



24 August 2022

ASX ANNOUNCEMENT

**APA Group (ASX: APA)**

## **SUSTAINABILITY REPORT**

APA Group (ASX: APA), provides the following:

- Sustainability Report 2022
- FY22 Sustainability Data Book

**Authorised for release by Amanda Cheney**

Company Secretary  
APA Group Limited

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### **About APA Group (APA)**

APA is a leading Australian Securities Exchange (ASX) listed energy infrastructure business. We own and/or manage and operate a diverse, \$21 billion portfolio of gas, electricity, solar and wind assets. Consistent with our purpose to strengthen communities through responsible energy, we deliver approximately half of the nation's gas usage and connect Victoria with South Australia and New South Wales with Queensland through our investments in electricity transmission assets. We are also one of the largest owners and operators of renewable power generation assets in Australia, with wind and solar projects across the country.

APA Infrastructure Limited is a wholly owned subsidiary of APA Infrastructure Trust and is the borrowing entity of APA Group.

For more information visit APA's website, [apa.com.au](http://apa.com.au).

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ahead**



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powering  
ahead**

Sustainability Report 2022

**apa**



## About this Report

### Acknowledgement of Country

APA acknowledges the Traditional Custodians of the lands on which it operates throughout Australia and their connections to land, sea and community. We pay our respects to their Elders past and present and we commit to continuing to find meaningful ways to ensure APA operates in a manner that genuinely and consistently reflects that respect.

### Company details

**Company name:** APA Group

**Ownership and legal form:** APA Group (APA) comprises two registered managed investment schemes – APA Infrastructure Trust (APA Infra) and APA Investment Trust (APA Invest) – and their controlled entities

**Head office:** Level 25, 580 George Street, Sydney NSW 2000.

### Contact us

If you have any questions or comments relating to this *Sustainability Report 2022*, please email [sustainability@apa.com.au](mailto:sustainability@apa.com.au)

A full list of APA contacts and a contact form are available on the APA website at <https://www.apa.com.au/contact/>

### Reporting boundary and scope

This Sustainability Report 2022 provides an overview of APA's sustainability performance and achievements from 1 July 2021 to 30 June 2022.

It relates to: APA's wholly owned and operated assets, including projects under development and delivery; assets with an equity interest where APA maintains operational control; and the operational aspects of non-APA assets where we maintained operational control during the reporting period.

### Reporting approach

#### Governance and verification

APA is committed to providing Securityholders and other external stakeholders with timely, consistent and transparent corporate reporting.

This *Sustainability Report 2022* was prepared and internally verified by relevant subject matter experts and reviewed and verified by relevant APA executives and senior managers before Board approval.

The data points are supported by our new FY22 Sustainability Data Book, which is available on the APA website.

APA intends to incorporate external assurance over non-financial information in future year sustainability reports as we mature our sustainability disclosures.

#### Framework alignment

In line with APA's commitment to transparency, we have increased our alignment with internationally recognised sustainability reporting frameworks in this report. Our new *FY22 Sustainability Data Book* supplements this *Sustainability Report 2022* and demonstrates our commitment to public accountability and transparency through disclosure. The *Sustainability Data Book* also provides a summary of APA's alignment with the reporting requirements of the [Sustainability Accounting Standards Board \(SASB\)](#) and [Global Reporting Initiative \(GRI\)](#). For APA's alignment with Task Force on Climate-related [Financial Disclosures](#)

(TCFD) see APA's [Climate Transition Plan 2022](#).

#### Sustainability Accounting Standards Board

APA's assets and operations are wholly or partially covered by three Sustainability Accounting Standards Board (SASB) Industry Sector Standards (Extractives & Mineral Processing; Renewable Resources & Alternative Energy; and Infrastructure) and five Sub-Sector Standards:

- EM-MD Oil & Gas – Midstream Version 2018-10
- RR-ST Solar Technology & Project Developers Version 2018-10
- RR-WT Wind Technology & Project Developers Version 2018-10
- IF-EU Electric Utilities & Power Generators Version 2018-10
- IF-GU Gas Utilities & Distributors Version 2018-10.

To accommodate APA's unique business model and operations, and to support meaningful analysis and transparency, we analysed the metrics across these SASB standards in FY22 to identify opportunities for increased disclosure and transparency. The sustainability metrics in this report, and in the *FY22 Sustainability Data Book*, represent the financially material measures that are relevant to a substantial proportion of APA, an APA division, or APA assets. We intend to continue to improve our disclosure against these metrics over time.



## About this Report continued



apa

always powering ahead

### Global Reporting Initiative

Similarly, during FY22 APA reviewed and improved our alignment with GRI Standards (Core option). In general, our *FY22 Sustainability Report* has been prepared in accordance with this option. See the *APA FY22 Sustainability Data Book* for guidance. APA continues to evaluate a range of metrics as we intend to keep increasing our disclosure.

### Future statements

#### Important notice

This *FY22 Sustainability Report* has been prepared for the purpose of providing investors in APA with information regarding our approach to sustainability issues related to our business. It has not been prepared as financial or investment advice or to provide any guidance in relation to the future performance of APA.

The *FY22 Sustainability Report* contains certain forward looking information and statements of opinion. Forward-looking statements may include statements regarding APA's sustainability plans and strategies, the impact of climate change and other sustainability issues for APA, energy transition scenarios, actions of third parties, and external enablers such as technology development and commercialisation, policy support, market support, and energy and offsets availability.

The forward looking statements in this report are based on management's current expectations and reflect judgements, assumptions, estimates and other information available as at the date of this report and/or the date of APA's planning

processes or scenario analysis processes. Readers are cautioned not to place undue reliance on such statements, particularly in light of the long-time horizon which this report discusses and the inherent uncertainty in possible policy, market and technological developments in the future. There are also inherent limitations with scenario analysis and it is difficult to predict which, if any, of the scenarios might eventuate. Scenarios do not constitute definitive outcomes or probabilities, and scenario analysis relies on assumptions that may or may not be, or prove to be, correct and may or may not eventuate. Scenarios may also be impacted by additional factors to the assumptions disclosed.

No representation or warranty is made regarding the accuracy, completeness or reliability of the forward-looking statements or opinions contained in this report, or the assumptions on which either is based. All such information is, by its nature, subject to significant uncertainties outside of the control of APA, and actual results, circumstances and developments may differ materially from those expressed or implied in this report. Except as required by applicable laws or regulations, APA does not undertake to publicly update or review any forward-looking statements, whether as a result of new information or future events. To the maximum extent permitted by law, APA and its officers do not accept any liability for any loss arising from the use of the information contained in this report

For additional information about APA's FY22 performance, see the [APA Annual Report 2022](#) and [ASX Corporate Governance Statement](#).

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# FY22 Sustainability Highlights



Developed our  
**CLIMATE  
TRANSITION PLAN**

THAT SETS INTERIM COMMITMENTS FOR 2030  
AND THE PATHWAY FOR NET ZERO BY 2050



Built the foundations for developing a  
**RECONCILIATION  
ACTION PLAN**

(RAP) IN FY23



Published our  
**CLIMATE  
CHANGE POLICY**

THAT INFORMS OUR APPROACH TO ADDRESSING THE  
GLOBAL CHALLENGE OF CLIMATE CHANGE AND THE  
TRANSITION TO A NET ZERO ECONOMY



Contributed over  
**\$1M TO THE  
COMMUNITY**

THROUGH SUSTAINABLE DEVELOPMENT INVESTMENTS,  
SPONSORSHIPS AND DONATIONS, AND EMPLOYEE  
DRIVEN INITIATIVES

FY22 Sustainability Highlights continued



Ranked

**60TH AFR TOP 100**  
GRADUATE EMPLOYERS AWARDS



Voted

**#14 AAGE 2022**  
TOP INTERN PROGRAMS



Reached

**30.4% FEMALE REPRESENTATION**

WGEA SENIOR LEADERS CATEGORY, SURPASSING OUR 2025 GOAL OF 30%





## Letter from Chair and CEO

## We are APA: Always Powering Ahead.

CEO AND MANAGING DIRECTOR  
ROB WHEALS

CHAIRMAN  
MICHAEL FRASER

### powering towards responsible energy

In FY22, we made investments and progress on our sustainability initiatives to further improve outcomes for our host communities, customers and Securityholders, consistent with our Sustainability Roadmap.

Building sustainability into everything we do is a driving commitment for our business. We understand that we must continue to evolve and strengthen our sustainability practices to ensure we meet the growing expectations of our all our stakeholders and deliver on our purpose and vision.

During the year, we made important progress towards our ambition of achieving net zero operations emissions by 2050, with the development of our Climate Transition Plan. That plan sets interim targets for 2030 and transparently communicates APA's commitments in managing climate change risks and opportunities, as the energy transition accelerates. We have also published our Climate Change Policy that informs our approach to addressing the global challenge of climate change and the transition to net zero. These are significant milestones for our business that send a clear message to our customers, communities and investors about our commitment to play a meaningful part in a lower emissions future.

Across our business, our FY22 sustainability initiatives have also focused on building better relationships with First Nations peoples. In FY23, we will take this work to the next level with the development of a Reconciliation Action Plan (RAP) that will formalise our responsibilities towards reconciliation and support better outcomes for First Nations peoples. During the year, we have also become a member of Supply Nation, a register of verified Indigenous businesses, which will help us to better incorporate First Nations businesses into our supply chain. At the same time, we are continuing to proactively manage the risks of modern slavery in our operations and supply chains through our Modern Slavery Roadmap.

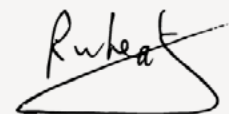
At a community level, we commenced implementation of our new Community and Social Performance Strategy to further improve the way we support our host communities. Consistent with that strategy, we committed more than \$1 million to support sustainable development, sponsorships and donations, and employee driven initiatives during FY22.

We could not achieve this without our nearly 2,100 employees who again displayed resilience, adaptability and flexibility in response to the ongoing COVID-19 situation. As we adapt to our 'new normal' ways of working, our new Hybrid@APA strategy has set out our expectations around how APA's office-based employees will work in a post-pandemic world. At the centre of it is our commitment to maintain an inclusive and diverse workplace. And while we recognise that there is more work to do, we have pleasingly continued to make progress on our female representation among our senior leaders which reach 30.4%, surpassing our 2025 goal of 30%.

Thank you to all our communities, customers, Securityholders and especially our people around Australia for your ongoing support and commitment to keep APA Always Powering Ahead.



Michael Fraser  
Chairman



Rob Wheals  
CEO & Managing Director







## About APA

APA is a leading Australian Securities Exchange (ASX) listed energy infrastructure business. We own and/or manage and operate a diverse, \$21 billion portfolio of gas, electricity, solar and wind assets. Our purpose is to strengthen communities through responsible energy.

We deliver approximately half the nation's gas and our investments in electricity transmission assets connect Victoria with South Australia, and New South Wales with Queensland. APA also owns and operates renewable power generation assets in Australia, with wind and solar projects across the country.



# \$21bn

ENERGY INFRASTRUCTURE ASSET PORTFOLIO



Next generation energy technologies through our

## PATHFINDER PROGRAM

## Company strategy

With Australia and the world focused on decarbonising energy supply systems, APA is well positioned to play a key role in developing and deploying the energy solutions of tomorrow. Our natural gas assets are well positioned to remain critical in the future energy mix, helping unlock the vast expansion of renewable energy required to replace retiring coal power stations. They will help support Australia in continuing to have access to reliable, flexible and affordable energy solutions with significantly lower carbon emissions relative to coal. Natural gas is also essential for powering hard-to-abate and hard-to-electrify industrial sectors and provides essential heating in colder climates.

As the energy market transitions, APA's strategy is enabling us to capture vast opportunities to invest in contracted and regulated energy infrastructure in Australia.

## At APA we are Always Powering Ahead

Purpose

### WHY WE EXIST

We strengthen communities through responsible energy.

Vision

### WHAT WE ASPIRE TO

To be world class in energy solutions.



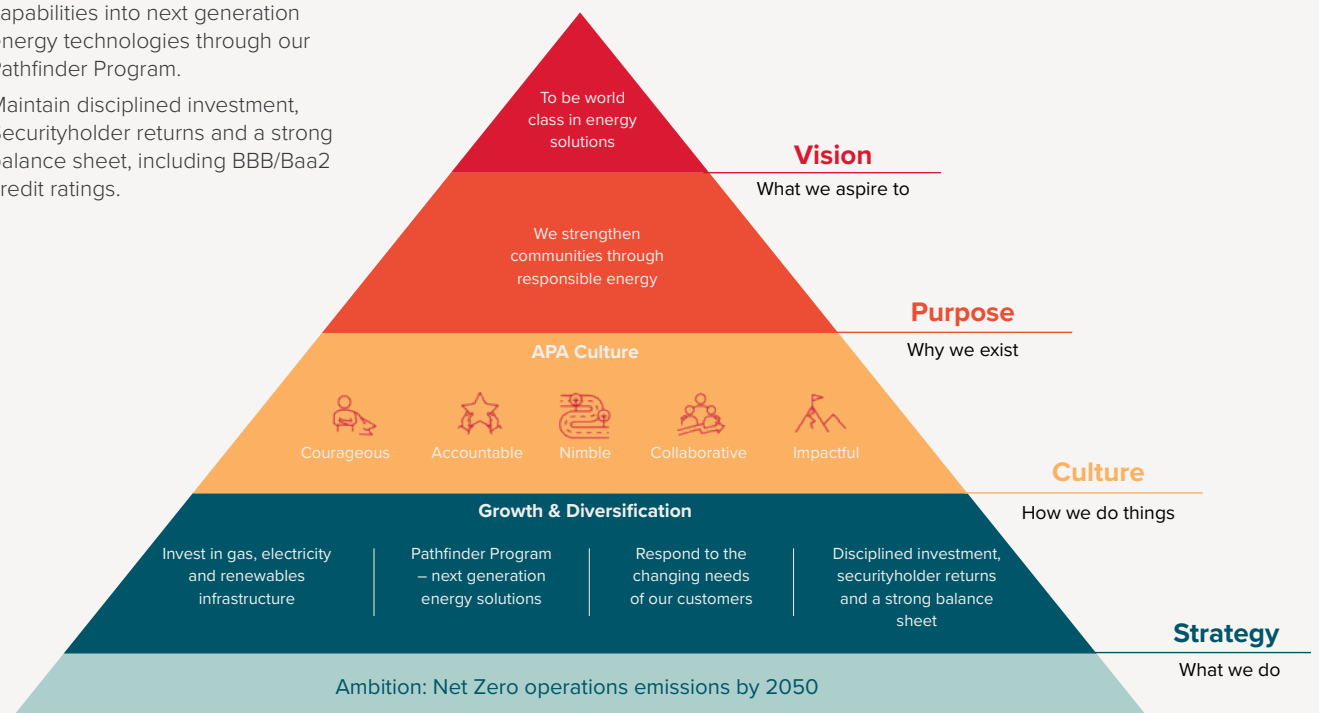
## About APA continued



### APA's strategy

- Respond to the changing needs of our customers and communities.
- Invest in gas, electricity and renewables infrastructure (contracted and regulated).
- Leverage our energy infrastructure capabilities into next generation energy technologies through our Pathfinder Program.
- Maintain disciplined investment, Securityholder returns and a strong balance sheet, including BBB/Baa2 credit ratings.

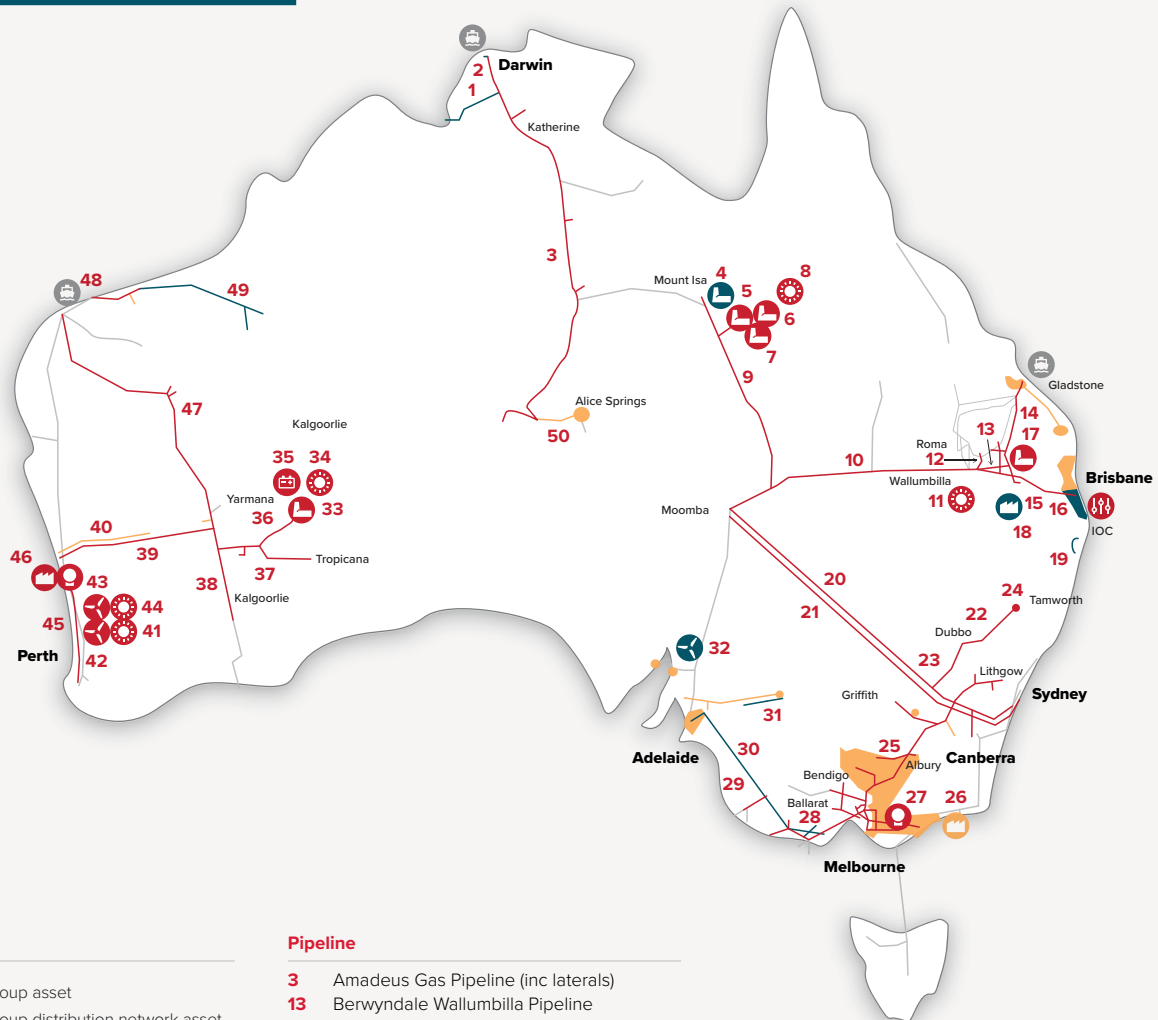
APA's strategy enables us to capture vast opportunities to invest in contracted and regulated energy infrastructure.





About APA continued

APA's portfolio of assets and investments



Key

- APA Group asset
- APA Group distribution network asset
- APA Group investment
- Investment distribution network
- APA Group managed asset (not owned)
- Managed distribution network
- Other natural gas pipelines

- ⚙️ Wind farm
- ☀️ Solar farm
- 🏭 LNG plant
- 🔋 Battery storage
- 🗄️ Gas storage facility
- 🏭 Gas processing plant
- ⚡ Gas power station
- 👥 Integrated Operations Centre

Pipeline

- 3 Amadeus Gas Pipeline (inc laterals)
- 13 Berwyndale Wallumbilla Pipeline
- 1 Bonaparte Gas Pipeline
- 9 Carpentaria Gas Pipeline
- 22 Central Ranges Pipelines
- 23 Central West Pipeline
- 37 Eastern Goldfields Pipeline
- 47 Goldfields Gas Pipeline
- 38 Kalgoorlie Kambalda Pipeline
- 40 Mid West Pipeline
- 20 Moomba Sydney Pipeline
- 21 Moomba to Sydney Ethane Pipeline
- 28 Mortlake Gas Pipeline
- 39 Northern Goldfields Interconnect<sup>1</sup>
- 45 Parmelia Gas Pipeline
- 48 Pilbara Pipeline System
- 12 Reedy Creek Wallumbilla Pipeline
- 15 Roma Brisbane Pipeline (inc Peat lateral)
- 30 SEA Gas Pipeline
- 29 SESA Pipeline
- 10 South West Queensland Pipeline
- 49 Telfer/Nifty Gas Pipelines and lateral
- 25 Victorian Transmission System
- 14 Wallumbilla Gladstone Pipeline (inc laterals)
- 2 Wickham Point Pipeline
- 36 Yamarna Gas Pipeline

Gas processing and storage

- 27 🗄️ Dandenong (680TJ / 12000t)
- 35 🔋 Gruyere Battery Station (4.4 MW/MWh)
- 18 🏭 Kogan North (12TJ/d)
- 46 🏭 Mondarra (18PJ)
- 26 🏭 Orbost (49TJ/d)<sup>2</sup>

Gas Distribution

- 16 Allgas Gas Network
- 50 Australian Gas Networks
- 24 Tamworth Gas Network

Electricity transmission

- 19 Directlink
- 31 Murraylink

Generation

- 17 ⚡ Daandine (30 MW)
- 6 ⚡ Diamantina (242 MW)
- 33 ⚡ Gruyere (45 MW)
- 7 ⚡ Leichhardt (60 MW)
- 5 ⚡ Thomson (22 MW)
- 4 ⚡ X41 (41 MW)

Solar Farm

- 43 ☀️ Badgingarra (19 MW)
- 11 ☀️ Darling Downs (110 MW)
- 41 ☀️ Emu Downs (20 MW)
- 34 ☀️ Gruyere Solar Farm (13.2 MW)
- 8 ☀️ Mica Creek (88 MW)<sup>1</sup>

Wind Farm

- 44 🌪️ Badgingarra (130 MW)
- 42 🌪️ Emu Downs (80 MW)
- 32 🌪️ North Brown Hill (132 MW)

1. Under construction.  
 2. Average rate as reported by Cooper Energy Limited (ASX:COE) on 2 August 2022.

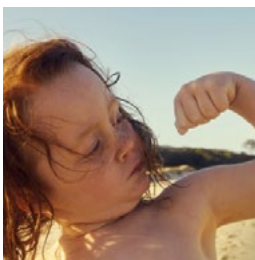
## About APA continued

### Embedding a culture of high performance

APA's core behaviours set the benchmark for how our people interact with customers and each other.

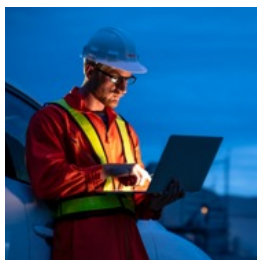
They support our strategy and the high-performance culture to which APA aspires. The behaviours guide how APA conducts its business and helps to shape our culture.

The behaviours were refreshed in FY21 and during FY22, we focused on embedding them into our systems, processes, programs and frameworks.



#### Courageous

We are honest and transparent; we learn from our mistakes and we challenge the status quo.



#### Accountable

We spend time on what matters, we do what we say and deliver world class solutions.



#### Nimble

We are curious, adaptive and future focused.



#### Collaborative

We are inclusive, work together and respect and listen to our stakeholders.



#### Impactful

We create positive legacies and work safely, for our customers, communities, our people and the environment.



## Sustainability @ APA

Throughout FY22, APA's sustainability goal of 'what we do and how we do it brings our vision and purpose to life' guided the development and implementation of every sustainability strategy and activity.

Sustainability is a key component of the way in which APA operates. As a responsible business and an industry leader, we are investing in sustainability initiatives and embedding sustainable practices across our business so we can meet society and securityholder expectations, deliver against our growth strategy and achieve APA's vision and purpose.

We are committed to continual improvement, working collaboratively with our industry peers and open and transparent engagement with our stakeholders.



Continued APA's  
**NET ZERO**  
JOURNEY



Published our  
**CLIMATE CHANGE**  
POLICY



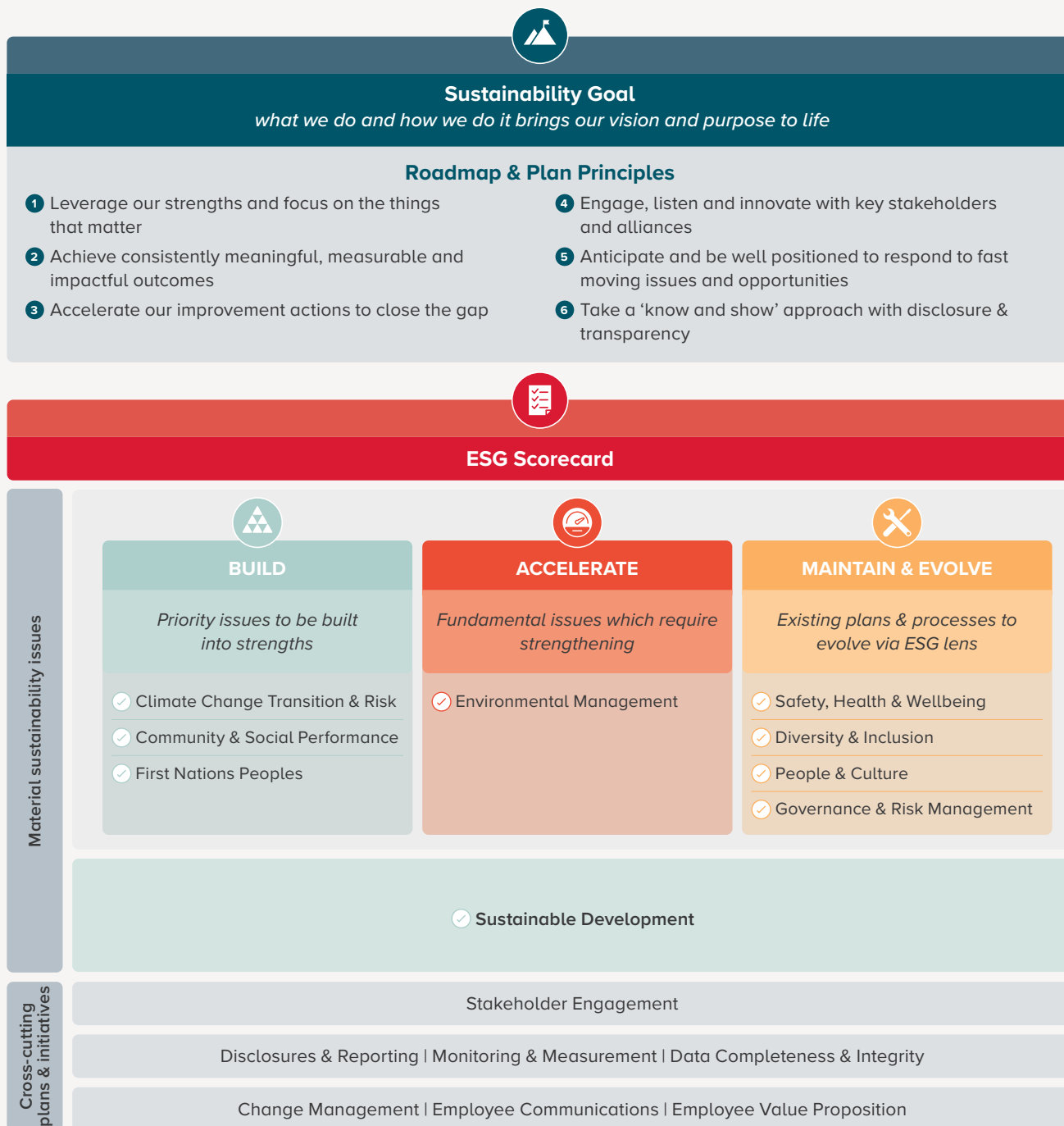
Accelerated the  
integration of SDGs into  
**CORE**  
**BUSINESS**  
MANAGEMENT

We are committed to continual improvement, working collaboratively with our industry peers, and open and transparent engagement with our stakeholders.



Sustainability @ APA continued

APA Sustainability Roadmap to 2024



Introduced across the business in FY21, APA's Sustainability Roadmap provides a 3-year framework for building the foundations of sector-leading sustainability performance. The Roadmap is based on the material sustainability issues identified in the FY21 materiality assessment, a consultative process that filtered and prioritised current and fast-moving issues.

The materiality assessment classified each issue according to its maturity:

**Build:** Priority issues to be grown into strengths

**Accelerate:** Fundamental issues that require strengthening

**Maintain and evolve:** Issues where we already have existing plans and processes, with opportunities for incremental improvements.



Sustainability @ APA continued

Material sustainability issue areas for APA



During FY22, APA continued to deliver on the Roadmap’s main focus areas.

We focused on initiatives that support the Roadmap’s material sustainability areas classified as ‘build’ and ‘accelerate’. We expect that these will deliver the most positive impact for APA and highest value for our stakeholders. Many initiatives addressed cross-functional or business-wide material issues, such as Climate Change Transition and Risk, Community and Social Performance and First Nations Peoples.

Throughout FY22, APA’s sustainability goal of ‘what we do and how we do it brings our vision and purpose to life’ guided the development and implementation of every sustainability strategy and activity.

Key FY22 achievements

**Continued APA’s net zero journey** by progressing the Net Zero and Climate Transformation Program, setting interim targets and publishing a Climate Transition Plan.

**Accelerated the integration of Sustainable Development Goals (SDGs) into core business management** by participating in Global Compact Network Australia’s (GCNA) 6-month Sustainable Development Goal (SDG) Ambition Accelerator.

**Further strengthened APA’s commitments to climate and sustainability** by joining the CEO Climate Leaders’ Coalition and the UN Global Compact (UNGC). We submitted APA’s 2022 Communication on Progress to the UNGC to demonstrate our commitment to making the UNGC and its principles part of APA’s strategy, culture and day-to-day operations, and we participated in UNGC’s Early Adopter Program for communicating on our progress in their new digital platform.

**Joined an industry-wide and cross-sector conversation** around stimulating demand for low-carbon materials by becoming a Founding Member of the Materials and Embodied Carbon Leaders’ Alliance.

**Published our Climate Change Policy** that informs our approach to addressing the global challenge of climate change and the transition to a Net Zero economy.

**Submitted APA’s FY21 NGER report** under the National Greenhouse and Energy Reporting Act 2007 to the Australian Clean Energy Regulator in October 2021. Third party reasonable assurance found no significant corrections or misstatements in our report.

**Contributed to the Energy Charter’s partner, Uniting**, to support a 12-month program helping vulnerable people impacted by the COVID-19 pandemic in better managing their energy costs.

**Commenced implementation of APA’s Community and Social Performance Strategy (2022–25)** to help us better understand and work with communities so we can manage our impacts appropriately and deliver outcomes that reflect their values, needs and aspirations.

**Built the foundations for developing a Reconciliation Action Plan (RAP) in FY23.** The RAP will recognise and formalise APA’s responsibilities towards reconciliation and support outcomes for First Nations peoples.



Sustainability @ APA continued

Supporting the UN Sustainable Development Goals

APA supports sustainable development, so we have mapped the material sustainability issues in the APA Sustainability Roadmap to the UN Sustainable Development Goals (SDGs). By seeking to align outcomes to the UN SDGs we aim to ensure we consider sustainable development in our daily operations.

		APA SUSTAINABILITY ROADMAP								
		BUILD				ACCELERATE	MAINTAIN & EVOLVE *			
		Climate Change Transition & Risk	Community & Social Performance	First Nations People	Sustainable Development	Environmental Management	Safety, Health & Wellbeing	Diversity & Inclusion	People & Culture	Governance & Risk Management
UN SUSTAINABLE DEVELOPMENT GOALS		No poverty								
		Zero Hunger								
		Good Health & Wellbeing					✓		✓	
		Quality Education		✓	✓	✓			✓	
		Gender Equality		✓	✓	✓		✓	✓	
		Clean Water & Sanitation					✗			
		Affordable & Clean Energy	✓	✓		✓				
		Decent Work & Economic Growth	✓	✓	✓	✓			✓	✓
		Industry, Innovation & Infrastructure	✓			✓				
		Reduce Inequalities			✓	✓		✓		
		Sustainable Cities & Communities		✓		✓	✗			
		Responsible Consumption & Production					✗			✓
		Climate Action	✓			✓				
		Life Below Water								
		Life on Land					✗			
		Peace, Justice & Strong Institutions			✓	✓				✓
		Partnerships for the Goals		✓		✓				✓

\* The 'Maintain & Evolve' areas in the Roadmap are areas where we already have existing plans and processes in place, with opportunities for incremental improvements.



## Governance

Robust corporate governance policies and practices facilitate the responsible creation of long-term value for Securityholders and help APA to meet the expectations of other stakeholders.

### Strong governance structure underpins a responsible business

The [APA Board](#) is committed to ensuring the highest standards of corporate governance for our business. The Board believes that robust corporate governance policies and practices help APA to create long-term value for securityholders responsibly and to meet the expectations of other stakeholders.

APA's risk-based governance framework seeks to ensure critical sustainability risks and opportunities are escalated through the Executive Leadership Team to the Board. This occurs either directly or with the support of the Executive Risk Management Committee or the Board committees for Audit and Risk Management and Health, Safety, Environment and Heritage (HSEH).

During FY22, the Board reviewed the roles and responsibilities of the Board and its Committees, with a particular focus on the Board's oversight of sustainability-related matters (including climate change). The review resulted in the following updates to the Charters, which are to come into effect during FY23:

- **Sustainability focus:** The remit of the HSEH Committee is to be expanded to reflect APA's increasing focus on sustainability, environment (including climate), social and governance matters. This includes the Committee having greater involvement in strategy, risk and policy matters in these areas. The Committee will be re-named the "Safety & Sustainability Committee."
- **Split of Audit and Risk Management Committee:** This committee is to be divided into two committees, an "Audit & Finance Committee" and "Risk Management Committee" to facilitate a continued, strong focus on the respective areas within each committee's remit.
- **Sustainability input on remuneration:** The People and Remuneration Committee charter will explicitly recognise the Safety and Sustainability Committee's role in providing feedback on PA's performance against sustainability-related remuneration targets.

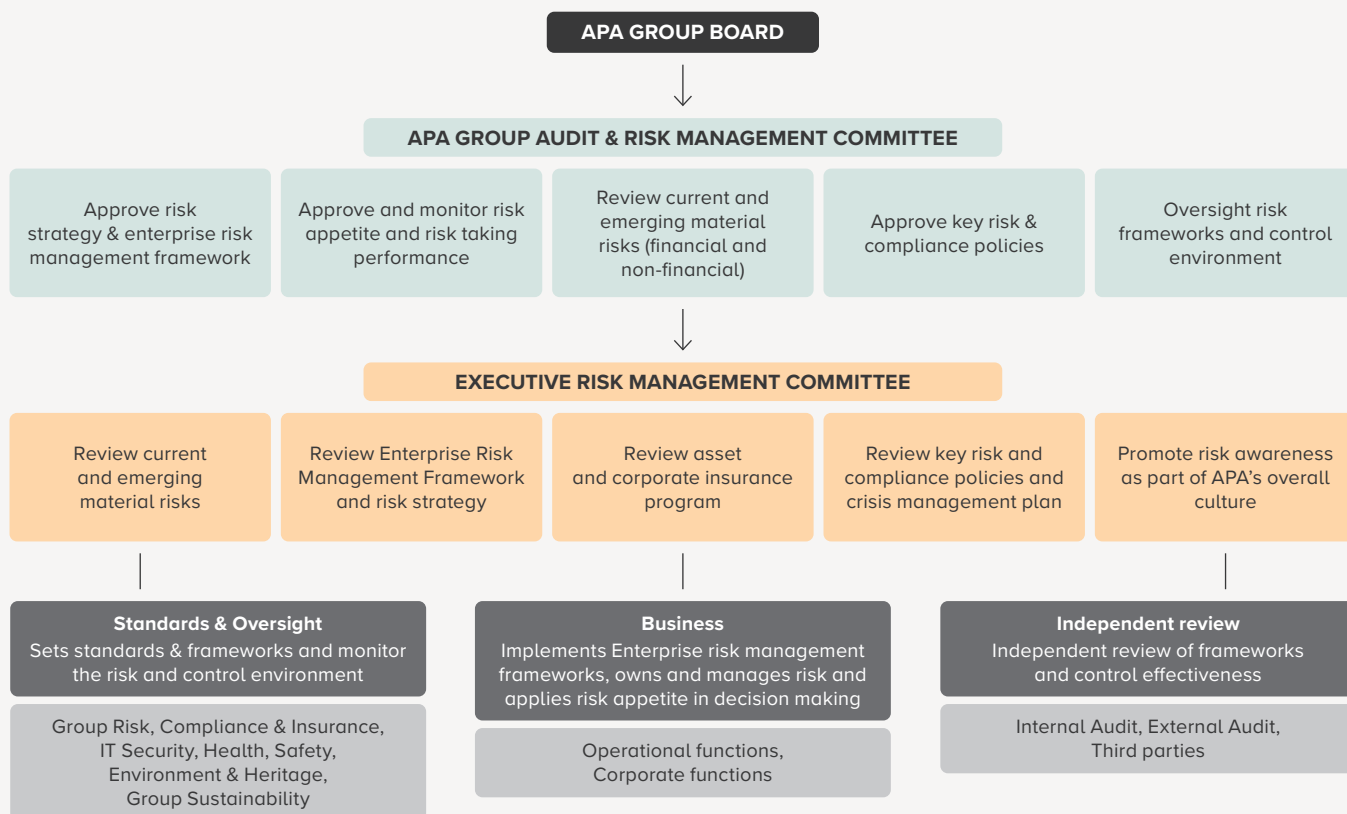
An executive steering committee and cross-functional working groups within the business support sustainability issues, governance and oversee sustainability strategies.

