

# GRI Content Index



FY23 SUSTAINABILITY REPORT





# GRI Content Index

GRI Standard	Disclosure	Location	Notes
<b>General Disclosures</b>			
<b>GRI 1: Foundation 2021</b>	The requirements and principles for using the GRI Standards and is applicable to all companies using the GRI Standards to inform sustainability reporting.	FY23 Sustainability Report, pp. 1-63	
<b>GRI 2: General Disclosures 2021</b>	<b>The organisation and its reporting practices</b>		
	2-1 Organisational details	FY23 Sustainability Report, Our business, p. 1	
	2-2 Entities included in the organisation's sustainability reporting	FY23 Sustainability Report, Our business, p. 1	
	2-3 Reporting period, frequency and contact point	FY23 Sustainability Report, Our business, p. 1	
	2-4 Restatements of information	FY23 Sustainability Report, Our business, p. 1	
	2-5 External assurance	FY23 Sustainability Report, Our business, p. 1	
	<b>Activities and workers</b>		
	2-6 Activities, value chain and other business relationships	FY23 Sustainability Report, Our business, pp. 4, 5, 9 FY23 Sustainability Report, Valued people, p. 31	
	2-7 Employees	FY23 Sustainability Report, Valued people, p. 28 FY23 Sustainability Report, Data table, pp. 50-53	
	2-8 Workers who are not employees	FY23 Sustainability Report, Data table, p. 53	
	<b>Governance</b>		
	2-9 Governance structure and composition	FY23 Sustainability Report, Our business, pp. 7-8 Ausgrid Corporate Governance - Detailed Overview, section 2, 3	Information about Ausgrid's Board can be found on our website: <a href="https://www.ausgrid.com.au/About-Us/Our-Board">https://www.ausgrid.com.au/About-Us/Our-Board</a>
	2-10 Nomination and selection of the highest governance body	FY23 Sustainability Report, Our business, p. 8 Ausgrid Corporate Governance - Detailed Overview, section 3	Information unavailable/incomplete - The owners of the Ausgrid private partnership nominate individuals as their respective directors to the Board (other than the Chair). Ausgrid does not currently have visibility of their selection processes as this is conducted by our owners. We are working on providing this in a future disclosure.
	2-11 Chair of the highest governance body	FY23 Sustainability Report, Our business, p. 8 Ausgrid Corporate Governance - Detailed Overview, section 3	
	2-12 Role of the highest governance body in overseeing the management of impacts	FY23 Sustainability Report, Our business, p. 8 Ausgrid Corporate Governance - Detailed Overview, section 3, 6	

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GRI Standard	Disclosure	Location	Notes
<b>GRI 2: General Disclosures 2021 (continued)</b>	2-13 Delegation of responsibility for managing impacts	FY23 Sustainability Report, Our business, p. 8 Ausgrid Corporate Governance - Detailed Overview, section 3, 4	
	2-14 Role of the highest governance body in sustainability reporting	FY23 Sustainability Report, Our business, p. 11 Ausgrid Corporate Governance - Detailed Overview, section 3, 6	Ausgrid's Executive Leadership Team has endorsed this report. Our material topics have been Board endorsed and explanatory content within the material topics and Corporate Governance - Detailed Overview is derived in part from Board endorsed sources.
	2-15 Conflicts of interest	Ausgrid Corporate Governance - Detailed Overview, section 5	
	2-16 Communication of critical concerns	Ausgrid Corporate Governance - Detailed Overview, section 3, 4, 6	Confidentiality constraints - Ausgrid is not able to publish information about the nature and number of critical concerns at this time. We are working on providing this in a future disclosure.
	2-17 Collective knowledge of the highest governance body	Ausgrid Corporate Governance - Detailed Overview, section 3, 6	
	2-18 Evaluation of the performance of the highest governance body	Ausgrid Corporate Governance - Detailed Overview, section 3	
	2-19 Remuneration policies	Ausgrid Corporate Governance - Detailed Overview, section 7	
	2-20 Process to determine remuneration	FY23 Sustainability Report, Our business, p. 8 FY23 Sustainability Report, Valued people, p. 29 Ausgrid Corporate Governance - Detailed Overview, section 7	
	2-21 Annual total compensation ratio		Confidentiality constraints - Due to privacy reasons, this compensation ratio is not available at this point in time. We are working on providing this in a future disclosure.
	<b>Strategy, policies and practices</b>		
2-22 Statement on sustainable development strategy	FY23 Sustainability Report, Our business, p. 3		
2-23 Policy commitments	FY23 Sustainability Report, Our business, p. 7 FY23 Sustainability Report, Valued people, p. 31 Ausgrid Corporate Governance - Detailed Overview, section 7		
2-24 Embedding policy commitments	FY23 Sustainability Report, Valued people, pp. 28-29 Ausgrid Corporate Governance - Detailed Overview, section 7		

