

- ★ reported
- ★ partially or indirectly reported
- ★ not reported

GRI Ref	Description	2006/7 Hydro Tasmania Annual Report Report Section	page
G3 Profile Disclosures			
Strategy and Analysis			
1.1	Statement from the CEO about the relevance of sustainability to the organisation and its strategy.	★ CEO Statement	10
1.2	Description of key impacts, risks, and opportunities.	★ CEO Statement ★ Statement of Corporate Intent	7 31
Organisational Profile			
2.1	Name of the organisation.	★ Hydro Tasmania's profile - Legislative Framework	19
2.2	Primary brands, products, and/or services.	★ Hydro Tasmania's profile	17
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures.	★ Hydro Tasmania's profile	18
2.4	Location of organisation's headquarters.	★ Hydro Tasmania's profile - Location	17
2.5	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	★ Hydro Tasmania's profile	18
2.6	Nature of ownership and legal form.	★ Hydro Tasmania's profile - Legislative Framework	19
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	★ Hydro Tasmania's profile - Market and customers	17
2.8	Scale of the reporting organisation, including: * Number of employees; * Net sales (for private sector organisations) or net revenues (for public sector organisations); * Total capitalization broken down in terms of debt and equity; *Quantity of products or services provided.	★ Hydro Tasmania's profile - Hydro Tasmania's Scale	18
2.9	Significant changes during the reporting period regarding size, structure, or ownership including: * The location of, or changes in operations, including facility openings, closings, and expansions; and * Changes in the share capital structure and other capital formation, maintenance and alteration operations.	★ Hydro Tasmania's profile - Significant Events	17
2.10	Awards received in the reporting period.	★ Our Sustainability Performance	15
Report Parameters			
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	★ Report Scope	14
3.2	Date of the most recent previous report.	★ Report Scope	13
3.3	Reporting cycle (annual, biennial, etc)	★ Report Scope	13
3.4	Contact point for questions regarding the report or its content	★ Report Scope	14
3.5	Process for defining report content, including: * Determining materiality; * Prioritizing topics within the report; and * Identifying stakeholders the organisation expects to use the report.	★ Report Scope	13
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	★ Report Scope - Boundaries of reporting	14
3.7	State any specific limitations on the scope or boundary of the report.	★ Report Scope - Boundaries of reporting	14
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organisations.	★ Report Scope - Boundaries of reporting	14
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.	★ Reported in this table. These are consistent with G3, except for: - significant spills are those with a severity of 2 (minor impact) or above - frequency rates for contractors are not included in health and safety statistics	-
3.10	Explanation of the 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).	★ There were no information restatements from the 2005/06 report.	-
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	★ Report Scope	13
GRI Content Index			
3.12	Table identifying the location of the Standard Disclosures in the report.	★ GRI Content Index	155
Assurance			
3.13	Policy and current practice with regard to seeking external assurance for the report.	★ Our Sustainability Performance - Assurance	16

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Governance			
4.1	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.	★ The Board - Board Committees Statement of Corporate Intent	22 31
4.2	Indicate whether 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).	★ Hydro Tasmania's Profile	20
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. State how the organisation defines 'independent' and 'non-executive'.	★ Hydro Tasmania's Profile	20
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	★ Website - Corporate Governance	Website
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organisation's performance (including social and environmental performance).	★ Website - Corporate Governance	Website
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	★ Website - Corporate Governance	Website
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organisation's strategy on economic, environmental, and social topics.	★ Website - Corporate Governance	Website
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	★ Hydro Tasmania's Profile Website: Corporate Governance/Policies Sustainability Summary	17 Website 147
4.9	Procedures of the highest governance body for overseeing the organisation's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	★ Governance - Principles, structure and reporting The Board - Board committees	43 22
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	★ Governance - Principles, structure and reporting	43
Commitment to External Initiatives			
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	★ Website: Corporate Governance/Policies. These policies do not explicitly cover the precautionary approach.	Website
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	★ Our Sustainability Performance Climate Change - Global approach Operations - Energy efficiency and greenhouse gas emissions	15 39 49
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organisations in which the organisation: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; * Views membership as strategic.	★ Hydro Tasmania's Profile - Membership of associations Climate Change - Global approach	19 39
Stakeholder Engagement			
4.14	List of stakeholder groups engaged by the organisation. Examples of stakeholder groups are: * Communities; * Civil society; * Customers; * Shareholders and providers of capital; * Suppliers; and * Employees, other workers, and their trade unions.	★ Hydro Tasmania's Profile - Stakeholders	19
4.15	Basis for identification and selection of stakeholders with whom to engage.	★ Hydro Tasmania's Profile - Stakeholders	19
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	★ Report Scope Statement of Corporate Intent - Key performance indicators Market - Consulting - Marketing Employee Capability and Opportunity - Employee satisfaction Community - Stakeholder and community engagement Other references to stakeholder engagement within the report.	13 34 56 67 74
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting.	★ Report Scope	14

