

		FY2019	FY2020	FY2021	FY2022	FY2023							
Environmental Management and reporting	Assurance	Independent assurance on the sustainability content of the Integrated Report					Y	Y	Y	Y	Y	Integrated Report for year ended 30 June 2023	page 247
	Compliance	Significant fines paid related to environmental or ecological issues					N	N	N	N	N	Integrated Report for year ended 30 June 2023	page 41
		Serious environment breaches					N	N	N	N	N	Integrated Report for year ended 30 June 2023	page 41
Emissions	Greenhouse gas emissions	Total Group operational emissions (tCO <sub>2</sub> e)					42,447	40,757	29,506	30,944	47,758	Greenhouse Gas Emissions Inventory Report 2023	pages 4-8
	Offsets and removals	Offset of Group operational emissions					Y	Y	Y	Y	Y	Greenhouse Gas Emissions Inventory Report 2023	page 31
	Reduction	Half by 2030 (net) FY21 emissions (tCO <sub>2</sub> e) by FY30					30,591	30,591	32,869	33,463		Integrated Report for year ended 30 June 2023	page 47
	Direct SFG	Total Group operational emissions (Metric Tons)					0.0028	0	0.00815	0	0.01095	Greenhouse Gas Emissions Inventory Report 2023	page 8, (tCO <sub>2</sub> e)
Water	Consumption	Fresh water taken from Lake Manapouri, released into Doubtful Sound (litre)					12,351	12,345	11,665	10,988	10,659	Integrated Report for year ended 30 June 2023	page 39
	Risks	Risks related to the quality and quantity of available water					Y	Y	Y	Y	Y	Corporate Governance Statement 2023	page 15
Waste	Generation	Waste generated in operations (tCO <sub>2</sub> e)					56	157	269	144	35	Greenhouse Gas Emissions Inventory Report 2023	page 7
	Landfill	Waste landfill (Metric Tons)					219.6	703	1295	710	576	Greenhouse Gas Emissions Inventory Report 2023	page 7, (tCO <sub>2</sub> e)
	Recycling	Waste recycling (Metric Tons)					330	133	222	731	8,326	Greenhouse Gas Emissions Inventory Report 2023	page 7, (tCO <sub>2</sub> e)
		Hazardous Waste recycling (Metric Tons)					n/m	n/m	n/m	10	28	Integrated Report for year ended 30 June 2023	page 49
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, (tCO <sub>2</sub> e)
		Total Renewable Energy Consumption (MWh)					13,995	16,066	17,083	16,537	16,271	Greenhouse Gas Emissions Inventory Report 2023	page 5, (tCO <sub>2</sub> e)
Biodiversity	Commitment	Proactively manage biodiversity impacts					Y	Y	Y	Y	Y	Sustainability Policy	pages 1-2
		Biodiversity and deforestation commitment					Y	Y	Y	Y	Y	Biodiversity and deforestation commitment	pages 1-2
Climate	Action	Climate action plan					Y	Y	Y	Y	Y	Climate Action Plan	pages 1-10
	Climate-related disclosures	TCFD framework applied in the management of climate-related risks and opportunities					Y	Y	Y	Y	Y	Climate-related Disclosure 2023	pages 1-30
Social		FY2019	FY2020	FY2021	FY2022	FY2023							
Management and reporting	Assurance	Independent assurance on the social reporting content of the Integrated Report					Y	Y	Y	Y	Y	Integrated Report for year ended 30 June 2023	page 247
People	Diversity and inclusion	Female share of total workforce					45%	46%	48%	48%	49%	Integrated Report for year ended 30 June 2023	page 100
	Diversity policy	Diversity policy					Y	Y	Y	Y	Y	Belonging Policy (Diversity, Equity and Inclusion)	pages 1-2
	Ethnicity	Diversity by ethnicity					Y	Y	Y	Y	Y	Integrated Report for year ended 30 June 2023	page 99
	Pay equity	Average ratio of female to male salary					97%	96%	97%	98%	99%	Integrated Report for year ended 30 June 2023	page 101
	Engagement and retention	Staff engagement					78%	85%	78%	72%	73%	Integrated Report for year ended 30 June 2023	page 98
		Total employee turnover rate					14%	16%	14%	18%	20%	Integrated Report for year ended 30 June 2023	page 86
		Voluntary employee turnover rate					12%	13%	15%	15%	18%	Integrated Report for year ended 30 June 2023	page 86
	Gender diversity	Share of women in STEM-related positions (as % of total STEM)					n/m	n/m	27%	28%	29%	Integrated Report for year ended 30 June 2023	page 86
	Training and development	Average hours per FTE of training and development					22.0	22.0	12.3	12.6	12.7	Integrated Report for year ended 30 June 2023	page 86
		Average amount spent per FTE on training and development					\$2,152	\$2,003	\$1,315	\$1,367	\$1,619		
Health and safety	Policy	Safety, Health and Wellness Policy					Y	Y	Y	Y	Y	Safety and Wellbeing Policy	page 1
	Lost time injury Frequency rates	Employee LTFR					4.2	3.4	8.0	4.3	2.8	Integrated Report for year ended 30 June 2023	page 91
		Contractor LTFR					15.0	7.4	9.1	11.8	7.8	Integrated Report for year ended 30 June 2023	page 91
