

Smarter Impact

2017 Environmental, Social and Governance Report

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APN Outdoor's approach to Environmental, Social and Governance – CEO's Statement

I am pleased to present the 2017 Environmental, Social and Governance Report for APN Outdoor, my first as Chief Executive Officer and Managing Director of the Company.



Our Environmental, Social and Governance (ESG) Report aims to provide an overview of APN Outdoor's performance in the wider context of corporate and social responsibility for the 2017 calendar year. It

highlights our contribution to the communities within which we operate, our focus on the wellbeing of our employees and how we minimise the impact of our business on the environment.

Our people and our culture are pivotal to delivering APN Outdoor's business objectives. As such, attracting and retaining the most talented and capable employees, enabling an inclusive and high-performance culture, in addition to employee health and safety, minimising our environmental impact and using our out of home assets to give back to our community are our main priorities. Examples of recent initiatives which support these priorities include:

- › The introduction of a market leading paid parental leave program for our employees, providing 14 weeks paid leave to primary carers and four weeks of paid leave to secondary carers. Employees are also offered additional paid support and coaching to assist their transition to working parents and help them maintain their work-life balance.
- › An update of our values and mission statement that is more aligned with our sales centric, high performance culture.
- › Evolving our performance reviews framework, removing annual assessments and replacing them with a more contemporary approach that is simpler, future oriented, more frequent and drives a high-performance culture through regular, quality feedback and coaching conversations that matter.

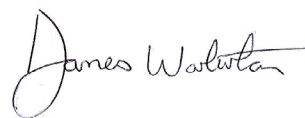
- › The introduction of an Employee Assistance Program that provides employees and their families with confidential professional counselling and advisory services to support personal and work related challenges.
- › The introduction of an employee engagement survey to build a culture that embraces learning and continuous improvement from regular feedback.
- › In 2017, APN Outdoor became the Official Outdoor Media Partner of the Invictus Games Sydney 2018. The Company was also appointed as Australia's representative for the world's biggest festival of creativity, the Cannes Lions Festival.
- › The Company has obtained a Carbon Neutral Certification in Australia that is compliant with the Australian Government's National Carbon Offset Standard (NCOS).

The preparation of this report is guided by the Global Reporting Initiative's (GRI) Sustainability Reporting Standards. The GRI Sustainability Reporting Standards have been adopted by the Company to measure and understand APN Outdoor's most critical impacts and opportunities as it relates to the environment, society and the economy.

This report has been prepared in accordance with the GRI's 'core' reporting option and is divided into two sections: Part I includes items reported under the GRI's General Standard Disclosure recommendations; and Part II includes APN Outdoor's Specific Standard Disclosures on topics that are determined to be material to the Company.

APN Outdoor is satisfied that it remains in a position to create sustainable, long term value for shareholders in context of its ESG risks and opportunities and ensure that its activities support the continued prosperity of all Company stakeholders.

Yours sincerely,

A handwritten signature in black ink that reads "James Warburton".

James Warburton

Chief Executive Officer and Managing Director
APN Outdoor



Elite Screens, Young & Jackson, Cnr Flinders & Swanston Streets, Melbourne

Part I: General Standard Disclosures

ESG Materiality Assessment

In order to define the content of the 2017 ESG Report, APN Outdoor has followed the GRI's Reporting Principles for Defining Report Content.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option.

In accordance with the GRI Standards, APN Outdoor has identified the material issues that reflect the

significant economic, environmental and social impacts of its business on various stakeholders. APN Outdoor has proceeded to identify and prioritise those topics that are most important to the organisation and then validate them. As a result, APN Outdoor has shortlisted topics that are regarded to be significant to its key stakeholders and are therefore disclosed in this report.

The identified key material topics and their boundaries are presented in the table below.

MATERIAL ISSUE	GRI MATERIAL TOPIC	BOUNDARY ¹	SECTION OF THE REPORT
Employee Retention and Loss of Talent	Employment, Training and Education, Diversity & Equal Opportunity and Non-Discrimination	Internal (Employees)	Our People
Employee Health and Safety	Occupational Health and Safety	Internal (Employees)	Our People
Supply Chain Management	Supplier Environmental and Social Assessment	External and Internal (Suppliers, Community and Impacts on the Company)	Our Suppliers
Legal Non-Compliance	Anti-Competitive Behaviour and Marketing and Labelling	Internal (Impacts on the Company and Employees)	Economic Impacts and Compliance
Environmental Impacts	Environmental Compliance	External and Internal (Community and Impacts on the Company)	Environmental Management
Economic Impacts	Indirect Economic Impacts and Procurement Practices	External and Internal (Communities, Suppliers, Employees and Impacts on the Company)	Economic Impacts and Compliance
Social Impact of the Business	Socioeconomic Compliance	External (Communities)	Economic Impacts and Compliance

¹ 'Boundary' refers to the description of where impacts occur for each material aspect. In setting the Aspect Boundaries, APN Outdoor has considered impacts within and outside of the organisation.

These are aspects of high materiality to APN Outdoor and its stakeholders.

These are aspects of medium materiality to APN Outdoor and its stakeholders.

These are aspects of low materiality to the APN Outdoor and its stakeholders.

Part I: General Standard Disclosures (continued)

Employee retention and loss of talent is a risk that companies in the outdoor media segment face. This is a high priority for APN Outdoor, which strives to recruit and retain the highest calibre talent. The Company's efforts are highlighted in the 'Our People' section of this report.

At APN Outdoor, employee health and safety is of critical importance. The Company has developed its own Work Health, Safety and Injury Management (WHSIM) System to ensure the health and safety of everyone in the APN Outdoor team, our sub-contractors and our visitors. Members of the senior leadership team including the CEO, CFO and COO meet quarterly to review workplace health and safety matters and the Board is provided with regular reports on WHSIM matters. Further details around WHSIM matters are disclosed in the 'Our People' section of this report.

The Company has both local and international supply chains. APN Outdoor actively tries to mitigate any potential risks that may relate to the environmental and social practices of our suppliers. Further information around the Company's efforts to mitigate risks in its supply chain can be found in the 'Our Suppliers' section of this report.

Legal non-compliance is a risk most organisations face. APN Outdoor has a zero tolerance approach to unethical business practices and this is reflected in the Code of Conduct issued to all staff on induction and included on our intranet. We follow the standards as guided by the Advertising Standard Bureau (ASB) and the Australasian Association of National Advertisers (AANA). Further information about the Company's efforts to ensure compliance and mitigation of any relevant risks is provided in the 'Economic Impacts and Compliance' section of this report.

APN Outdoor has also identified topics with low material impacts to the Company and its stakeholders including: the economic impacts of the Company, which relate to infrastructure investments and developments; social impacts of the business, which is a low risk area for APN Outdoor's operations; and data protection risks to which APN Outdoor has minimal exposure.



