



EnergyConnect Social Value Report

Reporting period: June 2023 – June 2026

Produced by
 **Social Value
Portal**



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Executive Summary

EnergyConnect (EC) is a nationally significant transmission project connecting the New South Wales and South Australian electricity grids through approximately 700 kilometres of new infrastructure. With a total investment of **\$3.6 billion**, the project is designed to strengthen the National Electricity Network and enable more renewable generation to connect to the grid. This Social Value Report assesses the broader benefits delivered during the construction period from June 2023 to June 2026, while recognising that testing, commissioning and rehabilitation activities remain ongoing.

The Social Value Report estimates that EC has generated **\$4.1 billion** in social value to date, using the TOM System for Australia, with further details provided in the Appendices. This value is conservative, reflecting the retrospective data available rather than the full extent of benefits that may have been captured if reporting mechanisms had been in place from the beginning of the project. The full value of EC extends beyond financial metrics, including improved workforce capability, local participation, community outcomes and long-term regional benefit.

The report demonstrates that EC has delivered benefits beyond asset construction. Evidence-based social value outcomes support prudent and efficient expenditure and reduce risk by improving delivery confidence and strengthening stakeholder trust. This is important in the context of major transmission investment, where communities, customers and regulators expect transparent evidence that expenditure is delivering public value.

The report supports Transgrid's strategic priorities of **nurturing trust, transitioning reliably and growing rapidly**. It aligns with a more consumer-centric engagement

approach and demonstrates how project investment has contributed to regional economies, workforce development, First Nations participation and environmental outcomes.

EC's workforce outcomes include female participation exceeding **16 per cent** of roles. At peak delivery **in February 2025**, more than **3 per cent** of the workforce identified as Aboriginal and Torres Strait Islander. These outcomes demonstrate progress toward a more diverse and capable workforce and highlight the value of improving progression into skilled roles on future projects.

Risks include the consistency and availability of data, which can limit the strength of social value reporting. These risks can be mitigated through clearer reporting frameworks, structured oversight and embedding social value requirements into contracts from the outset. Transgrid commits to providing transparent and robust evidence to inform and educate stakeholders, helping mitigate reputational and delivery risks including stakeholder complaints, media scrutiny, reduced confidence and perceptions that community benefits are symbolic rather than substantive.

Overall, the Social Value Report demonstrates that Transgrid and delivery partner Elecnor, through the successful delivery of EC, have generated measurable economic, environmental and community benefits alongside the project's core network objectives. Importantly, it strengthens Transgrid's ability to demonstrate that social value measurement supports prudent and efficient delivery by improving accountability, informing future investment decisions and providing a credible evidence base for the broader benefits of major transmission infrastructure.

Summary of Impact

Across 2023-2026 EnergyConnect delivered a total Social Value of

SV\$[®] 4,071,413,470



22,814 hectares preserved to support green spaces, biodiversity or ecosystems

94 apprentices employed



\$2.95 million donated to community projects

100% of waste diverted against a relevant benchmark



31 Aboriginal & Torres Strait Islander peoples employed

16%+ of employees were women



Created sv \$236,200 in social value in promoting resilient communities

100% of procurement contracts include sustainable procurement commitments



11 Aboriginal & Torres Strait Islander apprentices employed



7027 Accredited (VET) training courses undertaken by employees



Created over sv \$2.24 billion in social value with Australian suppliers (excl. NSW)



Created over sv \$1.195 billion in social value with local suppliers in NSW



Created sv \$39.9 million in social value with Aboriginal & Torres Strait suppliers

The Pilot



1.1 Scope of Work

The Report considers how community benefits and programs have been informed by local needs, stakeholder engagement and opportunities for co-design, while acknowledging the importance of minimising project impacts and maintaining social license. It assesses how social value outcomes contribute to prudent and efficient delivery by supporting stakeholder confidence, risk mitigation, accountability and demonstrable public value. Findings presented are balanced, transparent and evidence-led, including relevant assumptions, limitations and opportunities to improve future social value measurement and contractor reporting. Transparency in reporting the shared value, created through EnergyConnect investments, is validated through the independent and standardised TOM System for Australia, which measures the Social Value delivered to the community. The scope of work was organised into three workstreams.

- 1

Pework

A review of Transgrid’s Social Value priorities and objectives against relevant TOM System Measures identified which Measures were supported by available evidence and where evidence collection needs to improve for future projects.
- 2

Measurement

The Social Value delivered across EnergyConnect from FY2023 to date was measured using Social Value Portal’
- 3

Reporting & Deliverables

A recommendations report summarises Social Value delivery, identifies opportunities to expand or refine future investments and sets out practical actions aligned to the TOM System for Australia.

This report is the output of the Reporting & Deliverables workstream. It summarises Transgrid’s Social Value delivery across EnergyConnect and provides recommendations to improve future measurement and delivery. As reporting was completed retrospectively, the final Social Value figure is likely conservative and may not capture the full value created.

