

# PART 2

# SUSTAINABILITY

# DATA

# SUSTAINABILITY DATA

All data is reported for the 2017 calendar year and all values appear in Australian dollars unless otherwise specified. No external assurance has been sought.

## **G4-10 a) Total number of employees by employment contract and gender (Spark Infrastructure).**

<b>Male</b>	Permanent	5
	Contracted	1
	Casual	0
<b>Female</b>	Permanent	5
	Contracted	1
	Casual	1

## **G4-10 b) Total number of permanent employees by employment type and gender (Spark Infrastructure).**

<b>Male</b>	Full Time	6
	Part Time	0
<b>Female</b>	Full Time	3
	Part Time	4

# SUSTAINABILITY DATA CONTINUED

## Environmental Indicators

### EN3 (a) & (b) Total fuel consumption from non-renewable and renewable sources<sup>4</sup>.

	SA POWER NETWORKS	VICTORIA POWER NETWORKS	TRANSGRID
Non-renewable sources	188,078 GJ	124,072 GJ	60,689 GJ
Renewable sources	Nil	Nil	Nil

### EN3 (c) & (d) Total electricity, heating, cooling and steam consumed and total electricity, heating, cooling and steam sold (in joules, watt-hours or multiples)<sup>5</sup>.

	SA POWER NETWORKS		VICTORIA POWER NETWORKS		TRANSGRID	
	FUEL CONSUMED	FUEL SOLD	FUEL CONSUMED	FUEL SOLD	FUEL CONSUMED	FUEL SOLD
Electricity	7,939,839 kWh	Nil	5,650,029 kWh	Nil	5,113,632 kWh	Nil
Heating	Nil	Nil	2,479 GL	Nil	Nil	Nil
Cooling	Nil	Nil	Nil	Nil	Nil	Nil
Steam	Nil	Nil	Nil	Nil	Nil	Nil

### EN15 & 16) Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent and indirect GHG emissions (Scope 2)<sup>6</sup>.

	SA POWER NETWORKS	VICTORIA POWER NETWORKS	TRANSGRID
<b>GHG EMISSIONS (SCOPE 1)</b>			
Carbon dioxide (CO2)	13,067	14,958	4,237
Methane (CH4)	18	28	91
Nitrous oxide (N2O)	89	124	35
Hydrofluorocarbons (HFCs)	-	-	-
Perfluorocarbons (PFCs)	-	-	-
Sulphur hexafluoride (SF6)	1,660	2,508	7,682
Nitrogen trifluoride (NF3)	-	-	-
<b>GHG EMISSIONS (SCOPE 2)</b>			
	463,706	1,280,858	1,178,963

<sup>4</sup> Figures as reported by the investment portfolio businesses in the most recent s19 Emissions & Energy Report (2016/2017 reporting period).

<sup>5</sup> Figures as reported by the investment portfolio businesses in the most recent s19 Emissions & Energy Report (2016/2017 reporting period).

<sup>6</sup> Figures as reported by the investment portfolio businesses in the most recent s19 Emissions & Energy Report (2016/2017 reporting period).

# SUSTAINABILITY DATA CONTINUED

## Social Indicators

### LA1) Total number of new employee hires by age group, gender, and region<sup>7</sup>.

		SA POWER NETWORKS SOUTH AUSTRALIA	TRANSGRID NEW SOUTH WALES	VICTORIA POWER NETWORKS VICTORIA
<b>&lt;20 years</b>	Male	3	3	1
	Female	1	0	0
<b>20–30 years</b>	Male	59	6	38
	Female	30	20	22
<b>31–40 years</b>	Male	58	23	67
	Female	14	8	39
<b>41–50 years</b>	Male	39	12	33
	Female	10	11	12
<b>51–60 years</b>	Male	33	13	21
	Female	7	3	2
<b>65+ years</b>	Male	7	0	4
	Female	2	1	6

<sup>7</sup> Under this indicator each investment portfolio business reports the total number of new employee hires in their main operating region.

# SUSTAINABILITY DATA CONTINUED

## Social Indicators

### LA3) Return to work and retention rates after parental leave, by gender.

		SA POWER NETWORKS	TRANSGRID	VICTORIA POWER NETWORKS
<b>Male</b>	Number of employees entitled to parental leave	1,663	800	1,566
	Number of employees that took parental leave	72	35	79
	Number of employees who returned to work after parental leave ended	71	35	79
	Number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work	75	34	79
<b>Female</b>	Number of employees entitled to parental leave	320	195	348
	Number of employees that took parental leave	9	8	40
	Number of employees who returned to work after parental leave ended	9	8	37
	Number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work	14	8	37

### LA6) Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities for total workforce.

	TOTAL WORKFORCE		
	SA POWER NETWORKS	VICTORIA POWER NETWORKS	TRANSGRID
Injury Rate (IR)	8.3 <sup>8</sup>	8.1 <sup>9</sup>	8.6
Occupational Diseases Rate (ODS)	Not available	Not available	0
Lost Day Rate (LDR)	38 <sup>10</sup>	Not available	9.3
Absentee Rate (AR)	Not available	Not available	3.5
Fatalities	0	0	0

<sup>8</sup> Injury rate contains number of Lost Time Injuries, Medical treatment injuries and restricted work cases occurring for every one million hours worked.

<sup>9</sup> This figure represents the number of recordable employee injuries divided by employee man hours and multiplied by one million.

<sup>10</sup> Total number of time lost expressed as full days in 2017 per million hours worked in 2017.

# SUSTAINABILITY DATA CONTINUED

## LA9) Average hours of training per year per full-time employee by gender, and by employee category.

	SA POWER NETWORKS	VICTORIA POWER NETWORKS	TRANSGRID
<b>AVERAGE HOURS OF TRAINING BY GENDER</b>			
Male	12	25	Not available
Female	36	10	Not available
<b>AVERAGE HOURS OF TRAINING BY EMPLOYEE CATEGORY</b>			
Managers	10	Not available	Not available
Non-Managers	16	Not available	Not available

## LA13) Ratio of basic salary and remuneration of women to men by employee category (TransGrid).

<b>RATIO OF REMUNERATION OF WOMEN TO MEN</b>		
<b>Overall</b>	Senior Management <sup>11</sup>	102%
	Management	94%
	SP30+ Tech/ Professional /TL	95%
	SP20-29 Technical/Professional	95%
	SP13-19 Junior technical/Professional	97%
	SP2-12 – Trainee/Apprentice	82%

<sup>11</sup> TransGrid calculate Senior Management as employees who either report directly to an Executive Manager (excluding Executive Assistants) or are evaluated at a similar senior leadership level.