Part I: General Standard Disclosures (continued)

Our Operations

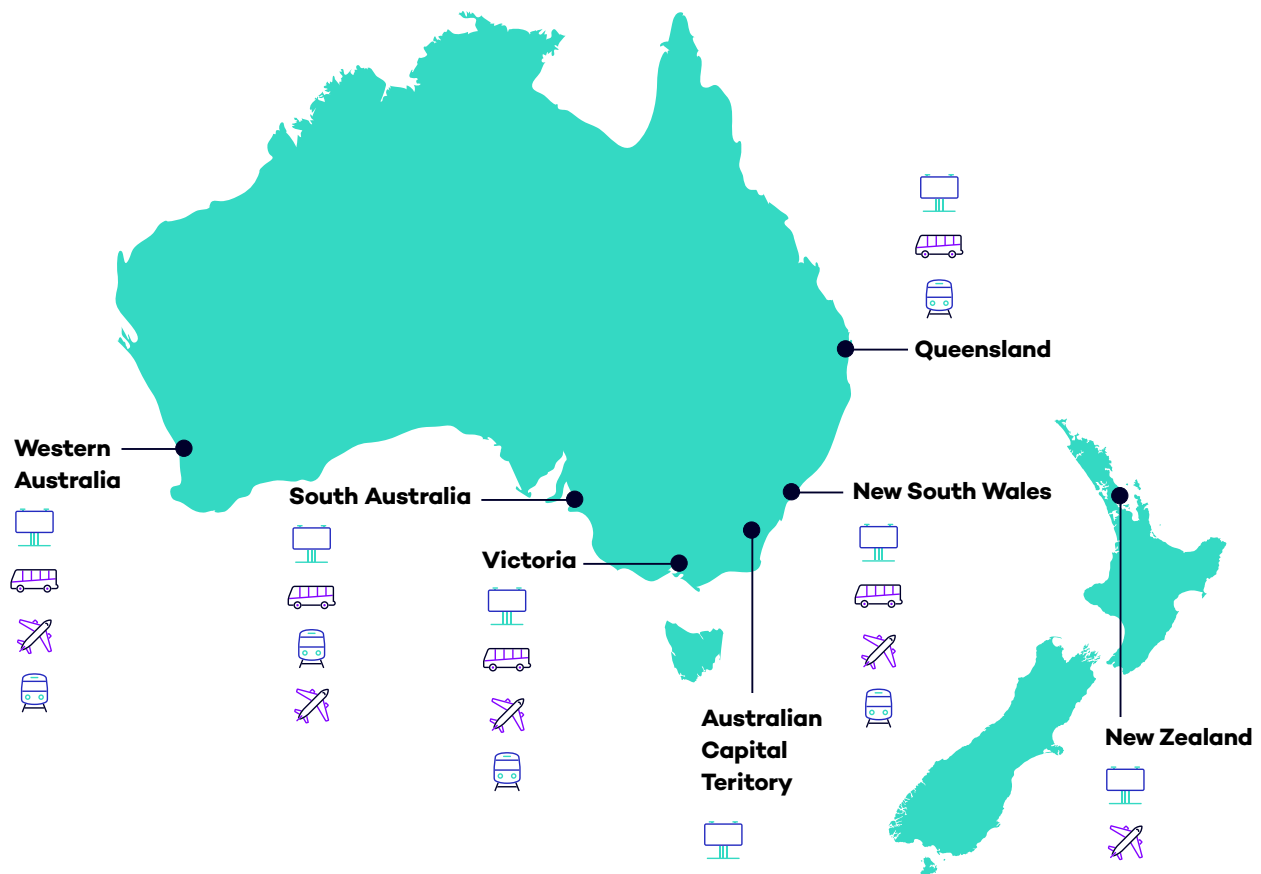
APN Outdoor Group Limited is a publicly listed company on the Australian Securities Exchange².

Our locations

The Company operates in Sydney, Melbourne, Brisbane, Adelaide, Perth and Auckland and its headquarters is located in Pyrmont, Sydney.

APN Outdoor also owns a printing facility, GSP Print, which is located in Sydney.

Summary of APN Outdoor's key site locations



² A list of all entities included in the organisation's consolidated financial statements is provided in Appendix 2.

Part I: General Standard Disclosures (continued)

Our products and services

Format	Highlights	2017 revenue
Roadside Billboards 	<ul style="list-style-type: none"> › Metro focus › Broad range including large & small format options › Focus on high quality displays › Iconic sites. 	\$176.7 million
Transit 	<ul style="list-style-type: none"> › Variety of differentiated panel options › Proven expertise in quality delivery of complex logistic operations › Internal and external rights. 	\$100.2 million
Airport 	<ul style="list-style-type: none"> › Highly desirable advertiser location › Multiple consumer contact points › Variety of digital and classic opportunities › External and internal rights. 	\$40.6 million
Rail 	<ul style="list-style-type: none"> › Unique commuter audience › Long commuter dwell time › High demand network in Sydney, Melbourne, Brisbane, Adelaide and Perth. 	\$25.4 million

The Company is active in outdoor advertising and its portfolio includes Digital and Classic Billboards, Transit, Airports and Rail. The Company's aim is to achieve and maintain a leadership position in all of these categories:

- › **Billboards:** This includes both classic and digital offerings. Billboards span major arterial roads, motorways and local communities in metro markets, reaching the increasing number of consumers that travel on the road. APN Outdoor's billboards are recognised for their premium quality, strategic locations and excellent presentation of advertising. Of equal importance to advertisers is the national balance to ensure equal audience penetration across the Australian and New Zealand markets.

Digital Billboards are primarily high definition LED screens, enabling the advertiser's message to be transmitted remotely. Known as Elite Screens, these sites operate 24/7 and offer clients unmatched impact and exposure.

While much of the attention is on digital billboards, our quality classic billboards have performed credibly and have exhibited year-on-year revenue growth.

- › **Transit:** APN Outdoor holds contracts providing bus and tram advertising to the majority of fleet operators around Australia and operates in all capital cities. This places the Company in a strong leadership position within the Australian transit space. This category includes panels on the outside and inside of trams and buses.

- › **Rail:** APN Outdoor holds contracts with most of the major rail operators in Australia and New Zealand. APN Outdoor rail advertising spans railway stations across Sydney, Melbourne, Brisbane and Perth. Not only do these panels reach the unique rail commuter audience but some panels are also positioned on roadside locations. Xtrack TV, a digital billboard format with live video and audio transmission, successfully launched in October 2014 and consists of high quality LED screens positioned across the track and platforms. We completed our network with the installation of four panels in Perth during 2017.
- › **Airports:** APN Outdoor holds the number two leadership position with a comprehensive Trans-Tasman airport advertising portfolio that includes contracts for Sydney, Perth, Auckland and Christchurch airports. High profile static sites and digital screens dominate these precincts. The panels and screens are located outside and inside of airport terminals.

Our customers are both media agencies and direct clients.

The majority of APN Outdoor's revenue is not underpinned by contracts with advertisers and therefore performance is heavily reliant on APN Outdoor's continuing relationships with media agencies.

We work proactively with our clients bringing them new ideas and opportunities facilitated through our digital signage.

Part I: General Standard Disclosures (continued)

Our workforce

As at 31 December 2017, APN Outdoor has 221 permanent and 12 casual employees working across Australia and New Zealand.

