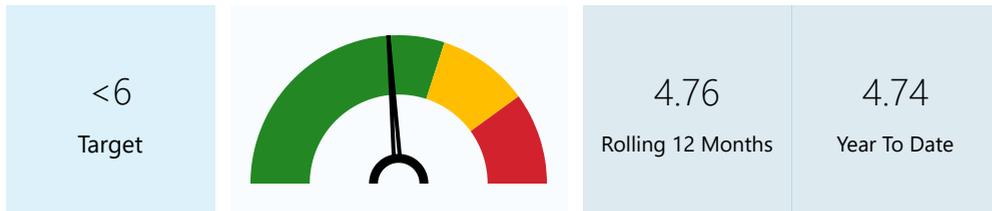




Lagging Performance

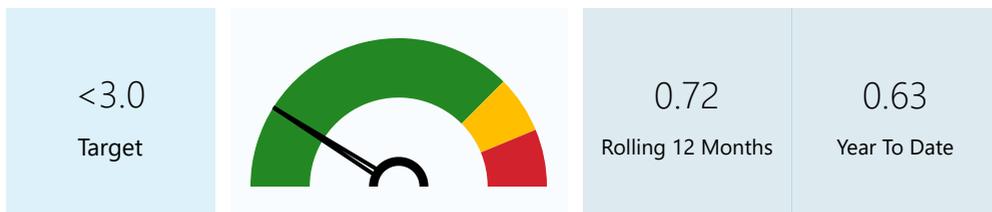
Total Recordable Injury Frequency Rate | TRIFR (TP&SP)

Number of recordable injuries per million hours worked.



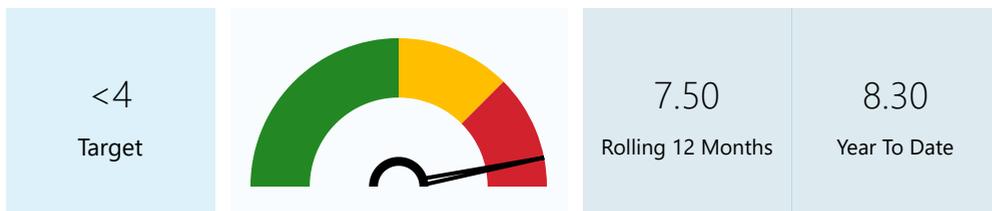
High Potential Incident Frequency Rate | HPIFR (TP&SP)

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

Monitor FY 23/24	Assessments Completed 57	Controls Checked 186
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Leadership Observations & Conversations

Monitor FY 23/24	149
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ICAM Corrective Actions Status

1 Actions Raised
3 Actions Closed
3 Total Actions Open

Workplan Delivery

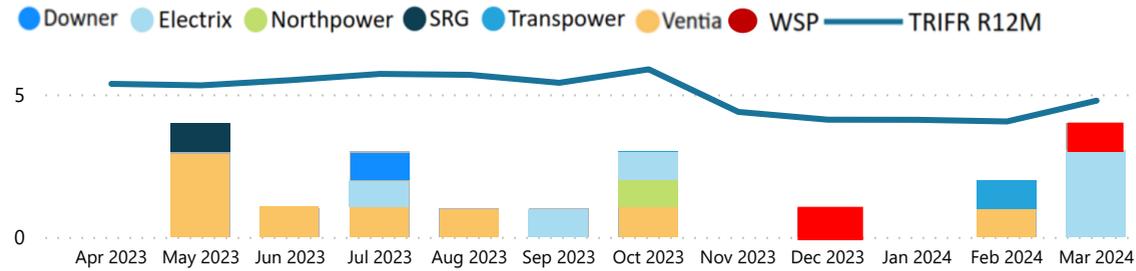
Leadership	●	Safe Work Environment	●
Wellbeing	●	Systems	●

Worksafe Notifications

2 Month	3 Year to date
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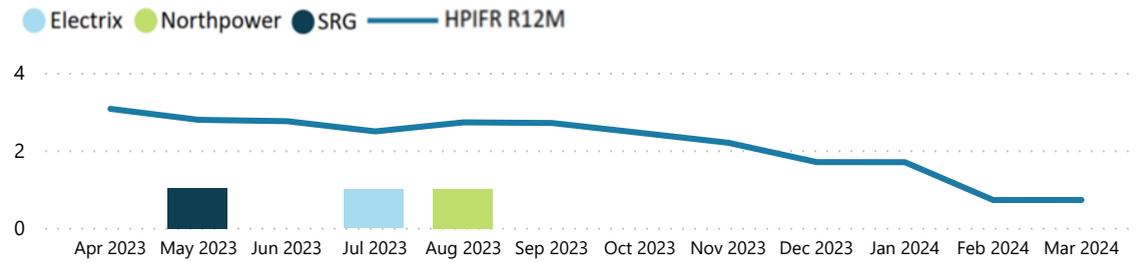
**Total Recordable Injuries**