Social Value Delivery



2.1 EC Measures

Led by the Social Legacy team and drawing on data from the project execution team, including Community and Stakeholder Engagement, Workforce, Training, Sustainability, Environment and Finance, a consultation process was used to map TOM System Measures against EC activities. This process identified which Measures the project is currently delivering against, which Measures could be built into future projects and those unsuitable to client business models and functions.

Of the Measures identified, data was available for 23 Measures, including seven non-financial Measures. Each TOM System Measure has specific evidence requirements to support credible and consistent Social Value measurement. To meet Social Value Portal’s data credibility requirements, including no double counting and defined unit measures, some available data could not be included. The total Social Value delivered across the project lifecycle is likely to be higher than the figures reported.

These requirements help ensure the data is robust and comparable. EnergyConnect’s Social Value delivery to date, measured across 16 financial Measures, shows that the project has already created clear value for the communities it serves. It also highlights an opportunity to increase Social Value delivery through improved evidence collection, earlier planning and targeted action.

Social Value Delivery by Theme	
Work	TW1.1a Local people employed
	TW2.4a Local employment of apprentices
	TW2.13 Proportion of employees who are women
	TW2.15 Proportion of leadership positions filled by women
	TW4.3 Accredited (training (VET) for employees
	TW5.1 Training schemes for people at risk of social exclusion
Economy	TE1.1 Spending with suppliers in Australia (Excl. NSW)
	NSW_TE1.1 Spending with suppliers in New South Wales
Community	TC1.5 Support for community projects through donations
	TC3.1 Initiatives to promote more resilient communities
Planet	TP1.1 Commitment to measure & disclose scope 1, 2 & selected scope 3 emissions
	TP1.3 Reductions in scope 1 & 2 CO2e emissions
	TP1.4 Reductions in scope 3 CO2e emissions
	TP2.1 Support for green spaces, biodiversity or ecosystems
	TP4.1 Procurement contracts that include sustainable procurement commitments
	TP5.1 Amount of water reduced against a relevant benchmark
	TP7.1 Waste diverted against a relevant benchmark
Aboriginal & Torres Straits Islander Peoples	TI1.1a Aboriginal & Torres Strait Islander peoples employed
	TI1.5a Aboriginal & Torres Strait Islander apprentices employed
	TI1.6 Proportion Aboriginal & Torres Strait Islander peoples employed
	TI1.7 Recruitment programs for Aboriginal & Torres Straits Islander peoples
	TI4.1 Spend with Aboriginal & Torres Strait Islander suppliers (Excl. NSW)
	NSW_TI4.1 Spend with Aboriginal & Torres Strait Islander suppliers in NSW

2.2 Measure-Level Impact (1/2)

Across the reporting period, the data analysed determined that EnergyConnect delivered \$4,071,413,470 of Social Value to the local community. A break down of the TOM System Measures, their units, and the Measure level Social Value delivery are depicted below, with full descriptions and definitions within the Appendix.

Total SV delivered:

sv\$®4,071,413,470

#	TOM System Measure	Units	Total Number Delivered	Total \$Social Value
1	Local people employed TW1.1a	FTE	2,193	\$232,756,463
2	Local employment of apprentices TW2.4a	FTE	94	\$6,488,667
3	Accredited training (VET) for employees (Each employee is counted once upon completing each training scheme) TW4.3	No. of employees	7027	\$157,561,645
4	Training schemes for people at risk of social exclusion TW5.1	No.people	89	\$1,252,026
5	Proportion of employees who are women TW2.13	%	16.12%	non-financial
6	Proportion of leadership positions filled by women TW2.15	%	1.88%	non-financial
7	Spending with suppliers in Australia (Excl. NSW) TE1.1	\$	\$1,305,817,098	\$2,248,632,253
8	Spending with suppliers in New South Wales NSW_TE1.1	\$	\$700,557,169	\$1,199,879,975
9	Support for community projects through donations TC1.5	\$ invested	\$2,953,127	\$2,953,127
10	Initiatives to promote more resilient communities TC3.1	\$ invested	\$236,195	\$236,195
11	Reductions in scope 1 & 2 CO2e emissions TP1.3	tC2Oe	132,417	\$54,344,989
12	Reductions in scope 3 CO2e emissions TP1.4	tC2Oe	57,210	\$23,479,574

2.2 Measure-Level Impact (2/2)

Across the reporting period, the data analysed determined that EnergyConnect delivered \$4,071,413,470 of Social Value to the local community. A break down of the TOM System Measures, their units, and the Measure level Social Value delivery are depicted below, with full descriptions and definitions within the Appendix.