Installation, repairs and maintenance activities are undertaken by contractors who are independent to the Company. These contractors adhere to the policies and procedures of APN Outdoor and their processes are audited annually. No employees are covered by collective bargaining agreements.

A breakdown of the Company's workforce by gender, age and location can be found in Tables 1, 2 and 3 of the 'Appendix 1 - Sustainability Data' section of this report.

Our Contribution to Our Industry

APN Outdoor is committed to driving the outdoor advertising industry forward through consistently investing in research, innovation and cutting-edge digital developments.

To support its strong contribution to the industry, APN Outdoor has established strategic alliances with a number of industry bodies, media partners and community organisations.

Some of APN Outdoor's industry partnerships include:

**OUTDOOR
MEDIA
ASSOCIATION**

Outdoor Media Association (OMA)

The Outdoor Media Association, which is the national industry body, is vital to the growth of outdoor advertising in Australia. It represents the majority of the country's outdoor advertising businesses, as well as creative material production facilities and media display asset owners.

As one of the largest members of the OMA, APN Outdoor assumes a leading role in the association. Our former Chief Executive Officer, Richard Herring, was Chairman of the OMA from 2011 to mid-2014 and was responsible for leading the Board in determining and developing a strategy for the outdoor industry. Currently, our Chief Executive Officer, James Warburton is on the Board.



Outdoor Media Association of New Zealand (OMANZ)

APN Outdoor is a member of the OMANZ, a not for-profit professional industry body that represents New Zealand's major outdoor media display companies.

**OMA
MOVE**

Measure of Outdoor Visibility and Exposure (MOVE)

APN Outdoor is a founding member and active supporter of MOVE. Launched in 2010, MOVE is Australia's first and only audience measurement system for out of home advertising in Australia.



Media Federation of Australia (MFA) and Next Generation (ngen)

The Media Federation of Australia (MFA) is the peak body representing media communication companies. Since APN Outdoor's inception in 2004 the Company has been a keen supporter of the MFA, the Next Generation programme (ngen) for professionals with less than five years' experience, and the MFA 5+ program for the more experienced.

Media partnerships

To celebrate all things happening outdoors, the Company sponsors organisations that celebrate this ethos with us. Over the last ten years APN Outdoor's partnerships have included:

- > Australian Olympic Committee
- > Sydney Festival
- > Sydney Opera House
- > St. George Open Air Cinema
- > The Australian Ballet
- > The City of Sydney
- > Emirates Australian Open of Golf
- > The PGA of Australia.

Case study:

APN Outdoor supports the Invictus Games 2018

In 2017, APN Outdoor became the Official Outdoor Media Partner of the Invictus Games Sydney 2018. The partnership marks the first time the Invictus Games has joined forces with an outdoor media provider and is indicative of the growth and anticipated trajectory of the medium.

On a trip to the Warrior Games in the United States in 2013, Prince Harry saw the positive impact sport could have on the recovery and rehabilitation of wounded, injured and ill servicemen and women. He vowed to take the idea and launch a similar event in the UK. The Invictus Games Foundation was established and in 2014 London hosted the inaugural Invictus Games, at the Queen Elizabeth Olympic Park, with more than 400 competitors from 13 nations. At the end of 2016, Prince Harry announced that the fourth Invictus Games had been awarded to Sydney, Australia.

Taking place between 20–27 October 2018, these Games will bring together over 500 competitors taking part from 17 nations. They will compete in 10 different adaptive sports with events being held across Greater Sydney, including Sydney Olympic Park and around Sydney Harbour.

This will be the Games in which the community embraces those that serve, and have served, and the family and friends that support them. Outdoor media allows the Invictus Games to harness this community spirit and engaging with APN Outdoor as a media partner allows them to communicate their messages with Australians when they were out and about, on the road and in their local communities.

The ability to showcase and congratulate the competitors from their moment of selection to their results straight from the Games, and share this in near real time with the fans and supporters, adds an exciting element to the 2018 Invictus Games campaign.

Embarking on a long term partnership, APN Outdoor and the Invictus Games had the joint vision of sharing the international adaptive sports event story with the Australian community in a way that had not previously been explored.

APN Outdoor's prime locations, innovative digital screen technology and creative marketing campaigns will allow all Australians to celebrate with the team.

"The Invictus Games Sydney 2018 is thrilled to have such incredible support from APN Outdoor in its mission to harness the power of the Games to positively affect the lives of so many veterans and current serving members of the Defence Force. The reach, scale and innovation behind this outdoor digital network is unparalleled and allows us to be agile and targeted whilst hitting a huge audience. It is constantly heart-warming to witness the goodwill that exists within corporate Australia, and the power it has to positively affect lives – APN Outdoor are front runners in this space." as stated by Tim Hodgson, Chief Commercial and Marketing Officer, Invictus Games.



Elite Screens, All Traffic Entry, Sydney Airport, Sydney

Case study:

APN Outdoor to represent Cannes Lions in Australia

**APN Outdoor has been appointed
as the Cannes Lion Official
Festival Representative in Australia.**

As the leading outdoor advertising company in Australia and New Zealand, APN Outdoor joined the global network of official representatives that support their local agencies and clients, nominate jury members, organise the Young Lions competitions and host events and screenings of Lion-winning work throughout the year. "We're delighted to welcome APN Outdoor as a Festival Representative. Their genuine desire to provide creative solutions that generate real results for their customers make them an ideal partner for Cannes Lions. Their ethos of providing their customers with innovation and information aligns with our mission to inspire and celebrate creativity in its many forms," said Terry Savage, Chairman, Cannes Lions.

James Warburton, Chief Executive Officer and Managing Director, APN Outdoor said "We are incredibly excited to be Australia's representative for the world's biggest festival of creativity. As a business, we are continually investing and innovating in our assets to ensure we can provide the most effective canvas for brands' creativity to reach their audiences. We see the partnership with Cannes Lions as a similar proposition – an exciting opportunity to both drive engagement with Cannes Lions down under and to support creative agencies and clients to participate and succeed in this globally renowned showcase".



**Young minds
powering the
future.**

YOUNG LIONS
COMPETITIONS
AUSTRALIA

Brought to you by APN Outdoor, Official Cannes Lions Festival Representative.

APN
OUTDOOR

Our Key Stakeholders

Stakeholder engagement is used to support the Board and senior management in identifying and managing APN Outdoor's economic, environmental and social impacts, risks, and opportunities.

APN Outdoor has identified and regularly engages with the following stakeholder groups:

Investors

APN Outdoor's approach to investor relations is led by the CEO and CFO and supported by an external investor relations consultancy.

As part of an overall policy of open disclosure, the Company ensures that all material communications are made available to the market. The Company has a Shareholder Communication Policy as well as a Disclosure Policy, both available on the Corporate Governance section of the APN Outdoor website.

Employees

The Company has identified people, culture and performance as critically important factors in delivering its business objectives.

