

Sustainability Report 2014-2015



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ABOUT OUR REPORT

Introduction

This document is our second Sustainability Report. Here you will find information of our organisation regarding economic, social, labour and environmental performance.

Our previous sustainability report covered information of 2013 - 2014 financial year (from July 2013 to June 2014). This report was published on December 2014 and is available on our website.

Reporting Principles and G4 Option

This report has been prepared 'In accordance' with the Global Reporting Initiative G4 Sustainability Reporting Guidelines – Core option.

Reporting Scope and Boundaries

This report covers all our business activities in Brisbane, Australia. This includes services, administration activities, and local community activities organised/supported by B4C.

Reporting Period and Cycle

This report includes relevant information of our organisation's performance during 2014-2015 financial year (From July 2014 to June 2015). Our reporting period is annual.

External Assurance

This report is not externally assured.

If you have any questions and suggestions regarding this report, please contact at:

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G4-28 to 33

*This report was written by B4C's ad hoc sustainability reporting team, **Claudia Arias** and **Patricia Rimando**.*

MESSAGE FROM OUR PRESIDENT

G4-1

Sustainability of nature is the core goal of the Bulimba Creek Coordinating Catchment Committee (B4C). For nature to be sustained it requires an effort that must span many hundreds of years. Because of this fact inter-generational renewal of our mission, values, goals and understandings is a vital task for the B4C.

B4C's vision is to create a web of green across the catchment. B4C seeks to engage people and build community capacity to become actively involved in restoring natural landscapes, habitat and nature conservation values through on ground opportunities, education and advocacy. We are seeking a future for our wildlife, water and people. B4C was formed on the basis that what we could not do alone as individuals and smaller groups, we could do together.

For almost 20 years we have worked towards that goal building a strong financially independent community organisation and social enterprise. We have worked with partners at three levels of government to protect over 250 ha of valuable urban bush land. We have mobilised the community to also restore, repair and plant a similar area. We have brought wildlife back to areas and had plants unseen for a century reappear. Since early 2000 we have implemented the largest coastal wetland rehabilitation project in Queensland at the Bulimba Creek Oxbow in the lower creek.

In 2014/15 we:

- Worked on 160 sites across the catchment and greater Brisbane.
- Planted over 25,000 trees.
- Propagated over 10,000 seedlings and cuttings at our community nursery.
- Had over 32,000 hours put in by 2,600 volunteers (including nursery, field, water testing, office, research, community events, Habitat Brisbane, Green Army, students, corporate groups, Scouts and Guides).
- Conducted 47 events and open days including our inaugural "In Our Hands" art show
- Helped establish a community nurseries network across the wider region
- Used part of our surpluses to make a social investment of securing 120ha of koala habitat adjacent to the World Heritage area of Mt Barney National Park
- Raised over 80% of our income from our social enterprise activities.

We continue to provide a supportive, participatory and meaningful workplace for our employees and volunteers. We try in every way to minimise the ecological footprints of our activities.

MESSAGE FROM OUR PRESIDENT

G4-1

The B4C is confronted by an economic and political system that undervalues natural systems. The results of centuries of this sort of economic activity have left the natural areas of Bulimba Creek in a degraded state. A majority of its waterways are degraded and its bushland areas are severely reduced in size and in a highly fragmented state. This business as usual approach has widespread political support. B4C's members and allies have, despite these challenges to sustainability, led a community campaign to slow down and in some areas reverse the damage being done to our natural areas.

Our challenge for the next 5 years is to manage our investments and commercial activities to build a solid financial base to ensure our long term future as an organisation. In parallel with this financial strategy we must strengthen, renew and expand our membership, staff and management. We have been able to attract and nourish a new generation who will be the future doers, thinkers and leaders of the B4C and who share the passion and vision to keep building our web of green. Through our Sustainability Centre, Community Nursery, School Outreach Program, Ecosystem Service Unit, the Brisbane Catchments Network and affiliated Bushcare groups we are constantly promoting and doing things that will make our communities and society more sustainable and protect our catchments nature forever.

Mik Petter

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Mik Petter
President

ABOUT OUR ORGANISATION

G4-3, 5, 6, 7

Bulimba Creek Catchment Coordinating Committee Inc. (B4C) was established as an incorporated catchment and landcare group in 1997. The office is located in its Sustainability Centre in Carindale, Brisbane, Australia.

As a social enterprise and non-for-profit organisation, we reinvest the majority of our profits in supporting the environment and the community. Our main services are ecological rehabilitation and restoration, maintenance, community services and consultation services.

G4-9



ABOUT OUR ORGANISATION

G4-4

OUR SERVICES

Ecological Rehabilitation and Restoration

- Rehabilitation of native vegetation of bushlands, natural parklands, recreational reserves, waterways, wetlands and riparian zones.
- Soil conservation.

Maintenance

- Maintenance of rehabilitated areas.
- Maintenance landscaping works – weed control, mowing, slashing.

Community Services

- Corporate planting days.
- Environmental education presentations for schools, universities and community.
- Creek catchment tours.

Consultation Services

- Flora, fauna and habitat surveys.
- Biocondition and regional ecosystem surveys.
- Rehabilitation and vegetation management plans.
- Water quality testing

G4-8

OUR MARKET

The organisation serves its local market in Brisbane area. The market includes governmental organisations such as local Councils and private companies located in Brisbane. As a not-for-profit organisation, B4C also has partners and sponsors. Our main beneficiaries are the local community which includes volunteers, staff, members, students, residents and businesses within and around the catchment.

- **Community:** volunteers, staff, members, students, residents and businesses within and around the catchment.
- **Government Bodies:** Brisbane City Council, Redlands City Council, Ipswich City Council, Department of Agriculture, Fishery and Forestry, QLD Government, Department of Transport Main Roads, QLD Government.
- **Clients/Sponsors:** Queensland Urban Utilities, Powerlink QLD, Transurban Ltd. Energex, Port of Brisbane Pty Ltd, Reynoldsman Pty Ltd.