Total SV delivered:

sv\$®4,071,413,470

#	TOM System Measure	Units	Total Number Delivered	Total \$Social Value
13	Support for green spaces, biodiversity or ecosystems TP2.1	\$ invested	\$99,582,994	\$99,582,995
14	Amount of water reduced against a relevant benchmark TP5.1	m3	186,359	\$32,203
15	Commitment to measure and disclose scope 1, 2 and selected scope 3 emissions TP1.1	Y/N	Yes	non-financial
16	Procurement contracts that include sustainable procurement commitments TP4.1	%	100%	non-financial
17	Waste diverted against a relevant benchmark TP7.1	%	100%	non-financial
18	Aboriginal & Torres Strait Islander peoples employed TI1.1a	FTE	31	\$3,328,415
19	Aboriginal & Torres Strait Islander apprentices employed TI1.5a	FTE	11	\$887,731
20	Spend with Aboriginal & Torres Strait Islander suppliers (Excl. NSW) TI4.1	\$	\$6,305,041	\$11,181,359
21	Spend with Aboriginal & Torres Strait Islander suppliers in New South Wales NSW_TI4.1	\$	\$16,359,573	\$28,815,853
22	Proportion Aboriginal & Torres Strait Islander peoples employed TI1.6	%	2.82%	non-financial
23	Recruitment programs for Aboriginal & Torres Straits Islander peoples TI1.7	Y/N	Yes	non-financial

Section 3

Impact Stories





EnergyConnect has seen a total Social Value delivery of

SV\$[®] 398,058,801

Across the TOM System™ Theme of Work, through investing in skills, development and training.

3.1 Building Skills for the Future

Building local skills through education and training was one of the major investments for EnergyConnect and responded directly to community consultation. Local employment opportunities, apprenticeships, traineeships and school-based programs have delivered more than \$398 million in Social Value for communities.

Transgrid and delivery partner Elecnor delivered Legacy 100, a \$2 million program providing opportunities for local candidates, or those that were willing to relocate to the region, to complete qualifications in transmission line construction, the first training initiative designed to build power transmission skills across regional Australia.

In partnership with Regional Development Australia, Transgrid invested \$1.5 million in job and skills creation across Riverina communities, expanding existing programs across work, education, employment and recreation. Together, these

initiatives, combined with local employment opportunities valued at \$389 million, to create practical pathways into the energy sector. They also support needs-based investment shaped by community engagement, strengthen local workforce participation and build capability that can continue beyond construction.



Being part of EnergyConnect gave Ironbark Training the chance to support local people at the start of their journey into major infrastructure work. We saw regional workers gain practical skills and confidence through training and on the ground experience... the opportunity also helped us grow as a business and show what regional Indigenous training providers can deliver.

-Dave Joyce, CEO, Ironbark Training Legacy 100



EnergyConnect has seen a total
Social Value delivery of

SV\$[®] 2,248,632,253

Across the TOM System™ Theme of
Economy, through investing in local
businesses.

3.2 Supporting Local Business

EnergyConnect partnered with 353 local businesses to ensure more project benefits were realised within regional communities. More than \$700 million has been spent with regional suppliers, boosting economic activity and growth. For a regional infrastructure project of this scale, local procurement has a practical and lasting impact. Local suppliers were used wherever possible, from personal protective equipment to transport vehicles. This spend helps businesses reinvest, retain staff and create new jobs.

Local supplier outcomes: Kennedy Bros, a local business providing access points along the project route, has directly employed eight new people and engaged a further three to four contractors. United Fasteners supplied 30,000 bolts for the project, creating a strong sense of pride in knowing their products are helping

hold transmission towers in place. Wagga Trucks also delivered its largest contract through EnergyConnect, supplying \$7.4 million in vehicles and generating further work for an estimated 15 to 20 subcontractors for each vehicle supplied.

Other local businesses which have supplied the project include Lockhart Hardware & Hire, Pumps, Pipes & Power (Coleambally), Caruso Bros. Transport (Deniliquin), Gregg & Sons Steel (Buronga), and Mildura's Johnson's Truck & Coach Service, Dantere Safety, and Davison Motors

// A project of that scale doesn't come to the region very often. To know we had that volume of work to do allowed us to reinvest in the business and really increase our output.

-Wayne Green, Director of Absolute Mesh and Steel



EnergyConnect has seen a total
Social Value delivery of

SV\$[®]3,189,322

Across the TOM System™ Theme of
Community, through investing in
positive health initiatives

3.3 Strengthening Community Wellbeing

EnergyConnect has invested in community wellbeing programs that respond to local priorities and strengthen regional resilience. These initiatives include support for health services, social connection and safer participation in community sport. The \$2 million Transgrid Engineering Scholarship Fund at Charles Sturt University will support 100 engineering students with \$20,000 each over four years, helping cover study costs, living expenses or learning resources.

Another initiative supported the Wentworth District Community Medical Centre, which was established to improve local health outcomes following recurring disruption to medical services. EnergyConnect provided a grant to help the Centre purchase an emergency trolley and automatic external defibrillator, supporting safer care for the local community.

With almost 75% of EnergyConnect's workforce being male, support for Wagga Wagga and Griffith's Men's Shed reflected the importance of men's health,

social connection and practical community spaces. Transgrid's Community Partnerships Program funded a grant to help Men's Shed Wagga Wagga build a new shed and the Rotary Club of South Wagga Wagga for environmental regeneration at Rocky Hill.

Transgrid also provided a grant to Wagga Cycling Club, a junior and teenage racing club. The funding helped the Club purchase 10 first aid certificates and a portable defibrillator, reducing one of its largest participation costs and supporting safer cycling activities for young people.