In late 2017, the Company appointed its first Head of People, Culture and Performance, reporting to the Chief Executive Officer. This is a pivotal role for the Company working directly with the Executive Leadership Team and responsible for leading across all human resources for the Group. Key focus areas for this role will be to help the Company evolve by employing more contemporary human resource practices, drive change leadership across the Company and build an ecosystem that is feedback rich, strives for high-performance and embraces inclusion and diversity.

The Company is currently undertaking a refresh of its values and mission statement to be more contemporary and align with our sales centric, high performance culture. Over 2018 we will focus on embedding these values into our core people practices and leadership across the Company. We look forward to embedding these refreshed values into our existing Spirit Awards, our employee recognition awards and associated benefits. In that our values will be embedded into all leadership and people practices and initiatives throughout the employee life cycle.

As a result of the Company's renewed focus on people, culture and performance, APN Outdoor has introduced a more contemporary approach to employee engagement by implementing an online employee engagement survey that will enable the Company to gather employee feedback and data

driven insights across a number of topics including engagement, alignment, leadership, management, learning & development and diversity & belonging. The survey will take place more regularly throughout the year and also survey new hires and leavers to leverage the feedback and insights across various demographics. All employees across the business are given the opportunity to provide feedback as part of this process. The results of the survey generate further activities and initiatives, focused on improving the overall engagement of our employees, with activities driven by employee working groups to ensure relevance and impact.

Landlords

APN Outdoor relies on having access to a range of outdoor advertising sites to maximise network reach. APN Outdoor typically gains access to its sites through short and long term leases. We have a direct and meaningful relationship with our landlords, including ensuring whether arrangements are on commercial terms that are acceptable to both the Company and the landlord.

Advertising agencies

The majority of APN Outdoor's revenue is not underpinned by contracts with advertisers. Performance is heavily reliant on APN Outdoor's relationships with media agencies.

The Company works proactively with agencies bringing them new ideas and opportunities facilitated through its digital signage.

Government and local councils

State and local regulations have a significant impact on the outdoor advertising industry.

When it comes to safety of roadside signage and overarching planning systems, APN Outdoor works closely with state and local government regulators to promote safe, high-quality signage and advertising, particularly in the context of new and emerging technologies.

Installation contractors

APN Outdoor works closely with its contractors to ensure accountability against the same policies applicable to our business.

APN Outdoor has a zero tolerance approach to unethical business practices and this is reflected in the Code of Conduct issued to all staff on induction and that remains accessible on the Company intranet.

Our Values

As a result of appointing the new Executive Leadership Team, and the Company's renewed focus on people, performance and culture, APN Outdoor has also taken the opportunity to uncover the core of its culture and refresh the Company values which it considers fundamental to driving the Company forward.

Putting people first, the Company commenced this journey by leveraging the feedback from its employees through an engagement survey and a series of workshops across all regions and functions. The aim was to uncover what our people consider to represent the core of who we are, what we do and we collectively we can define success.

Particular emphasis has been placed on trust, communication, empowerment, transparency, collaboration, accountability and most importantly, our people and the clients we serve.

In May 2018, the Company will launch its finalised company values which will play a core role in all cultural levers at APN Outdoor. These values will define APN Outdoor's Leadership Charter and guide how the Executive Leadership Team leads the Company through transformation and shape future leaders.



Part II: Specific Standard Disclosures

Economic Impacts and Compliance

Audience measurement and transparency

– Calibre New Zealand

APN Outdoor has developed an innovative and trustworthy measurement of outward advertising – Calibre.

Calibre is an Audience Measurement System for out of home media. The Calibre platform encompasses three key components that inform its outputs: 1) reach and frequency measures, 2) rich behavioural and demographic audience insights and 3) a customised planning dashboard that will allow planners to identify optimal sites for their campaigns.

Developed by APN Outdoor in 2017, Calibre works by supplementing traffic data with a vast universe of aggregated, anonymised people movement data to calculate audience reach and frequency at site and campaign level. This audience is enriched by established segmentation tools, modelled purchasing behaviour and demographic characteristics.

APN Outdoor worked closely with competitors and agency partners to ensure the methodology adopted was appropriately validated.

Data protection

Data protection and confidentiality is a key priority of APN Outdoor. The Company has a public Privacy Policy to help mitigate risks associated with privacy and data security issues.

APN Outdoor relies on significant IT infrastructure and systems to operate the Group's business. Core technologies and other systems and operations could be exposed to damage or interruption from system failures, computer viruses, cyber-attack, power or telecommunication providers' failure, fire, natural disasters, terrorist acts, war or human error. These events may cause one or more of the core technologies to become unavailable.

Additionally, APN Outdoor will use technologies that involve the collection of individual personal information. Through the ordinary course of its business, the Group may be exposed to cyber-attacks.



Part II: Specific Standard Disclosures (continued)

There is a risk that, if a cyber-attack is successful, any data security breaches or the Group's inadvertent failure to protect confidential information could result in a loss of information integrity, breaches of the Group's obligations under applicable laws or client agreements, system outages and the hacking of the Group's digital assets and/or systems, each of which may potentially have a material adverse impact on the Group's reputation and financial performance.

APN Outdoor has a disaster recovery plan and tests back up procedures to ensure minimal business interruption in the event a technology failure was to occur.

The Company conducts external reviews of system security, data protection and IT infrastructure and acts on the recommendations put forward following the external review.

A review of cyber risks was conducted in 2016 and the issue will continue to be reviewed. No substantiated breaches of customer privacy have been reported in 2017.

Content regulation

The content of advertisements is regulated at a Federal level through a combination of industry self-regulation schemes and Federal laws governing misleading and deceptive conduct. Although the content regimes apply to the displaying advertiser rather than APN Outdoor, the Company will generally conduct an internal review of an advertisement prior to being displayed to ensure compliance with the industry codes. APN Outdoor will also seek recommendations from the Outdoor Media Association.

Compliance with laws and regulations is of paramount importance for APN Outdoor, which strives to operate in an ethical and transparent way.

Recorded incidents

During the reporting period, there were no incidents of corruption, non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship reported and no legal actions for anti-competitive behaviour, anti-trust and monopoly practices filed.

The Company did not receive any fines for non-compliance with laws and regulations.

Local communities

APN Outdoor respects the local communities in which it operates. When complaints arise, the Company strives to deal with them in an efficient and respectful manner.

Certain media assets developed and operated by APN Outdoor such as roadside billboards, are subject to State or Local Government town planning controls and consents. Prior to granting any consents, the relevant State Government or Local Government (Council) will gauge the public's objections and complaints or support for the proposed asset. Public submissions are carefully considered as part of the town planning assessment process and may cause for an application to either be refused, modified or approved.

APN Outdoor has implemented a closed loop website and phone monitoring system, the APN Outdoor Watch Line (OWL), which allows any member of the public to contact APN Outdoor via email or phone (1800 APN OWL or 1800 276 695) to report any site defects or lodge complaints. Complaints from the public may also be received at any time for any of APN Outdoors' assets. These would typically relate to the content of the advertising copy being displayed, illumination levels at night or perceived road safety issues. If received, these complaints are carefully dealt with by senior managers who determine the nature of the complaint and whether any corrective action is required. In most cases complaints or objections are successfully resolved directly with the complainant. Complaints regarding advertising copy content are always dealt with by senior management and if required may be referred to the OMA, and/or via the AANA Code of Ethics administered by the Advertising Standards Bureau, to ensure the copy is appropriate for display in the community.