Consistent with APA's Sustainability Policy, APA's Sustainability and Community Team is responsible for stewarding our approach and ensuring our sustainability objectives are integrated with corporate strategy, decision-making and business processes. The team is also accountable for APA's sustainability and climate policies, frameworks and standards, including delivering the Sustainability Roadmap.

Please see the [APA Corporate Governance Statement](#) for more information.



## Governance continued



## Risk management

The Board is responsible for reviewing and considering the potential impacts of sustainability related risks (including climate change) across the organisation and overseeing our sustainability strategies.

All sustainability risks and opportunities are managed in accordance with APA's Risk Management System (RMS). The system is aligned with the ISO 31000 international standard for risk management and provides for effective risk management and strong risk considered decision-making. The Board Audit and Risk Management Committee approves APA's Risk Management System and oversees material sustainability risks.

The RMS considers sustainability risks, including environment, social, and governance risks and climate risks. These and other material risks are disclosed in APA's *Annual Report 2022*. Our [Risk Management Policy](#) sets out APA's overall risk management principles and approach to risk management.

The RMS was internally reviewed in FY22 and confirmed as robust. The Board Audit and Risk Management Committee also reviewed performance against our current Risk Appetite Statement and the Board approved a number of updates reflecting APA's current strategy.

APA's Risk Appetite Statement recognises key risk areas for sustainability, including the need to respond to market changes (including decarbonisation) and the development of new skills and capability in new energy technologies.

Whenever APA's performance was outside our stated risk appetite during the year, we identified actions that would return most of the risks to target and developed plans to implement them.

During the year, APA continued to monitor risk maturity across the business and drive improvements that matured our risk management capabilities. To support the forward-looking nature of risk management, we implemented key risk indicators and emerging risks and measured APA's overall risk culture as part of an organisation-wide culture assessment.



## Governance continued

### Ethics and integrity

Key policies governing ethics and integrity at APA include:

- **Code of Conduct:** The principles and business standards that support safety, anti-harassment, anti-bullying, anti-discrimination, human rights, community engagement, environmental protection, anti-corruption and data privacy and security, and prevent anti-competitive behaviour. The Code of Conduct was updated during FY22.
- **Diversity and Inclusion Policy (including Equal Employment Opportunity):** Our principles for a diverse and inclusive workplace, including guidelines on acceptable behaviour and anti-discrimination practices.
- **Anti-Bribery and Corruption Policy:** Our commitment to fostering business integrity including detecting and preventing bribery, corruption and fraud.
- **Compliance Policy:** The principles and approach that support a culture of regulatory compliance and ethical decision-making.
- **Whistleblower Policy:** The process for our people to report matters of concern and suspected wrongdoing that constitute reportable conduct.
- **Executive Clawback and Malus Policy:** Our commitment to aligning executive remuneration with the interests of Securityholders.

All these policies are supported by standards that set out performance requirements, and detailed procedures. Our policies, standards and procedures are periodically reviewed to ensure they remain relevant with key policies and standards made available to all staff on APA's intranet.

### Reports and incidents

APA's Anti-Bribery and Corruption Policy prohibits bribery and corruption in any form. The Policy mandates our anti-bribery and corruption program and covers approvals for gifts, sponsorships, donations and entertainment, third party due diligence, and provides for monitoring and reporting.

We maintain a Whistleblower Line through an externally managed disclosure service as an independent, impartial and confidential means of reporting potential incidents. Through the Whistleblower Line and our internal reporting channels, we identify and record material breaches of the APA Code of Conduct and any actual or potential incidents relating to fraud, bribery and corruption.

During the year, management continued to raise awareness of the whistleblower process through regular employee communications, which was also emphasised when the updated Code of Conduct was rolled out. Awareness activities of the Whistleblower Policy and the independent hotline continued through FY22 with the number of reports increasing slightly in the reporting period. We continue the awareness program as part of ongoing business as usual whilst also ensuring that there is rigorous investigation of all allegations in accordance with our Policy.

APA recorded zero incidents of fraud, bribery or corruption in FY22 and received no fines for non-compliance with any laws or regulations related to bribery or corruption.

There were four material breaches of the APA Code of Conduct, relating to unacceptable behaviour, breach of key policies and sexual harassment in FY22. Each incident was fully investigated, with performance management actions put in place. The Audit and Risk Management Board committee was fully informed of all incidents and outcomes.

### Political donations

In FY22, APA remained a member of the Liberal Party of Australia's Australian Business Network and the Federal Labor Business Forum. These business-focused political forums are part of the APA stakeholder engagement program.

APA does not permit direct political donations to any political party, representative or candidate.

### Membership of associations

APA participates in a number of industry associations where we help to develop industry standards and share best practice to support public policy development.

#### FY22 associations

- Australian Hydrogen Council
- Australian Pipelines and Gas Association
- Business Council of Australia
- Chamber of Minerals and Energy of Western Australia
- Clean Energy Council
- Climate Leaders' Coalition
- Committee for Economic Development of Australia
- Committee for Gippsland
- Energy Club NT
- Energy Networks Association
- Energy Users' Association of Australia
- Energy Transition Initiative
- Gas Energy Australia
- Institution of Chemical Engineers (IChemE) Safety Centre
- Regulatory Policy Institute
- Safer Together
- Toowoomba and Surat Basin Enterprise

#### FY22 signatories

- Energy Charter
- United Nations Global Compact
- Methane Guiding Principles

Governance continued





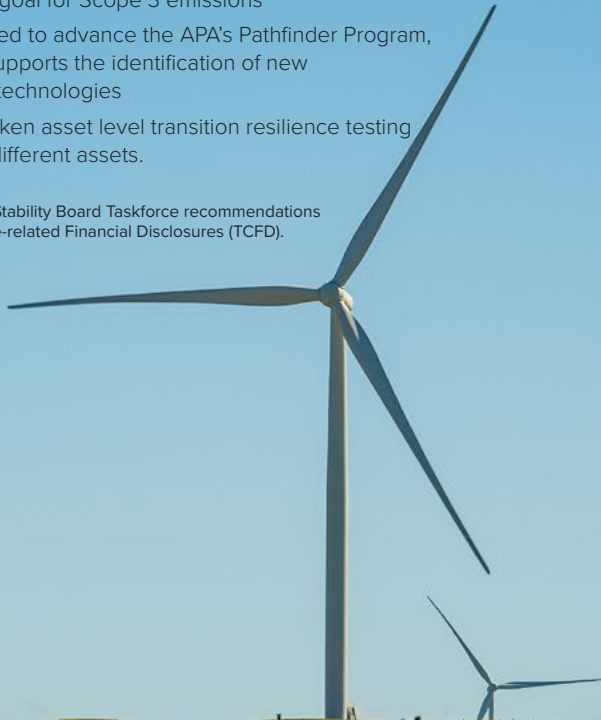
## Climate change and energy transition

APA’s approach to climate change continues to build significant momentum with the delivery of our Climate Transition Plan. The TCFD-aligned<sup>1</sup> plan addresses our role in Australia’s energy transition, commitments and pathways to achieve net zero operational emissions.

Over the past 12 months, we have:

- Produced our [Climate Transition Plan 2022](#) which updates APA’s 2020 commitment of net zero emissions by 2050 with more tailored targets, goals and commitments for 2030, 2040 and 2050, that is fit for purpose for our business
- Evaluated the opportunities and pathways to get there
- Undertaken work to understand the capital required to support structural abatement for emissions reductions
- Strengthened supporting governance structures, including approval of a [Climate Change Policy](#) and identification of critical controls
- Progressed important foundational work and set a timeline to set a goal for Scope 3 emissions
- Continued to advance the APA’s Pathfinder Program, which supports the identification of new energy technologies
- Undertaken asset level transition resilience testing of four different assets.

1. Financial Stability Board Taskforce recommendations on Climate-related Financial Disclosures (TCFD).



Released our  
**CLIMATE  
TRANSITION**  
PLAN



Established  
**INTERIM TARGETS  
AND GOALS**



Progressed  
**RESILIENCE  
TESTING**  
OF FOUR ASSETS



Signatory to the  
**METHANE GUIDING  
PRINCIPLES**



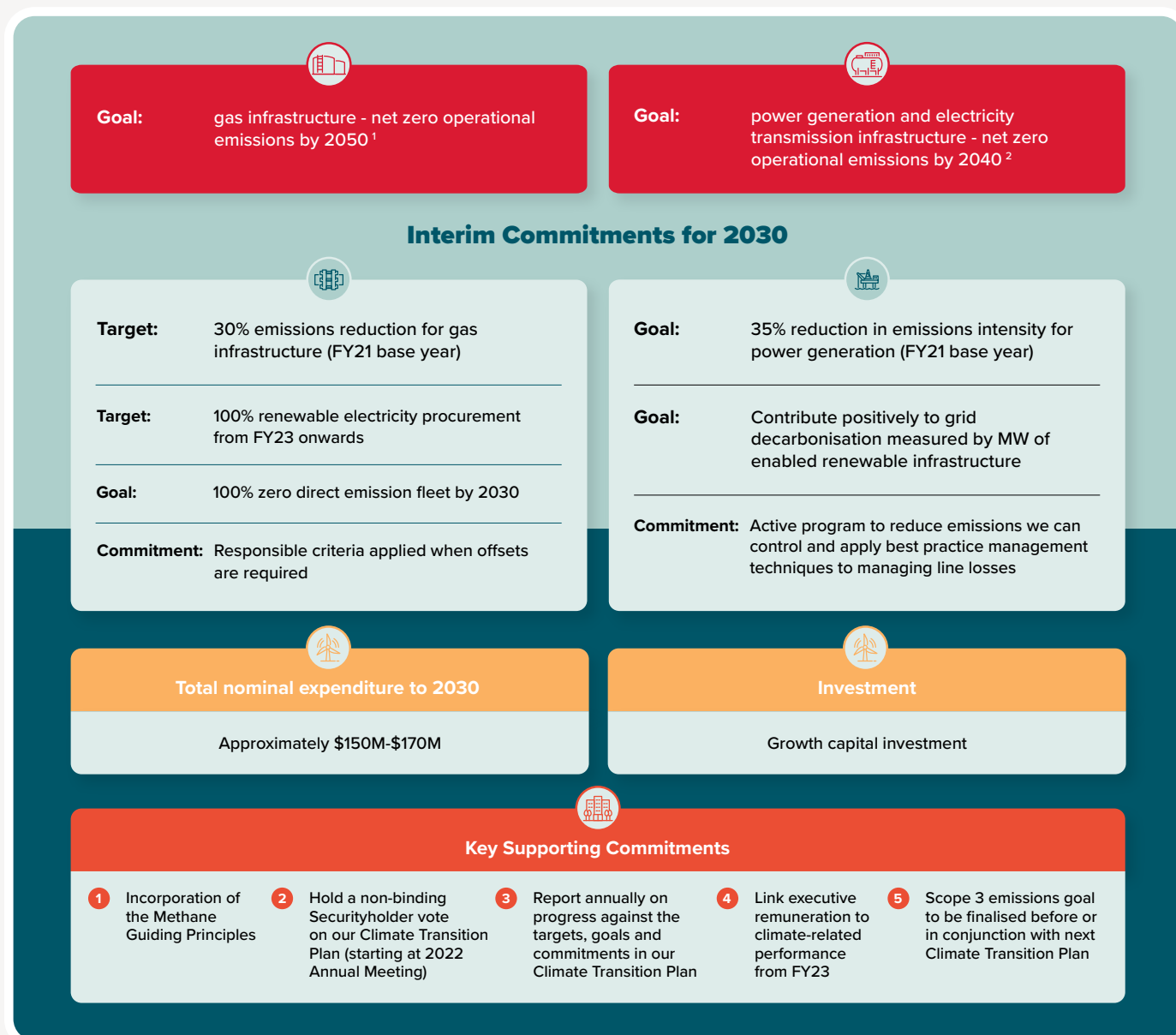
Published  
**CLIMATE  
CHANGE**  
POLICY



Identified  
**CRITICAL CONTROLS**  
TO SUPPORT THE IMPLEMENTATION OF OUR  
CLIMATE TRANSITION PLAN

## Climate change and energy transition continued

### Our targets and goals <sup>2</sup>



1. Includes transmission, distribution, gas processing, storage and corporate.

2. Includes power generation and interconnectors.

APA's interim commitments on the pathway to net zero, have been assessed as fit for purpose and tailored to reflect the different rates of decarbonisation of our diversified energy infrastructure portfolio. Our approach prioritises structural abatement where reasonable, however when we need to, we will use high-quality offsets that meet clearly defined responsibility criteria.

Based on our assessment, we have sought to set interim targets and goals that align with the Paris goal to limit warming to well below 2.0°C.

Now that we have evaluated and set our interim targets, we will enter a 12 month phase to embed our commitments into our ways of working.

2. Note key definitions: Targets - An intended outcome in relation to which we have identified one or more pathways for delivery of that outcome, subject to certain assumptions or conditions. Goals - An ambition to seek an outcome for which there is no current pathway(s), but for which efforts will be pursued towards addressing that challenge, subject to certain assumptions or conditions.



## Climate change and energy transition continued

Our approach for setting targets and how we will achieve them, is described in APA's TCFD-aligned Climate Transition Plan.

APA's net zero commitments sit within the context of APA's Corporate Strategy and our role in Australia's energy transition. Our energy infrastructure assets play a critical role contributing to Australia's decarbonisation journey and our responsibilities in the transition demand an economy-wide perspective.

This means some investments may, on their own, increase APA's short term emissions to support higher renewable energy penetration in the overall system. Our *Climate Transition Plan* explains how we plan to respond to and disclose our response when this occurs.

### Strengthened supporting governance structures

Our new Climate Change Policy formalises APA's position on climate change, by establishing our strategic position and commitments to addressing the challenges of climate change and decarbonisation.

Our policy seeks to ensure that APA's activities are conducted in line with our group purpose, vision and strategy and that risks and opportunities are appropriately managed and realised.

To help to ensure that climate change-related risks and opportunities and our net zero goals are considered in the way that we work, we identified key business processes and critical controls that have a significant impact on emissions and commenced the process to make additions or updates.

### Managing climate risk

We continued to evolve our approach to scenario analysis and resilience testing during FY22, by taking the next steps to assess specific asset resilience. This involved evaluating four different assets under several Paris-aligned scenarios, including a 1.5°C scenario, to understand potential risks and opportunities.

Our approach to this analysis and an overview of the findings can be found in the Climate Transition Plan.

### Signatory to Methane Guiding Principles

The Methane Guiding Principles (MGP's) are a global multi-stakeholder partnership that promotes a best practice approach for reducing methane emissions in the natural gas value chain and transition to a low carbon future.

During FY22, APA became a signatory to the MGP's and assessed our approach to managing methane against them. This assessment informs the actions we will take to address some of the opportunities identified in our plan and realise our reduction targets.

## FY21 Emissions profile and performance

### Emissions footprint

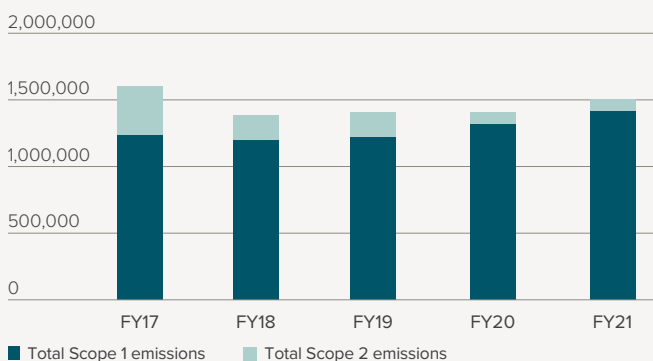
On balance, our total emissions footprint increased compared to the previous year. Scope 1 and Scope 2 emissions increased by 7.2% from FY20 as outlined below.<sup>3</sup>

CHANGE	FY20	FY21	REASON
<b>Scope 1 emissions</b>			
8.1% increase	1,322,249 t CO <sub>2</sub> e	1,429,978 t CO <sub>2</sub> e	Higher demand for electricity at Diamantina Power Station
<b>Scope 2 emissions</b>			
6.8% decrease	87,765 t CO <sub>2</sub> e	81,790 t CO <sub>2</sub> e	Reduced line losses from less demand on APA's electricity interconnector assets

Under the NGER Act's safeguard mechanism, 78% of APA's Scope 1 emissions came from assets covered by an emissions-limiting safeguard mechanism baseline. The Australian Government have indicated their intention to change the safeguard mechanism and we will actively participate in the consultation processes and advocate for outcomes in alignment with our Climate Change Policy.

To further improve transparency we expanded the disclosure scope of APA's climate indicators to include details of Scope 1 emissions contributions from APA's power generation assets. See the *APA FY22 Sustainability Data Book* for further information.

### Total Scope 1 + 2 Emissions Footprint (t-CO2e)<sup>1</sup>



1. Greenhouse gas emissions data has been calculated in accordance with methodologies under the National Greenhouse and Energy Reporting Act 2007 (NGER Act).

### FY21 Emissions compliance

Our voluntary independent audit found no non-compliances with the accuracy of our NGER data across all of APA facilities.

We established an emissions data improvement project and continued to enhance our reporting systems by addressing opportunities identified by the FY21 internal fresh eyes' review.

To further enhance analysis, we will progress improving our emissions management and data integrity, as a part of APA's Climate Change Management Framework.

3. Data is for October 2021 as provided to the Australian Clean Energy regulator under the National Greenhouse and Energy Reporting Act 2007 (NGER Act).

## Climate change and energy transition continued

### Supporting a lower carbon future and the energy transition

#### APA's Pathfinder Program

Established in FY21, APA's Pathfinder Program delivered fresh opportunities to participate in emerging energy infrastructure markets in FY22, such as clean molecules, energy storage and new technologies.

Our landmark Parmelia Gas Pipeline (PGP) conversion project in Western Australia continued to provide insights into the potential role of natural gas transmission pipelines in transporting hydrogen and progressing decarbonisation. At the Australian Pipelines and Gas Association (APGA) conference in October 2021, and the Joint Technical Meeting (APGA, PRIC and EPRG)<sup>4</sup> in Edinburgh in June 2022, APA released the project's Phase 1 findings. Phase 2 of the project began in late 2021: see the 'Parmelia Gas Pipeline (PGP) supports clean energy transition' case study for more details.



#### Case study

#### Parmelia Gas Pipeline (PGP) supports clean energy transition

Announced in FY21 under the Pathfinder Program, this landmark project proposes to convert 43 km of the PGP from natural gas to 100% hydrogen.

The first phase confirmed the technical viability of the pipeline to transport 100% hydrogen without reducing operating pressure. Based on these results, APA received \$300,000 from the Western Australian Government's Renewable Hydrogen Fund in September 2021 to progress the project.

In an Australian first, a new laboratory opened at Wollongong University to test pipeline samples under pressurised hydrogen gas conditions. The results will inform the safe operating guidelines for the pipeline and prove its operational capacity to transport hydrogen.

Building on the success of these early trials, APA signed an MOU with Wesfarmers Chemical, Energy and Fertilisers (WesCEF) in May 2022 to undertake a pre-feasibility study for producing and transporting green hydrogen via the PGP to WesCEF's ammonia production facility in Kwinana, Western Australia. This will facilitate the production of green ammonia and other sustainable chemicals.

In September 2021, APA joined a consortium of Australian and Japanese energy players in an effort to establish Queensland's largest green hydrogen project. This aims to begin production in the mid-2020s, scaling up to over 3 GW of electrolysis capacity by the early 2030s. For more details, see the APA joins international consortium to ramp up hydrogen production case study.

We also investigated opportunities for blue hydrogen, incorporating hydrogen production with carbon capture and storage in Western Australia. In a consortium with Pilot Energy and Warrego Energy Limited, we completed a pre-feasibility study in FY22 that assesses the potential use of the Cliff Head oil project and other reservoirs across the broader Perth Basin to store the captured carbon dioxide.



#### Case study

#### APA joins international consortium to ramp up hydrogen production

In September 2021, APA commenced a new Pathfinder Program initiative: joining Australian and Japanese energy players, Stanwell, Iwatani Corporation, Kawasaki Heavy Industries, Kansai Electric Power Company and Marubeni, to complete a detailed feasibility study into developing a large-scale green hydrogen export project from Central Queensland to Japan. The project aims to begin production in mid-2020s scaling up to more than 3GW of electrolysis capacity by the early 2030's.

The consortium businesses provided in-kind and financial contributions and the project received funding from the Queensland Government, Australian Renewable Energy Agency and the Japanese Ministry of Economy, Trade and Industry. In June 2022, the Queensland Government committed a further \$15 million to fast-track front-end engineering and design studies for the project, with the goal of a Final Investment Decision (FID) in FY23.

This could potentially be Queensland's largest renewable hydrogen project, producing 800 tonnes a day of clean, green hydrogen by the early 2030s. It will underpin Japan's future hydrogen supply and add more than **\$12 billion** to Queensland's gross domestic product over its 30-year lifespan.<sup>5</sup>

4. Australian Pipelines and Gas Association, Pipeline Research International Council and European Pipeline Research Group.

5. Queensland Government funding fast-tracks Gladstone hydrogen hub 24 June 2022.



## Community and Social Performance

Community and Social Performance (CSP) is core to APA's ability to deliver on our purpose of strengthening communities through responsible energy. Strong, respectful and mutually valuable relationships with stakeholders are key to our success.



Commenced implementation of APA's  
**COMMUNITY AND SOCIAL PERFORMANCE STRATEGY**  
(2022-25)



Delivered  
**2 STAKEHOLDER PANEL SESSIONS AND 2 STAKEHOLDER ADVISOR FORUMS**  
gaining insights into the interests, concerns and expectations of our stakeholders



**10,848 EFFECTIVE LANDHOLDER CONTACT VISITS**  
THROUGH OUR LANDHOLDER CONTACT PROGRAM



Built the foundations for developing a  
**RECONCILIATION ACTION PLAN (RAP)**  
IN FY23

## Community and Social Performance continued

### Building stronger CSP

Strengthening our approach to CSP is a priority for APA. We aim to better understand and work with communities so we can manage our impacts appropriately and deliver outcomes that reflect their values, needs and aspirations.

In FY22, we moved from developing to implementing the APA CSP Strategy (2022–25). Our CSP Strategy supports APA by:

- Strengthening our CSP expertise and capability
- Building a new CSP management system, with enhanced standards, a formal grievance management approach and better measurement and monitoring practices
- Enhancing consultation techniques and shifting engagement to be more proactive and relationship-focused
- Making sure we consider social impact and opportunity early in business processes and decision-making
- Shifting social investment to focus on sustainable development outcomes (see case study below).

### Community and stakeholder engagement

To continue delivering energy responsibly, APA's goal is to do the right thing by community stakeholders and build positive, open relationships with them.

#### Stakeholder Advisory Panel and Forums

APA's Stakeholder Advisory Panel and Forums are important platforms for gaining insights into the interests, concerns and expectations of our stakeholders and the broader community. During FY22, we hosted two Panel sessions and two Stakeholder Advisory Forums. The key topics for discussion included: gas affordability, the policy environment facing APA and its impact on investment, and managing the energy transition towards net zero.

#### The Energy Charter

APA's [Customer Promise](#) supports our belief that 'what's good for the customer is good for the business'. This is one reason APA is a founding member of the [Energy Charter](#), a national CEO-led collaboration that supports better outcomes for energy customers.

We are one of 18 Australian energy businesses across the industry supply chain that has committed to the Energy Charter. Launched in January 2019, it aims to engender collective accountability across the whole energy supply chain to improve customer outcomes.

The Charter sets out five principles to advance its vision of 'Together, deliver energy for a better Australia'. Each Principle is supported by Principles in Action, against which members of the Charter publicly report their progress every year.

### The Energy Charter's 5 Principles



In September 2021, we submitted APA's second disclosure report under the Energy Charter. A copy of this report is published on the [APA website](#).

APA also contributed to the Energy Charter's [Better Practice Guide to Landholder and Community Engagement](#). This collaborative effort between industry and landholder representative groups will help to drive the respectful engagement required to design, develop, deliver, operate and maintain APA's new and existing energy assets.



### Engaging with communities

To build trust with people living in areas where APA operates, we aim to understand and effectively manage our actual and potential impacts on these communities. We work hard to better understand and consider community concerns and values in our planning, operations and behaviours so we can exceed the minimum standard of regulatory compliance.

In addition to APA's business as usual community engagement activities in FY22, we developed and/or implemented targeted community consultation programs for several key projects, including the Northern Goldfields Interconnect, East Coast Grid Expansion, Kurri Kurri Lateral Pipeline and the Central Queensland Hydrogen Project.

These programs focused on ensuring we considered community concerns and aspirations during project development and engaged with local landholders, communities and Traditional Owners.



Community and Social Performance continued

Landholder engagement

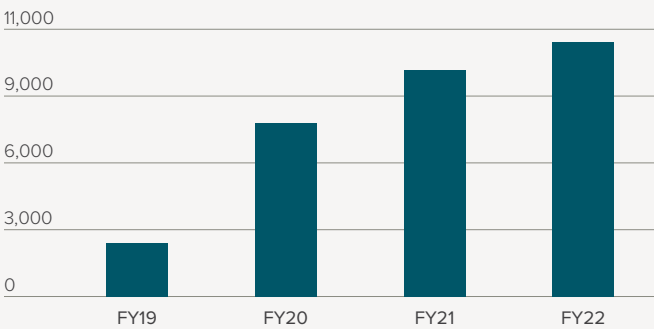
APA engages regularly with pipeline landholders to keep them up-to-date and support safety outcomes when people are working near our assets.

In FY22, we continued to run the annual APA Landholder Contact Program, sharing operational information with landholders and providing Dial- Before-You-Dig information. We also enabled landholders to update APA about their activities, access and notification requirements, and to raise any concerns.

With COVID-19 and natural disaster restrictions continuing during the year, we maintained a flexible approach that combined face-to-face visits with phone contact to maintain continuity. The number of landholder contact visits increased to from 10,538 in FY21 to 10,848 in FY22.

Despite a forced reduction in face-to-face contact, our engagement remained effective. APA received a large number of positive feedback messages from landholders and continued to see better landholder engagement for works near our assets.

Number of Landholder Contact Visits



Strengthening relationships with First Nations peoples

Throughout FY22, we focused on building a better understanding and awareness of First Nations peoples across the APA business. During the year, we began building the foundations for developing a Reconciliation Action Plan (RAP) in FY23. The RAP will recognise and formalise APA's responsibilities towards reconciliation and support outcomes for First Nations peoples.

A number of our FY22 initiatives aimed to improve awareness, respect and recognition of First Nations peoples.

- We installed an Acknowledgement of Country and artwork by a Traditional Owner in the foyer of APA's new Perth office, and engaged with Whadjuk People and Noongar language representatives to name meeting rooms using traditional Noongar language.
- APA volunteers supported National Reconciliation Week and National Aborigines and Islanders Day Observance Committee (NAIDOC) activities across the business. The events invited our people to learn more about the history, culture and achievements of Aboriginal and Torres Strait Islander peoples, and to consider how APA can contribute to reconciliation.
- We increased consideration for First Nations peoples and businesses in our workforce and supply chain. During the year, APA became a member of Supply Nation, a register of verified Indigenous businesses, which will help us to better incorporate First Nations businesses into the APA supply chain.

We also continued finding ways to improve how APA works with Traditional Owners. In particular, the East Coast Grid expansion and Northern Goldfields Interconnect project teams are working closely with Traditional Owners to ensure mutual outcomes for APA and local First Nations communities such as employment and business participation opportunities.

Case study  
Close collaboration leads to successful outcomes

As part of the East Coast Grid Expansion project, APA is constructing a new compressor station near Quilpie next to our South West Queensland Pipeline. The Boonthamurra people are the formally recognised native title holders for the area.

In FY22, APA team members and representatives of the Boonthamurra people successfully negotiated an Indigenous Land Use Agreement (ILUA) for developing the site.

Under the ILUA, APA committed to benefits such as facilitating employment opportunities for Boonthamurra people during construction. We also invited the Boonthamurra people to honour the compressor station with a traditional name. They resolved to call it Moonah ('snake') after the carpet snake that is their totem.

From the outset, APA engaged the Boonthamurra people in early and meaningful discussion on land access and cultural heritage aspects of the project. Cultural heritage surveys were completed for proposed construction areas and we agreed detailed management measures for the works. A highly significant cultural site was identified and excluded from the project's disturbance footprint.

APA will continue collaborating with the Boonthamurra people to ensure we continue to identify, respect and protect their cultural heritage.



Representatives of the Boonthamurra people, Queensland South Native Title Services and APA.

## Community and Social Performance continued

### Embedding heritage management across the business

We are committed to continuously evolving our heritage practices and finalised APA's new Heritage Framework in FY21 to drive organisation-wide consistency and improvements. The Framework includes a Heritage Standard, Heritage Procedure, two guidelines and supporting state-based historic and cultural heritage assessment templates that inform heritage due diligence processes.

In early FY22, the refreshed heritage requirements were integrated into APA business areas and implemented through toolbox talks, leader briefing sessions and functional and corporate communications. Tailored, interactive training sessions provided focused and state-specific guidance on how to use the tools and processes.

### Using data and systems to bolster heritage practices

To support the implementation of APA's new Heritage Procedure, we systematically identified heritage-listed premises serviced by distribution networks under our management in FY22. This involved comparing existing gas supply points to the relevant state, territory and local government heritage requirements and creating automated alert notifications as part of APA's work order process.

To support centralised management of heritage information and access, heritage data was overlaid on APA's Geographic Information System (GIS). We also developed a GIS-based tool to help staff identify new connections that are heritage-listed so we could account for this in the early stages of scoping and design.

In addition, we developed standardised heritage schema to ensure heritage values are consistently and accurately recorded. The schema is being progressively used in APA's heritage studies. Existing heritage data linked to our assets is being translated into the schema and updated in our systems.

### Increasing employee awareness of heritage values

It is important to APA that our employees not only take responsibility for protecting and managing heritage, but understand the value of it to APA and the communities where we work. In FY22, we developed a heritage awareness training module, 'Being Heritage Aware' and released it organisation-wide in December 2021.

The module features employees and heritage experts sharing what heritage means to them and how APA can act responsibly by working with First Nations peoples and communities to minimise impacts and make positive contributions. By 30 June 2022, 1,294 employees had completed the module.

### Focusing investment on sustainable development outcomes

In FY22, APA developed a new Sustainable Development Investment Framework to guide our community investment across the business towards sustainable development outcomes. The work included developing four investment priority areas and objectives.

The Framework evolved APA's approach to community investment by supporting more meaningful and impactful outcomes for our communities, strengthening alignment with APA's business activities and priorities, and enhancing measurement and focus.

Developing this approach included reassessing existing partnerships and developing new ones to ensure consistent alignment and delivery of sustainable outcomes.







APA employee John (Environment Lead) captures 'before' photos before an upgrade of customer services to a state heritage building in Brisbane, Queensland.



Community and Social Performance continued

APA's Invest Priority Areas

 <p><b>Regional and Remote Communities</b></p> <p>Building the strength and resilience of regional economies and communities located near APA assets/projects</p>	 <p><b>First Nations Peoples</b></p> <p>Working in partnership with First Nations Peoples to support better outcomes for First Nations communities and heritage</p>	 <p><b>Climate Transition</b></p> <p>Supporting communities in climate transition outcomes and adaptation activities</p>	 <p><b>Natural Environment</b></p> <p>Protecting and enhancing the natural environments and biodiversity located near APA assets/projects</p>
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We also recognise the importance of considering the following when designing, selecting and delivering initiatives, investments and partnerships:

Impacted community needs and aspirations	People in vulnerable circumstance	Diversity and inclusion	Access to energy and energy affordability	Building human capability e.g. skills
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Partnerships and employee contributions

APA continued our long-standing partnerships with the Clontarf Foundation and The Fred Hollows Foundation in FY22. We formed partnerships with four new partners: the Stars Foundation, Rural Aid, Uniting and the Plumbing Industry Climate Action Centre.

**Stars Foundation** This partnership complements APA's Clontarf Foundation partnership by supporting initiatives that improve education, health, and employment outcomes for First Nations young women. It reflects APA's overarching commitment to diversity and inclusion.

**Rural Aid** Through this partnership, APA is supporting rural and regional communities as they deal with the increasing threat of natural disasters. Rural Aid takes a proactive approach to natural disasters, aiming to reduce their impact by: preparing and building the resilience of communities to deal with natural disasters, including proactive adaption initiatives; and providing emergency response and support to communities impacted by natural disaster.

**Uniting** APA's partnership with Uniting addresses energy affordability for people in vulnerable circumstances, particularly those facing hardship because of the COVID-19 pandemic. We developed it as part of a wider Energy Charter commitment to addressing energy affordability as an industry.

**Plumbing Industry Climate Action Centre (PICAC)** This partnership supports current and future energy industry training and skills development in Queensland. APA is providing a new gas pipeline connection and mains extension to the PICAC training facility to facilitate high-quality skills training. We are also collaboratively developing energy industry skills, particularly future skills for the hydrogen industry.

As part of our new direction for partnerships, FY22 also marked the end of two long-term partnerships, with the Australian Brandenburg Orchestra and Taronga Conservation Society. APA is proud of the outcomes we supported over the years with these organisations and wish them continued success into the future.



FY22 Community contributions

YEAR END 30 JUNE	UNIT	FY22	FY21
Sustainable development investments	AUD	975,500	371,390
Sponsorships and donations	AUD	101,350	346,000
Employee driven initiatives	AUD	7,430	15,000
<b>Grand total social investment</b>	<b>AUD</b>	<b>1,084,280</b>	<b>732,390</b>

## Community and Social Performance continued

### Case study

#### Recycling scrap metal to support Mondarra

Since 2013, APA's Mondarra team in Western Australia has facilitated more than \$80,000 of donations to local community organisations, non-profits and charities by gifting and repurposing leftover scrap metal from works at our gas storage and processing facility.

Before this program was introduced, contractors would often manage the disposal of leftover or scrap metal in an unstructured way.

APA Regional Manager Mondarra, Mick saw the opportunity to divert funds generated by scrap metal into the community while building local skills and promoting social cohesion.

