



Key Environmental, Social & Governance Information

			FY2019	FY2020	FY2021	FY2022	FY2023	Primary source	Additional sources
Environmental Management and reporting	Assurance	Independent assurance on the sustainability content of the Integrated Report	Y	Y	Y	Y	Y	<a href="#">Integrated Report for year ended 30 June 2023</a>	page 249 of 258
	Compliance	Significant fines paid related to environmental or ecological issues	N	N	N	N	N	<a href="#">Integrated Report for year ended 30 June 2023</a>	page 43 of 258
		Serious environment breaches	N	N	N	N	N	<a href="#">Integrated Report for year ended 30 June 2023</a>	page 43 of 258
Emissions	Greenhouse gas emissions	Total Group operational emissions (tCO <sub>2</sub> e)	42,447	40,757	29,506	30,944	47,758	<a href="#">Greenhouse Gas Emissions Inventory Report 2023</a>	pages 4-8
	Offsets and removals	Offset of Group operational emissions	Y	Y	Y	Y	Y	<a href="#">Greenhouse Gas Emissions Inventory Report 2023</a>	page 31
	Reduction	Half by 2030 (half FY21 emissions [15,000 tCO <sub>2</sub> e] by FY30)			30,591	32,869	33,463	<a href="#">Integrated Report for year ended 30 June 2023</a>	page 49 of 258
	Direct SF6	Total Group operational emissions (Metric Tons)	0.0028	0	0.00815	0	0.01095	<a href="#">Greenhouse Gas Emissions Inventory Report 2023</a>	page 8, (tCO <sub>2</sub> e)
Water	Consumption	Fresh water taken from Lake Manapouri, released into Doubtful Sound (Mm <sup>3</sup> )	12,351	12,345	11,665	10,988	10,659	<a href="#">Integrated Report for year ended 30 June 2023</a>	page 41 of 258
	Risks	Risks related to the quality and quantity of available water	Y	Y	Y	Y	Y	<a href="#">Corporate Governance Statement 2023</a>	page 16 of 22
Waste	Generation	Waste generated in operations (tCO <sub>2</sub> e)	56	157	269	143	35	<a href="#">Greenhouse Gas Emissions Inventory Report 2023</a>	page 7
	Landfill	Waste landfill (Metric Tons)	219.6	703	1295	710	576	<a href="#">Greenhouse Gas Emissions Inventory Report 2023</a>	page 7, (tCO <sub>2</sub> e)
	Recycling	Waste recycling (Metric Tons)	330	133	222	731	8,326	<a href="#">Greenhouse Gas Emissions Inventory Report 2023</a>	page 7, (tCO <sub>2</sub> e)
		Hazardous Waste recycling (Metric Tons)	n/m	n/m	n/m	10	28	<a href="#">Integrated Report for year ended 30 June 2023</a>	page 51 of 258
Energy	Energy consumption	Non Renewable Energy Consumption (MWh)	7,192	2,789	2,536	2,326	2,574	<a href="#">Greenhouse Gas Emissions Inventory Report 2023</a>	page 6, (tCO <sub>2</sub> e)
		Total Renewable Energy Consumption (MWh)	13,995	16,066	17,083	16,537	16,271	<a href="#">Greenhouse Gas Emissions Inventory Report 2023</a>	page 5, (tCO <sub>2</sub> e)
Biodiversity	Commitment	Proactively manage biodiversity impacts	Y	Y	Y	Y	Y	<a href="#">Sustainability Policy</a>	pages 1-2
