

United Nations' Sustainable Development Goals 2023 Progress Report



The United Nations Sustainable Development Goals (SDGs) comprise 17 goals aimed at addressing the world's most significant development challenges. Through a materiality assessment Ventia have identified seven SDGs aligned to our material sustainability aspects which inform our strategy to deliver the greatest impact

This report outlines our progress in the year ending 31 December 2023 towards the targets and indicators associated with the seven SDGs that apply to our business.


SDG 3 – Good Health and Wellbeing

	Materiality for Ventia	Material issues	Ventia Value Creation Model outputs link
	Very high High	Workplace health and safety Workplace wellbeing	Thriving people Stronger clients and flourishing communities Sustainable financial growth

UN SDG Targets	Relevance to Ventia	Ventia's 2023 SDG-aligned progress and achievement highlights
3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being	Workplace wellbeing Health and safety	<ul style="list-style-type: none"> Launched our Elevate culture Program with 458 participants in 2023. Elevate was initiated to drive safety performance and enhance Ventia's safety culture through leadership behaviour. 16% reduction in High Potential incidents and a 5% increase in critical assurance activity (compared to 2022). 103 new Healthy Minds Champions trained across Australia and New Zealand in 2023. These team members champion our award-winning mental health program. 44% increase in participation in our Healthy Bodies program in 2023, increasing physical wellbeing through early intervention.

		<ul style="list-style-type: none"> • 11.3% decrease in TRIFR (Total Recordable Injury Frequency Rate). and 62.1% decrease in SIFR (Serious Injury Frequency Rate) from 2022. • Introduced a mental health risk assessment tool for people leaders in 2023. • more than 2,000 employees have now completed our Safe for Life frontline leadership course (over 840 participants in 2023). The course, which won Best WHS Training Program at the 2023 National Safety Awards, focuses on promoting behaviours that demonstrate effective leadership and building a culture with leading health and safety tools, processes, and systems.
<p>3.6 By 2020, halve the number of global deaths and injuries from road traffic accidents</p>	<p>Health and safety Road Safety</p>	<ul style="list-style-type: none"> • 'All roads lead to home' campaign continued to run in 2023 to promote employee safe driving. • 20.0% more four- and five-star drivers and a 5.0% reduction in speeding events for fleet vehicles • 90% of our vehicles installed with the EROADs technology, improving driver behaviour by 17%. • Ventia achieved safest driver status in New Zealand from EROAD • Partnered with Transurban to deliver safe driving awareness campaign.

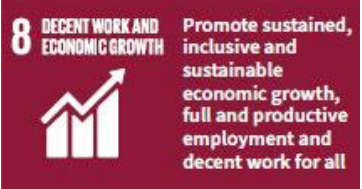
SDG 5 – Gender Equality

	Materiality for Ventia	Material issues	Ventia Value Creation Model outputs link
	Very high High	Diversity and equal opportunity Attraction and retention of skilled people	Thriving people Local and diverse supply chain Stronger clients and flourishing communities

UN SDG Targets	Relevance to Ventia	Ventia's 2023 SDG-aligned progress and achievement highlights
5.1 End all forms of discrimination against all women and girls everywhere	Avoiding discrimination Inclusive and equitable workplace	<ul style="list-style-type: none"> Ventia's Policies and Procedures cover all our workforce. Our Diversity and Inclusion Policy was reviewed and revised in 2023. 5,557 employees participated in Respect@Work training. 39.1% total remuneration median pay gap at Ventia in favour of males based on total average pay for men compared to women for 13,732 employees including permanent salaried and wage-based (part-time and full-time), casual employees and contractors. 0% differential in how salaried men and women are paid at Ventia compared to market.

