	4	1	5
<b>TOTAL</b>	<b>19</b>	<b>13</b>	<b>32</b>

**Table 12: Employee Turnover**

Age Group	Total Employee Turnover	
	M	F
<30	1.5%	6.0%
30-50	5.0%	4.0%
>50	1.0%	1.5%

**FAMILY-FRIENDLY**

Cromwell recognises that it is important for employees to have an effective work life balance. Employees face challenges with both work and family commitments.

There are significant benefits to the organisation when employees can achieve both work and family goals. There is a strong link between a balanced personal life and workplace performance, so we try to provide our staff with flexible work arrangements, whenever possible.

In 2015 we implemented the Cromwell Flexible Work Arrangements (FWA) Policy and Paid Parental Leave Program.

The FWA Policy sets out a range of flexible arrangements which are based on employee needs, tenure and operational requirements.

The policy also gives options to carers, including:

- Part time work
- Flexible start/finish times
- Purchasing leave
- Flexible weeks
- Remote Work
- Paid Parental Leave.

The Program and the Policy meet Australian regulatory requirements for parental leave and flexible work arrangements.



Cromwell supports work life balance and is an equal opportunity workplace



During FY15, 66 female employees were entitled to parental leave with three female employees doing so. One employee returned to work, while two others remain on parental leave. Cromwell had a 100% return to work rate.

**WORKPLACE HEALTH AND SAFETY (WHS)**

Cromwell has an integrated WHS system that covers our employees, suppliers, auditing premises and services contract tendering. We strive to create a culture of continuous improvement in workplace health and safety.

Cromwell reports incidents to the relevant regulators, government departments and insurers as per the Workplace Health and Safety Act 2011. Minor incidents and near misses are recorded in accordance with the Workplace Health and Safety Policy.

During FY15, there were five minor injuries with only one of those resulting in one lost day. There were no notifiable incidents or major incidents, occupational diseases and fatalities. The absentee rate for FY15 was low at 0.77% for male employees and 1.54% for females.

**Table 13: Injuries and Absentee Rate**

	Male	Female
Minor injuries	01	04
Lost time injury	00	01
Absentee Rate	0.77%	1.54%

Workplace initiatives, such as free seasonal flu vaccinations are offered to all employees to reduce absenteeism and enhance wellbeing.

**EMPLOYEE DEVELOPMENT**

We support our employees to engage in various training and professional development programs to improve their skills. We give employees financial support and flexible work arrangements to undertake tertiary study. Throughout the year, our employees participate in Continuing Professional Development (CPD), leadership coaching, mentoring and other short courses.

**Table 14: Training and Development Hours by Employment Category**

Employment Category	Female	Male	Total
Director	0	21	21
Executive	14	17.8	31.8
Manager	50.25	16.9	67.15
Professional/ Technical	34	14.5	48.5
Administrative	22.5	0.0	22.5

All of our permanent (non-director) employees received a performance review in 2015. Temporary employees, directors and employees who are still within their probationary period do not receive a performance review.



Staff training onsite

## REMUNERATION

Cromwell strives to pay our employees fairly so we can attract, retain and motivate the highest calibre of people. Remuneration is annually reviewed and benchmarked.

## SUPPORT SERVICES

An Employee Assistance Program (EAP) supports the personal and emotional well-being of our employees. Employees can use this service for counselling related to both professional and personal situations. The program is provided by Access Programs and offers personal and family support services, education, critical incidents response and a manager support program.

## 8.3 Supporting the Community

Cromwell supports the communities in which it operates and since 1998 has made philanthropic donations to dozens of charitable organisations, sporting clubs, schools and hospitals.

We do not make any form of donation to political parties, or engage in public policy development or lobbying.

## EMPLOYEE VOLUNTEER PROGRAM

A key way that we engage with communities is through skilled volunteering. The Employee Volunteer Program (EVP) grants two days of paid leave to our employees to engage in community activities each year.

The EVP gives employees an opportunity to support causes that are important to them. It also leads to personal development and exposure to new experiences. The EVP is an important platform for our employees to support community organisations with their professional knowledge, skills and experience.

## CHARITABLE DONATIONS

The Cromwell Property Group Foundation is the cornerstone of our community investment approach. For more information see pages 16-17 in this report, or visit [www.cromwellfoundation.org.au](http://www.cromwellfoundation.org.au).

In FY15, Cromwell also partnered with Redefine Properties to support Manu Samoa Rugby Union participation in the Rugby World Cup. Cromwell has a long history of supporting the rugby union community and has sponsored Easts Tigers Rugby Union Club in Brisbane since 2000. Cromwell became naming-rights



Manu Samoa Rugby Union Team



sponsor of the first grade team in 2008 and provides financial support to their junior development program and club administration. Easts won the premiership in 2013 and was runner-up in 2015.