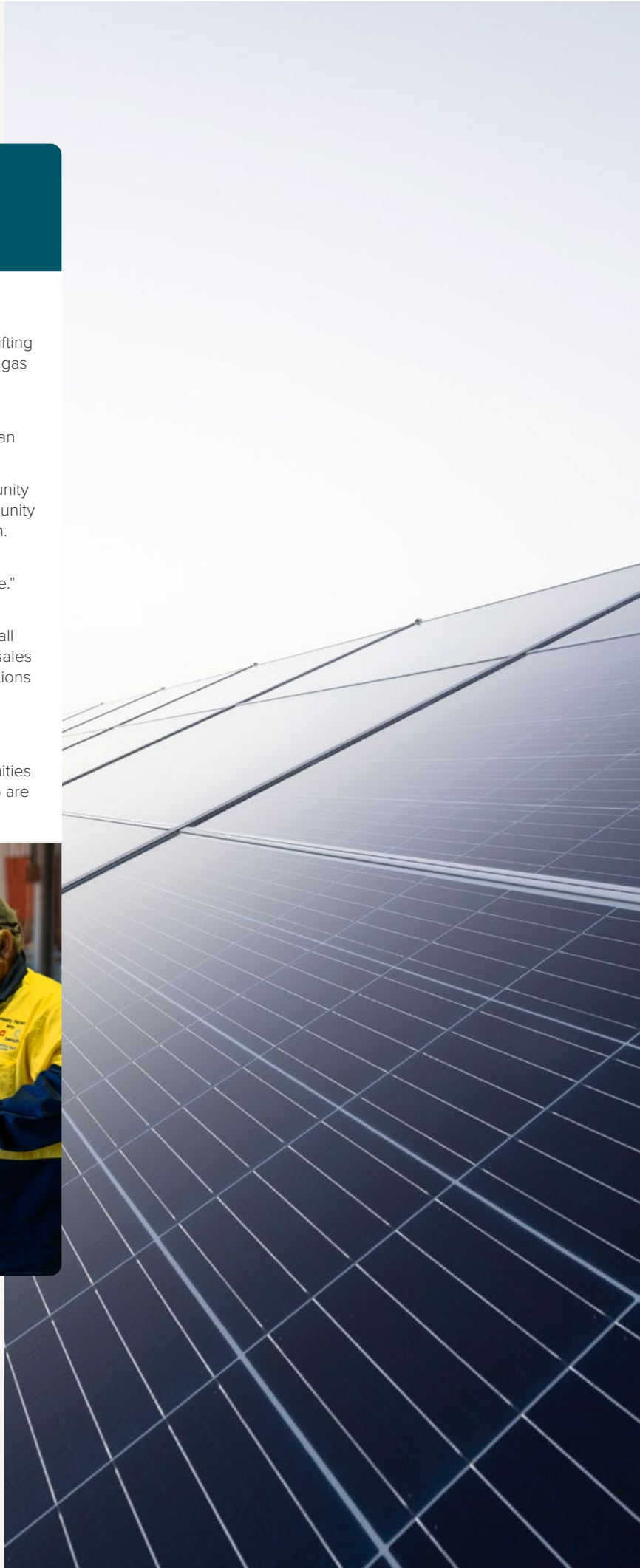
"Scrap copper wiring is most valuable," Mick said. "Removing the insulation makes it 8 times more valuable."

The APA Mondarra team now gives offcuts to the local chapter of Men in Sheds, a community of volunteers of all genders and ages. They clean the copper and donate sales proceeds to community groups such as Dongara RSL, Lions Club and the local fire service and surf club.

APA has set a trend, with other oil, gas and resources companies in the region now recycling scrap metal in a similar way. APA is committed to strengthening communities by supporting local community groups or initiatives who are working to build thriving sustainable communities.



Men in Sheds members removing the insulation from the scrap copper wiring offcuts provided by APA Mondarra.





## Our People

Responsible energy starts with a company where people are proud to work and APA is striving to create a world-class, healthy, safe, inclusive and diverse workplace.



Reached

**30.4% FEMALE  
REPRESENTATION**

WGEA SENIOR LEADERS  
CATEGORY, SURPASSING OUR  
2025 GOAL OF 30%



Launched

**HYBRID@APA  
FLEXIBLE WORKING  
ARRANGEMENTS**

(2022-25)



Voted

**#14 AAGE 2022**  
TOP INTERN PROGRAMS



Enhanced

**PARENTAL LEAVE  
BENEFITS**

FOR PRIMARY AND SECONDARY  
CARERS



Ranked

**#60 AFR TOP 100**  
GRADUATE EMPLOYERS AWARDS

## Our People continued

### Building on our Inclusion and Diversity Strategy

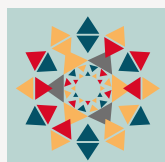
The 4 pillars of APA's Inclusion and Diversity Strategy 2020–2025 are:



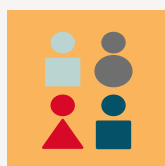
**Gender equality** - We create a level playing field, giving all employees the same chance to reach their potential.



**Flexibility** - We encourage flexible ways of working and empowering our people to think differently about where, when and how they complete work to meet their professional and personal goals and priorities.



**Inclusive Culture** - We build an inclusive culture that values all people and addresses all biases.



**Inclusive Leadership** - We make sure our people feel a sense of belonging, are treated fairly and respectfully, and every voice is heard and valued.

In FY22, we continued to build on our Inclusion and Diversity Strategy 2020-2025. We have a clear vision for embracing diversity and building an inclusive culture where everyone feels safe and valued, and is trusted to do their very best every day.

A key feature of the plan for FY22 was launching our hybrid working strategy, which is aligned to the flexibility pillar of our Inclusion and Diversity Strategy 2020-2025. We also revised the plan to focus our efforts on those strategy components that will best accelerate our vision of an inclusive culture.

Our work in FY22 included:

- Key talent and retention initiatives that progressed APA's Gender Target Action Plan, with a focus on developing and retaining top female talent through transparent talent retention strategies and offering women networking and career growth opportunities.
- Evolving our approach to flexibility by launching the Hybrid@APA Strategy. This balances employee choice with business needs and leverages the benefits of successfully implementing remote working during the COVID-19 period.
- Launching APA's enhanced parental leave benefits for primary and secondary carers, which align with industry benchmarks.
- Launching a targeted APA Listening Strategy featuring culture surveys and renewed exit and onboarding processes, with a view to 'hearing the employee voice'. The strategy includes targeted face-to-face interviews for females.
- Building communications campaigns around key events such as International Women's Day, Pride Week and NAIDOC Week.

### Supporting our people

#### Diversity performance

In FY22, under APA's Gender Target Action Plan, female representation in the Senior Leaders category reached 30.4%, surpassing our 2025 goal of 30%. APA's female representation among total employees rose slightly from FY21, at 29.5% compared to 29.3%.

APA's challenge to increase the employee gender balance in operational divisions continued. These areas have a large proportion of roles requiring science, technology, engineering and mathematics (STEM) disciplines, in which women are generally underrepresented across the industry.

In FY22, only 24% of employees in operational divisions identified as female, compared with 47% in our corporate divisions. With age diversity, 92% of employees were aged 30 years and over. We continued to address this disparity during the year through programs targeting younger talent such as internships and traineeships, APA's Graduate Program and our National Apprenticeship Program.

Reflecting the increased mobility rate being experienced nationally, APA's voluntary employee turnover increased from 7% to 13.4% from FY21 to FY22. To understand and address the reasons for voluntary turnover, we have taken a more targeted approach to the employee experience, and refining our talent and retention strategies.



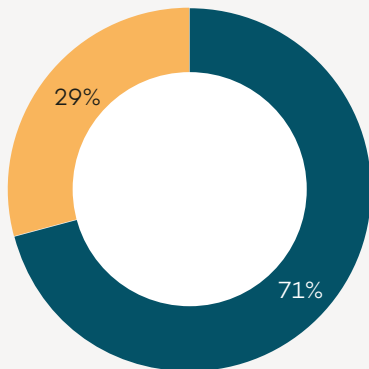
Our People continued

**FY22 Diversity Breakdown**

YEAR END 30 JUNE	Gender %		Age Group %			% Identify as Indigenous <sup>1</sup>
	Male	Female	<30 years	30-49 years	>50 years	
Full APA Board (including non-executive directors)	63	37	0	0	100	0
All employees	71	29	8	58	34	<1
Executive Leadership Team (ELT)	71	29	0	43	57	0
Senior leaders	71	29	0	66	34	0
Other employees	71	29	9	58	33	<1
<b>Divisional Diversity</b>						
Operational Divisions	76	24	8	56	36	<1
Corporate Divisions	53	47	8	66	26	<1

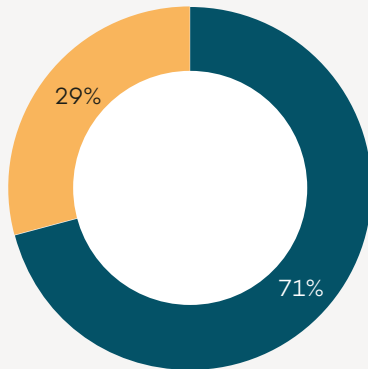
1. The “% Identify as Indigenous” measure relies on voluntary information. This measure represents APA employees who have voluntarily self-identified to APA that they are an Aboriginal and/or Torres Strait Islander person.

**FY22 gender diversity of APA employees**



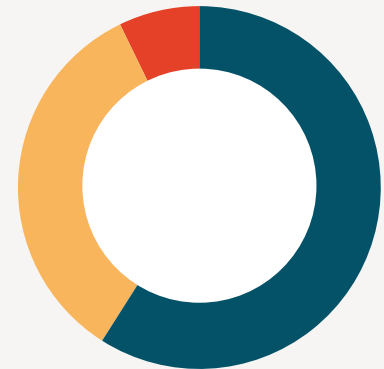
● Male  
● Female

**FY22 gender diversity of APA Executive Leadership Team (ELT)**



● Male  
● Female

**FY21 age diversity of APA employees**



● <30 years  
● 30-49 years  
● >50 years



Our People continued

Case study

Employee voice informs future way of working

RETURN TO WORKPLACE



FUTURE FOCUSED WAY OF WORKING (HYBRID AT APA)

APA's flexible work practices are core to our Inclusion and Diversity Strategy and Employee Value Proposition. We successfully evolved and accelerated these practices in FY22 by launching the Hybrid@APA strategy to clarify expectations around how APA's office-based employees would work in a post-pandemic world.

To develop the Hybrid@APA strategy, APA consulted with different employee groups so we could outline what 'good' would look like as they returned to the workplace. We found they wanted to balance employee choice with the ability to reconnect in the workplace, collaborate cross-functionally and enjoy a greater sense of wellbeing.

In response, APA approved a recommendation for office-based workers to spend 40% of time across a month in the office or co-located at client sites or premises. A key driver for the 'time across a month' approach was considering needs such as shared care arrangements and long commutes. The outcome demonstrated APA's commitment to applying an inclusion and diversity lens to key employee policies.

Freedom of association and collective bargaining

APA supports the right of all our employees to choose whether to be a union member. In FY22, a number of unions were party to five of APA's seven Enterprise Agreements. APA provides industrial relations training for operations leaders in Union Right of Entry and other key Fair Work Industrial Relations principles, such as freedom of association and unprotected industrial action.

Anti-discrimination

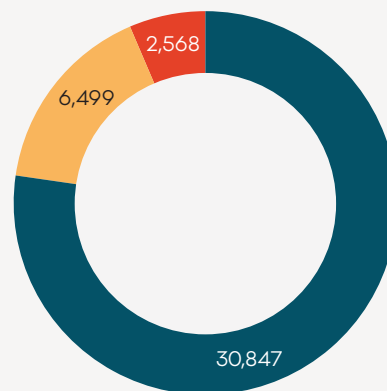
In line with APA's Diversity and Inclusion Policy and the APA Code of Conduct, we do not tolerate any form of discrimination or exclusionary behaviour. In FY22, APA recorded zero incidents of discrimination.

For more information on our People and Employment performance, see the FY22 Sustainability Data Book.

Investing in APA's future

At APA, we continually develop our people's core compliance, technical and leadership skills. In FY22, the APA workforce completed 39,913 hours of training, averaging 17 hours per workforce member.

FY22 workforce training hours by type



- Mandatory APA Compliance Training
- Role-specific training
- Other training

## Our People continued

### Leadership training and capability

APA continued to invest in developing our people during FY22 despite COVID-19 disruptions. We offered online and face-to-face leadership and professional development by:

- Continuing to invest in the Digital Learning Library (Percipo), with thousands of courses, videos, e-books, and audiobooks that employees can access any time from any device.
- Focusing on team effectiveness by rolling out workshops to our senior leadership teams across the business.
- Delivering our Leading at APA course through virtual workshops that equipped our leaders to have quality conversations. Over 70% of APA’s people leaders completed this program in FY22.
- Revamping our Leading and Navigating Change program, which provide leaders and employees with the knowledge and skills to navigate change successfully.
- Launching two new communication programs: Power of Presentation and Communicating for Success.
- Starting a new leadership initiative that involved designing a leadership curriculum in partnership with a business school.

### Technical training

In FY22, we further increased the accredited programs offered to APA employees by adding a Certified Locator qualification training program.

Our training programs for technical and compliance skills continued to run regardless of COVID-19 lockdowns with a significant number of programs moving to virtual classroom delivery wherever practical. This enabled us to keep our workforce skilled and compliant throughout this period.

## Talent pipeline

### Programs to encourage young talent

PROGRAM	FY22 Numbers
Intern Program	18 interns 55:45 gender split
Graduate Program	13 graduates 46:54 gender split

### IGNITE program

APA’s IGNITE program is building our pipeline of future leaders by giving high-potential employees the skills and knowledge they need to succeed at APA, and in the wider industry.

Since its launch in FY20, almost 60 employees have embarked on the IGNITE development journey. They have been drawn from all areas of the business and almost half are female. As well as enhancing individual development and career progression, the program has resulted in workplace projects with the potential to improve APA’s performance.

Our third cohort begins in October 2022.



Taylah a FY22 apprentice.

## Case study

### Aligning training with skills needs

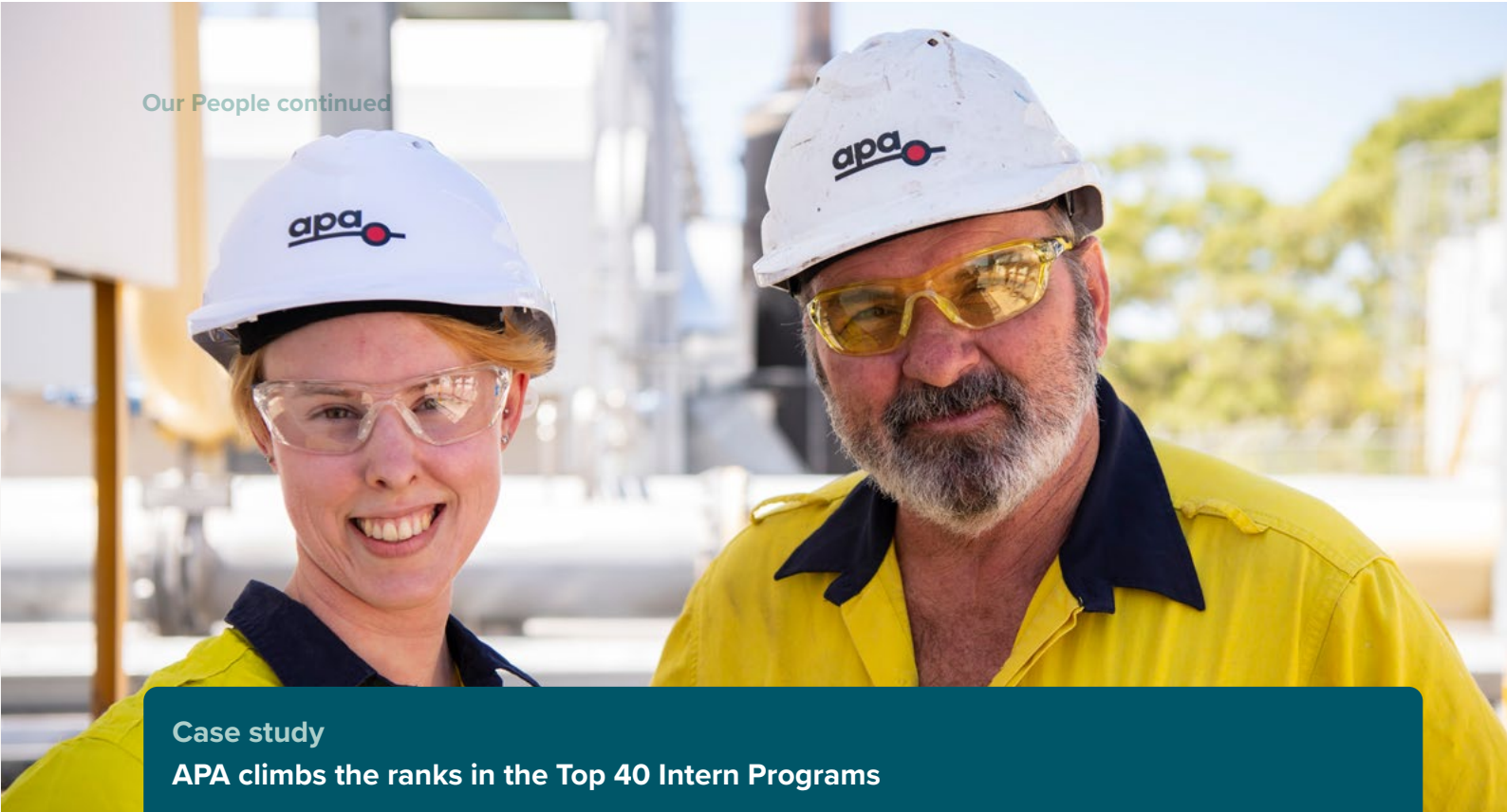
Our industry needs to invest employing and training new younger workers to fill future skilled workforce needs. In FY22, APA’s Operations and Maintenance division developed a workforce plan that identifies the type and location of the skilled tradespeople APA requires over the next five years. The APA Apprentice Program supports this plan.

The Program launched in 2021 with five apprentices. Our apprenticeship program continues to expand with eight apprentices added in FY22. The program has recruited into regional sites with an emphasis on providing employment and skill development for locals. Our technical teams have welcomed the opportunity to coach and mentor these young apprentices. Nine people were accepted for 2023.

Taylah (pictured) is an Apprentice Electrical and Instrumentation Technician who joined APA in 2022. “The job varies from day to day. Some days are in the workshop making electrical panels, others I am installing new sites or maintaining pressure at customer sites. I enjoy working outdoors, having a variety of jobs each day and being hands-on. The people I work with are very welcoming” she said.

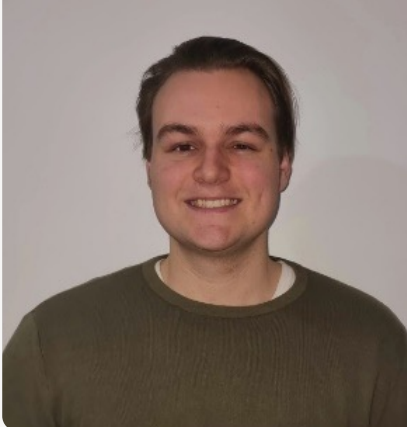


## Our People continued



## Case study

## APA climbs the ranks in the Top 40 Intern Programs



Brad, part of APA's intern intake in 2022.

Despite the impact of the COVID-19 pandemic, the APA Intern Program placed 14th in the Australian Association of Graduate Employers [Top 40 Intern Programs for 2022](#). This was our strongest ranking to date.

Brad (pictured), one of 18 APA interns in FY22, spent six weeks in the Infrastructure Engineering team.

"Being part of a team is what I enjoyed the most," said Brad. "Learning about everything and seeing how everyone worked and how I would fit in was great. Everyone I was working with was happy to explain things to me."

Since completing his internship, Brad has been offered a place in the 2023 APA Graduate Program. He will also undertake his thesis as part of his engineering degree on the East Grid Expansion Project with APA from mid-July, before starting officially as a graduate Operational Technology Project Engineer in March 2023.

## Case study

## APA jumps 32 places in Top 100 Graduate Employers



Graduate Program participant, Vaish.

In FY22, we continued to strengthen APA's Graduate Program. As a result, APA jumped from number 92 to number 60 in the annual [GradConnection and Australian Financial Review Top 100 Graduate Employers](#). APA was the fourth most popular graduate employer in the competitive sector of Property, Infrastructure and Logistics.

Thirteen graduates commenced the Program in March 2022. This included Vaish (pictured), a chemical engineering and computer science graduate in APA's Pathfinder – new energy stream.

"APA's Graduate Program is tailored to provide a diversity of experience," said Vaish. "I've gained a more holistic view as the Program has provided me with experiences in different areas of the new energy industry. It has provided me with an opportunity to expand my technical knowledge and further developed my communication skills."

In 2023 APA is planning our largest graduate intake to date by bringing on 20 graduates.

## Health and Safety

APA's foremost priority is the health, safety and wellbeing of our workforce and our communities. We want everyone to go home healthy and safe every day and strive to be world-class in Health, Safety and Wellbeing performance.



Recorded  
**ZERO**  
FATALITIES



Reported  
**1 TIER 1 AND**  
**1 TIER 2**  
PROCESS SAFETY INCIDENT



Reduced  
**HPIFR TO 5.8**  
**FROM 7.11**  
IN FY21



Reduced  
**TRIFR BY 43.1%**  
**TO 3.25**  
EXCEEDING TARGET

## Health and Safety continued



Launched

## LEADING WELLBEING

AT APA



Completed

## 3,842 MANAGEMENT INTERACTIONS

10% MORE THAN FY21

### Delivering against our HSEH Strategy

We completed the final year of APA's three-year Health, Safety, Environment and Heritage (HSEH) Strategy Plan in FY22. Despite the challenges of COVID-19 restrictions, APA implemented several initiatives during the year that drove continuous improvement.

#### Leading from the front

There were 3,842 Management Interactions during the year that showed active and visible leadership in managing safe outcomes for APA's people and the environment. To support our leaders and improve the quality of these interactions, APA introduced a learning module based on relevant skills and rolled it out to all our people leaders.

#### Culture survey

During FY22, we undertook a culture survey across APA through state-level workshops. These included questions around safety, leadership, performance and cultural improvements. The survey included a Safety Index with a range of questions related to APA's safety culture. At 82%, APA scored favourably in the Safety Index, based on a completion rate of 85% across the business.

#### Fatal Risk Protocols

Fatal risks are extreme or high-consequence activities that are sometimes performed in APA workplaces. In some circumstances, these activities could result in incidents and even fatalities if they are not managed and performed safely. Over the past three years, APA has implemented Fatal Risk Protocols that provide specific controls to manage these risks.

In FY22, APA recorded no fatalities.

#### 10 APA Fatal Risk Protocols

- 1 Confined spaces
- 2 Fatigue management
- 3 Mobile plant
- 4 Excavation and trenching
- 5 Prevention of falls
- 6 Driving
- 7 Energy isolation
- 8 Traffic management
- 9 Electrical safety
- 10 Process safety



## Health and Safety continued

### Contractor management

The APA 2020–2022 HSEH Strategy contained specific initiatives for improving contractor management and performance. We identified network activities as an outlier for contractor performance, so it was a key focus for improvement activities during the year, including:

- **Contractor Engagement Program:** Regular meetings with top state and national contractors to improve HSEH performance and build solid working arrangements.
- **Contractor Management Guide:** We developed a standardised guide for all contractors to clarify APA's HSEH requirements and expectations.
- **Contract/tender review:** Contracts and tender documents were reviewed to add more weight to key HSEH performance indicators.
- **Contractor management platform:** APA's Contractor Health and Safety Assessment Tool was incorporated into Avetta (our supplier management platform) and piloted in our Networks business across level 1 and level 2 contractors. We plan to follow this up with training and communication in FY23 before expanding it into other parts of APA's Operations and Infrastructure Development divisions.

These initiatives had several positive impacts on FY22 performance metrics:

- The Contractor High Potential Frequency Rate (HPFR) for the year was 12.17 per million hours worked, a reduction of 30% from 17.4 in FY2020.
- The Contractor Total Recordable Injury Frequency Rate (TRIFR) was 6.25 per million hours worked, a reduction of 60% from 15.63 in FY2020.
- Musculoskeletal injuries accounted for 37% of recordable injuries followed by rolled ankles and knees at 31%. APA's contractor workforce undertakes more manual tasks in less controlled environments than APA employees, leading to more exposure to musculoskeletal injuries.

Contractor management is critical to APA and the 2020-2022 HSEH Strategy recognised this with a dedicated pillar. Following extensive consultation with suppliers and relevant APA personnel, contractor management will span across all pillars in the next HSEH Strategy due to its importance.

### HSEH governance

In FY22, APA developed a hierarchy of HSEH governance, from HSEH Committees and representatives to the Board HSEH Committee. This has ensured information flows more easily up and down the organisation, supporting our continuous improvement efforts.

We also introduced the APA HSEH Leadership Group to provide operational governance for the HSEH Management System and ensure consistency as the HSEH Strategy is implemented across the business. The Group is providing governance for the APA wide HSEH systems and controls and ensures learnings from incidents are actioned and distributed across the business. Its priorities are:

- Executing the HSEH Strategy and providing performance updates to the Executive Leadership Team (ELT)
- Providing governance over HSEH initiatives and tracking their completion against the Plan
- Prioritising efforts to prevent serious harm incidents. (Serious harm incidents are any incident that resulted in or had the potential to result a permanent impairment injury or fatality or significant Environment damage.)
- Reviewing and endorsing APA-wide controls as they relate to the HSEH Management System and looking for continuous improvement opportunities in systems and processes
- Maintaining the APA HSEH Risk Register and reporting material HSEH risks to the ELT
- Monitoring the APA HSEH assurance and audit program
- Monitoring HSEH metrics and indicators and acting on trends.

## Health and Safety continued

### HSEH Governance Structure



#### 1. Board HSEH Committee

External to APA management and provides overall governance for HSEH at APA.



#### 2. Executive Leadership Team

Consists of the CEO and Executive Leadership team. This forum provides overall management governance of HSEH at APA and is used to endorse the strategy and direction for HSEH.



#### 3. HEH Business Leadership Group

Consists of Executive sponsors from Operations, Infrastructure Development and Corporate and includes GMs from across the business. It provides governance for APA-wide controls and initiatives that relate to the Strategy.



#### 4. Business Leadership Teams

Various Leadership teams from around the business that provides governance for business specific HSEH controls and initiatives.



#### 5. HEH Committees and Representatives

Arrangements in place to consult with workers. Mechanisms in place to escalate issues up the Governance framework where required.

### Health and wellbeing

APA leaders play a vital role in supporting our people's mental health and wellbeing. During the year we developed and implemented a Leading Wellbeing training module. This training module is designed to help leaders have important conversations around wellbeing, recognise the early signs of mental illness and provide informed guidance so people can access the help they need, when they need it. This initiative is the start of a larger health and wellbeing program that is vital to our HSEH Strategy.

#### Case study

#### New mobility solution makes information available in the field

This initiative has made safety information available to our field workers when they need it and captures key safety related lead and lag elements.

It is integrated with APA's Safety Management System and the reporting portal, delivering information to all APA staff in real time.

### Planning the next HSEH Strategy

With the APA 2020-2022 HSEH Strategy ending in FY22, we began planning the next phase of APA's continuous improvement journey.

To support our efforts to achieve world-class HSEH performance, we want the new HSEH Strategy to approach everyday HSEH differently. It will be based on three key foundations:

- 1. People lead and systems support:** Reduce the number of top down controls and truly empower those at the frontline.
- 2. People are the solution:** Engage our people more so they own their own solutions.
- 3. Think differently:** Challenge the norm and drive for continuous improvement and innovation.

As part of the development process, we interviewed APA employees about what was working well, what could be improved and what they wanted to see in the next strategy. We consulted with a cross-section of more than 100 employees, including HSEH committees, and received 1,375 items of feedback. Combined with incident and assurance data, the feedback led to the formation of a 5-year rolling strategy that will be reviewed annually.

The revised APA HSEH Strategy sets out four Strategic Objectives and has six Strategic Pillars. Each pillar is supported by initiatives that will deliver the outcomes.

The key focus is strengthening the prevention of serious harm through more standardised and tailored controls that identify and mitigate Critical Risks. This will help to continuously improve APA's Fatal Risk Protocols while expanding the remit of Critical Controls to capture environment and heritage Critical Risks.

Health and Safety continued

HSEH Strategy on a page



Vision

To be the world class in Health, Safety, Environment and Heritage Performance



Strategic Objectives

Leaders, employees are contractors trained, competent and demonstrate responsible decisions in everything HSEH.

Critical Risks are identified and where appropriate, eliminated or managed to an acceptable level of risk.

APA is a learning organisation that applies the lessons from proactive interactions with our people and other industries, incidents, assurance activities and stakeholders.

Our management systems, processes and procedures are streamlined, provide clear direction and allow leaders to maintain a focus in the field.



Strategic Pillars and Deliverables



01

LEADERSHIP, COLLABORATION & LEARNING

Leaders have the appropriate skills and education to undertake HSEH management and drive the appropriate behaviours and outcomes.

The HSEH function and operational personnel have the technical capability and capacity to support delivery of the strategy.



02

SERIOUS HARM PREVENTION

Effective Critical Controls for all High Risk elements are in place:

Critical Controls are clearly defined

Critical Controls are implemented

Critical Control Effectiveness continually evaluated.



03

HEALTH & WELLBEING

Health and wellbeing program in place and working across the organisation:

Fit for Work and Life

Injury prevention

Occupational Hygiene

Workers Compensation and return to work.



04

SYSTEMS, TECHNOLOGY & INNOVATION

A HSEH Management systems framework is established that integrates controls, incident management and assurance activities.

HSEH digital systems are simple to use and provide users with information and insights required.

A single filterable dashboard is in place that covers all HSEH metrics.



05

ENVIRONMENT & HERITAGE

Effective controls and improvement programs are in place to manage environment and heritage risks and deliver on social responsibilities in order to deliver a competitive advantage for APA.



06

PROCESS SAFETY

The APA Process Safety framework is in place to manage major incident risk.

Process Safety is owned by the business and supported by Functional Excellence from the PO Team.



## Health and Safety continued

### Measuring for success

To measure the new strategy’s effectiveness we are developing additional measures. Following a review of the existing KPIs we will add further measures in FY23 that align with the Serious Harm Prevention pillar, including:

- **High-Potential Hazard Frequency Rate (HPHFR):** High-potential hazards are serious harm precursors, so focusing on identifying and eliminating them is an active way to preventing them from occurring.
- **Actual Serious Harm Incident Frequency Rate (ASHIFR):** This lagging metric includes all incidents with an actual serious harm impact per million hours worked.
- **Potential Serious Harm Incident Frequency Rate (PSHIFR):** This lagging metric includes all incidents that had a potential serious harm impact per million hours worked. It is designed to identify incidents that did not result in actual harm but could have. Focusing on these events will enable us to share and implement learnings and prevent actual events.
- **Potential Environment Serious Harm Incident Frequency Rate (PESHIFR):** Includes all environment incidents with a potential serious harm impact per million hours worked.

### Measuring health and safety performance

A key focus in FY22 was to close the gap between employee and contractor safety performance lag indicators and improve visible leadership through the key leading indicators of Management Interactions and Hazard Identification.

Focusing on visible leadership through management interactions provided an avenue for leaders to understand the challenges workers face and how they can be addressed to improve safety performance for the whole workforce.

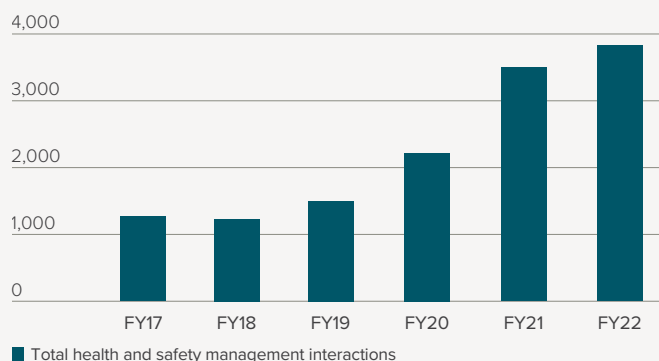
The lag indicators for safety performance are TRIFR, Lost Time Injury Frequency Rate (LTIFR) and Fatalities.

### Safety lead indicators

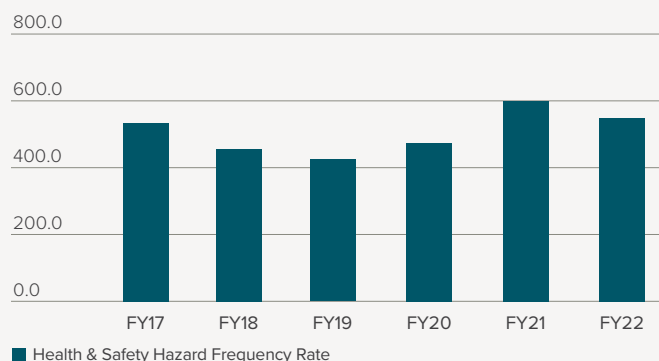
Under APA’s Management Interactions metric, APA’s leaders have safety-focused discussions on hazard identification, risk mitigation and corrective action mechanisms with employees. Our leaders completed 3,842 Management Interactions during the year, an increase of 10% on FY21. These interactions help to keep safety front of mind for everyone.

APA personnel and contractors collectively identified and reported 3,954 hazards. At a rate of 546.2 per million hours worked, this was a slight decrease on FY21. Hazard reporting will be a focus for next year with the introduction of the High Potential Hazard Frequency Rate.

### Health & safety management interactions



### WHS hazards frequency rate



### Safety lag indicators

At the end of FY22, APA’s combined employee and contractor TRIFR was 3.25 per million hours worked. This represented a significant improvement of 43% on the FY21 figure of 5.7 and met our target of <4.60.

The reduced TRIFR was driven by an improvement in employee TRIFR, which fell from 4.63 per million hours worked at year end FY21 to 0.99 at year end FY22. The significant improvement in the overall TRIFR was driven by an increased focus on employees’ overall physical health under the Health and Wellbeing Strategic Pillar.

APA’s combined TRIFR for FY22 of 3.25 equates to 23 persons injured requiring medical intervention during the reporting period, down 41% on FY21 (39 people).

APA ended the year with a combined employee/contractor LTIFR of 0.85, below the year-end target of <1.0 and a decrease from our FY21 LTIFR of 1.62.

APA again remained employee and contractor fatality free in FY22.

Health and Safety continued



**Case study**  
**HSEH initiatives improve performance**

As of 1 January 2022, APA's Operations and Maintenance division was free of Lost Time Injuries (LTI) for more than 12 months, without a recordable injury since July 2021. The team also reported zero Process Safety Tier 1 incidents. These results were achieved even though they:

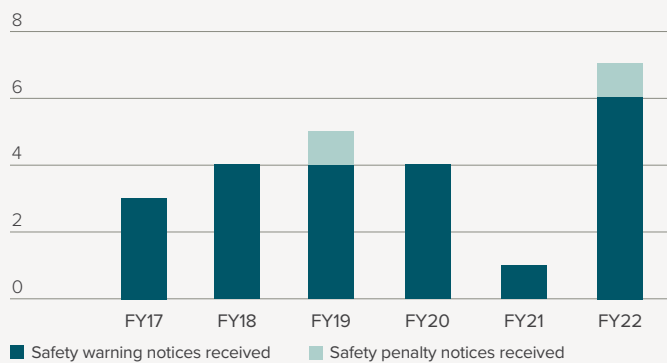
- Regularly worked on hazardous facilities, including high pressure gas, HV electricity (three safety case facilities)
- Drove 7.1 million kilometres
- Worked 675,000 hours
- Completed almost 50,000 work orders
- Lived with COVID-19, working in the field alone and having reduced leadership visibility
- Reduced maintenance backlog by more than 50%

These positive results were thanks to several APA initiatives during the year. Systematic HSEH changes prevented incident reoccurrence, and clear priorities were set using management interactions. APA's leaders worked to remove blockages and barriers for technicians, and Regional Managers were empowered to fix issues raised by technicians (within budget, safety and maintenance completion constraints). Most of all, there was a strong drive for continuous improvement.

**Safety compliance**

APA received one penalty notice and six improvement notices in FY22. Workplace Health and Safety Queensland issued an infringement notice following a random regulator inspection of a worksite adjacent to a live traffic lane, which identified lack of an appropriate Safe Work Method. This resulted in a \$3,600 penalty and an improvement notice. The remaining five improvement notices came from two scheduled regulator site visits.