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G3 Management Approach Disclosures				
EC	Economic	★	Statement of Corporate Intent	31
EN	Environmental	★	Hydro Tasmania's Profile Statement of Corporate Intent Ecosystems and Heritage Operations Environmental Policy and Our Environment pages on the Hydro Tasmania website	17 31 83 46 website
HR	Human Rights	★	The majority of the human rights indicators are not reported by Hydro Tasmania because it operates primarily in a country strictly regulated for human rights. However, some additional information can be found in Employee Capability and Opportunity - Enterprise partnership agreements	65
LA	Labour	★	Careers pages of the Hydro Tasmania website, particularly benefits and safety Employee Capability and Opportunity Health and Safety	website 65 70
PR	Product Responsibility	★	The majority of the product responsibility indicators are not relevant to Hydro Tasmania. However, where relevant, Hydro Tasmania acts in accordance with its Compliance Policy.	website
SO	Society	★	Hydro Tasmania's Bribery and Corruption, Compliance, Environmental and Sustainability policies Climate Change	website 38
G3 Performance Indicators				
Economic Performance				
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 governments. (Core)	★	Finance - Short term Community - Community capacity building - sponsorship Financial statements	58 75 93
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change. (Core)	★	Climate Change Finance - Long term	39 59
EC3	Coverage of the organisation's defined benefit plan obligations. (Core)	★	Financial statements	122
EC4	Significant financial assistance received from government. (Core)	★	Finance - Long term - Government financial assistance Financial statements	60
Market Presence				
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation. (Additional)	★	Not reported. Hydro Tasmania meets legal requirements on local minimum wage.	-
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation. (Core)	★	Market - Consulting Suppliers and Partners	55 79
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation. (Core)	★	Not reported. Hydro Tasmania has one significant location.	-
Indirect Economic Impacts				
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement. (Core)	★	Community - Multiple use	76
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts. (Additional)	★	Not reported as data not collected.	-
Materials				
EN1	Materials used by weight or volume. (Core)	★	Operations - Energy efficiency and greenhouse gas emissions - Energy use (only energy use is reported)	50
EN2	Percentage of materials used that are recycled input materials. (Core)	★	Not reported as data is not collected.	-
Energy				
EN3	Direct energy consumption by primary energy source. (Core)	★	Operations - Energy efficiency and greenhouse gas emissions - Energy use (but does not meet all compilation criteria)	50
EN4	Indirect energy consumption by primary source. (Core)	★	Operations - Energy efficiency and greenhouse gas emissions - Energy use (but does not meet all compilation criteria)	50
EN5	Energy saved due to conservation and efficiency improvements. (Additional)	★	Operations - Energy efficiency and greenhouse gas emissions - Energy use	50
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. (Additional)	★	Market - Electricity - Electricity products	55
EN7	Initiatives to reduce indirect energy consumption and reductions achieved. (Additional)	★	Not reported.	-