<p>5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p>	<p>Female participation Women in leadership</p>	<ul style="list-style-type: none"> • 37.5% of directors and 33.3% of the Executive Leadership Team (ELT) are women, meeting our interim HESTA 40:40 vision target. • 26.6% participation by Women in Senior Management (WISM), increased by 6.3% from 2022. • 31.6% of all Ventia employees are female, an increase of 1.9% from 2022. • 50% of Ventia Graduate program participants are women. • Sponsored UNSW Women in Engineering Society Industry Mentoring Program for third consecutive year in 2023. • Participated in Roads Australia International Women’s Day luncheons, providing networking opportunities for female employees across our organisation. Ventia’s Group Manager Sustainability is a member of Roads Australia’s Diversity and Inclusion Committee.
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SDG 8 – Decent Work and Economic Growth


	<p>Materiality for Ventia</p>	<p>Material issues</p>	<p>Ventia Value Creation Model outputs link</p>
	<p>Very high High</p>	<p>Workplace health and safety Diversity and equal opportunity Stakeholder relationship and engagement Attraction and retention of skilled people Indigenous participation Financial Performance Human rights and modern slavery Local employment</p>	<p>Thriving people Local and diverse supply chain Stronger clients and flourishing communities Sustainable financial growth</p>

UN SDG Targets	Relevance to Ventia	Ventia's 2023 SDG-aligned progress and achievement highlights
<p>8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services</p>	<p>Avoiding discrimination</p> <p>Inclusive and equitable workplace</p> <p>Diversity and equal opportunity</p>	<ul style="list-style-type: none"> • 15,639 direct employees as at 31st December 2023. • \$4.32bn estimated social value contribution in 2023. Calculated using spend and employment data and the new TOMs (Themes, Outcomes, and Measures) System from Social Value Portal. • \$122 million spend with Aboriginal and Torres Strait Islander. • \$20.5m spend with social enterprises in Australia and New Zealand. • \$3.0m spend with Māori and Pasifika businesses in New Zealand in 2023. • Ventia's Procurement Policy outlines an ethical and sustainable approach to procurement, including encouraging suppliers to value diversity and inclusion in their operations, and aligning to Ventia's Reconciliation Action Plan commitments. • Procurement with diverse suppliers tracked, including Indigenous, social and disability enterprises, veteran-owned enterprises, and women-owned enterprises. • Continued engagement with CareerTrackers to create pathways for Aboriginal and Torres Strait Islander young people. • Shared value initiative with Transurban extended providing two new apprenticeship opportunities for staff via Muru Mittigar. This initiative was recognised as a finalist in both the Social Traders Gamechangers Awards and Banksia Awards.

<p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p>	<p>Equal opportunities</p> <p>Diversity and inclusion</p> <p>Disability employment</p> <p>Gender pay equity</p>	<ul style="list-style-type: none"> • 5th Reconciliation Action Plan launched in 2023. • 41% Māori or Pasifika workforce in New Zealand. • 3.7% Aboriginal and Torres Strait Islander employment in Australia. • 9 internships provided for refugees and asylum seekers in 2023 through CareerSeekers. • Ventia Disability Employment program won the Diversity and Inclusion Award in 2023 Banksia Awards. • 45+ disability services providers engaged nationally. • 88 new employees with a disability were engaged in 2023 on our NSW Whole of Government Facilities Management Services (Cleaning) contract. • Ventia’s partnership with Australian Spatial Analytics (ASA) recognised as a finalist for the Industry Impact – Private Sector Award 2023 at the Infrastructure Sustainability Council’s Annual Gala. • 46 neurodiverse Australian Spatial Analytics ASA analysts supported five projects across Ventia. • Continued to deliver compulsory cultural awareness training as part of employee onboarding throughout 2023, with senior leaders in New South Wales and Victoria participating in a two-day program. • Cultural awareness module launched in New Zealand to support inclusion and growth for our Māori and Pasifika workforce. Module completed by 726 employees. • 0% differential in how salaried men and women are paid at Ventia compared to market (improved from 2% differential in 2022).
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<p>8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms</p>	<p>Modern slavery and Human Rights</p>	<ul style="list-style-type: none"> Submitted our third Modern Slavery Statement in June 2023. Modern Slavery Training deployed to our new Transurban Queensland Incident Response Patrollers. Continued participation in the Infrastructure Sustainability Council’s Modern Slavery Coalition for the Road industry. Ventia and Transurban co-presented on Modern Slavery at the 2023 Infrastructure Sustainability Council Connect conference.
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SDG 9 – Industry, Innovation and Infrastructure

	<p>Materiality for Ventia</p>	<p>Material issues</p>	<p>Ventia Value Creation Model outputs link</p>
	<p>Very high</p>	<p>Innovation and technology</p>	<p>Resilient and healthy environment Stronger clients and flourishing communities Sustainable financial growth</p>

UN SDG Targets	Relevance to Ventia	Ventia’s 2023 SDG-aligned progress and achievement highlights
<p>9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all</p>	<p>Sustainable infrastructure Sustainability ratings and measurement</p>	<ul style="list-style-type: none"> Awarded 3rd in the AFR Boss Most Innovative Companies 2023 – Property, Construction and Transport category, for development of the MTBolt. Transurban and Ventia received the AMPEAK 2023 Sustainability Award for innovative solutions deployed on the M2 Hills Motorway. 2 Transport projects with Infrastructure Sustainability Operations ratings underway in NSW. Ventia representative on the Infrastructure Sustainability Council operations rating Technical Working Group.

