

United Nations' Sustainable Development Goals 2022 Progress Report

The United Nations Sustainable Development Goals (SDGs) comprise 17 goals aimed at addressing the world's most significant development challenges. Through a materiality assessment Ventia have identified seven SDGs aligned to our material sustainability aspects which inform our strategy to deliver the greatest impact

This report outlines our progress in the year ending 31 December 2022 towards the targets and indicators associated with the seven SDGs that apply to our business.

SDG 3 – Good Health and Wellbeing

|  | Materiality for Ventia | Material issues |
|---|------------------------|--|
| | Very high High | Workplace health and safety Workplace wellbeing |

| UN SDG Targets | Relevance to Ventia | Ventia's 2022 SDG-aligned progress and achievement highlights |
|---|--|--|
| 3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being | Workplace wellbeing Health and safety | <ul style="list-style-type: none"> • Approximately 180 Healthy Minds champions trained across Australia and NZ. These team members champion our award-winning mental health program. A total of 216 leaders also completed Healthy Minds Leaders' training in 2022 to support our champions' efforts. • 753 people accessed expert health support in 2022 through our Healthy Bodies early intervention program to proactively manage and improve their physical wellbeing (a 26% increase from 2021). • 14% decrease in TRIFR (Total Recordable Injury Frequency Rate) and 36% decrease in SIFR (Serious Injury Frequency Rate) from 2021. |

| | | |
|---|--------------------------------------|---|
| | | <ul style="list-style-type: none"> • 18% reduction in high potential incidents compared to 2021. • 1,300+ leaders trained in Safe for Life program in 2022, our program focused on promoting the behaviours that demonstrate effective leadership and building a culture with leading health and safety tools, processes, and systems. • Invested in our frontline safety capability through our frontline leadership training and exceeded our target of 1,200 participants in 2022. |
| 3.6 By 2020, halve the number of global deaths and injuries from road traffic accidents | Health and safety Road Safety | <ul style="list-style-type: none"> • 'All roads lead to home' campaign run in 2022 to promote employee safe driving. • 17% improved driver behaviour monitored through our in-vehicle-monitoring technology. 90% of our vehicles installed with the EROADs technology. |

SDG 5 – Gender Equality

| | | |
|---|-------------------------------|---|
|  | Materiality for Ventia | Material issues |
| | Very high High | Diversity and equal opportunity Attraction and retention of skilled people |

| UN SDG Targets | Relevance to Ventia | Ventia's 2022 SDG-aligned progress and achievement highlights |
|--|--|--|
| 5.1 End all forms of discrimination against all women and girls everywhere | Avoiding discrimination Inclusive and equitable workplace | <ul style="list-style-type: none"> • Ventia's Policies and Procedures cover all our workforce. Diversity and Inclusion Policy and Equal Employment Opportunity and Discrimination Policy. • Respect@Work sexual harassment e-learning training launched and completed by 4,321 employees in 2022. • Behavioural training on inclusive leadership introduced as a pilot training module in our Transport sector. • 2% differential between male and female salaried employees in like-for-like roles across the organisation in 2022 pay equity review. |
| 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life | Female participation Women in leadership | <ul style="list-style-type: none"> • Ventia Became a signatory to the HESTA 40:40 Vision in 2022, to achieve gender balance in our Ventia Executive Leadership Team by 2030. • 42.9% of Directors and 22.2% of our Executive Leadership Team are female. • 20.3% female participation in senior management roles. In 2022 we reviewed our Women in Senior Management metric and applied our Job Level Framework to provide a truer representation of roles with strategic leadership. • 29.7% of all Ventia employees are female, a decrease of 1.2 percentage points from 2021. • 60% of graduates on Ventia's combined 2021 and 2022 graduate program are female (nine of fifteen). |

| | | |
|--|--|--|
| | | <ul style="list-style-type: none"> HousingConnect mentoring program provided 52 female participants with 250 hours of mentoring. Female networking opportunities provided in 2022 included Ventia’s Women’s network, NZConnect and in our Finance Academy. Ventia continued our scholarship of a female student at the University of Sydney in the fields of engineering and IT. The four-year scholarship commenced in 2020. |
|--|--|--|