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GRI Standard	Disclosure	Location	Notes	
<b>GRI 2: General Disclosures 2021 (continued)</b>	2-25 Processes to remediate negative impacts	FY23 Sustainability Report, Our business, p. 7 Ausgrid Corporate Governance - Detailed Overview, section 4, 5		
	2-26 Mechanisms for seeking advice and raising concerns	Ausgrid Corporate Governance - Detailed Overview, section 4, 5, 7		
	2-27 Compliance with laws and regulations	Ausgrid Corporate Governance - Detailed Overview, section 5 FY23 Sustainability Report, Thriving communities, p. 18 FY23 Sustainability Report, Valued people, p. 24 FY23 Sustainability Report, Optimised assets and operations, p. 34, 37		
	2-28 Membership associations	Ausgrid Corporate Governance - Detailed Overview, section 7		
	<b>Stakeholder engagement</b>			
	2-29 Approach to stakeholder engagement	FY23 Sustainability Report, Thriving communities, pp. 15-17 Ausgrid Corporate Governance - Detailed Overview, section 7		
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	FY23 Sustainability Report, Our business, p. 11		
	3-2 List of material topics	FY23 Sustainability Report, Our business, pp. 11-12		
	3-3 Management of material topics	FY23 Sustainability Report, Thriving communities, pp. 14-21 FY23 Sustainability Report, Valued people, pp. 22-32 FY23 Sustainability Report, Optimised assets and operations, pp. 33-41 FY23 Sustainability Report, Delivering net zero, pp. 42-48	Ausgrid complies with relevant legislation with regard to working conditions and terms of employment for all our employees.	

**GRI Content Index (continued)**

GRI Standard	Disclosure	Location	Notes
<b>Material Topics</b>			
<b>Community engagement</b>			
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	FY23 Sustainability Report, Thriving communities, p. 17	
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	FY23 Sustainability Report, Our business, p. 13 FY23 Sustainability Report, Thriving communities, pp. 15-17 FY23 Sustainability Report, Optimised assets and operations, pp. 34-35, 39-41	
<b>Customer experience</b>			
<b>Our metric</b>	Outages and emergency calls answered within 30 seconds	FY23 Sustainability Report, Thriving communities, p. 18 FY23 Sustainability Report, Data table, p. 62	
<b>Our metric</b>	Complaint resolution	FY23 Sustainability Report, Thriving communities, p. 18 FY23 Sustainability Report, Data table, p. 62	
<b>Access &amp; affordability</b>			
<b>Our metric</b>	Power prices	FY23 Sustainability Report, Thriving communities, pp. 20-21 FY23 Sustainability Report, Data table. p. 59	
<b>Health, safety &amp; wellbeing</b>			
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	FY23 Sustainability Report, Valued people, pp. 23-24	
	403-2 Hazard identification, risk assessment, and incident investigation	FY23 Sustainability Report, Valued people, pp. 23-24	
	403-3 Occupational health services	FY23 Sustainability Report, Valued people, pp. 23-24	
	403-5 Worker training on occupational health and safety	FY23 Sustainability Report, Valued people, p. 24	
	403-9 Work-related injuries	FY23 Sustainability Report, Valued people, pp. 23-24 FY23 Sustainability Report, Data table, p. 63	

