Meridian, Key Environmental, Social & Governance Information

Marie											
Maria	Environmental Management and	Assurance	Independent assurance on the sustainability content of the Integrated	FY2019	FY2020	FY2021		FY2023	Primary source		Additional sources
Manual Content	reporting		Report		Y	Y					
Marie		Compliance	Significant fines paid related to environmental or ecological issues								
Ministed contained Ministed Contained Cont			Serious environment breaches	N	N	N	N	N	Integrated Report for year ended 30 June 2023	page 43 of 258	
Ministed contained Ministed Contained Cont	Control	Constitution						1	7		
Marie	EIIIISSIOIIS				-			-	-		
Marie Mari				Y	Y		- 1				
Montation Marie									+		
Manual M		Direct S16	Total Group operational emissions (Metric Tons)	0.0028	0	0.00815	0	0.01095	Greenhouse Gas Emissions Inventory Report 2023	page 8, (tCO2e)	
Manual M									٦		
Marie	water	Consumption		12,351	12,345	11,665	10,988	10,659	Integrated Report for year ended 30 June 2023	page 41 of 258	
Manual Manual Section Manual Secti		Risks	Risks related to the quality and quantity of available water	Υ	Υ	Υ	Υ	Υ	Corporate Governance Statement 2023	page 16 of 22	
Manual Manual Personal Per					•			•			
Part	Waste	Generation	Waste generated in operations (tCO2e)	56	157	269	143	35	Greenhouse Gas Emissions Inventory Report 2023	page 7	
March Marc		Landfill	Waste landfill (Metric Tons)	219.6	703	1295	710	576	Greenhouse Gas Emissions Inventory Report 2023	page 7, (tCO2e)	
Properties Pro		Recycling	Waste recycling (Metric Tons)	330	133	222	731	8,326	Greenhouse Gas Emissions Inventory Report 2023	page 7, (tCO2e)	
Part			Hazardous Waste recycling (Metric Tons)	n/m	n/m	n/m	10	28	Integrated Report for year ended 30 June 2023	page 51 of 258	
Part									_		
Controlled Con	Energy	Energy consumption	Non Renewable Energy Consumption (MWh)	7,192	2,789	2,536	2,326	2,574	Greenhouse Gas Emissions Inventory Report 2023	page 6, (tCO2e)	
Company Comp			Total Renewable Energy Consumption (MWh)	13,995	16,066	17,083	16,537	16,271	Greenhouse Gas Emissions Inventory Report 2023	page 5, (tCO2e)	
Company Comp					•			•			
Making	Biodiversity	Commitment	Proactively manage biodiversity impacts	Y	Y	Y	Y	Υ	Sustainability Policy	pages 1-2	Project River Recovery
Contact Contact Annual Contact Conta			Biodiversity and deforestation commitment				Y	Υ	Biodiversity and deforestation commitment	pages 1-2	
Contact Annual definition Contact			•		•				-		
Consideration Consideratio	Climate			Υ	Y	Υ	Υ	Υ	Climate Action Plan	pages 1-10	Forever Forests Process Heat Electrification Programme EV Charging Network Certified Renewable Energy Harapaki Wind Farm Ruakâkâ Energy Park
Contain		Climate-related disclsoures	TCFD framework applied in the management of climate-related risks and	Y	Y	Υ	Υ	Y	Climate-related Disclosure 2023	pages 1-30	
The process of the control of the process of the pr									-1		
Property	Social			FY2019	FY2020	FY2021	FY2022	FY2023			
Nematic allower of retail workforce	Management and	Assurance		Υ	Υ	Υ	Υ	Υ	Integrated Report for year ended 30 June 2023	page 249 of 258	
Diversity policy Diversity policy Diversity policy Diversity perhaticity Diversity by ethnicity Diversity	reporting		Report							,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
Diversity policy Diversity policy Diversity policy Diversity perhaticity Diversity by ethnicity Diversity	People	Diversity and inclusion	Female share of total workforce	45%	46%	48%	48%	49%	Integrated Report for year ended 30 June 2023	nage 102 of 258	
Checking Diversity by ethnicity minds									+		
Management Level by Ethnicity			*** *	n/d	n/d	n/d		-			Diversity and Inclusion at Meridian Accessibility Tick member
Page quality										page 101 01 230	
Figure ment and Staff engagement 78% 85% 78% 72% 73% Integrated Report for year ended 30 June 2023 page 97 of 258 Total employee turnover rate 146% 16% 16% 18% 20% Voluntary employee turnover rate 150 June 2015 18% 150% 150% 150% 150% 150% 150% 150% 150		Pay equity				- "	- "			nage 103 of 258	