ABOUT OUR ORGANISATION

OUR PAID EMPLOYEES

G4-10



	Female	Male	Total
Manager	0	1	1
Office Staff	5	2	7
Field Staff	0	5	5
Total			13

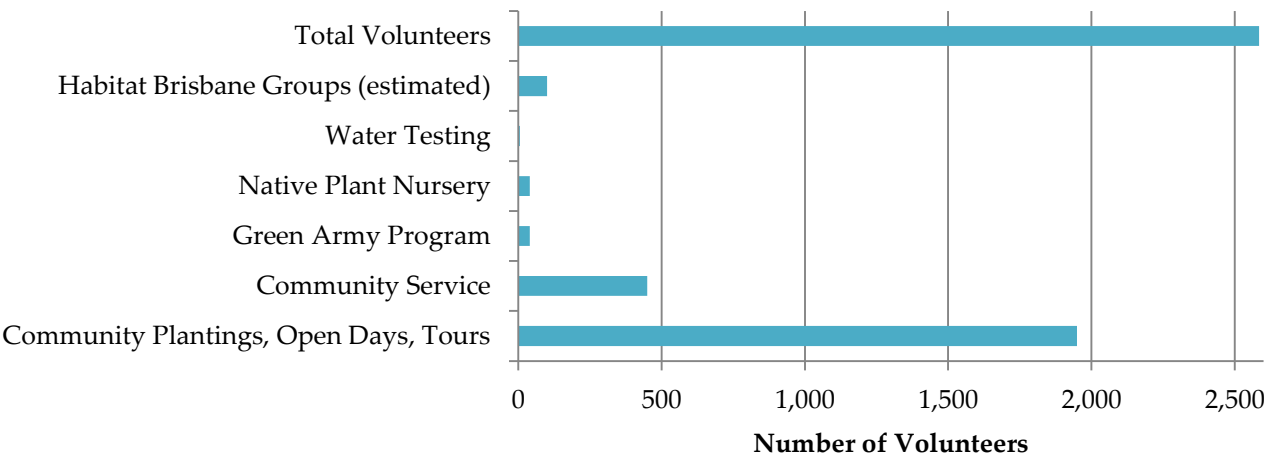
ABOUT OUR ORGANISATION

OUR VOLUNTEERS

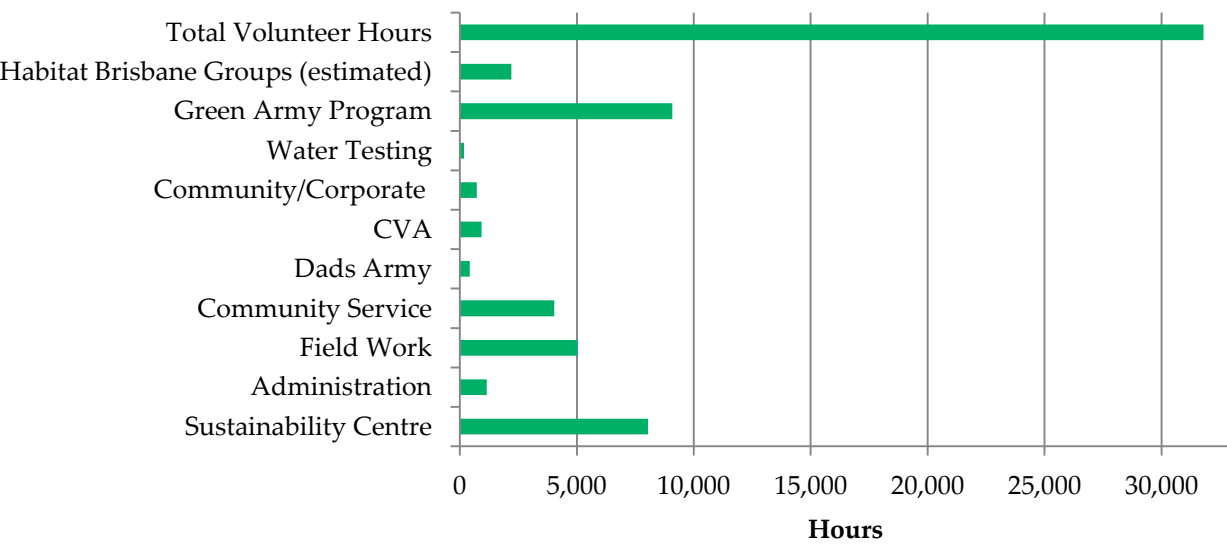
Our organisation relies on dedicated volunteers to build community capacity in restoring natural landscapes and habitat for wildlife. During the reporting period, over 2,500 people volunteered more than 31,000 hours in different activities within our organisation.

Our Native Plant Nursery is run completely by volunteers, and their work has been to support the bushcare and rehabilitation of waterways, wetlands and bushlands in the Bulimba Creek Catchment area.

Number of Volunteers during 2014-15 FY



Volunteering Work during 2014-15 FY



ABOUT OUR ORGANISATION

OUR SUPPLY CHAIN

G4-12

Our organisation supports and prefers local business in Brisbane, Australia. Our materials and contractors come from over 100 wholesalers and small local established businesses.

List of materials used in the field

- Weed treatment chemicals are used according to the Department of Agriculture, Fishery and Forestry (DAFF) and applied by accredited AC/DC staff.
- Fertilizer.
- Sandy loam soil.
- Native plants - most of the plants are propagated in our community nursery or buy through Network of Community Nurseries.
- Inoculated Mulch from an accredited arborist.
- Coir net made with coconut fibre.
- Horticultural foam flake – Hydrocell to increase water and air holding ability of soil.
- Tree guards, hardwood stakes, bamboo stakes.

G4-13

Community Nursery Network

During this reporting period, a Network of Community Nurseries within the southeast Queensland region was created by local groups. This initiative brought together community nurseries that propagate native plants and are staffed wholly or largely by volunteers. B4C now prioritises suppliers within this network over commercial plant nurseries, whenever possible.



A SOCIAL INVESTMENT IN THE FUTURE OF SEQ

G4-13

Thanks to the support of its members and its long-term partners, our organisation was pleased to announce its social investment to secure a 129 ha buffer area for the World Heritage Listed Mt Barney National Park. The property provides a habitat for Koalas, Glossy Black Cockatoos and other wildlife and links a northern fragment of the Mt Barney National Park to the main part of the World Heritage area to the south.

The B4C has used its own funds to buy this property as our way of investing any surplus funds back into the future of our community and environment and we choose to do this “for love, not money”.

This investment by the B4C has been made possible both by the hard work of its members and volunteers and by the long-term support of our funding partners in supporting our business operations over the last 17 years.

We will be working closely with the adjacent Bartopia Nature Refuge to manage the Yamahra Creek area for its natural values. This investment also achieves a high priority action in the SEQ Regional Natural Resource Management Plan, developed by SEQ Catchments.

ABOUT OUR ORGANISATION

G4-14

PRECAUTIONARY APPROACH

B4C supports the precautionary approach to managing our environmental impacts. Our Environmental Policy espouses a commitment to considering the environment in our organisational decisions, minimising our waste and impacts on the environment, and continually improving our environmental performance. In addition, our OHS system includes a risk-management based precautionary approach to our operations.

