



Social		Metric	Data	Score	Weight	Group Score	Group Wgt
Health & Safety	S1.1	Does the company have safety management targets in place?	Yes	1.00	33.33%	83.33%	16.67%
	S1.2	If there is five years of data on a measure of safety (e.g. LTIFR) collected by the company, is it increasing/stable/decreasing?	+5.30%	0.50	33.33%		
	S1.3	Have there been any workplace fatalities in the last five years?	No	1.00	33.33%		
Human Rights & Supply Chain	S2.1	Is there a human rights policy?	No	0.00	25.00%	50.00%	16.67%
	S2.2	Is there a commitment to preventing modern slavery that covers both the company's workforce as well as workers in the value chain?	Yes - both	1.00	25.00%		
	S2.3	Is the company an accredited living wage employer?	No	0.00	25.00%		
	S2.4	Is there a supply chain code of conduct?	Yes	1.00	25.00%		
Product Quality & Accessibility	S3.1	Have there been any unplanned product or service faults (including cyber incidents or data privacy breaches) resulting in, for example, disruption to operations or recalls (including FDA regulated products if relevant), in the last three years?	No	1.00	100.00%	100.00%	16.67%
	S3.2	<i>Aged care only:</i> Is there a policy of repaying evacuated units within 6 months regardless of whether the unit is sold?	N/a	Unscored	0.00%		
Employee Value Proposition / Culture	S4.1	Is employee turnover measured and publicly reported?	No	0.00	25.00%	25.00%	16.67%
	S4.2	<i>If employee turnover is reported:</i>					
	S4.2.1	Is it <10%, <20%, >20%?	No data	0.00	12.50%		
	S4.2.2	If there is five years of data, is it increasing/stable/decreasing?	Insufficient data	0.00	12.50%		
	S4.3	Is there a contemporary parental leave policy?	No	0.00	25.00%		
S4.4	Has the company invested in any mental health and/or wellbeing initiatives in the last 3 years?	Yes	1.00	25.00%			
Diversity	S5.1	Does the company have a diversity and inclusion policy?	Yes	1.00	50.00%	100.00%	16.67%
	S5.2	Does the company track and measure the proportion of women in management roles in relation to the proportion of women employees?	90%	1.00	50.00%		
Stakeholder Relations	S6.1	Is there a policy to manage community involvement?	No	0.00	50.00%	50.00%	16.67%
	S6.2	Is the business model stakeholder centric?	Yes	1.00	50.00%		
<b>S - Total</b>							<b>A- (68.06%)</b>

Governance		Metric	Data	Score	Weight	Group Score	Group Wgt
Sustainability	G1.1	Is there a sustainability strategy?	Integrated	1.00	50.00%	100.00%	14.29%
	G1.2	Is remuneration for senior executives linked to achieving sustainability performance?	Yes	1.00	50.00%		
Framework	G2.1	Does the company have B Corporation, Future-Fit (or equivalent) certification?	Future-Fit	1.00	100.00%	100.00%	14.29%
Investor Protections	G3.1	Does the company have share classes with different voting rights?	No	1.00	33.33%	83.33%	14.29%
	G3.2	Is there potential for a 'blocking' shareholder?	12.87%	0.50	33.33%		
	G3.3	How many anti-takeover devices are there?	4	Unscored	0.00%		
	G3.4	Is there any evidence of significant unequal treatment of minority shareholders in any equity raisings in the last three years?	No equity raisings	1.00	33.33%		
Audit & External Relationship Management	G4.1	How long is the current auditor's tenure?	1 year	1.00	33.33%	66.67%	14.29%
	G4.2	What is the average proportion of total fees paid to the auditor for non-statutory audit services over the past three years?	6.48%	1.00	33.33%		
	G4.3	Is there a code of conduct governing interactions with elected officials?	No	0.00	33.33%		
	G4.4	Is the company explicitly considering lwi specific considerations within their community interactions?	No	Unscored	0.00%		
Board	G5.1	Do non-executive and independent Board members comprise the majority of Board members?	75.00%	1.00	10.00%	90.00%	14.29%
	G5.2	Is the CEO also the Chair?	No	1.00	10.00%		
	G5.3	What is the average tenure of current Board members?	3.6 years	1.00	10.00%		
	G5.4	What is the average number of Board member affiliations of non-executive Board members?	6.50	0.00	10.00%		
	G5.5	How many directors are on the Board?	8	1.00	10.00%		
	G5.6	Is a Board skills matrix disclosed?	Yes	1.00	10.00%		
	G5.7	Does the company have a policy for maintaining a well-balanced Board?	Yes	1.00	10.00%		
	G5.8	Are all audit-committee members non-executive directors?	Yes	1.00	10.00%		
	G5.9	Is the Board's gender diversity sufficient?	50.00%	1.00	10.00%		
	G5.10	Does the Board undertake an annual self review process?	Yes	1.00	10.00%		
Data Security & Tax	G6.1	Is there a cybersecurity policy in place? If so, is there evidence the company has tested its cyber resilience strategies in the last year?	Yes	1.00	33.33%	100.00%	14.29%
	G6.2	Is there a data privacy and protection policy in place? If so, is their evidence the company has tested its security measures in the last year?	Yes	1.00	33.33%		
	G6.3	Does the Board have a tax governing framework in place?	Yes	1.00	33.33%		
Assurance & Ethics	G7.1	Has the company received external assurance of its sustainability report or disclosures?	Reasonable - GHG inventory	0.50	50.00%	75.00%	14.29%
	G7.2	Has the company acted with integrity? Avoided major controversies in the last five years?	Yes	1.00	50.00%		
<b>G - Total</b>							<b>A+ (87.86%)</b>

Data sourced from Forsyth Barr analysis, company disclosures and Refinitiv Eikon.