In April 2015 Cromwell also partnered with Easts to conduct a footy boot drive for Samoa. Dozens of pairs of boots were donated and sent to Samoa where they will help equip the next generation of rugby world cup competitors.

#### EMPLOYEES RAISE MONEY FOR CHARITY

Employees conduct monthly morning teas for various charities throughout the year. In FY15 \$982 was raised in support of the following organisations:

- Australian Cervical Cancer Foundation,
- Jeans for Genes Day,
- Cancer Council's Daffodil Day,
- Blue September,
- Mental Health Australia,
- Movember,
- Surf Live Saving Australia,
- Red Cross Foundation and
- Mantle Housing.

#### STATE OF ORIGIN CYCLE CHALLENGE

Cromwell employees, suppliers and tenants celebrated State of Origin on their bikes. Cromwell's Sydney employees went up against the head office employees in Brisbane in a race to clock up as many kilometers as possible over four days.

Each rider had 30 minutes on a stationary bike with the aim of trying to cycle the greatest distance in the allocated time. This distance was then combined with the money raised to give the riders a ranking. The initiative raised over \$12,000 towards the Cromwell Foundation which went to MS Research.



Boots donated to grass roots rugby in Samoa



State of Origin Cycle Challenge

# GRI CONTEXT INDEX →

44



Materiality  
Disclosures  
Cromwell Property Group

Nov 2015  
**Service**



This Content Index provides an overview of the G4 Standard Disclosures based on the selections made. Cromwell has not sought external assurance on any of the disclosures in this report.

**Table 15: GRI Content Index**

Indicators	Description	Reference	
		section	page
<b>STRATEGY AND ANALYSIS</b>			
G4-1	Statement from the most senior decision-maker of the organisation.	Chairman's Letter	5
<b>ORGANISATIONAL PROFILE</b>			
G4-3	Name of the organisation.	About us	3
G4-4	Primary brands, products, and services.	About us	8
G4-5	Location of the organisation's headquarters.	About us	8
G4-6	Number of countries where the organisation operations, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Chairman's Letter	5
		About us	8
G4-7	The nature of ownership and legal form.	Our Organisational Structure	9
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	Cromwell Properties	10
G4-9	Scale of the organisation.	About us, Cromwell Properties	8
G4-10	Total workforce by employment type, employment contract, and region, broken down by gender.	Workforce Statistics	39
G4-11	The percentage of total employees covered by collective bargaining agreements.	Workforce Statistics	39
G4-12	Describe the organisation's supply chain.	Supply Chain and Supplier Impacts	32
G4-13	Significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain.	Chairman's Letter	5
		Property Portfolio Highlights	26
		Operational highlights	38
G4-14	Whether and how the precautionary approach or principle is addressed by the organisation.	Benchmarking our performance	13
		Our Properties and the Environment - Impacts of climate change	29
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses.	Our Properties and the Environment - Benchmarking Our Performance	27
G4-16	Memberships of associations (such as industry associations) and national or international advocacy organisations.	Memberships of Associations	21
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>			
G4-17	List entities included in the organisation's consolidated financial statements or equivalent documents.	<a href="#">2015 Annual Report</a> [Financials Section - page 19]	
G4-18	Process for defining the report content and the Aspect Boundaries.	About this report	3
		Cromwell's Material Issues	56
G4-19	All material Aspects identified in the process for defining report content.	Making our report more useful	4
		Cromwell's Material Issues	57
G4-20	For each material Aspect, report the Aspect Boundary within the organisation, and entities, groups of entities or elements (listed in G4-17) for which the Aspect is material.	Cromwell's Material Issues	57

Indicators	Description	Reference	
		section	page
G4-21	For each material Aspect, report the Aspect Boundary outside the organisation, and entities, groups of entities or elements for which the Aspect is material.	Cromwell's Material Issues	57
G4-22	Effect of any restatements of information provided in previous reports, and the reasons for such restatements.		No restatements were made
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries.		No significant changes in Scope and Aspect Boundaries from previous reporting periods

### STAKEHOLDER ENGAGEMENT

G4-24	List of stakeholder groups engaged by the organisation.	Engaging with our stakeholders	55
G4-25	The basis for identification and selection of stakeholders with whom to engage.	Making our report more useful Engaging with our stakeholders	4 55
G4-26	The organisation's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	Engaging with our stakeholders	55
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting.	Making our report more useful Cromwell's material issues Results of stakeholder engagement surveys	4 55

### REPORT PROFILE

G4-28	Reporting period (such as fiscal or calendar year)	About this report	3
G4-29	Date of most recent previous report (if any).	About this report	3
G4-30	Reporting cycle (such as annual, biennial).	About this report	3
G4-31	The contact point for questions regarding the report or its contents.	About this report	3
G4-32	The 'in accordance' option the organisation has chosen, the GRI Content Index for the chosen option, and reference to the External Assurance Report, if the report has been externally assured.	About this report, GRI content index	3 45
G4-33	The organisation's policy and current practice with regard to seeking external assurance for the report.		External assurance not sought

