

# Bigger Picture

2022 Sustainability Report  
Glossary



# Glossary

A	
<b>AA1000 Accountability Principles Standard</b>	A framework for an organisation to identify, prioritise and respond to its sustainability challenges, based on the principles of Inclusivity, Materiality, Responsiveness and Impact.
<b>Australian Digital Inclusion Index (ADII) Pillars</b>	The Australian Digital Inclusion Index uses survey data to measure digital inclusion across three dimensions of Access, Affordability and Digital Ability. A detailed measure of digital inclusion for Australia allows critical barriers to inclusion to be identified. These may be related to accessing networks, the costs of devices or data, or skills and literacies. The Index can help shape initiatives to increase digital inclusion in Australia.  Source: <a href="https://www.digitalinclusionindex.org.au">https://www.digitalinclusionindex.org.au</a>
<b>Access and affordability (material topic definition)</b>	The extent to which households can get access to good quality products and services with reliable connectivity at a price point they can reasonably afford.
<b>Access for Everyone</b>	Telstra's package of products and services to help people on a low income or facing financial hardship to stay connected. This includes the low-income package and marketing plan obligations under Telstra's Carrier Licence Condition 22.
<b>Air travel emissions</b>	Carbon dioxide equivalent (CO <sub>2</sub> e) emissions resulting from business-related air travel by Telstra employees. These are accounted for as scope 3 emissions. To calculate these emissions, Telstra's travel services provider tracks the kilometres travelled.  Since FY13, we have used the UK Department for Environment, Food and Rural Affairs (DEFRA) methodology for calculating carbon emissions from air travel, which is reviewed and updated on an annual basis. This methodology is used by the Greenhouse Gas Protocol and is endorsed by the Australian National Carbon Offset Standard.
<b>Anti-corruption and anti-bribery (material topic definition)</b>	Our policy and practice with relation to anti-bribery and anti-corruption. Telstra does not tolerate corruption practices such as bribery, facilitation payments, fraud, extortion, collusion, and money laundering. This also includes an offer or receipt of any gift, loan, fee, reward, or other advantage to or from any person as an inducement to do something that is dishonest, illegal, or a breach of trust in the conduct of the enterprise's business. Our policy framework includes and is supported by our Whistleblowing Policy and process. Our whistleblowing process provides an avenue for anyone to report suspected unethical, illegal or improper conduct, including about misconduct or an improper state of affairs.
<b>Australian Communications and Media Authority (ACMA)</b>	The Australian Government agency responsible for the regulation of broadcasting, radio communications, telecommunications and online content.
B	
<b>Backhaul Network</b>	Backhaul is the link that connects key aggregation points in the network. Backhaul creates the link from a single location to all other locations in the network and out to the internet. Having sufficient bandwidth in the backhaul is critical in allowing customers to fully enjoy the faster speeds network technologies can offer.
<b>Biodiversity (material topic definition)</b>	Our activities related to the prevention, management, and remediation of damage to natural habitats resulting from our operations.
<b>Building digital ability (material topic definition)</b>	Our commitment to strengthen participation, practice and entrepreneurship in the digital economy of the digitally disadvantaged (incl. consultation forums, employment, e-health, financial inclusion, social empowerment, digital inclusion and science, technology, engineering and maths (STEM) education opportunities).
<b>Business transformation and market forces (material topic definition)</b>	Telstra's ability to innovate and capitalise on rapidly changing business models, consumer behaviours and technologies as we transform our business to prepare for and respond to disruptions and crises, leverage opportunities and meet the needs of our customers.
C	
<b>Carrier</b>	The holder of a Carrier Licence under the Telecommunications Act 1997.