Environmental Management

Companies in the outdoor media sector are relatively low emitters of greenhouse gas emissions compared to other industries and in general, APN Outdoor is not regarded to be exposed to environmental or climate-related risks that could materially affect its operations or stakeholders.

The use of energy and potential environmental impacts is for most assets typically assessed as part of a regulatory town planning process that evaluates any physical or public amenity issues, including illumination, energy use, road safety, noise and waste disposal. Any potential impacts are carefully assessed and mitigated as required. Assets that are not subject to the town planning regulatory process may also be subject to certain building codes or other regulatory assessments prior to development.

At APN Outdoor we care about the world around us and as such have established certain standards that promote the use of environmentally friendly processes and materials. At a minimum APN Outdoor ensures compliance with all Australian relevant legislation and regulations.

APN Outdoor's environmental initiatives include the following:

- › Active participation in the Vinyl Council of Australia which endeavours to advance the sustainability of PVC products with the objective to identify ways to recycle PVC products.
- › Reduced PVC content in banners printed by the Company by more than 30% throughout the Company's operations.
- › The ongoing monitoring and evaluation of our suppliers' impact on the environment.
- › The use of LED technology in our Elite Screens resulting in more efficient energy consumption. In 2017, the Company completed a LED lighting trial in Victoria in an effort to reduce energy costs by 65% on illumination of billboards. The total expense for the project was \$30,000. In 2016 and 2017, low energy LED lighting was installed at a cost of \$30,000 in the Sydney APN Outdoor and GSP Print offices resulting in a total energy cost reduction of 40%. In 2018, APN Outdoor plans to install low energy LED lighting in all offices around Australia at an additional cost of \$100,000.
- › In 2018, the Company plans to invest \$100,000 in Victoria to upgrade to LED lighting 40% of the Front Lit spectacular billboard plant, 33% of the supersite Front Lit billboard plant and 100% of the Front Lit Poster billboard plant. It is estimated that

this initiative will result in a reduction of 800 tonnes per year in greenhouse gas emissions and a 24% reduction in repair and maintenance costs, including reduction in site call-out for repairs.

- › The Company is a participant in the annual 'Earth Hour' event and switches all of its billboards and office lighting off during the event. In addition to the annual event, APN Outdoor has installed timers on all of its large format billboards to restrict illumination to set hours and switch billboards off when illumination is not required. LED lighting timers were also installed in the Sydney office to automatically switch all lighting off after 8:00pm each day.
- › Paper recycling facilities have been installed in all offices in Australia and New Zealand.
- › Extensive office renovations are taking place between September 2017 and July 2018 in the APN Outdoor Melbourne and Sydney offices at a total expense of \$1.4 million. The renovations include an extensive technology upgrade reducing the Company's carbon footprint:
 - Replacement of all old desktop computers with low energy laptops;
 - Full wireless internet network, e.g. cable free environment;
 - Installation of energy efficient (4 star or more rated) appliances, LED screen and 'inter-office' communication systems to reduce the need for interstate travel;
 - Extensive implementation of hydro-culture facilitated by the replacement of current desk partition with live plants;
 - Significant reduction of the need for paper, therefore reducing paper waste.

In 2017, APN Outdoor conducted a carbon footprint assessment with the assistance of a third-party provider in an effort to become a fully accredited carbon neutral organisation by 2018 under the Government's National Carbon Offset's Standard (NCOS). The Certification was granted in April 2018 for Australia.

APN Outdoor has an Environmental Management System (EMS) that complies with the requirements of ISO 14001:2004.

In 2017, the Company did not receive any fines or grievances for non-compliance with environmental laws and regulations.

Our SUSTAINABILITY, ENERGY & CARBON MANAGEMENT Footprint

0%

7,908.5 TCO₂-E FOR CY 2016

0%

APN Outdoor
Australia has
become carbon
neutral in 2018.



Case Study:

APN Outdoor Carbon Neutral Certification Australia and New Zealand

Objective

The Company's objective was to attain a carbon neutral certification in Australia, compliant with the Australian government's National Carbon Offset Standard (NCOS) in addition to attaining a carbon neutral accreditation in New Zealand compliant with the New Zealand Landcare developed Carbon Zero (CarboNZero) program.

Background

Greenhouse gas emissions or an organisation's carbon footprint is quantified in carbon dioxide equivalents (CO₂-e). Carbon Neutral certification compliant with the NCOS and CarboNZero programs provides an independently verified certification indicating that the Company has met all the requirements of the program to be recognised as Carbon Neutral.

APN Outdoor is undertaking this exercise even though it does not have any reporting obligations under Section 13 of the National Greenhouse and Energy Reporting Act 2007 (NGER) as the Company's emissions fall below the corporation and facility threshold for mandatory reporting.

Key Emissions Measured

- › Electricity Usage (offices, facilities and billboard assets)
- › Natural gas usage
- › Water usage
- › Waste and recycling
- › Transport fuel (including freight)
- › Business flights
- › Refrigerants

Completed steps to become Carbon Neutral

1. APN Outdoor Australia Completed a GHG emissions audit in Q1 – 2017.
2. APN Outdoor Australia engaged Pangolin & Associates for an independent assessment on carbon offset requirements based on Q1 – 2017 emissions data.
3. APN Outdoor Australia and New Zealand completed a GHG emissions audit in Q1 – 2018 and established a Carbon Offset model.
4. APN Outdoor Australia and New Zealand completed the NCOS and CarboNZero Carbon Neutral Application through an Independent Audit Process.
5. APN Outdoor Australia purchased approved carbon credits to offset APN Outdoor's GHG emissions.
6. APN Outdoor Australia executed a legally binding trademark agreement with the relevant government body.

Future

APN Outdoor Australia has met all the requirements of the NCOS and is now certified as carbon neutral under a licence agreement with the Australian Government Department of The Environment and Energy. The licence agreement stipulates all ongoing obligations to be met by APN Outdoor to maintain its carbon neutral status and expires on the 30th of June 2022. The next due date for reporting purposes will be the 30th of April 2019. APN Outdoor New Zealand is in the process of obtaining steps 5 and 6 above and is expected to have its own Carbon Neutral Certification by mid 2018.

The carbon neutral accreditation provides an independently verified base line for APN Outdoor to continue to implement and quantify initiatives to reduce its GHG emissions.



Case study:
GSP Print

GSP Print (GSP) is the production company for APN Outdoor. They are Australia's leading provider of high quality and cost effective printing, finishing and logistics for outdoor advertising campaigns. Located in South Western Sydney and with over 20 years of experience, GSP uses cutting edge equipment at their 5,000 square metre facility.

GSP Print are implementing and promoting environmentally sound printing practices by using a comprehensive Environmental Management System (EMS) including documentation (worksheets, guides, and templates) and a support network.