// The ability to actually have local services really makes a huge difference: No delays, no putting off going to a major city to receive treatments. Local people are actually receiving those treatments where and when they need them.

-Glenis Beaumont, Wentworth District Community Medical Centre president



EnergyConnect has seen a total
Social Value delivery of

SV\$[®] 177,439,760

Across the TOM System[™] Theme of
Planet, through investing into
sustainability & the environment

3.4 Expanding Sustainability

Transgrid commits to strong environmental stewardship through sustainable practices and managing key climate-related risks and opportunities. Given the scale of transmission projects, biodiversity offsets are complex and significant. Transgrid's preferred approach is to establish fully funded, land-based conservation sites that protect biodiversity in perpetuity. Biodiversity Stewardship Agreements (BSA) sites include Big Bend, Nulla Nulla and Singorimbah and traverse almost 23,000 hectares, protecting four threatened ecological communities, five threatened fauna species and 12 threatened flora species.

On EnergyConnect, Transgrid established Singorimbah, the largest Biodiversity Stewardship Agreement in NSW. Located on a 8,310-hectare property in south-western NSW, the agreement offsets more than half of EC's total ecosystem liability and protects threatened flora, fauna and ecological communities, including the critically endangered Plains-wanderer and Weeping Myall.

Approved Biodiversity Stewardship Agreements now encompass a total of 22,814 hectares:

Big Bend – 6,598ha	Overflow – 1,343ha
Nulla Nulla – 3,382ha	Wood Park – 765ha
Parkview – 1,135ha	Ardmore – 1,282ha
Singorimbah – 8,310ha	

// We feel that we've really done something now for the next generation...we never ever thought [this would] happen in a lifetime to us, it will make our life a lot better.

-Tracey and Leo Pinnington, landowners at Big Bend



EnergyConnect has seen a total
Social Value delivery of

SV\$[®]15,397,505

Across the TOM System™ Theme of
Aboriginal & Torres Strait Islander
Peoples, through investing into
communities and culture

3.5 Engaging in Culture

EnergyConnect supported meaningful cultural engagement through delivery, including work with Traditional Owners, Registered Aboriginal Parties and project archaeologists. A key focus was the project's archaeological work. Test excavation and salvage works identified shell midden sites dating back around 3,000 years near Lake Victoria, hearths and heat retainer material that were avoided through design changes, and lithic assemblages including stone tools and artefacts. In total, more than 5,000 artefacts have been identified across the project and were respectfully repatriated to Country as close as practicable to where they were found. Transgrid has also facilitated the return of cultural material, including 10 kilograms of 2,000-year-old shell middens back to Country.

Cultural practices have also shaped delivery. At Dinawan (the Wiradjuri name for emu where they are found in abundance), a site cleansing ceremony supported the naming and cleansing of a future substation site before construction

commenced. The project has also supported Aboriginal and Torres Strait Islander employment. Ernest Mitchell, a Garraway Group Operator and proud Barkindji man, has spoken about becoming a role model for younger people and encouraging young Indigenous people to stay in school, get an education and pursue careers like his.

// A lot of these people, the First Nations in these areas that we're working in and going through, they've never been able to access that land... And to have that connection back and walk the country again... it's a big achievement for them and for the next generations.

-Nathan Macadam, First Nations Environment Advisor, Elecnor Australia

The Australian Social Value TOM System™



4.1 The TOM System™

What is it?

TOM stands for **Themes, Outcomes, and Measures**. The Australian TOM System is structured around five core Themes: Work, Community, Economy, Planet, and Aboriginal & Torres Strait Islander Peoples. Each **Theme** is linked to specific **Outcomes** that describe the targeted change or benefit an organisation wants to create through the **Measures** it uses.

How is it quantified?

Financial proxy values have been attributed to Measures within the framework, allowing organisations to report their **overall contribution to society in financial and nonfinancial terms**. By reflecting the real needs of communities, the TOM System enables a positive contribution towards economic, social and environmental wellbeing. TOM System proxy values are designed to be **credible, defensible, and comparable**.

What are the sources?

The proxy values in the TOM System are developed using **credible data sets from internationally recognised organisations**, alongside **Australian-specific data sources** and **peer-reviewed academic papers**. The combination of global and country-specific data sources **ensures the highest level of transparency and trust**.