<b>Carbon dioxide emissions equivalent (CO<sub>2</sub>e)</b>	The standard unit of measurement used to express and compare emissions from various greenhouse gases on the basis of their global warming potential, by converting amounts of other gases to the equivalent amount of carbon dioxide. The six key greenhouse gases recognised by the Kyoto Protocol and included in Australia's <i>National Greenhouse and Energy Reporting (NGER) Act (2007)</i> are: <ol style="list-style-type: none"> <li>1. Carbon dioxide (CO<sub>2</sub>)</li> <li>2. Methane (CH<sub>4</sub>)</li> <li>3. Nitrous oxide (N<sub>2</sub>O)</li> <li>4. Perfluorocarbons (PFC)</li> <li>5. Hydrofluorocarbons (HFC)</li> <li>6. Sulphur hexafluoride (SF<sub>6</sub>)</li> </ol>

<b>Carbon dioxide emission factors</b>	Our approach to greenhouse gas emissions reporting is consistent with reporting requirements set out in the <i>NGER Act (2007)</i> and subordinate legislation. Carbon dioxide emission factors are derived from the <i>NGER (Measurement) Determination 2008 (as amended)</i> and are updated each year to reflect changes in Australia's energy mix. Where the <i>NGER (Measurement) Determination 2008 (as amended)</i> does not provide factors (scope 3 emissions, air travel etc.), we use relevant National Greenhouse Account (NGA) factors (August 2021), or the DEFRA factors. As per accepted practice, we do not restate previous year emissions based on emission factor updates.
<b>Carbon dioxide emissions total</b>	<p>The aggregated greenhouse gas emissions (scope 1, 2 and 3) generated by Telstra's activities, expressed in the single measurement unit of carbon dioxide emissions equivalent (CO<sub>2</sub>e).</p> <p>We calculate our greenhouse gas emissions according to the Greenhouse Gas Protocol of the World Business Council for Sustainable Development and World Resources Institute as well as the <i>NGER (Measurement) Determination 2008 (as amended)</i>.</p> <p>Scope 3 emissions are additional to our reporting obligations under the <i>NGER Act 2007</i>. FY22 is the first year Telstra has been able to report current year Scope 3 emissions, so there is no longer a lag in the data compared to scope 1 and 2. We report the following scope 3 greenhouse gas emissions, as categorised in the Greenhouse Gas Protocol; Corporate Value Chain (scope 3) Accounting and Reporting Standard:</p> <p><b>Category 1.</b> Purchased goods and services</p> <p><b>Category 2.</b> Capital goods</p> <p><b>Category 3.</b> Fuel- and energy-related activities (not included in scope 1 or scope 2)</p> <p><b>Category 4.</b> Upstream transportation and distribution</p> <p><b>Category 5.</b> Waste generated in operations</p> <p><b>Category 6.</b> Business travel</p> <p><b>Category 7.</b> Employee commuting</p> <p><b>Category 8.</b> Upstream leased assets</p> <p><b>Category 9.</b> Downstream transportation and distribution</p> <p><b>Category 11.</b> Use of sold products</p> <p><b>Category 12.</b> End of life treatment of sold products</p> <p><b>Category 15.</b> Investments</p>
<b>Carbon Disclosure Project (CDP)</b>	We've partnered with CDP through their Supply Chain Program to engage our suppliers to better account for and address their climate change impacts and use this data to calculate more accurate supply specific emission intensity factors for scope 3, category 1, 2 and 4.
<b>Carbon emissions intensity (tCO<sub>2</sub>e/PB)</b>	The average rate of carbon emissions relative to the intensity of a specific activity. At Telstra, this is expressed as a ratio of tonnes of carbon dioxide equivalent per petabyte (tCO <sub>2</sub> e/PB) of data traffic. This is calculated using our scope 1, 2 and 3 emissions and network volume traffic measured as bytes uploaded or downloaded at Access Network Points or Points of Interconnect aggregated from monthly totals.
<b>Carbon Neutral</b>	To become carbon neutral, businesses and organisations calculate the greenhouse gas emissions generated by their activity, such as fuel or electricity use and travel. They reduce these emissions as much as possible by investing in new technology or changing the way they operate. Any remaining emissions can be offset by purchasing carbon credits to become carbon neutral.
<b>Carbon neutral target</b>	Our target to be carbon neutral in our operations from 2020 and maintain ongoing certification.
<b>Carbon offsets</b>	Reduced or avoided greenhouse gas emissions from one activity to compensate for or to offset the same amount of greenhouse gas emissions made elsewhere. Carbon offsets are measured in CO <sub>2</sub> e.
