



Global Reporting Initiative Reference Table¹

Legend

- * Reported
- * Partially or indirectly reported
- * Not reported

GRI Reference	Core GRI 3 Standard Disclosures ¹		2005/2006 Hydro Tasmania Report Section	Page
	Strategy and Analysis			
1.1	Statement from the CEO and chair, or head of the organisation who is independent of the reporting organisation's executive management about the relevance of sustainability to the organisation and its strategy.	*	Chief Executive's Report	11
1.2	Description of Key Risks and Opportunities	*	Chief Executive's Report Statement of Corporate Intent	11 106
	Organisational Profile			
2.1	Name of the reporting organisation.	*	The Business Profile	18
2.2	Major brands, products and/or services, including volume or quantity of products/services provided.	*	The Business Profile	18
2.3	Operational structure of the organisation and major divisions, operating companies, subsidiaries, and joint ventures.	*	The Business Profile	18
2.4	Countries in which the organisation's operations are located.	*	The Business Profile	18
2.5	Nature of ownership and legal form.	*	The Business Profile	18
2.6	Markets served (including geographic breakdown, sectors served, types of customers/beneficiaries).	*	The Business Profile	18
2.7	Scale of the reporting organisation, including: <ul style="list-style-type: none"> • number of employees; • net sales (for private sector organisations) or net revenues (for public sector organisations); and • total capitalization broken down in terms of debt and equity (for 	*	The Business Profile	18

¹ Based upon Global Reporting Initiative Draft Sustainability Reporting Guidelines G3, 2006.

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	private sector organisations).			
2.8	Major decisions during the reporting period regarding the location of, or changes in operations, including facility openings, closings, and expansions.	*	Reporting Scope	16
	Report Parameters			
	Report Scope / Profile			
3.1	Contact point for questions regarding the report or its contents.	*	Reader's Feedback	179
3.2	Reporting period (e.g., fiscal/calendar year) for information provided.	*	Reporting Scope	16
3.3	Date of most recent previous report (if any).	*	Reporting Scope	16
3.4	Significant changes from previous years in the inclusion of, and measurement methods applied to, economic, environmental, and social issues and indicators.	*	Reporting Scope	16
3.5	Plans for future reporting.		Reporting Scope	16
3.6	Identify which GRI reporting framework documents have been applied, including supplements and protocols, and the extent of their application.	*	Embedding Sustainability - <i>Improving Sustainability Reporting</i>	53
	Explanation of Processes			
3.7	Process for defining report content, including the process for determining the materiality and prioritization of issues within the report, and identification of the stakeholders that the organisation expects to use the report.	*	Embedding Sustainability - <i>Improving Sustainability Reporting</i>	53
3.8	State any specific limitations on the scope of the report.	*	Reporting Scope	16
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the indicators and other information in the report.	*	Embedding Sustainability - <i>Sustainability Self Assessment</i>	52
3.10	Approaches to stakeholder engagement activities undertaken specifically for the report, broken down by type of engagement and by stakeholder group.	*	Embedding Sustainability - <i>Building Stronger Relationships With Our Stakeholders</i>	52
3.11	Type of information (such as key issues and concerns) generated by stakeholder engagement activities implemented specifically for the purposes of report preparation.	*	Embedding Sustainability - <i>Improving Sustainability Reporting</i>	53
	Reporting Boundary			

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3.12	Boundary of the report (countries/regions, divisions/facilities/ joint ventures/subsidiaries).	*	Reporting Scope	16
3.13	Significant changes in size, structure, ownership, or products/services that have occurred since the previous report.	*	Reporting Scope	16
3.14	Basis for reporting on joint ventures, partially owned subsidiaries, leased facilities, outsourced operations, and other situations that can significantly affect comparability from period to period and/or between reporting organisations.	*	Reporting Scope	16
3.15	Explanation of the nature and effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	*	Operations - <i>Operational Short and Long Term Reliability</i> Ecosystems and Heritage	62 89
	GRI Content Index			
3.16	Table identifying the location of the standard disclosures in the report.	*	GRI Reference Index	102
	Assurance			
3.17	Policy and current practice with regard to seeking independent assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any independent assurance provided as well as nature of the relationship with the assurance provider.	*	Embedding Sustainability - <i>Report Assurance</i>	53
	Governance			
4.1	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or oversight of the organisation.	*	The Business Profile - Organisational and Governance Structure as at 1 August 2006 Directors and Board Committees	19 22
4.2	Indicate if the Chair of the highest governance body is also an executive officer (and, if so, their function within the organisation's management and the reasons for this arrangement).	*	Governance - <i>Principles Structure and Reporting</i>	57
4.3	For organisations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	*	Governance - <i>Principles Structure and Reporting</i>	57
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	*	Governance - <i>Principles Structure and Reporting</i>	57
4.5	Linkage between compensation (including departure arrangements)	*	Not reported as reporting is not	--

