

always
powering
ahead

apa

Sustainability Report 2021: Basis of Preparation



Contents

About this Document	3
1. Governance Indicators	4
2. Economic Contribution Indicators	6
3. Infrastructure Indicators	8
4. GHG Emissions Indicators	10
5. Energy Indicators	12
6. Health & Safety Indicators	14
7. People & Culture Indicators	18
8. Value Chain Indicators	24
9. Community & Social Performance Indicators	25
10. Environment Indicators	26
11. Air Emissions Indicators	28

About this Document

This document details the basis on which the quantitative metrics in APA's [Sustainability Report 2021](#) - Sustainability Data Tables were developed.

Unless otherwise stated, the data only covers the performance and activities over which APA Group maintains operational control. This includes APA Group's wholly owned and operated assets, 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. For the purposes of emissions and energy data, APA is not the entity with operational control of Gruyere Power Station.

Unless otherwise stated, it does not include performance data on assets in which APA maintains an equity share but no operational control.

All currency and payment figures are reported in Australian dollars (\$AUD) or millions of Australian dollars (\$million AUD).

Unless required to be displayed as a decimal, numbers and percentages have been rounded to the nearest whole number.

We aim to achieve comparability year on year and with our peers and industry benchmarks, and ensure the reported data is reliable and meets internal and external stakeholder expectations. Any restatements or repositioned data from previous financial years is outlined as a footnote in the [Sustainability Report 2021](#).

The quantitative metrics in APA's [Sustainability Report 2021](#) - Sustainability Data Tables were prepared and internally verified by the relevant subject matter experts, reviewed and verified by relevant senior managers and APA executives prior to Board approval.

The indicators included in this Report were collated from various international reporting initiatives and frameworks, and were determined in terms of relevance to the business activities of APA Group. These included: the [Sustainability Accounting Standards Board \(SASB\) Index](#); the [Global Reporting Initiative \(GRI\)](#); and APA Group's internal and external reporting requirements.

For enquiries please contact APA Group on sustainability@apa.com.au

For investor enquires please contact APA Group on ir@apa.com.au

1. Governance Indicators

Definition of common terms

- **Tier 1 Incident:** a major release of harmful substances that may cause a major accident such as natural gas. Release quantities is >500kg per hour, as defined by the [energy institute process safety framework](#).
- **Tier 2 Incident:** 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, as define by the [energy institute process safety framework](#).
- **Penalty notice:** any Incident where a final regulatory instrument issued by a regulator, indicating a noncompliance, resulting in material penalty (financial, enforceable undertaking or otherwise) (e.g. PIN, Fines, Enforceable undertaking)
- **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
- **Contractor:** 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.

Compliance indicators

Process safety incidents

Explanation:	total number of process safety incidents, including a breakdown of this total by: (1) Tier 1 incidents, and (2) Tier 2 incidents.
Scope:	all operational APA divisions
Units:	count
Methodology:	process safety framework and incident definitions per the energy institute process safety framework

Total Environmental regulatory notifiable incidents

Explanation:	total number of incidents that were required to be reported to an environmental regulatory body.
Scope:	this 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. <ul style="list-style-type: none"> - 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.
Units:	count
Methodology:	count of valid incidents from APA HSEH Management System where Reportable = Yes, Regulator Body is Environmental. Records validated by SME manager

Monetary losses

Explanation:	total monetary value of penalty notices for non-compliance with laws and/or regulations.
--------------	--

Scope: penalty notices received from Environmental and Safety regulators (excludes
APA contractor penalty notices)

Units: \$AUD

2. Economic Contribution Indicators

Direct economic value generated and distributed

Direct economic value generated and distributed

Explanation: sum of "Direct economic value generated (revenues)" plus "Economics value distributed" metrics outlined below

Units: \$million AUD

Direct economic value generated (revenues)

Explanation: total direct economic value generated through APA's revenues.

Scope: revenue is "Revenue" 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.

Units: \$million AUD

Economic value distributed

Explanation: total 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; tax paid

Scope:

- Operating costs - excludes interest expenses in the Statement of cash flows
- Payments to employees - includes: salaries, overtime, allowances, entitlements, incentives, superannuation and shares employee scheme. Excludes: contractors
- Payments to suppliers - excludes interest expenses in the Statement of cash flows
- Payments to providers of capital - includes distributions paid to security holders for APT & APTIT
- Payments to government - includes payments to government department and agencies, except tax payments
- Tax Paid - includes income tax, GST, FBT, excises, payroll tax, PAYG withheld, land taxes and stamp duties

Units: \$ million AUD

Methodology: compiled from data in the APA Group's audited consolidated statement of cash flows in the [APA FY2021 Annual Report](#), lodged business activity statements to Australian Tax Office (ATO) and internal management accounts.