Value of the control of the properties 16% 16% 16% 18% 20% 18% 20% 18%											Mind the Gap Registry
Voluntary employee turnover rate 12% 13% 15% 15% 15% 18% Sender diversity Share of women in STEM related positions (as % of total STEM) n/m n/m 27% 28% 29% Target for percentage of females in senior management positions* n/d n/d n/d 30% Target for percentage of females in sali management positions* n/d n/d n/d 40% Median Bonus Gap Nean Bonus Gap Nean Bonus Gap Nean Bonus Gap Nean Bonus Gap Percentage of open positions filled by internal candidates Nean Bonus Gap Percentage of open positions filled by internal candidates Next Training and development Average buss per FE of training and development Suppose the programme Suppose the programme n/d n/d n/d n/d n/d n/d 16 n/d No of all FEs participating in 'Guiding the Waka' development programme No of all FES participating in 'Guiding the Waka' development programme No of all FES participating in 'Guiding the Waka' development programme No of all FES participating in 'Guiding the Waka' development programme No of all FES participating in 'Guiding the Waka' development programme No of all FES participating in 'Guiding the Waka' development programme No of all FES participating in 'Guiding the Waka' development programme No of all FES participating in 'Guiding the Waka' development programme No of all FES participating in 'Guiding the Waka' development programme No of all FES participating in 'Guiding the Waka' development programme No of all FES participating in 'Guiding the Waka' development programme No of all FES participating in 'Guiding the Waka' development programme No of all FES participating in 'Guiding the Waka' development programme No of all FES participating in 'Guiding the Waka' development programme No of all FES participating in 'Guiding the Waka' development programme No of all FES participating in 'Guiding the Waka' development programme. No of all FES participating in 'Guiding the Waka' development programme. No of all FES participating in 'Guiding the Waka' development programme. No of all FES participating in '									+		
Share of women in STEM related positions (as % of total STEM)									See negoti to year ended 30 June 2023	puge 00 01 230	
Target for percentage of females in selin management positions*		Gender diversity							-		
Transper for percentage of females in all management positions* n/d n/d n/d n/d 40% Gender Pay Indicators Median Bonus Gap Mean Bonus Gap Mean Bonus Gap Merage hiring cost/FTE Percentage of open positions filled by internal candidates n/d n/d n/d n/d 25% Percentage of open positions filled by internal candidates n/d n/d n/d n/d 29% Training and development Inputs Average amount spent per FTE of training and development Scales Scales Not of all FTEs participating in 'Guiding the Waka' development programme n/d n/d n/d n/d 128% Solid Generation FTEs participating in Activate - 7 Habits of Highly Fiffective People development programme. Not Generation FTEs participating in Activate - 7 Habits of Highly Fiffective People development programme. Safety, Health and Wellness Policy Y Y Y Y Y Safety and Wellbeing Policy Page 1									-		
Gender Pay Indicators Median Bonus Gap N/d N/d N/d N/d N/d N/d N/d N/									-		
Mean Bonus Cap In/d Mean Bonus Cap Average hiring cost/FTE Percentage of open positions filled by internal candidates In/d Internated Report for year ended 30 June 2023 page 88 of 258 Inputs Average amount spent per FTE on training and development Inputs Internated Report for year ended 30 June 2023 Internated Report for year ended 30 June 20		Gender Pay Indicators		- "					-		
Health and safety Marage hiring cost/FTE									-		