Company	Recordable Injuries R12M
Downer	1
Electrix	6
Northpower	1
SRG	1
Transpower	1
Ventia	8
WSP	2
<b>Total</b>	<b>20</b>

There were four recordable incidents in March. The first was a Medical Treatment Injury which occurred when an individual pushed a circuit breaker button and their finger was pushed into an unnatural position. The second incident (notifiable) involved a vegetation worker who picked up their machine which accidentally engaged the blade, and caught his left hand, cutting one finger badly and grazing a second finger. A third incident (notifiable) occurred when a maintenance Service Provider caught their little finger in between a crossarm and the pole catching, causing multiple breaks to the finger, resulting in a Lost Time Injury. The fourth incident occurred when an aluminium checker plate duct cover fell onto a worker's back and the bonding stud hit their back, causing a Restricted Work Injury.

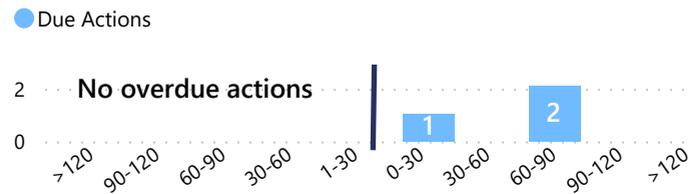
**High Potential Incidents (L1&2)**



Company	HPIFR Incidents R12M
Electrix	1
Northpower	1
SRG	1
<b>Total</b>	<b>3</b>

There were no High Potential Incidents in March.

**ICAM Actions Due by Age (Days)**

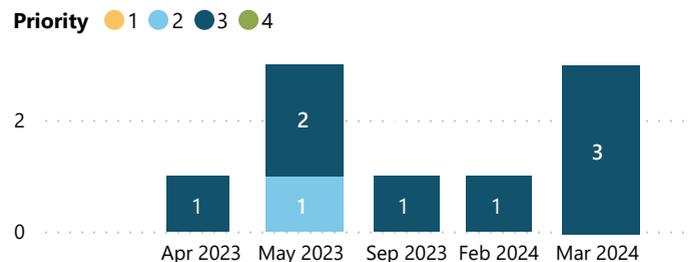


**Open actions:** One new action was raised for incident 150552 and two other actions remain open from last month, three actions are open in total.

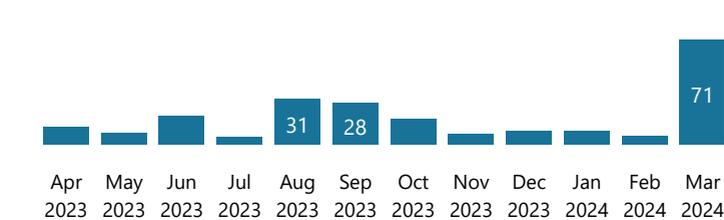
**Revised actions:** One action with a revised completion date.

**Closed Last month:** Three closed.

**ICAM Actions Closed by Month**



**Number of Transpower Overspeeds**



0%

Target

0.060%

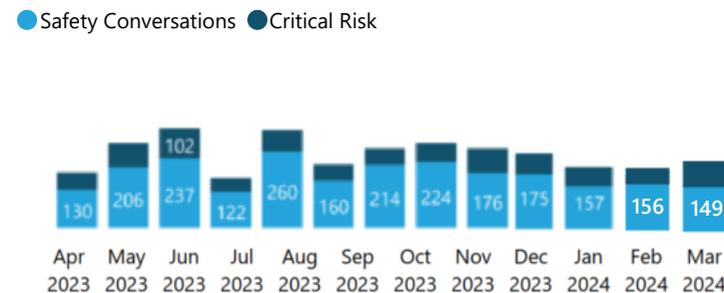
Month

71 overspeed events were recorded during March pertaining to 7 employees, 4 of whom were drivers of a pool vehicle. The Critical Risk Working Group is further reviewing how drivers of pool vehicles are made aware of requirements.

Assurance activity increased in March, with 149 Safety Conversations and Observations and 57 Critical Control Assessments.

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 March, Confined Spaces was the focus area.

**Safety Culture Use**





**Wellbeing**

**EAP Utilisation**

Number of people accessing EAP service.