**Safety warning & penalty notices received**

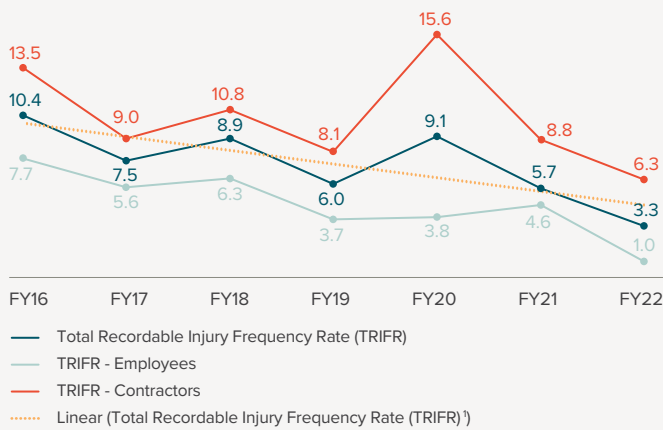




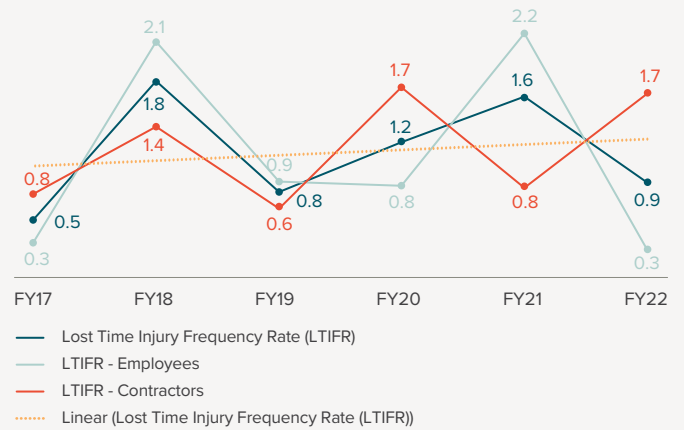


Health and Safety continued

Total Recordable Injury Frequency Rate (TRIFR)



Lost Time Injury Frequency Rate (LTIFR)



1. The FY21 Actual Total Recordable Injury Frequency Rate (TRIFR) has been restated in FY22; amended from 6.3 to 5.7 in response to receipt of additional contractor hours post FY21 results.



## Health and Safety continued

### Process safety



Our Process Safety Fundamentals are embedded across APA.

The Process Safety Team continued to establish the APA Process Safety Fundamentals (see diagram) throughout FY22 and to support process safety management practices across the business through a range of activities, including:

- Delivering **Process Safety Fundamentals** awareness material to APA employees and contractors at power and networks assets, completing the work that began in FY21 for those working on Transmission and Midstream assets.
- Revising the **Process Safety Fatal Risk Protocol** following consultation, clarifying and itemising minimum mandatory requirements.
- Achieving more than a 90% completion rate for the new **Process Safety eLearning module**; it was also included in the APA induction package and competency matrix requirements for new hires.
- Commencing the **Process Hazards Analysis Program** with major Hazard & Operability and Layer of Protection Analysis studies for the Wollert Hub station and Brooklyn Hub transmission pipeline.
- Establishing an **engaged alarm technical excellence forum** where more than 20 cross-discipline and cross-department specialists meet regularly to share learnings and insights to improve alarm management.

These and other activities led to significant maturing of process management awareness and performance improvements during the reporting year, particularly in alarm management practices. APA's enhanced alarm design tools and Alarm Management Framework are evolving to the point where we enable many engineers to deliver high-quality designs that embed good alarm practices in line with industry standards.

For example, at the **Orbost Gas Plant**, alarm performance has improved tenfold to world-class levels of under one alarm every five minutes. The operator received an average of one alarm every 10 minutes in FY22, compared to one alarm every one minute at the end of FY20. This result was delivered by a collaborative effort between operations and project teams, who applied disciplined defect elimination and alarm rationalisation practices.

In a major milestone for APA's transmission assets, we completed alarm rationalisation at **Wallumbilla Gas Hub** in FY22 and made significant progress rationalising the oldest pipeline, Roma to Brisbane. Alarm performance in the Integrated Operations Centre is now around one alarm every six minutes and is trending towards the world-class benchmark of under one alarm every five minutes.

APA's process safety plans for FY23 and beyond will focus on continual improvement in four key areas:

- **Performance Metric (KPI) Integration:** Review existing lagging and leading indicators and develop new leading indicators. A complete process safety performance metric will be specified and integrated into our asset management and HSEH performance requirements.
- **Critical Control functionality and effectiveness:** Continue to establish requirements for designing, managing and maintaining Critical Controls, with the goal of having correct classification, Work Orders and records for all operating assets in our asset management system.
- **Process Hazards Analysis (PHA) uplift:** A program to build and embed an ongoing, repeatable, reproducible suite of PHA studies for all projects and across the asset lifecycle.
- **Management of Change (MoC):** The MoC Improvement Program consists of: (i) discrete improvements to the current process in our asset management system, and (ii) review and overhaul the current management change process to effectively support current APA work demands.

Health and Safety continued

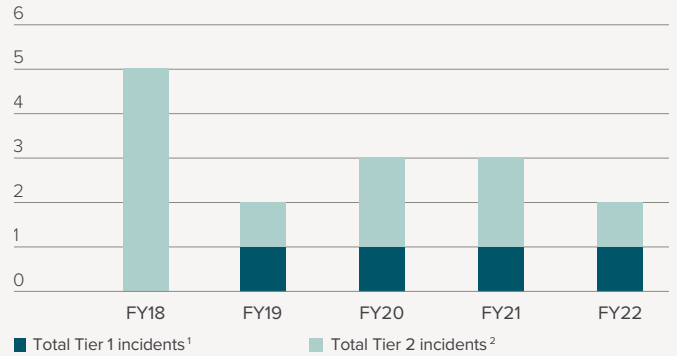
Case study

Learning from incident investigations

One of the keys to improving process safety performance is learning from actual or potential incidents and embedding the learnings into operational planning and execution.

In response to a potentially significant near-miss incident at APA's Moomba Interchange Hub in FY22, the Process Safety Team conducted a broad and deep incident investigation. This resulted in recommendations that not only enabled the Moomba runs to return to safe operation, but improved process safety understanding at the facility, and raised awareness across APA of the need to prevent and mitigate a particular hazard in design and operating practices.

Process safety incidents



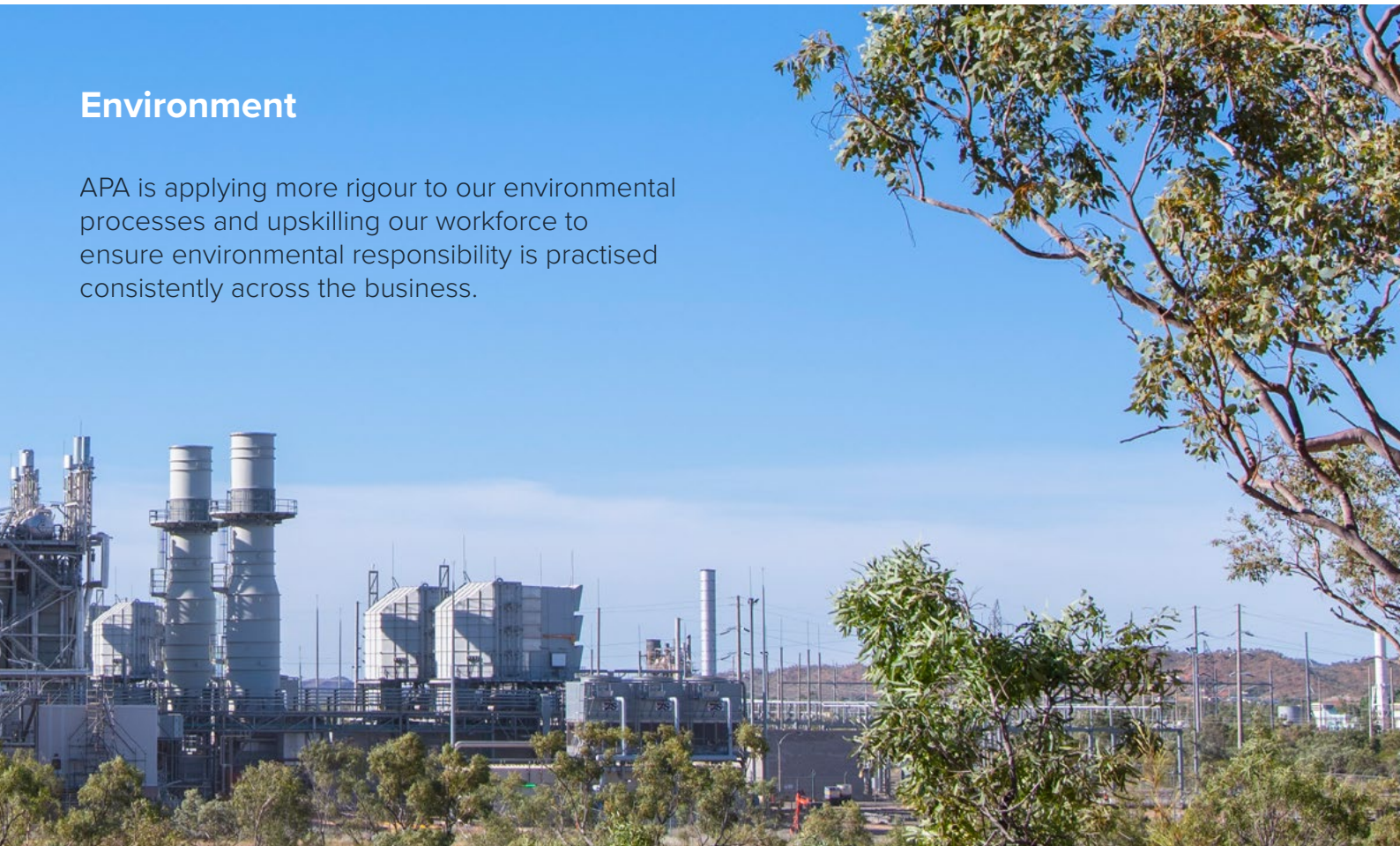
- 1. Tier 1 incident defined as a major release of harmful substances that may cause a major accident such as natural gas. Release quantities is >500kg per hour.
- 2. Tier 2 incident is defined as a significant release of harmful substances that may cause a major accident such as natural gas. Release quantities is >50kg per hour but less than Tier 1 quantities.





# Environment

APA is applying more rigour to our environmental processes and upskilling our workforce to ensure environmental responsibility is practised consistently across the business.



Delivered  
**15 ENVIRONMENT  
AUDITS**  
NATIONALLY



Implemented a  
**PESTS, WEEDS  
AND DISEASES  
CONTROL**  
FRAMEWORK



Developed an  
**ONLINE  
ENVIRONMENT  
MANAGEMENT  
PLAN**  
INDUCTION PACKAGE



Trialled a  
**3-YEAR WEED  
SURVEY PROGRAM**  
COVERING 15,000 KM



## Environment continued



Further advanced our  
**GEOGRAPHIC  
INFORMATION  
SYSTEM (GIS)**



Initiated  
**WASTE AND  
WATER DATA  
CAPTURE**

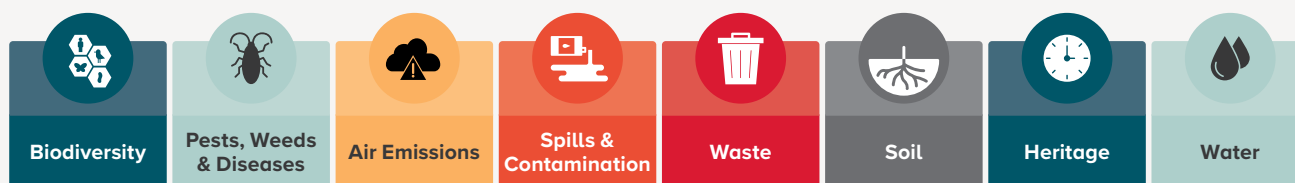


Enhanced  
**ENVIRONMENT  
APPROVALS  
AND DUE DILIGENCE  
PROCESSES**

## Strengthening environmental governance and systems

A core initiative within the Environment and Heritage Pillar of the HSEH Strategy has been updating the corporate Environment Framework. This has included developing eight risk-based group-level environment standards for key environmental areas: Biodiversity, Water, Waste, Pests Weeds and Diseases (PWD), Spills and Contamination, Heritage, Soil Management and Air Quality and Amenity. These Standards map the minimum mandatory requirements and performance expectations.

The final Standard for 'Air Quality and Amenity' was finalised in FY22.



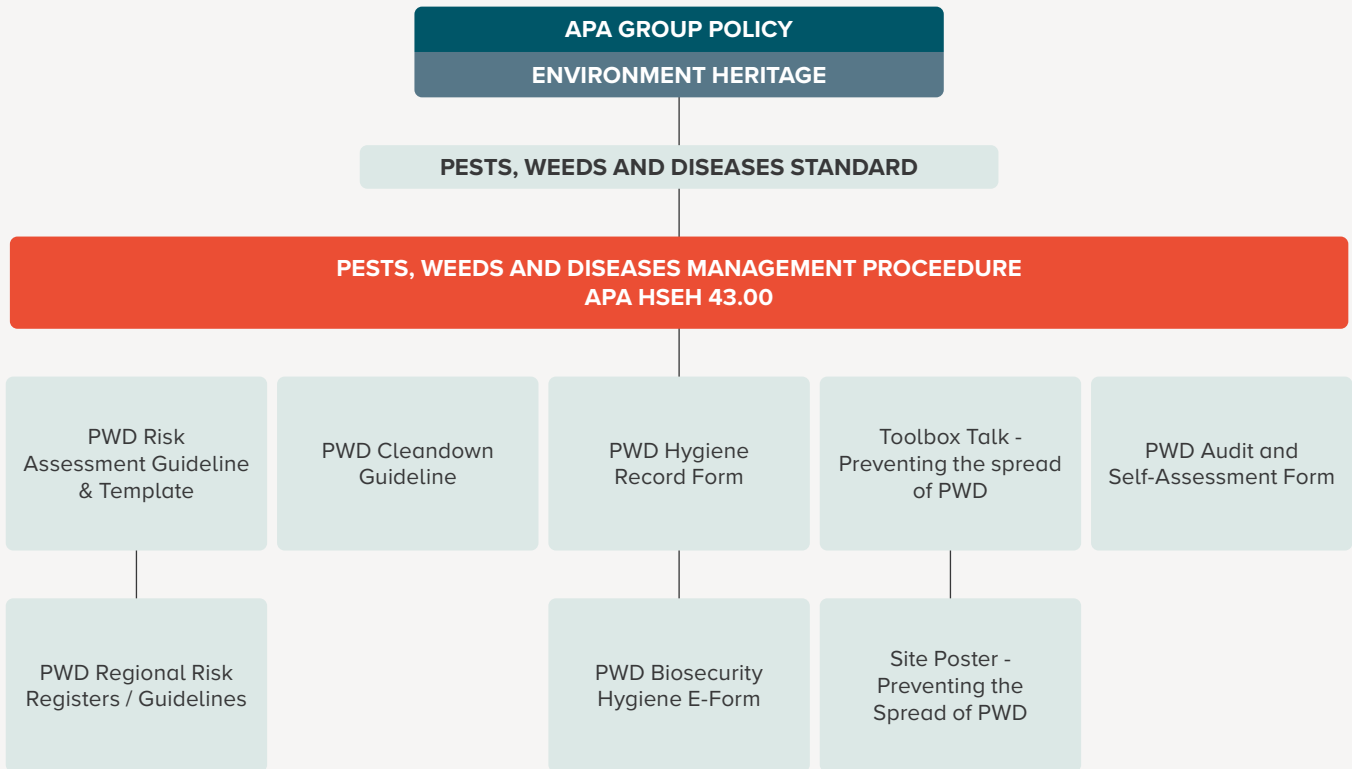
With the Standards now complete, our focus in FY22 was to start enhancing the supporting framework for each risk area. This included preparing subordinate documentation and supporting processes, refining data, integrating requirements and implementing the Standards across the business. To underpin this important work, we prepared a Change Management Plan, including a schedule (see diagram).

The first task was updating and implementing the management frameworks for PWD and Heritage. A systematic analysis of the existing frameworks identified areas for enhancing business performance against the relevant APA standard.

For PWD, improvements focused on establishing a risk-based procedure to avoid introducing new PWD, contain significant existing PWD and protect high-value areas from the impacts of established PWD. The procedure addressed the development and operational stages of the asset lifecycle (see diagram).

To support implementation, we scoped a 3-year Weed Survey Program that will improve baseline data about PWD distribution and inform future management.

Environment continued



An overview of the PWD framework

Schedule for refreshing the environment risk areas

YEAR	ENVIRONMENT RISK AREA	STATUS
FY22	Heritage	Complete
	Pests, Diseases and Weeds	Complete
FY23	Spills and Contamination	Underway
	Soil	Not Started
	Air Quality and Amenity	Not Started
FY24	Biodiversity	Not Started
	Waste Management	Not Started
	Water	Not Started

KEY: Complete Underway Not Started

Schedule for refreshing the environment risk areas.

To align with the Environment Framework refresh, we prepared an Environment and Heritage Approvals Procedure and supporting templates to drive a consistent and structured environment due diligence and approvals processes across the business. These processes are fundamental to ensuring environment risks and considerations are assessed, approvals sourced, and controls communicated before activities begin.

Online EMP induction

Last year, APA completed our 4-year Environment Management Plan (EMP) Improvement Program (FY18–21), having refreshed 32 EMPs for individual assets across our networks, transmission and power assets. In FY22, the focus was on implementing these EMPs across the business. As well as delivering face-to-face briefings, APA commenced a program to transform the EMP inductions into structured digital learning packages, with eight packages currently in production. These online modules are ensuring relevant employees learn about the environment risks, responsibilities and requirements specific to their state. The modules are due to be launched across the business in early FY23.

## Environment continued

### Environment data improvements

Improving environment risk management by increasing access to, and capture of, operational environment and heritage data was a focus for further improvement in FY22.

#### Continual enhancements to GIS data and capabilities

Throughout FY22, we continued developing the APA enterprise Environment and Heritage GIS schema and database. The schema defines the structure for GIS data, driving consistency, simplifying interpretation and facilitating reporting. The database provides a centralised location for storing relevant corporate environment and spatial heritage data, including data extracted by specialist staff from external (e.g. government) databases.

Collectively, these improvements provide the foundation for continuous improvement in how APA manages environment risk during our activities.

The flow-on benefits include improved data access across APA, the ability to publish data into apps and views already used by other business areas during their day-to-day work, and the ability to simplify complex environmental information for use by non-technical personnel.

#### Ongoing improvements to baseline environment data

During the year, we completed baseline weed surveys across APA's transmission pipelines in the Northern Territory and the AGN Wide Bay Pipeline in Queensland. As well as providing high-quality baseline data, these surveys helped to refine our processes for capturing and analysing weed data to inform subsequent management of significant weeds.

Following these surveys, we prepared a 3-year Weed Survey Program for FY23-25. The program aims to cover approximately 15,000 km of pipeline easements and will provide baseline data to inform ongoing management and controls that prevent the spread of significant weeds.

A Waste and Water Data Project was initiated in FY22 to deliver better insights into waste generation and disposal pathways, and water interactions across APA. This project relies on both internal and external subject matter expertise and will continue to be delivered throughout FY23, culminating in improved business-wide waste and water data.



Aircraft showing the camera undergoing, which captures aerial imagery using longwave thermal infrared, RGB channels and near infrared data acquisition. Photo credit: Sypaq Systems Pty Ltd.

### Case study

#### Remote sensing vegetation survey on the NGI Project

APA is continually exploring innovative ways of working. In FY22, we trialled a new technology to assess vegetation on the Northern Gas Interconnector (NGI) Project. The technology relies on aircraft with inbuilt cameras capable of satellite-based monitoring.

Using this technology, we delivered remote-sensing aerial surveillance on and around the NGI easement using a Normalised Difference Vegetation Index that enabled vegetation quantification. The survey was delivered before clearing and additional surveys are planned for different project stages. The information will help us to understand where APA interacts with vegetation, the significance of the vegetation/habitat, the effectiveness of rehabilitation over time, and any additional management measures required.

This is an exciting first for environmental monitoring at APA. We intend to take the trial learnings and assess the suitability of its broader application across various assets and for different environment features. We expect it to deliver high-quality visualised data and drive efficiencies that support long-term cost benefits.



### Environment continued



The Aboriginal Rangers and APA team in the Northern Territory.

#### Case study

### APA collaboration with the Aboriginal Rangers

Our partnership with the Aboriginal Rangers program is a very real and rewarding way of contributing to APA's vision of being world-class in energy solutions while making a positive impact in our communities.

In FY22, we continued working with the Central and Northern Land Councils' Aboriginal Ranger program in the Northern Territory to undertake fee-for-service works on APA's Amadeus and Bonaparte Gas pipeline corridors. Anangu Luritjiku and Tjuwanpa Rangers in the central area and the Kenbi and Bulgul Rangers in the north identified issues such as erosion, vegetation obscuring access or line of sight, missing or damaged signage and declared weeds during their surveys.



Verity (Environment Advisor) uses a camera to check the nesting boxes.

#### Case study

### APA volunteering for land-care

In November 2021, APA employees from the Southbank office in Melbourne got their hands dirty pulling weeds and checking nest boxes in coordination with the Merri Creek Management Committee in Brunswick East.

Thirty years ago, the Friends of Merri Creek revegetated the area from an industrial site to a natural haven of native trees and vegetation. It is now inhabited by native fauna and is a popular walking and cycling park.

The APA team learned about what it takes to care for the creek, including managing invasive weeds and public vandalism. The day was a great opportunity to give back to the environment and APA's community.





## Environment continued



A bilby at Davenport Downs (photo courtesy of GHD).

### Case study

#### Helping bilbies to bounce back

In September 2021, APA and GHD took part in the annual Carpentaria Pipeline Bilby Monitoring Program. Centred at the Davenport Downs Compressor Station in Queensland, the program surveys active burrows to assess the health of the local bilby population. Typically, bilby numbers fluctuate depending on the boom or bust nature of the environment. For example, major flooding along the Diamantina River in 2019 led to a significant decline in the number of bilbies burrowing around the Davenport Downs Compressor Station as they fled the area for higher ground, drowned or were attacked by feral predators.

Fortunately, bilby numbers have rebounded since then. The FY22 monitoring event revealed the number of active bilby burrows around the compressor station had increased by over 80% compared with last year.

### Case study

#### Supporting wild dog control in Western Australia

In FY22, the Northern Goldfields Interconnect (NGI) Project committed \$127,000 to help the Meekatharra Rangelands Biosecurity Association and Murchison Regional Vermin Council in Western Australia control wild dog populations. Wild dogs are capable of travelling large distances and have an extensive impact on stock and native wildlife. A coordinated approach across multiple pastoral leases is required to drive ongoing management of these pests.

The program assists pastoralists in the Murchison region who wish to manage wild dog populations through baiting and trapping, resulting in positive environment and agricultural outcomes. APA's contribution supports a full-time Licensed Pest Management Technician for a year and pays for traps and other materials.



Environment continued

Environment compliance

This year, APA notified regulatory authorities about four notifiable incidents, a significant decrease from FY21, when there were nine.

Two incidents were related to unauthorised vegetation removal. Both were in Queensland.

The first incident regarded unauthorised pruning of mangroves at a gate station on the Murarrie Pipeline, east of Brisbane. Mangroves were obstructing a sign protecting the pipeline from potential impact and APA initiated the pruning without the required permit. An area of 150 sqm was impacted, with mangroves pruned 1.5 m to 2.0 m from the original canopy. APA self-reported to the authorities and is securing a retrospective approval. Our ongoing location monitoring shows the impacted plants are regenerating.

The second incident was unauthorised vegetation clearing along the Allgas Marsden Pipeline easement where APA engaged a contractor to initiate works before receiving Council approval.

In both instances we conducted investigations and applied learnings. APA is working to place a ‘hold point’ in the maintenance system for activities in the vicinity of native vegetation that requires permit requirements to be checked and approved before starting work.

The remaining two incidents were minor licence non-compliances in Western Australia. One related to excess oily water in the triple interceptor at the Gruyere Power Station. The other related to an unplanned gas venting activity caused by a failed valve. Both incidents have been remediated and additional actions are underway for the second.

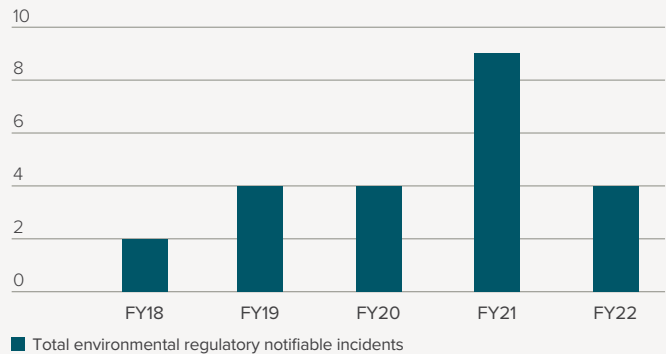
APA also received two warnings during the year. The Environment Protection Authority issued an Improvement Notice for the Brooklyn Compressor Station on the Victorian Transmission System. This Notice was issued to give APA the opportunity to demonstrate how we were achieving all aspects of emissions monitoring compliance. This work is due to be completed in early FY23.

Lastly, the Department of Water and Environmental Regulation in Western Australia issued a Letter of Education regarding commencement of work on a construction camp for the NGI Project before receiving the works approval. Further works regarding the installation of the irrigation field were ceased until APA received the approval to construct. An internal environment audit is scheduled for Q1 FY23 to further validate environmental compliance.

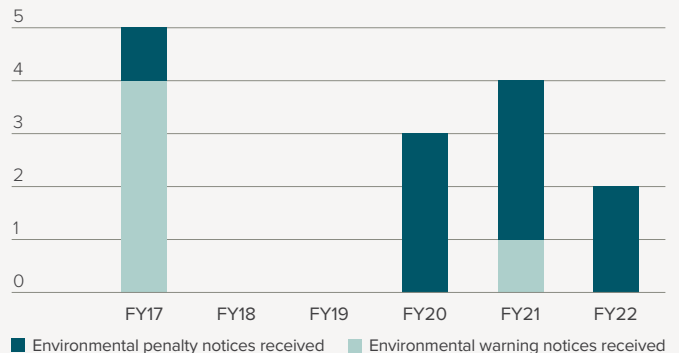
Audit program

APA successfully delivered our Environment and Heritage audit schedule during the year, conducting 15 audits across the Operations business. They covered eight transmission pipelines, three gas storage/processing facilities, three network pipelines and one renewable power station.

Notifiable environment incidents



Environment Warning & Penalty Notices



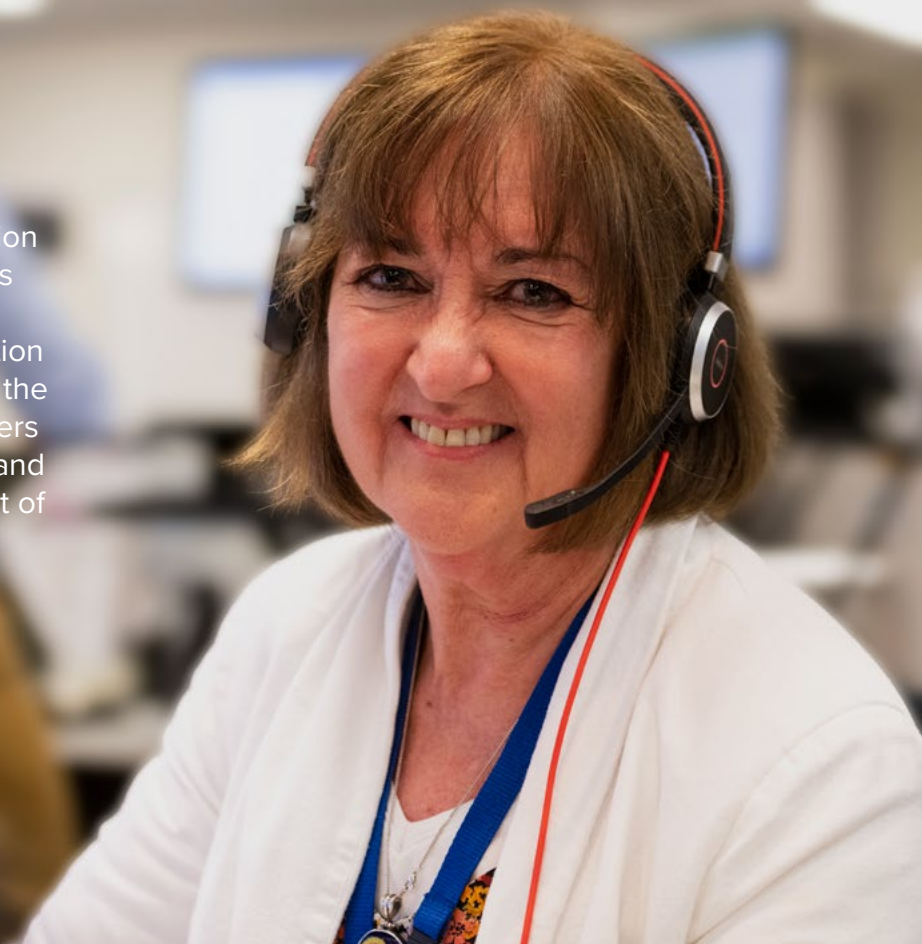


## Environment continued



## Customers and Suppliers

We listen to our customers and take a customer-centred approach in our provision of services. We have asked our customers what they need to succeed and grow, including seeking input into decarbonisation options, and making sure we understand the impact of market changes on our customers and suppliers. We make sure we understand our customers' needs to the development of new products and services.



### Developed a **2020 ACTION PLAN**

THAT FOCUSED ON REINVIGORATING RELATIONSHIPS, RE-ESTABLISHING APA'S INDUSTRY LEADERSHIP AND REVAMPING CUSTOMER COMMUNICATIONS



### Monthly **COMMUNITY AND SOCIAL**

PERFORMANCE TARGETS AND KPIs AGREED WITH THE NGI CONTRACTOR



### Updated **APA'S SUPPLIER ONBOARDING PROCESS**

TO REQUIRE NEW SUPPLIERS TO FORMALLY ACCEPT APA'S CODE OF CONDUCT AND COMMIT TO UPHOLDING FUNDAMENTAL HUMAN RIGHTS



### **\$3,381 MILLION**

IN ECONOMIC CONTRIBUTION



### **238 SUPPLIERS**

PARTICIPATED IN APA'S SUPPLIER PREQUALIFICATION PROGRAM

## Customers and Suppliers continued

### Overcoming challenges to keep customers at the heart of what we do

FY22 was a dynamic year for the energy sector. The energy transition continued to gather pace and this contributed to price and supply fluctuations. At the same time, pandemic restrictions reduced opportunities for face-to-face contact with customers. However, APA's people continued to put customers at the centre of our decisions, activities and planning throughout the year as we worked to deliver on our customer engagement and [Energy Charter](#) commitments.

We continued to take a customer-centred approach to new products and services; asked our customers for their input into decarbonisation options; and made sure we understood the impact of market changes on customers exposed to higher prices.

As in previous years, APA's customer-driven approach included an annual feedback survey and an action plan to respond to what we had learned from them.

#### Customer performance

APA's annual commercial customer feedback survey was conducted by an external agency from August to November 2021. It involved a quantitative survey and, for the first time, qualitative interviews. The quantitative outcome of the survey is APA's Customer Experience Score (CES), an average performance score across attributes such as trust, responsiveness, value, ease, rapport and innovation.

Our CES was 6.3 out of 10. This was significantly lower than our previous three years' scores, which averaged 7.1 out of 10. Key findings from the qualitative survey were that, while personal relationships remained good, our level of direct customer contact had been reduced by COVID-19 pandemic restrictions, especially in the eastern states, impacting our perceived industry leadership. Some customers wanted more proactive communications from APA about staff and other changes, and challenges at individual sites tested some relationships.

In response to the survey findings, APA developed an action plan for 2022 that focused on reinvigorating relationships, re-establishing APA's industry leadership, and revamping customer communications. The plan significantly stepped up customer communications and engagement, including face-to-face meetings. A follow-up customer pulse check survey in June 2022 indicated the action plan had been successful in lifting customer satisfaction ratings back to the long-term average CES score of 7.1 out of 10.

To monitor customer service delivery, we developed a quarterly customer experience dashboard. This showed APA maintained or improved performance across the majority of tracked metrics. These metrics include time taken to resolve service tickets, number of invoicing errors, and notification of maintenance activities within contractual time limits. These are practical elements that contribute to customers' experience in respect of APA's responsiveness, value and ease to work with. We also held monthly key account management meetings to assess customer feedback, review and improve service delivery, and canvas customer-related activities across the business. The data that supports these meetings is being progressively improved by further enhancements to APA's customer relationship management software.

#### Customer complaints

In FY22, APA received 10 complaints across our commercial customer base compared to eight complaints in FY21. The complaints covered power outages in respect of our power assets, reporting and invoicing issues, system set-up errors, delays in completing new connections and infrastructure builds, processes around planned pipeline maintenance works and misallocation of gas injections.

As well as resolving each complaint, we conducted lessons learned reviews to ensure the underlying issues does not recur.

#### Decarbonisation and hydrogen readiness

In April 2022, APA's account managers conducted in-depth discussions with customers covering decarbonisation, carbon offsets and hydrogen readiness. The objective was to ensure APA's priorities remain customer-led. The survey focused on customers' decarbonisation priorities and understanding their requirements around potential new products such as hydrogen blends and carbon offsets.

The information will help to ensure that APA develops lower carbon products and services that are of most value to our customers.

#### Supporting small retailers

Responding to record high spot prices in the administered markets (Sydney and Brisbane Short Term Trading Markets and the Victorian Declared Wholesale Gas Market), APA undertook a targeted review in June 2022 of east coast customers that were potentially exposed to market spot prices, focusing on small retailers and industrial customers.

APA's account managers gathered information from customers on how high spot prices were impacting their operations and customers, and whether APA could do anything to assist them to manage their market risks. The feedback was that our customers appreciated the offer during a challenging time in energy markets.





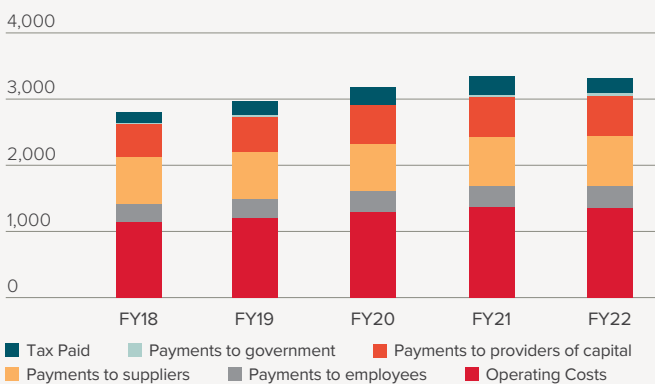
Customers and Suppliers continued



Positively contributing to economic growth

In FY2022, APA made \$3,322 million of economic contribution (value distributed on a cash basis) within Australia generating revenue for a range of stakeholders through our operations, taxes paid, and payments to employees, suppliers, government and capital providers. APA is a significant contributor to the Australian economy and thanks to our large geographic footprint, our business operations continue to make economic contributions in urban and rural local economies.

Economic Contribution (AUD\$m)<sup>1</sup>



1. Economic contribution is value distributed on a cash basis, via the following categories: Operating costs; Payments to employees; Payments to suppliers; Payments to providers of capital; Payments to government; Tax Paid.

Case study

Working with suppliers to support local First Nations peoples employment

In FY22, APA committed to compelling major contractors working on our strategic projects to present community employment opportunity information sessions to Traditional Owners. The objective was to maximise First Nations peoples workforce participation.

For the Northern Goldfields Interconnect (NGI) Project, our appointed pipeline construction contractor joined with APA to hold three engagement workshops with the local Traditional Owners. We also agreed monthly community and social performance targets and KPIs with the contractor, including local and regional spend, First Nations peoples business” spend, Indigenous representation and female representation. The contractor met the targets during the year.

In addition, the compressor station contractor for the NGI Project successfully engaged with an Indigenous-owned business during the early phases of construction.

