

ARGOSY PROPERTY LIMITED - GRI - TOPIC SPECIFIC DISCLOSURES (year to 31 March 2023)

General Disclosures - Annual Total Compensation Ratio			
Disclosure title	GRI	Reporting requirement	Location/Reference/Response
	2-21	a. Ratio of total annual compensation for the highest-paid individual to the median-paid individual: b. Ratio of percentage increase for the highest-paid individual to the median percentage increase for all employees c. contextual information	6.85:1 (\$1,169,270 to \$170,770)  (-8%) (highest paid) : +3% (median)  Refer A.R. [75] [Remuneration Report]

GRI 302 - Energy Disclosures			
Disclosure title	GRI	Reporting requirement	Location/Reference/Response
Energy consumption within the organisation	302-1	Total fuel consumption within the organisation from non-renewable resources	239,774 MJ diesel 446,575 MJ Natural Gas 25,000 MJ petrol
		Total fuel consumption within the organisation from renewable resources	Nil
		Electricity consumption	307,226 MJ
		Heating consumption	Nil
		Cooling consumption	Nil
		Steam consumption	Nil
		Electricity sold	Nil
		Heating sold	Nil
		Cooling sold	Nil
		Steam sold	Nil
		Total energy consumption within the organisation	1,018,575 MJ
		Source of conversion factors	U.S. Energy Information Administration ( <a href="https://www.eia.gov/energyexplained/units-and-calculators/energy-conversion-calculators.php">https://www.eia.gov/energyexplained/units-and-calculators/energy-conversion-calculators.php</a> )

Energy consumption outside of the organisation	302-2	Energy consumption outside of the organisation	Argosy does not collect data or report on energy consumption outside of its organisation.
		Reduction of energy consumption	3,505,356MJ
		Reduction in energy requirements of products and services	Not reported

<b>GRI 305 - Emissions Disclosures</b>			
Disclosure title	GRI	Reporting requirement	Location/Reference/Response
Direct (Scope 1) GHG emissions	305-1	Scope 1 GHG emissions	108 metric tonnes CO2 equivalent
		Gases included in the calculation	CO2, CH4, N2O, HFC
		Biogenic CO2 emissions	Nil
		Base year for calculation	2019
		Rationale for base year	2019 was unaffected by COVID-19 and considered a 'normal operations' year
		Emissions in the base year	74 metric tonnes CO2 equivalent
		Source of the emission factors and global warming potential (GWP) rates	Toitu Envirocare Net Carbonzero programme
		Consolidation approach	Operational control
Energy indirect (Scope 2) GHG emissions	305-2	Standards used	ISO 14064-1 or PAS 2050
		Scope 2 GHG emissions	8 metric tonnes CO2 equivalent
		Base year for calculation	2019
		Rationale for base year	2019 was unaffected by COVID-19 and considered a 'normal operations' year
		Emissions in the base year	125 metric tonnes CO2 equivalent
		Source of the emission factors and global warming potential (GWP) rates	Toitu Envirocare Net Carbonzero programme
		Consolidation approach	Operational control
		Standards used	ISO 14064-1 or PAS 2050



GRI 401 - Employment			
Disclosure title	GRI	Reporting requirement	Location/Reference/Response
	401-1	<p>a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.</p> <p>b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.</p>	<p>2 new hires in the year to 31 March 2023:</p> <ul style="list-style-type: none"> <li>- Age group: 1 under 30 years, 1 over 50 years</li> <li>- Gender: both female</li> <li>- Location: both Auckland</li> </ul> <p>1 staff member resigned in the year to 31 March 2023:</p> <ul style="list-style-type: none"> <li>- Age group: over 50 years</li> <li>- Gender: female</li> <li>- Location: Auckland</li> </ul>
<p>Benefits provided to full-time employees that are not provided to temporary or part-time employees</p>	401-2	<p>a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum:</p> <ul style="list-style-type: none"> <li>i. life insurance;</li> <li>ii. health care;</li> <li>iii. disability and invalidity coverage;</li> <li>iv. parental leave;</li> <li>v. retirement provision;</li> <li>vi. stock ownership;</li> <li>vii. others.</li> </ul> <p>b. The definition used for 'significant locations of operation'.</p>	<p>All permanent FTE employees (located in Auckland and Wellington) are entitled to the following benefits:</p> <ul style="list-style-type: none"> <li>Life insurance</li> <li>Medical insurance</li> <li>Income protection insurance</li> <li>Parental leave for up to 12 months. Argosy tops up the government parental leave payment to an employees full salary for a period of 18 weeks (9 weeks whilst on leave and 9 weeks on return to work).</li> <li>n/a</li> <li>n/a</li> <li>50% of the cost of gym memberships are reimbursed.</li> </ul> <p>Argosy Property has offices located in Auckland and Wellington only. Employees in both offices are entitled to the same benefits.</p>

	<p>2.3 When compiling the information specified in Disclosure 401-2, the reporting organization shall</p> <p>exclude in-kind benefits such as provision of sports or child day care facilities, free meals during</p> <p>working time, and similar general employee welfare programs.</p>	
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Parental leave	401-3	<p>The reporting organization shall report the following information:</p> <p>a. Total number of employees that were entitled to parental leave, by gender.</p> <p>b. Total number of employees that took parental leave, by gender.</p> <p>c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender.</p> <p>d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.</p> <p>e. Return to work and retention rates of employees that took parental leave, by gender.</p>	<p>All employees of Argosy Property are entitled to parental leave. At 31 March 2023 there were 36 FTEs (15 female, 21 male).</p> <p>Not applicable. No staff members were on parental leave in the year to 31 March 2023.</p> <p>Not applicable. No staff member returned to work after parental leave ended in the year to 31 March 2023.</p> <p>Not applicable (no employees that took parental leave, returned to work 12 months prior to 31 March 2023).</p> <p>Not applicable as above.</p>
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<b>GRI 405 - Diversity and Equal Opportunity</b>			
Disclosure title	GRI	Reporting requirement	Location/Reference/Response
Diversity of governance bodies and employees	405-1	<p>a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:</p> <p>i. Gender;</p> <p>ii. Age group: under 30 years old, 30-50 years old, over 50 years old;</p> <p>iii. Other indicators of diversity where relevant (such as minority or vulnerable groups)</p>	<p>i. 16.7% female; 83.3% male.</p> <p>ii. Nil under 30; Nil 30-50 years old; 100% over 50 years old.</p> <p>iii. 16.7% Maori.</p>

Ratio of basic salary and remuneration of women to men	405-2	<p>b. Percentage of employees per employee category in each of the following diversity categories:</p> <p>i. Gender;</p> <p>ii. Age group: under 30 years old, 30-50 years old, over 50 years old;</p> <p>iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).</p>	<p>i. Gender: Officers 23.1% female and 76.1% male; All employees 40.5% female and 59.5% male.</p> <p>ii. Age: Officers nil under 30 years old, 53.8% 30 - 50 years old and 46.2% over 50 years old.</p> <p>iii. S.R 15.</p>
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