

# Sustainability Report

**FY22** | 1 July 2021 – 30 June 2022





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# Contents

<b>Abbreviations</b>	<b>1</b>
<b>About this Report</b>	<b>2</b>
<b>Message from the Chair</b>	<b>3</b>
<b>Message from the CEO</b>	<b>4</b>
<b>About Us</b>	<b>5</b>
Vison and Values	6
Image here	6
Willunga Basin Recycled Water Scheme	8
Lightsview ReWater Scheme	9
Kooragang Industrial Water Scheme	10
Rosehill Recycled Water Scheme	11
Permeate Partners	12
<b>Our people</b>	<b>13</b>
<b>Case Study – Climate Ambition Accelerator Program</b>	<b>14</b>
<b>How we do business</b>	<b>15</b>
Values, principles, standards, and norms of behaviour	15
Governance	15
Enterprise Risk Management	17
Integrated Management System	17
Regulation	18
<b>The Five Minimum Standards</b>	<b>19</b>
1. Health and safety	19
2. Climate change	20
3. Diversity	21
4. Governance	21
5. Employee engagement	21
<b>Connected to our stakeholders and environment</b>	<b>22</b>
Connected to our customers	22
Connected to Government and regulators	22
Connected to our community	23
<b>Case Study – New plantings at Willunga Basin Water</b>	<b>24</b>
<b>Material topics</b>	<b>25</b>
<b>Quality, Health, Safety and Environmental Performance</b>	<b>26</b>
<b>coNEXA and the Sustainable Development Goals</b>	<b>27</b>

# Abbreviations

<b>\$</b>	Australian Dollars
<b>AquaNet</b>	AquaNet Sydney Pty Ltd
<b>AWA</b>	Australian Water Association
<b>coNEXA</b>	the coNEXA group of companies headed by coNEXA TopCo Pty Ltd
<b>EPA-NSW</b>	NSW Environment Protection Authority
<b>EPA-SA</b>	Environment Protection Authority of South Australia
<b>ERM</b>	Enterprise Risk Management
<b>ESCOSA</b>	Essential Services Commission of South Australia
<b>FAI</b>	First Aid Injury
<b>FY21 or 2021</b>	the reporting period of 1 July 2020 to 30 June 2021
<b>IMS</b>	Integrated Management System
<b>IPART</b>	Independent Pricing and Regulatory Tribunal of New South Wales
<b>KIWS</b>	the Kooragang Industrial Water Scheme
<b>Kooragang Water</b>	Kooragang Water Pty Ltd
<b>Lightsview ReWater / LRSC</b>	Lightsview ReWater Supply Co Pty Ltd
<b>Lightsview Scheme</b>	the Lightsview ReWater Scheme
<b>LTI</b>	Lost Time Injury
<b>ML</b>	Megalitres (1,000,000 litres)
<b>MTI</b>	Medical Treatment Injury
<b>MWh</b>	Megawatt hour
<b>OTR</b>	Office of the Technical Regulator (South Australia)
<b>RCC</b>	Risk and Compliance Committee
<b>RRWS</b>	the Rosehill Recycled Water Scheme
<b>SDGs</b>	United Nations Sustainable Development Goals
<b>SRMTMP</b>	Safety, Reliability, Maintenance and Technical Management Plan
<b>Willunga Basin Scheme</b>	the Willunga Basin Recycled Water Scheme
<b>Willunga Basin Water / WBWC</b>	Willunga Basin Water Co. Pty Ltd

# About this Report

This Sustainability Report has been developed by coNEXA with the purpose of reporting its environmental, economic and social impacts for the period of 1 July 2021 to 30 June 2022. This is the fourth annual Sustainability Report prepared by coNEXA. There are no restatements of information to report.

coNEXA Infrastructure Partners ('coNEXA') is the name given to the coNEXA group of companies that is headed by coNEXA TopCo Pty Ltd. The companies that formed the coNEXA group in the reporting period are:

- **coNEXA TopCo Pty Ltd;**
- **coNEXA MidCo Pty Ltd;**
- **coNEXA Pty Ltd;**
- **Willunga Basin Water Co Pty Ltd;**
- **Lightsview Re-Water Supply Co Pty Ltd;**
- **Kooragang Water Pty Ltd;**
- **coNEXA WA Holdings Pty Ltd;**
- **coNEXA Sydney Holdings Pty Ltd;**
- **AquaNet Sydney Pty Ltd;**
- **Rosehill Network Pty Ltd;**
- **Local Utility Pty Ltd (from 28 January 2022); and**
- **Permeate Partners Pty Ltd (from 28 January 2022).**

## Questions about this report

### **Brad Rea**

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# Message from the Chair



The 2022 financial year was a significant one for coNEXA and for the broader economy. It was a difficult year when the teeth of war, inflation, rising interest rates and an energy crisis all began to bite. It had many people questioning whether sustainability is just a 'nice to have' and whether investments in sustainability were just too expensive in this macroeconomic climate. Of course, the counterargument is that in this upheaval and disruption, when it comes to investing in sustainability, we simply can't afford not to.

At coNEXA we renewed our commitment to investing in sustainable water infrastructure. We took meaningful steps to enhance our sustainability credentials. We signed up to the United Nations' Global Compact and enrolled our staff in their Climate Ambition Accelerator program. This keeps us a part of the community of best practice and helps us sharpen the tools in our climate response workshop. During the year we finalised our emissions inventory, we began work on our emissions reduction program, and began work on a detailed risk assessment around the physical impacts of climate change. This is on top of our continued work on ESG and sustainability, like investing in our people, their development and their safety; working with our stakeholders to ensure we continue to deliver these essential services; and wrapping it all in good governance. And the work continues with detailed interim decarbonisation targets, transition risk assessments, and more work on cyber security, all still to come.

We also acquired Permeate Partners and christened the new combined business as coNEXA. The name is designed to reflect the coming together of partners in the space where water infrastructure contributes to the circular economy. The expanded business and our new CEO will help us, along with our partners, develop smart solutions to the challenges faced by the sector and indeed the challenges faced by the community more broadly. Igneo Infrastructure Partners, the direct infrastructure group of First Sentier Investors, remains as a stable and supportive shareholder. Igneo's commitment to strong ESG performance is aligned to that at coNEXA.

As Chair of the coNEXA portfolio, I'm proud of our coNEXA staff, who live and breathe the things you can read about in this report, all designed to make coNEXA a long-term partner in sustainable water infrastructure.

A handwritten signature in dark blue ink, appearing to read 'D Latham'.

**Danny Latham**

Chair

coNEXA Infrastructure Partners

# Message from the CEO



Our business, assets and people are inseparable from our sustainability aspirations.

Every day we actively seek to advance circular economy principles, reduce the footprint of our operations and improve outcomes for our Clients and Communities in which we operate.

We place equal importance on all aspects of sustainability – environment / social / financial / governance. As you will note herein, we embed sustainable business practices in all areas of our operations. We are committed to the Sustainable Development Goals and exceeding Igneo's five minimum standards for ESG performance.