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Water				
EN8	Total water withdrawal by source. <i>(Core)</i>	★	Ecosystems and Heritage (Cooling water used at Bell Bay is not monitored for consumption)	84
EN9	Water sources significantly affected by withdrawal of water. <i>(Additional)</i>	★	Operations - Operational short and long-term reliability - Water management Ecosystems and Heritage - Aquatic ecosystems Website - Describes the hydro-electric system catchment flows, including diversions	47 84 website
EN10	Percentage and total volume of water recycled and reused. <i>(Additional)</i>	★	Not reported. Hydro Tasmania does not recycle or reuse water at this time.	-
Biodiversity				
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas. <i>(Core)</i>	★	Not reported as data is not collected.	-
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside	★	Ecosystems and Heritage - Aquatic ecosystems Ecosystems and Heritage - Land ecosystems	84 86
EN13	Habitats protected or restored. <i>(Additional)</i>	★	Ecosystems and Heritage - Aquatic ecosystems Ecosystems and Heritage - Land ecosystems	84 86
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity. <i>(Additional)</i>	★	Ecosystems and Heritage - Aquatic ecosystems - Low lake level environmental management	84
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk. <i>(Additional)</i>	★	Ecosystems and Heritage - Land ecosystems	86
Emissions Effluents & Waste				
EN16	Total direct and indirect greenhouse gas emissions by weight. <i>(Core)</i>	★	Operations - Energy efficiency and greenhouse gas emissions Operations - Resource use waste and emissions - Atmospheric emissions	49 51
EN17	Other relevant indirect greenhouse gas emissions by weight. <i>(Core)</i>	★	Operations - Energy efficiency and greenhouse gas emissions Operations - Resource use waste and emissions - Atmospheric emissions	49 51
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved. <i>(Additional)</i>	★	Operations - Energy efficiency and greenhouse gas emissions Operations - Resource use waste and emissions - Atmospheric emissions	49 51
EN19	Emissions of ozone-depleting substances by weight. <i>(Core)</i>	★	Not reported. Substances not emitted.	-
EN20	NOx, SOx, and other significant air emissions by type and weight. <i>(Core)</i>	★	Operations - Resource use waste and emissions - Atmospheric emissions	51
EN21	Total water discharge by quality and destination. <i>(Core)</i>	★	Operations - Resource use waste and emissions - Non-compliance discharges (When operational Bell Bay Power Station discharges 9m3/s of cooling water. No systems are in place to report overall discharge.)	52
EN22	Total weight of waste by type and disposal method. <i>(Core)</i>	★	Not reported, but the generic management approach for waste is described in Operations - Resource use waste and emissions	51
EN23	Total number and volume of significant spills. <i>(Core)</i>	★	Operations - Resource use waste and emissions - Spills	51
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally. <i>(Additional)</i>	★	Not reported. Not relevant to Hydro Tasmania.	-
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff. <i>(Additional)</i>	★	Operations- Resource use, waste and emissions - Non-compliant discharges	52
Products & Services				
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. <i>(Core)</i>	★	Ecosystems and Heritage - Environmental impact assessments and environmental management plans	86
EN27	Percentage of products sold and their packaging materials that are reclaimed by category. <i>(Core)</i>	★	Not applicable as Hydro Tasmania sells electricity and Consulting services. These products cannot be reclaimed.	-
Compliance				
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations. <i>(Core)</i>	★	Governance - Compliance - Breaches (no compliance notices or fines were issued).	44
Transport				
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce. <i>(Additional)</i>	★	Operations - Resource use waste and emissions - spills (No severity 2 spills from transport occurred during the reporting period) Operations - Energy efficiency and greenhouse gas emissions - Greenhouse gas intensity	51 49
Overall				
EN30	Total environmental protection expenditures and investments by type. <i>(Additional)</i>	★	Ecosystems and Heritage	83