As part of GSP EMS, GSP has set up a committee that meets monthly to review all waste & water management issues, policy documents and monitor overall environmental sustainability performance.

GSP's environmental standards include the following:

- › A focus on re-use and recycling where possible. For example, 90% of chemicals utilised at GSP in the pre-press area are recycled.

- › In 2017, GSP has introduced a new water based Latex printer at a total investment of \$400,000. The purchase is part of an ongoing investment in the reduction of the usage of hydrocarbons in the print production process.
- › GSP is in the process of reducing the use of its solvent inks by 30% by removing solvent ink printing devices with water bases Latex ink printers and closure in December 2017 of its Thieme screen printing facilities substantially reducing the use of solvent based inks and reducing energy consumption.
- › Implementation of a staff incentive framework paper, plastic and cardboard recycling scheme.
- › Scoping a solar solution to help the factory and offset energy use with the potential to have excess use introduced into the grid.

Part II: Specific Standard Disclosures (continued)

Case study:

An innovative billboards layout

APN Outdoor has challenged traditional billboard advertising by introducing an innovative and interactive approach to advertising.

In partnership with Australian Ethical, APN Outdoor has created a billboard that incorporates a herb garden in Carlton, Melbourne. Australian Ethical is a superannuation fund that invests exclusively in companies that have a positive impact on the planet, people, and animals.

The idea behind this billboard was to create interaction and give back to the community in a completely different and tangible way. A selection of fresh herbs were available to the community in the hope that it encourages locals to engage with their superannuation fund and think about its social impact.

People can go up to the herbs and smell, feel, and taste them and then take those herbs home.

APN Outdoor General Manager Marketing, Charlotte Valente, commented, “We were thrilled to be involved in bringing Australian Ethical’s campaign to life, especially when it speaks so directly to the heart of communities, in this case Carlton. The effectiveness of classic billboards is amplified by this engaging activation, a perfect demonstration of local impact with broadcast scale”.





Our People

APN Outdoor recognises that its people are its major asset and the ability to attract, develop and retain the best personnel is critical to the growth of the business. The growing scale of the business provides career opportunities for team members and further supports the capability for the Company to attract and retain the best available talent.

Everyone at APN Outdoor brings their own experience, ambition and unique personality to the job. A few things that all team members have in common are professionalism, integrity, accountability, insight and spirit that underpin everything we do.

SPIRIT AWARDS

APN Outdoor runs an annual Spirit Awards program to celebrate the team members who exemplify these behaviours and push themselves beyond their comfort zone.

Part II: Specific Standard Disclosures (continued)

Case study: Spirit Day

The Company encourages each and every team member to take a Spirit Day, which is an extra day of annual leave, to pursue a passion in the great outdoors. Spirit Day does not only benefits our employees but it also contributes to our community.

As an illustration, Frank Meoli used his Spirit Day to explore Taronga Zoo with his family.

Frank Meoli:

“My Spirit Day was taken exactly on my son’s 2nd birthday. As a family we went to Taronga Zoo so that my son could see firsthand animals that he would be shown in his bedtime books. The excitement in his face when he saw the elephants and giraffes was a sight to behold. As the trip to the zoo was such a wonderful experience I have decided we would do it again on his birthday when I take my next Spirit Day.”



Part II: Specific Standard Disclosures (continued)

Investing in our people

The benefits provided to our employees are designed to attract and retain the highest calibre talent.

APN Outdoor also has a corporate superannuation fund that provides insurance and health care benefits, amongst others.

Senior management participate in a long term share ownership plan (LTIP). Details about the benefits provided through the LTI plan are disclosed in the Company's 2017 Remuneration Report.

APN Outdoor works closely with the Australian Institute of Management (AIM) and the majority of staff are placed in AIM training programmes throughout the year.

The Company has also recently refreshed its approach to performance reviews by removing the annual performance assessment and replacing it with a simpler and more contemporary framework. The 'Performance Pulse' framework includes more frequent performance assessments, is future oriented and is underpinned by a philosophy of building a feedback rich, high-performance culture.

Additionally, in 2017, APN Outdoor introduced an Employee Assistance Program that provides employees and their families with confidential professional counselling and advisory services to support our people with personal and work-related challenges. Additionally, this program provides advice and support to managers when faced with challenging work-related issues when managing teams.

Diversity

As the Company grows we strive to recruit new employees from diverse backgrounds to support our operations. APN Outdoor acknowledges the positive outcomes and corporate benefits that can be achieved through a diverse workplace, including the ability to attract, retain and motivate Directors, officers and employees from the widest possible pool of available talent and to foster an inclusive culture that enables creativity and innovation. The Company's focus on diversity, which expands beyond gender and includes, but is not limited to age, ethnicity, marital or family status, religious or cultural background, sexual orientation or preference, disability and mental impairment are highlighted in its Diversity Policy, which is available on the Company investors' website.

Over the next 18 months, the Company will focus on enabling inclusive leadership by developing its emerging and senior leaders and incorporating a focus on diversity and contemporary leadership practices.

In 2017, the Company undertook a review of its remuneration policies and arrangements with the assistance of a third-party provider. The review also included a gender gap analysis and market analysis of both sales commissions and fixed remuneration. Throughout 2018, the Company plans to leverage this analysis to evolve its existing remuneration practices.

During the reporting period, there were no incidents of discrimination recorded.

In 2017, the Company hired 65 new employees from different backgrounds and age groups. 62% of the new hires were women. Detailed data in relation to the Company's new hires by gender, age and location are available in Table 4 of the 'Sustainability Data' section of this report.

Details around the ratio of average annual salary and remuneration of women to men by employee category can be found in Table 6 of the 'Sustainability Data' section of this report.

Part II: Specific Standard Disclosures (continued)

Parental Leave Entitlements

Work-life balance plays an important role in employee retention and APN Outdoor recognises the importance of encouraging employees to take parental leave without having such absence impact their career potential.

The recent introduction of a market leading paid parental leave program for our employees is key to recognising the number of working parents. The Company now provides 14 weeks of paid leave to primary carers, four weeks to secondary carers and a range of additional support services including parenting advice and career coaching services for those transitioning to and from extended leave. A key aspect of this parental leave program is the philosophy of inclusiveness, opening this up to a wider audience including male and female employees who wish to choose the role of primary or secondary carer and a broader range of parent couples including same sex and those adopting a child.

In 2017, nine female employees took parental leave, with one returning back to work within the year and eight remaining on parental leave.

Corporate Social Responsibility

The Company is committed to supporting the communities in which it operates. Our Corporate Social Responsibility program provides outdoor media campaign support for not-for-profit groups such as the Guide Dog Association, Mission Australia, The Cancer Council and Kids under Cover.

During the year APN Outdoor supported 39 not for profit groups. We also offer a significantly benevolent rate for registered charities to access our media platform.

In 2017, the Company provided free or discounted advertising to various charitable causes across Australia and New Zealand with an estimated value of \$900,000.



Part II: Specific Standard Disclosures (continued)

Work Health and Safety

APN Outdoor will do all that is reasonably practicable to protect employees, contractors and visitors against the risk of injury or illness. Our goal is to eliminate all workplace accidents or work-related illness by promoting health, safety and welfare in all areas of the business.