Government Assistance

Total monetary value of financial assistance received from any government

Explanation: total monetary value of financial assistance received by the organisation from any government during the reporting period.

Scope:

- Fuel Tax Credits - tax credit that is provided to APA for fuel tax included in the price of fuel used in pipeline related machineries

- Subsidies – a wage subsidy to support APA to take on new apprentices and trainees, to build a pipeline of skilled workers to support the economy
- Research and development (R&D) claim - R&D claim is a tax incentive that encourages APA to engage in R&D activities benefiting Australia.
- ARENA grant - 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.

Units:	\$AUD
Methodology:	monetary value of financial assistance received from government identified through consistent application of generally accepted accounting principles.

Government Ownership

Explanation:	the extent to which any Sovereign Government is directly present in the shareholding structure through percentage of total shares owned by government bodies.
--------------	---

Scope:	<ul style="list-style-type: none"> - Measured via registry analysis as at 21 June 2021 - Excludes sovereign wealth funds, Government Agency or other indirect ownership mechanisms - <i>Government Agency</i> - 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. - <i>Sovereign Wealth Fund</i> - pools of money derived from the reserves of a country that are set aside for investment purposes that will benefit its citizens and economy
--------	--

Units:	% of total shares issued.
--------	---------------------------

3. Infrastructure Indicators

Infrastructure

Total Installed Power Generation Capacity

Explanation:	official name plate generation capacities (as built) for power generation assets
Scope:	includes all power assets owned, or partially owned by APA. Includes assets owned but outside APA's operational control (equity measurement boundary). Stated generation capacity is for the whole generation facility. Megawatt capacity is not adjusted for the APA equity share ownership proportion of facility
Units:	Megawatts (MW)

% Installed Power Generation Portfolio

Explanation:	proportion of total generation type (renewable, non-renewable) taken from Total Installed Power Generation Capacity metric. For example: Total Renewable Power Generation Portfolio Share = (Sum [Absolute Installed Power Generation Capacity: Solar Generation; Wind Generation] / Absolute Installed Power Generation Capacity: Total) -1
Scope:	includes 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
Units:	%

Total natural gas delivered (Gas Transmission Pipelines)

Explanation:	Measurement of gas transported by Gas Transmission Pipelines under APA operational control. Sourced from the metres measuring gas delivered (delivery metres) 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 metres for each pipeline
Scope:	- 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 2021 - Operational control excludes: VTS, DLNG, Mondarra Storage Facility
Units:	GJ
Methodology:	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

Total natural gas delivered (Gas Distribution Pipelines)

Explanation:	measure of gas transported (as throughput) by Gas Distribution Pipelines under APA operational control during the financial year 1 July 2020 – 30 June 2021
Scope:	<p>relevant mode of transport: Gas Distribution Pipelines only.</p> <ul style="list-style-type: none"> - Gas Distribution Pipelines are defined as the gas pipeline assets operated by the APA Networks Division. These are: <ul style="list-style-type: none"> - 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, 100% owned 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
Units:	GJ
Methodology:	<ul style="list-style-type: none"> - 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.

Total electricity transmission

Explanation:	total electricity delivered is measured as total amount of power transported in each direction past a single measurement point
Scope:	<p>APA operated electricity transmission assets only (Murraylink and Directlink)</p> <p>Measurement is raw power transported and is not adjusted for energy consumed and/or lost during delivery</p>
Units:	megawatt hours (MWh)
Methodology:	<p>power delivered into the relevant transmission network is metered and provided to APA by the Meter Data Agent (third party provider), then internally aggregated</p> <p>Note: annual variations in total electricity delivered (transported) by APA assets is a function of loading and status of the total interconnected power grid.</p>

% completion of annual Transmission Intelligent Pigging Integrity Program

Explanation:	% completed of annual transmission Intelligent <u>Pigging</u> Program as planned
Scope:	<p>% completion of annual integrity inspection program is determined as at 30 June 2021. 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'</p>
Units:	%

