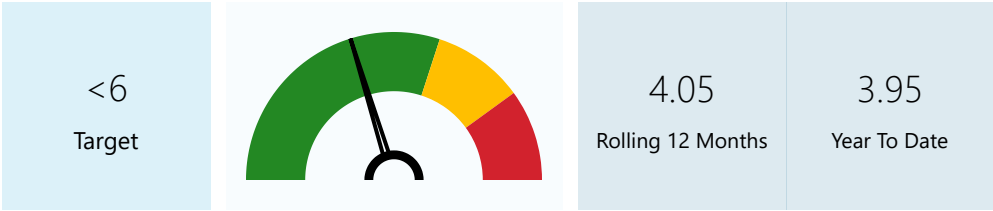


Lagging Performance

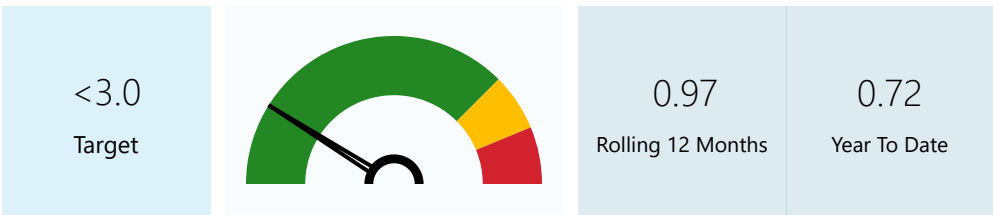
Total Recordable Injury Frequency Rate | TRIFR (TP&SP)

Number of recordable injuries per million hours worked.



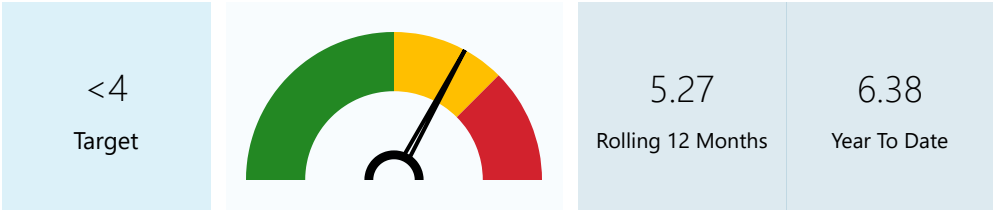
High Potential Incident Frequency Rate | HPIFR (TP&SP)

Number of high potential incidents per million hours worked.














Injury & Illness Severity Index (TP&SP)

Average number of calendar days lost due to personal injury.



Number of Serious Injuries and High Potential Incidents (L1&2) by Critical Risk

	Risk	Month	Rolling 12 Month
	Vehicles	0	0
	Contact With Electricity	0	1
	Machinery, Plant & Stored Mechanical Energy	0	0
	Aerial	0	0
	Hazardous Substances	0	1
	Marine	0	0
	Confined Spaces	0	0
	Working At Height & Falling Objects	0	1
	Working Alone	0	0
	Unfit For Work	0	0
	*Public Safety	0	1

Leading Performance

Critical Control Assessments

	Assessments Completed	Controls Checked
Monitor FY 23/24	56	193

Leadership Observations & Conversations

Monitor FY 23/24	183
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ICAM Corrective Actions Status

0 Actions Raised
1 Actions Closed
5 Total Actions Open

Workplan Delivery

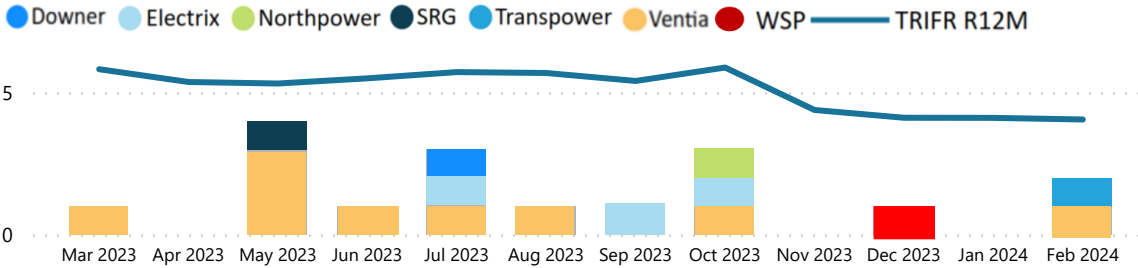
Leadership	●	Safe Work Environment	●
Wellbeing	●	Systems	●

