

ACHIEVING THE ENERGY TRANSITION

**OUR  
SUSTAINABILITY  
COMMITMENTS  
CASE STUDIES  
ECONOMY**

**OMEXOM**

**VINCI**   
ENERGIES

## 2022

*Support leaders who embrace and foster a culture of innovation to create value for clients and shareholders.*

### CASE STUDY: CLIENT VALUE

#### ***Our Procurement Ecosystem***

**Key client organisations have a statutory obligation under New Zealand legislation to account for the management of their carbon footprint and provide detailed reporting across its supply chain.**

As a consequence, our government, energy and infrastructure sector clients are prioritising partnerships with service providers with a credible track record in lowering carbon emissions, reducing the impact of its activities on the natural environments and responsible stewardship of natural resources across its operations.

As part of our comprehensive sustainability practices and initiatives, our Omexom's Procurement Ecosystem takes a structured approach to client solutions by leveraging the skills and knowledgeable base of experienced staff across a diverse range of roles and business units nationally.

A cross-functional, multi-sector Innovations Working Group meet together to identify and review an area or activity to work a new methodology or materials solution which could offer a carbon reduction reward for clients, while increasing Omexom's efficiency and cost savings.

Our initiatives are promoted to our major clients and suppliers in meetings, presentations and tender response submissions.

#### **Our sustainability solution successes**

As part of our comprehensive sustainability practices and initiatives, the following client value recommendations showcase our Pro-



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curement Ecosystem's leveraging power in positioning Omexom as a dependable, solutions-focused sustainability business partner.

A review of a substation air-conditioning system at one of our client's **wastewater treatment plants** found the specified gas in use was obsolete. Our recommendation to switch to a refrigerant proven more efficient and significantly better for the environment was endorsed by the client for use across its entire asset specification inventory.

The client's civils contractor also adopted our alternative temporary power supply solution, replacing the use of a diesel generator for duration of the wastewater upgrade project.

Another innovative solution with significant knock-on gains in carbon reduction came about through Omexom's pricing of a **data centre installation project**.

Our recommendations included:

- » A solar panel array on its extensive roof-space, increasing power utilisation effectiveness and reducing whole of life costs.
- » A service reticulation containment system, reducing material wastage by 5-15%.
- » The use of multicore electrical cables offering significant space saving advantages along with reduced cable clamp costs compared with single core cables of similar functionality. Additionally, there is a lowered risk of thermal heating - a critical factor given extensive server banks require a consistently high energy load every day, all day.

2022

*Ensure transparency in our own practices and those of our subcontractors and suppliers.*

## CASE STUDY: RISK MANAGEMENT

### *Safeguarding ethical business practice*

The intent of the Employee Survey is to provide an opportunity for our people to have a say about Omexom.

We want to hear our people's views, as feedback is critical for making the right decisions for the future.

The Survey themes covered – My Company, My Team, My Job, My Manager/Leader and Overall Perception.

Our people were asked to rate each of the 66 questions across the scale, from 'Strongly agree' to 'Strongly disagree'.

The purpose is simple; to provide every person the opportunity to tell us what it's really like to work at Omexom, in a totally anonymous and confidential environment.

Without our people's participation, we would just be guessing what we should plan, what to change and implement.

The collective voice helps to make good business sense with contributions to improving what we do and how we work at Omexom.



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51% of our people contributed to the Survey noting the following achievements:

- Employee satisfaction score of 81%.
- Overall, my team is effective in the work we do – 94% agreed.
- Overall, I'm satisfied with my job – 79% agreed.
- Overall, the person I report to is an effective leader/manager/supervisor – 86% agreed
- Overall Perceptions - Overall, I would like to recommend Omexom as a great place to work to my friends, family and professional contacts - Net Promoters Score (NPS) of 7%.

**2022**

*Proactively identifying and managing our legal risks*

## **CASE STUDY: RISK MANAGEMENT**

### ***Legal obligations survey***

Omexom conducts an annual internal survey (self-assessment), as an assurance to how compliant we are to our legal obligations, that we must adhere to in our daily operations.

We utilise an external provider software system to map our legal obligations to our specialist roles and to run the survey and monitor progress.

Within the system we capture findings and manage the actions, all with the goal to help us better understand our level of compliance and identify any potential risk that we may need to work on, ensuring our ongoing compliance.

Legislation included in the Omexom legal compliance profile relates to but not limited to:

- Governance.
- Managing Information.
- Employment.
- Health and Safety.
- Environment.
- Finance.
- Commercial.
- Tax.
- Transport.
- Buildings.