B4C ENVIRONMENTAL POLICY

We endeavour to:

- Comply with all relevant regulatory requirements – Council, State and Federal
- Work closely with relevant local governments departments to ensure compliance and approval of work methods and standards.
- Continually improve and monitor environmental performance
- Continually improve and reduce environmental impacts
- Incorporate environmental factors into business decisions
- Increase employee awareness and training
- Minimise waste by evaluating operations and ensuring they are as efficient as possible

We will review this policy and any related issues every six months.

MISSION STATEMENT

B4C is a community based social enterprise that provides coordination, support and specialised ecological services to protect, restore and maintain Bulimba Creek catchment in partnership with our members and the wider community to build a web of green across the region.

OBJECTS OF OUR ORGANISATION

1. A not for profit organisation suitable for entry to the Register of Environmental Organisations, concerned with managing, protecting and enhancing the natural environment.
2. Networking, co-ordinating, supporting and assisting local environmental, conservation and community groups.
3. Education, knowledge and expertise shared and disseminated to individual groups.
4. Solidarity in writing letters from other groups to support individual groups and the whole catchment.
5. Central repository for information for catchment - general information and specific surveys.
6. Disseminate information on environmental issues to Bulimba Creek and wider area.
7. Have a common voice when needed.

ABOUT OUR ORGANISATION

MEMBERSHIP IN ASSOCIATIONS

G4-16

Organisation	Status	Level
Brisbane Catchment Network	Group member	Brisbane City area
Landcare Queensland	Member	Queensland
SEQ Catchments	Group Member and representative for lower Brisbane on SEQC Members Association Committee	South East Queensland area
Healthy Waterways	Member	South East Queensland area
International River Foundation	Member	Worldwide
Volunteering Queensland	Member	Queensland
Wildlife Queensland	Member	Queensland
Environmental Defenders Office	Member	Australia-wide

ENTITIES IN CONSOLIDATED FINANCIAL STATEMENTS

G4-17

Bulimba Creek Catchment Coordinating Committee Inc.
Bulimba Creek Environment Fund

As part of our organisation we also have the Bulimba Creek Environment Fund. It is registered with the Register of Environmental Organisations (Federal Government). The Bulimba Creek Environment Fund was established to accept tax-deductible donations in support of a community-driven commitment to deliver critical environmental outcomes through socially and ethically sensitive programs. Since its inception, the Environment Fund has dispersed over \$150,000.

Working
together for
a healthy,
connected
catchment



IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-18

In this edition of our sustainability report, our focus is on reporting information that matters to our stakeholders, as aligned with the new format of the Global Reporting Initiative (GRI) guidelines (G4).

The process for defining the report content was guided by the GRI Guidance on Defining Report Content, following the steps below:

Step 1: Identification

To identify the material issues that would define the report content, we undertook a stakeholder engagement process that endeavoured to be inclusive and comprehensive. This included:

- Interviewing members of the B4C Management Committee and staff on perceived material issues.
- Surveying clients and partners on their input regarding B4C's environmental, economic and social performance.
- Engaging members and volunteers through face-to-face interviews, online surveys and Open Days about issues that they feel we should focus on.

With the data gathered from this process, a list of material issues that reflect which environmental, economic and social issues impact our stakeholders was collated.

Step 2: Prioritisation

The final list of issues was prioritised based on the materiality matrix (shown in the following page) and ranked by members of the sustainability reporting team and management committee.

The issues determined to be material for the sustainability report, based on the collated stakeholder feedback and management committee input are:

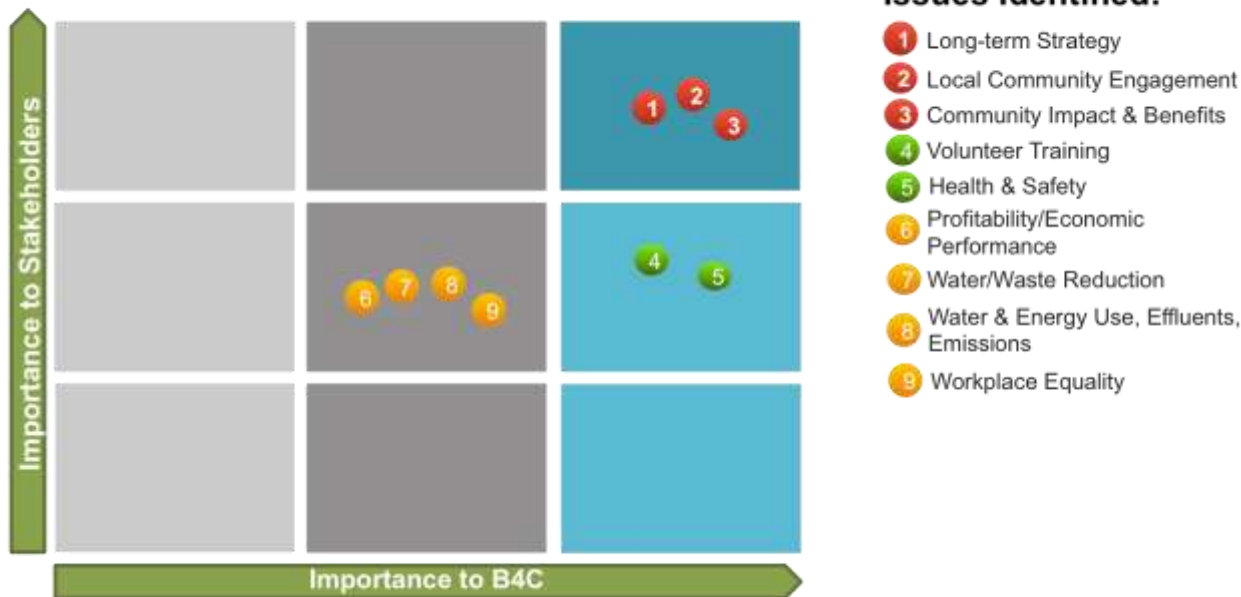
- Long-term strategy
- Local community engagement
- Community impact and benefits
- Volunteer training
- Health and Safety
- Profitability/Economic performance

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-18

The matrix below summarises the outcomes of the prioritisation step:

Materiality Matrix*



*All items in one sector are considered equally important. Placement of the items within a sector is not relative.

Step 3: Validation

We mapped these identified priority issues to the relevant GRI Aspects, as guided by the GRI Implementation Manual and Reporting Principles, to determine the specific indicators that will form the basis of the report content.

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-19, 20, 21

The table below summarises the issues and how they relate to the GRI G4 Aspects, and the boundaries of these in relation to our stakeholders.