### GOVERNANCE

G4-34	The governance structure of the organisation, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	Our approach to sustainability Managing sustainability	18
G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed.	Ethics, governance and compliance	19

### ETHICS AND INTEGRITY

G4-56	Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.	Ethics, governance and compliance	19
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DMA and Indicators	Description	Reference		Identified Omission(s)	Reason(s) and Explanation for Omission(s)
		section	pages		

### CATEGORY: ECONOMIC

#### MATERIAL ASPECT: ECONOMIC PERFORMANCE

G4-DMA	Generic Disclosures on Management Approach	Creating Wealth	11		
G4-EC1	Direct economic value generated and distributed	Creating Wealth	11-12		
G4-EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	Our properties and the Environment - Impacts of climate change	29		

#### MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS

G4-DMA	Generic Disclosures on Management Approach	Creating Wealth, Our Broader Economic Impacts, Managing sustainability	11 14 18		
G4-EC7	Development and impact of infrastructure investments and services supported	Our Broader Economic Impacts	14		
G4-EC8	Significant indirect economic impacts, including the extent of impacts	Our Broader Economic Impacts	14	Significance of the impacts in the context of external benchmarks and stakeholder priorities	Cromwell does not measure our indirect impact. We aim to report more comprehensively on this aspect within the next 3 years.

### CATEGORY: ENVIRONMENTAL

#### MATERIAL ASPECT: MATERIALS

G4-DMA	Generic Disclosures on Management Approach	Our properties and the environment - benchmarking our performance, Waste	27 29		
G4-EN1	Materials used by weight or volume	Not reported			The information is currently unavailable - Will report within three years
G4-EN2	Percentage of materials used that are recycled input materials	Not reported			The information is currently unavailable - Will report within three years

#### MATERIAL ASPECT: ENERGY

G4-DMA	Generic Disclosures on Management Approach	Case Study: NSW Government Portfolio, Emissions Our Properties and the Environment - Benchmarking our Performance, Building Efficiency and Minimising our Environmental Impacts, Energy	22 27 28 30		
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DMA and Indicators	Description	Reference		Reason(s) and Explanation for Omission(s)
		section	pages	
G4-EN3	Energy consumption within the organisation	Our Properties and the Environment - Energy	30	
G4-EN5	Energy intensity	Our Properties and the Environment - Energy	30	
CRE 1	Building energy intensity	Asset-By-Asset Environmental Data	58-61	

#### MATERIAL ASPECT: WATER

G4-DMA	Generic Disclosures on Management Approach	Our Properties and the Environment - Benchmarking our Performance, Building Efficiency and Minimising our Environmental Impacts, Water	27 28 31	
G4-EN8	Total water withdrawal by source	Our Properties and the Environment - Water	31	
G4-EN10	Percentage and total volume of water recycled and reused	Our Properties and the Environment - Water	31	
CRE 2	Building water intensity	Asset-By-Asset Environmental Data	58-61	

#### MATERIAL ASPECT: EMISSIONS

G4-DMA	Generic Disclosures on Management Approach	Our Properties and the Environment - Benchmarking our Performance, Building Efficiency and Minimising our Environmental Impacts, Emissions	27 28 32	
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Not reported		The information is currently unavailable - Will report within three years
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Not reported		The information is currently unavailable - Will report within three years
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Not reported		The information is currently unavailable - Will report within three years
G4-EN18	Greenhouse gas (GHG) emissions intensity	Not reported		The information is currently unavailable - Will report within three years
G4-EN19	Reduction of greenhouse gas (GHG) emissions	Not reported		The information is currently unavailable - Will report within three years
CRE 3	Greenhouse gas emissions intensity from buildings	Not reported		The information is currently unavailable - Will report within three years



DMA and Indicators	Description	Reference		Identified Omission(s)	Reason(s) and Explanation for Omission(s)
		section	pages		
<b>MATERIAL ASPECT: EFFLUENTS AND WASTE</b>					
G4-DMA	Generic Disclosures on Management Approach	Case study: NSW Government Portfolio Our Properties and the Environment - Benchmarking our Performance, Waste	22-23 27 29		
G4-EN23	Total weight of waste by type and disposal method	Not reported			The information is currently unavailable - Will report within three years
<b>MATERIAL ASPECT: PRODUCTS AND SERVICES</b>					
G4-DMA	Generic Disclosures on Management Approach	Case study: NSW Government Portfolio, Our Properties and the Environment - Benchmarking our Performance	22-23 27		
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Case study: NSW Government Portfolio,	22-23		The information is currently unavailable – We are considering options to provide this in the future.
<b>MATERIAL ASPECT: COMPLIANCE</b>					
G4-DMA	Generic Disclosures on Management Approach	Our Properties and the Environment	27		
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Our Properties and the Environment	27		
<b>CATEGORY: SOCIAL</b>					
<b>SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK</b>					
<b>MATERIAL ASPECT: EMPLOYMENT</b>					
G4-DMA	Generic Disclosures on Management Approach	Employee Relations	38		
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	Employee Engagement - Employee retention	40		
G4-LA3	Return to work and retention rates after parental leave, by gender	Employee Engagement - Family-friendly	40		
<b>MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY</b>					
G4-DMA	Generic Disclosures on Management Approach	Employee Engagement - Workplace health and safety	41		