In FY23, we plan to take the same approach for major regional projects where it is appropriate and to explore further opportunities for working with suppliers to increase the number of First Nations peoples working on our projects.

## Customers and Suppliers continued

### Striving to improve supply chain sustainability performance

APA's Supplier Prequalification Program plays a vital role in APA's supply chain sustainability performance by tracking supplier commitments and performance in health, safety and environment, modern slavery, social and community performance.

Key suppliers are invited to join the Program based on the contract size, supply category, lack of readily available alternative sources and the risk to APA operations from an asset and employee perspective.

In FY22, 238 suppliers participated in APA's Supplier Prequalification Program.

#### Combatting modern slavery

APA's Modern Slavery Roadmap is based on a continuous improvement model so we can readily respond to changing regulatory requirements and market expectations while maturing our approach.

During FY22, we updated the APA Procurement Policy and Standard to reflect our approach to identifying and mitigating modern slavery risk. We also updated APA's supplier onboarding process to require new suppliers to formally accept APA's [Code of Conduct](#) and commit to upholding fundamental human rights.

Additionally, APA precedent agreements were updated to include modern slavery requirements. These commit our suppliers to comply with modern slavery law, use reasonable endeavours to ensure supply chain participants are also compliant, and help APA conduct supply chain due diligence and meet reporting obligations by providing the necessary information. We also require suppliers to report actual, alleged or suspected incidents of modern slavery and to help APA conduct audits in relation to such reports.

During the year, we developed and implemented a Modern Slavery Response Plan to guide the investigation, reporting and remediation process when a risk is identified or we receive a report of actual, alleged or suspected modern slavery.

We also created and distributed a new modern slavery awareness video for staff and conducted new face-to-face training for supplier- and contractor-facing roles in the Procurement team. The training program is being rolled out to other impacted positions and will be completed by October 2022. It will be refreshed annually.

We plan to continue supporting APA's ongoing commitment to responsible procurement practices in FY23. We have commenced an initiative to attain a Corporate Ethics Mark and are developing a Responsible Procurement Strategy with a related Social Procurement Framework.



### Case study

#### Working to eliminate supply chain risks

A high-risk area for modern slavery in Australia is cleaning services. During the year, APA reviewed the range of cleaning services providers in our network. Included in this review, was an assessment to understand our risk exposure in this area.

No immediate modern slavery risks were identified by this process. Many suppliers have:

- Modern Slavery Policies
- Codes of Conduct that address modern slavery
- Issued voluntary Modern Slavery Statements
- Become certified suppliers or members of the Cleaning Accountability Framework, which aims to improve labour practices in the sector

As part of our continuous engagement approach to modern slavery and in line with how we onboard new suppliers, we are asking APA's existing cleaning services suppliers to formally accept APA's Code of Conduct and commit to upholding fundamental human rights.

## Glossary

TERM	DEFINITION
<b>APGA</b>	Australian Pipelines and Gas Association
<b>APA Infra</b>	APA Infrastructure Trust
<b>APA Invest</b>	APA Investment Trust
<b>AAGE</b>	Australian Association of Graduate Employees
<b>ARENA</b>	Australian Renewable Energy Agency
<b>ASX</b>	Australian Stock Exchange
<b>Clean Energy Regulator (CER)</b>	Australian Government body responsible for accelerating carbon abatement for Australia <a href="http://www.cleanenergyregulator.gov.au/">http://www.cleanenergyregulator.gov.au/</a>
<b>Contingent Worker</b>	Outsourced or borrowed labour pool that APA uses on a hired per-project basis to complement its regular employees in managing service delivery. Includes working arrangements as: Contingent Worker, Labour Hire - Temporary Worker – RSP; Labour Hire - Temporary Worker - Non-RSP; Labour Hire - Contractor Management Services; Independent contractor; External Secondment.
<b>Contractor</b>	An individual, company or other legal entity that provides goods and services to APA, carries out work or performs services pursuant to a contract for service. This includes sub-contractors and contingent workers. A person or company engaged to provide labour or skills and paid on invoice
<b>COVID-19</b>	Coronavirus pandemic
<b>CSP</b>	Community and Social Performance
<b>Dial-Before-You-Dig</b>	<a href="https://www.1100.com.au/">https://www.1100.com.au/</a>
<b>DWGM</b>	Declared Wholesale Gas Market <a href="https://aemo.com.au/en/energy-systems/gas/declared-wholesale-gas-market-dwqm">https://aemo.com.au/en/energy-systems/gas/declared-wholesale-gas-market-dwqm</a>
<b>EMP</b>	Environmental Management Plan
<b>Employee</b>	An individual who works for APA under a contract of employment. They are engaged through the company's payroll (so subject to PAYG withholding tax and super).
<b>Energy Charter</b>	A national CEO-led collaboration that supports the energy sector towards a customer-centric future. <a href="https://www.theenergycharter.com.au/">https://www.theenergycharter.com.au/</a>
<b>Energy Consumption</b>	All energy consumed and produced by APA across all facilities
<b>EPA</b>	Environment Protection Agency
<b>Fugitive emissions</b>	Greenhouse gas emissions that are released in connection with, or a consequence of, the extraction, processing, storage or delivery of fossil fuel
<b>Future Fuels CRC</b>	Industry focused Research, Development & Demonstration partnership enabling the decarbonisation of Australia's energy networks. <a href="https://www.futurefuelscrc.com/">https://www.futurefuelscrc.com/</a>
<b>FY</b>	Financial Year (period 1 July – 30 June).
<b>GHG</b>	Greenhouse Gas. Gas that contributes to the greenhouse effect by absorbing infrared radiation (GRI Standards Glossary 2018). The greenhouse gases that are reported under the NGER Scheme include carbon dioxide (CO <sub>2</sub> ), methane (CH <sub>4</sub> ), nitrous oxide (N <sub>2</sub> O), sulphur hexafluoride (SF <sub>6</sub> ) and specified kinds of hydro fluorocarbons and perfluorocarbons.
<b>GIS</b>	Geographic Information System
<b>GJ</b>	Gigajoule
<b>Goal (climate-related)</b>	An ambition to seek an outcome for which there is no current pathway(s), but for which efforts will be pursued towards addressing that challenge, subject to certain assumptions or conditions.
<b>GRI</b>	Global Reporting Initiative <a href="https://www.globalreporting.org/">https://www.globalreporting.org/</a>
<b>Goal (climate-related)</b>	An ambition to seek an outcome for which there is no current pathway(s), but for which efforts will be pursued towards addressing that challenge, subject to certain assumptions or conditions.
<b>GRI</b>	Global Reporting Initiative <a href="https://www.globalreporting.org/">https://www.globalreporting.org/</a>
<b>GTAP</b>	Gender Targets Action Plan



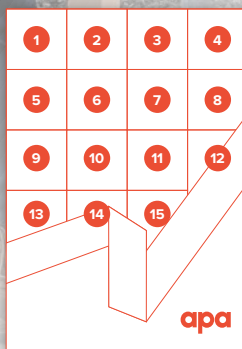
## Glossary continued

TERM	DEFINITION
<b>HPIFR</b>	High Potential Incident Frequency Rate
<b>HSEH</b>	Health, Safety, Environment and Heritage
<b>I&amp;D</b>	Inclusion and Diversity
<b>ICAM</b>	Incident Cause Analysis Method
<b>Internal environmental audits</b>	Internal environmental audits are those audits required by, or committed to, in environmental regulatory tools (i.e. Environmental Management Plans)
<b>ISC</b>	Institute of Chemical Engineers. A not-for-profit multi-company, subscription-based, industry consortium focused on improving process safety.
<b>ISO 31000</b>	International Organization for Standardization standard for Risk Management. <a href="https://www.iso.org/iso-31000-risk-management.html">https://www.iso.org/iso-31000-risk-management.html</a>
<b>LCP</b>	Landholder Contact Program
<b>LNG</b>	Liquefied natural gas
<b>LTIFR</b>	Lost Time Injury Frequency Rate - Injury (LTI) count/per million hours
<b>Management Interactions</b>	Structured interaction between a senior/operational manager and a frontline supervisor, employee or contractor.
<b>MSS</b>	Modern Slavery Statement under the Australian Modern Slavery Act.
<b>MW</b>	Megawatts
<b>Net zero</b>	The balance between the amount of greenhouse gas produced and the amount removed from the atmosphere. Net zero is reached when the amount added is no more than the amount taken away.
<b>Net Zero Australia (NZAu) project</b>	A 2-year collaboration has begun to analyse how Australia can achieve a net zero economy by 2050. <a href="https://www.nousgroup.com/net-zero-australia-study/">https://www.nousgroup.com/net-zero-australia-study/</a>
<b>NGER</b>	National Greenhouse and Energy Reporting Act 2007. <a href="http://www.cleanenergyregulator.gov.au/">http://www.cleanenergyregulator.gov.au/</a>
<b>NGI</b>	Northern Goldfields Interconnect project
<b>NPI</b>	National Pollutant Inventory. <a href="http://www.npi.gov.au/">http://www.npi.gov.au/</a>
<b>Penalty notice</b>	Any Incident where a final regulatory instrument issued by the safety regulator, indicating a non-compliance, resulting in material penalty (financial, enforceable undertaking or otherwise) (e.g. Penalty Infringement Notice (PIN), Fines, Enforceable undertaking)
<b>PFAS</b>	Per- and polyfluoroalkyl substances
<b>RMS</b>	Risk Management System
<b>Safer Together</b>	The Queensland Natural Gas Exploration & Production Industry Safety Forum and Western Australia/Northern Territory Oil and Gas Exploration & Production Industry Safety Forum.
<b>SASB</b>	Sustainability Accounting Standards Board <a href="https://www.sasb.org/">https://www.sasb.org/</a>
<b>Scope 1</b>	Greenhouse gas emissions released to the atmosphere as a direct result of an activity, or series of activities, at a facility level. Scope 1 emissions are sometimes referred to as direct emissions.
<b>Scope 2</b>	Greenhouse gas emissions released to the atmosphere from the indirect consumption of an energy commodity.
<b>SDGs</b>	Sustainable Development Goals, adopted by all UN Member States in 2015 as a universal call to action to end poverty, protect the planet and ensure all people enjoy peace and prosperity by 2030.
<b>SSTM</b>	Short-term Trading Market <a href="https://aemo.com.au/en/energy-systems/gas/short-term-trading-market-sttm/about-the-short-term-trading-market-sttm">https://aemo.com.au/en/energy-systems/gas/short-term-trading-market-sttm/about-the-short-term-trading-market-sttm</a>
<b>Talent pipeline</b>	Refers to the pipeline of candidates in our Senior Leader talent pools and has been expanded to the pipeline of candidates (L3, L4 and L5)
<b>Target (climate-related)</b>	An intended outcome in relation to which we have identified one or more pathways for delivery of that outcome, subject to certain assumptions or conditions.

## Glossary continued

TERM	DEFINITION
<b>TCFD</b>	G20 Financial Stability Board's Taskforce Recommendations on Climate-related Financial Disclosures <a href="https://www.fsb-tcfd.org/">https://www.fsb-tcfd.org/</a>
<b>t-CO2e/t-CO2 equiv</b>	Tonnes of carbon dioxide equivalent. The standard unit in carbon accounting to quantify greenhouse gas emissions. Includes: carbon dioxide (CO <sub>2</sub> ), methane (CH <sub>4</sub> ), nitrous oxide (N <sub>2</sub> O), sulphur hexafluoride (SF <sub>6</sub> ) and specified kinds of hydro fluorocarbons and perfluorocarbons. <a href="http://www.cleanenergyregulator.gov.au/NGER/About-the-National-Greenhouse-and-Energy-Reporting-scheme/Greenhouse-gases-and-energy">http://www.cleanenergyregulator.gov.au/NGER/About-the-National-Greenhouse-and-Energy-Reporting-scheme/Greenhouse-gases-and-energy</a>
<b>Tier 1 release</b>	A major release of harmful substances such as natural gas that cause a major accident. Release quantities are >500kg per hour.
<b>Tier 2 release</b>	A significant release of harmful substances such as natural gas that cause a major accident. Release quantities are >50kg per hour but less than Tier 1 quantities.
<b>TRIFR</b>	Total Recordable Injury Frequency Rate - Injury (LTI, MOTI, MITI) count/per million hours
<b>VoC</b>	APA's Voice of Customer survey.
<b>Warning Notice</b>	Any Incident where a regulatory instrument issued by the Safety Regulator indicates a potential non-compliance and does not result in an initial material penalty (financial, instructive or otherwise) e.g. improvement notice, email warning, request for information.
<b>WGEA</b>	Workplace Gender Equality Agency. Australian Government statutory agency created by the Workplace Gender Equality Act 2012.
<b>Workforce</b>	Individuals actively engaged in performing tasks for APA as either an Employee or Contingent Worker, excluding Board Members and CEO.





**Cover images:**

- 1 Suzanne Shipp
- 2 Raman Munisamy and Kevin Lomax
- 3 Peter Chappall, Bryan Morris and Mark Florence
- 4 Reid Hann
- 5 Dylan Ungerer
- 6 Kirrily Hawker
- 7 Michael Redway
- 8 Paul Novinetz
- 9 Gretyl Lunn and Peter Horniblow
- 10 Hunter Asanuma
- 11 Julie Mackenzie
- 12 Reid Hann
- 13 Gretyl Lunn and Peter Horniblow
- 14 Bryan Morris and Kristy Oliver
- 15 Kirrily Hawker and Suzanne Shipp





**apa**

# APA FY22 Sustainability Data Book



## Important notice

This FY22 Sustainability Data Book (Data Book) has been prepared for the purpose of providing APA stakeholders with information regarding our approach to sustainability issues related to our business. It has not been prepared as financial or investment advice or to provide any guidance in relation to the future performance of APA.

This FY22 Sustainability Data Book may contain certain forward looking information and statements of opinion. Forward-looking statements may include statements regarding APA's sustainability plans and strategies, the impact of climate change and other sustainability issues for APA, energy transition scenarios, actions of third parties, and external enablers such as technology development and commercialisation, policy support, market support, and energy and offsets availability.

The forward looking statements in this Data Book are based on management's current expectations and reflect judgements, assumptions, estimates and other information available as at the date of this Data Book and/or the date of APA's planning processes or scenario analysis processes. Readers are cautioned not to place undue reliance on such statements, particularly in light of the long-time horizon which this Data Book discusses and the inherent uncertainty in possible policy, market and technological developments in the future. There are also inherent limitations with scenario analysis and it is difficult to predict which, if any, of the scenarios might eventuate. Scenarios do not constitute definitive outcomes or probabilities, and scenario analysis relies on assumptions that may or may not be, or prove to be, correct and may or may not eventuate. Scenarios may also be impacted by additional factors to the assumptions disclosed.

No representation or warranty is made regarding the accuracy, completeness or reliability of the forward-looking statements or opinions contained in this Data Book, or the assumptions on which either is based. All such information is, by its nature, subject to significant uncertainties outside of the control of APA, and actual results, circumstances and developments may differ materially from those expressed or implied in this Data Book. Except as required by applicable laws or regulations, APA does not undertake to publicly update or review any forward-looking statements, whether as a result of new information or future events. To the maximum extent permitted by law, APA and its officers do not accept any liability for any loss arising from the use of the information contained in this Data Book.

## Reporting framework alignment

This Sustainability Data Book provides a summary of APA's alignment with the reporting standards of the [Sustainability Accounting Standards Board \(SASB\)](#) and [Global Reporting Initiative \(GRI\)](#). For APA's alignment with Task Force on Climate-related Financial Disclosures (TCFD) see APA's *Climate Transition Plan 2022*.

For additional information about APA's FY22 sustainability performance, see APA's Sustainability Report 2022 and Annual Report 2022

For enquiries about this data book please contact APA Group: [sustainability@apa.com.au](mailto:sustainability@apa.com.au)

For investor enquires please contact APA Group: [ir@apa.com.au](mailto:ir@apa.com.au)



- [APA Website](#)
- [APA Sustainability Reports](#)
- [APA Climate Transition Plan 2022](#)
- [APA Annual Reports & Presentations](#)

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Section	Sub-section	Indicator	Measure	Scope	Unit	Methodology / Calculation	Notes / Reference
1. Governance	Compliance	Process safety incidents	Total number of process safety incidents, including a breakdown of this total by: (1) Tier 1 incidents, and (2) Tier 2 incidents.	All operational APA divisions.	count	Count of number of process safety incidents, including a breakdown by: (1) Tier 1 incidents, and (2) Tier 2 incidents.  Process safety framework and incident definitions per the energy institute process safety framework.	<a href="#">Energy institute process safety framework</a>
	Compliance	Total environmental regulatory notifiable incidents	Total number of incidents that were required to be reported to an environmental regulatory body.	Includes both APA and contractors' incidents, in all jurisdictions where APA operates. This includes both APA and contractors' incidents. Environment incidents exclude incident notifications to climate and carbon regulatory bodies.  - Water Incidents are instances of non-compliance associated with water quantity and/or quality permits, standards, and regulations.  - Spill Incidents are a significant release of hydrocarbons to the environment in quantities determined reportable by regulators.	count	Count of valid incidents from APA HSEH Management System where Reportable = Yes, Regulator Body is Environmental. Records validated by SME manager.	
	Compliance	Total priority 1 cybersecurity incidents	Total number of priority one incidents that were reported during the reporting period.  Priority 1 cybersecurity Incidents defined as any incident featuring high attack sophistication and/or targeting systems with high cybersecurity criticality	Priority 1 cybersecurity incidents recorded during the reporting period 1 July 2021 to 30 June 2022.  Priority 1 cybersecurity Incidents defined as any incident featuring high attack sophistication and/or targeting systems with high cybersecurity criticality	count	Count of valid priority one incidents that were reported during the reporting period.	
	Compliance	Monetary losses	Total monetary value of penalty notices for non-compliance with laws and/or regulations.	Penalty notices received from Environmental and Safety regulators (excludes APA contractor penalty notices).	AUD (\$)	Sum of monetary value of penalty notices for non-compliance with laws and/or regulations.	
2. Economic	Economic contribution	Direct economic value generated (revenues)	Total monetary value of direct economic value generated through APA's revenues.	"Revenue" is reported in the consolidated statement of profit or loss and other comprehensive income for the Australian Pipeline Trust and its Controlled Entities on an accrual basis. Revenue is recognised at an amount that reflects the consideration to which the Group expects to be entitled in exchange for the provision of services or for the transferring of goods to a customer (the performance obligations) under a contract. APA Group recognises revenue when control of a product or service is transferred to the customer.	AUD \$m	Sum of direct economic value generated through APA's revenues.	
	Economic contribution	Economic value distributed	Total monetary value of economic value distributed, on a cash basis, according to the following accounting categories: - operating costs; - payments to employees; - payments to suppliers; - payments to providers of capital; - payments to government; and - tax paid	<b>Operating costs</b> - excludes interest expenses in the Statement of cash flows <b>Payments to employees</b> - includes: salaries, overtime, allowances, entitlements, incentives, superannuation and shares employee scheme, excludes: contractors <b>Payments to suppliers</b> - excludes interest expenses in the Statement of cash flows <b>Payments to providers of capital</b> - includes distributions paid to security holders for APT & APTIT <b>Payments to government</b> - includes Payments to government department and agencies, except Tax Payments <b>Tax paid</b> - includes income Tax, GST, FBT, excises, payroll Tax, PAYG withheld, land taxes and stamp duties	AUD \$m	Sum of economic value distributed, on a cash basis, according to the following accounting categories: operating costs; payments to employees; payments to suppliers; payments to providers of capital; payments to government; and tax paid.  Compiled from data in the APA Group's audited consolidated statement of cash flows in the APA Annual Report 2022, lodged business activity statements to Australian Tax Office (ATO) and internal management accounts.	
	Economic contribution	Total economic value generated and distributed	Total monetary value of direct economic value generated and distributed		AUD \$m	Sum of "Direct economic value generated (revenues)" plus "Total economic value distributed" metrics	
	Government assistance	Monetary value of financial assistance received from any government	Total monetary value of financial assistance received by the organisation from any government during the reporting period.	<b>Fuel Tax Credits</b> - tax credit that is provided to APA for fuel tax included in the price of fuel used in pipeline related machineries  <b>Subsidies</b> - a wage subsidy to support APA to take on new apprentices and trainees, to build a pipeline of skilled workers to support the economy  <b>Research and development (R&amp;D) claim</b> - R&D claim is a tax incentive that encourages APA to engage in R&D activities benefiting Australia.  <b>ARENA grant</b> - grant funding from the Australian Government to improve the competitiveness of renewable energy technologies via the Australian Renewable Energy Agency (ARENA). Disclosed amount excludes GST.	AUD (\$)	Sum of monetary value of financial assistance received by the organisation from any government during the reporting period.	

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Section	Sub-section	Indicator	Measure	Scope	Unit	Methodology / Calculation	Notes / Reference
	Government ownership	Level of Government ownership	The extent to which any Sovereign Government is directly present in the shareholding structure through percentage of total shares owned by government bodies	Measured via registry analysis as at 21 June 2022 - Excludes sovereign wealth funds, Government Agency or other indirect ownership mechanisms - Government Agency - these are investment arms run on behalf of a governmental agency. Examples: City of Tampa; Abu Dhabi Investment Authority; Federal Reserve Board of Governors and Ohio Bureau of Worker's Compensation. - Sovereign Wealth Fund - pools of money derived from the reserves of a country that are set aside for investment purposes that will benefit its citizens and economy	% of total shares issued	Percentage of shares owned by government bodies that is Sovereign Government directly present in the shareholding structure	
3. Infrastructure	Infrastructure	Total installed power generation capacity	Total megawatts of all power assets owned, or partially owned by APA.  Official name plate generation capacities (as built) for power generation assets	All power assets owned, or partially owned by APA. Includes assets owned but outside APA's operational control (equity measurement boundary). Including: - Gas generation capacity - Solar generation capacity - Wind generation capacity  Stated generation capacity is for the whole generation facility. Megawatt capacity is not adjusted for the APA equity share ownership proportion of facility	MW	Sum of megawatts of all power assets owned, or partially owned by APA.	
	Infrastructure	Percentage of installed power generation capacity	Percentage of total generation type (renewable, non-renewable) taken from Total Installed Power Generation Capacity metric	All power assets owned, or partially owned by APA. Includes assets owned but outside APA's operational control. Stated generation capacity is for the whole generation facility. Megawatt capacity is not adjusted for the APA equity share ownership proportion of facility	%	Percent of total generation type (renewable, non-renewable) taken from Total Installed Power Generation Capacity metric. For example:  Percentage of Total Renewable Power Generation Portfolio Share = (Total Solar Generation Capacity + Total Wind Generation Capacity) divided by Grand Total Installed Power Generation Capacity times by 100	
	Infrastructure	Gas transported by Gas Transmission Pipelines under APA operational control	Measurement of gas transported by Gas Transmission Pipelines under APA operational control. Sourced from the meters measuring gas delivered (delivery meters) for each pipeline as this represents the physical gas transported to end use. Excludes trade points (gas traded between shippers within the asset) - 'Gas Transported' is determined by Meter Energy Quantities measured by delivery meters for each pipeline	Relevant mode of transport: gas transmission pipelines only - Includes all gas transmission pipeline assets under APA's operational control during the financial year 1 July 2020 – 30 June 2022 - Operational control excludes: VTS, DLNG, Mondarra Storage Facility	GJ	Measurement at delivery points is in accordance with American Petroleum Institute (API) Chapter 21.1, Flow Measurement Using Electronic Metering Systems – Electronic Gas Measurement. Assurance of data: Quality of Custody Transfer Meter metering is maintained using several processes: - Periodic field verification of measurement equipment against certified standards, typically at 3 monthly intervals - Validation tests of daily reported metering data occur during daily data processing - Real time monitoring of system equipment via Supervisory Control and Data Acquisition (SCADA) system with alarming for detected fault conditions	
	Infrastructure	Total natural gas delivered (Gas Distribution Pipelines)	Measure of gas transported (as throughput) by Gas Distribution Pipelines under APA operational control during the financial year 1 July 2021 – 30 June 2022	Relevant mode of transport: Gas Distribution Pipelines only. - Gas Distribution Pipelines are defined as the gas pipeline assets operated by the APA Networks Division. These are: - The Allgas gas distribution network owned by GDI (EII) Pty Ltd, operated by APA (APA maintains a 20% equity interest in GDI (EII) Pty Ltd) - The Tamworth gas distribution network (Central Ranges Network), 100% owned and operated by APA - Australian Gas Networks Limited assets operated by APA (assets include: AGN SA; AGN NT; AGN VIC; AGN ALB NSW; AGN NSW; AGN QLD) - Excludes: throughput delivered via offtake agreements direct from the Central Ranges Pipeline	GJ	Gas 'throughput' is measured at 'gate injections for the distribution network' - QA overview of data: gate injection data for the distribution network is assured via daily internal APA monitoring of the National Interval Meter Data System (NIMDS). For assets in Victoria gate injection data is assured by AEMO.	
	Infrastructure	Total electricity delivered	Total amount of power transported in each direction past a single measurement point	APA operated electricity transmission assets only (Murraylink and Directlink) Measurement is raw power transported and is not adjusted for energy consumed and/or lost during delivery	Megawatt hours (MWh)	Power delivered into the relevant transmission network is metered and provided to APA by the Meter Data Agent (third party provider), then internally aggregated  Note: annual variations in total electricity delivered (transported) by APA assets is a function of loading and status of the total interconnected power grid.	
	Asset integrity	Percent complete of annual transmission Intelligent Pigging Program as planned	Percent complete of annual integrity inspection program is determined as at 30 June 2022.	Percent complete of annual integrity inspection program is determined as at 30 June 2022. Annual integrity inspection program primarily incorporates the use of intelligent pigging techniques. Program priorities are set commensurate to risk, internal policy and asset lifecycle management. The intelligent pigging program excludes assets where pigging is not possible or practicable. Annual program priorities can shift during the financial year. Only planned inspections that have not met a targeted milestone and have not been risk reviewed and approved for reschedule will be identified as 'incomplete'	%	Total percent complete of annual integrity inspection program is determined as at 30 June 2022.	
4. Greenhouse Gas Emissions	Greenhouse Gas (GHG) emissions Scope 1 emissions	Total Scope 1 emissions	Total GHG emissions released to the atmosphere as a direct result of an activity, or series of activities at a facility level. Includes breakdown and subset showing significant scope 1 emissions sources: - Fugitive Emissions (all APA assets) - Subset - Fugitive Emissions (natural gas transmission pipelines) - Power Generation Assets Emissions	All assets under APA's operational control, as defined in the NGER legislation. For the purposes of emissions and energy reporting, APA does not have operational control of Gruyere Power Station, Gruyere Solar Farm, X41 and North Brown Hill Wind Farm	Metric tonnes of CO2 equivalent (t-CO <sub>2</sub> e)	Greenhouse gas emissions data has been calculated in accordance with methodologies under the National Greenhouse and Energy Reporting Act 2007 (NGER)	<a href="#">National Greenhouse and Energy Reporting Act 2007</a>

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Section	Sub-section	Indicator	Measure	Scope	Unit	Methodology / Calculation	Notes / Reference
	Greenhouse Gas (GHG) emissions Scope 1 emissions	Percent of Scope 1 under emissions-reporting regulation	Percentage of "Scope 1 Gross GHG emissions" that are covered under reporting obligations of the National Greenhouse and Energy Reporting Act 2007	All assets under APA's operational control with Scope 1 Gross GHG emissions that are covered under reporting obligations of the National Greenhouse and Energy Reporting Act 2007  For the purposes of emissions and energy data, APA is not the entity with operational control of Gruyere Power Station.	%	Calculation according to SASB Standard IF-EU-110a.1: [total amount of gross global Scope 1 GHG emissions (CO <sub>2</sub> -e) that are covered under emissions reporting-based regulations divided by the total amount of gross global Scope 1 GHG emissions (CO <sub>2</sub> -e) *100].	<a href="#">National Greenhouse and Energy Reporting Act 2007</a>
	Greenhouse Gas (GHG) emissions Scope 1 emissions	Percent of Scope 1 covered under emissions-limiting regulations	Percentage of "Scope 1 emissions" that are covered by a baseline established by the Safeguard Mechanism under the National Greenhouse and Energy Reporting Act 2007	Emissions from the Diamantina Power Station, Daandine Power Station, South West Queensland Pipeline and Goldfields Gas Pipeline. Excludes emissions covered under voluntary emissions-limiting regulations or targets	%	Percent of "Scope 1 emissions" that are covered by a baseline established by the Safeguard Mechanism under the National Greenhouse and Energy Reporting Act 2007	<a href="#">National Greenhouse and Energy Reporting Act 2007</a>
	Greenhouse Gas (GHG) emissions Scope 2 emissions	Total scope 2 emissions	Total emissions released to the atmosphere from indirect energy consumption	Total scope 2 emissions for all NGER facilities as accounted for in s19 report at time of writing (for current reporting year), prior years based off previous public disclosures for consistency. For the purposes of emissions and energy reporting, APA does not have operational control of Gruyere Power Station, Gruyere Solar Farm, X41 and North Brown Hill Wind Farm	Metric tonnes of CO <sub>2</sub> equivalent (t-CO <sub>2</sub> e)	Greenhouse gas emissions data has been calculated in accordance with methodologies under the National Greenhouse and Energy Reporting Act 2007 (NGER)	<a href="#">National Greenhouse and Energy Reporting Act 2007</a>
	Greenhouse Gas (GHG) emissions Scope 3 emissions	Total scope 3 emissions	All indirect emissions (not included in scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions	Operational control is applied to distinguish between scope 1/2 and 3 emissions. Categories 1,2,3,5,6,7 and 11 from the Greenhouse Gas Protocol Scope 3 Standard	Metric tonnes of CO <sub>2</sub> equivalent (t-CO <sub>2</sub> e)	Greenhouse Gas Protocol – Corporate Value Chain (Scope 3) Accounting and Reporting Standard	<a href="#">ghgprotocol.org</a>
5. Energy	Energy production	Energy produced total	Total energy produced by all NGER facilities for the financial year as accounted for in s19 report at time of writing (for current reporting year), prior years based off previous public disclosures for consistency	All assets under APA's operational control, as defined in the National Greenhouse and Energy Reporting Act 2007. For the purposes of emissions and energy data, APA is not the entity with operational control of Gruyere Power Station.	GJ	GHG emissions and energy calculated in accordance with methodologies under the National Greenhouse and Energy Reporting Act 2007.	<a href="#">National Greenhouse and Energy Reporting Act 2007</a>
	Energy production	Electricity produced total	Total electricity produced by all major energy sources, with a percentage breakdown of this total by energy source. Energy sources include: renewable (wind and solar power assets) and non-renewable (natural gas power assets)	Includes: Power stations and renewable energy generation assets under APA's operational control, as defined in the Australian National Greenhouse and Energy Reporting Act 2007. For the purposes of emissions and energy data, APA is not the entity with operational control of Gruyere Power Station.  Excludes: Electricity consumed at power generating facilities. If the organisation generates electricity from a non-renewable or renewable fuel source and then consumes the generated electricity, the energy consumption is counted once under the "energy consumption" indicator.	Megawatt hours (MWh), %	GHG emissions and energy calculated in accordance with methodologies under the Australian National Greenhouse and Energy Reporting Act 2007.	<a href="#">National Greenhouse and Energy Reporting Act 2007</a>
	Energy consumption	Energy consumed total	Total energy consumed by all NGER facilities for the financial year as accounted for in the NGER s19 report at time of writing (for current reporting year). Prior years based off previous public disclosures for consistency, with a breakdown of this total according to consumption by APA business division or asset types (Power; Transmission; Midstream; Networks; Corporate Offices) and amount consumed off grid	All assets under APA's operational control, as defined in the National Greenhouse and Energy Reporting Act 2007. For the purposes of emissions and energy data, APA is not the entity with operational control of Gruyere Power Station.	GJ	GHG emissions and energy calculated in accordance with methodologies under the Australian National Greenhouse and Energy Reporting Act 2007. For the purposes of emissions and energy data, APA is not the entity with operational control of Gruyere Power Station - Calculation for percentage 'Electricity Consumption from Grid': proportion of two metrics: [purchased grid electricity consumption divided by total energy * 100]; calculation made in accordance with Sustainability Accounting Standards Board (SASB) RR-ST-130a.1 and energy measures using methodologies under the Australian National Greenhouse and Energy Reporting Act 2007.	<a href="#">National Greenhouse and Energy Reporting Act 2007</a>
	Energy consumption	Energy consumed net	Equals 'Energy Consumption Total' minus 'Energy Produced Total'	All assets under APA's operational control, as defined in the Australian National Greenhouse and Energy Reporting Act 2007. For the purposes of emissions and energy data, APA is not the entity with operational control of Gruyere Power Station.	GJ	'Energy Consumed Total' minus 'Energy Produced Total'	<a href="#">National Greenhouse and Energy Reporting Act 2007</a>
6. Air Emissions	Air emissions	Total oxides of nitrogen (NOX) emissions	Total emissions and transfers of substances on the National Pollutant Inventory (NPI) reporting list (see <a href="#">www.npi.gov.au</a> ). Excludes greenhouse gas emissions reported under the Australian National Greenhouse and Energy Reporting Act 2007.	APA gas transmission and power generation assets	tonnes	Emissions, substance, source and location data is accounted and reported in line with the National Environment Protection (National Pollutant Inventory) Measure. The emission factors used in APA's NPI reports are sourced from relevant industry emission estimation technique manuals available on the NPI website.  Air emissions are also known as criteria air pollutants and are regulated and used as indicators of air quality. The applicable legislation in Australia is the National Environment Protection (Ambient Air Quality) Measure and includes national environmental protection goals and standards for carbon monoxide, nitrogen dioxide, ozone, sulphur dioxide, lead, PM10 and PM2.5.	<a href="#">National Environment Protection (Air Toxics)</a>



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Section	Sub-section	Indicator	Measure	Scope	Unit	Methodology / Calculation	Notes / Reference
	Air emissions	Total oxides of sulfur (SOX) emissions	Total emissions and transfers of Hazardous Air Pollutants	APA gas transmission and power generation assets	tonnes	Emissions, substance, source and location data is accounted and reported in line with the National Environment Protection (National Pollutant Inventory) Measure. The emission factors used in APA's NPI reports are sourced from relevant industry emission estimation technique manuals available on the NPI website.  Air emissions are also known as criteria air pollutants and are regulated and used as indicators of air quality. The applicable legislation in Australia is the National Environment Protection (Ambient Air Quality) Measure and includes national environmental protection goals and standards for carbon monoxide, nitrogen dioxide, ozone, sulphur dioxide, lead, PM10 and PM2.5.	<a href="#">National Environment Protection (Air Toxics)</a>
	Air emissions	Total direct volatile organic compounds (VOC) emissions	Total emissions and transfers of Hazardous Air Pollutants	APA gas transmission and power generation assets	tonnes	Emissions, substance, source and location data is accounted and reported in line with the National Environment Protection (National Pollutant Inventory) Measure. The emission factors used in APA's NPI reports are sourced from relevant industry emission estimation technique manuals available on the NPI website.  Air emissions are also known as criteria air pollutants and are regulated and used as indicators of air quality. The applicable legislation in Australia is the National Environment Protection (Ambient Air Quality) Measure and includes national environmental protection goals and standards for carbon monoxide, nitrogen dioxide, ozone, sulphur dioxide, lead, PM10 and PM2.5.	<a href="#">National Environment Protection (Air Toxics)</a>
	Air emissions	Total Hazardous Air Pollutant (HAP)	Total emissions and transfers of Hazardous Air Pollutants	APA gas transmission and power generation assets	tonnes	Emissions, substance, source and location data is accounted and reported in line with the National Environment Protection (National Pollutant Inventory) Measure. The emission factors used in APA's NPI reports are sourced from relevant industry emission estimation technique manuals available on the NPI website.  Air emissions are also known as criteria air pollutants and are regulated and used as indicators of air quality. The applicable legislation in Australia is the National Environment Protection (Ambient Air Quality) Measure and includes national environmental protection goals and standards for carbon monoxide, nitrogen dioxide, ozone, sulphur dioxide, lead, PM10 and PM2.5.	<a href="#">National Environment Protection (Air Toxics)</a>
	Air emissions	Total particulate matter (PM) emissions	Total emissions and transfers of Hazardous Air Pollutants	APA gas transmission and power generation assets	tonnes	Emissions, substance, source and location data is accounted and reported in line with the National Environment Protection (National Pollutant Inventory) Measure. The emission factors used in APA's NPI reports are sourced from relevant industry emission estimation technique manuals available on the NPI website.  Air emissions are also known as criteria air pollutants and are regulated and used as indicators of air quality. The applicable legislation in Australia is the National Environment Protection (Ambient Air Quality) Measure and includes national environmental protection goals and standards for carbon monoxide, nitrogen dioxide, ozone, sulphur dioxide, lead, PM10 and PM2.5.	<a href="#">National Environment Protection (Air Toxics)</a>
	Air emissions	Total persistent organic pollutant (POP) emissions	Total emissions and transfers of Hazardous Air Pollutants	APA gas transmission and power generation assets	tonnes	Emissions, substance, source and location data is accounted and reported in line with the National Environment Protection (National Pollutant Inventory) Measure. The emission factors used in APA's NPI reports are sourced from relevant industry emission estimation technique manuals available on the NPI website.  Air emissions are also known as criteria air pollutants and are regulated and used as indicators of air quality. The applicable legislation in Australia is the National Environment Protection (Ambient Air Quality) Measure and includes national environmental protection goals and standards for carbon monoxide, nitrogen dioxide, ozone, sulphur dioxide, lead, PM10 and PM2.5.	<a href="#">National Environment Protection (Air Toxics)</a>