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**Ensuring legislative compliance**



Subject specialists within the business participate in the Survey - Managers, HR, HSE and Finance, with the number of obligations assigned to an individual varying depending on the complexity of the role.

These specialists are asked to use their experience and knowledge to determine the most appropriate status level of compliance per obligation:

- Full compliance.
- Partial compliance.
- Zero compliance.
- Obligation did not arise.

Following the Survey, any concerns raised are incorporated into the company Risk and Assurance Committee meetings, whereby risk owners determine actions required to ensure our ongoing compliance.

2021

*Ensure transparency in our own practices and those of our subcontractors and suppliers.*

## CASE STUDY: RISK MANAGEMENT

### Human Rights Governance

Omexom proactively supports the protection of human rights in all its activities, guided by principles enshrined in the UN Global Compact to which parent company VINCI is a signatory.

In executing its duty of vigilance with respect to human rights governance, Omexom corporate risk management protocols cover all aspects of our responsibility incorporated into our strategies, policies and procedures, establishing a culture of integrity.

With respect to forced labour, people trafficking and slavery-like practices, Omexom has policies and practices in place to appraise and mitigate any real or potential risks to the use of modern slavery in the supply of goods and materials in our procurement chain.

As made explicit in our **Supplier Code of Conduct**, we hold ourselves accountable to the same standards and behaviours as defined in the agreement.

Omexom adopts a zero-tolerance approach to all forms of corruption and anti-competitive behaviour. Our **anti-corruption policy** outlines repercussions should employee's conduct contravene ethical practice and lines to declaring, recording, monitoring and reporting gifts, hospitality and entertainment.

Our HR policies and practices respect and champion human rights across recruitment, selection, induction, training, development and performance management.

Our client relationship and operational performance goals are contingent on people leaders who are trusted to be fair and transparent



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decision-makers working alongside competent, motivated staff who uphold Omexom's values and ethical business conduct.

Our **Diversity and Inclusion Policy** fosters and protects a diverse and inclusive workplace, including guidelines and training on acceptable behaviour and anti-discrimination practices.

Psychological, physical, sexual or verbal abuse, bullying, threat or harassment is not tolerated.

Staff **safety, health and wellbeing** is further championed across comprehensive mental and physical health wellness programs, work-life balance and team building.

The **privacy rights** of all employees is respected whenever private information is gathered or employee monitoring practices are in place in line with current legislation.

Omexom has multiple avenues for employees to report concerns or grievances with managers, human resources personnel, health and safety practitioners or staff representative bodies.

Managed and monitored by Employee Assistance Program [EAP] Service, our **Whistleblower hotline** is an external, impartial and confidential disclosure service. EAP acts as an independent watchdog and arbiter for employees and stakeholders to anonymously report any inappropriate behaviour in the areas of human rights, business ethics, environmental risks and health and safety.

2021

*Ensure transparency in our own practices and those of our subcontractors and suppliers.*

## CASE STUDY: RISK MANAGEMENT

### *Safeguarding ethical business practice*

Omexom's Risk Management framework addresses sustainability risks through the mitigation of potential threats and vulnerabilities arising from its economic, social and environmental practices.

Aligned to AS/NZS ISO 31000:2009, our Corporate Risk Management plans, policies and processes underpin core principles and standards with respect to:

- » **transparent business practices**  
supplier code of conduct, anti-corruption, and anti-competitive behaviour
- » **environmental protection**  
climate action, preserving natural environments and optimising resources
- » **human rights**  
protecting staff health, safety and wellbeing, diversity, gender equality and data privacy

Key policies governing these principles and practice include:

**Supplier Code of Conduct:** Along with our Transparency in Supply Chains Statement, this policy agreement sets out rules of engagement with subcontractors and suppliers with whom we have an established business relationship. This includes a disclosure clause with respect to identifying and mitigating any practice or partnership which violate human rights and fundamental freedoms (including modern slavery impacts).

Omexom adopts a zero-tolerance approach to all forms of corruption and anti-competitive behaviour. Our **anti-corruption policy** outlines misconduct repercussions and guidelines

to declaring, recording, monitoring and reporting gifts, hospitality and entertainment.

In early 2020, our parent company VINCI introduced a new environmental ambition with respect to climate change, natural environment and the circular economy.

Aligned to VINCI's 2030 targets, Omexom's **Environmental Policy** is tailored to deliver continuous improvements in these three key areas with respect to its operating environment and activities.