DMA and Indicators	Description	Reference		Identified Omission(s)	Reason(s) and Explanation for Omission(s)
		section	pages		
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Employee Engagement - Workplace health and safety	41	Rates of injury, lost days by gender	

#### MATERIAL ASPECT: TRAINING AND EDUCATION

G4-DMA	Generic Disclosures on Management Approach	Employee Engagement - Employee Development	41		
G4-LA9	Average hours of training per year per employee by gender, and by employee category	Employee Engagement - Employee Development	41		
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	Employee Engagement - Employee Development	41		

#### MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY

G4-DMA	Generic Disclosures on Management Approach	Employee Engagement - Diversity and Equal Opportunity	39		
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Employee Engagement - Diversity and Equal Opportunity	39		

#### MATERIAL ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN

G4-DMA	Generic Disclosures on Management Approach	Employee Engagement - Diversity and Equal Opportunity, Remuneration	42		
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	Workforce Statistics by Type of Employment	39		

#### MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES

G4-DMA	Generic Disclosures on Management Approach	Supply chain and supplier impact	32		
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	Not reported			The information is currently unavailable - We are considering options to provide this in the future.

DMA and Indicators	Description	Reference		Identified Omission(s)	Reason(s) and Explanation for Omission(s)
		section	pages		
<b>MATERIAL ASPECT: LABOR PRACTICES GRIEVANCE MECHANISMS</b>					
G4-DMA	Generic Disclosures on Management Approach	Community Engagement	33		
		In addition performance management processes provide grievance mechanisms.			
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	Community Engagement	33		
<b>SUB-CATEGORY: HUMAN RIGHTS</b>					
<b>MATERIAL ASPECT: NON-DISCRIMINATION</b>					
G4-DMA	Generic Disclosures on Management Approach	Employee Engagement - Diversity and Equal opportunity	39		
G4-HR3	Total number of incidents of discrimination and corrective actions taken	Employee Engagement - Diversity and Equal opportunity	39		
<b>SUB-CATEGORY: SOCIETY</b>					
<b>MATERIAL ASPECT: LOCAL COMMUNITIES</b>					
G4-DMA	Generic Disclosures on Management Approach	Community engagement	33		
G4-S01	Percentage of operations with implemented local community engagement, impact assessments, and development programs	Community engagement	33	Quantitative data (percentage) of projects implemented with community engagement.	The information is currently unavailable - we will report percentage-based data in the next financial year.
<b>MATERIAL ASPECT: ANTI-CORRUPTION</b>					
G4-DMA	Generic Disclosures on Management Approach	Ethics, Governance and Compliance	18		
G4-S03	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Ethics, Governance and Compliance	18		
G4-S04	Communication and training on anti-corruption policies and procedures	Ethics, Governance and Compliance	18		
G4-S05	Confirmed incidents of corruption and actions taken	Ethics, Governance and Compliance	18		

DMA and Indicators	Description	Reference		Identified Omission(s)	Reason(s) and Explanation for Omission(s)
		section	pages		
<b>MATERIAL ASPECT: COMPLIANCE</b>					
G4-DMA	Generic Disclosures on Management Approach	Ethics, Governance and Compliance,	18		
G4-S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Ethics, Governance and Compliance	18		
<b>MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY</b>					
G4-DMA	Generic Disclosures on Management Approach	Supply chain and Supplier impacts	32 33		
G4-S010	Significant actual and potential negative impacts on society in the supply chain and actions taken	Not reported			The information is currently unavailable - We are considering options to provide this in the future.
<b>MATERIAL ASPECT: GRIEVANCE MECHANISMS FOR IMPACTS ON SOCIETY</b>					
G4-DMA	Generic Disclosures on Management Approach	Community Engagement	33		
G4-S011	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	Community Engagement	33		
<b>SUB-CATEGORY: PRODUCT RESPONSIBILITY</b>					
<b>MATERIAL ASPECT: CUSTOMER HEALTH AND SAFETY</b>					
G4-DMA	Generic Disclosures on Management Approach	Customer Health and Safety, Workplace Health and Safety	32 41		
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Risk Management	19		

DMA and Indicators	Description	Reference		Reason(s) and Explanation for Omission(s)
		section	pages	
<b>MATERIAL ASPECT: MARKETING COMMUNICATIONS</b>				
G4-DMA	Generic Disclosures on Management Approach	Ethics, Governance and Compliance Market Disclosure Protocol	19	
G4-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	Ethics, Governance and Compliance	19	
<b>MATERIAL ASPECT: COMPLIANCE</b>				
G4-DMA	Generic Disclosures on Management Approach	Risk Management Ethics, Governance and Compliance	19	
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Ethics, Governance and Compliance	19	



# 9. SUPPLEMENTARY INFORMATION

## 9.1 Engaging With Our Stakeholders

Cromwell engages with our stakeholders throughout the year to understand their expectations about our economic, social and environmental performance. Our key stakeholders and our approach to engagement is shown in Table 16.