Worksafe Notifications

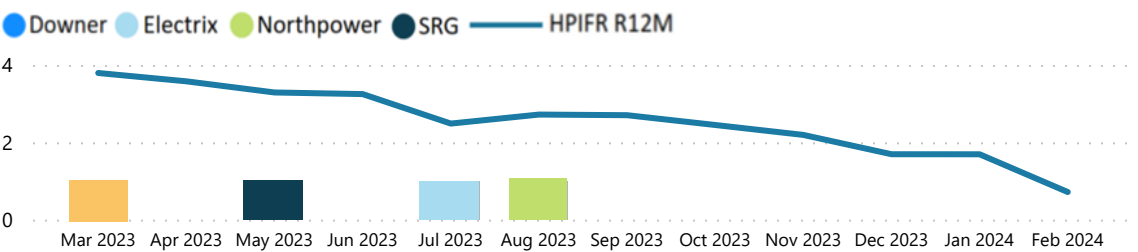
0 Month	1 Year to date
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Total Recordable Injuries



High Potential Incidents (L1&2)



Company	Recordable Injuries R12M
Downer	1
Electrix	3
Northpower	1
SRG	1
Transpower	1
Ventia	9
WSP	1
Total	17

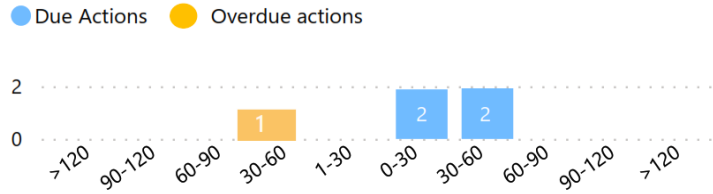
There were two recordable incidents in February. Both were Lost Time Injuries, treated as outpatients. The first was a fall in the office resulting in broken fingers and the second was a knee injury during foundation work by a drilling contractor.

Company	HPIFR Incidents R12M
Electrix	1
Northpower	1
SRG	1
Ventia	1
Total	4

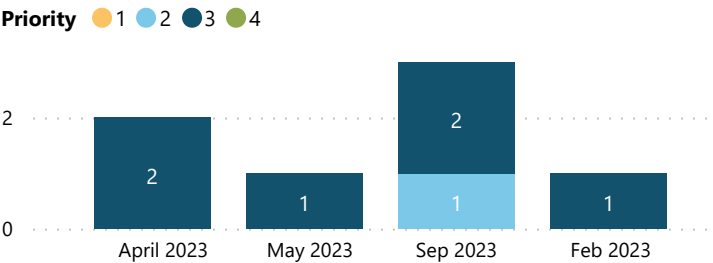
There were no High Potential Incidents in February.

The knee injury above gave early indicators as a notifiable and high potential injury. After further information came to light on the injury and the basic causes, it was reassessed and it was deemed it did not meet the criteria of a notifiable incident.

ICAM Actions Due by Age (Days)



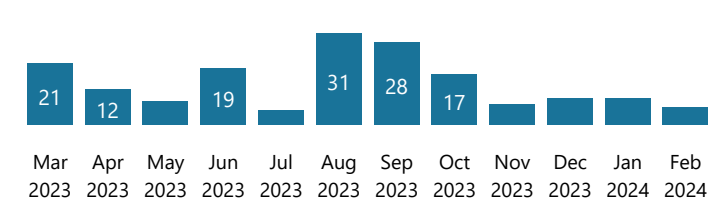
ICAM Actions Closed by Month



Open actions: Five remain.  
Closed Last month: 1 closed, 1 completed will show as closed next month.  
Revised actions: Two actions with revised completion dates.  
Overdue action: One with Action owner reviewing plan and timeline to resolve.  
Refer to Page 4 for details.