Percentage of open positions filled by internal candidates n/d n/d n/d 29% Training and development huputs Average hours per FTE of training and development 22.0 52.0 12.3 12.6 14.7 Integrated Report for year ended 30 June 2023 Average amount spent per FTE on training and development 52.152 52.003 51.315 51.367 51.740 % of all FTEs participating in "Guiding the Waka" development programme n/d n/d n/d n/d 4.28% % of Generation FTEs participating in Activate - 7 Habits of Highly r/d n/d n/d n/d n/d n/d n/d n/d n/d n/d n		Hiring							-		
Training and development Inputs Average hours per FTE of training and development 2.2.0 5.2.0 12.3 12.6 14.7 Integrated Report for year ended 30 June 2023 Average amount spent per FTE on training and development 5.152 52.003 51.315 51.367 51.740 5.01 af FTEs participating in 'Guiding the Waka' development programme 7.01 n/d 7.02 n/d 7.03 n/d 7.04 n/d 7.05 n/d 7.05 Generation FTEs participating in Activate - 7 Habits of Highly FIFEctive People development programme. 8.05 Generation FTEs participating in Activate - 7 Habits of Highly FIFEctive People development programme. 8.05 Generation FTEs participating in Activate - 7 Habits of Highly FIFEctive People development programme. 8.05 Generation FTEs participating in Activate - 7 Habits of Highly FIFEctive People development programme. 9.06 Generation FTEs participating in Activate - 7 Habits of Highly FIFEctive People development programmes. Fiellustion 8.05 Safety, Mealth and Wellness Policy 9.06 Safety, Health and Wellness Policy 9.07 Safety and Wellbeing Policy 9.07 page 1							_		-		
Health and safety Average amount spent per FTE on training and development \$2,152 \$2,003 \$1,315 \$1,367 \$1,740 % of all FTEs participating in 'Guiding the Waka' development programme n/d n/d n/d n/d n/d 16,97% Employee Development Programmes Evaluation ### Employee Development Programmes Evaluation ###################################		Training and development							Integrated Report for year anded 20 Jun - 2022	page 99 of 250	
No of all FTEs participating in 'Guiding the Waka' development programme							-		integrated Report for year ended 30 June 2023	page oo ui 258	
% of Generation FTEs participating in Activate - 7 Habits of Highly In /d In /									1		
Health and safety Policy Safety, Health and Wellness Policy Y Y Y Y Safety and Wellbeing Policy page 1			% of all FTEs participating in 'Guiding the Waka' development programme	n/d	n/d	n/d	n/d	4.28%	Employee Development Programmes Evaluation		
Health and safety Policy Safety, Health and Wellness Policy Y Y Y Y Safety and Wellbeing Policy page 1			% of Generation FTEs participating in Activate - 7 Habits of Highly	n/d	n/d	n/d	n/d	16.97%	Employee Development Programmes Evaluation		
Successful to the successful t			Effective reopie development programme.						_		
Successful to the successful t	Health and cafety	Policy							1		
Employee LTIFR 4.2 3.4 8.0 4.3 2.8 Integrated Report for year ended 30 June 2023 page 93 of 258	riediui dilu salety	- Oncy	Sarety, Health and Wellness Policy	Y	Y	Y	Y	Y	Satety and Wellbeing Policy	page 1	
		Lost time injury frequency									

	rates	Contractor LTIFR	15.0	7.4	9.1	11.8	7.8	Integrated Report for year ended 30 June 2023	page 93 of 258
	Fatalities	Employees	0	0	0	0	0	Integrated Report for year ended 30 June 2023	page 94 of 258
		Contractors	0	0	0	0	0	Integrated Report for year ended 30 June 2023	page 94 of 258
								-	
Human rights	Commitment	Staff commitment to UN Guiding Principles on Business and Human	Υ	Υ	Υ	Υ	Υ	Meridian Code of Conduct	pages 10, 22 of 25
		Rights Supplier commitment to UN Guiding Principles on Business and Human	Y	Υ	Υ	Υ	Y	Supplier Code of Conduct	page 1
		Rights Members of the United Nations Global Compact			·	Y	Υ Υ	Integrated Report for year ended 30 June 2023	page 105 of 258
	Modern slavery	Modern slavery statement (MSS)	Y	Y	Y	Y	Y	+	
	,	Joint ventures excluded from scope of our Modern Slavery assessment	,	'	'			Modern Slavery Statement	pages 1-7