Target	Actual	On Track:
Monitor Only	19	NA

In March, 19 people accessed the Employee Assistance Programme (EAP) services (compared to 23 last month) with seven employees starting new programmes with EAP. None of the cases were work related. The most common presenting issue for non-workplace cases was personal relationships (6), followed closely by depression/anxiety issues (5) and grief/major loss (5). Three people utilising EAP were family members.

**Annual Leave Days**

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

Target	Actual	On Track:
2%	4.6%	●

The number of staff with excessive leave (over 200 hours) is 44 as at the end of March. This is a decrease of 10 compared to last month. The number of staff with excessive leave dropped from 22 to 15 in the Operations Division which is encouraging.

**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 four workstation assessments requested in March.

**Unplanned Leave**

Percentage of days taken as sick or unplanned leave.

Target	Actual	On Track:
2%	2.6%	●

Unplanned leave has increased to 2.6% in March which is a 1% increase compared to February and is higher than normal for this time of year. There has been another Covid wave and there are also 10 people who have taken more than 10 days sick leave this month due to surgery and long term illness. 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 latest engagement survey for FY 23/24 was completed in early April and the Engagement Score has increased from 8.3 to 8.4 (out of 10) which places Transpower in the Top 10% 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 open on 14th May and will be the last one in the 23/24 year.

**Public Safety**

**Public Safety Initiatives**

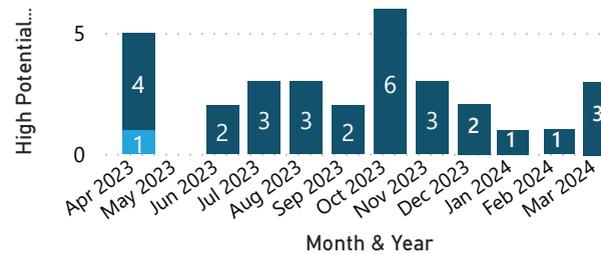
Number of public safety initiatives completed.

Target	Actual	On Track:
2	2	●

The Telarc Public Safety Recertification audit was run over the period 18 - 21 March, the focus being assets in the Bay of Plenty. All aspects of the audit were fully attained with no areas of concern or non-compliances. There were seven opportunities for improvement, which is a 50% reduction on the 2023 audit. Transpower maintains certification to the NZ Standard for Public Safety, NZS 7901.

**Number of Public Safety Incidents**

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



There were three public safety incident in March.  
 - A young person leaning against the roadside perimeter security fence netting at Western Road substation received an electric shock after the netting made contact with the internal power fence  
 - A break in at the Albany substation  
 - A break in at Drury substation

**Worksafe Notifications**

2	3
Month	YTD

Two WorkSafe notifications were made in March. The first incident occurred when a vegetation worker picked up their machine which accidentally engaged the blade and caught his left hand, cutting one finger badly and grazing a second finger. The second incident occurred when a maintenance Service Provider caught their little finger in between a crossarm and the pole catching, causing multiple breaks to the finger.

**Positive Stories**

The Central Safety Leadership Team (comprises the CE, EGM Delivery EGM People, Head of H&S and Service Provider CEs/GMs) met in early March with a focus on reporting, critical risk management and sharing ICAM learnings.

The Telarc recertification conducted in March audit resulted in a 50% reduction in opportunities for improvement on the 2023 audit.

The 11 Critical Risk templates have been reviewed internally by Transpower stakeholders and are to be next reviewed by the Service Provider Alignment Forum in April following which they will be further reviewed then implemented.

Transpower's Public Safety definitions have been amended to clarify the categorisation of incidents which involve or affect members of the public and requirement for them to be investigated to inform our practices.



Incident	Incident Date	Summary	Priority	Maximo Action ID	Corrective Action	Due Date	Status	Milestones / Interim Controls
150552	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	1913130	TP to assess winching lug design solution viability for use on slip fit lightning pole standard designs as an engineering control to avoid seperation during erection/lifting.	31/07/2024	APPR	New action raised to assess transmission standard steel pole winching lug viability for use on lightning pole standard designs.
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: <ul style="list-style-type: none"> <li>• Procedure development in progress.</li> <li>• Recommendation endorsed by NERG and Action owners assigned</li> </ul>
				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: <ul style="list-style-type: none"> <li>• Recommendation endorsed by NERG and Action owners assigned</li> <li>• Procedure development in progress.</li> </ul>



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	CLOSED	TP Job Manager confirmed all actions now complete.  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	CLOSED	TP Job Manager confirmed all actions now complete.  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	CLOSED	TP Job Manager confirmed all actions now complete.  Previous Interim Milestones Reached: • Recommendation endorsed by NERG and Action owners assigned