Issue	Description	GRI G4 Aspect	Internal & External Aspect Boundaries
Long-term strategy	Long-term direction of the organisation	Strategy and Analysis	Management Committee, Staff, Members Community
Local Community Engagement	Importance of keeping local community involved in B4C's mission and vision, Supporting local business in B4C's procurement practices	Local Communities	Staff, Members, Volunteers Community, Clients, Partner organisations
Community Impacts and Benefits	B4C's initiatives should continue to have positive impacts on the community		
Volunteer Training	Regular training of volunteers to ensure adherence to best practices and proper OHS measures	Training & Education	Staff, Members, Volunteers
Health & Safety	Importance of OHS to staff and volunteers, Continual improvement in this area	Occupational Health & Safety	
Workplace Equality	Importance of having a healthy and inclusive workplace free from discrimination	Non-Discrimination	

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-19, 20, 21

Issue	Description	GRI G4 Aspect	Internal & External Aspect Boundaries
Profitability /Economic Performance	Financial sustainability of the organisation, reporting of how profits are reinvested	Economic Performance	<div>Management Committee, Staff, Members, Volunteers</div> <div>Community, Government, Partner organisations</div>
Water/Waste Reduction	Minimising the use of toxics, Implementing actions in recycling, water/waste reduction	Environment	<div>Staff, Members, Volunteers</div>
Water & Energy Use, Effluents, Emissions	Implementing sustainable actions that reduce usage of water and energy		

STAKEHOLDER ENGAGEMENT

STAKEHOLDER GROUPS ENGAGED

G4-24

We engaged the following stakeholder groups:

- Internal stakeholders: Management Committee, staff, members/volunteers
- External stakeholders: Members/volunteers as part of the larger community, clients, partners

Due to the unique structure of the organisation as a community-based social enterprise, we consider our members and volunteers to be both internal and external stakeholders. Tables on pages 14 and 15 show a list and description of stakeholders.

G4-25

BASIS FOR IDENTIFICATION AND SELECTION OF STAKEHOLDER GROUPS

Our stakeholders are those who have a direct relationship to or impacted by our organisation. Internal management and operational staff who have been with B4C since its inception were consulted to identify the relevant stakeholder groups. As we are a relatively small organisation, the stakeholders selected were our biggest partners and contributors. Feedback from the community at large was also considered.

STAKEHOLDER ENGAGEMENT

HOW WE ENGAGE OUR STAKEHOLDERS

G4-26

We engage our stakeholders regularly through various means, such as:

- B4C Open Days – once a month for members, volunteers, and any interested members of the public. Speakers are invited from a variety of sectors to talk on topics of interest to the group (e.g. Landcare groups, biodiversity in a local catchment area, etc)
- Catchment Meetings – a members' assembly once a month where updates, upcoming activities and events are communicated to B4C members.
- Management Committee meetings – The Management Committee meets every month to discuss activities and strategic plans for the organisation.
- Staff meetings – Staff meetings are held on adhoc basis, and typically as operational needs arise.
- Workshops, Bushwalks, Tours and other activities – B4C organises a range of activities. Examples are creek tours, tree planting events at various locations, and Common Myna trapping workshops.

Specific activities undertaken for this report were the following:

- Interviews with B4C manager and Management Committee members.
- Online/paper/face-to-face surveys of identified stakeholder groups regarding the organisation's social, environmental and economic impacts, as well as B4C's perceived frequency and adequacy in addressing their feedback

HOW WE ADDRESSED FEEDBACK

G4-27

Key topics and concerns raised through the various modes of stakeholder engagement are detailed in the materiality matrix shown in page 15. The selected Aspects and Indicators were finalised after consultation with B4C management.

B4C's response to these key topics and concerns are detailed in the relevant Aspects of this report.

We started in 1996 and incorporated in 1997. Under incorporation, we have a Management Committee of 4 positions:

- President - Michael Petter
- Vice President - Kevin Masters
- Secretary - Heather Barns
- Treasurer - Patrick O'Donoghue

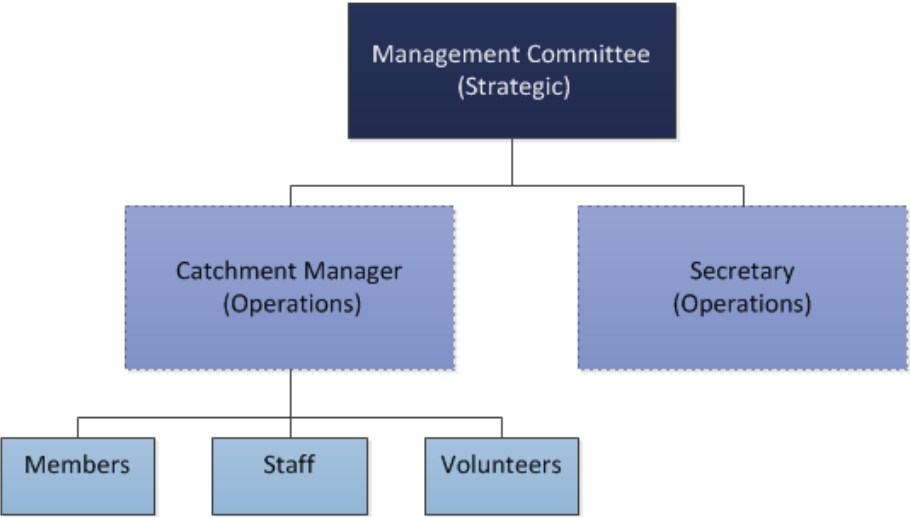
The Management Committee has been very stable, with the same secretary and treasurer from the beginning, with the same President for 17 years and the same Vice President since 2009.

The Management Committee invites 3 ex-officio members to attend on a regular basis:

- Wayne Cameron - Catchment Manager
- Kay Jones - Financial Assistant
- Daryl Evans - Ecologist

Bulimba Creek Catchment Coordinating Committee (B4C)

Organisational Chart



The Management Committee is responsible for setting policy and making decisions about the direction of the organisation. The Committee meets regularly to discuss the various projects that are happening, look to future opportunities, discuss the financial situation and make decisions about capital purchases (e.g. vehicles, building, computers) and financial management.

Each month there is a Catchment Meeting, where all members are invited to participate, giving reports about their own environmental groups (mostly Habitat Brisbane bushcare groups). Members can be individuals, families, bushcare groups, or organisations such as Scouts or Lions. Volunteers at the Sustainability Centre, with the field or water testing team as well as from community events are non-voting members and are welcome to come to meetings and events.


Our Catchment Manager, Wayne Cameron, is responsible for running of the on-ground works team (Ecosystem Services Unit – ESU), including procuring, scoping and coordinating projects, supervising or organising staff and ensuring adequate resources are obtained to fulfill the objectives of B4C. He also coordinates catchment protection activities, such as dealing with emerging and ongoing environmental issues and threats including objections to inappropriate developments, submissions to Council to acquire land for environmental purposes and campaigns against illegal activities that are detrimental to the environment (illegal filling, development in waterway corridors, mountain bike damage).