		(Meridian has no joint ventures above 10%)				Y	Y	Modern Slavery Statement	page 1
Challabaldana	Policy							٦	
Stakenolders	Engagement	Stakeholder engagement guidelines		Υ	Υ	Y	Υ	Stakeholder Engagement Guidelines 2023	pages 1-5
	Materiality	Sponsorships and community support	Y	Y	Y	Y	Y	Community Support	Kidscan Kākāpō Recovery Programn PowerUp Community Fund Decarbonisation Community Fund
	wateriality	Assessment of material topics	Y	Υ	Υ	Υ	Y	Integrated Report for year ended 30 June 2023	pages 151-158 of 258
Governance Corporate	Board	and the second second	FY2019 Y	FY2020 Y	FY2021	FY2022	FY2023	7	
governance	55514	Structure and independence, non-executive Chair	Y	Y	Y	Y	Y	Board Charter	pages 2-4
		Diversity policy	29%	50%	50%	71%	57%	Belonging Policy (Diversity, Equity and Inclusion)	pages 1-2 page 6 of 22
		Percentage of female directors	7.3	5.9	5.2	4.3	4.0	Corporate Governance Statement 2023	
		Average tenure (years) Skill Mix with directors with industry experience	2	2	2	5	2	Corporate Governance Statement 2023 Corporate Governance Statement 2023	page 21 of 22 pages 7, 21 of 22
	Chief Executive	Remuneration disclosure	Y	Y	Y	Y	Y	Integrated Report for year ended 30 June 2023	pages 141-142 of 258
		Employee mean compensation ratio (times)	19	22	23	21	16	Integrated Report for year ended 30 June 2023	page 141-142 0 256 page 141 of 258
		Employee mean compensation ratio (times)	19	22	25	21	10	integrated Report for year ended 30 June 2023	hole 141 of 530
Risk	Risk management	Goverance and approach to risk management	Y	Υ	Υ	Υ	Y	Risk Management Approach	page 1
		Policy	Y	Υ	Y	Y	Υ	Risk Management Policy	pages 1-4
	Reporting	Disclosure of material risks	Y	Υ	Y	Υ	Υ	Corporate Governance Statement 2023	pages 15-18 of 22
								1	
Ethics	Code of Conduct	Code of Conduct	Y	Y	Y	Υ	Υ	Meridian Code of Conduct	pages 1-25
Ethics	Code of Conduct Reporting	Code of Conduct Code of Conduct breaches	Y 1	Y 4	Y 10	Y 21	Y 34	Meridian Code of Conduct Corporate Governance Statement 2023	page 1-25 page 21 of 22
Ethics									
Ethics	Reporting	Code of Conduct breaches	1	4	10	21	34	Corporate Governance Statement 2023	page 21 of 22
Ethics	Reporting	Code of Conduct breaches Political donations (\$M)	1 none	4 none	10 none	21 none	34 none	Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023	page 21 of 22 page 180 of 258
Ethics	Reporting	Code of Conduct breaches Political donations (\$M) Industry associations expenditure (\$M)	1 none	4 none	10 none	21 none	34 none	Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023	page 21 of 22 page 180 of 258
Ethics	Reporting	Code of Conduct breaches Political donations (\$M) Industry associations expenditure (\$M) Largest contributions	1 none 0.222	4 none 0.299	10 none 0.583	21 none 0.770	34 none 0.339	Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023	page 21 of 22 page 180 of 258
Ethics	Reporting	Code of Conduct breaches Political donations (\$M) Industry associations expenditure (\$M) Largest contributions Value to Electricity Customers	1 none 0.222 0.122	4 none 0.299	10 none 0.583	21 none 0.770	34 none 0.339	Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023	page 21 of 22 page 180 of 258
Ethics	Reporting	Code of Conduct breaches Political donations (SM) Industry associations expenditure (SM) Largest contributions Value to Electricity Customers Sustainable Business	1 none 0.222 0.122 0.022	0.299 0.141 0.023	10 none 0.583 0.140 0.073	21 none 0.770 0.479 0.105	34 none 0.339 0.058 0.091	Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023	page 21 of 22 page 180 of 258
Ethics	Reporting	Code of Conduct breaches Political donations (\$M) Industry associations expenditure (\$M) Largest contributions Value to Electricity Customers Sustainable Business Clean Energy Advocacy	1 none 0.222 0.122 0.022 0.046	4 none 0.299 0.141 0.023 0.040	10 none 0.583 0.140 0.073 0.278	21 none 0.770 0.479 0.105 0.064	34 none 0.339 0.058 0.091 0.097	Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023	page 21 of 22 page 180 of 258
