



Teys Australia Pty Ltd - Sustainability Performance FY2015

All metrics capture data of the activities wholly owned and operated by Teys Australia Pty Ltd unless otherwise stated.

Metric								FY2015	Definition	Note
Greenhouse Gas Emissions (tCO₂-e)										
Total Emissions	-	-	-	-	-	-	-	268,680	Total combined scope 1 and scope 2 emissions of operations under Teys Australia's control.	1,4
Scope 1 Emissions	-	-	-	-	-	-	-	155,478	Total Scope 1 emissions of operations under Teys Australia's control.	1,4
Scope 2 Emissions	-	-	-	-	-	-	-	113,202	Total Scope 2 emissions of operations under Teys Australia's control.	1,4
Energy Types (Gj)										
Natural Gas	-	-	-	-	-	-	-	698,648	The total amount of natural gas consumed by Teys Australia in gigajoules.	
Electricity	-	-	-	-	-	-	-	506,109	The total amount of electricity consumed by Teys Australia in gigajoules.	
Coal	-	-	-	-	-	-	-	364,960	The total amount of black coal consumed by Teys Australia in gigajoules.	
Liquefied Petroleum Gas	-	-	-	-	-	-	-	131,483	The total amount of LPG consumed by Teys Australia in gigajoules.	
Diesel Oil	-	-	-	-	-	-	-	45,529	The total amount of diesel consumed by Teys Australia in gigajoules.	
Sludge Biogas (Fuel Combustion)	-	-	-	-	-	-	-	32,794	The total amount of sludge biogas consumed by Teys Australia in gigajoules.	
Gasoline	-	-	-	-	-	-	-	4,183	The total amount of gasoline consumed by Teys Australia in gigajoules.	
Petroleum	-	-	-	-	-	-	-	2,631	The total amount of petroleum consumed by Teys Australia in gigajoules.	
Ethanol	-	-	-	-	-	-	-	59	The total amount of ethanol consumed by Teys Australia in gigajoules.	
Gaseous Fossil Fuels	-	-	-	-	-	-	-	14	The total amount of gaseous fossil fuels consumed by Teys Australia in gigajoules.	
Energy Produced and Energy Consumed										
Energy Consumed (GJ)	-	-	-	-	-	-	-	1,786,410	Energy consumption refers to the total energy used by operations under Teys Australia's control during the reporting period.	1
Energy Produced (GJ)	-	-	-	-	-	-	-	180,036	Energy produced refers to the total energy produced by operations under Teys Australia's control during the reporting period.	1
Energy Intensity (MJ/tHSCW)	-	-	-	-	-	-	-	3,695	The energy intensity ratio is calculated by dividing the total energy produced in (MJ) by the average tHSCW consumed by Teys Australia's operations.	2
Greenhouse Gas Emissions Intensity (kgCO ₂ -e/tHSCW)	-	-	-	-	-	-	-	556	The GHG intensity ratio is calculated by dividing the total emissions consumption (in kilograms of CO ₂ -e) by the average tHSCWs consumed by Teys Australia's operations.	3
Energy Reduction (GJ)	-	-	-	-	-	-	-	20,464	The amount of reductions in energy consumption (including Scope 1 and 2) achieved as a direct result of energy initiatives achieved directly through the businesses URP.	1,4
Emissions Reduction (tCO ₂ -e)	-	-	-	-	-	-	-	4,092	The amount of reduction in emissions consumption (including Scope 1 and 2) achieved as a direct result of initiatives implemented to reduce the generation of emissions achieved directly through the businesses URP.	1,4
Water (kL)										
Total Water	-	-	-	-	-	-	-	9,921,910	The total water consumed by operations under Teys Australia's control.	5,14
Municipal Water	-	-	-	-	-	-	-	3,937,782	The total water sourced from municipal water suppliers under Teys Australia's control.	14
Bore Water	-	-	-	-	-	-	-	5,984,128	The total water sourced from bore supplies under Teys Australia's control.	5
People Data										
Total Employees	-	-	-	-	-	-	-	4,889	The total workforce employed domestically in full-time, part-time and casual positions.	7
Employee Engagement (%increase/decrease vs previous FY)										
Employee Turnover	-	-	-	-	-	-	-	7.26%	Employee turnover refers to the exit of employees as a percentage of the average headcount paid by Teys Australia as at June 30th.	7
Employee Absenteeism (actual)	-	-	-	-	-	-	-	-16.92%	Employee absenteeism refers to the annualised figures as at 30th June. Absenteeism refers to the number of sick leave days per average number of employees on payroll for the year.	7
Employee Hires	-	-	-	-	-	-	-	-22.21%	Employee hires refers to the recruitment of employees as a percentage of the average headcount paid by Teys Australia as at June 30th.	7
Diversity										
Gender Diversity										
Female	-	-	-	-	-	-	-	21.30%	Percentage of roles that are filled by women and men, in relation to the total headcount as at 30 June. Headcount captures permanent headcount (full-time, part-time and casual), and contractors (fixed term arrangements) paid directly by Teys Australia.	8
Male	-	-	-	-	-	-	-	78.70%		8
Age Diversity										
<29	-	-	-	-	-	-	-	31.86%	Breakdown of permanent employees (full-time, part-time, casual or on leave) and contractors paid directly by Teys Australia, by their age as at 30 June of that year.	8
30-50	-	-	-	-	-	-	57.05%	8		
51>	-	-	-	-	-	-	11.07%	8		
Ethnic Diversity										
Safety and Wellbeing										
Work place Fatalities	-	-	-	-	-	-	-	0	The death of a person that is the result of a workplace injury or disease.	
Lost Time Hours per million hours worked (LTH/M) Decrease	-	-	-	-	-	-	-	-5.12%	Lost time hours per million hours worked (LTH/M) - is the number of lost time hours within a given accounting period relative to the total number of hours worked in the same accounting period. This is calculated as follows and results in a measure of the number of lost-time injuries per hour worked during the accounting period: Number of lost time hours divided by man hours worked times 1,000,000.	
Community Investment										
Total Community Investment (\$)	-	-	-	-	-	-	-	134,356	Total voluntary investments contributed to the community in the form of cash, cheque and meat donations.	
Time Volunteering	-	-	-	-	-	-	-	-	Total estimated cost of volunteering hours contributed by the Group through volunteering activities as captured through internal controls.	12
Animal Welfare										
Reportable Animal Welfare Incidents	-	-	-	-	-	-	-	0	No acts of Animal abuse or cruelty whilst on Teys property by a direct Teys employee or Teys contracted supplier.	
Market Loss	-	-	-	-	-	-	-	0	Loss of market through a critical non conformance being issued by third part auditor.	
External Audits	-	-	-	-	-	-	-	0	Audits conducted by Third party on behalf of customers.	
Critical Non Conformance	-	-	-	-	-	-	-	0	Any acts of abuse, cruelty resulting in a critical non conformance being issued both internally or externally.	
Food Safety										
Product Recall	-	-	-	-	-	-	-	0	A product recall is a request to return a product after the discovery of safety issues or product defects that might endanger the consumer or put the maker/seller at risk of legal action.	
License Loss	-	-	-	-	-	-	-	0	Any license lost due to food safety incident	
Market Loss	-	-	-	-	-	-	-	0	Any market loss due to food safety incident	
Critical Non Conformance	-	-	-	-	-	-	-	0	Any Food Safety critical non conformance issued to plant due to a breach of food safety requirements.	