Our organisation has a Code of Conduct that is available on our website and displayed on our premises. Our Code of Conduct covers: respect for others, respect for property, zero tolerance of sexual harassment, zero tolerance of alcohol or drugs, among others.

Our Code of Conduct is provided and explained to new volunteers during inductions. New staff sign off on a workplace agreement where B4C's code of conduct statement is stipulated.

The Management Committee is responsible for developing, updating and approving organisational policies relating to ethics and integrity.

Our organisation has identified areas of improvement in communicating its code of conduct and associate policies. This year, we are committed to review and improve these policies.



We invest our surpluses in responsible investments to help secure our long term future and toward improving our on ground capacity.

We also make social investments in the environment such as the purchase of land at Mt Barney. Each year we use around \$30,000 of our paid staff time working on unfunded sites and projects.

Our Environment Fund dispersed \$3,000 last year to local and regional projects

ECONOMIC PERFORMANCE

MANAGEMENT APPROACH

G4-DMA

To enable us to keep providing the services we have for the community, B4C needs to be financially viable.

Both external and internal stakeholders have indicated that it is important that B4C performs well financially and reports its financial performance. As we seek to invest any excess funds derived from contracts into community projects and beneficial catchment actions, we believe it is important to be transparent regarding where our profits are re-invested, assuring the community of our commitment to our mission and vision.

The focus of B4C's management approach to this aspect is on monitoring and reporting its operating costs, revenues and profits. Grant management is another aspect monitored in our economic performance. As one of the largest catchment groups, we apply for government funding on behalf of smaller organisations, mainly bushcare groups. B4C not just administers distribution of monies to the organisation, but also provides resources and professional assistance.

Monitoring of our financial status is done regularly. The Management Committee, which includes a treasurer, reviews financial reports on a monthly basis. The organisation also has a dedicated financial assistant. With the release of 2 GRI Sustainability Reports to date, we aim to continue to be transparent and accountable to our stakeholders for economic performance.

COMMUNITY INVESTMENT

G4-EC1

We support our community and the environment through different initiatives during the year. As our investments are mostly in-kind, estimated at \$30,000 per year. We have summarised them as below:

- **Native Plant Nursery:** we support our nursery volunteers with materials, a safe place to work and training opportunities. Plants are also donated to schools, bushcare groups and other project sites.
- **Educational Programs:** we organise and fund open days, workshops for members, the general public, local schools and universities.
- **Bushcare Groups:** we assist with information, advice, administration and sponsorship for grants from government departments.
- **Supporting Brisbane Catchment Network:** our staff support many activities of the group including grant application, grant management, administrative work.

ECONOMIC PERFORMANCE

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

G4-EC1

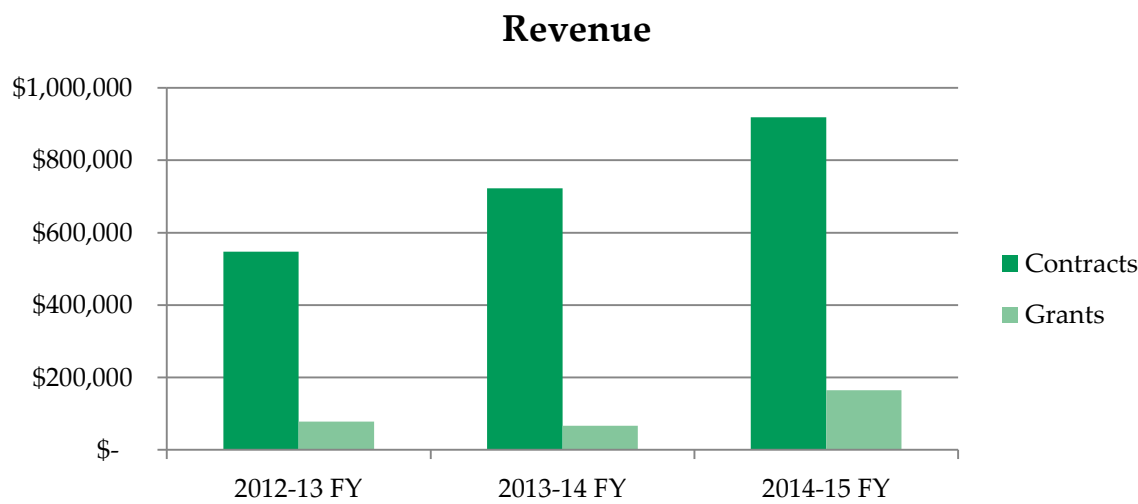
During the reporting period, our organisation had a net profit of \$330,000. This positive result allows us to continue undertaking our projects and supporting bushcare groups of the Bulimba Creek Catchment area.

FINANCIALS FOR B4C GENERAL FUNDS

Economic Indicator		AUS\$
Direct economic value generated	Revenue	\$919,000
Economic value distributed	Operating costs (wages + expenses)	\$589,000
	Employee wages and benefits	\$363,000
	Expenses	\$226,000
	Payment to providers of capital	\$0
	Payment to government	\$0
Economic value retained	Surplus	\$330,000

FINANCIALS FOR B4C ENVIRONMENT FUND

Economic Indicator		AUS\$
Direct economic value generated	Income	\$8,300
Economic value distributed	Expenses	\$2,900
Economic value retained	Surplus	\$5,400