<b>Carbon sequestration</b>	<p>The process of capturing and storing atmospheric carbon dioxide with the goal of reducing the overall amount of carbon dioxide in the atmosphere through one of three approaches:</p> <ul style="list-style-type: none"> <li>• Biological: storage through vegetation, soils and oceans</li> <li>• Geological: storage underground in rocks</li> <li>• Technological: an emerging form or storage using innovative science technologies.</li> </ul>
<b>Climate Active program</b>	Commonwealth Government body that certifies Carbon Neutral status. See <a href="#">Telstra's Climate Active Public Disclosure Statement</a> .
<b>Climate change (material topic definition)</b>	Managing the risk to our business of actual and expected changing climatic conditions, including climate change mitigation, adaptation and resilience measures.
<b>Cloud computing</b>	Provision of services, software, storage and security over the internet. In simple terms, it allows access to information/programs etc. on multiple devices in multiple locations.

<b>Comcare/Comcare ratings</b>	<p>The agency responsible for workplace safety, rehabilitation and compensation in the jurisdiction of the Commonwealth Government.</p> <p>Comcare ratings have three tiers (1-3) with the highest being 3. This tier reflects a high standard of internal quality assurance, strong management systems and ability to self-audit.</p> <p>Telstra is a Commonwealth Safety, Rehabilitation and Compensation Commission (SRCC) approved self-insurer licensee with a Tier 3 status for both prevention and claims management. Tier status for rehabilitation is yet to be confirmed.</p>
<b>Community investment (material topic definition)</b>	Making a positive contribution to the communities in which we operate through social and community investment by using our technology, time, funds and expertise, including responding to community needs during disaster relief and recovery.
<b>Competitive practice and consumer protection (material topic definition)</b>	Anti-competitive behaviour can affect consumer choice, pricing, and other factors that are essential to efficient markets. Legislation introduced in many countries seeks to control or prevent monopolies, with the underlying assumption that competition between enterprises also promotes economic efficiency and sustainable growth.
<b>Compliance training target</b>	Achieve at least 98 per cent annual completion of our Business Essentials refresher conduct training course.
<b>Contractor</b>	Any person, company or other contracting party engaged to provide services to or on behalf of Telstra under a contract of services, either directly or indirectly (for example, through a third party). This includes agency workers, consultants, agents and suppliers.
<b>Contribution to Gross Domestic Product (GDP)</b>	Measure of the value added by Telstra to Australia's Gross Domestic Product (GDP). This is measured as the difference between telecommunications revenue (i.e. total operating revenue excluding non-operating revenue) and the cost of non-labour raw materials and other goods and services purchased as inputs and used to produce Telstra's output.
<b>Country risk</b>	Country risk classification is as defined by the Organisation for Economic Cooperation and Development (OECD): <a href="http://www.oecd.org/tad/xcred/crc.htm">http://www.oecd.org/tad/xcred/crc.htm</a>
<b>Culture and engagement (material topic definition)</b>	Ensuring our workforce is engaged and supported, that we have strong leadership and that we have a workplace culture in place that helps to drive employee trust, satisfaction, and retention.
<b>Customer experience (material topic definition)</b>	Providing leading products and services and delivering brilliant customer experiences through streamlining systems and processes and keeping the diverse needs of all our customers front of mind.
<b>Customers in vulnerable circumstances</b>	Customers in vulnerable circumstances are customers whose circumstances place them at high risk of social and economic exclusion and whose wellbeing may depend on extended care by Telstra through appropriate products and services. We look at vulnerable circumstances through four dimensions: Economic, Disability, Digitally Excluded and Safety and Security.
<b>Customers in vulnerable circumstances target</b>	<p>Help to close the digital inclusion gap by assisting one million customers in vulnerable circumstances to stay connected each year through our affordability, accessibility and digital ability programs each year from FY22-25.</p> <p>This is calculated based on the number of instances in which we provided specialised programs, products and services to support customers in vulnerable circumstances, and may include instances where a customer has accessed multiple mechanisms. Instances are linked to unique customers where possible. There are some programs where customer details must remain private (e.g. calls from crisis lines, Safe Connections and calls to the SAFE team). Where possible in these instances, we have made assumptions to estimate unique customers but cannot be sure that all customers who have accessed multiple programs are only counted once in this total.</p>
<b>Cyber security and online safety (material topic definition)</b>	Investment in products, services and programs designed to make the online experience safe for everyone including responsible use, protecting against online threats and addressing cyberbullying.