**Table 16: Stakeholders**

Stakeholders	Engagement
<p><b>Cromwell Securityholders</b> We run a profitable and financially prudent business with best practice corporate governance.</p>	<p>We conduct an annual Securityholder Engagement Survey to ensure our goals, objectives and conduct of the Group are in line with expectations of securityholders, and to gauge also our performance relative to our peers.</p>
<p><b>Cromwell Investors</b> We offer a range of property investment products to meet the needs of the Australian investment community.</p>	<p>We gain insight into Australian investors through a professional network of dealer groups, investment platforms, financial advisers and direct retail investors. Investors receive quarterly reports on the performance of their investments.</p>
<p><b>Tenants</b> We manage safe, efficient and comfortable workplaces that meet the needs of a wide variety of businesses.</p>	<p>With dedicated property and facility managers, we make ourselves accessible to our tenants, ensuring their needs and issues are addressed quickly.</p>
<p><b>Employees</b> Employees are central to the success of our business, so we strive to foster a culture that enhances employee satisfaction, wellbeing and professional development.</p>	<p>We pro-actively engage with our employees through the Annual Employee Engagement Survey, Sustainability Survey, performance reviews, quarterly all-group meetings as well as fundraising, sporting events, health initiatives and social functions.</p>
<p><b>Community</b> We are committed to contributing to the communities in which we operate.</p>	<p>Through both Cromwell and the Cromwell Foundation, we support several charities and sporting groups. We also have a paid Employee Volunteer Program to promote staff engagement in the community.</p>
<p><b>Suppliers / Service Providers</b> To successfully deliver high quality products and service, we partner with various business to support our operations.</p>	<p>We regularly review contracts and service provisions to ensure that our suppliers support our sustainability objectives.</p>
<p><b>Regulators</b> Cromwell operates in a highly regulated industry and prides itself on best practice corporate governance and compliance.</p>	<p>Relationships with regulators are managed by the Board of Directors, compliance committee and by senior executives responsible for business operations.</p>

## 9.2 Results Of Stakeholder Engagement Surveys

### SECURITYHOLDER ENGAGEMENT SURVEY

This year, we interviewed 317 of our securityholders to understand their perceptions about Cromwell.

#### KEY INSIGHTS WERE:

- Investors' perception of Cromwell has improved overall by 4% to 86%. This is the highest level since the survey began in 2009.
- Confidence in the senior management team led by CEO Paul Weightman also improved by 4% to 89%. Investors were also satisfied with the board, its strong governance principles and the continuous improvement in our communications.
- Our investors were positive about the stable capital and income stream we provide year after year. They are also very satisfied with our quality of tenants, capital growth and high distributions.
- For the first time we asked about the Cromwell Property Group Foundation. Brand awareness amongst securityholders was 28%. Respondents generally would like to see the Foundation support health or mental health related issues in Australia, and various charities were nominated for the Foundation Board's consideration.

# 10. CROMWELL'S MATERIAL ISSUES

As a part of the process for preparing this report, we reviewed our stakeholder material issues. Because our material issues have not changed substantially since our previous report, we determined that the Aspect Boundaries were appropriate. Table 17 maps our material issues against the GRI Aspects and boundaries. Material issues fit broadly under the following categories: Economic Impacts, Environmental Issues, Employee Issues, Supply Chain, Stakeholders and Governance/ESG. The related G4 Aspects and Disclosures also include disclosures from the Construction and Real Estate Sector Disclosures



