

CY22 ESG Progress Report

Focus Areas	Environment		Social				Governance	
	Climate Change	Environmental Footprint	Our Customers	Our Community	Safety & Wellbeing	Our People	Corporate Governance	Business Ethics
2022 Goals	<ul style="list-style-type: none"> Set interim emission reduction target Develop and commence Emission Reduction plan 	<ul style="list-style-type: none"> Understand current waste footprint 	<ul style="list-style-type: none"> Customer and Operational Index Score Customer Satisfaction (CSAT) Network Reliability 	<ul style="list-style-type: none"> Reputation Survey Score Develop social impact measurement 	<ul style="list-style-type: none"> TRIFR (Recordable Injuries) Asset Safety Safety Risk & Systems score 	<ul style="list-style-type: none"> People survey score Leadership Development Score 	<ul style="list-style-type: none"> Develop a plan for 2023 disclosures (in 2024) – aligned to Task Force on Climate Related Financial Disclosures (TCFD) 	<ul style="list-style-type: none"> Modern Slavery Statement submitted and 2022 planned activities undertaken
Performance against 2022 Goals and progress against 2022–2025 planned activities	<ul style="list-style-type: none"> Set direction of 2030 emission reduction objective informed by 2050 Net Zero ambition and government policy, legislation and regulation. Developed and commenced delivery of emission reduction roadmap, comprising: <ul style="list-style-type: none"> Identification of first phase of initiatives to reduce operational emissions Approach to assess and develop additional initiatives to achieve 2050 Net Zero ambition and interim emission reduction objective, with pathways to be refined over time Actions to further embed ESG considerations into business governance, processes and decision making Progressed Renewable Gas trials – Biomethane and Hydrogen Commenced assessment to understand source and scale of Scope 3 emissions 	<ul style="list-style-type: none"> Identified drivers of waste, and established a waste footprint baseline Improved energy efficiency of properties to drive sustainable property management 	<ul style="list-style-type: none"> Delivered consistent network reliability Delivered strong customer & operational performance (noting CSAT score was impacted by extreme weather events) Provided emergency support during extreme weather events and outages Provided support to vulnerable customers through <ul style="list-style-type: none"> Voices for Power Program Uniting Energy Assist Program Progressed Electric Vehicle (EV) Grid trial Brokered deals to support ongoing gas supply to market Commenced construction of pipeline to LNG (liquefied natural gas) import terminal at Port Kembla, to supply new gas to market Delivered ongoing maintenance and operations support for electricity & gas network services 	<ul style="list-style-type: none"> Maintained strong positive reputation with key stakeholders (as measured by an independent body) Developed a measurement approach to assess the social impact of our community programs - to be applied in 2023 Continued delivery of Corporate Social Responsibility (CSR) strategy Delivered over \$700k in direct financial contributions to communities, including over \$90k in emergency relief support Delivered community activities to support social inclusion Jemena rated one of Australia's Top 40 Workplaces to give back – for a third year running 	<ul style="list-style-type: none"> Safety outcomes, as measured through TRIFR and an index of Asset Safety measures, continue to outperform targets Delivered Health, Safety and Environment (HSE) assurance program of 13 audits Delivered frontline safety leadership programs to over 350 people Established Group HSE Procedure on Mental Wellbeing in the Workplace Continuing development and implementation of Group-wide processes to support mental wellbeing Commenced development of a 2023–2025 roadmap to support and improve Mental Wellbeing of employees 	<ul style="list-style-type: none"> Improved People Engagement score Delivered Leadership development and Safety Leadership Development programmes Established coaching services Established Diversity, Inclusion and Belonging (DIB) Council and commenced development of DIB strategy & roadmap Launched employee networks – disability, LGBTQIA+ and Indigenous Participated in multiple diversity cultural celebrations Ongoing management of gender pay equity gap Launched Aged Workforce plan Endorsed Work180 employer and certified Family Friendly Workplace 	<ul style="list-style-type: none"> Undertook TCFD readiness assessment and identified activities required in 2023 to facilitate TCFD disclosure in 2024 Incorporated ESG targets into 2023 Corporate Key Performance Indicators (KPI) Integrated ESG into governance and risk frameworks Completed multiple Crisis and Emergency Management exercises, workshops and assessments Successful management Emergency Medical Team (EMT) and Crisis Management Team (CMT) activations Commenced upgrade of site security access management Broadened Physical Security Risk Assessments approach Completed Data Governance current state assessment 	<ul style="list-style-type: none"> 2021 Modern Slavery statement released, with the 2022 statement due in June 2023. Activities are underway Completed annual conduct, legal and compliance training. Commenced business education and engagement sessions on sustainability Continuing education for Directors and Officers on public safety, safe systems of work and emissions reduction Ongoing development and management of Whistleblower & fraud programs Upgrading the audit, compliance and risk management platform