Our **Diversity and Inclusion Policy** fosters and protects a diverse and inclusive workplace. Manager and staff training provide clear guidelines on acceptable behaviour and anti-discrimination practices. Psychological, physical, sexual or verbal abuse, bullying, threat or harassment is not tolerated.

Staff safety, health and wellbeing is further championed across comprehensive mental and physical health wellness programs, work-life balance and team building.

**Data privacy and security rights** of all staff is respected whenever personal information is gathered or employee monitoring practices are in place in line with current legislation.

**Whistle-blower Policy:** Managed and monitored by Employee Assistance Program [EAP] Services, the Whistleblower hotline provides an external impartial and confidential disclosure service, for employees and stakeholders to anonymously report any inappropriate behaviour in the areas of human rights, business ethics, environmental risks and health and safety.



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*Support leaders who embrace and foster a culture of innovation to create value for clients and shareholders.*

## CASE STUDY: CLIENT & CUSTOMER

### Stakeholder Work programme

In early 2021, our Omexom lines crews began upgrade work on a 142km section of conductor traversing a long corridor of both pastoral and high country sheep station terrain across the lower South Island.

Drawn from depots around the country, our team responsible for delivering the Clutha Upper Waitaki Line Project (CUWLP) has worked closely with the region's farming community in shaping the 18-month work delivery plan.

On behalf of national grid owner and operator client Transpower, Omexom routinely work closely with local landowners when a work activity requires crews to access tower assets sited on their property.

A project of national importance, CUWLP has required closer collaboration with impacted farmers in agreeing the timing of our reconductoring activities to have the least impact on livestock on their property.

While the scope of works has fallen within standard transmission lines upgrade projects, our experienced linesmen have not undertaken a project of this scale in one continuous work programme.

Generally smaller local crews will work to a five month delivery plan over consecutive summers – a time in the farming calendar which has not, until now, required a level of detailed planning and co-ordination of work activities around the breeding cycle of sheep.

Lambing is a particularly crucial time of the year with skittish ewes likely to abandon their



*Our team set up a wash station at the entrance to the one farm with weed-free fields. Every morning Omexom vehicles were thoroughly cleaned and water-blasted before entering the farmer's prop-*

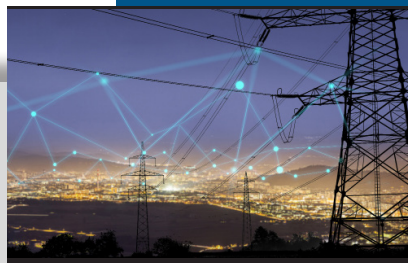
offspring as they run from the disturbance of work crew activities.

Disruption over this time will have immediate and long-term impacts for both the farmer and local economy, with the meat industry, contributing around 12% to the lower South Island's regional economy and employment.

With extreme weather conditions from June to August crews took a break over winter, returning in spring, working through to commissioning in April 2022.

Once completed, the strengthened network capacity on the Clutha and Upper Waitaki corridor will allow Transpower to deliver 400MW of electricity northwards from the hydro-electric dams in the lower South Island where it is generated.

*Omexom successfully delivered CUWLP's first stage thermal upgrade on the Cromwell to Twizel section of the Roxburgh to Twizel 220kV line in December 2020.*



ECONOMY

Leadership & innovation



2021

*Ensure transparency in our own practices and those of our subcontractors and suppliers.*

## CASE STUDY: RISK MANAGEMENT

### Health & Safety Governance

**Our safety goal - Home without harm. Everyone, everyday - embodies Omexom's core commitment to our staff and all those who may be affected by our activities.**

Given the high risk nature of our operating environment, this commitment requires a duty of vigilance which addresses all types of risk to health and safety.

Omexom's prevention policies are adapted to our operational activities and environmental conditions, whereby all probable outcomes can be planned, and takes into consideration the ability of individuals and teams to use their experience and training to manage unexpected events.

Aside from ongoing formal skills-based accreditation based on industry standard operating procedures and safety regulations, Omexom's health and safety training programmes are strongly focused on the development of safe work practice capability and a common understanding of critical risks associated with routine work activities and environments.

Our health and safety policies and procedures are strengthened by a governance culture underpinned by everyone's involvement and everyone taking action:

- » sharing best practices and feedback across business units,
- » assessing existing procedures,
- » providing reliable indicators, and
- » continuous improvements adapted to each activity.



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With respect to our procurement and supply chain relationships, Omexom holds suppliers and subcontractors accountable to health and safety standards and practice in accordance with all regulatory and statutory health and safety requirements, including best-practice education and workplace training of staff.

Established procedures make no distinction between Omexom staff and third-party contractors at a given site.