**Table 17: Cromwell's Material Issues**

	Material Issue	Related G4 Aspect	Aspect Boundary
Economic Impacts	Financial performance and sustainability	Economic performance	Cromwell managed funds and joint ventures with 50% ownership
	Climate change impacts and opportunities	Economic performance	Cromwell operations and buildings
	Fair market rates		Cromwell buildings
	Sustainable business growth	Economic performance	Cromwell operations, buildings & funds
Environmental Issues	Energy	Energy	Cromwell operations and buildings
	GHG emissions	Emissions	Cromwell operations and buildings
	Waste management	Effluents and waste	Cromwell operations and buildings
	Water	Water	Cromwell operations and buildings
	Environmental reporting	Energy, water and emissions	Cromwell operations and buildings
	Overall environmental management	Materials / products and services / compliance / transport	Cromwell operations and buildings
	Building sustainability/ efficiency	Materials / products and services / indirect economic impacts	Cromwell operations and buildings
Employee Issues	Occupational health and safety	Occupational health and safety	Cromwell operations and base buildings
	Training and development	Training and education	Cromwell employees
	Employee engagement	Stakeholder engagement	Cromwell employees
	Diversity and equal opportunity	Employment / diversity and equal Opportunity / non-discrimination	Cromwell employees
Supply Chain	Reducing negative environmental and human rights impacts in the supply chain	Supplier assessment for impacts on society	Cromwell operations and projects
	Responsible and ethical procurement	Supplier assessment for labour practices	Cromwell operations and projects
Stakeholders	Community engagement	Local communities, stakeholder engagement	Large building projects (over \$500,000)
	Community investment	Indirect economic impacts	Cromwell operations
	Supplier engagement	Stakeholder engagement	Cromwell operations and buildings
	Investor engagement	Stakeholder engagement	Cromwell investors
	Tenant engagement	Stakeholder engagement	Cromwell buildings
Governance/ESG	Responsible investment	Indirect economic impacts	Cromwell funds
	Good corporate governance	Grievance mechanisms for impacts on society /anti-corruption / governance / ethics and integrity/ compliance (society, product responsibility, environmental, marketing and communications)	Cromwell operations, investors & tenants
	Risk management and compliance	Governance	Cromwell operations
	Sustainability management	Governance, customer health and safety	Cromwell operations, base buildings & projects

# 11. ASSET-BY-ASSET ENVIRONMENTAL DATA



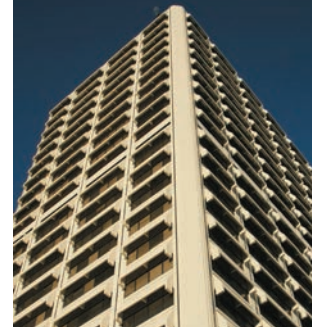
ADDRESS	19 National Circuit, Barton ACT
CATEGORISATION	Core
ELECTRICITY (KWH)	360,341
GAS (MJ)	2,215,354
WATER (KL)	3,964
NABERS ENERGY	4.5 Stars
INTENSITY (MJ/M2/PA)	861
NABERS WATER	3.5 Stars
INTENSITY (KL/M2)	0.54



ADDRESS	700 Collins Street, Melbourne VIC
CATEGORISATION	Core
ELECTRICITY (KWH)	1,611,978
GAS (MJ)	3,636,528
WATER (KL)	9,767
NABERS ENERGY	4.5 Stars
INTENSITY (MJ/M2/PA)	369
NABERS WATER	4.0 Stars
INTENSITY (KL/M2)	0.47



ADDRESS	207 Kent Street, Sydney NSW
CATEGORISATION	Core
ELECTRICITY (KWH)	2,026,387
GAS (MJ)	1,534,170
WATER (KL)	12,017
NABERS ENERGY	4.0 Stars
INTENSITY (MJ/M2/PA)	439
NABERS WATER	4.0 Stars
INTENSITY (KL/M2)	0.64



ADDRESS	13 Keltie Street, Woden ACT
CATEGORISATION	Core
ELECTRICITY (KWH)	1,158,652
GAS (MJ)	3,585,691
WATER (KL)	7,161
NABERS ENERGY	4.5 Stars
INTENSITY (MJ/M2/PA)	347
NABERS WATER	4.5 Stars
INTENSITY (KL/M2)	0.37



ADDRESS	76-88 Musk Avenue, Kelvin Grove QLD
CATEGORISATION	Core
ELECTRICITY (KWH)	876,685
GAS (MJ)	381,014
WATER (KL)	8,100
NABERS ENERGY	5.5 Stars
INTENSITY (MJ/M2/PA)	284
NABERS WATER	4.5 Stars
INTENSITY (KL/M2)	0.59



ADDRESS	243 Northbourne Ave Lyneham ACT
CATEGORISATION	Core
ELECTRICITY (KWH)	456,804
GAS (MJ)	1,243,970
WATER (KL)	2,505
NABERS ENERGY	4.5 Stars
INTENSITY (MJ/M2/PA)	322
NABERS WATER	4.5 Stars
INTENSITY (KL/M2)	0.35



ADDRESS	2-6 Station Street, Penrith NSW
CATEGORISATION	Core
ELECTRICITY (KWH)	785,694
GAS (MJ)	475,554
WATER (KL)	4,152
NABERS ENERGY	4.5 Stars
INTENSITY (MJ/M2/PA)	363
NABERS WATER	4.5 Stars
INTENSITY (KL/M2)	0.46