Ethics	Reporting	Code of Conduct breaches Political donations (\$M) Industry associations expenditure (\$M) Largest contributions Value to Electricity Customers Sustainable Business Clean Energy Advocacy Other Large Expenditures	1 none 0.222 0.122 0.022 0.046	4 none 0.299 0.141 0.023 0.040	10 none 0.583 0.140 0.073 0.278	21 none 0.770 0.479 0.105 0.064	34 none 0.339 0.058 0.091 0.097	Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023	page 21 of 22 page 180 of 258
Ethics	Reporting	Code of Conduct breaches Political donations (\$M) Industry associations expenditure (\$M) Largest contributions Value to Electricity Customers Sustainable Business Clean Energy Advocacy Other Large Expenditures Three Largest single contributions (\$)	1 none 0.222 0.122 0.022 0.046	4 none 0.299 0.141 0.023 0.040	10 none 0.583 0.140 0.073 0.278	21 none 0.770 0.479 0.105 0.064	34 none 0.339 0.058 0.091 0.097 0.093	Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023	page 21 of 22 page 180 of 258
Ethics	Reporting	Code of Conduct breaches Political donations (\$M) Industry associations expenditure (\$M) Largest contributions Value to Electricity Customers Sustainable Business Clean Energy Advocacy Other Large Expenditures Three Largest single contributions (\$5) Business New Zealand Inc	1 none 0.222 0.122 0.022 0.046	4 none 0.299 0.141 0.023 0.040	10 none 0.583 0.140 0.073 0.278	21 none 0.770 0.479 0.105 0.064	34 none 0.339 0.058 0.091 0.097 0.093	Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023	page 21 of 22 page 180 of 258
Ethics	Reporting Policy influence	Code of Conduct breaches Political donations (\$M) Industry associations expenditure (\$M) Largest contributions Value to Electricity Customers Sustainable Business Clean Energy Advocacy Other Large Expenditures Three Largest single contributions (\$) Business New Zealand Inc The New Zealand Incitative	1 none 0.222 0.122 0.022 0.046 0.032	4 none 0.299 0.141 0.023 0.040 0.096	10 none 0.583 0.140 0.073 0.278 0.092	21 none 0.770 0.479 0.105 0.064 0.121	34 none 0.339 0.058 0.091 0.097 0.093 55000 41040	Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023 Integrated Report for year ended 30 June 2023	page 21 of 22 page 180 of 258 page 189 of 258
Ethics	Reporting Policy influence Customer satisfaction	Code of Conduct breaches Political donations (\$M) Industry associations expenditure (\$M) Largest contributions Value to Electricity Customers Sustainable Business Clean Energy Advocacy Other Large Expenditures Three Largest single contributions (\$) Business New Zealand Inc The New Zealand Incitative	1 none 0.222 0.122 0.022 0.046	4 none 0.299 0.141 0.023 0.040	10 none 0.583 0.140 0.073 0.278	21 none 0.770 0.479 0.105 0.064	34 none 0.339 0.058 0.091 0.097 0.093 55000	Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023	page 21 of 22 page 180 of 258
Ethics	Reporting Policy influence	Code of Conduct breaches Political donations (\$M) Industry associations expenditure (\$M) Largest contributions Value to Electricity Customers Sustainable Business Clean Energy Advocacy Other Large Expenditures Three Largest single contributions (\$1) Business New Zealand Inc The New Zealand Initative Sustainable Business Network	1 none 0.222 0.122 0.022 0.046 0.032	4 none 0.299 0.141 0.023 0.040 0.096	10 none 0.583 0.140 0.073 0.278 0.092	21 none 0.770 0.479 0.105 0.064 0.121	34 none 0.339 0.058 0.091 0.097 0.093 55000 41040	Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023 Privacy Policy	page 21 of 22 page 180 of 258 page 189 of 258
