



## ENVIRONMENT

Creating a healthier planet

### Objectives

Achieve net-zero emissions and reduce our clients' emissions

Managing climate resilience for us and our clients

Leading in environmental protection and enhancement solutions

### Measures

Pathway to net-zero emissions defined with visible progress demonstrated

### Targets

Committed to the Science Based Targets initiative (SBTi) to set emissions reduction and net-zero targets

100% renewable energy by 2030 (internal electricity usage)

100% EV and hybrid fleet by 2030

### 2022 Performance

**10.6%**

↓ Emissions reduction achieved in 2022. Science based targets for submission in 2023.

**1.0%**

↑ Renewable energy usage (437.96 MWh)

**5.6%**

↑ of light vehicle fleet now EV and hybrid



## SOCIAL

People and community focused

### Objectives

Our people are safe and healthy and are as diverse as our communities

We engage and respect the communities we work in

We create value through our local and diverse supply chain

### Measures

Continuous improvement in safety, diversity and inclusion

### Targets

(HESTA 40:40 Vision commitment)

40% female participation by 2030

1. on the ELT
2. of Women in Senior Management (WISM)
3. across all employees

Retain Reconciliation Australia's Elevate RAP status

### 2022 Performance

**22.2%**

Female participation: Executive Leadership Team (ELT)

**20.3%**

Female participation: Women in Senior Management (WISM)

**29.7%**

Female participation: all employees



## GOVERNANCE

Ethical and accountable in everything we do

### Objectives

Sustainability is embedded in our decision making

Trusted for our sustainable business practices

Advancing sustainable and ethical procurement

### Measures

Exceed industry and society's expectations of our corporate behaviour

### Targets

Compliance with the ASX Corporate Governance Principles and Recommendations

All significant suppliers complying with the Ventia Supplier Code of Conduct

### 2022 Performance

**57.0%**

Independent Directors

✓ Suppliers with an annual spend >\$1m comply with the Ventia Business Partners Standard