ECONOMIC PERFORMANCE

G4-EC2

METHODS USED TO MANAGE THE RISK OR OPPORTUNITIES DUE TO CLIMATE CHANGE

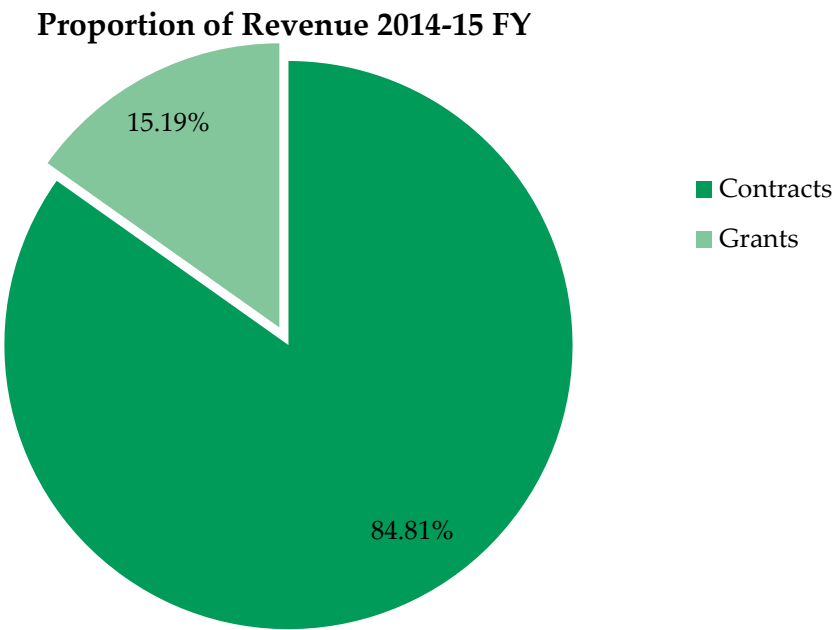
We have identified that climate change will impact the outcomes of our services due to flooding and droughts. Flooding may damage sites where we have done rehabilitation and revegetation works. Droughts might cause loss of plants due to the lack of water availability. Our quality assurance policy for the services we provide indicates that B4C will replace plants that die or are lost (usual rate is 10%). However, when a major natural disaster occurs we will negotiate with the client regarding site recovery.

Our approaches to reduce and mitigate risk of climate change are:

- A site assessment will indicate if the area is subject to major flooding. B4C will advise clients to not undertake rehabilitation and revegetation when the proposed site of works may be subject to flooding events.
- Plant selection mitigates impacts associated with drought. The selection of plants according to site conditions increases the likelihood of survival of vegetation.

OVERVIEW OF FINANCIAL ASSISTANCE RECEIVED

During the reporting period, 85% of our income came from contracts and only 15% of the funds originated from grants.



ECONOMIC PERFORMANCE

G4-EC4

FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT

As a non-profit organisation in Australia, our organisation is endorsed to access the following tax concessions:

- Income tax exemption from 1 January 2006 under Subdivision 50-B of the Income Assessment Act 1997.
- GST concessions from 1 January 2006 under Division 176 of A New Tax System (Goods and Services Tax) Act 1999.
- FBT rebate from 1 January 2006 under section 123E of the Fringe Benefits Tax Assessment Act 1986.

Our organisation also has a special fund which endorses as a deductible gift recipient under Subdivision 30-BA of the Income Tax Assessment Act 1997.

Due to the complexity of the Australian Taxation system we are not able to report the total monetary value of financial assistance received under this endorsement. During the reporting period, our organisation also received grants from local government (Brisbane City Council Environmental Grants, Queensland state government (Everyone's Environment Fund), and Australian federal government (Department of Communities).

We lease the land where we operate from Queensland Electricity Transmission Corporation Limited (Powerlink) which is a state government corporation. Our lease agreement is called "pepper corn rent" and is renewed for 3-year terms. We are under our third lease contract. We acknowledge that this benefit allows us to reduce our operating costs.

ENVIRONMENTAL PERFORMANCE

MANAGEMENT APPROACH

G4-DMA

B4C's core mission is to seek biodiversity-positive outcomes, going beyond legal and regulatory requirements to protect and rehabilitate our environment. Our vision is to protect, restore and maintain the natural environment of Bulimba Creek catchment. It is important to us and our stakeholders that we act responsibly and with the environment in our best interests.

We aim to reduce our environmental impacts by adopting best practices and regularly reviewing our policies and operating methods. B4C has an Environmental Policy that underpins its approach to sustainability. This includes compliance to relevant legislation, continual improvement and reduction of waste.

The Environmental Policy is regularly reviewed and updated. We have a culture open to improvement which considers suggestions of our staff, members, volunteers and community in implementing more sustainable actions, such as selecting the least toxic products possible in herbicide procurement, reducing the amount of waste, using compost, and collecting rainwater for use in our nursery.

ENERGY USE AND MANAGEMENT

G4-EN3

The electricity consumption was 6,000 kWh in 2014-15 FY, this is approximately 16 kWh per day. This figure is less than the 17.5 kWh consumption per 3 person household in Brisbane.

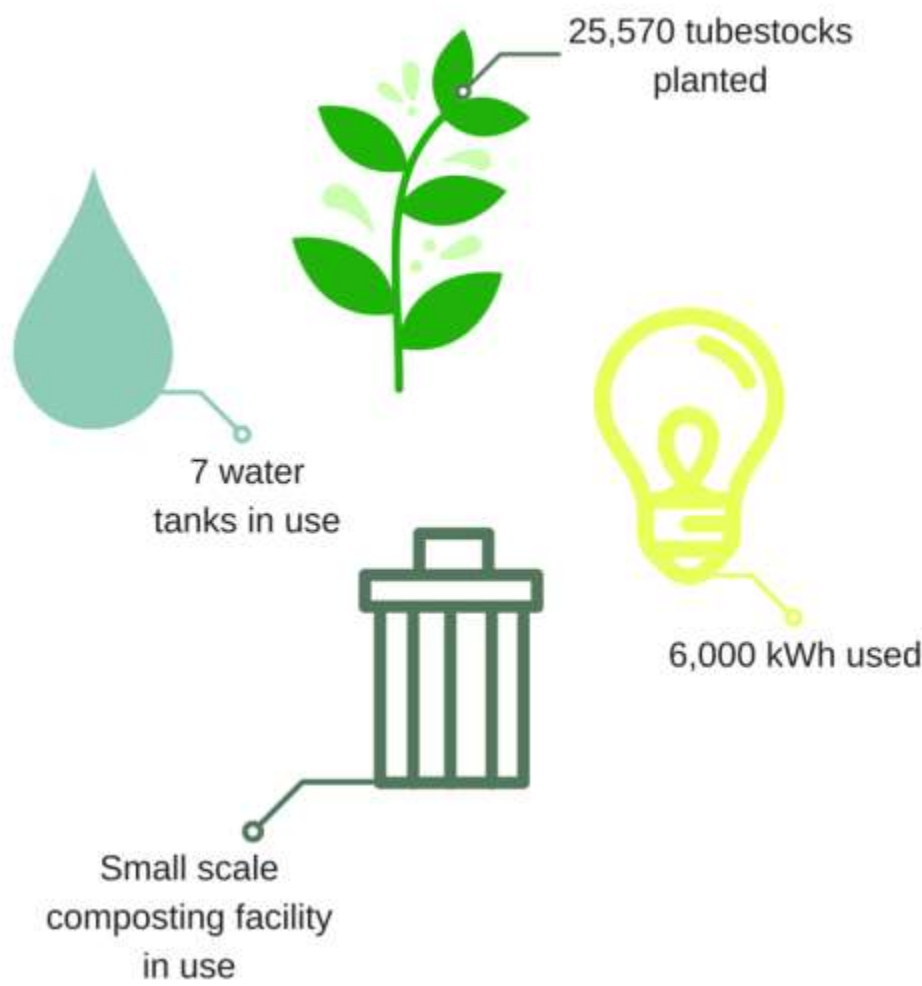
The new office was designed to maximise cooling during summer and therefore reduce electricity consumption by decreasing air conditioning usage. In addition, on the roof of the office a solar hot-water system was installed.