5 Themes

The components of your vision for Social Value

23 Outcomes

The positive change you want to see

101 Measures

The indicators used to measure how well Outcomes are being met



Work



Economy



Community



Planet

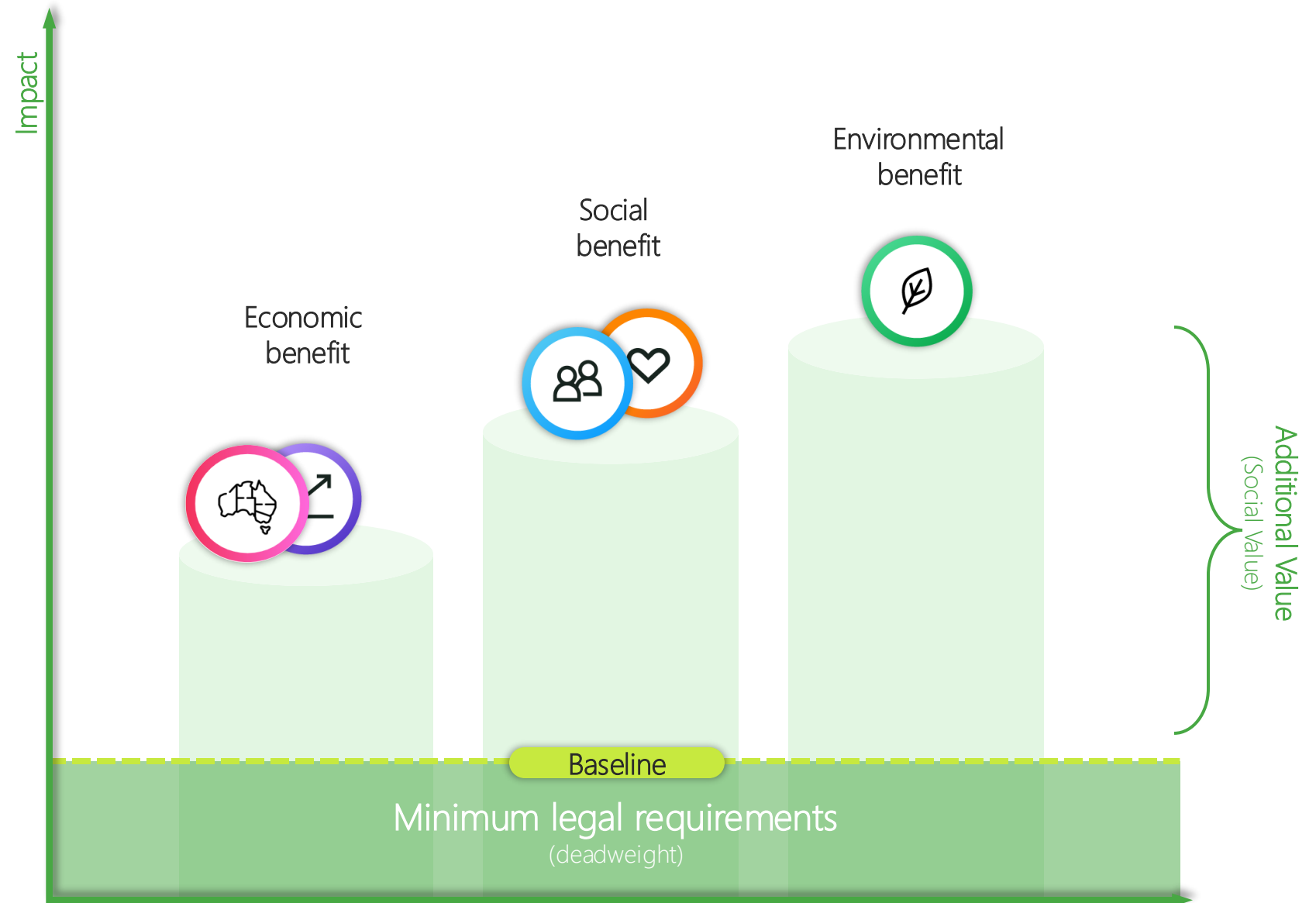


Aboriginal & Torres Strait Islander Peoples

4.2 TOM System Foundations

In order for the TOM System to maintain credibility, defensibility, and comparability, it has been developed upon five core foundations:

- ✓ **Relevance**
You can choose what matters and is achievable
- ✓ **No double counting**
Nothing is valued more than once
- ✓ **Additionality**
Social Value is only created by interventions that go beyond business as usual (above the baseline & deadweight)
- ✓ **Attribution**
We only report what organisations can show they are responsible for
- ✓ **Transparency**
Clear evidence requirements ensuring compliance standards are met



4.3 Proxy Creation Process

Stage 1: Stakeholder engagement

To help guide research, local cross-sector and industry experts are engaged to help shape the Measure set. Local insights are useful for identifying underlying policy, legal requirements, and cultural awareness.

Stage 2: Inputs

Dual-stream of international bodies (OECD, UN, World Bank, IMF) and Australian-specific sources (ABS, RBA, peer-reviewed papers), both feeding into the same methodology.