		Biodiversity and deforestation commitment				Y	Y	<a href="#">Biodiversity and deforestation commitment</a>	pages 1-2
Climate	Action	Climate action plan	Y	Y	Y	Y	Y	<a href="#">Climate Action Plan</a>	pages 1-10
	Climate-related disclosures	TCFD framework applied in the management of climate-related risks and opportunities	Y	Y	Y	Y	Y	<a href="#">Climate-related Disclosure 2023</a>	pages 1-30
Social Management and reporting	Assurance	Independent assurance on the social reporting content of the Integrated Report	Y	Y	Y	Y	Y	<a href="#">Integrated Report for year ended 30 June 2023</a>	page 249 of 258
People	Diversity and inclusion	Female share of total workforce	45%	46%	48%	48%	49%	<a href="#">Integrated Report for year ended 30 June 2023</a>	page 102 of 258
	Diversity policy	Diversity policy	Y	Y	Y	Y	Y	<a href="#">Belonging Policy (Diversity, Equity and Inclusion)</a>	pages 1-2
	Ethnicity	Diversity by ethnicity	n/d	n/d	n/d	Y	Y	<a href="#">Integrated Report for year ended 30 June 2023</a>	page 101 of 258
		Management Level by Ethnicity	n/d	n/d	n/d	n/d	Y	<a href="#">Ethnicity by Management Level</a>	
	Pay equity	Average ratio of female to male salary	97%	96%	97%	98%	99%	<a href="#">Integrated Report for year ended 30 June 2023</a>	page 103 of 258
	Engagement and retention	Staff engagement	78%	85%	78%	72%	73%	<a href="#">Integrated Report for year ended 30 June 2023</a>	page 97 of 258
		Total employee turnover rate	14%	16%	14%	18%	20%	<a href="#">Integrated Report for year ended 30 June 2023</a>	page 88 of 258
		Voluntary employee turnover rate	12%	13%	15%	15%	18%		
	Gender 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	n/d	30%		
		Target for percentage of females in all management positions*	n/d	n/d	n/d	n/d	40%		
	Gender Pay Indicators	Median Bonus Gap	n/d	n/d	n/d	n/d	58%		
		Mean Bonus Gap	n/d	n/d	n/d	n/d	45%		
	Hiring	Average hiring cost/FTE	n/d	n/d	n/d	n/d	\$9,572		
		Percentage of open positions filled by internal candidates	n/d	n/d	n/d	n/d	29%		
	Training and development inputs	Average hours per FTE of training and development	22.0	52.0	12.3	12.6	14.7	<a href="#">Integrated Report for year ended 30 June 2023</a>	page 88 of 258
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	4.28%	<a href="#">Employee Development Programmes Evaluation</a>		
% of Generation FTEs participating in Activate - 7 Habits of Highly Effective People development programme.		n/d	n/d	n/d	n/d	16.97%	<a href="#">Employee Development Programmes Evaluation</a>		
Health and safety	Policy	Safety, Health and Wellness Policy	Y	Y	Y	Y	Y	<a href="#">Safety and Wellbeing Policy</a>	page 1
	Lost time injury frequency	Employee LTIFR	4.2	3.4	8.0	4.3	2.8	<a href="#">Integrated Report for year ended 30 June 2023</a>	page 93 of 258