4. GHG Emissions Indicators

Definition of common terms

- **Greenhouse gas (GHG):** gas that contributes to the greenhouse effect as defined by the Australian [National Greenhouse and Energy Reporting Act 2007](#). The greenhouse gases that are reported under the NGER Scheme include carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), sulphur hexafluoride (SF₆) and specified kinds of hydro fluorocarbons and perfluorocarbons.
- **Direct (Scope 1) GHG emissions:** scope 1 greenhouse gas emissions are the 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.
- **Indirect (Scope 2) GHG emissions:** scope 2 greenhouse gas emissions are the emissions released to the atmosphere from the indirect consumption of an energy commodity.
- **Gross emissions:** GHGs emitted into the atmosphere before accounting for offsets, credits, or other similar mechanisms that have reduced or compensated for emissions.
- **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.
- **Fugitive emissions:** greenhouse gas emissions that are released in connection with, or a consequence of, the extraction, processing, storage or delivery of fossil fuel.

Greenhouse Gas Emissions indicators

Total Scope 1 emissions

Explanation:	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: <ul style="list-style-type: none"> - Fugitive Emissions (all APA assets) <ul style="list-style-type: none"> - <i>Subset - Fugitive Emissions (natural gas transmission pipelines)</i> - Power Generation Assets Emissions
Scope:	all assets under APA's operational control, as defined in the NGER legislation . For the purposes of emissions and energy data, APA is not the entity with operational control of Gruyere Power Station.
Units:	metric tonnes of CO ₂ equivalent (t-CO ₂ e)
Methodology:	greenhouse gas emissions & energy have generally been calculated in accordance with methodologies under the Australian National Greenhouse and Energy Reporting Act 2007

% Scope 1 under emissions-reporting regulation

Explanation:	the percentage of "Scope 1 Gross GHG emissions" that are covered under reporting obligations of the National Greenhouse and Energy Reporting Act 2007
Units:	%
Methodology:	calculation according to SASB Standard IF-EU-110a.1: [total amount of gross global Scope 1 GHG emissions (CO ₂ -e) that are covered under emissions reporting-based regulations divided by the total amount of gross global Scope 1 GHG emissions (CO ₂ -e) *100].

% Scope 1 covered under emissions-limiting regulations

Explanation: 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](#)

Scope: includes 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

Units: %.

Total Scope 2 emissions

Explanation: total emissions released to the atmosphere from indirect energy consumption

Scope: 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 data, APA is not the entity with operational control of Gruyere Power Station

Units: metric tonnes of CO2 equivalent (t-CO2e)

Methodology: greenhouse gas emissions & energy have generally been calculated in accordance with methodologies under the [National Greenhouse and Energy Reporting Act 2007](#)

5. Energy Indicators

Definition of common terms

- **National Greenhouse and Energy Reporting (NGER) facilities:** 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](#)).

Energy Management indicators

Energy Produced Total

Explanation:	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
Scope:	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.
Units:	Gigajoules (GJ)
Methodology:	GHG emissions and energy calculated in accordance with methodologies under the National Greenhouse and Energy Reporting Act 2007 .

Electricity Produced Total

Explanation:	this metric sums the 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)
Scope:	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
Units:	Megawatt hours (MWh), %
Methodology:	GHG emissions and energy calculated in accordance with methodologies under the Australian National Greenhouse and Energy Reporting Act 2007 .

Energy Consumption Total

Explanation:	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
Scope:	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.

Units:	Gigajoules (GJ)
Methodology:	<p>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</p> <ul style="list-style-type: none"> - 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.

Energy Consumed Net

Explanation:	equals 'Energy Consumption Total' minus 'Energy Produced Total'
Scope:	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.
Units:	Gigajoules (GJ).

6. Health & Safety Indicators

Definition of common terms

- **Work (occupational) health and safety management system:** set of interrelated or interacting elements to establish occupational health and safety policy and objectives, and to achieve those objectives
- **Management interaction:** management interactions are considered as direct leadership (1-5 employees, where level 1 is CEO) engagement in relation to the safety of the people and/or environment therefore the level 6 employees and below are excluded.
- **Warning notice:** any incident where a regulatory instrument is issued by the Safety Regulator indicating a potential noncompliance, and does not result in an initial material penalty (financial, instructive or otherwise) (e.g. improvement notice, email warning, request for information)
- **Penalty notice:** any incident where a final regulatory instrument issued by the safety regulator, indicating a noncompliance, results in material penalty (financial, enforceable undertaking or otherwise) (e.g. PIN, Fines, Enforceable undertaking)
- **Employee:** an individual who works for APA under a contract of employment. People who 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).
- **Contractor:** an individual, company or other legal entity that provides good and services to APA and 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.
- **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
- **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'
- **Fatality:** work related Safety Incident that results in death to a person.
- **Lost Time Injury (LTI):** a 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.
- **MOTI:** Restricted Work Injury. Injury or illness where a qualified medical practitioner certifies that the injured worker cannot is unfit to fully perform their 'routine functions' and regular job/ duties
- **MITI:** Medical Treatment Injury
- **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
- **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
- **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).