In early 2022 we re-branded from Water Utilities Australia to coNEXA. This important change:

- **“co” = jointly:** reflects our commitment to partnering, in order to deliver long term value for our stakeholders.
- **“nexa” = connection:** highlights our circular thinking and understanding of the interplay between services, infrastructure and outcomes.

Through FY23 and beyond you will see coNEXA strengthen its position as a trusted partner in water infrastructure.

We acknowledge that collaboration is the key to unlocking the full range of benefits of the circular economy. Removing barriers to sustainable infrastructure and assigning the true / full value to reuse of resources and reduction of waste is a continuing challenge. Sharing of knowledge, experience, resources, costs and benefits will be required for our industry to collectively achieve its medium to long term sustainability goals and objectives.

All coNEXA employees are empowered to continuously search for initiatives that are aligned with our sustainability aspirations. These initiatives range from infrastructure design, procurement, operation and maintenance – the cumulative impact of small positive advances are as important as major step changes.

I am pleased to share with you our FY22 sustainability report. Please consider following coNEXA on LinkedIn to kept up to date with developments, initiatives, and announcements – you will see that sustainable thinking underpins everything we do.

A handwritten signature in black ink, appearing to read 'Kurt Dahl', with a stylized, cursive script.

**Kurt Dahl**

Chief Executive Officer  
coNEXA Infrastructure Partners

# About Us

coNEXA is a unique investment platform in Australia which is focused on the active development and ongoing management of water infrastructure. We have resources in the following states and territories to provide local / rapid support to our clients and assets.

- SOUTH AUSTRALIA
- NEW SOUTH WALES
- VICTORIA
- NORTHERN TERRITORY
- WESTERN AUSTRALIA

During the reporting period, coNEXA owned the following assets:



- WILLUNGA BASIN RECYCLED WATER SCHEME
- LIGHTSVIEW REWATER SCHEME
- KOORAGANG INDUSTRIAL WATER SCHEME
- ROSEHILL RECYCLED WATER SCHEME
- PERMEATE PARTNERS



Kooragang Industrial Water Scheme



## Vision and Values

### VISION

The vision of coNEXA distils the company's aspirations to be a unique, high-performance business which is trusted by its Partners / Customers. coNEXA will operate in sectors which are growing and contribute to positive, long-term outcomes for society.

The vision of coNEXA is:

**coNEXA is a long-term partner in water infrastructure that continuously seeks to improve outcomes for our Clients and Communities.**

**We collaborate with our Clients to develop creative technical and commercial solutions to complex infrastructure challenges.**

**Our core values of safety, innovation and sustainability are aligned with those of our Clients.**



Sydney Science Park

## VALUES

The management of coNEXA have determined a set of core values to guide the behaviour of its workforce and the operations of the business. These values are:

- We care about our customers, society and each other.
- By fostering a culture of care internally, we will genuinely care for our customers and society - this is a key differentiator for our business:
  - We consider the interests of our customers and society in how we operate.
  - We actively contribute to society.
  - We are supportive of others, especially in tough times.
  - We offer help and encourage each other.
  - We respect each other's differences and understand the impact of our actions on others.
  - We recognise that work is only one part of our broader lives.
  - We are honest and do the right thing.
- We collaborate to deliver the best solutions.
- We recognise the business benefits of collaboration within and between teams. It is important that we collaborate with purpose to achieve the best outcomes for our customers and business:
  - We involve the right people at the right time.
  - We ask questions, listen and contribute.
  - We identify opportunities to get involved and add value.
  - We collaborate by breaking down barriers and connecting people.
  - We think about the broader business, to achieve the best solution.
- We are open with each other and to different ways of thinking.
- We recognise the benefits of effective communication, and we openly try to do better:
  - We are honest with our customers, business partners and each other.
  - We actively share relevant information inside and outside our team.
  - We encourage different perspectives and listen respectfully.
  - We ask the challenging questions.
  - We commit to the difficult discussions.
  - We are always wanting to know more.
  - We strive for a standard of excellence in everything we do.
  - We look for opportunities to improve and do things differently.
  - We are polite.
- We are dedicated to being experts in our respective fields.
- Our expertise is what differentiates us, and our dedication to being the best is what our customers and business partners value about us:
  - We do the hard work over the long term.
  - As experts in our field, our advice is valued.
  - We do what we say we will.
  - We take action and get things done.
  - We embrace challenging situations and persevere through setback.
  - We build our expertise by seeking out development opportunities.



## Willunga Basin Recycled Water Scheme

The Willunga Basin Recycled Water Scheme (**'Willunga Basin Scheme'**) is an agricultural irrigation scheme based in the McLaren Vale wine growing region in South Australia. The customers of Willunga Basin Water vary by size and sophistication, from multinational viniculture and winemaking corporations to local government and small hobby farmers.

In the reporting period Willunga Basin Water supplied 5,068 ML of water to 195 customers with water of treated effluent origin which is primarily used for drip irrigation of grape vines, nut trees, olive trees, and flowers. Willunga Basin Water also supplies some customers with water to be used for irrigation of open space such as golf courses and playing fields.

Willunga Basin Water receives treated effluent from four government-owned wastewater treatment plants. Willunga Basin Water pumps the treated effluent through a network consisting of buried pipelines, pumping stations, and booster pump stations and stores treated effluent received in the winter months in storage dams, storage tanks and a managed aquifer recharge scheme.

Water taken from storage is filtered and then pumped to the customer's property boundary where it is received by the customer at pressure, meaning that in many cases the customer does not need to rely on their own pumps to irrigate their crops.



**5,068ML**  
of water supplied



**195**  
customers



**241**  
connection points



**288km**  
of pipelines



**5**  
pumping stations



**6**  
booster pump stations



**8**  
storage dams



**4**  
storage tanks



Pumps and filters at Aldinga Pumping Station, Willunga Basin Water

## Lightsview ReWater Scheme

The Lightsview ReWater Scheme (**'Lightsview Scheme'**) is a municipal recycled water scheme, which during the reporting period supplied 75 ML of recycled water to 1,962 residential customers and supplied 105 ML to 2 non-residential customers for open space irrigation. The residents of Lightsview use recycled water for toilet flushing, garden irrigation and other uses such as car washing in lieu of potable water.

Lightsview ReWater receives treated stormwater from the City of Salisbury via a trunk main before further treating the water by chlorination at the onsite pumping station. Treated recycled water is stored in a balancing storage tank located under community tennis courts before being supplied to residents via buried reticulation pipelines that are located in the streets of Lightsview. The customers receive recycled water through a conventional water meter located at the boundary of their properties.



**75ML**

residential  
water supplied



**105ML**

non-residential  
water supplied



**1,964**

total customers



**18km**

of pipelines



Lightsview, SA



## Kooragang Industrial Water Scheme

The Kooragang Industrial Water Scheme (**'KIWS'**) is an industrial recycled water scheme based in the Hunter region of New South Wales, with a treatment capacity of 12.6 ML per day. Kooragang Water currently supplies one major industrial customer with high grade treated recycled water for use in cooling towers and manufacturing processes. Kooragang Water is currently in the process of increasing the efficiency of the scheme by installing a new brine recovery unit that will increase the output capacity of the scheme from the current 9 ML per day to 10.5 ML per day without the need of additional raw water. This increased capacity has allowed Kooragang Water to connect a new industrial customer who will use the recycled water for dust suppression. This new customer will begin to receive recycled water in FY23.