Stage 3: Theory of Change

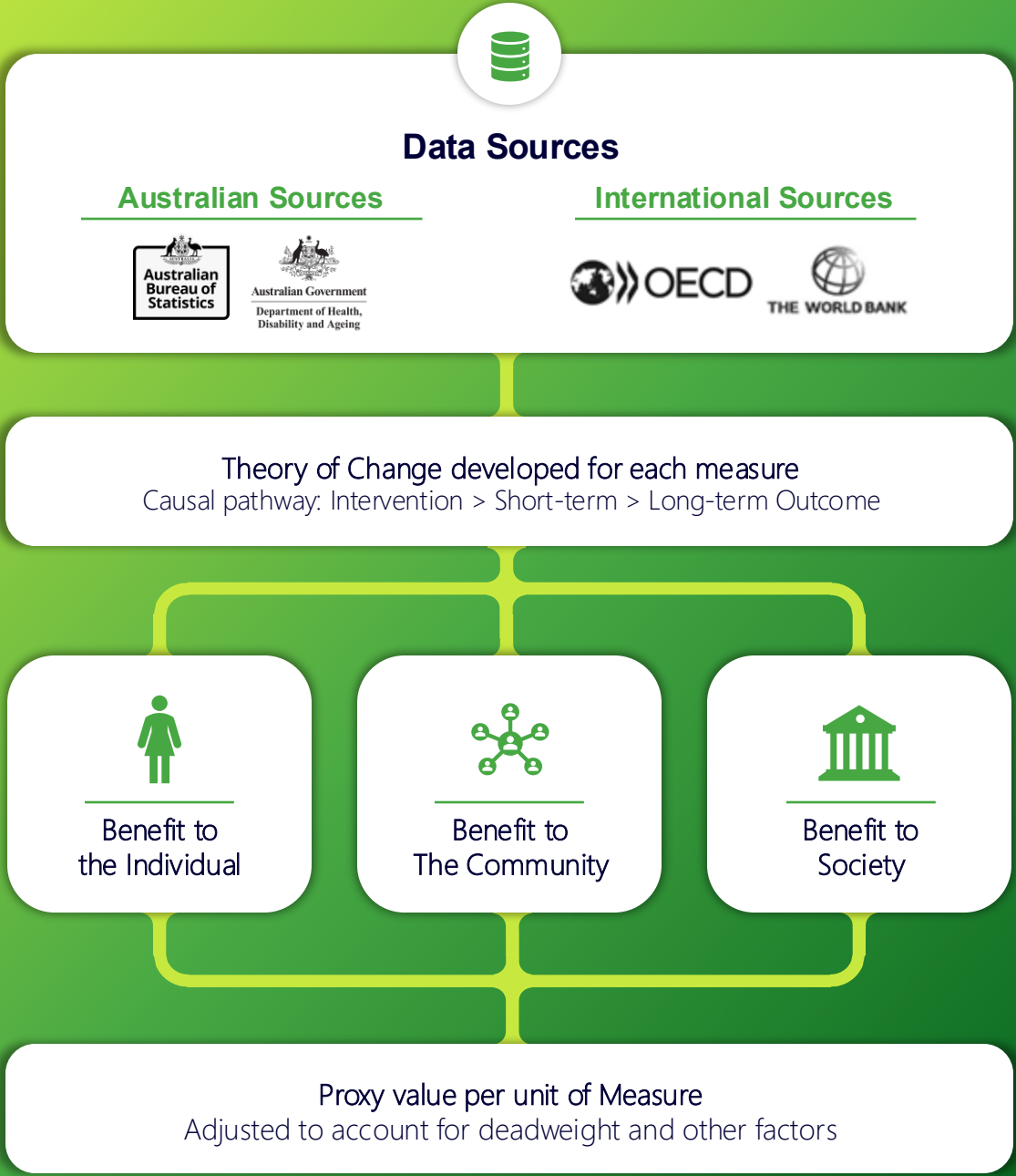
A causal pathway is defined for each measure (what the intervention causes, short and long term) with additionality as a hard requirement - nothing that would have happened anyway is counted.

Stage 4: Value block assembly

Benefits are disaggregated across three dimensions (individual, community, and society) then summed. Each block has its own data source and calculation.

Stage 5: Output

The final proxy value per unit, adjusted for the probability of a counterfactual (e.g. would the person have found a job anyway?), expressed in AUD, with state-level variants where data allows.



Designing the Approach



5.1 Designing the Approach

Transgrid has already laid the groundwork through the EnergyConnect measurement pilot, activity mapping against the TOM System for Australia and work to improve supply chain capability. An organisation-wide approach would make this work more scalable and support Social Value delivery across different projects, communities and delivery contexts.

Social Value Portal's recommendation is to establish a formal Social Value approach that is embedded before, during and after project delivery. This would bring together existing commitments, improve evidence collection and provide a clearer basis for prioritising initiatives, comparing outcomes and demonstrating value to communities, customers and stakeholders. This supports more consistent decision-making by creating a shared method for valuing outcomes across projects. It strengthens transparency by making the evidence base clearer, and it supports equity by helping Transgrid understand whether benefits are reaching the communities.

A standard approach could focus on four core areas: people, processes, programs and partnerships. Together, these provide the operating model for embedding Social Value into project planning, delivery, reporting and continuous improvement. The Social Value process provides a practical way to apply these principles across major projects. By using a structured measurement approach, Transgrid can identify, assess and report the broader benefits created through community investment, local participation, cultural outcomes, workforce development and environmental initiatives.



5.1 Designing the Approach

This diagram visualises a complete Social Value approach from establishing the corporate foundations, to steps which should be taken across pre-project, in delivery, and post-project workstreams. It is designed to depict the ideal approach, with initiatives that Transgrid is already doing shaded in green. This retrospective pilot assessment of EC is central to the Social Value Framework.