<b>D</b>	
<b>Data privacy and security (material topic definition)</b>	Ensuring we have the right processes and systems to manage data security to protect corporate data and customer privacy. This includes how our contractors appropriately manage customer data.
<b>Decarbonise</b>	<p>Reduce the carbon emissions generated as a result of a process or activity. To achieve Telstra's climate change and energy use goals we will focus on:</p> <ul style="list-style-type: none"> <li>Decarbonising Telstra by becoming more energy efficient, reducing our consumption, and investing in renewable energy.</li> <li>Decarbonising the grid by investing in renewable energy and helping our customers access renewables for their energy needs.</li> <li>Decarbonising our economy by improving the efficiency of our products and investing in technology that helps to address our most significant environmental challenges.</li> </ul>
<b>Decommissioning activities</b>	Energy and/or emissions savings as a result of decommissioning and depowering of network equipment at our network facilities and commercial buildings. Savings are summed to a total energy and emissions (scope 2 and scope 3) savings as a result of the initiatives over 12 months. These activities are separate to our energy reduction projects.

<b>Device reuse/recycling target</b>	Our target to reuse or recycle 500,000 mobile phones, modems and other devices each year to 2025.
<b>Digital inclusion</b>	Building strength, participation, practice and entrepreneurship in the digital economy of the digitally disadvantaged (incl. consultation forums, employment, e-health, digital inclusion and Science, Technology, Engineering, the Arts and Maths (STEAM) education opportunities).
<b>Digital capability programs</b>	<p>Our digital capability programs aim to build digital skills and confidence online and include face-to-face and online training or mentoring as well as online resources.</p> <p><b>Face-to-face and online training</b></p> <p>Our training and mentoring programs include:</p> <ul style="list-style-type: none"> <li>• our digital literacy programs (including programs such as Tech Savvy Seniors, Social Seniors, inDigiMOB, Deadly Digital Communities)</li> <li>• our Telstra Foundation programs (including programs such as Code Club Australia, Moonhack).</li> </ul> <p><b>Online resources</b></p> <p>We provide instructional digital literacy and cyber safety resources online and track the number of downloads or views.</p>
<b>Digital capability target</b>	Increase digitally active customers by two million, by FY25, including building digital skills for 500,000 Australians, by FY25.
<b>Digital economy transformation (material topic definition)</b>	Helping our customers and society adapt to technological change and the opportunities out brings through the emerging technologies such as AI, augmented/ virtual reality, blockchain, automation etc.
<b>Digital with Purpose Movement</b>	Global e-Sustainability Initiative (GeSI's) Digital with Purpose Movement is focused on bringing together the ICT industry to leverage technology and innovation to deliver against the Paris Climate Agreement and Sustainable Development Goals (SDGs) by 2030.
<b>Disability enterprise</b>	<p>A disability enterprise is generally a non-profit organisation that provides supported employment opportunities to people with disability.</p> <p>Australian Disability Enterprises (ADEs) are part of a continuum of employment opportunities for people with disability and act as a link, helping them gain training and experience to confidently step into open employment or to continue in supported employment if they choose.</p> <p>ADEs support people with moderate to severe disability to engage in a wide variety of work tasks such as packaging, assembly, production, recycling, screen printing, plant nursery, garden maintenance and landscaping, cleaning services, laundry services and food services.</p> <p>ADEs offer similar working conditions to other employers and an opportunity for people with a disability to contribute and connect to their local community.</p> <p>Source: <a href="https://www.dss.gov.au">Supported Employment   Department of Social Services, Australian Government (dss.gov.au)</a></p>
<b>Diversity</b>	At Telstra, diversity means difference in all its forms, both visible and not visible. This includes differences that relate to gender, age, cultural background, disability, religion and sexual orientation, as well as differences in background and life experience, and interpersonal and problem-solving skills.