KIWS receives treated effluent from the Hunter Water Corporation at a connection point near Hunter Water's discharge point in the Hunter River. The treated effluent taken by Kooragang Water would otherwise be discharged to the marine environment. The treated effluent is then treated further by Kooragang Water at the Mayfield Advanced Water Treatment Plant located in the suburb of Mayfield West. The treatment process involves micro-filtration, reverse osmosis and chlorination. The recycled water produced at the Mayfield West plant is then pumped to the industrial customer's premises on Kooragang Island via a reticulation pipe.

Kooragang Water is also the retail supplier of potable water to its recycled water customer via an arrangement with the Hunter Water Corporation. Kooragang Water has contracted with Suez Water to provide operations and maintenance services at KIWS.

In the reporting period, KIWS supplied a total of 3,537 ML of water to its customer, made up of 2,572 ML of recycled water and 965 ML of potable water.



**2,572ML**

of recycled  
water supplied



**965ML**

of potable water  
supplied



**1**

single customer



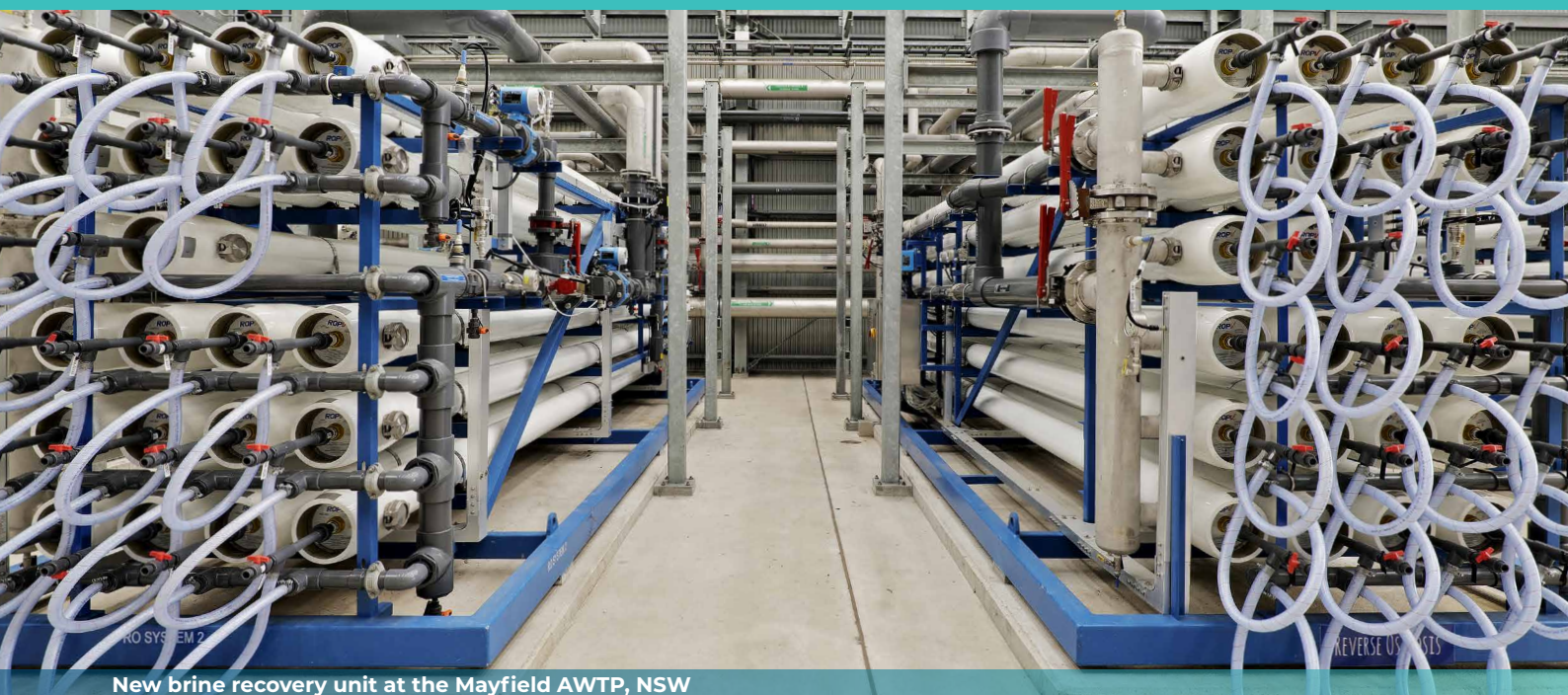
**12.6MLD**

treatment capacity



**8km**

of pipeline



New brine recovery unit at the Mayfield AWTP, NSW



## Rosehill Recycled Water Scheme

In September 2019, CoNEXA acquired 100% interest in the Rosehill Recycled Water Scheme (**'RRWS'**) through AquaNet Sydney Pty Ltd (**'AquaNet'**) and Rosehill Network Pty Ltd. RRWS is a water network in Western Sydney, comprised of an advanced water treatment plant at Fairfield and 20km of pipelines, 3 storages and supply network extending to Smithfield and Rosehill. The plant has a total capacity of 20ML/day.

RRWS was delivered as a Public Private Partnership project with Sydney Water and commenced operation in 2011. It has a 20 year take-or-pay contract (expiring in 2031) with Sydney Water, who purchases the recycled water from AquaNet and acts as the wholesaler to several industrial customers in the region. AquaNet also sells recycled water directly to other customers, including council reserves. As at the end of the reporting period, there were 11 underlying customers. coNEXA has contracted with Veolia Water Australia to provide operations and maintenance services for the RRWS.

RRWS takes secondary treated wastewater from Sydney Water's Liverpool to Ashfield Pipeline at a connection point at the plant site at Fairfield. The wastewater taken by RRWS would otherwise be discharged to the marine environment. The treatment process involves ultra-filtration, reverse osmosis and chlorination. The high quality water is then pumped across the RRWS network which is then connected to the end industrial users via other distribution network and reticulation pipes.

In the reporting period, AquaNet supplied a total of 1,336 ML of recycled water to its customers.



**1,336ML**

of recycled  
water supplied



**3**

storage tanks



**11**

customers



**20MLD**

treatment capacity



**20km**

of pipeline



Reverse osmosis trains, Fairfield AWTP, NSW

## Permeate Partners

Established in 2008, Permeate is an engineering and project delivery advisory that specialises in the design, delivery, operation and maintenance of predominantly water infrastructure projects across Australia. Permeate client base includes public and private water utilities, local government, premium irrigators, property developers, mining, resorts and industrial.

Permeate Partners was acquired by coNEXA in January 2022.

Permeate's philosophy is based around delivering practical, robust and cost-effective solutions that provide fit for purpose water and long-term performance. These solutions are informed by Permeate wide ranging and hands on operational experience which is used to ensure ensuring the solutions proposed by Permeate are pragmatic and grounded in the reality of long-term operation and maintenance.