Governance and Compliance

% Workforce covered by a Health & Safety management system

Explanation: percentage of workers and contractors covered by APA Health & Safety management system

Scope: contractors are determined by the Contractor Hours

Units: %.

Health & Safety Management Interactions

Explanation: count of the number of instances a level 1 to 5 APA manager engaging in safety interaction with employees and contractors.

Scope: 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

Units: count

Methodology: count of valid records in APA HSEH Management System of Management Interactions plus Implemented Lessons Learned Actions completed by level 1 to 5 Managers.

Safety warning notices received

Explanation: total number of regulatory warning notices received from workplace health and safety regulators

Scope: 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.

Units: count

Methodology: 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 penalty notices received

Explanation: total number of health & safety regulatory instruments received by a safety regulator as a penalty.

Scope: regulatory penalty notices received by APA Group and APA Contractors, in all jurisdictions where APA operates. Excludes technical and energy and environmental regulatory issued penalty

Units: count

Methodology: count of valid records in APA HSEH Management System of valid Incidents where Compliance Breach = Yes and Notice Received = Penalty and Regulator Body is WHS.

Safety Performance

Total Fatalities

Explanation: total number of fatalities among APA employees and contractors arising from work-related ill health or injuries

Scope: APA Group employees and contractors. Excludes any incidents where the public is involved or incidents that are not work-related.

Units:	count
Methodology:	count of valid records in APA HSEH Management System. Sum of two metrics: [Fatalities – Employees] and [Fatalities – Contractors].

Health & Safety Hazard Frequency Rate

Explanation:	number of valid Health & Safety hazards identified per million hours worked total rolling 12 months.
Scope:	APA employee and contractors. Excludes all hazard records lodged but rejected as invalid in the APA HSEH Management System.
Units:	count of valid records in APA HSEH Management System. Total WHS Hazards Reported / per million hours worked.

Health & Safety Near Miss Frequency Rate (NMFR)

Explanation:	total number of valid work-related near misses identified per million hours worked, on rolling 12 month basis from 1 July 2020 to 30 June 2021.
Scope:	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.
Units:	total WHS near misses reported / per million hours
Methodology:	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.

Total Recordable Injury Frequency Rate (TRIFR)

Explanation:	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)
Scope:	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.
Units:	injury count (FAT,LTI,MOTI, MITI) / per million hours
Methodology:	count of valid records in APA HSEH Management System. Calculation made for TRIFR = [No. of recordable work-related injuries / No. of hours worked] * 1,000,000.

Lost Time Injury Frequency Rate (LTIFR)

Explanation:	number of Lost Time Injuries per million hours worked (rolling 12 months, with this total broken down by employees and contractors)
Scope:	APA Group employees and contractors Lost Time Injuries. Excludes all incident records lodged but rejected as invalid in the APA HSEH Management System.
Units:	injury (LTI) count / per million hours
Methodology:	Count of valid records in APA HSEH Management System. Calculation made for LTIFR = [No. of recordable Lost Time Injuries / No. of hours worked] * 1,000,000.

Health Performance

Cases of work-related ill health

Explanation:	total number of validated work-related ill health cases, broken down by APA employees and contractors
Scope:	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.
Units:	count
Methodology:	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.