A further review was undertaken of the Hydrogen ICAM and set the scene for changes in the actions, dates for completion as a result, and these will be seen in the March report.

Number of Transpower Overspeeds



Safety Culture Use



0%  
Target  
0.005%  
Month

6 overspeed events were recorded during February pertaining to 5 employees.

Assurance activity increased in February, with a increased number of both Safety Conversations (186) and Critical Control Assessments (56).

Each month we focus on the critical controls for one of the 11 Critical Health and Safety Risks (but not to the exclusion of the other risks). In February, Hazardous Substances was the focus area.



Wellbeing

EAP Utilisation

Number of people accessing EAP service.

Target	Actual	On Track:
Monitor Only	23	NA

In February, 23 employees accessed the Employee Assistance Programme (EAP) services with six employees starting new programmes with EAP. 1% of cases were work related with "work stress" being the main issue. 99% of cases were for personal issues, with "depression/anxiety" being the main issue.

Annual Leave Days

Percentage of staff with an excess of 25 days of annual leave accrued.

Target	Actual	On Track:
2%	5.7%	

The number of staff with excessive leave (over 200 hours) is 54 as at the end of February. This is an increase of 1 compared to last month. 22 of these employees are in the Operations Division. Staff with excessive leave continue to be encouraged to book annual leave. Applications for lifestyle leave are currently open and employees have an opportunity to purchase an additional one or two weeks leave.

Workstation Assessment

Percentage of new staff assessed within one month of commencing work.

Target	Actual	On Track:
>80%	85%	

Workstation assessments continue to be offered to all staff to ensure they have the required knowledge and skills to set up their workstations to avoid harm resulting from poor posture. There were 12 workstation assessments requested in February.

Unplanned Leave

Percentage of days taken as sick or unplanned leave.

Target	Actual	On Track:
2%	1.6%	

Unplanned leave has decreased to 1.7% in February which is a 0.1% decrease compared to January. This is normal for this time of year. Staff are encouraged to remain away from the office if they are unwell, and to take sick leave if they are unable to work.

H&S Engagement

H&S engagement survey dimension score.

Target	Actual	On Track:
8.5	9.2	

The fourth engagement survey for FY 23/24 was completed in February and the Engagement Score has remained stable at 8.3 (out of 10) which places Transpower in the Top 25% of benchmark. There was also no change to the health and safety score which remains at 9.2, demonstrating a positive response to the importance of H&S at Transpower. The next survey will go live the 19th of March.

Public Safety

Public Safety Initiatives

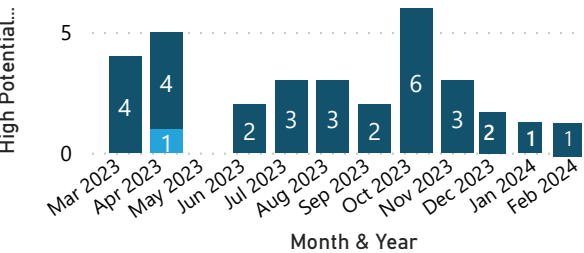
Number of public safety initiatives completed.

Target	Actual	On Track:
2	1	

Preparation for the Public Safety Recertification Audit is in the final stages, ahead of the Telarc audit taking place in March in the Bay of Plenty & Waikato.

Number of Public Safety Incidents

High Potential Severity (L1&L2) Other (L3&L4)



There was one public safety incident in February. - A logging contractor inadvertently contacted the GOR-HWB-A line during a felling operation.

We have reviewed our approach for Public Safety incidents. From March we will undertake an assessment of the potential harm from public safety events, categorise them, and apply the appropriate investigation, to ensure that practicable measures are taken to prevent harm. The incident response specification will change to reflect this development and communication provided.

Worksafe Notifications

There were no WorkSafe notifications made in February.