Permeate provides support to its clients across three main aspects of a project life cycle:

- **Investigations and Approvals:**

- During the investigation phase Permeate confirms project objectives, explore constraints, seek innovative solutions, develop budgets and undertake stakeholder consultation.
- Once the preferred solution is outlined Permeate seeks internal and regulatory approvals.

- **Procurement and Project Delivery:**

- Permeate develops project specific procurement strategies in consultation with our Clients and supporting procurement documentation. Once the Contracts for delivery are assessed / negotiated Permeate provides technical support and contract administration during construction.
- During commissioning and validation, Permeate takes an active role to ensure the infrastructure performance is in accordance with Contract, Client and regulator expectations.

- **Operation and Maintenance:**

- Permeate customises its operational and maintenance services to meet the needs of the project and Client. The services provided range from intermittent support through to full operate and maintain over extended periods (ie >20 years).
- Permeate key strength and differentiator is the ability to embed operational knowledge into the investigation, approvals, operations and maintenance phases of a project ensuring infrastructure objectives are perfectly aligned with their Clients.

Permeate's management structure is divided into three main functional areas being Engineering, Operations and Projects. The Engineering division provides technical support to the Operations and Projects divisions. Engineers are assigned to Operational projects to ensure a dedicated Engineer to monitor operations in detail, however, all Engineers are exposed to all Operations to ensure knowledge of all operating assets is shared across the business. The Engineering Team also supports the Projects Team in resourcing projects ensuring effective management of the workload across the Projects and Engineering functions.

Operators are responsible for supporting assets on a geographic basis with support provided on an as needs basis from the broader Operations or Engineering support base.

# Our people

In the reporting period there were 31 employees of coNEXA (29 permanent full time and 2 permanent part time) across eight locations. The workforce of coNEXA is highly skilled and autonomous. coNEXA's 31 employees are spread across the country in the following locations:



Having the human resources of the coNEXA group located across a broad geographical area allows for the needs of our clients to be better served due to the close proximity of resources to their location.

**We believe communication is critical to the success of coNEXA, starting with our people.**

The employees of coNEXA are consulted in various ways including by scheduled meetings, unscheduled meetings, email, policies and procedures, and one-on-one discussions. For changes that affect employees, four weeks' notice is typically given. Whilst working for coNEXA, contractors are treated the same as employees and are consulted in a similar manner.

**We believe in respecting and investing in our people.**

All employees receive performance and career development reviews. Whilst all employees maintain freedom of association, no employees are currently employed under an enterprise bargaining agreement. There have been no recorded instances of discrimination and the business has maintained compliance with all local employment laws.



# Case Study – Climate Ambition Accelerator Program

In 2022 two coNEXA employees, Brad Rea and Sabrina Cohan, participated in the Climate Ambition Accelerator program facilitated by the United Nations Global Compact.

The course was run over six months and included topics on accounting for scopes 1, 2, and 3 greenhouse gas emissions, understanding the 15 categories of scope 3 emission sources, introduction to the Science Based Targets Initiative, overview of the Net Zero Standard, and, managing, measuring and reducing greenhouse gas emissions.

By completing this course, Brad and Sabrina have developed their understanding of the key concepts of establishing a greenhouse gas emissions reduction program which will assist coNEXA to take meaningful action on climate change.



CLIMATE  
AMBITION  
ACCELERATOR



Clarence Correctional Centre



# How we do business

## Values, principles, standards, and norms of behaviour

The values, principles, standards and norms of behaviour of coNEXA are detailed and communicated to our employees, contractors and business partners in a variety of ways. At the most fundamental level, coNEXA expects its employees, contractors and business partners to act with honesty and integrity, be ethical and act in a caring and respectful way towards each other, our customers, the community, and the environment.

The Board of coNEXA has approved two key policies relating to coNEXA's values and principles which relate to sustainability, workplace safety, quality of products and the protection of the environment. These are the Sustainability Policy and the Quality, Health, Safety and Environment Policy. The CEO of coNEXA has also approved a Code of Conduct that sets the values and behaviours required of employees of coNEXA.

## Governance

coNEXA TopCo Pty Ltd (ACN 616 144 471) is the head entity of the coNEXA group. coNEXA TopCo Pty Ltd is 100% owned by First Sentier Investors (Australia) RE Limited (ACN 006 464 428) as trustee for the Global Diversified Infrastructure Fund (Active).

The Global Diversified Infrastructure Fund is an open-ended unlisted investment trust managed by Igneo Infrastructure Partners. As at 30 June 2022, the Fund had a total value of US\$5.6 billion across 16 infrastructure assets located in Australia, New Zealand, United Kingdom, Germany and United States of America.



Rottneest Island Local Water Solution

## BOARD

The Board of coNEXA defines the purpose, values and strategy of the business; defines and supports the executive management function and ensures that appropriate governance processes are in place to deliver the operational functions of the business and that legal, contractual and regulatory compliance obligations are being effectively met. Board nominations consider a person's skills, experience, and attributes as well as how those attributes will contribute to the effectiveness of the Board as a whole. Membership of coNEXA TopCo Pty Ltd and all subsidiary companies currently comprises:

- Danny Latham, Chairman & Non-Executive Director;
- Carmel Krogh, Non-Executive Director;
- Alan Wu, Non-Executive Director;
- Kurt Dahl, Executive Director and Chief Executive Officer; and
- Rowan Element, Alternate Director for Alan Wu.

The Board of coNEXA implements high-quality governance procedures, such as conflict of interest management, continuing professional development, and specific evaluation and actions on environmental, economic and social topics.

The Risk & Compliance Committee ('RCC') has been established by the Board to provide an objective review of the effectiveness of coNEXA's financial reporting and risk management framework. The principal role of the RCC is to assist the Board in fulfilling its corporate governance and oversight such as: health and safety, financial reporting; financial condition; internal controls; internal and external audit; risk management compliance; insurance; and sustainability.

Reporting of economic, environmental and social topics to stakeholders is undertaken in accordance with the Consultation, Communication and Reporting Procedure. This Sustainability Report is formally approved by the Board of coNEXA.

## REPORTING CRITICAL CONCERNS

Critical concerns identified by an employee of coNEXA can be reported to the Board of coNEXA in accordance with the Whistleblower Policy. Critical concerns of an external stakeholder can be reported via the various communication and dispute resolution protocols of each coNEXA business unit. There were nil critical concerns raised during the reporting period.

## ASSOCIATION MEMBERSHIP

CoNEXA also participates in the community of best practice for the industry, including associations and professional bodies such as:

- Australian Water Association;
- Australian Institute of Company Directors;
- Engineers Australia; and
- Chartered Accountants Australia and New Zealand.

The business made no political contributions during the reporting period.

## Enterprise Risk Management

Enterprise Risk Management ('ERM') is a structured approach to managing risk exposures and considers the broader consequences of risk across the entire organisation. coNEXA has used the ERM approach to identify the key risks to achieving the organisation's vision of being a privately owned, vertically integrated, national water utility with a customer focus.

The risks associated with the coNEXA strategies include:

- Corporate;
- Commercial;
- Strategic;
- Health and Safety;
- Environmental;
- Quality;
- Financial;
- Regulatory;
- Acquisition;
- Reputational; and
- Operational.