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	and the organisation's performance (including social and environmental performance) for members of the highest governance body, senior managers, and executives.		required under the <i>Government Business Enterprise Act</i>	
4.6	Process for determining required qualifications and expertise of the members of the highest governance body to guide the strategy of the organisation, including on issues related to economic, environmental, and social performance.	✱	Not reported as reporting is not required under the <i>Government Business Enterprise Act</i>	--
4.7	Processes of the highest governance body to ensure conflicts of interest are avoided.	✱	Governance - <i>Principles Structure and Reporting</i>	57
4.8	Internally developed mission and values statements, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	✱	Hydro Tasmania Sustainability Policy For other corporate information please refer to the company website www.hydro.com.au	99
4.9	Processes of the highest governance body for overseeing the organisation's identification and management of economic, environmental, and social performance, including the identification and management of relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	✱	Governance - <i>Principles Structure and Reporting</i>	57
4.10	Processes for evaluating the performance of the highest governance body, particularly with respect to economic, environmental, and social performance.	✱	Governance - <i>Principles Structure and Reporting</i>	57
	Commitments to External Initiatives			
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	✱	Not directly reported but implied in the environmental management approach under Ecosystems and Heritage	89
4.12	Externally developed, voluntary economic, environmental, and social charters, sets of principles, or other initiatives to which the organisation subscribes or which it endorses.	✱	Embedding Sustainability - <i>Participating in the Global Direction of Sustainability</i> Governance - <i>Principles Structure and Reporting</i>	53 57
4.13	Significant memberships in associations (such as industry associations), and/or national/international advocacy organisations.	✱	Market - <i>Marketing Energy Products</i>	68
	Stakeholder Engagement			
4.14	List of stakeholder groups engaged by the organisation.	✱	The Business Profile - <i>Stakeholders</i>	21
4.15	Basis for identification and selection of stakeholders to engage.	✱	The Business Profile - <i>Stakeholders</i>	21
4.16	Approaches to stakeholder engagement, including frequency of	✱	Community - <i>Stakeholder and Community</i>	84

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	engagement by type and by stakeholder group.		<i>Engagement</i>	
4.17	Key issues and concerns that have been raised through stakeholder engagement and how the organisation has responded to those key issues and concerns.	*	Community - <i>Stakeholder and Community Engagement</i>	84
	Economic Performance Indicators			
EC1	Economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and to governments.	*	Financial - <i>Short Term Financial Performance</i> Community - <i>Community Capacity Building</i> Financial Statements	72 85 119
EC2	Financial implications of climate change	*	Financial - <i>Long Term Business Value</i>	73
EC3	Coverage of the organisation's defined benefit pension plan obligations	*	Financial Statements	119
EC4	Financial assistance received from government	*	Financial - <i>Long Term Business Value</i>	73
EC5	Entry level wage compared to local minimum wage for significant locations of operation	*	Not reported. Hydro Tasmania meets legal requirements on local minimum wage	--
EC6	Practices and proportion of spending on locally-based suppliers at significant locations of operation	*	Suppliers and Partners	96
EC7	Procedures for local hiring, and proportion of senior management in locations of significant operation from the local community"	*	Not reported. Not Relevant to Hydro Tasmania	--
EC8	Description of infrastructure investments and services supported that provide public benefit	*	Community - <i>Multiple Use Benefits</i>	87
	Environmental Performance Indicators			
EN1	Weight of materials used	*	Operations - <i>Resource Use, Waste, Emissions and Sustainable Office</i>	65
EN2	Percentage of materials used that are recycled	*	Not reported as data is not collected.	--
EN3	Direct energy consumption broken down by primary energy source	*	Operations - <i>Resource Use, Waste Emissions and Sustainable Office</i>	65
EN4	Indirect energy consumption broken down by primary source	*	Operations - <i>Resource Use, Waste Emissions and Sustainable Office</i>	65
EN9	Total water withdrawal by source	*	Not reported as Hydro Tasmania does not consume water to produce hydro electricity. Cooling water used at Bell Bay Power station is not monitored for consumption.	--
EN12	Location and size of land owned, leased, or in, or adjacent to, protected areas	*	Ecosystems and Heritage	89