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GRI Standard	Disclosure	Location	Notes
<b>Diversity, equity and inclusion</b>			
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	FY23 Sustainability Report, Our business, p. 8 FY23 Sustainability Report, Valued people, p. 25 FY23 Sustainability Report, Data table, p. 52 Ausgrid Corporate Governance - Detailed Overview , section 3	Information about Ausgrid's Board can be found on our website: <a href="https://www.ausgrid.com.au/About-Us/Our-Board">https://www.ausgrid.com.au/About-Us/Our-Board</a>
	405-2 Ratio of basic salary and remuneration of women to men	FY23 Sustainability Report, Valued people, p. 25	Ausgrid's annual Workplace Gender Equality Act Report details this information on our website: <a href="https://www.ausgrid.com.au/About-Us/Policies-and-reports">https://www.ausgrid.com.au/About-Us/Policies-and-reports</a>
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	FY23 Sustainability Report, Valued people, p. 27	
<b>Employee development, attraction &amp; retention</b>			
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	FY23 Sustainability Report, Valued people, pp. 28-30 FY23 Sustainability Report, Data table, pp. 51-52	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	FY23 Sustainability Report, Valued people, p. 29	The Ausgrid Enterprise Agreement details this information. Ausgrid complies with relevant legislation with regard to providing benefits to all our employees, whether they are full-time, part-time or temporary.
	401-3 Parental leave	FY23 Sustainability Report, Valued people, p. 29 FY23 Sustainability Report, Data table, p. 51	The Ausgrid Enterprise Agreement details information about parental leave. Ausgrid's annual Workplace Gender Equality Act Report also contains relevant information on our website: <a href="https://www.ausgrid.com.au/About-Us/Policies-and-reports">https://www.ausgrid.com.au/About-Us/Policies-and-reports</a>
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	FY23 Sustainability Report, Valued people, pp. 28-29	
	404-2 Programs for upgrading employee skills and transition assistance programs	FY23 Sustainability Report, Valued people, pp. 28-30	
	404-3 Percentage of employees receiving regular performance and career development reviews	FY23 Sustainability Report, Valued people, p. 29	



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GRI Standard	Disclosure	Location	Notes
<b>Supply chain &amp; human rights</b>			
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers		Information unavailable/incomplete - Methodology for determining spend location is not yet determined. We are working on providing this in a future disclosure.
<b>Environment &amp; biodiversity</b>			
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	FY23 Sustainability Report, Optimised assets and operations, p. 34	Information unavailable/incomplete - Methodology for determining exact size and proximity is not yet determined. We are working on providing this in a future disclosure.
	304-2 Significant impacts of activities, products, and services on biodiversity	FY23 Sustainability Report, Optimised assets and operations, pp. 34-36	
	304-3 Habitats protected or restored	FY23 Sustainability Report, Optimised assets and operations, p. 34-36	
<b>Cyber security</b>			
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	FY23 Sustainability Report, Optimised assets and operations, p. 37	
<b>Community and network resilience</b>			
<b>Our metric</b>	System Average Interruption Duration Index (SAIDI)	FY23 Sustainability Report, Optimised assets and operations, p. 39 FY23 Sustainability Report, Data table, p. 59	
<b>Our metric</b>	System Average Interruption Frequency Index (SAIFI)	FY23 Sustainability Report, Optimised assets and operations, p. 39 FY23 Sustainability Report, Data table, p. 59	

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GRI Standard	Disclosure	Location	Notes
<b>Energy transition</b>			
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	FY23 Sustainability Report, Delivering net zero, pp. 43-45 FY23 Sustainability Report, Data table, pp. 54-56	
	305-2 Energy indirect (Scope 2) GHG emissions	FY23 Sustainability Report, Delivering net zero, pp. 43-45 FY23 Sustainability Report, Data table, pp. 54-56	
	305-3 Other indirect (Scope 3) GHG emissions	FY23 Sustainability Report, Delivering net zero, p. 45 FY23 Sustainability Report, Data table, pp. 54-56	
	305-5 Reduction of GHG emissions	FY23 Sustainability Report, Delivering net zero, pp. 43-45 FY23 Sustainability Report, Data table, pp. 54-56	
<b>Circular economy</b>			
<b>Own metric</b>	Waste avoided by recycling surplus or redundant equipment	Sustainability Report, Optimised assets and operations, p. 47 FY23 Sustainability Report, Data table, p. 57	





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