<b>Diversity and inclusion (material topic definition)</b>	Ensuring we maintain an environment that is diverse, inclusive and supportive; where our workforce is reflective of the world around us and everyone can truly be themselves. We strive for an equitable workplace, where under-represented employees and candidates have fair and equal access to opportunities.
<b>Diversity and inclusion target</b>	Increase female representation in FY22 to 34 per cent (Telstra Total), 36 per cent (Executive Management) and 33 per cent (all people management roles excluding Executive Management).
<b>Double materiality</b>	Double materiality is a concept which provides criteria for determination of whether a sustainability topic or information has to be included in the undertaking's sustainability report. Double materiality is the union (in mathematical terms, i.e. union of two sets, not intersection) of impact materiality and financial materiality. A sustainability topic or information meets therefore the criteria of double materiality if it is material from the impact perspective or from the financial perspective or from both of these two perspectives.
<b>E</b>	
<b>e-health</b>	<p>e-health is the sharing of health resources and provision of healthcare by electronic means. It encompasses three main areas:</p> <ul style="list-style-type: none"> <li>• the delivery of health information, for health professionals and health consumers, through the internet and telecommunications</li> <li>• the use of information technology and e-commerce to improve public health services (for example, the delivery of training services for health workers)</li> <li>• the use of e-commerce and e-business practices in health systems management.</li> </ul>
<b>Electromagnetic energy (EME)</b>	The energy stored in an electromagnetic field. Most radio communication systems use EME, including mobile phones, base stations, and emergency services communications systems.

<b>Emissions target</b>	Reduce our absolute emissions (scope 1, 2 and 3) by at least 50 per cent by 2030.
<b>Employment conditions and consultation (material topic definition)</b>	Consultation with our people before we implement any significant changes to the way we work such as workforce restructures, changes to organisational design and workplace agreements, and associated impacts for employees. We regularly engage with our employee unions and aim to maintain an open and constructive relationship with their representatives.
<b>Energy and emissions (material topic definition)</b>	Reducing our greenhouse gas emissions whilst improving the energy efficiency of our operations, including increasing the uptake of renewable energy.
<b>Energy consumption / use</b>	Energy, measured in gigajoules (GJ), is used to run all aspects of our operations. Key energy sources include electricity, gas and liquid fuels used in our buildings and vehicle fleet. Electricity and gas consumption is compiled from metering and billing data. Fleet fuel use is derived from fuel card data. We also consume small amounts of other fuels, such as diesel for standby generators and mobile plant. Our energy consumption data for these activities is based on fuel delivery data.
<b>Energy reduction projects</b>	<p>Energy and/or emissions savings from energy reduction projects at our network facilities and commercial buildings that are considered to be additional (see below for definition of additional).</p> <p>Savings are summed to a total energy and emissions (scope 2 and scope 3) savings as a result of the initiatives over 12 months.</p> <p><b>Additionality</b></p> <p>To be considered as an energy reduction project, an additionality test is used to assess whether a project or activity creates 'additional' energy and/or emissions reductions that would not have occurred in the absence of that activity.</p> <p>An energy and/or emission reduction activity will be considered as additional when the core purpose of the activity is to save energy, above and beyond business as usual operations.</p> <p>The following categories of additionality may be considered in determining whether an activity meets the above definition:</p> <ul style="list-style-type: none"> <li>• Activity additionality - an energy and/or emission reduction activity will be considered as additional if it is usually uncommon in the sector or industry due to barriers to uptake, which may include high costs relative to financial returns, requirements for additional skills or information barriers.</li> <li>• Regulatory additionality - an energy and/or emissions-reducing activity is non-additional if it is required by law. NOTE: The fact that an activity is not required by law does not mean it is additional, and an assessment should be performed in conjunction with other additionality tests.</li> <li>• Financial additionality - an energy and/or emissions-reducing activity is additional if it is not the most economically attractive option. That is, that an alternative, more energy intensive and financially attractive activity would have occurred in the absence of the initiative.</li> </ul>
<b>ESG (Environmental, Social and Governance) risk and compliance (material topic definition)</b>	Managing social and environmental risks and impacts and ensuring compliance of our operations and supply chain.