Conclusion



6.1 Conclusion

EnergyConnect has generated an estimated \$4,071,413,470 in Social Value between June 2023 and June 2026. This demonstrates the broader value created for regional communities alongside core project delivery.

The assessment used 23 of the 101 Measures in the TOM System for Australia, reflecting the data available through retrospective reporting. While the figure is likely conservative, it provides a strong evidence base for the economic, social and environmental benefits delivered through the project.

The findings also show an opportunity to strengthen Social Value delivery through a more structured approach across future projects. Applying the proposed people, processes, programs and partnerships lens would support more consistent planning, clearer evidence collection and stronger reporting at project and supplier level.

The Social Legacy team has started implementing the eight recommended steps to better target Social Value delivery. The shaded steps indicate where work has commenced.

Embedding this approach will help position Transgrid as a trusted organisation working alongside communities to strengthen delivery outcomes, improve accountability and shared value.

1

The Corporate Social Value Framework will establish an approach and priorities.

2

Establish Social Value governance processes & named people with clear responsibilities

3

Expand TOM System Measure set based on industry standards & corporate ambitions

4

Establish clear measurement processes based on evidence requirements

5

Set project-specific Social Value targets

6

Require suppliers to make Social Value commitments within bids

7

Commit to regular and transparent measurement and reporting of SV delivery

8

Publish a Social Value Policy on the Transgrid website's Governance page

Section 7

Appendix

7.1 TOM System Measures Used

The following table is a list of all financial TOM System Measures reported against within EnergyConnect. The official Measure definition has been provided.

#	Measure	Units	Definition
TW1.1a	Local people employed	No. people FTE	This Measure covers all people who have been directly employed for the reporting period by the organisation. Qualifying employees must live in Australia, have an employment contract that reflects the hours they regularly work and at least 4 weeks of notice for shifts in the working pattern. Recommended guaranteed working time is 16 hours per week to provide income security (unless opted out by the employee). See the unit guidance for employees employed for less than 12 months. Freelance contractors and staff hired through agencies can be recorded under this measure if they meet the above criteria, otherwise, they need to be recorded under the spending with suppliers measure.
TW2.4a	Local employment of apprentices	No. people FTE	This Measure covers the employment of apprentices at level 2 or higher. Qualifying apprenticeships must follow an established path of progression to ensure timely completion and should be supported by the organisation until completion. Apprentices must live in Australia, and have an employment contract that reflects the hours they regularly work. FTE captured under this Measure cannot be captured under TW1.1a.
TW4.3	Accredited training (VET) for employees	no. of employees	This Measure covers accredited vocational training for employees. The training must be provided by a registered Training Organisations (RTOs) and meet minimum VET II level standard. The training has to be supported by the organisation until completion. A employee can only be reported once under the same training scheme.
TW5.1	Training schemes for people at risk of social exclusion	no. people	This Measure covers people who are not employees at risk of social exclusion in Australia who participate in structured, non-formal training programs delivered by qualified providers, with the primary goal of developing work-related skills and enhancing employability. Eligible programs must have clear learning objectives and a defined curriculum, totalling at least eight instructional hours, in accordance with OECD Learning Trends in Adult learning 2023, which may be delivered over multiple sessions, and must be led by a qualified facilitator or a recognised organisation with relevant expertise. The content should focus explicitly on building practical skills that support participation in the labour market and workplace environments, such as teamwork, effective communication, self-confidence and interpersonal skills in professional settings, basic financial literacy for managing employment income or small business activities, understanding of business processes, and engagement with community or professional networks that facilitate job opportunities. programs that are purely recreational or intended solely for general life enrichment do not qualify.
TW2.13	Proportion of employees who are women	%	This Measure covers the proportion of employees who are women.

7.1 TOM System Measures Used

The following table is a list of all financial TOM System Measures reported against within EnergyConnect. The official Measure definition has been provided.