## Integrated Management System

coNEXA manages risk through an integrated management system ('IMS'). coNEXA's IMS is a centralised system which combines the elements of a quality management system, work health and safety management system and an environmental management system. coNEXA's IMS is third party certified to the requirements of:

- AS/NZS ISO 9001, Quality Management Systems;
- AS/NZS ISO 45001, Occupational Health and Safety Management Systems; and
- AS/NZS ISO 14001, Environmental Management Systems.



## Regulation

coNEXA currently holds licenses and approvals from the Essential Services Commission of South Australia ('ESCOSA'), Department of Health (SA), Environment Protection Authority SA ('EPA-SA'), Environment Protection Authority NSW ('EPA-NSW') and the South Australian Office of the Technical Regulator (OTR). coNEXA is also soon to be issued licences by the Independent Pricing and Regulatory Tribunal of New South Wales ('IPART') in relation to KIWS.

Licensing and Approval Bodies	Description
	<p>Lightsview ReWater holds a Water Industry Retail Licence issued under the Water Industry Act 2012 (SA) to provide recycled water services to residential and municipal customers at Lightsview, South Australia. The Water Industry Retail Licence is granted and regulated by ESCOSA. ESCOSA is the regulatory body responsible for the economic regulation of water and sewerage services in South Australia, including industry licensing, consumer protection and retail pricing. Maintaining this licence requires regular compliance reporting to ESCOSA.</p>
	<p>Willunga Basin Water currently holds approvals in relation to the supply of treated water to primary producers (vineyards) at McLaren Vale as part of its operations. Willunga Basin Water is compliant with the National Recycled Water Quality Guidelines.</p>
	<p>Willunga Basin Water, jointly with the South Australian Water Corporation (SA Water), holds EPA Licence 22904 and EPA Exemption 22905 (both issued under Part 6 of the Environment Protection Act 1993 (SA)) in relation to the discharge of treated water to marine or inland waters, and the discharge of treated effluent to aquifer.</p>
	<p>Kooragang Water, through its operations and maintenance contractor, SUEZ, holds Environment Protection Licence 20757 issued pursuant to the Protection of the Environment Operations Act 1997 (NSW). This licence allows for the discharge of treated wastewater and recycled water to waters.</p>
	<p>The Lightsview operations are subject to the oversight of the OTR. Lightsview ReWater has complied with the regulatory requirement to develop a Safety, Reliability, Maintenance and Technical Management Plan ('SRMTMP') for its Lightsview operations. The SRMTMP sets out the way Lightsview ReWater operates and maintains the Lightsview ReWater Scheme infrastructure in a safe and reliable way.</p>
	<p>AquaNet Sydney holds a Retail Supplier's Licence and Rosehill Network holds a Network Operator's Licence issued pursuant to the Water Industry Competition Act 2006 (NSW) which are regulated by IPART. Kooragang Water has applied to IPART to be issued a Network Operator's Licence and Retail Supplier's Licence in relation to its operation of the Kooragang Industrial Water Scheme. In the interim, these licences are held by Kooragang Water's operations and maintenance contractor, SUEZ.</p>

# The Five Minimum Standards

In 2019, Igneo Infrastructure Partners developed the Five Minimum Standards for ESG performance. The Five Standards apply to all portfolio companies of funds managed by Igneo Infrastructure Partners, including coNEXA.

## Five Minimum ESG Standards that apply to all portfolio companies:



### 1. Health and safety

- Zero accident target
- Standard reporting



### 2. Climate change

- Emissions targets
- Emissions reporting



### 3. Diversity

- Set diversity priorities
- Representation reporting



### 4. Governance

- Independent board representation
- Risk management/register
- Standards/qualifications compliance
- Customer satisfaction surveys
- Cyber risk assessment
- Modern slavery risk assessment



### 5. Employee engagement

- Employee engagement surveys
- Apprenticeship or continuous development programmes

## These contribute to the following Sustainable Development Goals:



## 1. Health and safety

Health and safety always comes first. Employees have the right to work in an environment where risks to their health and safety are properly controlled. In addition, we strongly believe safety and well-being in the workplace is fundamental to staff engagement, productivity and the overall resilience of the company.

In the businesses of coNEXA, the health and safety stakes are high due to the nature of many of the activities involved and the environment in which people work.

We take health and safety extremely seriously. It is a key aspect that we report on at Board and Executive Management Team meetings. Specifically, we have implemented the following initiatives:

- Record incidents using standard metrics such as Accident Frequency Rate, accident severity rate, and near misses.
- Set a clear zero accidents target that is communicated to all.
- Using health and safety performance as one of the metrics to calculate senior management bonuses.

## 2. Climate change

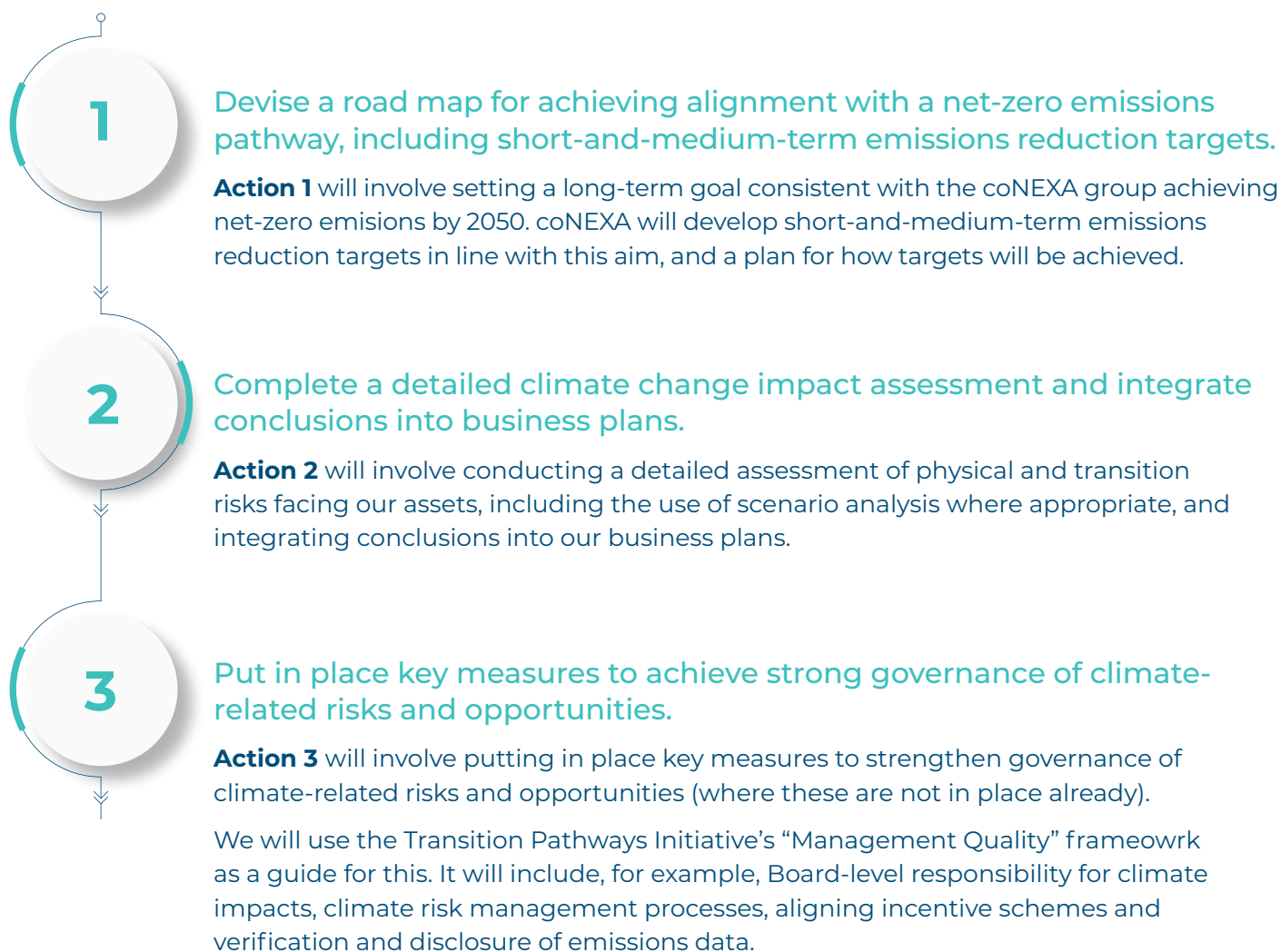
We recognise that the world faces a serious challenge from global climate change. We are already living with the physical impacts of a changing climate, and left unabated, these trends are expected to intensify.