Ethics	Reporting Policy influence Customer satisfaction Privacy	Code of Conduct breaches Political idonations (SM) Industry associations expenditure (SM) Largest contributions Value to Electricity Customers Sustainable Business Clean Energy Advocacy Other Large Expenditures Three Largest single contributions (S) Business New Zeoland Inic The New Zeoland Initialitie Sustainable Business Network Net Promoter Score weighted average across Group	1 none 0.222 0.222 0.046 0.032 41 Y none	4 none 0.299 0.141 0.023 0.040 0.096	10 none 0.583 0.140 0.073 0.278 0.092 40 Y none	21 none 0.770 0.479 0.105 0.064 0.121	34 none 0.339 0.058 0.091 0.097 0.093 55000 41040 42 Y	Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023 Privacy Policy Corporate Governance Statement 2023	page 21 of 22 page 180 of 258 page 189 of 258 page 127 of 258 page 1 page 21 of 22
Ethics	Reporting Policy influence Customer satisfaction	Code of Conduct breaches Political donations (SM) Industry associations expenditure (SM) Largest contributions Value to Electricity Customers Sustainable Business Clean Energy Advocacy Other Large Expenditures Three Largest single contributions (S) Business New Zealand Inc The New Zealand Initiative Sustainable Business Network Net Promoter Score weighted average across Group Privacy Policy	1 none 0.222 0.122 0.022 0.046 0.032	4 none 0.299 0.141 0.023 0.040 0.096	10 none 0.583 0.140 0.073 0.278 0.092	21 none 0.770 0.479 0.105 0.064 0.121	34 none 0.339 0.058 0.091 0.097 0.093 55000 41040 42	Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023 Privacy Policy	page 21 of 22 page 180 of 258 page 189 of 258 page 127 of 258 page 1
Customer	Reporting Policy influence Customer satisfaction Privacy Smart meters	Code of Conduct breaches Political donations (\$M) Industry associations expenditure (\$M) Laraest contributions Value to Electricity Customers Sustainable Business Clean Energy Advocacy Other Large Expenditures Three Largest single contributions (\$) Business New Zealand Inc The New Zealand Initiative Sustainable Business Network Net Promoter Score weighted average across Group Privacy Policy Formal complaints of privacy breaches Smart meter coverage (%)	1 none 0.222 0.122 0.022 0.046 0.032 41 Y none 87	4 none 0.299 0.141 0.023 0.040 0.096 45 Y none 83	10 none 0.583 0.140 0.073 0.278 0.092 40 Y none 82	21 none 0.770 0.479 0.105 0.064 0.121 42 Y	34 none 0.339 0.058 0.091 0.097 0.093 55000 41040 42 Y none 87	Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023 Privacy Policy Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023	page 21 of 22 page 180 of 258 page 189 of 258 page 127 of 258 page 1 1
Customer Supply chain	Reporting Policy influence Customer satisfaction Privacy Smart meters	Code of Conduct breaches Political donations (\$M) Industry associations expenditure (\$M) Largest contributions Value to Electricity Customers Sustainable Business Clean Energy Advocacy Other Large Expenditures Three Largest single contributions (\$1) Business New Zeoland Inic The New Zeoland Initative Sustainable Business Network Net Promoter Score weighted average across Group Privacy Policy Formal complaints of privacy breaches Smart meter coverage (%) Supplier Code of Conduct	1 none 0.222 0.222 0.046 0.032 41 Y none	4 none 0.299 0.141 0.023 0.040 0.096 45 Y none 83	10 none 0.583 0.140 0.073 0.278 0.092 40 Y none 82	21 none 0.770 0.479 0.105 0.064 0.121 42 Y none 87	34 none 0.339 0.058 0.091 0.097 0.093 55000 41040 42 Y none 87	Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023 Privacy Policy Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023 Supplier Code of Conduct	page 21 of 22 page 180 of 258 page 189 of 258 page 127 of 258 page 1 page 21 of 22 page 21 of 22 page 12 of 258 page 1