#	Measure	Units	Definition
TW2.15	Proportion of leadership positions filled by women	%	This Measure covers the proportion of women filling leadership role (c-suite or departmental head) in an organisation.
TE1.1	Spending with suppliers in Australia	\$	This Measure covers spending with Australian suppliers, reflecting the benefits to the national economy. This Measure has also been separated into NSW_TE1.1 which has a specific proxy value capturing spend with suppliers in New South Wales.
TC1.5	Support for community projects through donations	\$ invested	This Measure covers financial and in-kind contributions to a range of initiatives aimed at improving the welfare and wellbeing of a community. These include financial and in-kind contributions to community projects and can be run in partnership with third sector organisations (e.g. charities, social enterprise) or as part of a company program. Each of the types of support offered should be recorded separately in the appropriate categories. Direct donations to or spending with charities need to be recorded under the according measure.
TC3.1	Initiatives to promote more resilient communities	\$ invested inc. time, materials, equipment etc	This Measure covers support for a range of initiatives to promote the resilience of communities through the education, support, and development of health and wellbeing practices and community safety programs in collaboration with the local community, through pioneering programs that are scalable. Recorded hours of staff time can only include time spent preparing and conducting the activities. Innovative approaches and interventions not covered by other measures can be recorded here.
TP1.3	Reductions in scope 1 & 2 CO2e emissions	tCO2e	This Measure covers the reductions in scope 1 and scope 2 emissions (see Greenhouse Gas Protocol) from decarbonisation initiatives. Recorded savings must go beyond the annual percentage reduction required in Australia to achieve net zero emissions by 2050 (currently set at 3.9% per year). This Measure uses the previous year's scope 1 and scope 2 CO2e emissions as a baseline. This Measure can only be used if the previous year's annual carbon report is available. This Measure does not include carbon offsetting.
TP1.4	Reductions in scope 3 CO2e emissions	tCO2e	This Measure covers the reductions in scope 3 emissions (see Greenhouse Gas Protocol) from decarbonisation initiatives. Recorded savings must go beyond the annual percentage reduction required in Australia to achieve net zero emissions by 2050 (currently set at 3.9% per year). This Measure uses the previous year's scope 3 CO2e emissions as a baseline. This Measure can only be used if the previous year's annual carbon report is available. Each year's reductions can only be based on the scope 3 categories stated in the baseline year. If the range of scope 3 categories reported is extended, this can be reported in subsequent years. This Measure does not include carbon offsetting.

7.1 TOM System Measures Used

The following table is a list of all financial TOM System Measures reported against within EnergyConnect. The official Measure definition has been provided.

#	Measure	Units	Definition
TP2.1	Support for green spaces, biodiversity or ecosystems	\$ invested inc. time, materials, equipment etc	This Measure covers support for a range of greenspace creation and development schemes which preserve or enhance natural land or vegetation. Examples are funding urban parks and gardens, street planting, brownspace regeneration, etc., and can be run in partnership with third sector organisations (for example voluntary and community organisations) or as part of a company program. Recorded hours of staff time can only include time spent preparing and conducting the activities. Each of the types of support offered should be recorded separately.
TP5.1	Amount of water reduced against a relevant benchmark	m3	This Measure covers the amount (m3) of water reduced against an industry relevant benchmark that contains good practice intensity metrics for water use. The benchmark chosen must align with a property or portfolio's business strategy.
TP1.1	Commitment to measure and disclose scope 1, 2 and selected scope 3 emissions	Y/N	This Measure covers the commitment to measure and disclose greenhouse gas emissions from scope 1, scope 2, and a subset of five scope 3 categories: upstream transportation and distribution, waste generated in operations, business travel, employee commuting, and downstream transportation and distribution. See the Greenhouse Gas Protocol for a breakdown of scopes 1, 2 & 3, and all the 15 individual categories within scope 3.
TP4.1	Procurement contracts that include sustainable procurement commitments	%	This Measure covers the proportion of procurement contracts that include sustainable commitments such as requirements to use local produce, reduce food waste, or keep resources in circulation longer.
TP7.1	Waste diverted against a relevant benchmark	%	This Measure covers the percentage of waste diverted from landfill (rate) against a good practice industry benchmark. Only percentages above the industry benchmark (typically 90%) should be recorded.
T11.5a	Employment of apprentices from the designated group	no. people FTE	This Measure covers the employment of apprentices at level 2 or higher for Aboriginal and Torres Strait Islander peoples. Qualifying apprenticeships must follow an established path of progression to ensure timely completion and should be supported by the organisation until completion. Apprentices must live in Australia, and have an employment contract that reflects the hours they regularly work.

7.1 TOM System Measures Used

The following table is a list of all financial TOM System Measures reported against within EnergyConnect. The official Measure definition has been provided.

#	Measure	Units	Definition
T11.1a	Local Aboriginal & Torres Strait Islander Peoples employed	No. people FTE	This Measure covers Aboriginal and Torres Strait Islander peoples who have been directly employed for the reporting period by the organisation. Qualifying employees must live in Australia, have an employment contract that reflects the hours they regularly work and at least 4 weeks of notice for shifts in the working pattern. Recommended guaranteed working time is 16 hours per week to provide income security (unless opted out by the employee). See the unit guidance for employees employed for less than 12 months. Freelance contractors and staff hired through agencies can be recorded under this measure if they meet the above criteria, otherwise, they need to be recorded under the spending with suppliers measure. FTE captured under this Measure cannot be captured under TW1.1a.
T14.1	Spending with suppliers owned by the designated group	\$	This Measure covers spending with Aboriginal and Torres Strait Islander peoples-owned suppliers, reflecting the benefits to the national economy. This Measure has also been separated into NSW_T14.1 which has a specific proxy value capturing spend with suppliers in New South Wales.
T11.6	Proportion of employees from the designated group	%	This Measure covers the proportion of employees who are Aboriginal and Torres Strait Islander peoples.
T11.7	Recruitment programs for people from the designated group	Y/N	This Measure covers recruitment programmes aimed at giving equitable opportunities to Aboriginal and Torres Strait Islander peoples.