The physical and transition impacts of climate change presents both risks and opportunities. These are particularly pertinent for infrastructure investments, due to the long-term nature of the assets, and the fact they provide essential services that should not be disrupted.

We support the goals of the Paris Agreement and recognise the need to accelerate the transition towards global net-zero emissions by the middle of this century. For this reason, and as part of our strategy to deliver on the UN Sustainable Development Goals we have set ourselves emissions reduction targets, which includes adopting a business strategy that includes an emissions reduction plan consistent with a <2 degree future, in accordance with the Paris Agreement. In the previous year we have taken steps to more accurately measure our scope 1 and scope 2 emissions, and commenced a project with an external consultant to more fully understand our emissions exposure and ultimately develop an emissions reduction plan.

To help deliver on this target, the manager of coNEXA's shareholder, Igneo Infrastructure Partners, has devised Climate Action, 1, 2, 3!, an action plan that will be rolled out to CONEXA between now and 2023.

Under Climate Action 1, 2, 3! we aim, by 2023, to:



Progress towards Climate Action 1, 2, 3! is underway. The setting of the long-term goal consistent with the coNEXA group achieving net-zero emissions by 2050 and setting of short- and medium-term emissions reduction targets in line with this aim will be achieved this year with the publishing of our Greenhouse Gas Emissions Reduction Plan.

A detailed assessment of physical and transition climate change risks facing our assets is being finalised after several risk assessment workshops involving stakeholders from each asset was undertaken in Q4 of FY22.

### 3. Diversity

Different experiences, education, genders and cultural backgrounds all help to foster a more productive and innovative work environment, where everyone's voice can be heard and their full potential achieved.

In the reporting period, coNEXA has set a target to establish gender equality policy settings and practices by 2023 which will establish gender equality principles in recruitment, promotion, parental leave and flexible working arrangements. coNEXA has also set a target for all managers to participate in bias training.

### 4. Governance

Good governance relates to the quality of coNEXA's management systems and its ability to manage long-term risks and opportunities. It involves ensuring that the company is managed in the interests of all stakeholders: shareholders, employees, customers, suppliers, the environment and wider society as impacted by the business.

To assist coNEXA in continuing to improve its corporate governance standards, the following targets have been set for the company to achieve by 2023:

- Commence "fit for purpose" customer satisfaction surveys where practical;
- Develop and implement a staff engagement and wellbeing program, including fit-for-purpose staff engagement surveys or other assessment (staff surveys should also include aspects on diversity, equality and inclusion);
- Incorporate appropriate modern slavery assessment into procurement policies; and
- Complete a high level modern slavery risk assessment of the supply chain where practical and identify any areas of improvement.

### 5. Employee engagement

Continuous development programs enable employees to develop skills the business needs and add value to the organisation. Investing in our employee's professional development improves morale and confidence. It can lead to higher staff engagement as the sense of ownership and accountability increases, and it can improve retention rates, leading to greater continuity.

During the reporting period, coNEXA commenced the implementation of a development plan for each employee, which includes formal and informal training.



# Connected to our stakeholders and environment

## Connected to our customers

Customers vary greatly between the various business units of coNEXA: from a large multinational industrial customer of Kooragang Water, large and small grape growers at Willunga Basin Water, to residential customers of Lightsvue ReWater. These various classes of customers all have one thing in common; they are at the heart of everything we do at coNEXA.

Our customers are consulted by individual letter, newsletter, email, telephone or in person. Customer satisfaction is monitored and an annual meeting between senior members of the customer's business and coNEXA. Willunga Basin Water has also formed an ongoing relationship with the McLaren Vale Community Sustainability Company which is a representative group of Willunga Basin Water's customer base, which is designed to collaboratively progress initiatives for the benefit of the irrigators of the Willunga Basin region and the community more broadly.

During the reporting period, there were nil complaints concerning breaches of customer privacy or losses of customer data, and no incidents of non-compliance in product information, labelling or marketing communications.

## Connected to Government and regulators

CoNEXA engages with all three levels of government. This includes:

- The Commonwealth government;
- State governments of South Australia and New South Wales (through relevant departments, ministers and their state-owned corporations such as the local water utility business); and
- Local government including Onkaparinga, Port Adelaide and Enfield, and Newcastle City.

Regulators have an important oversight role in the provision of water and of the CoNEXA business more generally. In addition to the various licensing and approval bodies aforementioned, other regulators with an interest in coNEXA include:

- Australian Securities and Investments Commission;
- Australian Taxation Office;
- Australian Competition and Consumer Commission;
- Office of the Australian Information Commissioner;
- Worksafe NSW; and
- Safework SA.

There have been nil legal actions commenced against CoNEXA for anti-competitive behaviour, anti-trust or monopoly practices during the reporting period.

## Connected to our community

The vast and diverse locations in which coNEXA's businesses operate, and the critical nature of the services they provide, mean that coNEXA is intricately woven into the fabric of the communities in which it participates. The local suburbs and towns in which the various coNEXA businesses impact upon are listed below.

### ○ **WILLUNGA BASIN WATER (SA)**

McLaren Vale | McLaren Flat | Willunga | Blewitt Springs | Seaford Heights | Seaford | Noarlunga | Christies Beach | Tatachilla | Whites Valley | Sellicks Beach

### ○ **LIGHTSVIEW REWATER (SA)**

Lightsview | Northgate | Northfield

### ○ **KOORAGANG INDUSTRIAL WATER SCHEME (NSW)**

Mayfield West | Kooragang Island

### ○ **ROSEHILL RECYCLED WATER SCHEME (NSW)**

Fairfield | Fairfield East | Yennora | Chester Hill | Guildford | Merrylands | Granville | Clyde | Rosehill

coNEXA engages with the communities of these locations in various ways including by community consultation on expansion projects, public comment periods in development approval applications, through meeting with community groups and by sponsoring local sporting and community groups.