Ethics Customer Supply chain	Reporting Policy influence Customer satisfaction Privacy Smart meters	Code of Conduct breaches Political donations (\$M) Industry associations expenditure (\$M) Largest contributions Value to Electricity Customers Sustainable Business Clean Energy Advocacy Other Large Expenditures Three Largest single contributions (\$) Business New Zealand Inc The New Zealand Initiative Sustainable Business Network Net Promoter Score weighted average across Group Privacy Policy Formal complaints of privacy breaches Smart meter coverage (%)	1 none 0.222 0.122 0.022 0.046 0.032 41 Y none 87	4 none 0.299 0.141 0.023 0.040 0.096 45 Y none 83	10 none 0.583 0.140 0.073 0.278 0.092 40 Y none 82	21 none 0.770 0.479 0.105 0.064 0.121 42 Y	34 none 0.339 0.058 0.091 0.097 0.093 55000 41040 42 Y none 87	Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023 Privacy Policy Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023	page 21 of 22 page 180 of 258 page 189 of 258 page 127 of 258 page 1 page 1 page 2 page 2 page 2 page 2 page 2 page 2 page 1 page 2 pa
Customer Supply chain	Reporting Policy influence Customer satisfaction Privacy Smart meters Code of Conduct Engagement	Code of Conduct breaches Political donations (\$M) Industry associations expenditure (\$M) Largest contributions Value to Electricity Customers Sustainable Business Clean Energy Advococy Other Large Expenditures Three Largest single contributions (\$) Business New Zealand Inc The New Zealand Initiative Sustainable Business Network Net Promoter Score weighted average across Group Privacy Policy Formal complaints of privacy breaches Smart meter coverage (%) Supplier Code of Conduct Supplier Engagement Plan	1 none 0.222 0.122 0.022 0.046 0.032 41 41 Y none 87	4 none 0.299 0.141 0.023 0.040 0.096 45 Y none 83	10 none 0.583 0.140 0.073 0.278 0.092 40 Y none 82	21 none 0.770 0.479 0.105 0.064 0.121 42 Y none 87	34 none 0.339 0.058 0.091 0.097 0.093 55000 41040 42 Y none 87	Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023 Integrated Report for year ended 30 June 2023 Integrated Report for year ended 30 June 2023 Privacy Policy Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023 Supplier Code of Conduct Integrated Report for year ended 30 June 2023	page 12 of 22 page 189 of 258 page 127 of 258 page 12 page 1 page 21 of 22 page 11 of 22 page 12 of 258 page 1 page 106-107 of 258
Customer Customer Supply chain	Reporting Policy influence Customer satisfaction Privacy Smart meters Code of Conduct Engagement	Code of Conduct breaches Political donations (\$M) Industry associations expenditure (\$M) Largest contributions Value to Electricity Customers Sustainable Business Clean Energy Advocacy Other Large Expenditures Three Largest single contributions (\$) Business New Zealand Inc The New Zealand Initiative Sustainable Business Network Net Promoter Score weighted average across Group Privacy Policy Formal complaints of privacy breaches Smart meter coverage (%) Supplier Code of Conduct Supplier Engagement Plan Board responsibility	1 none 0.222 0.122 0.022 0.046 0.032 41 Y none 87	4 none 0.299 0.141 0.023 0.040 0.096 45 Y none 83	10 none 0.583 0.140 0.073 0.278 0.092 40 Y none 82	21 none 0.770 0.479 0.105 0.064 0.121 42 Y none 87	34 none 0.339 0.058 0.091 0.097 0.093 55000 41040 42 Y none 87 Y	Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023 Privacy Policy Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023 Supplier Code of Conduct Integrated Report for year ended 30 June 2023 Audit and Risk Committee Charter	page 12 of 22 page 180 of 258 page 189 of 258 page 127 of 258 page 1 page 21 of 22 page 112 of 258 page 11 page 21 of 22 page 112 of 258 page 1