0	1
Month	YTD

Positive Events

Opportunities for improvement were identified by a team member on the Wilton GIS Building recladding project, this was promptly acted upon and the Service Providers, subcontractors, Projects staff and the Health and Safety Practitioner all came together to pause, reassess and adjust the plan for the work. The project restarted, demonstrating great safety behaviour of all of the groups coming together to work towards a collective goal.



Incident	Incident Date	Summary	Priority	Maximo Action ID	Corrective Action	Due Date	Status	Milestones / Interim Controls
150220	26/07/2023	At Pakuranga a 17m long 5-sectional steel Oclyte lightning pole which had been assembled/compressed fell whilst being lifted by a specialist sub-contractor. There were no injuries, however a vehicle parked within the exclusion zone was damaged.	3	1874706	Transpower to confirm the 9 x Service Provider ICAM actions identified in the report have been completed.	1/03/2024	APPR	Revised completion date to 31-Mar-2024 - 8 x SP ICAM Actions closed, 1 x action remaining.  Previous Interim Milestones Reached: • Recommendation endorsed by NERG and Action owners assigned • TP Job Manager working with SP to verify progress.
				1874707	Transpower to review alternative pole models or design solutions which include engineering controls to avoid slip fit joint poles from separating during erection/lifting of columns.	1/03/2024	APPR	Action owner reviewing plan and timeline to resolve.  Previous Interim Milestones Reached: • Recommendation endorsed by NERG and Action owners assigned • Under review by Tactical Engineering.
				1874711	Transpower to review the Service Provider updated lift plan template and process, to verify SP rather than sub-contractor lift plans completed for lifting.	31/01/2024	APPR	Revised completion date to 31-March-2024 - Service Provider revised Draft lift plan developed, however standardisation across north and South Island teams and final sign off being completed. Transpower Job Manager will verify meets requirements once finalized.  Previous Interim Milestones Reached: • Recommendation endorsed by NERG and Action owners assigned
148422	18/02/2023	At Haywards substation as a result of loss of oil through a screw-on oil filter cartridge on a temporary oil polishing system, Synchronous Condenser number 7 (SC7) tripped due to loss of lube oil, and hydrogen was released to the atmosphere in the SC7-10 basement. Power supplies were shutdown to allow SC7 hydrogen to dissipate, the site was evacuated and issue resolved safely, there were no injuries.	3	1874700	Transpower to develop and implement a management of change procedure such that "changes" to existing equipment are considered from a safety and reliability standpoint.	30/04/2024	APPR	Action owner reviewing current progress.  Previous Interim Milestones Reached: • Procedure development in progress. • Recommendation endorsed by NERG and Action owners assigned
				1874702	Transpower to develop a procedure clarifying approach to hazard and Operability Study (HAZOP) process safety analysis, review and approval.	30/04/2024	APPR	HAZOP workshop is scheduled workshop leader assigned, for early April.  Previous Interim Milestones Reached: • Recommendation endorsed by NERG and Action owners assigned • Procedure development in progress.

Incident	Incident Date	Summary	Priority	Maximo Action ID	Corrective Action	Due Date	Revised Due Date	Status	Milestones / Interim Controls
148422	Saturday, 18 February 2023	At Haywards substation as a result of loss of oil through a screw-on oil filter cartridge on a temporary oil polishing system, Synchronous Condenser number 7 (SC7) tripped due to loss of lube oil, and hydrogen was released to the atmosphere in the SC7-10 basement. Power supplies were shutdown to allow SC7 hydrogen to dissipate, the site was evacuated and issue resolved safely, there were no injuries.	3	1874703	Share learnings from incident including reminding delivery teams of importance of ensuring formal work management system processes are applied/followed for all work on TP assets and equipment.	Sunday, 31 December 2023		CLOSE	Complete - Incident learnings and requirement for formal work management raised and discussed at Service Performance Management Meeting, and relayed to HVDC Service Provider through Service Delivery team. Recommendation endorsed by NERG and Action owners assigned.