SDG 8 – Decent Work and Economic Growth

| | | |
|--|-------------------------------|--|
|  <p>8 DECENT WORK AND ECONOMIC GROWTH Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p> | Materiality for Ventia | Material issues |
| | Very high | Workplace health and safety |
| | High | Diversity and equal opportunity |
| | | Stakeholder relationship and engagement |
| | | Attraction and retention of skilled people |
| | | Indigenous participation |
| | | Financial Performance |
| | | Human rights and modern slavery |
| | | Local employment |

| UN SDG Targets | Relevance to Ventia | Ventia’s 2022 SDG-aligned progress and achievement highlights |
|---|--|--|
| 8.3 Promote development-oriented policies that support productive activities, decent job creation, | Indigenous participation Social procurement | <ul style="list-style-type: none"> 15,687 direct employees as at 31st December 2022 Awarded third most attractive place to work in New Zealand 2022 (Randstad annual employment survey), rated highly for being financially healthy, offering interesting job content and fostering a pleasant work atmosphere. |

| | | |
|--|--|---|
| <p>entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services</p> | <p>Diversity and equal opportunity</p> | <ul style="list-style-type: none"> • 4.8% Aboriginal and Torres Strait Islander employment in Australia. • 20%+ Māori employment in New Zealand. • \$107.3m spend with 165 verified Indigenous business in Australia (3.1% of total spend) in 2022. • \$11.3m spend with 34 social enterprises in Australia in 2022. • \$3.7m spend with Māori suppliers in New Zealand. • Ventia’s Procurement Policy outlines an ethical and sustainable approach to procurement, including encouraging suppliers to value diversity and inclusion in their operations, and aligning to Ventia’s Reconciliation Action Plan commitments. • Procurement with diverse suppliers tracked, including Indigenous, social and disability enterprises, veteran-owned enterprises, and women-owned enterprises. • In 2022 we reviewed our Indigenous Relations Policy to reflect current issues and considerations and to ensure language used is empowering. • Continued engagement with CareerTrackers to create pathways for Aboriginal and Torres Strait Islander young people. |
| <p>8.5 By 2030, achieve full and productive employment and decent work for all</p> | <p>Equal opportunities Diversity and inclusion</p> | <ul style="list-style-type: none"> • 5th Reconciliation Action Plan development process underway for launch in 2023. |

| | | |
|---|--|---|
| <p>women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p> | <p>Disability employment Gender pay equity</p> | <ul style="list-style-type: none"> • Winner of the Disability Employment Category in the 2022 Australian Human Resources Institute (AHRI) Awards. • 45+ disability services providers engaged nationally. • More than 140 people with a disability employed on an Australian-wide government facilities management contract. • Enterprise-wide agreement with Australian Spatial Analytics (ASA) to widen impact of engagement. Committed to engaging 25 neurodiverse employees on Ventia projects through ASA by mid-2023. • 6 mid-career refugees provided internships through CareerSeekers. • In the Northern Territory 42 Aboriginal and Torres Strait Islander jobseekers completed a pre-employment program for Ventia’s Defence Base Services contract. • Continued rollout of cultural awareness training in 2022 in Australia, as well as on-country training and training for senior managers. New online cultural awareness training pilot in New Zealand in 2022, for rollout across New Zealand in 2023. • Pay Equity review in 2022 determined a 2% differential between male and female pay compared to market for like-for-like roles across the organisation. |
| <p>8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition</p> | <p>Modern slavery and Human Rights</p> | <ul style="list-style-type: none"> • Submitted our second Modern Slavery Statement in June 2022. • Continued participation in the Infrastructure Sustainability Council’s Modern Slavery Coalition for the Road industry. Contributed to the preparation of a Coalition industry-wide impact note on modern slavery with a Ventia risk management case study. |

| | | |
|--|--|---|
| and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms | | <ul style="list-style-type: none"> Conducted a face-to face training pilot program in conjunction with Anti-Slavery Australia and client Transurban to help incident responders and operators better identify and respond to potential instances of modern slavery. |
|--|--|---|