	Reporting Policy influence Customer satisfaction Privacy Smart meters Code of Conduct Engagement	Code of Conduct breaches Political donations (\$M) Industry associations expenditure (\$M) Largest contributions Value to Electricity Customers Sustainable Business Clean Energy Advocacy Other Large Expenditures Three Largest single contributions [\$] Business New Zealand Inic The New Zealand Inic The New Zealand Inic Sustainable Business Network Net Promoter Score weighted average across Group Privacy Policy Formal complaints of privacy breaches Smart meter coverage (%) Supplier Code of Conduct Supplier Code of Conduct Supplier Engagement Plan Board responsibility Number of IT security breaches or cybersecurity incidents	1 none 0.222 0.122 0.022 0.046 0.032 41 Y none 87 Y	4 none 0.299 0.141 0.023 0.040 0.096 45 Y none 83 Y Y 1	10 none 0.583 0.140 0.073 0.278 0.092 40 Y none 82 Y 1	21 none 0.770 0.479 0.105 0.064 0.121 42 Y none 87	34 none 0.339 0.058 0.091 0.097 0.093 55000 41040 42 Y none 87 Y Y	Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023 Integrated Report for year ended 30 June 2023 Integrated Report for year ended 30 June 2023 Privacy Policy Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023 Supplier Code of Conduct Integrated Report for year ended 30 June 2023	page 12 of 22 page 189 of 258 page 127 of 258 page 12 page 1 page 21 of 22 page 11 of 22 page 12 of 258 page 1 page 106-107 of 258
	Reporting Policy influence Customer satisfaction Privacy Smart meters Code of Conduct Engagement	Code of Conduct breaches Political donations (\$M) Industry associations expenditure (\$M) Largest contributions Value to Electricity Customers Sustainable Business Clean Energy Advocacy Other Large Expenditures Three Largest single contributions (\$1) Business New Zealand Inc The New Zealand Initiative Sustainable Business Network Net Promoter Score weighted average across Group Privacy Policy Formal complaints of privacy breaches Smart meter coverage (%) Supplier Code of Conduct Supplier Engagement Plan Board responsibility Number of IT security breaches or cybersecurity incidents Fines pald relating to breaches or cybersecurity incidents Fines pald relating to breaches or cybersecurity incidents (\$M)	1 none 0.222 0.022 0.046 0.032 1 Y Y 3 none 1 None	4 none 0.299 0.141 0.023 0.040 0.096 45 Y Y 1 none	10 none 0.583 0.140 0.073 0.078 0.092 40 Y none 82 Y Y 1 none	21 none 0.770 0.479 0.105 0.064 0.121 42 47 Y none 87 Y Y 1 none	34 none 0.339 0.058 0.091 0.097 0.093 55000 41040 42 Y none 87 Y	Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023 Privacy Policy Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023 Supplier Code of Conduct Integrated Report for year ended 30 June 2023 Audit and Risk Committee Charter	page 12 of 22 page 180 of 258 page 189 of 258 page 127 of 258 page 1 page 21 of 22 page 112 of 258 page 11 page 21 of 22 page 112 of 258 page 1
	Reporting Policy influence Customer satisfaction Privacy Smart meters Code of Conduct Engagement	Code of Conduct breaches Political donations (\$M) Industry associations expenditure (\$M) Largest contributions Value to Electricity Customers Sustainable Business Clean Energy Advocacy Other Large Expenditures Three Largest single contributions [\$] Business New Zealand Inic The New Zealand Inic The New Zealand Inic Sustainable Business Network Net Promoter Score weighted average across Group Privacy Policy Formal complaints of privacy breaches Smart meter coverage (%) Supplier Code of Conduct Supplier Code of Conduct Supplier Engagement Plan Board responsibility Number of IT security breaches or cybersecurity incidents	1 none 0.222 0.122 0.022 0.046 0.032 41 Y none 87 Y	4 none 0.299 0.141 0.023 0.040 0.096 45 Y none 83 Y Y 1	10 none 0.583 0.140 0.073 0.278 0.092 40 Y none 82 Y 1	21 none 0.770 0.479 0.105 0.064 0.121 42 Y none 87	34 none 0.339 0.058 0.091 0.097 0.093 55000 41040 42 Y none 87 Y Y	Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023 Privacy Policy Corporate Governance Statement 2023 Integrated Report for year ended 30 June 2023 Supplier Code of Conduct Integrated Report for year ended 30 June 2023 Audit and Risk Committee Charter	page 12 of 22 page 180 of 258 page 189 of 258 page 127 of 258 page 1 page 21 of 22 page 112 of 258 page 11 page 21 of 22 page 112 of 258 page 1

* These targets are set for completion in FY 26.

n/d = not disclosed

n/m = not measured