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Section	Sub-section	Indicator	Measure	Scope	Unit	Methodology / Calculation	Notes / Reference
	Air emissions	Total lead emissions	Total emissions and transfers of Hazardous Air Pollutants	APA gas transmission and power generation assets	kg	Emissions, substance, source and location data is accounted and reported in line with the National Environment Protection (National Pollutant Inventory) Measure. The emission factors used in APA's NPI reports are sourced from relevant industry emission estimation technique manuals available on the NPI website.  Air emissions are also known as criteria air pollutants and are regulated and used as indicators of air quality. The applicable legislation in Australia is the National Environment Protection (Ambient Air Quality) Measure and includes national environmental protection goals and standards for carbon monoxide, nitrogen dioxide, ozone, sulphur dioxide, lead, PM10 and PM2.5.	<a href="#">National Environment Protection (Air Toxics)</a>
	Air emissions	Total mercury (Hg) emissions	Total emissions and transfers of Hazardous Air Pollutants	APA gas transmission and power generation assets	kg	Emissions, substance, source and location data is accounted and reported in line with the National Environment Protection (National Pollutant Inventory) Measure. The emission factors used in APA's NPI reports are sourced from relevant industry emission estimation technique manuals available on the NPI website.  Air emissions are also known as criteria air pollutants and are regulated and used as indicators of air quality. The applicable legislation in Australia is the National Environment Protection (Ambient Air Quality) Measure and includes national environmental protection goals and standards for carbon monoxide, nitrogen dioxide, ozone, sulphur dioxide, lead, PM10 and PM2.5.	<a href="#">National Environment Protection (Air Toxics)</a>
7. Community & Social Performance	Landholder Contact Program (LCP)	Landholder contacts visited	Total number of landholder visits conducted as part of the Landholder Contact Program (LCP) across APA operations.	Landholders on gas transmission pipelines and electricity interconnectors. A successful landholder visit includes where information is privately circulated between the multiple contacts for a single land parcel after successful contact with one contact person (all other registered contact points are included as being visited in the count).	count	Sum of number of landholder visits conducted as part of the Landholder Contact Program (LCP) across APA operations.	
	Social investment	Sustainable development investments, and	Total monetary value of sustainable development investments made to partner, community or not for profit organisations during the financial year.	Sustainable development investment financial contributions made to partner, community or not for profit organisations during the financial year.	AUD (\$)	Sum of monetary value of sustainable development investments made to partner, community or not for profit organisations during the financial year.	
	Social investment	Sponsorships and donations	Total monetary value of sponsorships and donations made to partner, community or not for profit organisations during the financial year.	Sponsorships and donation financial contributions made to partner, community or not for profit organisations during the financial year.	AUD (\$)	Sum of monetary value of sponsorships and donations made to partner, community or not for profit organisations during the financial year.	
	Social investment	Employee driven initiatives	Total monetary value of sustainable development investments made to partner, community or not for profit organisations during the financial year.	Employee driven initiatives financial contributions made to partner, community or not for profit organisations during the financial year.	AUD (\$)	Sum of monetary value of employee driven initiatives made to partner, community or not for profit organisations during the financial year.	
8. People & Culture	Diversity Breakdown	2022 Diversity Breakdown	Breakdown of the diversity of APA workforce and divisions in the financial year.  Diversity categories include: - Gender - age group (Under 30 years, 30-49, 50+ years) - indigenous status (% Employees who self-identify to APA as Indigenous (ATSI))	Effective Date for all measure is as of 30 June 2022.  The "% identify as Indigenous" measure relies on voluntary information. This measure represents those APA employees who have voluntarily self-identified to APA that they are an Aboriginal and/or Torres Strait Islander person.	%	Board - portion of full Board members (including non-executive directors) directly employed by APA, including CEO/Managing Director and Chair  - All Employees - portion of individuals directly employed by APA on a permanent or fixed-term arrangement and paid via APA payroll. Include assignment arrangements of: Casual; Full-time permanent; Part-time permanent; Full-time fixed term; Part-time fixed term. (Include Apprentice, Trainee, internationally based Employees; Exclude CEO, Board Members)  - Executive Leadership Team (ELT) - portion of employees aligned to WGEA Management Category: Key Management Personnel / Head of Business; Key Management Personnel. (Includes 4 Senior Leaders. Excludes CEO)  - Senior Leaders - portion of employees aligned to WGEA Management Category: Other Executives and General Managers; Senior Managers. (Excludes 4 ELT members)  - Other Employees: portion of employees aligned to WGEA Management Category: other managers; non-managers  - Divisional Diversity - portion of employees working primarily in this APA Division. APA Corporate divisions are: Finance; Governance & External Affairs; North America; People Safety & Culture; Strategy & Commercial; and Transformation & Technology. APA Operational divisions are Infrastructure Development and Operations	
	Gender Target Action Plan (GTAP)	Board gender diversity	Proportion of full Board members that identify as male or female; includes non-executive directors, CEO/Managing Director and Chair.	Full Board members during the period 1 July 2021 to 30 June 2022. Includes non-executive directors, CEO/Managing Director and Chair.	%	Percent of full Board members during the period that identified as male or female.	
	Gender Target Action Plan (GTAP)	Total workforce female representation	Proportion of total workforce who identify as female.	Total workforce employed during the reporting period 1 July 2021 to 30 June 2022 who identify as female.	%	Percent of total workforce who identified as female during the reporting period.  2025 Target = 40%	

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Section	Sub-section	Indicator	Measure	Scope	Unit	Methodology / Calculation	Notes / Reference
	Gender Target Action Plan (GTAP)	Senior leader female representation	Proportion of senior leaders in the workforce who identify as female.	Senior leaders employed during the reporting period 1 July 2021 to 30 June 2022 who identify as female. Senior Leaders comprises "Other executives/general managers" and "senior managers" as reported to WGEA.	%	Percent of senior leaders in the workforce who identified as female during the reporting period.  2025 Target = 30%.	
	Gender Target Action Plan (GTAP)	Talent pipeline female representation	Proportion of talent pipeline representation in the workforce who identify as female.	Talent pipeline representation employed during the reporting period 1 July 2021 to 30 June 2022, who identify as female.  Talent Pipeline refers to the pipeline of candidates in our senior leader talent pool and has been expanded to the pipeline of candidates (L3, L4 and L5) in our Senior Leader talent pools	%	Percent of talent pipeline representation in the workforce who identify as female.	
	Gender Target Action Plan (GTAP)	Extended leadership female representation	Proportion of total count of individuals in Extended Leadership who identify as female.	Extended leadership employed during the reporting period 1 July 2021 to 30 June 2022, who identify as female.  Extended Leadership refers to level 3 and level 4 leaders who have direct reports at APA (CEO is Level 1).	%	Percent of total count of individuals in Extended Leadership who identify as female.	
	Employment diversity	Total workforce employment	An individual actively engaged performing tasks for APA. This is either an 'Employee' (directly employed), or a 'Contingent Worker' (engaged to perform a task), excluding Board Members. Excluding CEO.	Effective date is 30 June 2022.  This includes person type: - Employees: An individual directly employed by APA under a contract of employment on a permanent, fixed-term or casual arrangement, and are paid via APA payroll (i.e. subject to PAYG withholding tax and super guarantee arrangements), excluding Board Members and CEO. Includes working arrangements as: Casual; Full-time permanent; Part-time permanent; Full-time fixed term; Part-time fixed term; Apprentice & Trainee.  - Contingent Worker: Outsourced, or borrowed, labour pool, that APA utilises in complementing its regular employees in managing service delivery on hired per-project basis. Includes working arrangements as: Contingent Worker, Labour Hire - Temporary Worker - RSP; Labour Hire - Temporary Worker - Non RSP; Labour Hire - Contractor Management Services; Independent contractor; External Secondment	count	Count of individuals actively engaged performing tasks for APA. This is either an 'Employee' (directly employed), or a 'Contingent Worker' (engaged to perform a task), excluding Board Members and CEO.	
	Employment diversity	Diversity of Total Employees by employment type	Diversity of Total Employees by employment type: - Permanent Full Time - Permanent Part Time - Fixed-term Full Time - Fixed-term Part Time - Casual Employees	Effective date is 30 June 2022.	count	Count of employees (excluding CEO) by employment type, with a breakdown of this total by gender and the following categories: - Permanent Full Time - Permanent Part Time - Fixed-term Full Time - Fixed-term Part Time - Casual Employees	
	Employment diversity	Diversity of total employees by age	Percent of employees (excluding CEO) in each age category, as proportion of total employees: - under 30 - 30-49 years - 50+ years	Effective date is 30 June 2022.	%	Percent of employees (excluding CEO) in each age category: under 30; 30-49 years; 50+ years as proportion of total employees.	
	Employee turnover	Total employee turnover	Proportion of total of employees that ceased employment from APA within the reporting period.	Reporting period is 1 July 2021 to 30 June 2022	%	Total Departures (voluntary and involuntary) for reporting period divided by Average Employee Headcount (Total Headcount at 1 July 2021 divided by Total Headcount at 30 June 2022).	
	Employee turnover	Total voluntary employee turnover	Proportion of total of employees that voluntarily resigned from APA within the reporting period.	Reporting period is 1 July 2021 to 30 June 2022	%	Total Resignations for reporting period divided by Average Employee Headcount (Total Headcount at 1 July 2021 divided by Total Headcount at 30 June 2022).	
	New employment	New employee hires	Total number of new employees that commenced employment during the reporting period, with a percentage breakdown of this total by: - age group (under 30; 30-49 years; 50+ years) - gender (Male; Female) - APA division.	Reporting period is 1 July 2021 to 30 June 2022	count	Count of new employees that commenced employment during the reporting period, with a percentage breakdown of this total by age group (under 30; 30-49 years; 50+ years), gender (Male; Female) and APA division.	
	Employee benefits	Parental Leave	Total number of individuals directly employed by APA on a permanent or fixed-term arrangement and paid via APA payroll that accessed either paid or unpaid parental leave.	Reporting period is 1 July 2021 to 30 June 2022	count	Count of individuals directly employed by APA on a permanent or fixed-term arrangement and paid via APA payroll that accessed either paid or unpaid parental leave.	
	Labour / management relations	Employees covered by collective bargaining agreements	Proportion of total APA employees who are employed under a collective bargaining agreement.	Effective date is 30 June 2022	%	Total number of APA employees who are employed under a collective bargaining agreement divided by Total number of APA employees.	



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Section	Sub-section	Indicator	Measure	Scope	Unit	Methodology / Calculation	Notes / Reference
	Training & education	Workforce training hours delivered	Total number of hours of APA applicable training delivered to APA Workforce (Employees and Contingent Workers)	Reporting period is 1 July 2021 to 30 June 2022  Includes: - Mandatory APA Compliance Training: defined as the suite of nine APA compliance courses required to be completed by all APA employees. These include APA HSE Induction, APA Orientation Induction, Fair Treatment, APA Environmental Induction, Alcohol and Other Drugs at APA, IT Induction & APA Cybersecurity Awareness, Risk Fundamentals & Code of Conduct  - Role-specific Training - defined as training which is directly related to providing skills and knowledge to perform a role competently, in accordance with any relevant APA Competency matrix and/or business requirement.  - Other Training - defined as all courses undertaken which do not sit within the definition of Mandatory APA Compliance Training or Role-specific Training. This training is likely to be undertaken to support professional development.	hours	Sum of "Credit Hours" allocated per course (not time spent completing course)  Includes: - Mandatory APA Compliance Training - Role Specific - Other Training  Excludes: - Training hours completed by employees who have completed training but left the business throughout the Financial Year - Training hours if training completed but course not passed/competency not awarded - Workplace practice and evidence gathering - Workplace assessment activities	
	Training & education	Average hours of training per workforce member	Average hours of training that the organization's Workforce have undertaken during the reporting period	Reporting period is 1 July 2021 to 30 June 2022	hours	Total Workforce Training Hours delivered divided by Total Workforce	
	Training & education	Workforce training hours by type	Total number of hours in the reporting period devoted to specific types of workforce training including: - Mandatory APA Compliance Training - Role Specific - Other Training	Reporting period is 1 July 2021 to 30 June 2022  Includes: - Mandatory APA Compliance Training: defined as the suite of nine APA compliance courses required to be completed by all APA employees. These include APA HSE Induction, APA Orientation Induction, Fair Treatment, APA Environmental Induction, Alcohol and Other Drugs at APA, IT Induction & APA Cybersecurity Awareness, Risk Fundamentals & Code of Conduct  - Role-specific Training - defined as training which is directly related to providing skills and knowledge to perform a role competently, in accordance with any relevant APA Competency matrix and/or business requirement.  - Other Training - defined as all courses undertaken which do not sit within the definition of Mandatory APA Compliance Training or Role-specific Training. This training is likely to be undertaken to support professional development.	hours	Count of the total hours of APA applicable training delivered to APA Workforce (Employees and Contingent Workers).  Includes: - Mandatory APA Compliance Training - Role Specific - Other Training  Excludes: - Training hours completed by employees who have completed training but left the business throughout the Financial Year - Training hours if training completed but course not passed/competency not awarded - Workplace practice and evidence gathering - Workplace assessment activities	
9. Health & Safety	Workplace Health & Safety governance & compliance	Workforce covered by a Health & Safety management system	Percentage of workers and contractors covered by APA Health & Safety management system	Contractors are determined by the Contractor Hours	%	Percentage of workers and contractors covered by APA Health & Safety management system.	
	Workplace Health & Safety governance & compliance	Health & Safety management interactions	Total number of valid records in APA HSEH Management System of Management Interactions plus Implemented Lessons Learned Actions completed by level 1 to 5 Managers.	Management interactions are considered as the leadership (employee levels 1-5) engagement in relation to the safety of the people and environment with employees and contractors. Employee levels 6 and below are excluded	count	Count of valid records in APA HSEH Management System of Management Interactions plus Implemented Lessons Learned Actions completed by level 1 to 5 Managers.	
	Workplace Health & Safety governance & compliance	Safety warning notices received	Total number of regulatory warning notices received from workplace health and safety regulators.	Regulatory warning notices received by APA Group and APA contractors, in all jurisdictions where APA operates. Excludes technical and energy and environmental regulatory issued warnings.	count	Count of valid records in APA HSEH Management System of valid Incidents where Compliance Breach = Yes and Notice Received = WARNING and Regulator Body is WHS.	
	Safety performance	Total fatalities	Total number of fatalities among APA employees and contractors arising from work-related ill health or injuries.	APA Group employees and contractors. Excludes any incidents where the public is involved or incidents that are not work-related.	count	Count of valid records in APA HSEH Management System. Sum of two metrics: [Fatalities – Employees] and [Fatalities – Contractors].	
	Safety performance	Health & Safety hazard frequency rate	Number of valid Health & Safety hazards identified per million hours worked total rolling 12 months.	Rolling 12 month period is 1 Jul 2021 to 30 June 2022.  APA employee and contractors. Excludes all hazard records lodged but rejected as invalid in the APA HSEH Management System.	count	Count of valid records in APA HSEH Management System. Total WHS Hazards Reported / per million hours worked.	
	Safety performance	Health & Safety Near Miss Frequency Rate (NMFR)	Total number of valid work-related near misses identified per million hours worked, on rolling 12 months.	Rolling 12 month period is 1 Jul 2021 to 30 June 2022.  APA Group employee and contractor incidents where classified as near miss. Excludes all incident records lodged but rejected as invalid in the APA HSEH Management System.	count near misses reported / per million hours	Count of valid records in APA HSEH Management System. Calculation: [(no. of near miss incidents / hours worked) x 1,000,000]  - Note: SASB calculation expresses rate per 200,000 hours worked; APA adopts a 'per million hours works measure.	
	Safety performance	Total Recordable Injury Frequency Rate (TRIFR)	Number of valid Recordable Incidents per million hours worked (rolling 12 months). The total of Recordable Injuries includes Fatalities (FAT), Lost Time Injuries (LTI), restricted work injury (MOTI)	All FAT, LTI, MOTI, MITI incidents for Employee and Contractor.  Excludes all incident records lodged but rejected as invalid in the APA HSEH Management System.	injury count (FAT, LTI, MOTI, MITI) / per million hours	Count of valid records in APA HSEH Management System. Calculation made for TRIFR = [Number of recordable work-related injuries divided by Number of hours worked] * 1,000,000.	
	Safety performance	Lost Time Injury Frequency Rate (LTIFR)	Number of Lost Time Injuries per million hours worked (rolling 12 months, with this total broken down by employees and contractors)	Rolling 12 month period is 1 Jul 2021 to 30 June 2022.  APA Group employees and contractors Lost Time Injuries. Excludes all incident records lodged but rejected as invalid in the APA HSEH Management System.	injury (LTI) count / per million hours	Count of valid records in APA HSEH Management System. Calculation made for LTIFR = [No. of recordable Lost Time Injuries divided by Number of hours worked] * 1,000,000.	

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Section	Sub-section	Indicator	Measure	Scope	Unit	Methodology / Calculation	Notes / Reference
	Safety performance	Cases of work-related ill health	Total number of validated work-related ill health cases, broken down by APA employees and contractors.	Includes acute or chronic illnesses or diseases, which may be caused by inhalation, absorption, ingestion or direct contact. Excludes Injuries and incident records lodged but rejected as invalid in the APA HSEH Management System.	count	Count of valid records in APA HSEH Management System. Calculation = Count of Injury Impact = Illnesses and where work related = YES for Affected person = Employee or Ex-Employee and Contractor or Sub Contractor.	
10. Environment	Environmental Management	Environmental warning notices received	Total number of environmental warning notices received from an environmental regulator.	Notices received by APA Group and APA Contractors, in all jurisdictions where APA operates. Excludes all incident records lodged but rejected as invalid in the APA HSEH Management System. Excludes warning notices from climate and carbon regulatory bodies.	count	Count of valid records in APA HSEH Management System of valid Incidents where Compliance Breach = Yes and Notice Received = WARNING and Regulator Body is Environmental	
	Environmental Management	Environmental penalty notices received	Total number of environmental penalty notices received from an environmental regulator.	Notices received by APA Group and APA Contractors, in all jurisdictions where APA operates. Excludes all incident records lodged but rejected as invalid in the APA HSEH Management System. Excludes penalty notices from climate and carbon regulatory bodies.	count	Count of valid Incident records in APA HSEH Management System where Compliance Breach = Yes and Notice Received = PENALTY and Regulator Body is Environmental.	
	Environmental Management	Internal environmental audits conducted	Total number of APA conducted environmental audits.	Valid internal environmental audits are those audits required by, or committed to, in environmental regulatory tools (i.e. Environmental Management Plans)	count	Count of completed Audit records in APA HSEH Management System where Audit classification is Environmental Audit.	
11. Value Chain	Customers	Total customers served	Total number of parent customers served by APA Group asset divisions who have executed revenue contracts on-foot with APA Group during the Financial Year.	A customer with multiple contracting subsidiaries is counted as one parent customer  Includes: - customers with contracts having expired within the Financial Year and new customers within Financial Year - Gas Transmission Division customers includes services from: gas transmission, gas & LNG storage & midstream assets - Power Assets Division customers (renewables and gas power generation) includes services from Power Assets to customers who may also have Gas Transmission Division contracts - Asset Management Division (Networks) customers includes services provided to the third party asset owner, not end-users of asset services (e.g. domestic gas users)  Excludes: - customers of assets currently under construction by the Infrastructure Development division	count	Count of number of parent customers served by APA Group asset divisions who have executed revenue contracts on-foot with APA Group during the Financial Year.	

## Material sustainability issue areas for APA

### Materiality assessment

In FY21, APA conducted a stakeholder-centric materiality assessment to identify the core sustainability-related issues that we (APA) should focus on. The process, which was grounded in internationally recognised sustainability frameworks included scanning of external fast-moving issues and trends, peer and customer benchmarking; stakeholder consultation with customers, investors and debt providers; and reviewing feedback from consumers, communities and insurance providers to confirm the most important issues for APA.

As a result, we identified our material sustainability issue areas and a number of fast-moving or accelerating issues and activities that APA should be prepared to leverage or act on, including biodiversity, responsible supply chain and circular economy.

### Material sustainability issue areas for APA





## Glossary

Term	Definition
AAGE	Australian Association of Graduate Employees
APA Infra	APA Infrastructure Trust
APA Invest	APA Investment Trust
APGA	Australian Pipelines and Gas Association
ARENA	Australian Renewable Energy Agency
ASX	Australian Stock Exchange
ATSI	Aboriginal and Torres Strait Islander
AUD	Australian dollar
Clean Energy Regulator (CER)	<a href="http://www.cleanenergyregulator.gov.au/">Australian Government body responsible for accelerating carbon abatement for Australia. http://www.cleanenergyregulator.gov.au/</a>
CO2 equivalent (t-CO2e)	Measure used to compare the emissions from various types of greenhouse gas (GHG) based on their global warming potential (GWP). The CO2 equivalent for a gas is determined by multiplying the metric tons of the gas by the associated GWP.
Collective bargaining agreements	Obligations (often legally binding) that the organisation has undertaken. They represent a form of joint decision-making concerning the organisation's operations.
Contingent Worker	Outsourced or borrowed labour pool that APA uses on a hired per-project basis to complement its regular employees in managing service delivery. Includes working arrangements as: Contingent Worker, Labour Hire - Temporary Worker – RSP; Labour Hire - Temporary Worker - Non-RSP; Labour Hire - Contractor Management Services; Independent contractor; External Secondment.
Contractor	An individual, company or other legal entity that provides goods and services to APA, carries out work or performs services pursuant to a contract for service. This includes sub-contractors and contingent workers. A person or company engaged to provide labour or skills and paid on invoice.
COVID-19	Coronavirus pandemic
CSP	Community and Social Performance
Dial-Before-You-Dig	<a href="https://www.1100.com.au/">https://www.1100.com.au/</a>
DWGM	<a href="https://aemo.com.au/en/energy-systems/gas/declared-wholesale-gas-market-dwgm">Declared Wholesale Gas Market https://aemo.com.au/en/energy-systems/gas/declared-wholesale-gas-market-dwgm</a>
EMP	Environmental Management Plan
Employee	An individual who works for APA under a contract of employment. They are engaged through the company's payroll (so subject to PAYG withholding tax and super).
Employee driven initiatives	Fund raising activities instigated by APA employees for which APA has matched funding on at least a 1:1 ratio
Employee turnover	Employees who leave the organisation voluntarily or due to dismissal, retirement, or death in service
Energy Charter	<a href="https://www.theenergycharter.com.au/">A national CEO-led collaboration that supports the energy sector towards a customer-centric future. https://www.theenergycharter.com.au/</a>
Energy Consumption	All energy consumed and produced by APA across all facilities
EPA	Environment Protection Agency
Executive Leadership Team	Comprises "Key Management Personnel/ Head of Business" and "Key Management Personnel" (in addition to L5 Senior Leaders below CEO, where CEO is L1) as reported to Workplace Gender Equality Act (WGEA), excluding the CEO
Extended leadership	Refers to level 3 (L3) and level 4 (L4) workforce who have direct reports at APA (CEO is L1)
Fatality	Work related Safety Incident that results in death to a person
Fugitive emissions	Greenhouse gas emissions that are released in connection with, or a consequence of, the extraction, processing, storage or delivery of fossil fuel
Future Fuels CRC	Industry focused Research, Development & Demonstration partnership enabling the decarbonisation of Australia's energy networks. <a href="https://www.futurefuelscrc.com/">https://www.futurefuelscrc.com/</a>
FY	Financial Year (period between 1 July – 30 June)
GHG	Greenhouse Gas. Gas that contributes to the greenhouse effect by absorbing infrared radiation (GRI Standards Glossary 2018). The greenhouse gases that are reported under the NGER Scheme include carbon dioxide (CO <sub>2</sub> ), methane (CH <sub>4</sub> ), nitrous oxide (N <sub>2</sub> O), sulphur hexafluoride (SF <sub>6</sub> ) and specified kinds of hydro fluorocarbons and perfluorocarbons.
GIS	Geographic Information System
GJ	Gigajoule
Goal (climate-related)	An ambition to seek an outcome for which there is no current pathway(s), but for which efforts will be pursued towards addressing that challenge, subject to certain assumptions or conditions
GRI	<a href="https://www.globalreporting.org/">Global Reporting Initiative https://www.globalreporting.org/</a>
GTAP	Gender Targets Action Plan
Health & Safety hazard	Source of potential harm from which a risk to person's health or safety arises
Health & Safety incident	Any occurrence that has resulted in, or has the potential to result in (i.e. a near miss), adverse consequences to people, property, reputation or a combination of these. Significant deviations from standard operating procedures are also classed as an 'incident'
HPIFR	High Potential Incident Frequency Rate
HSEH	Health, Safety, Environment and Heritage
I&D	Inclusion and Diversity
ICAM	Incident Cause Analysis Method
Internal environmental audits	Internal environmental audits are those audits required by, or committed to, in environmental regulatory tools (i.e. Environmental Management Plans)
ISC	Institute of Chemical Engineers. A not-for-profit multi-company, subscription-based, industry consortium focused on improving process safety.
ISO 31000	<a href="https://www.iso.org/iso-31000-risk-management.html">International Organization for Standardization standard for Risk Management. https://www.iso.org/iso-31000-risk-management.html</a>
LCP	Landholder Contact Program
LNG	Liquefied natural gas
Lost Time Injury (LTI)	Lost Time Injury is a work-related injury or illness that resulted in time lost from work of one day/shift or more. A Lost Time Injury must be certified by advice from a qualified medical practitioner
LTIFR	Lost Time Injury Frequency Rate - Injury (LTI) count/per million hours
Management interactions	Structured interaction between a senior/operational manager and a frontline supervisor, employee or contractor

## Glossary

Term	Definition
MSS	Modern Slavery Statement under the Australian Modern Slavery Act.
MITI	Medical Treatment Injury
MW	Megawatts
MWh	Megawatt hours
Near miss	An unplanned incident that occurred at the workplace, which although not resulting in injury or illness (or damage to the environment) had the potential to do so (AS 1885.1 1990)
Net zero	The balance between the amount of greenhouse gas produced and the amount removed from the atmosphere. Net zero is reached when the amount added is no more than the amount taken away.
Net Zero Australia (NZAu) project	<a href="https://www.nousgroup.com/net-zero-australia-study/">A 2-year collaboration has begun to analyse how Australia can achieve a net zero economy by 2050. https://www.nousgroup.com/net-zero-australia-study/</a>
NGER	<a href="http://www.cleanenergyregulator.gov.au/">National Greenhouse and Energy Reporting Act 2007. http://www.cleanenergyregulator.gov.au/</a>
NGER facilities	<a href="#">An activity, or a series of activities (including ancillary activities) that involve greenhouse gas emissions, the production of energy or the consumption of energy and that form a single undertaking or enterprise and meet the requirements of the regulations, or are declared by the Regulator to be a facility (National Greenhouse and Energy Reporting Act 2007).</a>
NGI	Northern Goldfields Interconnect project
NPI	National Pollutant Inventory. <a href="http://www.npi.gov.au/">http://www.npi.gov.au/</a>
Parental leave	Leave granted to an employee (male, female, other) on the grounds of the birth of a child
Penalty notice	Any Incident where a final regulatory instrument issued by the safety regulator, indicating a non-compliance, resulting in material penalty (financial, enforceable undertaking or otherwise) (e.g. PIN, Fines, Enforceable undertaking)
PFAS	Per- and polyfluoroalkyl substances
Recordable injury or ill health	Work-related injury or ill health that results in any of the following: death, days away from work, restricted work or transfer to another job and also any medically treated Injury are recordable injuries
Regulatory Notifiable Incident	All incidents where APA is required to notify the relevant Environmental Regulator as part of an approved Environmental Management Plans or approvals
RMS	Risk Management System
Safer Together	The Queensland Natural Gas Exploration & Production Industry Safety Forum and Western Australia/Northern Territory Oil and Gas Exploration & Production Industry Safety Forum
SASB	<a href="https://www.sasb.org/">Sustainability Accounting Standards Board https://www.sasb.org/</a>
Scope 1 (GHG)	Greenhouse gas emissions released to the atmosphere as a direct result of an activity, or series of activities, at a facility level. Scope 1 emissions are sometimes referred to as direct emissions
Scope 2 (GHG)	Greenhouse gas emissions released to the atmosphere from the indirect consumption of an energy commodity.
SDGs	<a href="#">Sustainable Development Goals, adopted by all UN Member States in 2015 as a universal call to action to end poverty, protect the planet and ensure all people enjoy peace and prosperity by 2030.</a>
Sponsorships and Donations	Payments made by APA to community or not for profit organisations as a positive contribution towards a project or program
SSTM	<a href="https://aemo.com.au/en/energy-systems/gas/short-term-trading-market-sttm/about-the-short-term-trading-market-sttm">Short-term Trading Market https://aemo.com.au/en/energy-systems/gas/short-term-trading-market-sttm/about-the-short-term-trading-market-sttm</a>
Sustainable development investments	Investments by APA made focused on outcomes of: 1. Strengthening outcomes for First Nations People 2. Natural disasters – responding to, and building community resilience for future events 3. Building resilience in regional Australia
Talent pipeline	Refers to the pipeline of candidates in our Senior Leader talent pools and has been expanded to the pipeline of candidates (L3, L4 and L5) in our Senior Leader talent pools .
Target (climate-related)	An intended outcome in relation to which we have identified one or more pathways for delivery of that outcome, subject to certain assumptions or conditions
TCFD	<a href="https://www.fsb-tcfd.org/">G20 Financial Stability Board's Taskforce Recommendations on Climate-related Financial Disclosures https://www.fsb-tcfd.org/</a>
t-CO2e / t-CO2 equiv	<a href="http://www.cleanenergyregulator.gov.au/NGER/About-the-National-Greenhouse-and-Energy-Reporting-scheme/Greenhouse-gases-and-energy">Tonnes of carbon dioxide equivalent. The standard unit in carbon accounting to quantify greenhouse gas emissions. Includes: carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), sulphur hexafluoride (SF6) and specified kinds of hydro fluorocarbons and perfluorocarbons. http://www.cleanenergyregulator.gov.au/NGER/About-the-National-Greenhouse-and-Energy-Reporting-scheme/Greenhouse-gases-and-energy.</a>
Tier 1 release / incident	A major release of harmful substances such as natural gas that cause a major accident. Release quantities are >500kg per hour. As defined by the energy institute process safety framework.
Tier 2 release / incident	A significant release of harmful substances such as natural gas that cause a major accident. Release quantities are >50kg per hour but less than Tier 1 quantities. As define by the energy institute process safety framework
TRIFR	Total Recordable Injury Frequency Rate - Injury (LTI, MOTI, MITI) count/per million hours
VoC	APA's Voice of Customer survey
Voluntary turnover	Employees who leave the organisation voluntarily (resignation)
Warning notice	Any Incident where a regulatory instrument issued by the Safety Regulator indicates a potential non-compliance and does not result in an initial material penalty (financial, instructive or otherwise) e.g. improvement notice, email warning, request for information.
WGEA	Workplace Gender Equality Agency. Australian Government statutory agency created by the Workplace Gender Equality Act 2012. <a href="https://www.wgea.gov.au">https://www.wgea.gov.au</a>
Work (occupational) health and safety management system	A set of interrelated or interacting elements to establish occupational health and safety policy and objectives, and to achieve those objectives
Workforce	Individuals actively engaged in performing tasks for APA as either an Employee or Contingent Worker, excluding Board Members and CEO
Work-related ill health	Any abnormal condition or disorder, other than one resulting from a work-related (occupational) injury, caused by exposures to factors associated with the working environment. It includes acute or chronic illnesses or diseases, which may be caused by inhalation, absorption, ingestion or direct contact.

