

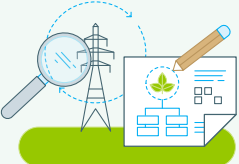


Sustainability Strategy 2023/24



Challenge	Strategic outcome	KPI	Supporting initiative
Climate change			
	New load and generation is connected and grid backbone capacity is increased	Increase MW of renewable generation and demand connected annually	Annual reporting of MW of new renewable generation and demand connected
			Refine our process for connecting new renewable generation and facilitate a streamlined process for connecting new demand to the grid
		Demonstrate energy sector leadership in electrification and decarbonisation	Continue collaboration with EECA and EDBs on process heat electrification
			Approval of Net Zero Grid Pathways 1 (2035) and development of Net Zero Grid Pathways 2 (2050)
	Ensure the grid is resilient to climate change	Climate risks disclosed and integrated into asset and network planning	Finalise Transpower’s climate-risk disclosures as set out by the Aotearoa NZ Climate Standards for Climate Reporting Entities
			Develop a climate change adaptation plan
	Our carbon footprint is reduced 60% by 2030, on track to achieve a net zero grid by 2050	Reduce Scope 1 & 2 GHG emissions, focusing on carbon intensity of operations	Implement SF ₆ Gas Management Strategy
			Continue our transmission losses work programme, focusing effort on areas within Transpower control
			Facilitate EV charging infrastructure at Transpower sites
			Deliver lightweight rooftop photovoltaic pilot at Bunnythorpe warehouse
		Reduce Scope 3 GHG emissions, focusing on major suppliers	Convert 75% of Transpower’s forklift fleet to electric
			Deliver Master Grid Services Contract sustainability and carbon reduction milestones
Promote drone opportunities to reduce carbon-intensity of grid maintenance			
Focus on annual Scope 3 GHG emissions reporting from our larger and more carbon intensive suppliers			
Environmental stewardship			
	Environmental impacts are minimised, with a net gain in biodiversity	Deliver a net biodiversity gain	Implement Biodiversity Strategy, including quantifying net biodiversity gain methodology
			Identify areas of Transpower-owned land with significant biodiversity values
		Improve water quality and reduce run-off and contamination risks across all of our operational sites	Develop oil containment strategy site surveys and improvement programme
			Progress business case for commissioning synthetic ester oil transformers
			Implement Contaminated Land Management Strategy and associated action plan
		Reduce waste to landfill	Establish waste reporting across our operating sites. Develop waste minimisation targets for Transpower and Grid Service Providers
			Sustainable business
	Decision frameworks consider social and environmental impacts	Include carbon and sustainability considerations in core decision-making frameworks	Implement Sustainability in Design standard through pilots including Kaiapoi switchroom, Digital Substation and streamline Grid Injection Point projects
			Develop Transpower's approach to carbon pricing in investment decision making
			Focus on carbon and sustainability considerations for major equipment suppliers as part of Procurement programme
	Enable our people	Maintain progress against gender diversity target (40/40/20)	Promote the Transpower employment brand and career opportunities
			Promote Communities of Transpower Groups, events and activities which support inclusion
			Support increased participation of women in STEM in schools through the WonderProject - Power Challenge in partnership with Engineering NZ
		Employee engagement survey results in top quartile for Energy & Utilities sector	Annual reporting through Organisational Culture Dashboard
		Total Recordable Injury Frequency Rate (TRIFR) < 6.0 and High Profile Injury Frequency Rate (HPIFR) < 3.0	Continue to promote a Health and Safety culture
	Foster connections with iwi, landowners and communities	Implement Māori Partnership Strategy	Promote partnership opportunities with mana whenua through kawenata and our community programmes
		Refresh community funding programme to deliver on Whakamana i Te Mauri Hiko	Continue to deliver refreshed community investment programme
		Maintain relationships with landowners	Successful resolution of landowner issues and no adverse outcomes from Utility Disputes