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EN13	Description of significant impacts of activities on protected areas	✳	Ecosystems and Heritage	89
EN17	Greenhouse gas emissions	✳	Operations - <i>Energy Efficiency and Greenhouse Gas Emissions</i>	63
EN18	Emissions of ozone-depleting substances	✳	Not reported. Substances not emitted.	--
EN19	NOx, SOx, and other significant air emissions by weight	✳	Operations - <i>Resource Use, Waste, Emissions and Sustainable Office</i>	65
EN20	Total amount of waste by type and destination	✳	Operations - <i>Resource Use, Waste, Emissions and Sustainable Office</i>	65
EN21	Total water discharge and quality	✳	Not reported. When operational Bell Bay Power Station discharges 9m ³ /s of cooling water. No systems are in place to report overall discharge.	--
EN22	Total number and volume of significant spills	✳	Operations - <i>Resource Use, Waste Emissions and Sustainable Office</i> (Does not include volume of spills)	65
EN23	Other relevant indirect greenhouse gas emissions	✳	Operations - <i>Resource Use, Waste, Emissions and Sustainable Office</i>	65
EN26	Initiatives to manage the environmental impacts of products and services and extent of impact reduction	✳	Ecosystems and Heritage - <i>Environmental Impact Assessments and Environmental Management Plans</i>	93
EN27	Percentage of products sold that is reclaimed at the end of the products' useful life by product category	✳	Not applicable as Hydro Tasmania sells electricity. This product cannot be reclaimed.	--
EN28	Incidents of, and fines or non-monetary sanctions for, non-compliance with applicable environmental regulations	✳	Operations - <i>Resource Use, Waste, Emissions and Sustainable Office</i>	65
			Ecosystems and Heritage - <i>Terrestrial Ecosystems</i>	92
			Governance - <i>Regulatory Compliance</i>	58
Social Performance: Labor Practices & Decent Work Performance Indicators				
LA1	Breakdown of total workforce by employment type and by region	✳	Employee Capability and Opportunity - <i>Opportunity and Equity</i>	75
LA2	Total number and rate of employee turnover broken down by age group and gender	✳	<i>Employee Capability and Opportunity - Employee Satisfaction</i>	77
LA4	Percentage of employees represented by independent trade union organisations or covered by collective bargaining agreements	✳	Employee Capability and Opportunity - <i>Opportunity and Equity</i>	75

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LA5	Minimum notice period(s) and consultation and negotiation practices with employees and/or their representatives regarding operational changes	✳	Employee Capability and Opportunity - <i>Opportunity and Equity</i> <i>Employee Capability and Opportunity - Employee Satisfaction</i>	75 77
LA6	Percentage of workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	✳	Not reported as a percentage. However, the composition of the safety teams as required by the safety system is described.	--
LA7	Rates of injury, occupational diseases, lost days, and absenteeism and number of work-related fatalities	✳	Health and Safety - <i>Employee Safety</i> Health and Safety - <i>Employee Health and Wellbeing</i>	81 82
LA8	Education, training, counseling, prevention and risk-control programs in place for assisting workforce members, their families or community members affected by HIV/ AIDS or other serious communicable diseases	✳	Not reported. Hydro Tasmania does not have policies or programs related to HIV/AIDS.	--
LA11	Average hours of training per year per employee broken down by employee category	✳	Not reported due to lack of data systems to calculate this information.	--
LA14	Composition of governance bodies' and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	✳	Employee Capability and Opportunity - <i>Opportunity and Equity</i>	75
HR1	Percentage of significant investment agreements that include human rights clauses or that underwent human rights screening	✳	Not reported. No systems in place for human rights screening.	--
HR2	Percentage of major suppliers and contractors that underwent screening on human rights	✳	Not reported. No systems in place to screen suppliers.	--
HR4	Incidents of discrimination	✳	Employee Capability and Opportunity - <i>Opportunity and Equity</i>	75
HR5	Incidents of violations of freedom of association and collective bargaining	✳	Not reported. However, Hydro Tasmania adheres to the <i>Workplace Relations Act 1996</i> . Hydro Tasmania's Employment Manual states that every employee should be a member of an appropriate union.	--
HR6	Incidents of child labor	✳	Not reported. However, Hydro Tasmania adheres to national legislation pertaining to child labour.	--
HR7	Incidents of forced or compulsory labor	✳	Not reported. However, Hydro Tasmania adheres to national legislation pertaining to this issue.	--

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	Social Performance: Society Performance Indicators			
SO1	Programs and practices for assessing and managing the impacts of operations on communities, including entering, operating and exiting	✳	Ecosystems and Heritage - <i>Environmental Impact Assessments / Environmental Management Plans</i>	93
SO2	Extent of training and risk analysis to prevent corruption	✳	Governance - <i>Ethical Business Practice</i>	58
SO3	Actions taken in response to instances of corruption	✳	Governance - <i>Ethical Business Practice</i>	58
SO4	Participation in public policy development and lobbying	✳	Market - <i>Marketing Energy Products</i>	68
	Social Performance: Product Responsibility Performance Indicators			
PR1	Procedures for improving health and safety across the life cycle of products and services	✳	Not reported. Hydro Tasmania does not have specific policies on preserving customer health and safety. The company complies with Electricity Supply Standards. Hydro Tasmania sells wholesale electricity, which is covered by the Power Systems Safety Process devised by Hydro Tasmania, Aurora Energy and Transend Networks.	--
PR3	Procedures for product and service information and labeling	✳	Not reported. Not relevant to Hydro Tasmania.	--
PR8	Percentage of customer data covered by the data protection procedures	✳	Not reported. However, compliant with the <i>Personal Information Protection Act 2004</i>	--

Note: This table includes only *Core* GRI indicators. *Additional* GRI indicators are not included.