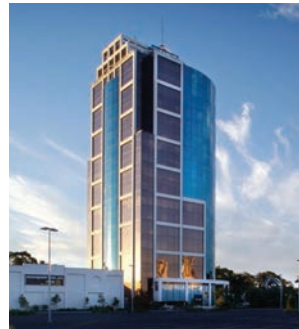
ADDRESS	520-540 Wickham St, Fortitude Valley QLD
CATEGORISATION	Core
ELECTRICITY (KWH)	2,496,895
GAS (MJ)	3,117,805
WATER (KL)	40,080
NABERS ENERGY	5.5 Stars
INTENSITY (MJ/M2/PA)	516
NABERS WATER	4.0 Stars
INTENSITY (KL/M2)	0.89



<b>ADDRESS</b>	
100 Miller Street, North Sydney NSW	
<b>CATEGORISATION</b>	Transitioning
<b>ELECTRICITY (KWH)</b>	3,201,078
<b>GAS (MJ)</b>	4,960,242
<b>WATER (KL)</b>	35,723
<b>NABERS ENERGY</b>	3.5 Stars
<b>INTENSITY (MJ/M2/PA)</b>	608
<b>NABERS WATER</b>	1.5 Stars
<b>INTENSITY (KL/M2)</b>	1.14



<b>ADDRESS</b>	
Corporate Centre 1 2 Corporate Ct, Bundall, QLD	
<b>CATEGORISATION</b>	Transitioning
<b>ELECTRICITY (KWH)</b>	1,290,798
<b>GAS (MJ)</b>	-
<b>WATER (KL)</b>	7,686
<b>NABERS ENERGY</b>	2.5 Stars
<b>INTENSITY (MJ/M2/PA)</b>	542
<b>NABERS WATER</b>	3.5 Stars
<b>INTENSITY (KL/M2)</b>	0.93



<b>ADDRESS</b>	
Corporate Centre 2 1 Corporate Ct, Bundall, QLD	
<b>CATEGORISATION</b>	Transitioning
<b>ELECTRICITY (KWH)</b>	730,968
<b>GAS (MJ)</b>	-
<b>WATER (KL)</b>	3,940
<b>NABERS ENERGY</b>	4.0 Stars
<b>INTENSITY (MJ/M2/PA)</b>	409
<b>NABERS WATER</b>	4.0 Stars
<b>INTENSITY (KL/M2)</b>	0.63



<b>ADDRESS</b>	
200 Mary Street, Brisbane QLD	
<b>CATEGORISATION</b>	Transitioning
<b>ELECTRICITY (KWH)</b>	1,284,527
<b>GAS (MJ)</b>	-
<b>WATER (KL)</b>	5,704
<b>NABERS ENERGY</b>	3.0 Stars
<b>INTENSITY (MJ/M2/PA)</b>	496
<b>NABERS WATER</b>	4.5 Stars
<b>INTENSITY (KL/M2)</b>	0.52



<b>ADDRESS</b>	
527 Gregory Terrace, Bowen Hills QLD	
<b>CATEGORISATION</b>	Transitioning
<b>ELECTRICITY (KWH)</b>	705,274
<b>GAS (MJ)</b>	-
<b>WATER (KL)</b>	4,330
<b>NABERS ENERGY</b>	2.0 Stars
<b>INTENSITY (MJ/M2/PA)</b>	554
<b>NABERS WATER</b>	4.0 Stars
<b>INTENSITY (KL/M2)</b>	0.73



<b>ADDRESS</b>	
475-501 Victoria Avenue, Chatswood NSW	
<b>CATEGORISATION</b>	Transitioning
<b>ELECTRICITY (KWH)</b>	1,686,672
<b>GAS (MJ)</b>	3,214,887
<b>WATER (KL)</b>	23,327
<b>NABERS ENERGY</b>	4.5 Stars
<b>INTENSITY (MJ/M2/PA)</b>	443
<b>NABERS WATER</b>	3.0 Stars
<b>INTENSITY (KL/M2)</b>	0.98



<b>ADDRESS</b>	
100 Waymouth Street Adelaide, SA	
<b>CATEGORISATION</b>	Transitioning
<b>ELECTRICITY (KWH)</b>	609,396
<b>GAS (MJ)</b>	1,077,070
<b>WATER (KL)</b>	4,410
<b>NABERS ENERGY</b>	Exempt
<b>INTENSITY (MJ/M2/PA)</b>	Exempt
<b>NABERS WATER</b>	Exempt
<b>INTENSITY (KL/M2)</b>	Exempt



<b>ADDRESS</b>	
117 Bull Street Newcastle NSW	
<b>CATEGORISATION</b>	Amending
<b>ELECTRICITY (KWH)</b>	945,482
<b>GAS (MJ)</b>	-
<b>WATER (KL)</b>	3,022
<b>NABERS ENERGY</b>	4.5 Stars
<b>INTENSITY (MJ/M2/PA)</b>	684
<b>NABERS WATER</b>	4.0 Stars
<b>INTENSITY (KL/M2)</b>	0.54