	Fatalities	Employees					0	0	0	0	0	Integrated Report for year ended 30 June 2023	page 92
	Contractors					0	0	0	0	0	Integrated Report for year ended 30 June 2023	page 92	
Human rights	Commitment	Staff commitment to UN Guiding Principles on Business and Human Rights					Y	Y	Y	Y	Y	Meridian Code of Conduct	pages 9, 15
		Supplier commitment to UN Guiding Principles on Business and Human Rights					Y	Y	Y	Y	Y	Supplier Code of Conduct	page 1
	Modern slavery	Members of the United Nations Global Compact					Y	Y	Y	Y	Y	Integrated Report for year ended 30 June 2023	page 103
	Modern slavery statement					Y	Y	Y	Y	Y	Modern Slavery Statement	pages 1-5	
Stakeholders	Policy	Stakeholder engagement guidelines					Y	Y	Y	Y	Y	Stakeholder Engagement Guidelines 2023	pages 1-4
	Engagement	Sponsorships and community support					Y	Y	Y	Y	Y	Community Support	pages 149-156
	Materiality	Assessment of material topics					Y	Y	Y	Y	Y	Integrated Report for year ended 30 June 2023	pages 149-156
Governance		FY2019	FY2020	FY2021	FY2022	FY2023							
Corporate governance	Board	Structure and independence, non-executive Chair					Y	Y	Y	Y	Y	Board Charter	pages 2-3
		Diversity policy					Y	Y	Y	Y	Y	Belonging Policy (Diversity, Equity and Inclusion)	pages 1-2
		Percentage of female directors					29%	50%	50%	71%	57%	Corporate Governance Statement 2023	page 5
		Average tenure (years)					7.3	5.9	5.2	4.3	4.0	Corporate Governance Statement 2023	page 20
		Staff mix with directors with industry experience					7	2	2	5	4	Corporate Governance Statement 2023	pages 6, 20
	Chief Executive	Remuneration disclosure					Y	Y	Y	Y	Y	Integrated Report for year ended 30 June 2023	pages 139-140
	Employee mean compensation ratio (times)					19	22	23	21	16	Integrated Report for year ended 30 June 2023	page 139	
Risk	Risk management	Governance and approach to risk management					Y	Y	Y	Y	Y	Risk Management Approach	page 3
	Reporting	Policy					Y	Y	Y	Y	Y	Risk Management Policy	pages 1-4
	Disclosure of material risks					Y	Y	Y	Y	Y	Corporate Governance Statement 2023	pages 14-17	
Ethics	Code of Conduct	Code of Conduct					Y	Y	Y	Y	Y	Meridian Code of Conduct	pages 1-25
	Reporting	Code of Conduct breaches					1	4	10	21	34	Corporate Governance Statement 2023	page 20
	Policy influence	Political donations (\$M)					none	none	none	none	none	Integrated Report for year ended 30 June 2023	page 178
		Industry associations expenditure (\$M)					0.2	0.3	0.6 (n/6)	0.8(n/6)	0.3	Integrated Report for year ended 30 June 2023	page 187
		Largest contributions											
	Value to Electricity Customers					0.1	0.1	0.1	0.5	0.1			
	Sustainable Business					0.0	0.0	0.1	0.1	0.1			
	Clean Energy Advocacy					0.0	0.0	0.2	0.1	0.1			
	Other Large Expenditures					0.0	0.1	0.1	0.1	0.1			
Customer	Customer satisfaction	Net Promoter Score weighted average across Group					41	45	40	42	42	Integrated Report for year ended 30 June 2023	page 125
	Privacy	Privacy Policy					Y	Y	Y	Y	Y	Website Privacy Policy	all
		Formal complaints of privacy breaches					none	none	none	none	none	Corporate Governance Statement 2023	page 20
	Smart meters					87	83	82	87	88			
Supply chain	Code of Conduct	Supplier Code of Conduct					Y	Y	Y	Y	Y	Supplier Code of Conduct	page 1
	Engagement	Supplier Engagement Plan					Y	Y	Y	Y	Y	Integrated Report for year ended 30 June 2023	pages 104-105
Information and cyber security	Governance	Board responsibility					Y	Y	Y	Y	Y	Audit and Risk Committee Charter	pages 1-2
	Reporting	Number of IT security breaches or cybersecurity incidents					3	1	1	1	0	Integrated Report for year ended 30 June 2023	page 75
		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			
	Cyber insurance cover					Y	Y	Y	Y	Y			

		FY2019	FY2020	FY2021	FY2022	FY2023	Primary source	Additional sources					
		Y	Y	Y	Y	Y	Integrated Report for year ended 30 June 2023						
		N	N	N	N	N	Integrated Report for year ended 30 June 2023						
		N	N	N	N	N	Integrated Report for year ended 30 June 2023						
		42,447	40,757	29,506	30,944	47,758	Greenhouse Gas Emissions Inventory Report 2023	pages 4-8					
		Y	Y	Y	Y	Y	Greenhouse Gas Emissions Inventory Report 2023	page 31					
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		Y	Y	Y	Y	Y	Corporate Governance Statement 2023	page 15					
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		n/m	n/m	n/m	10	28	Integrated Report for year ended 30 June 2023	page 49					
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		Y	Y	Y	Y	Y	Biodiversity and deforestation commitment	pages 1-2					
		Y	Y	Y	Y	Y	Climate Action Plan	pages 1-10					
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