<p>9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities</p>	<p>Adoption of sustainable technology</p> <p>Fleet and equipment transition</p> <p>Resource efficiency</p>	<ul style="list-style-type: none"> • 1st electric TMA (Truck Mounted Attenuator) in Australia. • Trial of Everyday Zero AI-powered office waste segregation. • Office rationalisation program for offices in capital cities, resulting in a 48.0% reduction in Scope 2 emissions for our Victorian corporate offices. • Ventia’s leadership in sustainability recognised with an award from the property industry in 2023 after transforming the rooftop on the Commonwealth Law Courts into an urban solar farm. • WasteMaster system (using reactive oxygen to break down food waste) implemented at two Department of Defence locations in 2023. 71.4% less waste, transformed into a usable product.
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SDG 11 – Sustainable Cities and Communities

 <p>11 SUSTAINABLE CITIES AND COMMUNITIES Make cities and human settlements inclusive, safe, resilient and sustainable</p>	<p>Materiality for Ventia</p>	<p>Material issues</p>	<p>Ventia Value Creation Model outputs link</p>
	<p>Very high</p> <p>High</p>	<p>Innovation and technology</p> <p>Local community engagement</p>	<p>Resilient and healthy environment</p> <p>Stronger clients and flourishing communities</p> <p>Sustainable financial growth</p> <p>Local and diverse supply chain</p> <p>Stronger clients and flourishing communities</p>

UN SDG Targets	Relevance to Ventia	Ventia’s 2023 SDG-aligned progress and achievement highlights
<p>11.1 By 2030, ensure access for all to adequate, safe and affordable housing and basic services, and upgrade slums</p>	<p>Social housing maintenance service</p>	<ul style="list-style-type: none"> • Service Champion recognition for our Ventia Operations Centre (VOC) and 1.2 million calls managed. Our VOC provides 24/7 support services for our clients supporting social housing, defence and government agencies, and telecommunications customers.
<p>11.2</p>	<p>Road maintenance</p>	<ul style="list-style-type: none"> • 17% improvement in Ventia driver behaviour through our technology partnership with EROAD. Our coverage of our fleet with EROADs increased to 90%.


<p>By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons</p>	<p>Fleet management</p>	<ul style="list-style-type: none"> • 3,600km of urban roads and 6,300km of rural roads maintained across Australia and New Zealand. • 20% more four and five- star drivers through our safer driving behaviour awareness campaign. • Safest driver status achieved in New Zealand from telematics partner EROAD.
<p>11b By 2020, substantially increase the number of cities and human settlements adopting and implementing integrated policies and plans towards inclusion, resource efficiency, mitigation and adaptation to climate change, resilience to disasters, develop and implement in line with the Sendai Framework for disaster risk reduction 201-2030, holistic disaster risk management at all levels</p>		<ul style="list-style-type: none"> • Continued to be a proud member of the 48-member strong Australian Climate Leaders Coalition, who together can challenge and support the drive towards a low-carbon future. • Ventia Group Manager Sustainability representing Ventia on the Roads Australia Sustainability Policy Stream Experts Panel.