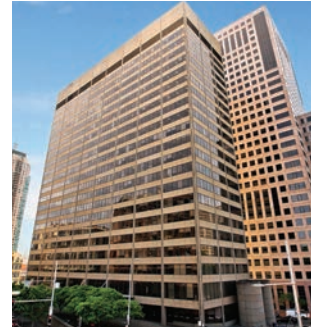
ADDRESS	4-6 Bligh Street, Sydney, NSW
CATEGORISATION	Amending
ELECTRICITY (KWH)	1,564,057
GAS (MJ)	2,321,639
WATER (KL)	11,900
NABERS ENERGY	4.5 Stars
INTENSITY (MJ/M2/PA)	855
NABERS WATER	2.5 Stars
INTENSITY (KL/M2)	1.28



ADDRESS	94 Crown Street, Wollongong NSW
CATEGORISATION	Amending
ELECTRICITY (KWH)	1,621,124
GAS (MJ)	-
WATER (KL)	3,616
NABERS ENERGY	4.5 Stars
INTENSITY (MJ/M2/PA)	684
NABERS WATER	4.5 Stars
INTENSITY (KL/M2)	0.42



ADDRESS	11 Farrer Place, Queanbeyan NSW
CATEGORISATION	Amending
ELECTRICITY (KWH)	638,607
GAS (MJ)	1,493,827
WATER (KL)	2,281
NABERS ENERGY	4.5 Stars
INTENSITY (MJ/M2/PA)	696
NABERS WATER	4.0 Stars
INTENSITY (KL/M2)	0.42



ADDRESS	2-24 Rawson Place, Sydney NSW
CATEGORISATION	Amending
ELECTRICITY (KWH)	4,211,981
GAS (MJ)	4,945,285
WATER (KL)	13,604
NABERS ENERGY	4.5 Stars
INTENSITY (MJ/M2/PA)	858
NABERS WATER	4.0 Stars
INTENSITY (KL/M2)	0.58



ADDRESS	Athllon Drive, Tuggeranong ACT
CATEGORISATION	
ELECTRICITY (KWH)	
GAS (MJ)	
WATER (KL)	
NABERS ENERGY	Tenant Controlled
INTENSITY (MJ/M2/PA)	
NABERS WATER	
INTENSITY (KL/M2)	



ADDRESS	450-460 Dean Street, Albury NSW
CATEGORISATION	
ELECTRICITY (KWH)	
GAS (MJ)	
WATER (KL)	
NABERS ENERGY	Tenant Controlled
INTENSITY (MJ/M2/PA)	
NABERS WATER	
INTENSITY (KL/M2)	



ADDRESS	146-160 Mary St & 147-163 Charlotte St, Brisbane, QLD
CATEGORISATION	
ELECTRICITY (KWH)	
GAS (MJ)	
WATER (KL)	
NABERS ENERGY	Tenant Controlled
INTENSITY (MJ/M2/PA)	
NABERS WATER	
INTENSITY (KL/M2)	



ADDRESS	203 Coward Street, Mascot NSW
CATEGORISATION	
ELECTRICITY (KWH)	
GAS (MJ)	
WATER (KL)	
NABERS ENERGY	Tenant Controlled
INTENSITY (MJ/M2/PA)	
NABERS WATER	
INTENSITY (KL/M2)	



<b>ADDRESS</b>	
136 Narrabundah Lane, Symonston ACT	
<b>CATEGORISATION</b>	
<b>ELECTRICITY (KWH)</b>	
<b>GAS (MJ)</b>	
<b>WATER (KL)</b>	
<b>NABERS ENERGY</b>	Tenant Controlled
<b>INTENSITY (MJ/M2/PA)</b>	
<b>NABERS WATER</b>	
<b>INTENSITY (KL/M2)</b>	



<b>ADDRESS</b>	
194-204 Ryrie Street, Geelong VIC	
<b>CATEGORISATION</b>	
<b>ELECTRICITY (KWH)</b>	
<b>GAS (MJ)</b>	
<b>WATER (KL)</b>	
<b>NABERS ENERGY</b>	Tenant Controlled
<b>INTENSITY (MJ/M2/PA)</b>	
<b>NABERS WATER</b>	
<b>INTENSITY (KL/M2)</b>	



<b>ADDRESS</b>	
50 Huntingfield Avenue, Kingston TAS	
<b>CATEGORISATION</b>	
<b>ELECTRICITY (KWH)</b>	
<b>GAS (MJ)</b>	
<b>WATER (KL)</b>	
<b>NABERS ENERGY</b>	Tenant Controlled
<b>INTENSITY (MJ/M2/PA)</b>	
<b>NABERS WATER</b>	
<b>INTENSITY (KL/M2)</b>	