ENVIRONMENTAL PERFORMANCE

WATER USE AND MANAGEMENT

G4-EN8, 10

On the site are 7 tanks that have the capacity to store 102,000 litres of rainwater. The water is used on the field work and an irrigation system feeds the plants in the nursery. However, when the storage water is not enough to satisfy these demands, B4C has to buy recycled water to fill the tanks. During the reporting period and weather conditions over the year, it was not necessary to purchase water.



SOCIAL PERFORMANCE

MANAGEMENT APPROACH

G4-DMA

Sub-category – Labour Practices and Decent Work

Its staff and volunteers are at the core of what B4C does and make our various initiatives possible. One of our priorities is ensuring that they continue to thrive in a safe, healthy and inclusive workplace.

To manage this, B4C has a Health and Safety Policy in place. In 2012, we engaged external consultants and undertook a comprehensive upgrade of our OHS policy and documentation. The Health and Safety Policy is regularly reviewed and updated at least annually to ensure compliance with the relevant legislation. The B4C Work Health and Safety Management System includes policy, planning, objectives, risk management, procedures, incident reporting, and safe work method statements. Before work commences on a new project, a Safe Work Method Statement is devised after site inspection, to ensure the field teams are aware of risks and methods of managing them.

Health and Safety are also included in the monthly general meetings and Management Committee meetings to address any health and safety concerns, including ways in which we can work towards improving conditions for everyone.

We are also committed to ensuring that our volunteers have adequate training. Volunteers undergo an initial induction about the organisation, including health and safety procedures. Ongoing training is provided on various topics such as reasoning and techniques for field work and nursery activities, information about plants, and environmental issues. Training needs are ascertained and the appropriate people sent to in-house or external sessions as required. Training for employees and volunteers is generally undertaken by experienced staff. Supervisors receive regular updated training in first aid and workplace health and safety as required.

With our culture of openness and our active member and volunteer community, feedback is regularly obtained through both formal and informal channels, and any relevant suggestions for improvement are integrated into our policies and operations..

SOCIAL PERFORMANCE

MANAGEMENT APPROACH

G4-DMA

Sub-category – Society

We coordinate and take the lead among various community organisations and catchment groups, and consider it important to continually engage them and our local communities. As a community-based social enterprise, it is vital that we partner with and engage our members, volunteers and the larger public to continue to protect our catchment.

B4C's management approach towards community involvement can be summarised by the following:

- Advocacy: supporting causes of community, and enabling them to apply for and receive grants to fund their projects.
- Procurement: supporting local businesses by sourcing, whenever possible, local products.
- Events: organising activities for the general public as well as our volunteers and staff that are beneficial to local communities and the environment, such as open days, clean-ups, working bees, and nursery/sustainability centre tours.
- Sustainability Centre: an open venue that can be rented by members of public; schools can also organise trips for students to learn about sustainability.
- Feedback on these actions are solicited from the general public through social media and other channels.

SOCIAL PERFORMANCE

LOCAL COMMUNITIES

G4-SO1

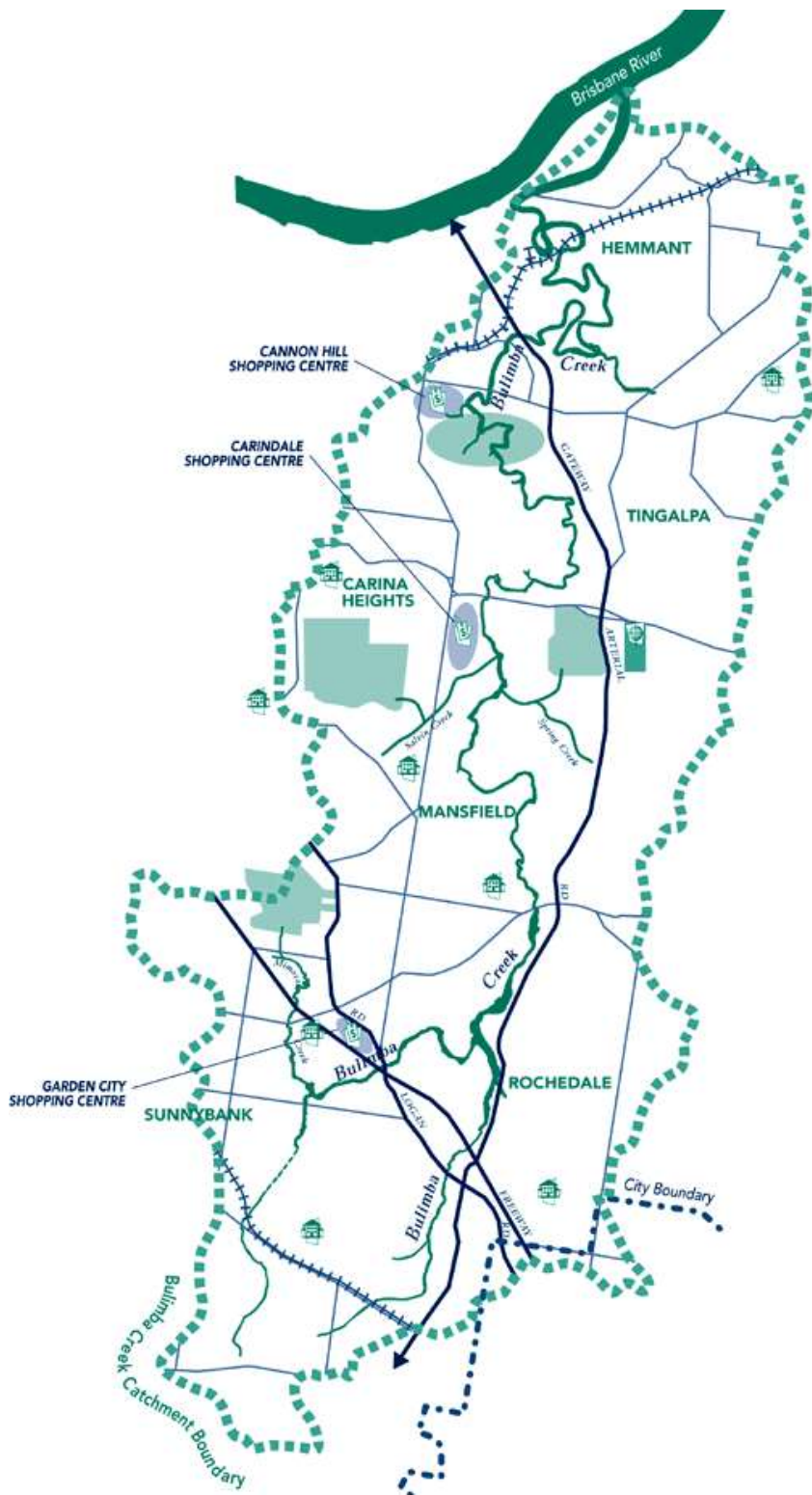
Our organisation maintains and protects the Bulimba Creek catchment area. This extends from the southern suburbs of Kuraby and Runcorn, through Mt Gravatt, Mansfield, Carindale and Tingalpa to Hemmant and Murarrie in the north. Most of our activities are held on the catchment area where local groups actively work in natural reserves and parks.