SDG 9 – Industry, Innovation and Infrastructure

| | | |
|---|-------------------------------|---------------------------|
|  | Materiality for Ventia | Material issues |
| | Very high | Innovation and technology |

| UN SDG Targets | Relevance to Ventia | Ventia’s 2022 SDG-aligned progress and achievement highlights |
|---|--|---|
| 9.1 Develop quality, reliable, sustainable and resilient infrastructure , including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all | Sustainable infrastructure Sustainability ratings and measurement | <ul style="list-style-type: none"> ‘Excellent’ Infrastructure Sustainability Operations Rating at the Western Roads Upgrade where Ventia is the Services contractor for a 23-year project term. ‘Excellent’ Infrastructure Sustainability Operations Rating at the M2 Motorway where Ventia provide maintenance services to client Transurban. 5-star GRESB sustainability rating achieved for the seventh year in a row at EastLink where Ventia provides operations and maintenance services. In the Motorways (Maintenance and Operation) category, EastLink was ranked 1st in Asia Pacific. In the Transport category EastLink was ranked 8th globally. |

| | | |
|---|--|---|
| <p>9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities</p> | <p>Adoption of sustainable technology</p> <p>Fleet and equipment transition</p> <p>Resource efficiency</p> | <ul style="list-style-type: none"> • Electric Truck Mounted Attenuator (TMA) ordered and in production for early 2023 delivery. This application for an electric TMA will be an Australian first and will reduce diesel use in incident response operations. • Trial of 1st hydrogen vehicle in maintenance fleet at the Western Roads Upgrade project. A second-generation model Mirai hydrogen vehicle and one of only 20 in Australia. • 14 electric mowers introduced in our fleet. Six of the mowers in operation at our Mornington Peninsular Shire contract in Victoria, and eight in operations on our Defence Base Services contract in Victoria. These mowers reduce diesel use and noise in grounds maintenance. |
|---|--|---|

SDG 11 – Sustainable Cities and Communities

| | | |
|---|--------------------------------------|--|
|  | <p>Materiality for Ventia</p> | <p>Material issues</p> |
| | <p>Very high</p> <p>High</p> | <p>Innovation and technology</p> <p>Local community engagement</p> |

| UN SDG Targets | Relevance to Ventia | Ventia's 2022 SDG-aligned progress and achievement highlights |
|---|---------------------|---|
| <p>11.1 By 2030, ensure access for all to adequate, safe and affordable housing and basic services, and upgrade slums</p> | | <ul style="list-style-type: none"> • Ventia Operations Centre (VOC) provides 24/7 support services for our clients supporting social housing, defence and government agencies, and telecommunications customers. The VOC took over 1.1 million calls in 2022. • Ventia are the largest social housing maintenance provider in NSW, servicing approximately 60,000 dwellings and delivering more than 350,000 programs of work annually and consistently exceeding 90% of tenant's satisfaction rating. |
| <p>11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons</p> | | <ul style="list-style-type: none"> • 3,600 km of urban roads and 6,300km of rural roads maintained across Australia and New Zealand. • 17% improvement in Ventia driver behaviour through our technology partnership with EROAD. Our coverage of our fleet with EROADs increased to 90%. • Finalist in the Intelligent Transport Systems (ITS) awards Australia 2022 for Project Aardvark at the Brisbane Motorway Services project. Project Aardvark is an autonomous recovery device designed to remove vehicles which are left abandoned or broken down on the side of high-speed, high risk road environments. The innovation is designed to keep road users and incident responders safe. Aardvark has passed proof of concept and is undergoing final testing. |
| <p>11b By 2020, substantially increase the number of cities and human settlements adopting and implementing integrated</p> | | <ul style="list-style-type: none"> • In 2022 Ventia led the design and construction of one of Australia's 1st community batteries installed in Melbourne. The project was a partnership with Yarra Energy Foundation, supported by a range of partners from across government and the private sector, including Ventia's client and battery manufacturer, Pixii. |

| | | |
|--|--|---|
| <p>policies and plans towards inclusion, resource efficiency, mitigation and adaptation to climate change, resilience to disasters, develop and implement in line with the Sendai Framework for disaster risk reduction 201-2030, holistic disaster risk management at all levels</p> | | <ul style="list-style-type: none"> In 2022 Ventia joined as a member of the Infrastructure Sustainability Council's Resilience Coalition to accelerate impact through knowledge sharing and collaboration. The Coalition is focused on accelerating systemic resilience so that infrastructure can enable thriving lifestyles, communities and nations. |
|--|--|---|