The Company will make appropriate resources available to ensure compliance with prevailing Work Health and Safety (WHS) legislation and ensure that the workplace is safe and without risk to the health and welfare of all persons.

The Company has developed a Work Health, Safety and Injury Management (WHSIM) System, which is available to all workers on the intranet and a printed copy is available to all contractors working for APN Outdoor. The WHSIM System is managed by the WHS Director for Australia and New Zealand who carries responsibility for maintaining and carrying out periodic reviews of the system to ensure it remains relevant and appropriate to the business. The Company's WHSIM System complies with the requirements of AS/NZS 4801: 2001.

Members of the senior leadership team including the CEO, CFO and COO meet quarterly to ensure the health and safety of everyone in the APN Outdoor

team, our sub-contractors and our visitors. The Company consults with its workers regarding the consultative arrangement that best facilitates the exchange of information and ideas and provides the best representation for the workforce. This process was underlined by the WHSIM System that was developed by APN Outdoor.

The consultative arrangement ought to be in accordance with one, or a combination of, the following³:

- › Work health and safety Committee;
- › WHS Representative/s; and
- › Other Agreed Arrangements i.e.:
 - a. Monthly WHS memo
 - b. Monthly WHS governance forums & conference calls
 - c. Quarterly WHS corporate governance meeting
 - d. Safety notices
 - e. Emails
 - f. Site meetings.

³ APN Outdoor has elected to use "Other Agreed Arrangements".





The following factors are considered to ensure that APN Outdoor's consultative arrangements properly represent our workers (employees, contractors, sub-contractors and labour hire) and relate to:

- › The hours worked
- › The pattern of work (e.g. part-time, seasonal or short-term)
- › The number and grouping of workers
- › Geographic location of workers (including mobile workers and those working from home)
- › The different types of work and levels of responsibility
- › Gender, ethnicity, age or other relevant diversity characteristic

- › The types of hazards and associated risks workers are exposed to at APN Outdoor's workplace or in work-related activities
- › The mode and nature of interaction amongst our workers.

Each month, a WHSIM memo is sent out to all contractors. These memos provide crucial information and updates to contractors around important WHSIM topics.

In 2017, there was no worker compensation claims launched for incidents that occurred during work functions and there were no legal claims against APN Outdoor filed in 2017. Details about injuries recorded during the reporting period and other WHSIM data can be found in Table 5 of the 'Appendix 1 – Sustainability Data' section of this report.

Our Suppliers

APN Outdoor supports the communities in which it operates.

Supplier	Description
Digital Billboard Construction	APN Outdoor has three main providers based in China for digital screens. The Company makes purchases through Australian agents and constructs its digital and classic screens using Australian building and construction companies.
Production and Print	The Company prints at GSP Print Pty Ltd, a Sydney based subsidiary of the APN Outdoor Group.
Installation	A key supplier to the APN Outdoor business is the installers which are locally based in each state. All installation suppliers are Australian companies.
Landlords and Rent	APN Outdoor relies upon having access to a range of outdoor advertising sites to maximise its network reach. The Company typically gains access to its sites through short and long term leases with site owners. We have a direct and meaningful relationship with our landlords including ensuring that arrangements are on commercial terms that are acceptable to both the Company and the landlord.

APN Outdoor's supply chain structure can be described as a partnership supply chain structure where long-term partnerships with essential suppliers have been established minimising ad hoc purchase orders. Long-term supply agreements guarantee continuity of supply, collaboration on cost efficiency and material research and greater transparency in the environmental and social work ethics of the supplier.

The group has established a process to screen its major suppliers in relation to issues such as WHSIM policies, Restrictions of Hazardous Substances (ROHS) and environmental performance, manufacturing performance, accountability & governance framework. Due diligence is initiated as early as possible in the development of a new relationship with a supplier. The Company did not engage any new suppliers in 2017.

The Company's General Manager – Operations is responsible for performing on location inspections of major suppliers. In 2017, the General Manager – Operations performed five supplier visits to China in order to review issues such as labour practices, environmental compliance, and quality of product. There were no negative environmental or labour practices identified in the supply chain during these inspections.

Overall, 95% of the Company's procurement budget is spent on local suppliers (Australian state or territory based).

Appendix 1 – Sustainability Data

Table 1) Total number of employees by employment contract and gender (102-8 a).

Contract Type	Female	Male	Total
Casual	4	8	12
Permanent	104	117	221
Grand Total	108	125	233

Table 2) Total number of employees by employment contract and region (102-8 b).

	Casual	Fixed Term Full time	Permanent Full time	Permanent Part Time	Grand Total
NSW	12	5	134	7	158
NZ	–	–	21	–	21
QLD	–	1	11	1	13
SA	–	–	6	–	6
VIC	–	–	28	1	29
WA	–	–	6	–	6
Grand Total	12	6	206	9	233

Table 3) Total number of employees by employment type and gender (102-8 c).

Contract Type	Female	Male	Total
Casual	4	8	12
Fixed Term Full Time	4	2	6
Permanent Full Time	91	115	206
Permanent Part Time	9	–	9
Grand Total	108	125	233

Appendix 1 – Sustainability Data (continued)

Table 4) Total number and rates of new employee hires and employee turnover by age group, gender, and region (401-1).

New hires:

		New Zealand	NSW	QLD	SA	VIC	WA	Grand Total
18-30 years		8	25	3	1	2	2	41
	Female	7	16	2	–	1	–	26
	Male	1	9	1	1	1	2	15
31-40 years		1	14	2	–	2	–	19
	Female	–	9	2	–	1	–	12
	Male	1	5	–	–	1	–	7
41-50 years		–	4	–	–	1	–	5
	Female	–	2	–	–	–	–	2
	Male	–	2	–	–	1	–	3
Grand Total		9	43	5	1	5	2	65

Terminations:

		New Zealand	NSW	QLD	SA	VIC	WA	Grand Total
18-30 years		9	20	3	1	1	1	35
	Female	9	15	3	–	1	–	28
	Male	–	5	–	1	–	1	7
31-40 years		2	18	3	–	1	1	25
	Female	1	9	2	–	–	1	13
	Male	1	9	1	–	1	–	12
41-50 years		–	9	1	–	2	–	12
	Female	–	5	–	–	1	–	6
	Male	–	4	1	–	1	–	6
51-60 years		–	7	–	–	1	–	8
	Female	–	2	–	–	–	–	2
	Male	–	5	–	–	1	–	6
Grand Total		11	54	7	1	5	2	80

The turnover rate during 2017 was 28%.

Appendix 1 – Sustainability Data (continued)

Table 5) Type and rates of injury (403-2).