The following are Natural Area Groups:

- Belmont Hills Conservation Group
- Karawatha Forest Protection Society
- Mount Gravatt Environment Group (MEG)
- Whites Hill Pine Mountain Community Group

In addition to these groups, 23 Habitat Brisbane groups part of the Brisbane City Council program work on the catchment area.

When possible and upon request, our organisation offers support to these groups.



SOCIAL PERFORMANCE

LOCAL COMMUNITIES

G4-SO1

We actively engage our local community through a range of events and activities. During the reporting period, we undertook a range of activities that were widely attended and supported by the local community and general public, summarised below:

- Planting events – 13 events organised with corporate and community groups throughout the catchment area, attended by 271 participants. In addition, the Habitat Brisbane groups organise around 230 planting and weeding events each year.
- Tours – 7 tours attended by 223 people, including 3 tours for international delegations, demonstrating our global linkages.
- Special events – 16 special events and workshops attended by 915 people.
- Open Days – 11 Open Days at our Sustainability Centre, attended by 372 members, volunteers and guests.



GRI INDEX

GRI Content Index - In Accordance: Core

This report is not externally assured.

GENERAL STANDARD DISCLOSURES

GRI G4 Ref.	Description	Comments and/or Omissions	Section	Page
STRATEGY AND ANALYSIS				
G4-1	Statement from the most senior decision-maker		Message from Our President	4-5
ORGANISATIONAL PROFILE				
G4-3	Name of the organisation		About Our Organisation	6
G4-4	Primary brands, products or services			7
G4-5	Location of headquarters			6
G4-6	Operating locations			6
G4-7	Nature of ownership & legal form			6
G4-8	Markets served			7
G4-9	Scale of reporting organisation			6
G4-10	Workforce information			8
G4-11	Employees covered by collective bargaining agreements	Not applicable, due to the scale and type of work in the organisation		8

GRI INDEX

GRI G4 Ref.	Description	Comments and/or Omissions	Section	Page
ORGANISATIONAL PROFILE, continued				
G4-12	Organisation’s supply chain		About Our Organisation	9
G4-13	Significant changes in size, structure, ownership or supply chain			9-10
G4-14	Precautionary approach			12
G4-15	External initiatives	Not applicable		-
G4-16	Memberships in associations			13
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES				
G4-17	Entities included in consolidated financial statements		About Our Organisation	13
G4-18	Process of defining report content and Aspect Boundaries		Identified Material Aspects and Boundaries	15-16
G4-19	Material Aspects identified			17-18
G4-20	Aspect Boundary within the organisation for each material Aspect			17-18
G4-21	Aspect Boundary outside the organisation for each material Aspect			17-18

GRI INDEX

GRI G4 Ref.	Description	Comments and/or Omissions	Section	Page
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES, continued				
G4-22	Effects of any restatements of information provided in previous reports	Not applicable	Identified Material Aspects and Boundaries	-
G4-23	Significant changes from previous reporting period on Scope and Aspect Boundaries	Not applicable		-
STAKEHOLDER ENGAGEMENT				
G4-24	List of stakeholder groups engaged by the organisation		Stakeholder Engagement	19
G4-25	Basis of identification & selection of said stakeholder groups			19
G4-26	Organisation’s approach to stakeholder engagement			20
G4-27	Key topics & concerns raised during stakeholder engagement and organisation’s response to these			20

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GRI G4 Ref.	Description	Comments and/or Omissions	Section	Page
REPORT PROFILE				
G4-28	Reporting period		About Our Report	3
G4-29	Date of most recent previous report			3
G4-30	Reporting cycle			3
G4-31	Contact point for questions regarding the report			3
G4-32	‘In accordance’ option chosen by the organisation			3
G4-33	External assurance of the report			3
GOVERNANCE				
G4-34	Governance		Governance	21-22
ETHICS AND INTEGRITY				
G4-56	Ethics & Integrity		Ethics & Integrity	23

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SPECIFIC STANDARD DISCLOSURES

Disclosure	Indicator	Description	Comments and/or Omissions	Page
Disclosures on Management Approach	G4-DMA	Organisation's management approach to the relevant Aspect		25, 29, 31-32
ECONOMIC				
Economic Performance	G4-EC1	Direct economic value generated and distributed	Community investment has not been allocated an economic value, but is described	26
	G4-EC2	Financial risks due to climate change		27
	G4-EC3	Coverage of defined benefit plans & obligations	Not applicable. Superannuation as required under Australian law provided	-
	G4-EC4	Financial assistance received from government	Due to the complexity of the Australian tax system we are unable to report on the financial assistance due to tax exemption	28

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SPECIFIC STANDARD DISCLOSURES

Disclosure	Indicator	Description	Comments and/or Omissions	Page
ENVIRONMENTAL				
Energy	G4-EN3	Energy consumption within organisation		29
Water	G4-EN8	Total water withdrawal by source		30
	G4-EN10	Percentage and total volume of water recycled and reused		30
SOCIAL (Labour Practices and Decent Work)				
Occupational Health & Safety	G4-LA5	Percentage of workforce in formal OH&S committee with management	Not applicable. Staff, members and volunteers provide feedback on OH&S policies and procedures, but due to the size and nature of the organisation, there is no formal joint committee with management.	-
Training & Education	G4-LA9	Average hours of training per year per employee	Number of hours of training per year per employee is not monitored. This report provides details on the nature and type of training provided to both volunteers and employees.	-

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SPECIFIC STANDARD DISCLOSURES

Disclosure	Indicator	Description	Comments and/or Omissions	Page
SOCIAL (Society)				
Local Communities	G4-SO1	Percentage of operations with implemented local community engagement	All activities of the organisation are geared towards engaging the community. Details are provided in the text of this report.	33-34