We also support and participate in many relevant and local organisations, as well as community groups and charities.

## coNEXA is a member of the following industry and community groups:

• Australian Water Association	<a href="http://www.awa.asn.au/">http://www.awa.asn.au/</a>
• Western Sydney Leadership Dialogue	<a href="https://westernsydney.org.au/">https://westernsydney.org.au/</a>
• Irrigation Australia	<a href="https://www.irrigationaustralia.com.au/">https://www.irrigationaustralia.com.au/</a>
• McLaren Vale Biodiversity Project Incorporated	<a href="https://www.mclarenvalebdp.com.au/">https://www.mclarenvalebdp.com.au/</a>
• McLaren Vale Grape Wine & Tourism Association	<a href="https://mclarenvale.info/">https://mclarenvale.info/</a>
• United Nations Global Compact	<a href="https://www.unglobalcompact.org/">https://www.unglobalcompact.org/</a>

## coNEXA sponsors or supports the following charities and events:

• Water Aid	<a href="http://www.wateraid.org/au/">www.wateraid.org/au/</a>
• McLaren Vale Biodiversity Project	<a href="https://www.mclarenvalebdp.com.au/">https://www.mclarenvalebdp.com.au/</a>
• Willunga Football Club	<a href="http://www.willungafc.com.au">www.willungafc.com.au</a>
• South Adelaide Football Club	<a href="http://www.safc.com.au">www.safc.com.au</a>
• Jess Kirk, a player in South Adelaide Football Club's women's team	<a href="https://www.safc.com.au/jess-kirk-player-profile.html">https://www.safc.com.au/jess-kirk-player-profile.html</a>
• McLaren Vale Wine Show	<a href="https://mclarenvale.info/marketing-promotion/wine-show">https://mclarenvale.info/marketing-promotion/wine-show</a>

# Case Study – New plantings at Willunga Basin Water

In 2019/20 Willunga Basin Water constructed a new 600ML recycled water storage dam at Seaford Heights to increase the supply of recycled water through the Willunga Basin Water business. Willunga Basin Water provides ~65% of water used for irrigation in the McLaren Vale Wine Region, with the annual economic value of the McLaren Vale Wine Region to the South Australian economy estimated to be \$500M in grape and wine sales and \$250M in associated tourism.

One of the development approval conditions for the Seaford Heights Dam was to revegetate areas surrounding the dam to improve the visual aspect for adjacent homeowners and to create a natural vegetation gateway into McLaren Vale for travellers on Victor Harbor Road.

coNEXA are a proud sponsor of local volunteer group Biodiversity McLaren Vale (BMV) and they have previously worked on the northern side of our site at Victor Harbor Road to remove feral Olives and replant with endemic species. We recently had the pleasure of hosting 30 members of BMV who provided labour to undertake plantings to the landscape mound on the western boundary of the site. Over the course of a few hours coNEXA staff and BMV volunteers planted 717 additional plants and celebrated a successful afternoon with post planting refreshment. It was a most enjoyable afternoon which further enhances biodiversity and environmental sustainability at the site and continues to strengthen relationships with BMV and the local community.

*“Supporting the local community is part of our DNA at WBW and we sponsor a range of community groups and activities. We take opportunities like planting at Seaford Heights to engage, learn and provide long term benefits.”*

– Eddie McGarry, coNEXA Infrastructure Partners

*“Biodiversity McLaren Vale applauds coNEXA for its engagement with our group, now spanning several years. BMV was pleased to lend a recent hand on the other side of the Seaford Heights dam, to put our high efficiency planting team through its paces (but oh the wind!), and to be part of helping to solve a local problem.”*

– Geoff Hayter, Biodiversity McLaren Vale.



New tree planting at Willunga Basin Water



# Material topics

Material topics are the topics that reflect coNEXA's significant economic, environmental and social impacts and which may substantively influence the assessment or decisions of our interested parties. The table below discloses coNEXA's material topics under the category of people, places, products or practices. The table also identifies the interested parties to which the assessment or decisions may be substantively influenced by the material topic.

Category	Material Topic	Interested Parties
<b>PEOPLE</b>	Wellbeing of Employees	Employees, Shareholders, Regulatory Authorities
	Workplace Health and Safety	Employees, Contractors, Shareholders, Regulatory Authorities
	Data Security and Privacy	Employees, Contractors, Customers, Shareholders, Regulatory Authorities
	Complaint Handling	Employees, Contractors, Customers
	Customer Satisfaction	Customers
	Procurement and Supplier Management	Contractors, Suppliers
	Employee Retention and Talent Development	Employees, Shareholders
<b>PLACES</b>	Community Engagement	Customers, Local Communities, Customer Groups
	Protection of Environment	Shareholders, Local Communities, Governments, Local Authorities, Regulatory Authorities
	Energy Management	Shareholders, Local Communities, Governments, Local Authorities, Regulatory Authorities
	Economic Development	Local Communities, Governments, Local Authorities, Regulatory Authorities
<b>PRODUCTS</b>	Reliability of Service	Customers, Regulatory Authorities
	Water Quality	Customers, Regulatory Authorities
	Affordability	Customers, Regulatory Authorities
	Product Safety	Customers, Shareholders, Regulatory Authorities
<b>PRACTICES</b>	Regulatory Compliance	Regulatory authorities, Contractors, Customers, Shareholders
	Transparency	Employees, Contractors, Customers, Suppliers, Shareholders, Regulatory Authorities
	Ethics	Employees, Contractors, Customers, Suppliers, Shareholders, Regulatory Bodies
	Financial Health	Employees, Contractors, Customers, Suppliers, Shareholders, Regulatory Authorities
	Corporate Governance	Employees, Shareholders, Regulatory Authorities

# Quality, Health, Safety and Environmental Performance

Key QHSE performance data for FY22 from each CoNEXA business unit is listed in the following table.

Business		LTI	MTI	FAI	Env.	Prop.	NM
<b>CONEXA (CORPORATE)</b>	Employees	0	0	0	0	0	0
	Contractors	0	0	0	0	0	0
	<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>WILLUNGA BASIN WATER</b>	Employees	0	0	0	0	2	0
	Contractors	0	0	0	0	0	0
	<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>
<b>LIGHTSVIEW REWATER</b>	Employees	0	0	1	0	0	0
	Contractors	0	0	0	0	0	0
	<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>KIWS</b>	Employees	0	0	0	0	0	0
	Contractors	0	0	0	0	0	0
	<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>RRWS</b>	Employees	0	0	0	0	0	1
	Contractors	0	1	0	0	0	1
	<b>Total</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>
<b>PERMEATE PARTNERS*</b>	Employees	0	0	0	0	0	0
	Contractors	0	0	0	0	0	0
	<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>GROUP TOTAL</b>	<b>Employees</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>
	<b>Contractors</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
	<b>Total</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>

\* Permeate Partners statistics from January 2022

Key:	<b>LTI</b>	Lost Time Injuries (injury requiring the injured worker to miss one or more days work)
	<b>MTI</b>	Medical Treatment Injury (injury requiring treatment from a medical practitioner)
	<b>FAI</b>	First Aid Injury (minor injury only requiring first aid treatment at the workplace)
	<b>Env.</b>	Environmental Incident
	<b>Prop.</b>	Property Damage Incident (damage to CoNEXA or third party property)
	<b>NM</b>	Near Miss (Any event that had the potential to cause an injury, environmental or property incident)

# coNEXA and the Sustainable Development Goals

coNEXA has pledged its support of the United Nations' Sustainable Development Goals ('SDGs'). The SDGs were established in 2015 with the aim to mobilize efforts to end all forms of poverty, fight inequalities and tackle climate change, while ensuring that no one is left behind.