## Global Reporting Initiative (GRI) Standards Index

GRI topic	Code	Disclosure	APA response / reference
GENERAL AND MANAGEMENT			
<b>GRI 102: General Disclosures 2016</b>			
<b>Organisational Profile</b>			
	102-2	Description of the organization's activities	Annual Report 2022
	102-3	Location of headquarters	Head Office: Level 25, 580 George Street, Sydney NSW 2000
	102-4	Location of operations	Annual Report 2022
	102-5	Ownership and legal form	APA Group (APA) comprises two registered managed investment schemes: - APA Infrastructure Trust (APA Infra) - APA Investment Trust (APA Invest) and their controlled entities
	102-6	Markets served	Annual Report 2022
	102-7	Scale of the organization	Annual Report 2022 Sustainability Report 2022 – About APA
	102-8	Information on employees and other workers	Sustainability Report 2022 - Our people FY22 Sustainability Data Book - Tab '8. People & Culture'
	102-9	Description of the organization's supply chain	Annual Report 2022
	102-10	Significant changes to the organization and its supply chain	Annual Report 2022
	102-11	Whether and how the organization applies the Precautionary Principle or approach	The Precautionary Principle is implicitly and generally reflected in APA's approach to Risk Management via our Risk Appetite, Risk Management System (RMS) and the systematic application of risk assessment, risk management and risk communication applied through our HSEH Management System. For more information refer to Annual Report 2022 (Risk Management), Sustainability Report 2022 (Environment Chapter), and our <a href="#">Risk Management Policy</a> , <a href="#">Environment and Heritage Policy</a> and <a href="#">Health, Safety and Wellbeing Policy</a> .
	102-12	A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses	Dial-Before-You-Dig Energy Charter Energy Transition Initiative (ETI) Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFD) Global Reporting Initiative (GRI) Net Zero Australia (NZAu) project Sustainability Accounting Standards Board (SASB) United Nations Sustainable Development Goals Workplace Gender Equality Agency (WGEA) <i>Note: This list is not an exhaustive.</i> Sustainability Report 2022 - Governance
	102-13	Membership of associations	Sustainability Report 2022 - Governance
	<b>Strategy</b>		
	102-14	Statement from senior decision-maker	Sustainability Report 2022 - Letter from Chair & CEO
	102-15	Key impacts, risks, and opportunities	Annual Report 2022 Sustainability Report 2022 – Climate change and energy transition Climate Transition Plan 2022
	<b>Ethics and integrity</b>		
	102-16	Values, principles, standards, and norms of behaviour	Sustainability Report 2022 - About APA APA Website 'Conduct Policies'; <a href="https://www.apa.com.au/about-apa/our-organisation/corporate-governance/">https://www.apa.com.au/about-apa/our-organisation/corporate-governance/</a>
	102-17	Mechanisms for advice and concerns about ethics	Sustainability Report 2022 - Governance



GRI topic	Code	Disclosure	APA response / reference
		<b>Governance</b>	
	102-18	Governance structure	Sustainability Report 2022 - Governance Corporate Governance Statement - Board and its Committees
	102-19	Process for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives and other employees.	Sustainability Report 2022 - Governance Corporate Governance Statement - Board and its Committees
	102-20	Executive-level responsibility for economic, environmental, and social topics.	Sustainability Report 2022 - Governance Corporate Governance Statement - Sustainability risks
	102-21	Consulting stakeholders on economic, environmental, and social topics	Sustainability Report 2022 - Sustainability @ APA - Community and Social Performance
	102-22	Composition of the highest governance body and its committees	Corporate Governance Statement - Board and its Committees
	102-23	Chair of the highest governance body	Corporate Governance Statement - Board and its Committees
	102-24	Nominating and selecting the highest governance body	Corporate Governance Statement - Selection and appointment of Directors; Nomination Committee
	102-25	Conflicts of interest	Process for managing Conflicts of interest is via the APA: <a href="#">Independence of Directors Policy</a> , Conflict of Interests Policy and APA <a href="#">Code of Conduct</a>
	102-26	Role of highest governance body in setting purpose, values, and strategy	Corporate Governance Statement - Board and its Committees
	102-27	Collective knowledge of highest governance body	Corporate Governance Statement- Board skills and experience
	102-28	Evaluating the highest governance body's performance	Corporate Governance Statement- Performance evaluation of Board, its Committees and Directors
	102-29	Identifying and managing economic, environmental, and social impacts	Sustainability Report 2022 - Sustainability @ APA
	102-30	Effectiveness of risk management processes.	Annual Report 2022
	102-31	Review of economic, environmental, and social topics.	Annual Report 2022
	102-32	Highest governance body's role in sustainability reporting	Sustainability Report 2022 - Reporting Approach
	102-33	Process for communicating critical concerns to the highest governance body.	Sustainability Report 2022 - Governance
	102-34	Nature and total number of critical concerns	Sustainability Report 2022 - Governance
	102-35	Remuneration policies	Annual Report 2022 - Remuneration Report
	102-36	Process for determining remuneration	Annual Report 2022 - Remuneration Report
	102-37	Stakeholders' involvement in remuneration	Annual Report 2022 - Remuneration Report
	102-38	Annual total compensation ratio	Metric being considered for future disclosure
	102-39	Percentage increase in annual total compensation ratio	Metric being considered for future disclosure
		<b>Stakeholder Engagement</b>	
	102-40	List of stakeholder groups.	Sustainability Report 2022 - Sustainability @ APA
	102-41	Collective bargaining agreements.	Sustainability Report 2022 - Our people FY22 Sustainability Data Book - Tab '8. People & Culture'
	102-42	Identifying and selecting stakeholders.	Sustainability Report 2022 - Sustainability @ APA
	102-43	Approach to stakeholder engagement.	Sustainability Report 2022 - Sustainability @ APA - Community & Social Performance
	102-44	Key topics and concerns raised through stakeholder engagement	Sustainability Report 2021 - Sustainability @ APA
		<b>Reporting Practice</b>	
	102-45	Entities included in the consolidated financial statements	Annual Report 2022
	102-46	Defining report content and topic boundaries	Sustainability Report 2022 - Reporting Approach
	102-47	List of material topics	Sustainability Report 2022 - Sustainability @ APA
	102-48	Restatements of information	Sustainability Report 2022 FY22 Sustainability Data Book
	102-49	Significant changes from previous reporting periods in the list of material topics and topic boundaries	Sustainability Report 2022 - Sustainability @ APA - Reporting Approach
	102-50	Reporting period for the information provided.	1 July 2021 to 30 June 2022
	102-51	Date of most recent report	<a href="#">APA Sustainability Report 2022 released 24 August 2022</a>
	102-52	Reporting cycle	Annual
	102-53	Contact point for questions regarding the report	Please contact us at <a href="mailto:sustainability@apa.com.au">sustainability@apa.com.au</a> APA Website <a href="http://www.apa.com.au">www.apa.com.au</a>

GRI topic	Code	Disclosure	APA response / reference
	102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
	102-55	GRI content index	This document
	102-56	External assurance	Sustainability Report 2022 - Reporting Approach
<b>GRI 103: Management Approach 2016</b>			
	103-1	Explanation of the material topic and its boundary.	Sustainability Report 2022 - Reporting Approach - Sustainability @ APA
	103-2	The management approach and its components	Sustainability Report 2022 - Sustainability @ APA - Governance Corporate Governance Statement - Board and its Committees
	103-3	Evaluation of the management approach.	Annual Report 2022 - Remuneration Report Sustainability Report 2022 - Sustainability @ APA
<b>ECONOMIC</b>			
<b>GRI 201: Economic Performance 2016</b>			
	201-1	Direct economic value generated and distributed	Sustainability Report 2022 - Customers and Suppliers FY22 Sustainability Data Book - tab '2. Economic'
	201-2	Financial implications and other risks and opportunities due to climate change	Sustainability Report 2022 – Climate change and energy transition Also see: <a href="#">APA Group Climate Change Resilience Report</a>
	201-3	Defined benefit plan obligations and other retirement plans	Metric being considered for future disclosure
	201-4	Financial assistance received from government	FY22 Sustainability Data Book - tab '2. Economic'
<b>GRI 202: Market Presence 2016</b>			
	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Metric being considered for future disclosure
	202-2	Proportion of senior management hired from the local community	Metric being considered for future disclosure
<b>GRI 203: Indirect Economic Impacts 2016</b>			
	203-1	Infrastructure investments and services supported	Annual Report
	203-2	Significant indirect economic impacts	Metric being considered for future disclosure
<b>GRI 204: Procurement Practices 2016</b>			
	204-1	Proportion of spending on local suppliers	Metric being considered for future disclosure
<b>GRI 205: Anti-Corruption 2016</b>			
	205-1	Operations assessed for risks related to corruption	Metric being considered for future disclosure
	205-2	Communication and training about anti-corruption policies and procedures	Sustainability Report 2022 - Governance
	205-3	Confirmed incidents of corruption and actions taken	Sustainability Report 2022 - Governance
<b>GRI 206: Anti-competitive Behaviour 2016</b>			
	206-1	Legal actions for anti-competitive behaviour; anti-trust, and monopoly practices.	Metric being considered for future disclosure
<b>GRI 207: Tax 2019</b>			
	207-1	Approach to tax	Annual Report 2022
	207-2	Tax governance, control, and risk management.	Annual Report 2022
	207-3	Stakeholder engagement and management of concerns related to tax	Metric being considered for future disclosure
	207-4	Country-by-country reporting	Metric being considered for future disclosure
<b>ENVIRONMENT</b>			
<b>GRI 301: Materials 2016</b>			
	301-1	Materials used by weight or volume	Metric being considered for future disclosure
	301-2	Percentage of recycled input materials used to manufacture the organization's primary products and services.	Metric being considered for future disclosure
	301-3	Reclaimed products and their packaging materials.	Metric being considered for future disclosure

GRI topic	Code	Disclosure	APA response / reference
<b>GRI 302: Energy 2016</b>			
	302-1	Energy consumption within the organization	FY22 Sustainability Data Book - tab '5. Energy'
	302-2	Energy consumption outside of the organization	Metric being considered for future disclosure
	302-3	Energy intensity	Metric being considered for future disclosure
	302-4	Reduction of energy consumption	Metric being considered for future disclosure
	302-5	Reductions in energy requirements of products and services	Metric being considered for future disclosure
<b>GRI 303: Water and Effluents 2018</b>			
	303-1	A description of how the organization interacts with water	Metric being considered for future disclosure
	303-2	Management of water discharge-related impacts	Metric being considered for future disclosure
	303-3	Water withdrawal	Metric being considered for future disclosure
	303-4	Water discharge	Metric being considered for future disclosure
	303-5	Water consumption	Metric being considered for future disclosure
<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	Metric being considered for future disclosure
	304-2	Significant impacts of activities, products, and services on biodiversity	Metric being considered for future disclosure
	304-3	Habitats protected or restored	Metric being considered for future disclosure
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Metric being considered for future disclosure
<b>GRI 305: Emissions 2016</b>			
	305-1	Direct (Scope 1) GHG emissions	FY22 Sustainability Data Book - tab '4. GHG Emissions'
	305-2	Energy indirect (Scope 2) GHG emissions	FY22 Sustainability Data Book - tab '4. GHG Emissions'
	305-3	Other indirect (Scope 3) GHG emissions	Metric being considered for future disclosure
	305-4	GHG emissions intensity	Metric being considered for future disclosure
	305-5	Reduction of GHG emissions	Metric being considered for future disclosure
	305-6	Emissions of ozone-depleting substances (ODS)	Metric being considered for future disclosure
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	FY22 Sustainability Data Book - tab '6. Air Emissions'
<b>GRI 306: Waste 2020</b>			
	306-1	Waste generation and significant waste-related impacts	Metric being considered for future disclosure
	306-2	Management of significant waste-related impacts	Metric being considered for future disclosure
	306-3	Waste generated	Metric being considered for future disclosure
	306-4	Waste diverted from disposal	Metric being considered for future disclosure
	306-5	Waste directed to disposal	Metric being considered for future disclosure
<b>GRI 307: Environmental Compliance 2016</b>			
	307-1	Non-compliance with environmental laws and regulations.	Sustainability Report 2022 - Environment FY22 Sustainability Data Book - tab '1. Governance' and '10. Environment'
<b>GRI 308: Supplier Environmental Assessment 2016</b>			
	308-1	New suppliers that were screened using environmental criteria	Metric being considered for future disclosure
	308-2	Negative environmental impacts in the supply chain and actions taken	Metric being considered for future disclosure
<b>SOCIETY</b>			
<b>GRI 401: Employment 2016</b>			
	401-1	New employee hires and employee turnover	FY22 Sustainability Data Book - tab '8. People & Culture'
	401-2	Benefits provided to full-time employees	APA Website – Working at APA <a href="https://www.apa.com.au/careers/working-at-apa/">https://www.apa.com.au/careers/working-at-apa/</a>
	401-3	Parental leave	FY22 Sustainability Data Book - tab '8. People & Culture'
<b>GRI 402: Labor/Management Relations 2016</b>			
	402-1	Minimum notice periods regarding operational changes	Metric being considered for future disclosure



GRI topic	Code	Disclosure	APA response / reference
<b>GRI 403: Occupational Health and Safety 2018</b>			
	403-1	Occupational health and safety management system	Sustainability Report 2022 - Health and Safety FY22 Sustainability Data Book - tab '9. Health & Safety'
	403-2	Hazard identification, risk assessment, and incident investigation	Sustainability Report 2022 - Health and Safety
	403-3	Occupational health services	Sustainability Report 2022 - Health and Safety
	403-4	Worker participation, consultation, and communication on occupational health and safety	Health, Safety and Wellbeing Policy <a href="https://www.apa.com.au/globalassets/about-apa/our-organisation/corporate-">https://www.apa.com.au/globalassets/about-apa/our-</a> organisation/corporate-
	403-5	Worker training on occupational health and safety	Sustainability Report 2022 - Our people FY22 Sustainability Data Book - Tab '8. People & Culture'
	403-6	Promotion of worker health	Sustainability Report 2022 - Health and Safety
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report 2022 - Health and Safety
	403-8	Workers covered by an occupational health and safety management system	FY22 Sustainability Data Book - tab '9. Health & Safety'
	403-9	Work-related injuries	Sustainability Report 2022 - Health and Safety FY22 Sustainability Data Book - tab '9. Health & Safety'
	403-10	Work-related ill health	FY22 Sustainability Data Book - tab '9. Health & Safety'
<b>GRI 404: Training and Education 2016</b>			
	404-1	Average hours of training per year per employee	Sustainability Report 2022 - Our people FY22 Sustainability Data Book - Tab '8. People & Culture'
	404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report 2022 - Our People
	404-3	Percentage of employees receiving regular performance and career development reviews	Metric being considered for future disclosure
<b>GRI 405: Diversity and Equal Opportunity 2016</b>			
	405-1	Diversity of governance bodies and employees	Sustainability Report 2022 - Our people FY22 Sustainability Data Book - Tab '8. People & Culture'
	405-2	Ratio of basic salary and remuneration of women to men	Metric being considered for future disclosure
<b>GRI 406: Non-Discrimination 2016</b>			
	406-1	Incidents of discrimination and corrective actions taken	Sustainability Report 2022 - Our People
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>			
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability Report 2022 - Our People
<b>GRI 408: Child Labor 2016</b>			
	408-1	Operations and suppliers at significant risk for incidents of child labor	Sustainability Report 2022 – Customers and Suppliers APA Group Modern Slavery Statement 2021
<b>GRI 409: Forced or Compulsory Labor 2016</b>			
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability Report 2022 – Customers and Suppliers APA Group Modern Slavery Statement 2021
<b>GRI 410: Security Practices 2016</b>			
	410-1	Security personnel trained in human rights policies or procedures	Not reported, indicator immaterial to APA
<b>GRI 411: Rights of Indigenous Peoples 2016</b>			
	411-1	Incidents of violations involving rights of Indigenous peoples	Metric being considered for future disclosure
<b>GRI 412: Human Rights Assessment 2016</b>			
	412-1	Operations that have been subject to human rights reviews or impact assessments	Metric being considered for future disclosure
	412-2	Employee training on human rights policies or procedures	Metric being considered for future disclosure
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Metric being considered for future disclosure
<b>GRI 413: Local Communities 2016</b>			
	413-1	Operations with local community engagement, impact assessments, and development programs	Metric being considered for future disclosure
	413-2	Operations with significant actual and potential negative impacts on local communities	Metric being considered for future disclosure
<b>GRI 414: Supplier Social Assessment 2016</b>			
	414-1	New suppliers that were screened using social criteria	Metric being considered for future disclosure
	414-2	Negative social impacts in the supply chain and actions taken	Metric being considered for future disclosure

GRI topic	Code	Disclosure	APA response / reference
<b>GRI 415: Public Policy 2016</b>			
	415-1	Political contributions	Sustainability Report 2022 – Governance
<b>GRI 416: Customer Health and Safety 2016</b>			
	416-1	Assessment of the health and safety impacts of product and service categories	Not reported, indicator immaterial to APA
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not reported, indicator immaterial to APA
<b>GRI 417: Marketing and Labelling 2016</b>			
	417-1	Requirements for product and service information and labelling	Not reported, indicator immaterial to APA
	417-2	Incidents of non-compliance concerning product and service information and labelling	Not reported, indicator immaterial to APA
	417-3	Incidents of non-compliance concerning marketing communications	Not reported, indicator immaterial to APA
<b>GRI 418: Customer Privacy 2016</b>			
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Metric being considered for future disclosure
<b>GRI 419: Socioeconomic Compliance 2016</b>			
	419-1	Non-compliance with laws and regulations in the social and economic area	Metric being considered for future disclosure

## Sustainability Accounting Standards Board (SASB) Index

SASB sector	Code	Accounting metric	APA response / reference
<b>GOVERNANCE</b>			
<b>Extractives &amp; Minerals Processing Sector</b> - Oil & Gas (Midstream)	EM-MD-520a.1	Total amount of monetary losses as a result of legal proceedings associated with federal pipeline and storage regulations	FY22 Sustainability Data Book - tab '1. Governance' Sustainability Report 2022 - Governance <i>Note: Metric scope expanded beyond original SASB Sub Sector(s) assets to reflect all APA asset types and regulatory compliance landscape (inc. environment, health and safety)</i>
<b>Infrastructure</b> - Gas Utilities & Distributors	IF-GU-540a.1	Number of reportable pipeline incidents, percentage significant	FY22 Sustainability Data Book - 'tab Sustainability Report 2022 <i>Note: Metric scope expanded beyond original SASB Sub Sector(s) assets to reflect all APA asset types and regulatory compliance landscape (inc. environment, health and safety)</i>
<b>Extractives &amp; Minerals Processing Sector</b> - Oil & Gas (Midstream)			
<b>Infrastructure</b> - Electric Utilities & Power Generators	IF-EU-140a.2	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	FY22 Sustainability Data Book - tab '1. Governance' Sustainability Report 2022 - Governance <i>Note: Metric scope expanded beyond original SASB Sub Sector(s) assets to reflect all APA asset types and regulatory compliance landscape (inc. environment, health and safety)</i>
<b>Infrastructure</b> - Electric Utilities & Power Generators	IF-EU-550a.1	Number of incidents of non-compliance with physical and/or cybersecurity standards or regulations	FY22 Sustainability Data Book - tab '1. Governance'
<b>INFRASTRUCTURE</b>			
<b>Extractives &amp; Minerals Processing Sector</b> - Oil & Gas (Midstream)	IF-GU-000.B	Amount (total) of natural gas delivered to: (1) residential customers (2) commercial customers (3) industrial customers (4) transferred to a third party	FY22 Sustainability Data Book - tab '3. Infrastructure' <i>Note: Metric scope expanded beyond original SASB Sub Sector(s) assets to reflect all APA asset types and regulatory compliance landscape (inc. environment, health and safety)</i>
<b>Infrastructure</b> - Gas Utilities & Distributors	IF-GU-000.C	Length of gas: (1) transmission (2) distribution pipelines	Sustainability Report 2022 – About APA
<b>Extractives &amp; Minerals Processing Sector</b> - Oil & Gas (Midstream)	EM-MD-540a.2	Percentage of natural gas pipelines inspected	FY22 Sustainability Data Book - tab '3. Infrastructure' <i>Note: Metric scope expanded beyond original SASB Sub Sector(s) assets to reflect all APA asset types and regulatory compliance landscape (inc. environment, health and safety)</i>
<b>Infrastructure</b> - Gas Utilities & Distributors			
<b>Infrastructure</b> - Electric Utilities & Power Generators	IF-EU-000.B	Total electricity delivered to: (1) residential (2) commercial (3) industrial, (4) all other retail customers (5) wholesale customers	FY22 Sustainability Data Book - tab '3. Infrastructure' <i>Note: Metric scope expanded beyond original SASB Sub Sector(s) assets to reflect all APA asset types and regulatory compliance landscape (inc. environment, health and safety)</i>
<b>Infrastructure</b> - Electric Utilities & Power Generators	IF-EU-000.C	Length of transmission and distribution lines	Sustainability Report 2022 – About APA
<b>Infrastructure</b> - Electric Utilities & Power Generators	IF-EU-000.D	Total electricity generated, % by major energy source, % in regulated markets	FY22 Sustainability Data Book - tab '3. Infrastructure' Sustainability Report 2022 – About APA <i>Note: Metric scope expanded beyond original SASB Sub Sector(s) assets to reflect all APA asset types and regulatory compliance landscape (inc. environment, health and safety)</i>
<b>Infrastructure</b> - Electric Utilities & Power Generators	IF-EU-000.E	Total wholesale electricity purchased	FY22 Sustainability Data Book - tab '3. Infrastructure' <i>Note: Metric scope expanded beyond original SASB Sub Sector(s) assets to reflect all APA asset types and regulatory compliance landscape (inc. environment, health and safety)</i>
<b>Renewable Resources &amp; Alternative Energy</b> - Solar Technology & Project Developers	RR-ST-000.B	Total capacity of completed solar energy systems	FY22 Sustainability Data Book - tab '3. Infrastructure' Sustainability Report 2022 – About APA <i>Note: Metric scope expanded beyond original SASB Sub Sector(s) assets to reflect all APA asset types and regulatory compliance landscape (inc. environment, health and safety)</i>
<b>GREENHOUSE GAS (GHG) EMISSIONS</b>			
<b>Extractives &amp; Minerals Processing Sector</b> - Oil & Gas (Midstream)	EM-MD-110a.1	1) Gross global Scope 1 emissions, percentage covered under (2) emissions- limiting regulations, and (3) emissions- reporting regulation	FY22 Sustainability Data Book - tab '4. GHG Emissions' Sustainability Report 2022, Climate and energy transition <i>Note: Metric scope expanded beyond original SASB Sub Sector(s) assets to reflect all APA asset types and regulatory compliance landscape (inc. environment, health and safety)</i>
<b>Infrastructure</b> - Electric Utilities & Power Generators	IF-EU-110a.1		



SASB sector	Code	Accounting metric	APA response / reference
<b>Infrastructure</b> - Electric Utilities & Power Generators	IF-EU-110a.2	Greenhouse gas (GHG) emissions associated with power deliveries	FY22 Sustainability Data Book - tab '4. GHG Emissions' Sustainability Report 2022, Climate and energy transition <i>Note: Metric scope expanded beyond original SASB Sub Sector(s) assets to reflect all APA asset types and regulatory compliance landscape (inc. environment, health and safety)</i>
<b>Extractives &amp; Minerals Processing Sector</b> - Oil & Gas (Midstream)	EM-MD-110a.2 IF-EU-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Sustainability Report 2022 - Climate change and energy transition Climate Transition Plan 2022 <i>Note: Metric scope expanded beyond original SASB Sub Sector(s) assets to reflect climate strategy applicable to total APA asset portfolio.</i>
<b>Infrastructure</b> - Electric Utilities & Power Generators			
<b>ENERGY</b>			
<b>Renewable Resources &amp; Alternative Energy</b> - Solar Technology & Project Developers	RR-ST-130a.1	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	FY22 Sustainability Data Book - tab '5. Energy' <i>Note: Metric scope expanded beyond original SASB Sub Sector(s) assets to reflect all APA asset types and regulatory compliance landscape (inc. environment, health and safety)</i>
<b>HEALTH &amp; SAFETY</b>			
<b>Extractives &amp; Minerals Processing Sector</b> - Oil & Gas (Midstream)	EM-MD-540a.4	Discussion of management systems used to integrate a culture of safety and emergency preparedness throughout the value chain and throughout project lifecycles	Sustainability Report 2022 - Health and Safety, Page <b>XX</b> APA Website - business continuity, emergency response and crisis management summary <a href="https://www.apa.com.au/about-apa/our-organisation/corporate-governance/business-continuity-emergency-response-and-crisis-management-summary/">https://www.apa.com.au/about-apa/our-organisation/corporate-governance/business-continuity-emergency-response-and-crisis-management-summary/</a> <i>Note: Metric scope expanded beyond original SASB Sub Sector(s) assets to reflect management systems that apply to total APA asset portfolio.</i>
<b>Infrastructure</b> - Electric Utilities & Power Generators	IF-EU-320a.1 RR-WT-320a.1	(1) Total recordable incident rate (TRIR) (2) fatality rate (3) near miss frequency rate (NMFR)	FY22 Sustainability Data Book - tab '9. Health & Safety' Sustainability Report 2022 - Health and Safety <i>Note: Metric scope expanded beyond original SASB Sub Sector(s) assets to reflect safety statistics that apply to the total APA asset portfolio.</i>
<b>Renewable Resources &amp; Alternative Energy</b> - Wind Technology & Project Developers			
<b>Infrastructure</b> - Gas Utilities & Distributors	IF-GU-540a.4	Description of efforts to manage the integrity of gas delivery infrastructure, including risks related to safety and emissions	Sustainability Report 2022 - Health and Safety <i>Note: Metric scope expanded beyond original SASB Sub Sector(s) assets to reflect infrastructure process safety and integrity efforts across total APA asset portfolio.</i>
<b>VALUE CHAIN</b>			
<b>Infrastructure</b> - Electric Utilities & Power Generators; Gas Utilities & Distributors	IF-EU-000.A IF-GU-000.A	Number of customers served: (1) residential (2) commercial (3) industrial	FY22 Sustainability Data Book - tab '11. Value Chain' Sustainability Report 2022 - Customers and Suppliers <i>Note: Metric has been allocated by APA division customers (excluding customers of assets currently under construction by the Infrastructure Development division).</i>
<b>Environment</b>			
<b>Extractives &amp; Minerals Processing Sector</b> - Oil & Gas (Midstream)	EM-MD-160a.1	Description of environmental management policies and practices for active operations	Sustainability Report 2022 - Environment <i>Note: Metric scope expanded beyond original SASB Sub Sector(s) assets to reflect total APA asset portfolio.</i>
<b>Extractives &amp; Minerals Processing Sector</b> - Oil & Gas (Midstream)	EM-MD-160a.4 RR-ST-150a.2	Number and aggregate quantity of reportable spills, quantity recovered	FY22 Sustainability Data Book - tab '1. Governance' <i>Note: Metric scope expanded beyond original SASB Sub Sector(s) assets to reflect reportable spill incidents on total APA asset portfolio. Omission: spills in Artic not relevant to APA business (EM-MD-160a.4 measure)</i>
<b>Renewable Resources &amp; Alternative Energy</b> - Solar Technology & Project Developers			
<b>Extractives &amp; Minerals Processing Sector</b> - Oil & Gas (Midstream)	EM-MD-160a.2	Percentage of land owned, leased, and/or operated within areas of protected conservation status or endangered species habitat	Metric being considered for future disclosure
<b>Extractives &amp; Minerals Processing Sector</b> - Oil & Gas (Midstream)	EM-MD-160a.3	Terrestrial acreage disturbed, percentage of impacted area restored	Metric being considered for future disclosure
<b>Infrastructure</b> - Electric Utilities & Power Generators	IF-EU-140a.3 RR-ST-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Metric being considered for future disclosure
<b>Renewable Resources &amp; Alternative Energy</b> - Solar Technology & Project Developers			
<b>Infrastructure</b> - Electric Utilities & Power Generators	IF-EU-140a.1	(1) Total water withdrawn (2) Total water consumed percentage of each in regions with High or Extremely High Baseline Water Stress	Metric being considered for future disclosure
<b>Renewable Resources &amp; Alternative Energy</b> - Solar Technology & Project Developers	RR-ST-150a.1	Amount of hazardous waste generated, percentage recycled	Metric being considered for future disclosure
<b>Air Emissions</b>			
<b>Infrastructure</b> - Electric Utilities & Power Generators	IF-EU-120a.1 EM-MD-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) particulate matter (PM10 ), (4) lead (Pb), and (5) mercury (Hg)	FY22 Sustainability Data Book - tab '6. Air Emissions' <i>Note: Original SASB Sub Sector(s) metric scopes have been aggregated to reflect total APA asset portfolio than specific energy asset-types.</i>
<b>Extractives &amp; Minerals Processing Sector</b> - Oil & Gas (Midstream)			

## 1. Governance

### Compliance

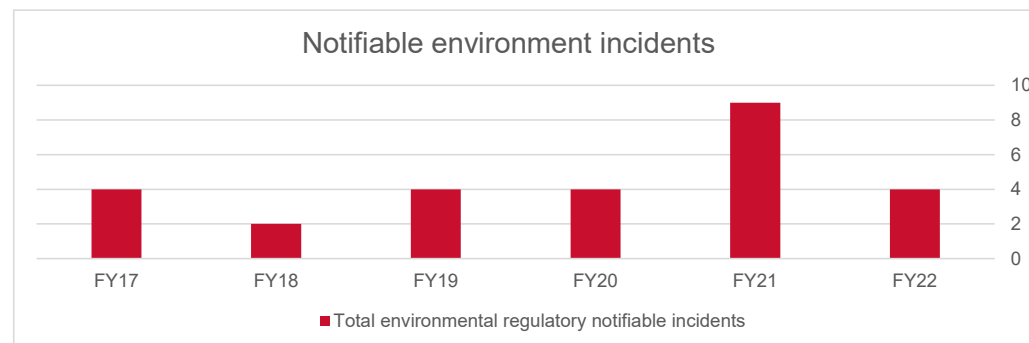
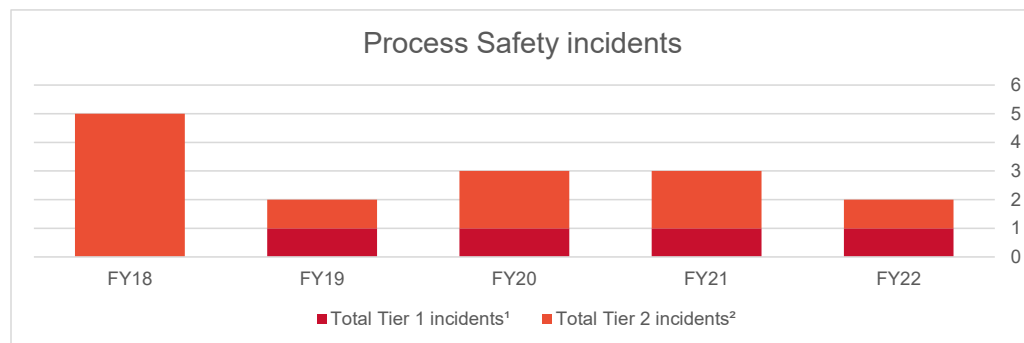
Year-end 30 June	GRI	SASB	Unit	FY22	FY21	FY20	FY19	FY18	FY17
<b>Process safety incidents</b>									
Total Tier 1 incidents <sup>1</sup>		IF-EU-550a.1	count	1	1	1	1	0	n/a
Total Tier 2 incidents <sup>2</sup>		IF-EU-550a.1	count	1	2	2	1	5	n/a
<b>Grand total process safety incidents</b>		<b>IF-EU-550a.1</b>	<b>count</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>n/a</b>
<b>Environment incidents</b>									
Total environmental regulatory notifiable incidents		EM-MD-540a.1	count	4	9	4	4	2	4
Reportable water incidents	GRI 303-4	IF-EU-140a.2	count	0	2	0	0	0	0
Reportable spill incidents		EM-MD-160a.4 & RR-ST-150a.2	count	0	3	0	0	1	2
<b>IT / OT Incidents</b>									
Total priority 1 cybersecurity incidents <sup>3</sup>			count	0	0	0	0	0	0
<b>Monetary losses<sup>4</sup></b>									
Environmental	GRI 307-1	EM-MD-520a.1	AUD	0	8,261	0	0	0	30,000
Safety			AUD	3,600	0	0	3,000	0	0

<sup>1</sup> Tier 1 incident defined as a major release of harmful substances that may cause a major accident such as natural gas. Release quantities is >500kg per hour.

<sup>2</sup> Tier 2 incident is defined as a significant release of harmful substances that may cause a major accident such as natural gas. Release quantities is >50kg per hour but less than Tier 1 quantities.

<sup>3</sup> Priority 1 cybersecurity Incidents defined as any incident featuring high attack sophistication and/or targeting systems with high cybersecurity criticality.

<sup>4</sup> Monetary losses are the total of \$AUD paid in relation to Environmental and Safety penalty notices received from regulatory bodies in all jurisdictions.



## 2. Economic

### Economic Contribution

Year-end 30 June	GRI	SASB	Unit	FY22	FY21	FY20	FY19	FY18	FY17
<b>Direct economic value generated (revenues)</b>	<b>GRI 201-1</b>		<b>AUD \$m</b>	<b>2,705</b>	<b>2,620</b>	<b>2,560</b>	<b>2,429</b>	<b>2,365</b>	<b>2,305</b>
<b>Economic value distributed<sup>1</sup></b>	<b>GRI 201-1</b>		<b>AUD \$m</b>	<b>3,322</b>	<b>3,352</b>	<b>3,188</b>	<b>2,973</b>	<b>2,812</b>	<b>2,645</b>
Operating costs	GRI 201-1		AUD \$m	1,354	1,375	1,308	1,218	1,161	1,083
Payments to employees	GRI 201-1		AUD \$m	351	324	311	284	254	251
Payments to suppliers	GRI 201-1		AUD \$m	742	742	718	707	724	630
Payments to providers of capital	GRI 201-1		AUD \$m	614	602	572	537	490	479
Payments to government	GRI 201-1		AUD \$m	45	27	18	22	22	22
Tax paid	GRI 201-1		AUD \$m	216	282	261	205	161	180
<b>Total economic value generated and distributed</b>	<b>GRI 201-1</b>		<b>AUD \$m</b>	<b>6,027</b>	<b>5,972</b>	<b>5,748</b>	<b>5,402</b>	<b>5,177</b>	<b>4,950</b>

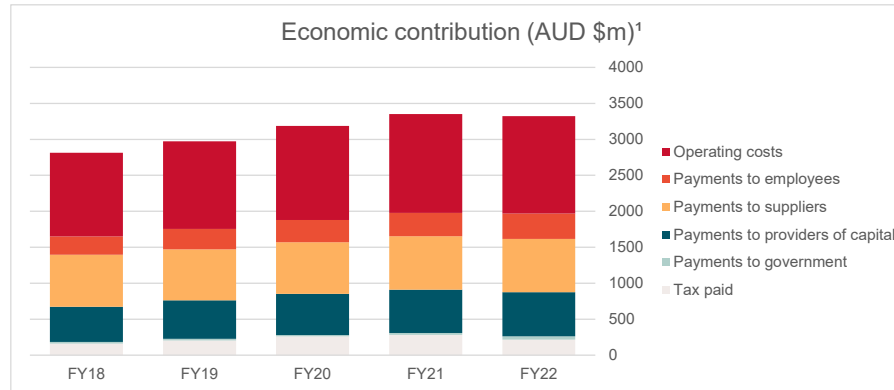
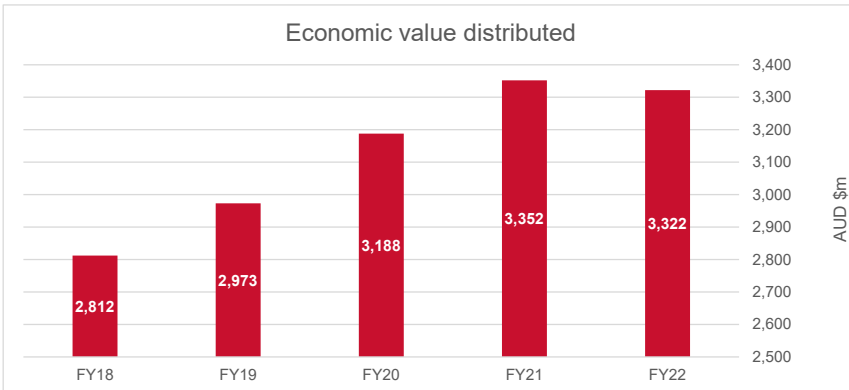
<sup>1</sup> Economic contribution is value distributed on a cash basis, via the following categories: Operating costs; Payments to employees; Payments to suppliers; Payments to providers of capital; Payments to government; Tax Paid.

### Government Assistance

Year-end 30 June	GRI	SASB	Unit	FY22	FY21	FY20	FY19	FY18	FY17
Fuel Tax Credits	GRI 201-4		AUD	24,219	39,455	17,306	17,697	6,462	3,360
Subsidies	GRI 201-4		AUD	156,972	10,870	0	2,500	2,500	2,500
Research and development claim	GRI 201-4		AUD	4,281,124	4,392,688	435,310	1,334,536	4,571,306	2,147,510
ARENA grant	GRI 201-4		AUD	0	320,000	228,800	0	24,200,000	1,300,000
<b>Total monetary value of financial assistance received from any government</b>	<b>GRI 201-4</b>		<b>AUD</b>	<b>4,462,315</b>	<b>4,763,013</b>	<b>681,416</b>	<b>1,354,733</b>	<b>28,780,268</b>	<b>3,453,370</b>

### Government Ownership

Year-end 30 June	GRI	SASB	Unit	FY22	FY21
Level of Government ownership	GRI 201-4		%	0	0





### 3. Infrastructure

#### Infrastructure

Year-end 30 June	GRI	SASB	Unit	FY22	FY21	FY20	FY19	FY18
<b>Installed power generation capacity<sup>1</sup></b>								
<b>Total gas generation capacity</b>			<b>MW</b>	<b>440</b>	<b>440</b>	<b>418</b>	<b>418</b>	<b>373</b>
Diamantina Power Station			MW	242	242	242	242	242
Leichardt Power Station			MW	60	60	60	60	60
Daandine Power Station			MW	30	30	30	30	30
X41 <sup>2</sup>			MW	41	41	41	41	41
Gruyere Power Station <sup>2</sup>			MW	45	45	45	45	
Thompson Power Station			MW	22	22			
<b>Total solar generation capacity</b>		<b>RR-ST-000.B</b>	<b>MW</b>	<b>162</b>	<b>149</b>	<b>149</b>	<b>148</b>	<b>20</b>
Emu Downs Solar Farm		RR-ST-000.BRR-ST-000.C	MW	20	20	20	20	20
Badgingarra Solar Farm		RR-ST-000.BRR-ST-000.C	MW	19	19	19	18	0
Darling Downs Solar Farm		RR-ST-000.BRR-ST-000.C	MW	110	110	110	110	0
Gruyere Solar Farm <sup>2</sup>			MW	13				
<b>Total wind generation capacity</b>			<b>MW</b>	<b>342</b>	<b>342</b>	<b>342</b>	<b>342</b>	<b>212</b>
North Brown Hill Wind Farm <sup>2</sup>			MW	132	132	132	132	132
Emu Downs Wind Farm			MW	80	80	80	80	80
Badgingarra Wind Farm			MW	130	130	130	130	0
<b>Grand total installed power generation capacity</b>			<b>MW</b>	<b>944</b>	<b>931</b>	<b>909</b>	<b>908</b>	<b>605</b>
<b>% installed power generation capacity</b>								
Gas power generation portfolio share			%	47	47	46	46	62
Solar power generation portfolio share		RR-ST-000.B	%	17	16	16	16	3
Wind power generation portfolio share			%	36	37	38	38	35
Total renewable power generation portfolio share			%	53	53	54	54	38
<b>Energy infrastructure</b>								
<b>Total electricity transmission</b>		<b>IF-EU-000.B</b>	<b>MW</b>	<b>1,365,883</b>	<b>863,367</b>	<b>913,591</b>	<b>730,974</b>	<b>781,066</b>
<b>Total natural gas delivered</b>		<b>EM-MD-000.AIF-GU-000.B</b>	<b>GJ</b>	<b>1,225,597,874</b>	<b>1,268,629,682</b>	<b>1,326,531,682</b>	<b>1,251,911,956</b>	<b>1,161,114,256</b>
Gas transmission pipelines		EM-MD-000.AIF-GU-000.B	GJ	1,115,136,219	1,156,494,146	1,211,956,581	1,139,325,577	1,045,907,512
Gas distribution pipelines		EM-MD-000.AIF-GU-000.B	GJ	110,461,655	112,135,536	114,575,100	112,586,379	115,206,744

<sup>1</sup> Installed Power Generation Capacities are the official name plate generation capacities (as built) for power generation assets.