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		Biodiversity and deforestation commitment				Y	Y	<a href="#">Biodiversity and deforestation commitment</a>	pages 1-2
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[Celebrating Gender balance](#) [Graduate and Intern Programme](#)  
[Diversity and Inclusion at Meridian](#) [Accessibility Tick member](#)

[Mind the Gap Registry](#)

[Forever Forests](#) [Process Heat Electrification Programme](#) [EV Charging Network](#) [Certified Renewable Energy](#) [Harapski Wind Farm](#) [Ruakōkō Energy Park](#)

	rates	Contractor LTIFR	15.0	7.4	9.1	11.8	7.8
	Fatalities	Employees	0	0	0	0	0
		Contractors	0	0	0	0	0

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Human rights	Commitment	Staff commitment to UN Guiding Principles on Business and Human Rights	Y	Y	Y	Y	Y
		Supplier commitment to UN Guiding Principles on Business and Human Rights	Y	Y	Y	Y	Y
		Members of the United Nations Global Compact				Y	Y
	Modern slavery	Modern slavery statement (MSS)	Y	Y	Y	Y	Y
		Joint ventures excluded from scope of our Modern Slavery assessment (Meridian has no joint ventures above 10%)				Y	Y

[Meridian Code of Conduct](#)  
[Supplier Code of Conduct](#)  
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[Modern Slavery Statement](#)  
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Stakeholders	Policy	Stakeholder engagement guidelines		Y	Y	Y	Y
	Engagement	Sponsorships and community support	Y	Y	Y	Y	Y
	Materiality	Assessment of material topics	Y	Y	Y	Y	Y

[Stakeholder Engagement Guidelines 2023](#)  
[Community Support](#)  
[Integrated Report for year ended 30 June 2023](#)

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[Kāiārae](#) [Kāiārae Recovery Program](#) [PowerUp Community Fund](#) [Decarbonisation Community Fund](#)  
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			FY2019	FY2020	FY2021	FY2022	FY2023
Corporate governance	Board	Structure and independence, non-executive Chair	Y	Y	Y	Y	Y
		Diversity policy	Y	Y	Y	Y	Y
		Percentage of female directors	29%	50%	50%	71%	57%
		Average tenure (years)	7.3	5.9	5.2	4.3	4.0
	Chief Executive	Skill Mix with directors with industry experience	2	2	2	5	2
		Remuneration disclosure	Y	Y	Y	Y	Y
		Employee mean compensation ratio (times)	19	22	23	21	16

[Board Charter](#)  
[Belonging Policy \(Diversity, Equity and Inclusion\)](#)  
[Corporate Governance Statement 2023](#)  
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Risk	Risk management	Governance and approach to risk management	Y	Y	Y	Y	Y
		Policy	Y	Y	Y	Y	Y
	Reporting	Disclosure of material risks	Y	Y	Y	Y	Y

[Risk Management Approach](#)  
[Risk Management Policy](#)  
[Corporate Governance Statement 2023](#)

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Ethics	Code of Conduct	Code of Conduct	Y	Y	Y	Y	Y
	Reporting	Code of Conduct breaches	1	4	10	21	34
	Policy influence	Political donations (\$M)	none	none	none	none	none
		Industry associations expenditure (\$M)	0.222	0.299	0.583	0.770	0.339
		<i>Largest contributions</i>					
		<i>Value to Electricity Customers</i>	0.122	0.141	0.140	0.479	0.058
		<i>Sustainable Business</i>	0.022	0.023	0.073	0.105	0.091
		<i>Clean Energy Advocacy</i>	0.046	0.040	0.278	0.064	0.097
		<i>Other Large Expenditures</i>	0.032	0.096	0.092	0.121	0.093
		<i>Three Largest single contributions (\$)</i>					
<i>Business New Zealand Inc</i>						55000	
<i>The New Zealand Initiative</i>					50000		
<i>Sustainable Business Network</i>					41040		

[Meridian Code of Conduct](#)  
[Corporate Governance Statement 2023](#)  
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Customer	Customer satisfaction	Net Promoter Score weighted average across Group	41	45	40	42	42
	Privacy	Privacy Policy	Y	Y	Y	Y	Y
		Formal complaints of privacy breaches	none	none	none	none	none
	Smart meters	Smart meter coverage (%)	87	83	82	87	87

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[Privacy Policy](#)  
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Supply chain	Code of Conduct	Supplier Code of Conduct	Y	Y	Y	Y	Y
	Engagement	Supplier Engagement Plan		Y	Y	Y	Y

[Supplier Code of Conduct](#)  
[Integrated Report for year ended 30 June 2023](#)

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Information and cyber security	Governance	Board responsibility	Y	Y	Y	Y	Y
	Reporting	Number of IT security breaches or cybersecurity incidents	3	1	1	1	0
		Fines paid relating to breaches or cybersecurity incidents (\$M)	none	none	none	none	none
		IT infrastructure incidents causing revenue loss	none	none	none	none	none
Insurance	Cyber insurance cover	Y	Y	Y	Y	Y	

[Audit and Risk Committee Charter](#)  
[Integrated Report for year ended 30 June 2023](#)

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\* These targets are set for completion in FY 26.

n/d = not disclosed

n/m = not measured