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Investments & Procurement Practices				
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening. <i>(Core)</i>	★	Not reported. No systems are in place for human rights screening	-
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken. <i>(Core)</i>	★	Not reported. No systems are in place to screen suppliers	-
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained. <i>(Additional)</i>	★	Not reported, but % of employees who completed EEO training is reported in Employee Capability and Opportunity - Opportunity and equity	-
Non-discrimination				
HR4	Total number of incidents of discrimination and actions taken. <i>(Core)</i>	★	Governance - Compliance - Breaches	44
Freedom of Association & Collective Bargaining				
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights. <i>(Core)</i>	★	Employee Capability and Opportunity - Enterprise partnership agreements	65
Child Labour				
HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour. <i>(Core)</i>	★	Not reported. However, Hydro Tasmania adheres to national legislation pertaining to this issue.	-
Forced & Compulsory Labour				
HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures taken to contribute to the elimination of forced or compulsory labour. <i>(Core)</i>	★	Not reported. However, Hydro Tasmania adheres to national legislation pertaining to this issue.	-
Security Practices				
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations. <i>(Additional)</i>	★	Not reported.	-
Indigenous Rights				
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken. <i>(Additional)</i>	★	Not reported. However, Hydro Tasmania adheres to national legislation pertaining to this issue.	-
Employment				
LA1	Total workforce by employment type, employment contract, and region. <i>(Core)</i>	★	Employee Capability and Opportunity - Opportunity and equity Hydro Tasmania's Profile - Location	66 17
LA2	Total number and rate of employee turnover by age group, gender, and region. <i>(Core)</i>	★	Employee Capability and Opportunity - Employee satisfaction	67
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations. <i>(Additional)</i>	★	Employee Capability and Opportunity - Enterprise partnership agreements	65
Labour / Management Relations				
LA4	Percentage of employees covered by collective bargaining agreements. <i>(Core)</i>	★	Employee Capability and Opportunity - Enterprise partnership agreements	65
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements. <i>(Core)</i>	★	Employee Capability and Opportunity - Enterprise partnership agreements	65
Occupational Health & Safety				
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs. <i>(Additional)</i>	★	Not reported as a percentage. However, the safety governance committee system is described in Health and Safety - Employee Safety	71
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region. <i>(Core)</i>	★	Health and Safety - Employee safety Health and Safety - Employee health and wellbeing	71 71
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases. <i>(Core)</i>	★	Health and Safety - Employee health and wellbeing	71
LA9	Health and safety topics covered in formal agreements with trade unions. <i>(Additional)</i>	★	Not reported.	-
LA10				
LA10	Average hours of training per year per employee by employee category. <i>(Core)</i>	★	Not reported. Hydro Tasmania currently does not have systems in place to track this data. Training expenditure per employee is reported in Employee Capability and Opportunity - Workforce planning - Training	-
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. <i>(Additional)</i>	★	Employee Capability and Opportunity - Workforce Planning - Training	68
LA12	Percentage of employees receiving regular performance and career development reviews. <i>(Additional)</i>	★	Statement of Corporate Intent	34
Diversity & Equal Opportunity				
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity. <i>(Core)</i>	★	Employee Capability and Opportunity - Opportunity and equity	66
LA14	Ratio of basic salary of men to women by employee category. <i>(Core)</i>	★	Not reported. Employment categories, which have a bearing on salary levels and their gender ratios, are reported.	-

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Customer Health & Safety				
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures. <i>(Core)</i>	★	Not reported. Hydro Tasmania 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.	-
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes. <i>(Additional)</i>	★	Not reported. Not relevant to Hydro Tasmania.	-
Product & Service Labelling				
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements. <i>(Core)</i>	★	Not reported. Not relevant to Hydro Tasmania.	-
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes. <i>(Additional)</i>	★	Not reported. Not relevant to Hydro Tasmania.	-
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction. <i>(Additional)</i>	★	Market - Consulting - Marketing	56
Marketing & Communications				
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship. <i>(Core)</i>	★	Not reported.	-
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes. <i>(Additional)</i>	★	Governance - Compliance - Breaches	44
Customer Privacy				
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data. <i>(Additional)</i>	★	Not reported. However, compliant with the <i>Personal Information Protection Act 2004</i>	-
Compliance				
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services. <i>(Core)</i>	★	Governance - Compliance - Breaches (no compliance notices or fines were issued).	44
Community				
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting. <i>(Core)</i>	★	Not reported.	-
Corruption				
SO2	Percentage and total number of business units analysed for risks related to corruption. <i>(Core)</i>	★	Governance - Compliance	44
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures. <i>(Core)</i>	★	Not reported. However, a Bribery and Corruption Policy is available on Hydro Tasmania's intranet and all employees are required in their induction to be aware of policies of the organisation.	-
SO4	Actions taken in response to incidents of corruption. <i>(Core)</i>	★	Not reported. Hydro Tasmania has a Bribery and Corruption Policy.	-
Public Policy				
SO5	Public policy positions and participation in public policy development and lobbying. <i>(Core)</i>	★	Climate Change	38
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country. <i>(Additional)</i>	★	Not reported.	-
Anti-competitive Behaviour				
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes. <i>(Additional)</i>	★	Governance - Compliance	44
Compliance				
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations. <i>(Core)</i>	★	Governance - Compliance - Breaches (no compliance notices or fines were issued).	44