Industry Group - Employees	Office	Near Miss	First Aid Injury	#Lost Time Injury	Fatalities	Total recordable injury	Days lost LTI
Advertising Services	Australia	9	–	1	–	–	4
Advertising Services	New Zealand	1	1	–	–	–	–
Printing & Printing Support Services	GSP	6	3	–	–	–	–

Industry Group - Contractors & Sub-Contractors	State	Near Miss	Medical Treatment Injury	#Lost Time Injury	Fatalities	Total recordable injury	Days lost LTI
Australia	NSW	1	–	–	–	–	–
	QLD	2	1	–	–	–	–
	VIC	1	–	–	–	–	–
	WA	3	1	–	–	–	–
	SA	–	–	–	–	–	–
New Zealand	NZ	1	1	1	–	–	4

Table 6) Ratio of average annual base salary (excluding commissions) and remuneration of women to men by employee category (405-2).

Category	Female	Male	Ratio
Commercial	\$74,057	\$112,468	66%
Printing	\$41,685	\$50,199	83%
Sales	\$78,581	\$94,418	83%
Senior Management	\$ 187,215	\$320,520	58%

Appendix 2

GRI Content Index

GRI Standard	Disclosure	Page	Omission
General Disclosures			
GRI 102: General Disclosures	102-1 Name of the organisation	5	N/A
	102-2 Activities, brands, products, and services	6	N/A
	102-3 Location of headquarters	5	N/A
	102-4 Location of operations	5	N/A
	102-5 Ownership and legal form	5 & 34	N/A
	102-6 Markets served	5-6	N/A
	102-7 Scale of the organisation	Refer to page 7 of this report and the Company's 2017 Annual Report	N/A
	102-8 Information on employees and other workers	27	N/A
	102-9 Supply chain	26	N/A
	102-10 Significant changes to the organisation and its supply chain	N/A	There are not significant changes to report
	102-11 Precautionary Principle or approach	4	N/A
	102-12 External initiatives	15 & 17	N/A
	102-13 Membership of associations	7	N/A
	102-14 Statement from senior decision maker	1	N/A
	102-16 Values, principles, standards, and norms of behaviour	12	N/A
	102-18 Governance structure	Refer to the Company's 2017 Annual Report and Corporate Governance Statement	N/A
	102-40 List of stakeholder groups	11	N/A
	102-41 Collective bargaining agreements	7	N/A
	102-42 Identifying and selecting stakeholders	11	N/A
	102-43 Approach to stakeholder engagement	11	N/A
	102-44 Key topics and concerns raised	11	N/A
	102-45 Entities included in the consolidated financial statements	34	N/A

Appendix 2 (continued)

GRI Content Index (continued)

GRI Standard	Disclosure	Page	Omission
	102-46 Defining report content and topic Boundaries	3	N/A
	102-47 List of material topics	3	N/A
	102-48 Restatements of information	N/A	N/A
	102-49 Changes in reporting	N/A	N/A
	102-50 Reporting period	1	N/A
	102-51 Date of most recent report	2016 Calendar year	N/A
	102-52 Reporting cycle	Annual	N/A
	102-53 Contact point for questions regarding the report	34	N/A
	102-54 Claims of reporting in accordance with the GRI Standards	3	N/A
	102-55 GRI content index	30	N/A
	102-56 External assurance	N/A	No external assurance has been sought.

Material Topics

1. Employee Retention and Loss of Talent

GRI 103: Management Approach	103-1 Explanation of the material topic and its boundaries	3	N/A
	103-2 The management approach and its components	4	N/A
GRI 401: Employment	401-1 New employee hires and employee turnover	28	N/A
	401-2 Benefits provided to full time employees that are not provided to temporary or part-time employees	22	N/A
	401-3 Parental leave	23	N/A
GRI 404: Training	404-2 Programs for upgrading employee skills and transition assistance programs	22	N/A
GRI 405: Diversity and Equal Opportunity	405-2 Ratio of basic salary and remuneration of women to men	29	N/A
GRI 406: Non-Discrimination	406-1 Incidents of discrimination and corrective actions taken	22	N/A

Appendix 2 (continued)

GRI Content Index (continued)

GRI Standard	Disclosure	Page	Omission
2. Employee Health and Safety			
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundaries	3	N/A
	103-2 The management approach and its components	4	N/A
GRI 403: Occupational Health and Safety	403-1 Workers representation in formal joint management-worker health and safety committees	24	N/A
	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	29	N/A
3. Supply Chain Management			
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundaries	3	N/A
	103-2 The management approach and its components	4	N/A
GRI 308: Supplier Environmental Assessment	308-1 New Suppliers that were screen using environmental criteria	26	N/A
	308-2 Negative environmental impacts in the supply chain and actions taken	26	N/A
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	26	N/A
	414-2 Negative social impacts in the supply chain and actions taken	26	N/A
4. Legal Non-Compliance			
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundaries	3	N/A
	103-2 The management approach and its components	4	N/A
GRI 206: Anti-Competitive Behaviour	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	14	N/A
GRI 417: Marketing and Labelling	417-3 Incidents of non-compliance concerning marketing communications	14	N/A

Appendix 2 (continued)

GRI Content Index (continued)

GRI Standard	Disclosure	Page	Omission
5. Economic Impacts			
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundaries	3	N/A
	103-2 The management approach and its components	4	N/A
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services provided	N/A	No significant infrastructure investments were made during the year.
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	26	N/A
6. Social Impact of the Business			
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundaries	3	N/A
	103-2 The management approach and its components	4	N/A
GRI 419: Socioeconomic Compliance	419-1 Non-compliance with laws and regulations in the social and economic area	14	N/A

Appendix 2 (continued)

APN Outdoor Entities

List of APN Outdoor entities included in the organisation's consolidated financial statements.

Name	Principal place of business / Country of incorporation	OWNERSHIP INTEREST	
		2017 %	2016 %
APNO Group Holdings Pty Limited	Australia	100%	100%
APNO Finance Pty Limited	Australia	100%	100%
APN Outdoor Pty Limited	Australia	100%	100%
Eastcott Investments Pty Limited	Australia	100%	100%
Cody Link Pty Limited	Australia	100%	100%
Valtoff Pty Limited	Australia	100%	100%
Everfact Pty Limited	Australia	100%	100%
Everfact Unit Trust	Australia	100%	100%
APN Outdoor (Trading) Pty Limited	Australia	100%	100%
Adspace Pty Limited	Australia	100%	100%
TMS Outdoor Advertising Pty Limited	Australia	100%	100%
Nettlefold Outdoor Advertising Unit Trust	Australia	100%	100%
Nettlefold Advertising Pty Limited	Australia	100%	100%
National Outdoor Advertising Pty Limited	Australia	100%	100%
Buspak Advertising Group Pty Limited	Australia	100%	100%
Total Cab Media Pty Limited	Australia	100%	100%
Universal Outdoor Pty Limited	Australia	100%	100%
TaxiMedia Pty Limited	Australia	100%	100%
SOL Australia Pty Limited	Australia	100%	100%
Australian Posters Pty Limited	Australia	100%	100%
The Australasian Advertising Company Pty Limited	Australia	100%	100%
GSP Print Pty Limited	Australia	100%	100%
iOM Pty Limited	Australia	100%	100%
APN Outdoor Holdings (NZ) Limited	New Zealand	100%	100%
APN Outdoor Limited	New Zealand	100%	100%

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