Board Site Visits 2023/2024

Name	Site Visits	Target	Average Self Assessment	Next Self Assessment
Heather Simpson	1	2	7.2	June 2024
Keith Turner	2	2	8.5	June 2024
Michele Embling		2	8.2	June 2024
Owen Coppage	3	2	7.8	June 2024
Parekawhia McLean		2	7.8	June 2024
Vanessa Oakley	1	2	7.2	June 2024
Whaimutu Dewes	3	2	7.3	June 2024

GMT Site Visits 2023/2024

Name	Site Visits	Target	Average Self Assessment	Next Self Assessment
Alison Andrew	7	6	8.8	June 2024
Brigid Kelly	3	2	8.7	June 2024
Catherine Shaw	3	2	8.5	June 2024
Chantelle Bramley	4	2	8.8	June 2024
Cobus Nel	1	2	8.3	June 2024
David Knight	1	2	8.7	June 2024
John Clarke	11	2	8.8	June 2024
Mark Ryll	10	12	9.5	June 2024
Raewyn Moss	2	2	8.5	June 2024

Learnings and Insights

During February, three officer site visits were conducted to the Wellington National Coordination Centre, Haywards Substation and Ruakura.

Upcoming Board Critical Risk Deep Dives

- April 2024:
- Vehicles
  - Machinery, Plant & Stored Mechanical Energy

- June 2024:
- Contact with Electricity
  - Public Safety

- September 2024:
- Confined Spaces
  - Working Alone

Service Provider HSMS Audits

\* Summary of HSMS audit findings/observations by Transpower Auditors

Systems Audits:

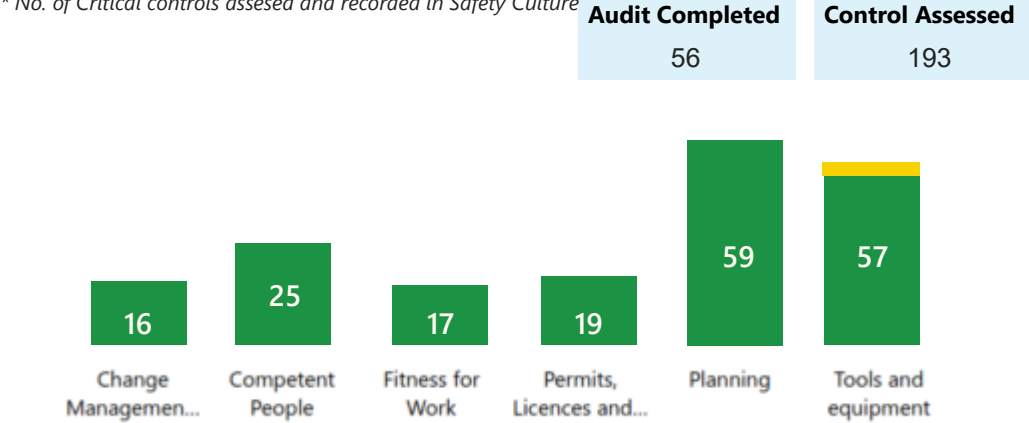
The report for one systems audit conducted with Electronet in the December was completed in February. One audit was conducted with SRG Global, the audit and report will be completed in March. There is one audit scheduled for March with Northpower.

Transpower:

The proposed changes in the Transpower assurance plan for 2024 / 2025 are in final draft and will be shared with the Health, Safety and Wellbeing Leadership team at their next session.