7. People & Culture Indicators

Definition of common terms

- **Employee:** 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)
- **Contingent Worker:** outsourced, borrowed, or 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
- **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.
- **Senior Leaders:** comprises “Other executives/general managers” and “senior managers” (excluding 5 Executive Leadership Team members) as reported to [WGEA](#).
- **Talent pipeline:** the pipeline of candidates in APA’s Senior Leader talent pools and has been expanded to the pipeline of candidates (L3, L4 and L5 below CEO, where CEO is L1) in our Senior Leader talent pools.
- **Extended Leadership** - refers to level 3 (L3) and level 4 (L4) workforce who have direct reports at APA (CEO is L1).
- **Workforce:** the collective group of individuals actively engaged to perform tasks for APA. Includes 'Employee' (directly employed), or a 'Contingent Worker' (engaged to perform a task). Excludes Board Members and CEO.
- **ATSI:** an individual that identifies as Aboriginal and Torres Strait Islander
- **Employee turnover:** employees who leave the organisation voluntarily or due to dismissal, retirement, or death in service
- **Voluntary turnover:** employees who leave the organisation voluntarily (resignation)
- **Parental leave:** leave granted to an employee (male, female, other) on the grounds of the birth of a child.
- **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.
- **WGEA:** an Australian Government statutory agency created by the Workplace Gender Equality Act 2012 (<https://www.wgea.gov.au/>)

Diversity Breakdown

2021 Diversity Breakdown

Explanation:	breakdown of the diversity of APA workforce and divisions in the financial year 2021 as of 30 June 2021. Diversity categories include: <ul style="list-style-type: none"> - gender - age group (Under 30 years, 30-49, 50+ years) - indigenous status (% Employees who self-identify to APA as Indigenous (ATSI))
Scope:	<ul style="list-style-type: none"> - Effective Date for all measure is as of 30 June 2021. - The “% identify as Indigenous” measure relies on voluntary information. The measure represents those APA employees who have voluntary self-

	identified to APA that they are an Aboriginal and Torres Strait Islander person
Units:	%
Methodology:	<p>Employee categories include:</p> <ul style="list-style-type: none"> - 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. (Include 5 Senior Leaders. Exclude CEO) - Senior Leaders - portion of employees aligned to WGEA Management Category: Other executives and general managers; Senior Managers. (Exclude 5 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 Targets Action Plan (GTAP)

Board Gender Diversity

Explanation:	portion of total full Board members effective 30 March 2021. (Includes non-executive directors, CEO/Managing Director and Chair)
Scope:	effective date is 30 March 2021 as per WGEA submission
Units:	%
Methodology:	Note: Prior year figures are based off previous APA public disclosures for consistency

Female Representation: Total Workforce

Explanation:	percentage of total workforce count who identify as female.
Scope:	effective date is 30 March 2021 as per WGEA submission
Units:	%
Methodology:	total employees as per 2021 WGEA submission. Target: 2025 Target = 40%

Female Representation: Senior Leaders

Explanation:	percentage of total count of senior leaders who identify as female.
Scope:	effective date is 30 March 2021 as per WGEA submission
Units:	%
Methodology:	Senior Leaders comprises "Other executives/general managers" and "senior managers" as reported to WGEA. Target: 2025 Target = 30%.

Female Representation: Talent Pipeline

Explanation:	percentage of total count of individuals in the Talent Pipeline who identify as female.
Scope:	effective date is 30 March 2021 as per WGEA submission
Units:	%
Methodology:	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: 2025 Target = 50%.

Female Representation: Extended Leadership

Explanation:	percentage of total count of individuals in Extended Leadership who identify as female.
Scope:	effective date is 30 March 2021 as per WGEA submission
Units:	%
Methodology:	Extended Leadership refers to level 3 and level 4 leaders who have direct reports at APA (CEO is Level 1). Target: 2025 Target = 40%

Employment Diversity

Total Workforce Employment

Explanation:	<p>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. This includes person type:</p> <ul style="list-style-type: none"> - <u>Employees</u>: 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. - <u>Contingent Worker</u>: 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
Scope:	effective date is 30 June 2021
Units:	count.

Diversity of Total Employees: employment type

Explanation:	<p>total count of employees (excluding CEO) by employment type, with a breakdown of this total by gender and the following categories:</p> <ul style="list-style-type: none"> - Permanent Full Time - Permanent Part Time - Fixed-term Full Time - Fixed-term Part Time - Casual Employees
Scope:	effective date is 30 June 2021
Units:	count

Diversity of Total Employees: Age

Explanation: % employees (excluding CEO) in each age category: under 30; 30-49 years; 50+ years as proportion of total employees

Scope: effective date is 30 June 2021

Units: %

Employee Turnover

Total Employee Turnover

Explanation: proportion of total of employees that ceased employment from APA within the reporting period.

Scope: reporting period is 1 July 2020 to 30 June 2021

Units: %

Methodology: Total Departures (voluntary and involuntary) for reporting period divided by Average Employee Headcount (Total Headcount at 1 July 2020 divided by Total Headcount at 30 June 2021).