All supplier and subcontractor staff are compelled to follow Omexom's health and safety policies on our sites and offices, including compliance with our alcohol-free and drug-free policy.

At an operational level, project and work sites risk management systems monitor the management of health and safety risks. Omexom operational teams and safety officers, as well as external assessors and auditors, provide rigorous monitoring and reporting oversight through specific action plans, safety inspections and audit schedules.

This regime provides hard data on the quality and maturity level of a range of health and safety management issues and identify strengths, improvement areas and any non-conformities.

In the wake of the audits, with executive management oversight, operational reviews are performed by business unit with corrective action and associated objectives entered into the risk management tracking and reporting database.



2020

*Develop enduring relationships with customers, subcontractors and suppliers.*

## CASE STUDY: INNOVATION

### Hybrid Cube Light Tower

With ongoing precautions around the potential spread of Covid-19 in the community, work-from-home and study-from-home arrangements have become more commonplace.

In response, Omexom's reactive service delivery teams has increased its suburban work restoration activities at night to offset the increased customer reliance on continuous electricity supply during daytime hours.

Operating safely and quietly in suburban environments is one of our crews' greatest challenges in working after dark.

Investigation into various options of lighting our work sites at night proved fruitless. Standard lighting unit hire generate unacceptable levels of noise and light pollution while residents are asleep.

The bespoke light tower solution came out of cross-functional team collaboration between Omexom, engineering consultants and the backing of distribution network client Vector.

From concept to outcome, the innovation delivers on two of client Vector's main priorities – keeping our people and communities safe and keeping customers happy.

Using a battery pack as the power source to run four highly efficient 150-watt LED flood-lights, the light tower is designed to reduce light pollution in surrounding areas and illuminate the worksite in complete silence for up to eight hours.



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Partnering for success



The light tower provides up to eight hours of continuous operation without carbon emissions or fuel consumption. The special dry batteries can be recharged in under five hours, with a guaranteed charge/discharge cycle of more than 4,000 hours.

The batteries can be recharged either from an external power source or from the units built-in backup generator.

Fitted onto a trailer, provided by our distribution network client Vector, provides the ease and flexibility of use on any job site. The trailer is fitted with four drop down stabilisers legs to allow safe operation and has emergency failure kits.

Omexom have provided ongoing training to the reactive services staff on safe utilisation. Widely used by multiple distribution network crews, as part of its capital procurement programme, Omexom is considering its adoption across its other sector business units.

2020

*Develop enduring relationships with customers, subcontractors and suppliers.*

## CASE STUDY: CLIENT & CUSTOMER

### **Leveraging supplier partnerships**

**Omexom provides extensive regional-based maintenance, construction and connection services on behalf of natural gas utility infrastructure network clients Vector and FirstGas.**

We also provide metering systems services on assets that control and measure the gas supply delivered to homes and businesses through a piped mains distribution network.

In Auckland, our gas connections' crews supply LPG and natural gas services to more than 3,200 residential customers within a ~5,000km<sup>2</sup> area.

During various Covid-19 lockdowns periods throughout 2020, our gas business took the initiative to leverage its existing materials supply chain outlet network.

At the time, all gas supply materials were supplied from our northern Albany depot. With essential stock items running low due to pandemic supply chain issues, and a re-supply round trip averaging at around 80km, using a single supply point to service a large geographical area was proving problematic.

As a solution to averting interruption to our client customer service delivery, our connections team partnered with key electrical materials supplier Cory's in a two month supply trial.

Under the agreement, our crews could source yellow polyethylene (PE) pipe - an essential material required in every gas connection - from the closest of four Cory's depots around the wider Auckland region.



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Partnering for success



The trial proved hugely successful. All connection crews now use Cory's distribution points across Auckland as supply points, reducing vehicle use and petrol consumption. Eliminating long re-supply round trips has increased our crews' ability to complete a higher volume of customer connections in a shorter timeframe, delivering greater client value.

Most recently, our distributed materials supply agreement includes all critical gas maintenance inventory, increasing efficiencies across our delivery services.

Leveraging Cory's diverse and reliable stock inventory options offers our connections and maintenance teams continuity of supply on high volume, high turnover essential materials such as fitting supplies which are required in a range of sizing and quantities.

Utilising Cory's network depots allows crews to eliminate overload hazards in transporting landscape materials by making shorter, more frequent trips as required.

The environmental benefits of this key supplier partnership is tracked as part of our sustainability reporting. We monitor fuel, time and emissions savings, as well as environmental impact benefits from waste PE pipe recycling.



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