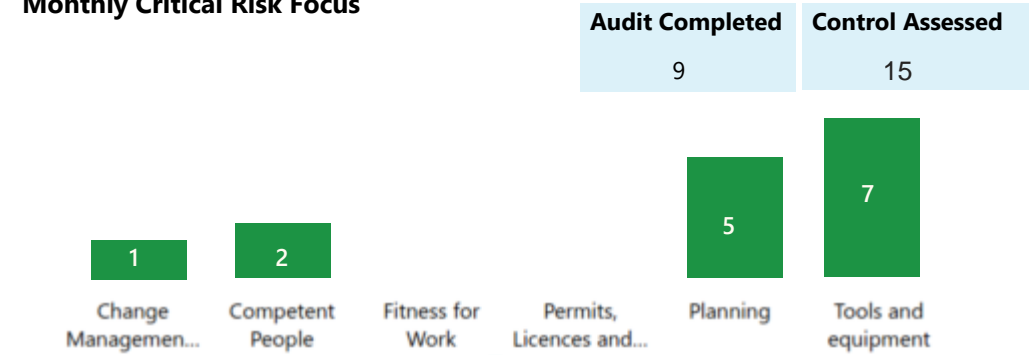
Critical Control Assessment

\* No. of Critical controls assesed and recorded in Safety Culture



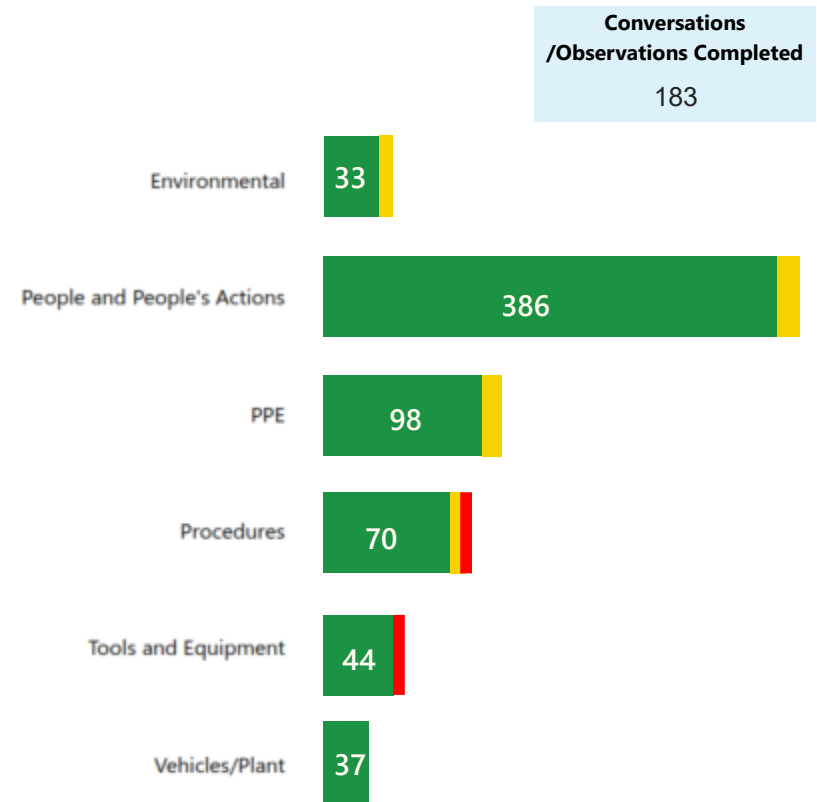
Of the 193 individually observed controls, 96% were assessed as Fully Effective. Five controls were assessed as Partially Effective. These related to Tools and Equipment (electrical leads overdue for test tag, a compressor on site was supplying three hoses but only two had whip checks in place, a new harness had not been through a visual check) & Competent People (a civil contractor and subcontractors still needed to complete SE1). Three controls were assessed as Not Effective. These related to Competent People (a small dumper contacted an excavator bucket and the operator was not deemed competent for operating the particular machine), Planning (dropzone had not been demarcated) & Permits, Licenses and Authorisations (no works authority had been issued for the work already completed).

Monthly Critical Risk Focus



The Critical Risk focus for February was Hazardous Substances. 15 controls were assessed and all were deemed Fully Effective.

Safety Conversations and Observation



Of the 698 individually observed controls in February, 96% were assessed to be Good Practices. 28 controls (4%) were rated as Minor Concerns which included wearing prescription glasses that weren't safety glasses, earth grid plan for site incorrect, a temporary hazard board with items out of date and an expired machine earth and missing test tags. Two controls were rated as Major Concerns including no works management system was in place for work being undertaken and a test tag out of date by six months. All items of concern have been rectified or been raised with the relevant SPM, SDM or PM to address.