**Board Site Visits 2023/2024**

	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	1	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	8	6	8.8	June 2024
Brigid Kelly	5	2	8.7	June 2024
Catherine Shaw	4	2	8.5	June 2024
Chantelle Bramley	9	2	8.8	June 2024
Cobus Nel	3	2	8.3	June 2024
David Knight	5	2	8.7	June 2024
John Clarke	12	2	8.8	June 2024
Mark Ryall	12	12	9.5	June 2024
Raewyn Moss	2	2	8.5	June 2024

**Learnings and Insights**

During March, nine officer site visits were conducted. Board members and the GMT visited the control centres in Auckland, Hamilton, Wellington and Christchurch, along with the Bunnythorpe, Addington and Otahuhu warehouses, Haywards substation and the Brownhill Pakuranga B line joints repair project.

**Upcoming Board Critical Risk Deep Dives:**

April 2024:

- Vehicles
- Machinery, Plant & Stored Mechanical Energy

June 2024:

- Public Safety
- Contact with Electricity

September 2024:

- Confined Spaces
- Working Alone

**Service Provider HSMS Audits**

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

**Critical Risk Focus**

The critical risk focus for March was Confined Spaces  
The critical risk focus for April is Unfit for Work

**Systems Audits**

Two draft reports for systems audits conducted with SRG Global and Northpower are awaiting review and sign off. There are two systems audits planned for April however, these have no scheduled start date.

**Transpower**

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

**Critical Control Assessment | All Users**

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



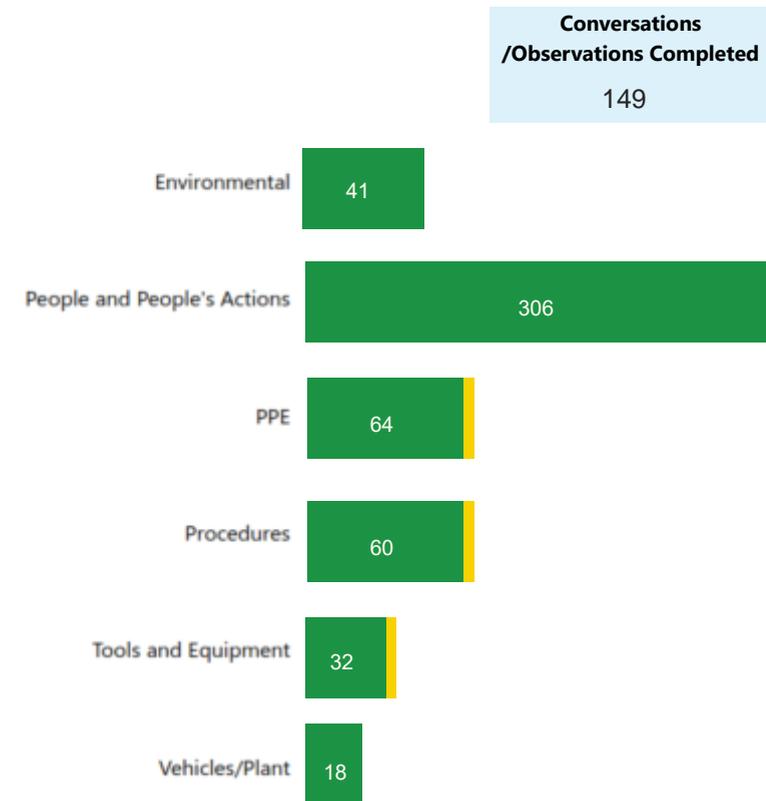
Of the 186 individually observed controls in March, 94% were assessed as Fully Effective. Seven controls were assessed as Partially Effective. These all related to Tools and Equipment (including a man bucket on site with an expired test label, two switchroom basement doors not shut properly and earth jumper leads overdue for testing). Four controls were assessed as Not Effective. These related to Competent People (supervision of non competent staff was inadequate and emergency egress gate was left unattended and open) & Tools and Equipment (PPE not being used in switchyard and a circuit breaker had exposed terminals). All items of concern have been rectified or been raised with the relevant SPM, SDM or PM to address.

**Monthly Critical Risk Focus| All Users**



The Critical Risk focus for March was Confined Spaces. One control was assessed and it was deemed Fully Effective.

**Safety Conversations and Observation | All Users**



Of the 535 individually observed controls in March, 97% were assessed to be Good Practices. 14 controls were rated as Minor Concerns which included a test tag expired by 18 months, a fan terminal box exposed with no signage, a VDU out of test, project hazard board not on display, messy sites and an earthing point on an excavator which needed cleaning. All items of concern have been rectified or been raised with the relevant SPM, SDM or PM to address.