During FY22 we made meaningful progress in our contribution to the United Nations Sustainable Development Goals. Our goal was for the business to introduce Board-approved specific and measurable actions that meaningfully support the United Nations Sustainable Development Goals, as well as support the sustainable growth of our business. In late 2020, the Board approved the adoption of such targets.

Our targets for these Sustainable Development Goals are closely integrated into our overall sustainability strategy, and are focussed on five key areas:

## 1. CONEXA'S REASON FOR BEING



Focus Area	Target
Increase the supply of recycled water and maximise the volume diverted from ocean or river discharge	<b>Medium Term Target (2023)</b>
	<ul style="list-style-type: none"> <li>• Increase the volume of recycled water supplied by 10% against 2020 base year</li> </ul>
Customer satisfaction	<b>Long Term Target (2030)</b>
	<ul style="list-style-type: none"> <li>• Increase recycled water supplied by 30% against 2020 base year</li> </ul>
Sustainability reporting	<b>Medium Term Target (2023)</b>
	<ul style="list-style-type: none"> <li>• Zero contractual or regulatory breaches of water quality specifications at all times</li> <li>• Commence “fit for purpose” customer satisfaction surveys or assessment for at least one business unit where practical</li> </ul>
	<b>Long Term Target (2030)</b>
	<ul style="list-style-type: none"> <li>• Demonstrate improvement in customer satisfaction across time</li> </ul>
	<b>Medium Term Target (2023)</b>
	<ul style="list-style-type: none"> <li>• Produce an annual publicly-available sustainability report</li> </ul>
	<b>Long Term Target (2030)</b>
	<ul style="list-style-type: none"> <li>• Produce an annual disclosure (whether as part of sustainability report or outside) that are consistent with the Global Reporting Initiative and the Taskforce for Climate-related Financial Disclosures</li> </ul>



## 2. THE WELLBEING OF THOSE WHO WORK FOR AND WITH CONEXA



Focus Area	Target
Health & safety	<p><b>Medium Term Target (2023)</b></p> <ul style="list-style-type: none"> <li>• Have zero medical treatment injuries</li> <li>• Ensure mental health considerations are considered in the corporate risk assessment</li> <li>• Annual third party certification of ISO 45001 with no major non-conformances</li> </ul>
Training & development	<p><b>Medium Term Target (2023)</b></p> <ul style="list-style-type: none"> <li>• All staff to have a development plan in place, which includes formal and informal training</li> </ul> <p><b>Long Term Target (2030)</b></p> <ul style="list-style-type: none"> <li>• Support development of an apprenticeship program within coNEXA where practical or by major contractors</li> </ul>
Staff engagement	<p><b>Medium Term Target (2023)</b></p> <ul style="list-style-type: none"> <li>• Develop a staff engagement and wellbeing program, including fit-for-purpose staff engagement surveys or other assessment (staff surveys should also include aspects on diversity, equality and inclusion)</li> <li>• Implement the staff engagement and wellbeing program</li> </ul> <p><b>Long Term Target (2030)</b></p> <ul style="list-style-type: none"> <li>• Staff engagement surveys to demonstrate 75% of staff have high levels of satisfaction, and feel safe in their workplace</li> </ul>
Modern slavery	<p><b>Medium Term Target (2023)</b></p> <ul style="list-style-type: none"> <li>• Incorporate appropriate modern slavery assessment into procurement policies</li> <li>• Complete high level modern slavery risk assessment of supply chain where practical and identify any areas of improvement</li> </ul> <p><b>Long Term Target (2030)</b></p> <ul style="list-style-type: none"> <li>• Modern slavery risk assessments completed for as many tiers of supply chain as practical</li> <li>• 100% of identified modern slavery risk incidents investigated, escalated and acted upon</li> <li>• Act upon areas of improvement in consultation with supply chain</li> </ul>

### 3. STRIVING FOR GENDER EQUALITY



Focus Area	Target
Gender equality	<p><b>Medium Term Target (2023)</b></p> <ul style="list-style-type: none"> <li>Establish gender equality policy settings and practices (e.g. recruitment, promotion, parental leave, flexible working arrangements)</li> <li>Participate in bias training</li> </ul> <hr/> <p><b>Long Term Target (2030)</b></p> <ul style="list-style-type: none"> <li>Achieve industry best practice for work place arrangements that accommodate domestic responsibilities (e.g. parental leave, flexible working arrangements)</li> <li>Achieve 40% female participation across level 1 (CEO direct reports) and level 2 (management team direct reports) positions</li> <li>Conduct a gender pay gap analysis</li> </ul>

### 4. TAKING MEANINGFUL CLIMATE ACTION



Focus Area	Target
Governance of climate change impacts	<p><b>Medium Term Target (2023)</b></p> <ul style="list-style-type: none"> <li>Implement a Climate Change Impact Assessment to inform business planning and strategy</li> </ul> <hr/> <p><b>Long Term Target (2030)</b></p> <ul style="list-style-type: none"> <li>Implement all recommendations from the Climate Change Impact Assessment</li> </ul>
Emissions reductions	<p><b>Medium Term Target (2023)</b></p> <ul style="list-style-type: none"> <li>Measure CoNEXA carbon footprint</li> <li>Analyse material emissions sources</li> <li>Adopt a business strategy that includes an emissions reduction plan consistent with a &lt;2 degree future, in accordance with the Paris Agreement</li> <li>Investigate energy efficiency initiatives</li> </ul> <hr/> <p><b>Long Term Target (2030)</b></p> <ul style="list-style-type: none"> <li>Achieve the emissions reduction plan, including revising the plan where there has been a failure of the electricity grid to decarbonise as expected</li> <li>Achieve energy efficiency improvements of 10% through new initiatives, technology, upgrades or innovation</li> </ul>

## 5. CONDUCTING OURSELVES IN A WAY THAT IS ETHICAL AND TRUSTWORTHY

PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



### Focus Area

Ethical business,  
transparency, and  
compliance

### Target

#### Medium Term Target (2023)

- Zero regulatory incidents resulting in fines or other non-financial consequences
- Full compliance with all company policy positions
- Full compliance with an industry best practice complaints policy

#### Long Term Target (2030)

- Zero regulatory incidents resulting in fines or other non-financial consequences
- Full compliance with all company policy positions
- Full compliance with an industry best practice complaints policy



AquaNet Rosehill Recycled Water Scheme





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