SDG 12 – Responsible Consumption and Production

| | | |
|---|-------------------------------|---|
|  | Materiality for Ventia | Material issues |
| | Very high | Innovation and technology |
| | High | Stakeholder relationship and engagement |
| | | Environmental Management (system) |
| | | Effluents and waste |

| UN SDG Targets | Relevance to Ventia | Ventia's 2022 SDG-aligned progress and achievement highlights |
|--|---|--|
| <p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p> | <p>Waste diversion</p> <p>Materials re-use</p> <p>Supporting a circular economy</p> | <ul style="list-style-type: none"> 9,000 tonnes of contaminated soils treated at our EarthSure joint venture with Veolia (thermal desorption and stabilisation). EarthSure is Victoria's only facility licensed to accept Category B prescribed industrial waste and N160 stabilised/immobilised wastes, such as heavy metals (lead, arsenic, mercury) and PFAS (perfluoroalkyl and polyfluoroalkyl substances). |

| | | |
|--|--------------------------|--|
| | | <ul style="list-style-type: none"> • More than 3,000 tonnes of treated soils from EarthSure provided back to industry for beneficial reuse. • 21.5 tonnes of combat uniforms (textile) diverted from landfill in 2022 and converted into biofuel. The recovery initiative has been implemented across 31 Defence National Clothing Stores managed by Ventia. In addition to uniforms the initiative was expanded to include recovery of linen from an accommodation refurbishment in South Australia. Six pallets of linen were diverted from landfill and converted to biofuel. • More than 13,000 tonnes of recycled content used in pavement on our Sydney Asset Maintenance Services contract, including Recycled Asphalt Profilings, furnace slag and recycled glass content. • 80% overall diversion from landfill achieved from an office conversion project delivered on behalf of the Australian Tax office. More than 3.5 tonnes of material were re-used or recycled from the project. |
| <p>12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p> | Sustainability Reporting | <ul style="list-style-type: none"> • Ventia’s Sustainability report 2022 published 15th March 2023 detailing progress against targets. Select sustainability metrics and highlights incorporated in Ventia’s Annual Report. • Sustainability data provided on Ventia’s website, along with GRI index and SDG progress report. |

SDG 12 – Climate Action

|  | Materiality for Ventia | Material issues |
|---|------------------------|-----------------|
| | Very high | Climate Change |
| | High | Energy |

| UN SDG Targets | Relevance to Ventia | Ventia's 2022 SDG-aligned progress and achievement highlights |
|---|--|--|
| 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries | Climate change resilience Energy use and emissions Decarbonisation | <ul style="list-style-type: none"> • 10.6 % reduction in Scope 1 and 2 emissions in 2022 compared to 2021. • Ventia is committed to the Science Based Targets initiative and will set emissions reduction and net zero targets for Scope 1, 2 and 3 emissions in 2023. • Taskforce for Climate related Financial Disclosures (TCFD) aligned reporting incorporated in Ventia's 2022 Sustainability Report. • Engaged with internal stakeholders and conducted scenario analysis to identify climate-related themes for Ventia, along with 10 climate-related risks and opportunities which may impact Ventia's operations, supply chain and customers in the future. • We support our clients achieve their emissions reduction goals. 24,000t emissions will be saved in first phase of an LED lighting upgrade across 37 Australian Defence Force bases. • Ventia's response following the devastating floods in southern Queensland and northern New South Wales in early 2022 won the Customer Experience award in the nbn Supplier Awards. In collaboration with nbn Co and other service providers we completed more than 1,900 orders to restore services. our teams worked with nbn Co and other providers across Lismore and Byron Bay to undertake a resilience hardening program. This initiative raises plinths for nodes in flood affected areas to minimise the future impact of floods to local communities. |

| | | |
|--|---|--|
| | | |
| <p>13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</p> | <p>Collaboration and stakeholder engagement</p> <p>Awareness and training</p> | <ul style="list-style-type: none"> • Ventia’s CEO Dean Banks is a member of the Australian Climate Leaders Coalition (CLC) and a signatory of the CLC’s Scope 3 Roadmap: Practical Steps to Address Scope 3 Emissions. The Roadmap features practical, actionable and proven advice on what leaders and organisations can do now to drive the transition to a low carbon future. • 90.4t of carbon saved by employees on the FutureFit program learning how to reduce personal impact. The FutureFit program is a collaboration between Wellington City Council and Auckland Council in New Zealand, an online tool to measure carbon impact and help individuals make positive changes to reduce personal impact. |