Total Voluntary Employee Turnover

Explanation: proportion of total of employees that voluntarily resigned from APA within the reporting period.

Scope: reporting period is 1 July 2020 to 30 June 2021

Units: %

Methodology: Total Resignations for reporting period divided by Average Employee Headcount (Total Headcount at 1 July 2020 divided by Total Headcount at 30 June 2021).

New Employment

New Employee Hires

Explanation: total number of new employees that commenced employment during the reporting period, with a breakdown of this total by age group (under 30; 30-49 years; 50+ years), gender (Male; Female) and APA division.

Scope: effective date is 30 June 2021

Units: count and %.

Employee Benefits: Parental Leave

Employees that took parental leave

Explanation: 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.

Scope: reporting period is 1 July 2020 to 30 June 2021

Units: count.

Labour / Management Relations

% of total employees covered by collective bargaining agreements

Explanation:	portion of total APA employees who are employed under a collective bargaining agreement
Scope:	effective date is 30 June 2021
Units:	%.

Training and Education

Total Workforce Training Hours delivered

Explanation:	count of the total hours of APA applicable training delivered to APA Workforce (Employees and Contingent Workers)
Scope:	Annual point in time measurement as at 30 June 2021. Includes: <ul style="list-style-type: none"> - <i>Mandatory APA Compliance Training</i> - defined as the suite of seven APA compliance courses required to be completed by all APA Workforce. These include APA HSE Induction, APA Orientation Induction, Fair Treatment, APA Environmental Induction, Alcohol and Other Drugs at APA, IT Induction & APA Cybersecurity Awareness - <i>Role-specific Training</i> - 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 - <i>Other Training</i> - 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 Excludes: <ul style="list-style-type: none"> - 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
Units:	count, in hours.
Methodology:	- Hours calculated is sum of "Credit Hours" allocated per course, not time spent completing course

Average hours of training per Workforce member

Explanation:	average hours of training that the organization's Workforce have undertaken during the reporting period
Units:	hours.
Methodology:	Total Workforce Training Hours delivered / Total Workforce

Total Workforce Training Hours by Type

Explanation:	total number of hours in the reporting period devoted to specific types of workforce training
Scope:	- <i>Mandatory APA Compliance Training</i> - defined as the suite of seven APA compliance courses required to be completed by all APA workforce. These

include APA HSE Induction, APA Orientation Induction, Fair Treatment, APA Environmental Induction, Alcohol and Other Drugs at APA, IT Induction & APA Cybersecurity Awareness

- *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

Units: count, in hours.

8. Value Chain Indicators

Customers

Total customers served

Explanation: total number of parent customers served by APA Group asset divisions who have executed revenue contracts on-foot with APA Group during a Financial Year.

Scope: Financial Year 2021 count as at 18 May 2021

Units: count.

Methodology:

- 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)
- Measure excludes customers of assets currently under construction by the Infrastructure Development division

9. Community & Social Performance Indicators

Definition of common terms

- **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
- **Sponsorships and Donations** – Payments made by APA to community or not for profit organisations as a positive contribution towards a project or program
- **Employee driven initiatives** – fund raising activities instigated by APA employees for which APA has matched funding on at least a 1:1 ratio.

Community Contact

Total Landholder Contact Program (LCP) contacts visited

Explanation:	total number of visits conducted as part of the Landholder Contact Program (LCP) across APA operations.
Scope:	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 point is included as being visited in the count).
Units:	count