SDG 12 – Responsible Consumption and Production

	<p>Materiality for Ventia</p>	<p>Material issues</p>	<p>Ventia Value Creation Model outputs link</p>
	<p>Very high</p> <p>High</p>	<p>Innovation and technology Stakeholder relationship and engagement Environmental Management (system) Effluents and waste</p>	<p>Resilient and healthy environment Stronger clients and flourishing communities Sustainable financial growth Local and diverse supply chain</p>

UN SDG Targets	Relevance to Ventia	Ventia's 2023 SDG-aligned progress and achievement highlights
<p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p>	<p>Waste diversion</p> <p>Materials re-use</p> <p>Supporting a circular economy</p>	<ul style="list-style-type: none"> • 22.6% waste diversion through our waste management providers. • 7,839.5t+ of EarthSure treated material for beneficial reuse by industry. • 90t of combat uniforms diverted from landfill and converted into biofuel. The recovery initiative has been implemented across 31 Defence National Clothing Stores managed by Ventia. • WasteMaster system (using reactive oxygen to break down food waste) implemented at two Department of Defence locations in 2023. 71.4% less waste, transformed into a usable product. • 22 park assets restored on Mornington Shire contract, preserving and restoring ageing furniture and utilizing recycled timber salvaged from fences and handrails • New Zealand team commenced crushing and reuse of recycled concrete for use as a basecourse under pedestrian footpaths. • Brisbane Airport Pavement Maintenance Services contract recognised as the winner in the AfPA QLD project <\$10m category for utilising CarbonPhalt and CarbonMastic products which also incorporate crumb rubber, supporting circular economy outcomes. • Our Confluence Water team introduced 4,500t Recycled Glass Stabilised Sand as an alternative embedment and trench material.
<p>12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p>		<ul style="list-style-type: none"> • Ventia's Sustainability Report 2023 published 21st February 2024 with our Annual Report. • Sustainability Databook provided on Ventia's website, along with GRI index and SDG progress report. • Introduced Ventia's Value Creation model to our Annual Reporting to demonstrate how Ventia's strategy converts capital inputs into value outcomes for stakeholders

SDG 13 – Climate Action

	Materiality for Ventia	Material issues	Ventia Value Creation Model outputs link
	Very high	Climate Change	Resilient & healthy environment Sustainable financial growth
	High	Energy	

UN SDG Targets	Relevance to Ventia	Ventia’s 2023 SDG-aligned progress and achievement highlights
13.1 Strengthen resilience capacity to climate-related hazards and natural disasters in all countries	Climate change resilience Decarbonisation	<ul style="list-style-type: none"> • Taskforce for Climate related Financial Disclosures (TCFD) aligned reporting incorporated in Ventia’s 2023 Sustainability Report. • Determined timeframes for climate risk and opportunities through scenario analysis • Commenced Ventia’s first two solar farm maintenance contracts, supporting generation of 107 MW and 238,000 MWh annually. • Ventia’s Transmission and Distribution teams provide and restore essential services during and after inclement weather events. • In 2023 our Transmission and Distribution team reconnected 477km of distribution cable and 76km of transmission cable, and replaced 1,440 power poles. • Partnered with Sydney University, and the University of Queensland to work with students to identify innovative ways to support communities through climate-related hazards and natural disasters. • Reconnected and Restored power to New Zealanders after Cyclone Gabrielle - restoring substation power, rebuilding a collapsed transmission tower and securing compromised transmission towers across Hawkes Bay region. • Developed vehicle emissions calculator as a tool to assist our teams transition to lower emissions

		<ul style="list-style-type: none"> Continued energy efficiency, optimisation and transition activities, including transitioning our drilling rigs to LED lighting, consolidating our corporate offices, and introducing 150 hybrids and four electric light vehicles to our fleet.
<p>13.2 Integrate climate change measures into national policies, strategies and planning</p>	<p>Energy use and emissions</p>	<ul style="list-style-type: none"> 5.5 % reduction in Scope 1 and 2 emissions in 2023 compared to 2022. In 2023 we submitted our emissions reduction and net-zero targets to SBTi for validation. Established Scope 3 emissions and included in reporting and planning. Prepared climate and emissions section of 2023 Annual Report to serve as our Climate Statement for the Aotearoa New Zealand Climate Standards. Trial of internal shadow carbon price with the Climate Leaders Coalition.
<p>13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</p>	<p>Collaboration and stakeholder engagement</p> <p>Awareness and training</p>	<ul style="list-style-type: none"> Ventia’s CEO Dean Banks is a member of the Australian Climate Leaders Coalition (CLC) and a signatory of the CLC’s Scope 3 Roadmap: Practical Steps to Address Scope 3 Emissions. The Roadmap features practical, actionable and proven advice on what leaders and organisations can do now to drive the transition to a low carbon future. Participated in the CLC Scope 3 working group which published a report ‘Scaling impact on scope 3’.