<sup>2</sup> For the purposes of emissions and energy reporting, APA does not have operational control of X41, Gruyere Power Station, Gruyere Solar Farm and North Brown Hill Wind Farm.

#### Asset Integrity

Year-end 30 June	GRI	SASB	Unit	FY22	FY21
% completion of annual integrity inspection program		EM-MD-540a.2IF-GU-540a.3	%	100	100

## 4. Greenhouse Gas Emissions<sup>1</sup>

### Greenhouse Gas Emissions - Scope 1 & 2

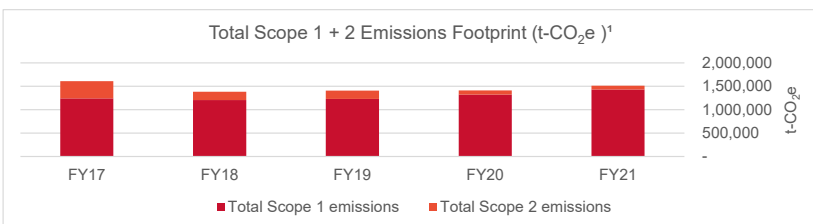
Year-end 30 June	SASB	GRI	Unit	FY21	FY20	FY19	FY18	FY17
<b>Scope 1 emissions</b>								
Gas infrastructure			t-CO <sub>2</sub> e	558,744				
Electricity transmission infrastructure			t-CO <sub>2</sub> e	151				
Power generation infrastructure	IF-EU-110a.2		t-CO <sub>2</sub> e	871,083	811,407	782,612	766,194	790,568
<b>Total Scope 1 emissions</b>	<b>EM-MD-110a.1 &amp; IF-EU-110a.1</b>	<b>GRI 305-1</b>	<b>t-CO<sub>2</sub>e</b>	<b>1,429,978</b>	<b>1,322,249</b>	<b>1,229,923</b>	<b>1,205,766</b>	<b>1,241,632</b>
Fugitive emissions (all APA assets)	EM-MD-110a.1		t-CO <sub>2</sub> e	248,535	224,785	190,167	195,144	201,094
Fugitive emissions (natural gas transmission pipelines)	EM-MD-110a.1		t-CO <sub>2</sub> e	175,517	153,334	151,364	153,180	153,905
% Scope 1 covered under emissions-reporting regulation	IF-EU-110a.1		%	100%	100%	100%	100%	100%
% Scope 1 covered under emissions-limiting regulations <sup>2</sup>	EM-MD-110a.1 & IF-EU-110a.1		%	78%	78%	73%	73%	74%
<b>Scope 2 emissions</b>								
Gas infrastructure			t-CO <sub>2</sub> e	8,659				
Electricity transmission infrastructure			t-CO <sub>2</sub> e	70,993				
Power generation infrastructure			t-CO <sub>2</sub> e	2,138				
<b>Total Scope 2 emissions</b>		<b>GRI 305-2</b>	<b>t-CO<sub>2</sub>e</b>	<b>81,790</b>	<b>87,765</b>	<b>176,980</b>	<b>178,445</b>	<b>367,387</b>
<b>Scope 1 + 2 emissions</b>								
Gas infrastructure			t-CO <sub>2</sub> e	567,402				
Electricity transmission infrastructure			t-CO <sub>2</sub> e	71,144				
Power generation infrastructure			t-CO <sub>2</sub> e	873,221				
Power generation assets emissions intensity			t-CO <sub>2</sub> e/MWh	0.29				
<b>Total Scope 1 + 2 emissions</b>		<b>GRI 305-2</b>	<b>t-CO<sub>2</sub>e</b>	<b>1,511,767</b>				

### Greenhouse Gas Emissions - Scope 3

Year-end 30 June	SASB	GRI	Unit	FY20
<b>Scope 3 emissions</b>				
Purchased goods and services			t-CO <sub>2</sub> e	105,056
Capital goods			t-CO <sub>2</sub> e	32,670
Fuel and energy related activities			t-CO <sub>2</sub> e	418,351
Waste			t-CO <sub>2</sub> e	1,833
Business travel			t-CO <sub>2</sub> e	4,739
Employee commuting			t-CO <sub>2</sub> e	1,886
Use of sold products			t-CO <sub>2</sub> e	144,367
<b>Total Scope 3 emissions</b>		<b>GRI 305-3</b>	<b>t-CO<sub>2</sub>e</b>	<b>708,901</b>

<sup>1</sup> Greenhouse gas emissions data has been calculated in accordance with methodologies under the National Greenhouse and Energy Reporting Act 2007 (NGER). For the purposes of emissions and energy reporting, APA does not have operational control of Gruyere Power Station, Gruyere Solar Farm, X41 and North Brown Hill Wind Farm. APA's FY22 NGER submission is currently being prepared and will be lodged with the Regulator by 31 October 2022. Unless required to be displayed as a decimal, numbers and percentages have been rounded to the nearest whole number.

<sup>2</sup> Emissions-limiting regulations is interpreted as those assets covered by a baseline established by the Safeguard Mechanism under the National Greenhouse and Energy Reporting Act 2007.



## 5. Energy<sup>1</sup>

### Energy Management

Year-end 30 June	GRI	SASB	Unit	FY21	FY20	FY19	FY18	FY17
<b>Energy production</b>								
<b>Energy produced total</b>	<b>GRI 302-1</b>		<b>GJ</b>	<b>24,628,194</b>	<b>15,910,629</b>	<b>12,724,766</b>	<b>8,076,341</b>	<b>8,683,358</b>
<b>Electricity produced total</b>	<b>GRI 302-1</b>	<b>IF-EU-000.D</b>	<b>MWh</b>	<b>3,031,642</b>	<b>2,990,191</b>	<b>2,510,747</b>	<b>2,087,615</b>	<b>2,157,389</b>
% natural gas		IF-EU-000.D	%	67%	64%	74%	87%	88%
% wind		IF-EU-000.D	%	24%	25%	18%	12%	12%
% solar		IF-EU-000.D	%	10%	11%	8%	1%	0%
<b>Energy consumption</b>								
Energy consumption - Power	GRI 302-1		GJ	21,202,723	20,230,924	18,648,049	17,103,351	18,297,123
Energy consumption - Transmission	GRI 302-1		GJ	9,231,642	8,871,519	9,058,244	8,542,468	8,380,557
Energy consumption - Midstream	GRI 302-1		GJ	11,292,148	2,864,345	5,602	4,540	
Energy consumption - Networks	GRI 302-1		GJ	173,254	73,583	82,042	82,225	77,358
Energy consumption - Offices	GRI 302-1		GJ	36,168	38,279	37,071	44,619	38,230
<b>Energy consumption total</b>	<b>GRI 302-1</b>	<b>RR-ST-130a.1</b>	<b>GJ</b>	<b>41,935,935</b>	<b>32,078,649</b>	<b>27,831,008</b>	<b>25,777,203</b>	<b>26,793,268</b>
Electricity consumption from grid	GRI 302-1	IF-EU-000.E & RR-ST-130a.1	GJ	59,186	55,028	65,247	90,545	111,828
<b>Energy consumed net</b>	<b>GRI 302-1</b>		<b>GJ</b>	<b>17,307,470</b>	<b>16,168,020</b>	<b>15,106,242</b>	<b>17,700,862</b>	<b>18,109,910</b>

<sup>1</sup> Energy data has been calculated in accordance with methodologies under the National Greenhouse and Energy Reporting Act 2007 (NGER). For the purposes of emissions and energy reporting, APA does not have operational control of Gruyere Power Station, Gruyere Solar Farm, X41 and North Brown Hill Wind Farm. APA's FY22 NGER submission is currently being prepared and will be lodged with the Regulator by 31 October 2022. Unless required to be displayed as a decimal, numbers and percentages have been rounded to the nearest whole number.



## 6. Air Emissions

### Air Emissions<sup>1</sup>

Year-end 30 June	GRI	SASB	Unit	FY21	FY20	FY19	FY18	FY17
<b>Oxides of nitrogen (NOx) emissions</b>								
Gas transmission assets oxides of nitrogen (NOX)	GRI 305-7	IF-EU-120a.1 & EM-MD-120a.1	tonnes	2,265	2,226	1,892	1,818	2,012
Power assets oxides of nitrogen (NOX)	GRI 305-7	IF-EU-120a.1 & EM-MD-120a.1	tonnes	2,847	4,426	4,945	5,775	6,323
<b>Total oxides of nitrogen (NO<sub>x</sub>) emissions</b>	<b>GRI 305-7</b>	<b>IF-EU-120a.1 &amp; EM-MD-120a.1</b>	<b>tonnes</b>	<b>5,111</b>	<b>6,652</b>	<b>6,837</b>	<b>7,593</b>	<b>8,336</b>
<b>Oxides of sulfur (SOX) emissions</b>								
Gas transmission assets oxides of sulfur (SOX)	GRI 305-7	IF-EU-120a.1 & EM-MD-120a.1	tonnes	2	2	2	2	2
Power assets oxides of sulfur (SOX)	GRI 305-7	IF-EU-120a.1 & EM-MD-120a.1	tonnes	1	1	1	1	1
<b>Total oxides of sulfur (SOX) emissions</b>	<b>GRI 305-7</b>	<b>IF-EU-120a.1 &amp; EM-MD-120a.1</b>	<b>tonnes</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>
<b>Volatile organic compounds (VOC) emissions</b>								
Gas transmission assets direct volatile organic compounds (VOC)	GRI 305-7		tonnes	326	263	163	136	151
Power assets direct volatile organic compounds (VOC)	GRI 305-7		tonnes	77	124	100	126	141
<b>Total direct volatile organic compounds (VOC) emissions</b>	<b>GRI 305-7</b>		<b>tonnes</b>	<b>403</b>	<b>386</b>	<b>263</b>	<b>262</b>	<b>293</b>
<b>Hazardous air pollutant (HAP) emissions</b>								
Gas transmission assets hazardous air pollutant (HAP)	GRI 305-7		tonnes	6	6	13	12	14
Power assets hazardous air pollutant (HAP)	GRI 305-7		tonnes	42	56	45	57	64
<b>Total hazardous air pollutant (HAP) emissions</b>	<b>GRI 305-7</b>		<b>tonnes</b>	<b>48</b>	<b>61</b>	<b>58</b>	<b>69</b>	<b>78</b>
<b>Particulate matter (PM) emissions</b>								
Gas transmission assets particulate matter (PM)	GRI 305-7	IF-EU-120a.1 & EM-MD-120a.1	tonnes	17	16	14	13	14
Power assets particulate matter (PM)	GRI 305-7	IF-EU-120a.1 & EM-MD-120a.1	tonnes	86	76	76	73	74
<b>Total particulate matter (PM) emissions</b>	<b>GRI 305-7</b>	<b>IF-EU-120a.1 &amp; EM-MD-120a.1</b>	<b>tonnes</b>	<b>103</b>	<b>92</b>	<b>90</b>	<b>86</b>	<b>88</b>
<b>Persistent organic pollutant (POP) emissions</b>								
Gas transmission assets persistent organic pollutant (POP)	GRI 305-7		tonnes	0	0	0	0	0
Power assets persistent organic pollutant (POP)	GRI 305-7		tonnes	0	0	0	0	0
<b>Total persistent organic pollutant (POP) emissions</b>	<b>GRI 305-7</b>		<b>tonnes</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Lead emissions</b>								
Gas transmission assets Lead		IF-EU-120a.1 & EM-MD-120a.1	kg	0	0	0	0	0
Power assets Lead		IF-EU-120a.1 & EM-MD-120a.1	kg	4	4	4	4	4
<b>Total Lead emissions</b>		<b>IF-EU-120a.1 &amp; EM-MD-120a.1</b>	<b>kg</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>
<b>Mercury (Hg) emissions</b>								
Gas transmission assets Mercury (Hg)		IF-EU-120a.1 & EM-MD-120a.1	kg	0	0	0	0	0
Power assets mercury (Hg)		IF-EU-120a.1 & EM-MD-120a.1	kg	2	2	2	2	2
<b>Total Mercury (Hg) emissions</b>		<b>IF-EU-120a.1 &amp; EM-MD-120a.1</b>	<b>kg</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>

<sup>1</sup> Emissions, substance, source and location data is accounted and reported in line with the National Environment Protection (National Pollutant Inventory) Measure. The emission factors used in APA's NPI reports are sourced from relevant industry emission estimation technique manuals available on the NPI website. APA's FY22 NPI submission is currently being prepared and will be lodged with the Regulator by 30 September 2022. Unless required to be displayed as a decimal, numbers and percentages have been rounded to the nearest whole number.

## 7. Community & Social Performance

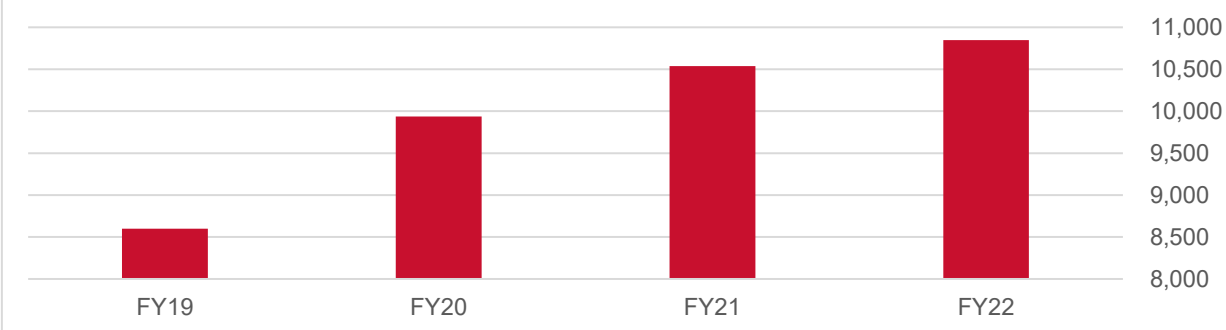
### Landholder Contact Program (LCP)

Year-end 30 June	GRI	SASB	UNIT	FY22	FY21	FY20	FY19
<b>Landholder Contact Program (LCP)</b>							
Total LCP visits conducted			count	10,848	10,538	9,936	8,600

### Social Investment

Year-end 30 June	GRI	SASB	UNIT	FY22	FY21
Sustainable development investments			AUD	975,500	371,394
Sponsorships and donations			AUD	101,350	346,000
Employee driven initiatives			AUD	7,430	15,000
<b>Grand total social investment</b>			<b>AUD</b>	<b>1,084,280</b>	<b>732,394</b>

Number of Landowner Contact Visits



## 8. People & Culture

### Diversity Breakdown

Year-end 30 June	GRI	SASB	CSA	FY22					FY21						
				Gender %		Age group %			% Identify as Indigenous	Gender %		Age group %			% Identify as Indigenous <sup>1</sup>
				Male	Female	<30 years	30-49 years	>50 years		Male	Female	<30 years	30-49 years	>50 years	
Full APA Board (including non-executive directors)	GRI 405-1, GRI 405-2		3.1.1, 3.1.4, 5.1.2; 5.1.5; 5.1.6	63	37	0	0	100	0	63	37	0	0	100	0
All employees	GRI 405-1, GRI 405-2		3.1.1, 5.1.2; 5.1.5; 5.1.6	71	29	8	58	34	<1	71	29	7	59	34	<1
Executive Leadership Team (ELT)	GRI 405-1		3.1.1, 5.1.2; 5.1.5; 5.1.6	71	29	0	43	57	0	63	37	0	50	50	0
Senior leaders	GRI 405-1		3.1.1, 5.1.2; 5.1.5; 5.1.6	71	29	0	66	34	0	75	25	0	60	40	0
Other employees	GRI 405-1		3.1.1, 5.1.2; 5.1.5; 5.1.6	71	29	9	58	33	<1	71	29	8	59	33	<1
<b>Divisional diversity</b>															
Operational Divisions	GRI 405-1		3.1.1	76	24	8	56	36	<1	77	23	7	57	36	<1
Corporate Divisions	GRI 405-1		3.1.1	53	47	8	66	26	<1	53	47	8	65	27	0

<sup>1</sup> The "% Identify as Indigenous" measure relies on voluntary information. This measure represents APA employees who have voluntarily self-identified to APA that they are an Aboriginal and/or Torres Strait Islander person.

### Gender Targets Action Plan (GTAP)<sup>2</sup>

Year-end 30 June	GRI	SASB	CSA	Unit	FY22		FY21		FY20		FY19		FY18	
					M	F	M	F	M	F	M	F	M	F
<b>Board gender diversity</b>														
Full APA Board gender diversity (including non-executive directors)	GRI 405-1		3.1.4	%	63	37	63	37	57	43	67	33	57	43
<b>Female representation</b>														
				<b>2025 Target</b>	<b>F</b>		<b>F</b>		<b>F</b>		<b>F</b>		<b>F</b>	
Total workforce female representation			5.1.1	40%	%	29.5	29.3	29.6	29.0	27.0				
Senior leader female representation			5.1.1	30%	%	30.4	26.7	19.8	19.0	17.0				
Talent pipeline female representation			5.1.1	50%	%	39.6	42.0	40.6	40.0	30.0				
Extended leadership female representation			5.1.1	40%	%	35.1	34.8	32.3	28.0	30.5				

<sup>2</sup> FY22 GTAP metrics are based on data effective 30 June 2022. The data represented for previous financial years is based on APA's WGEA submission data effective 31 March. GTAP metrics align with Workplace Gender Equality Agency (WGEA) reporting rules in which only the Australian workforce is included. "Senior Leaders" metric includes members from the Executive Leadership Team (ELT).

### Employment Diversity

Year-end 30 June	GRI	SASB	CSA	Unit	FY22		FY21		FY20		FY19		FY18	
					M	F	M	F	M	F	M	F	M	F
<b>Diversity of total workforce employment</b>														
Total employee	GRI 102-8			count	1476	615	1427	577	1297	538	1233	501	1199	457
Total contingent worker	GRI 102-8			count	193	68	125	35	57	19	83	16	84	21
<b>Total workforce employment</b>	<b>GRI 102-7, GRI 207-4</b>		<b>5.3.3.e</b>	<b>count</b>	<b>1669</b>	<b>683</b>	<b>1552</b>	<b>612</b>	<b>1354</b>	<b>557</b>	<b>1316</b>	<b>517</b>	<b>1283</b>	<b>478</b>
<b>Diversity of total employees by employment type</b>														
Permanent full time	GRI 102-8			count	1328	486	1286	453	1194	413	1130	380	1106	332
Permanent part time	GRI 102-8			count	8	68	5	76	6	79	8	70	7	77
Fixed-term full time	GRI 102-8			count	113	44	103	34	71	33	70	42	67	40
Fixed-term part time	GRI 102-8			count	5	4	4	7	2	7	2	2	-	4
Casual employees	GRI 102-8			count	22	13	29	7	24	6	23	7	19	4
<b>Diversity of total employees by age</b>														
Under 30	GRI 405-1		3.1.1	%	6	3	5	2	4	2	4	2	3	2
30-49 years	GRI 405-1		3.1.1	%	40	18	40	19	40	19	39	20	40	19
50+ years	GRI 405-1		3.1.1	%	25	8	26	8	27	8	28	7	29	7

### New Employment

Year-end 30 June	GRI	SASB	CSA	Unit	FY22		FY21	
					Male	Female	Male	Female
Total new employee hires	GRI 401-1		5.4.5	count	249	119	268	123
<b>New employee hires by age</b>								
Under 30	GRI 401-1			%	12	8	15	5
30-49 years	GRI 401-1			%	42	18	41	20
50+ years	GRI 401-1			%	13	7	13	6
<b>New employee hires by division</b>								
Operational Divisions	GRI 401-1			%	51	19	54	16
Corporate Divisions	GRI 401-1			%	16	14	15	15

## 8. People & Culture

### Employee Turnover

Year-end 30 June	GRI	SASB	CSA	Unit	FY22	FY21	FY20	FY19	FY18
Total employee turnover	GRI 401-1		5.4.3; 5.4.5	%	16.1	11	12	14	14
Voluntary employee turnover	GRI 401-1		5.4.3; 5.4.5	%	13.4	7	7.1	8.4	7.3

### Labour / Management Relations

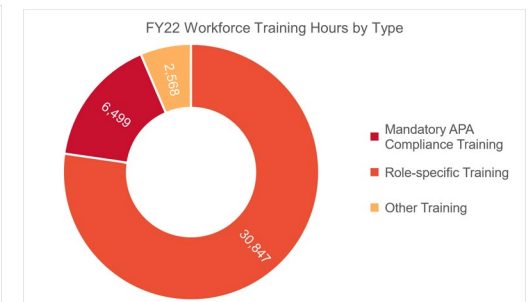
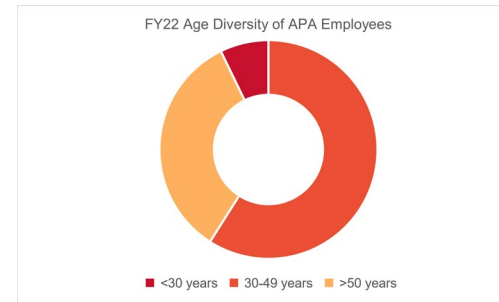
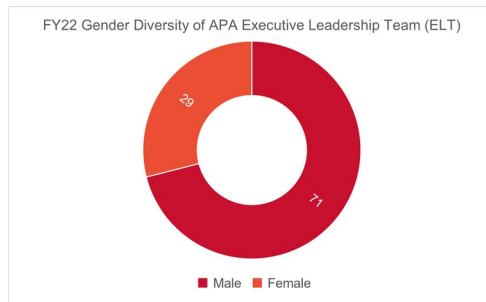
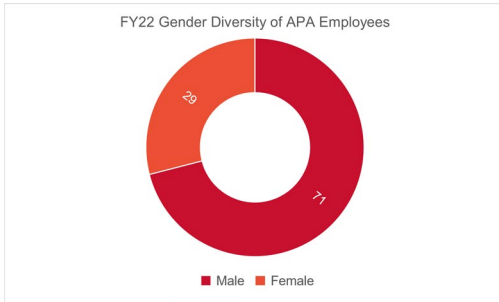
Year on Year Trend	GRI	SASB	CSA	Unit	FY22	FY21	FY20	FY19	FY18
<b>Collective bargaining agreements</b>									
% of total employees covered by collective bargaining agreements	GRI 102-41		5.1.3	%	28	30	31	31	32

### Employee Benefits

Year-end 30 June	GRI	SASB	CSA	Unit	FY22		FY21	
					Male	Female	Male	Female
<b>Parental leave</b>								
Total employees that took parental leave	GRI 401-3			count	70	33	65	38

### Training and Education

Year-end 30 June	GRI	SASB	CSA	Unit	FY22	FY21
<b>Total workforce training hours delivered</b>	<b>GRI 404-1</b>		<b>5.3.1</b>	<b>hours</b>	<b>39,913</b>	<b>34,343</b>
Average hours of training per workforce member	GRI 404-1		5.3.1	hours	17	16
<b>Workforce training hours by type</b>						
Mandatory APA Compliance Training	GRI 404-1		5.3.1	hours	6,499	3,629
Role-specific Training	GRI 404-1		5.3.1	hours	30,847	23,101
Other Training	GRI 404-1		5.3.1	hours	2,568	7,614





## 9. Health & Safety

### WHS Governance and Compliance

Year-end 30 June	GRI	SASB	Unit	FY22	FY21	FY20	FY19	FY18	FY17
<b>Governance</b>									
% workers and contractors covered by a WHS system	GRI 403-8		%	100%	100%	100%	100%	100%	100%
Health & Safety Management Interactions			count	3842	3,509	2,216	1,504	1,236	1,263
<b>Compliance</b>									
Safety warning notices received		IF-GU-540a.1	count	6	1	4	4	4	3
Safety penalty notices received		IF-GU-540a.1	count	1	0	0	1	0	0

### Safety Performance<sup>1</sup>

Year-end 30 June	GRI	SASB	Unit	FY22	FY21	FY20	FY19	FY18	FY17
<b>Fatalities</b>									
<b>Total fatalities</b>	<b>GRI 403-9</b>	<b>IF-EU-320a.1 &amp; RR-WT-320a.1</b>	<b>count</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Employees	GRI 403-9	IF-EU-320a.1 & RR-WT-320a.1	count	0	0	0	0	0	0
Contractors	GRI 403-9	IF-EU-320a.1 & RR-WT-320a.1	count	0	0	0	0	0	0
<b>Safety Indicators</b>									
<b>Health &amp; Safety Hazard Frequency Rate</b>			<b>Total Hazards Reported / per million hours</b>	<b>546.2</b>	<b>598.0</b>	<b>474.0</b>	<b>420.0</b>	<b>453.0</b>	<b>529.0</b>
<b>Health &amp; Safety Near Miss Frequency Rate</b>		<b>IF-EU-320a.1 &amp; RR-WT-320a.1</b>	<b>Total Near Miss Reported / per million hours</b>	<b>26.4</b>	<b>94.0</b>	<b>95.6</b>	<b>92.6</b>	<b>87.4</b>	<b>73.6</b>
<b>Total Recordable Injury Frequency Rate (TRIFR)<sup>2</sup></b>	<b>GRI 403-9</b>	<b>IF-EU-320a.1 &amp; RR-WT-320a.1</b>	<b>Injury (LTI, MOTI, MITI) count / per million hours</b>	<b>3.3</b>	<b>5.7</b>	<b>9.1</b>	<b>6.0</b>	<b>8.9</b>	<b>7.5</b>
TRIFR - Employees	GRI 403-9	IF-EU-320a.1 & RR-WT-320a.1	Injury (LTI, MOTI, MITI) count / per million hours	1.0	4.6	3.8	3.7	6.3	5.8
TRIFR - Contractors	GRI 403-9	IF-EU-320a.1 & RR-WT-320a.1	Injury (LTI, MOTI, MITI) count / per million hours	6.3	8.8	15.6	8.1	10.8	9.0
<b>Lost Time Injury Frequency Rate (LTIFR)</b>			<b>Injury (LTI count / per million hours)</b>	<b>0.9</b>	<b>1.6</b>	<b>1.2</b>	<b>0.8</b>	<b>1.8</b>	<b>0.5</b>
LTIFR - Employees			Injury (LTI count / per million hours)	0.3	2.2	0.8	0.9	2.1	0.3
LTIFR - Contractors			Injury (LTI count / per million hours)	1.7	0.8	1.7	0.6	1.4	0.8

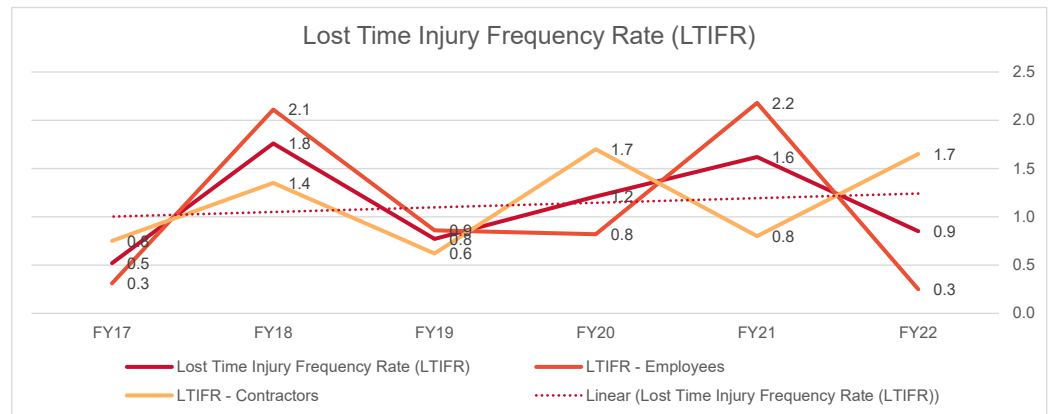
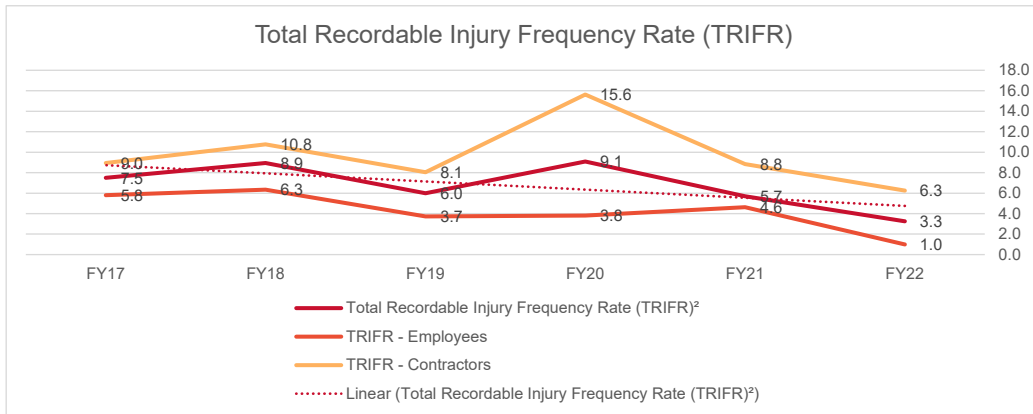
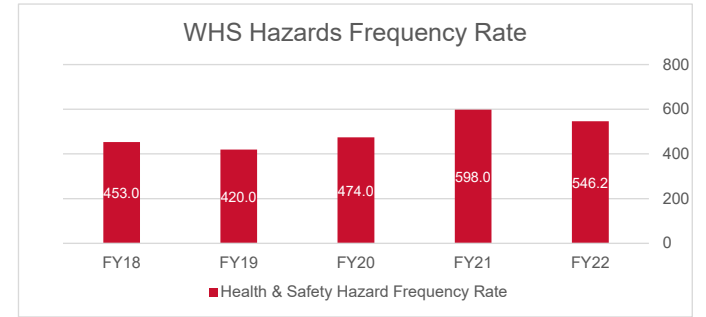
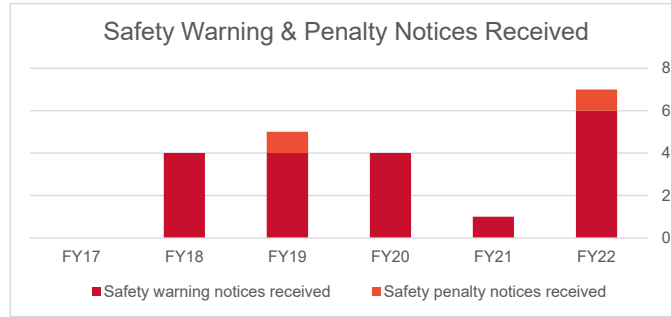
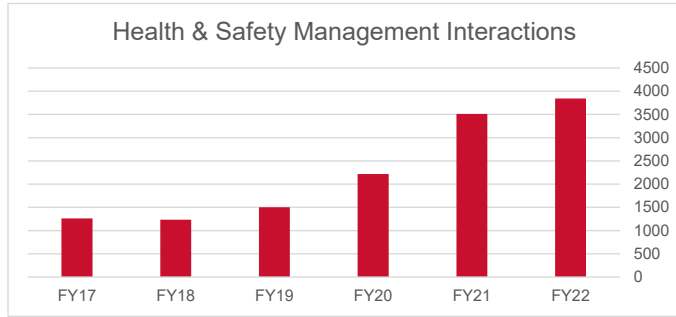
<sup>1</sup> An "Employee" is an individual who works for APA under a contract of employment. These people are engaged through the company's payroll (i.e. subject to PAYG withholding tax and super guarantee arrangements) on a permanent, fixed-term or casual basis. (Includes management). A "Contractor" is an individual, company or other legal entity that provides good and services to APA carries out work or performs services pursuant to a contract for service. This includes sub contractors and contingent workers. A person or company engaged to provide labour or skills and paid on invoice.

<sup>2</sup> The FY21 Actual Total Recordable Injury Frequency Rate (TRIFR) has been restated in FY22; amended from 6.3 to 5.7 in response to receipt of additional contractor hours post FY21 results.

### Health Performance

Year-end 30 June	SASB	GRI	Unit	FY22	FY21
<b>Health Performance</b>					
Cases of work-related ill health - Employees		403-10	count	0	1
Cases of work-related ill health - Contractors		403-10	count	0	0

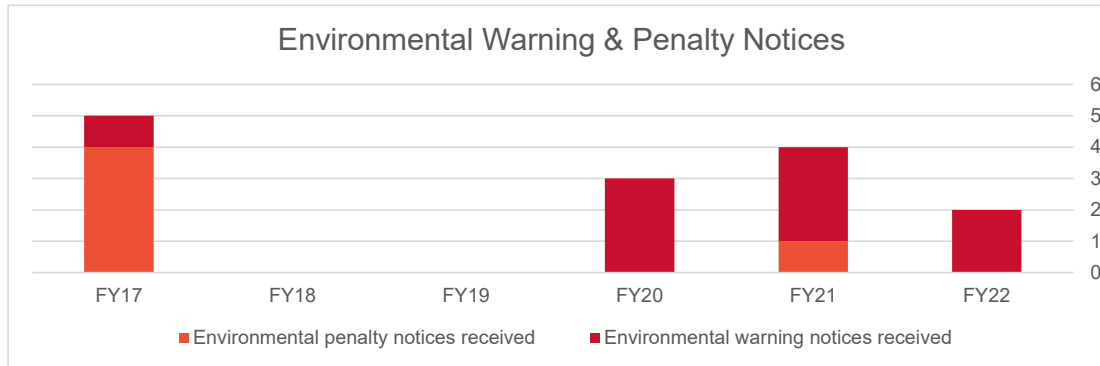
### 9. Health & Safety



## 10. Environment

### Environmental Management

Year-end 30 June	GRI	SASB	Units	FY22	FY21	FY20	FY19	FY18	FY17
<b>Compliance</b>									
Environmental warning notices received	GRI 307-1		count	2	3	3	0	0	1
Environmental penalty notices received	GRI 307-1		count	0	1	0	0	0	4
<b>Assurance</b>									
Internal environmental audits conducted			count	15	16	11	13	3	0



## 11. Value Chain

### Customers

Year-end 30 June	GRI	SASB	Unit	FY22	FY21	FY20	FY19	FY18	FY17
Gas Transmission Division customers		IF-EU-000.A & IF-GU-000.A	count	116	115	108	102	94	80
Power Assets Division customers		IF-EU-000.A & IF-GU-000.A	count	10	10	8	8	5	5
Asset Management Division (Networks) customers		IF-EU-000.A & IF-GU-000.A	count	5	5	5	5	5	5
<b>Total customers served<sup>1</sup></b>		<b>IF-EU-000.A &amp; IF-GU-000.A</b>	<b>count</b>	<b>131</b>	<b>130</b>	<b>121</b>	<b>115</b>	<b>104</b>	<b>90</b>

<sup>1</sup> Customers are parent customers served by APA Group asset divisions who have executed revenue contracts on-foot with APA Group during a Financial Year.