Social Investment

Total Social Investments and Donations

Explanation:	total monetary value of contributions made to partner, community or not for profit organisations within the following categories: Sustainable Development Investments, Sponsorships and Donations or Employee Driven Initiatives																
Scope:	<p>in FY2021 the following were beneficiaries of APA Social Investments and donations:</p> <table border="1"> <tr> <td>Australia's Biggest Morning Tea (Cancer Council)</td> <td>Mission Australia</td> </tr> <tr> <td>Australian Brandenburg Orchestra</td> <td>Movember Foundation</td> </tr> <tr> <td>Beyond Blue</td> <td>Oz Harvest</td> </tr> <tr> <td>Biz Rebuild</td> <td>Red Cross Natural Disaster Fund</td> </tr> <tr> <td>Channel Country Ladies Day</td> <td>Rural Aid</td> </tr> <tr> <td>Clontarf Foundation</td> <td>Sydney Street Choir</td> </tr> <tr> <td>Fred Hollows Foundation (Indigenous Australia Program)</td> <td>The Salvation Army</td> </tr> <tr> <td>Taronga Conservation Society</td> <td>The Benevolent Society</td> </tr> </table>	Australia's Biggest Morning Tea (Cancer Council)	Mission Australia	Australian Brandenburg Orchestra	Movember Foundation	Beyond Blue	Oz Harvest	Biz Rebuild	Red Cross Natural Disaster Fund	Channel Country Ladies Day	Rural Aid	Clontarf Foundation	Sydney Street Choir	Fred Hollows Foundation (Indigenous Australia Program)	The Salvation Army	Taronga Conservation Society	The Benevolent Society
Australia's Biggest Morning Tea (Cancer Council)	Mission Australia																
Australian Brandenburg Orchestra	Movember Foundation																
Beyond Blue	Oz Harvest																
Biz Rebuild	Red Cross Natural Disaster Fund																
Channel Country Ladies Day	Rural Aid																
Clontarf Foundation	Sydney Street Choir																
Fred Hollows Foundation (Indigenous Australia Program)	The Salvation Army																
Taronga Conservation Society	The Benevolent Society																
Units:	\$AUD																
Methodology:	collated from finance budget data, local office initiative records and project budgets by the Sustainability & Community Team.																

10. Environment Indicators

Definition of common terms

- **Warning notice:** any Incident where a regulatory instrument issued by the Environmental Regulator indicating a potential noncompliance, and does not result in an initial material penalty (financial, instructive or otherwise) (e.g. improvement notice, email warning, request for information)
- **Penalty notice:** any Incident where a final regulatory instrument issued by the Environmental regulator, indicating a noncompliance, results in material penalty (financial, enforceable undertaking or otherwise) (e.g. PIN, Fines, Enforceable undertaking)
- **Internal environmental audits:** a systematic, independent and documented process for obtaining audit evidence and evaluating it objectively to determine by APA itself of the extent to which the Environmental criteria (Policies, Procedures) set by APA Group are fulfilled.

Environmental Management

Environmental Management Plans refreshed (under EMP Improvement Program)

Explanation: an Environmental Management Plan (EMP) is an asset-specific document which describes all environmental risks and hazards related to an activity and sets out environmental risk management methods which should be implemented to avoid or minimise the environmental risk of that activity.

Units: count

Methodology: formal project updates to management.

Environmental warning notices received

Explanation: total number of environmental warning notices received from an environmental regulator.

Scope: 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.

Units: count

Methodology: 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 penalty notices received

Explanation: total number of environmental penalty notices received from an environmental regulator.

Scope: 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.

Units: count

Methodology: count of valid Incident records in APA HSEH Management System where Compliance Breach = Yes and Notice Received = PENALTY and Regulator Body is Environmental.

Internal environmental audits conducted

Explanation:	number of APA conducted environmental audits
Scope:	valid internal environmental audits are those audits required by, or committed to, in environmental regulatory tools (i.e. Environmental Management Plans)
Units:	count
Methodology:	all completed Audit records in APA HSEH Management System where Audit classification is Environmental Audit.

11. Air Emissions Indicators

Air Emissions

Common emissions included in the air emissions indicators:

- Total oxides of nitrogen (NOx)**
- Total sulfur dioxide (SOx)**
- Total direct volatile organic compounds (VOC)**
- Total Particulate Matter (PM)**
- Total Persistent Organic Pollutant (POP)**
- Total Lead Emissions**
- Total Mercury (Hg) Emissions**

Explanation: total emissions and transfers of substances on the National Pollutant Inventory (NPI) reporting list (see www.npi.gov.au). Excludes greenhouse gas emissions reported under the Australian [National Greenhouse and Energy Reporting Act 2007](#).

Scope: APA gas transmission and power generation assets

Units: tonnes or kilograms

Methodology:

- 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.

Total Hazardous Air Pollutant (HAP)

Explanation: total emissions and transfers of Hazardous Air Pollutants

Scope: APA gas transmission and power generation assets

Units: tonnes

Methodology: total Hazardous Air Pollutant (HAP) are referred to as air toxics in Australia, and the applicable legislation (the [National Environment Protection \(Air Toxics\) Measure](#)) includes national environmental protection goals and standards for the substances: benzene, toluene, formaldehyde, benzo(a)pyrene and xylenes.