



Stand Alone Public Disclosure Document

The purpose of this report is to publicly disclose additional ESG (Environmental Social Governance) data points for FY20, that are currently not disclosed through other means. This is a stand alone document and all data points will be reported publicly going forward.

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CEO-to-Employee Pay Ratio

	FY20
Median annual compensation of all employees, except the Chief Executive Officer	\$74,695 NZD
The ratio between the total annual compensation of the Chief Executive Officer and the mean or median employee compensation: <i>CEO compensation divided by the mean or median employee compensation</i>	5.1843

Please note, our CEO only worked for 4 months during the FY20 year and did not receive any STI or LTI payments during that time, therefore the ratio is much lower than it will be in future years.

Emerging Risks

Disclosure of 2 key emerging risks.

	Emerging Risk 1: On-set of extreme climate related events	Emerging Risk 2: Oversupply/reduced demand risk
Category	Environmental	Societal
Description	Climate related events are becoming more frequent. Infrastructure is currently designed for historical climate conditions and is more vulnerable to future weather extremes placing pressure on security of supply (access to thermal fuel to manage renewable intermittency and hydrological inflows).	Energy market oversupply leads to low wholesale electricity prices and reduces earnings.
Impact	<ol style="list-style-type: none"> Variability in historic national hydrology patterns impacts generation volumes Potential for coastal power stations to be inundated with rising sea levels (check Whirinaki) Traditional electricity usage patterns leads to changes in demand Impact on the ability to insure thermal assets Thermal assets impact (rejection / social licence & reg) 	Energy market oversupply leads to low wholesale electricity prices and reduces earnings.
Mitigating actions	<ol style="list-style-type: none"> Long-term impact assessment of climate change on assets with NIWA and other governmental agencies Decarbonisation strategy which includes: <ol style="list-style-type: none"> the build of a new geothermal power station Tauhara) Reviewing thermal assets portfolio Investigating renewables and storage (battery) options 	<ol style="list-style-type: none"> Grow demand for electricity. Options to close plant / reduce forward investment. Have a wider range of generation sources. Have a hedged portfolio of customers. Have executable new generation options.

Contributions & Other Spending

Annual total monetary contributions to and spending for political campaigns, political organizations, lobbyists or lobbying organizations, trade associations and other tax-exempt groups. According to DJSI definitions.

\$NZD	FY17	FY18	FY19	FY20
Lobbying, interest representation or similar	146,642	146,642	161,852	169,540
Local, regional or national political campaigns / organizations / candidates	0	0	0	0
Trade associations or tax-exempt groups	0	0	0	0
Other (e.g. spending related to ballot measures or referendums)	0	0	0	0

IT Security/ Cybersecurity Governance

We have a dedicated member of the executive management team who oversees the company's cybersecurity strategy: the Chief Information Officer. The CIO is responsible for overseeing cybersecurity within the company.

Breaches of Customer Privacy: Complaints

The total number of substantiated complaints received concerning breaches of customer privacy in the last financial year, categorized into complaints received from regulatory bodies and those from other outside parties.

	FY20
Number of complaints received from outside parties and substantiated by the organization	6
Number of complaints from regulatory bodies	0

Energy Consumption

Total energy consumption	FY17	FY18	FY19	FY20
Non-renewable fuels (nuclear fuels, coal, oil, natural gas, etc.) purchased and consumed (MWh)	4743889	4863611	3892222	3521375
Total non-renewable energy (electricity and heating & cooling) sold (MWh)	684624	805630	860324	838209

Water Consumption

We report on water data in our Annual Report.

The table below shows total net fresh water consumption, including data for fresh water extraction and consumption.

Water Consumption (million cubic meters)	FY17	FY18	FY19	FY20
Withdrawal: Total municipal water suppliers (or from other water utilities)	0.05307	0.052428	0.042046	0.033953
Withdrawal: Fresh surface water (lakes, rivers, etc.)	414.033	335.329	311.606	331.866
Withdrawal: Fresh groundwater	0.002	0.000603		
Discharge: Water returned to the source of extraction at similar or higher quality as raw water extracted	10.758	9.883	9.37	9.885

Reporting in table above includes non-consumptive direct cooling use for one of our Geothermal Stations. Water is withdrawn from river, sprayed directly in condenser and discharged back to same river after treatment.

Waste Disposal

Total solid waste disposed (i.e. not recycled, reused or incinerated waste for energy recovery).

	FY17	FY18	FY19	FY20
Total waste generated (metric tonnes)		109	126.1	108.6
Total waste used/recycled/sold (metric tonnes)		0	3.4	3.6

We do not track used/recycled/sold waste for all our sites of operation, figures indicate recycled waste where tracked.

We did not track waste weights prior to FY18.

Direct Mercury Emissions

	FY17	FY18	FY19	FY20
Direct mercury emissions (metric tonnes)	0.337	0.226	0.303	0.174

SF6 Emissions

We report SF6 emissions in the unit of tonnes of CO2 equivalent (tCO2e) in our annual GHG Inventory. The figures below show SF6 emissions in metric tonnes for the previous four financial years.

	FY17	FY18	FY19	FY20
SF6 emissions	0.0001	0.005359	0.000195	0.00035

Workforce Breakdown: Gender

We monitor the following indicators regarding workforce gender diversity.

Diversity indicator	Percentage (0 - 100 %)
Share of women in total workforce (as % of total workforce)	47%
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	35%
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	34%
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	38%

Hiring

Total number of new employee hire rates and the percentage of open positions filled by internal candidates.

	FY17	FY18	FY19	FY20
Total number of new employee hires	195	172	197	198
Percentage of open positions filled by internal candidates (internal hires)	46	54	54.5	48.6

Employee Turnover Rate

Total and voluntary turnover rates for the last four years as a percentage of total number of employees.

	FY17	FY18	FY19	FY20
Total employee turnover rate	21	22	19	17
Voluntary employee turnover rate	14	13	12	12

Fatalities

Work related fatalities.

	FY17	FY18	FY19	FY20
Employees	0	0	0	0
Contractors	0	0	0	0

Lost-Time Injury Frequency Rate (LTIFR) – Employees & Contractors

	FY17	FY18	FY19	FY20
Employees (n/million hours worked)	1.9	4.8	3.9	0.5
Contractors (n/million hours worked)	7	3.1	2.1	4.6