<b>e-waste</b>	<p>Electronic waste (e-waste) is a term used to describe specific items of electrical and electronic equipment, and their parts, that have been disposed by the owner as waste without the intention of reuse.</p> <p>For our industry, e-waste includes end-of-life consumer devices, batteries, electronic accessories as well as network equipment including routers, servers and cables. Telstra's own e-waste also includes information technology (IT) and lighting equipment.</p> <p>Electronics stewardship seeks to reduce the impacts of technology – from equipment design through to end-of-life disposal. Electronics stewardship involves taking responsibility beyond the point of manufacture or sale, and influencing across the total life cycle of products to decouple product growth from the reliance on raw materials to manufacture.</p>
<b>F</b>	
<b>First aid injury</b>	An injury that requires a single first aid treatment and a follow-up visit for subsequent observation involving only minor injuries (minor scratches, burns, cuts and so forth), which do not ordinarily require medical care, and for which the person would typically return immediately to their normal activities, and does not incur lost time. Such treatment and observation is considered first aid even if it is administered by a physician or registered medical professional.
<b>First Nations</b>	The terms Aboriginal and Torres Strait Islander and First Nations are used interchangeably to reference Australia's First Peoples.
<b>First Nations reconciliation and inclusion (material topic definition)</b>	Our vision for reconciliation is an inclusive Australia where Aboriginal and Torres Strait Islander peoples are connected and empowered to thrive. Our vision for reconciliation will be achieved by harnessing the strengths of the organisation to build digital futures with Aboriginal and Torres Strait Islander peoples, providing employment and opportunities to lift economic participation, and creating a culturally responsive and engaged organisation.
<b>FTSE4Good</b>	An index series designed to measure the performance of companies that meet globally recognised corporate responsibility standards.

<b>G</b>	
<b>Gender pay equity</b>	Gender pay equity refers to the average fixed remuneration (base salary and superannuation) for males and females across Telstra Corporation broken down by the classification levels aligned to our gender representation reporting. The Gender Pay Equity report includes full time, part time staff in Telstra Corporation excluding casuals, contractors and agency staff. It does not include staff in any other controlled entities within the Telstra Group.
<b>Geopolitical risk (material topic definition)</b>	Global geopolitical, socioeconomic and cultural factors that present a risk to our business.
<b>Gigajoules (GJ)</b>	A joule is the standard unit of energy in the metric system. A gigajoule (GJ) is one billion joules.
<b>Global e-Sustainability Initiative (GeSI)</b>	<p>In collaboration with members from major ICT companies and organisations around the globe, the Global e-Sustainability Initiative (GeSI) is a leading source of impartial information, resources and best practices for achieving integrated social and environmental sustainability through ICT.</p> <p>GeSI supports member initiatives in both developed and developing nations to quickly and effectively respond to issues such as climate change, energy efficiency, e-waste management and resource efficiency, responsible supply chain practices and human rights.</p>
<b>Global Reporting Initiative (GRI)</b>	A multi-stakeholder non-profit organisation that produces the GRI Sustainability Reporting Standards, a comprehensive sustainability reporting framework widely used around the world.
<b>Graduate Program</b>	<p>The Telstra Graduate Program includes graduates who have completed a minimum of a Bachelor degree through a higher education institution. The program is for 14 months, with a minimum of three rotations to gain breadth and build skills.</p> <p>The Telstra graduate program is distinct from the Networks Technology Program.</p>
<b>Greenhouse Gas (GHG) emissions</b>	<p>A general term used for any gas emissions that contribute to the greenhouse effect (trapping the sun's warmth). Primary greenhouse gases include carbon dioxide, methane, nitrous oxide and ozone.</p> <p>Gases which contribute to the greenhouse effect, resulting in global warming. The six key greenhouse gases recognised by the Kyoto Protocol and included in Australia's National Greenhouse and Energy Reporting (NGER) Act (2007) are:</p> <ol style="list-style-type: none"> <li>1. Carbon dioxide (CO<sub>2</sub>)</li> <li>2. Methane (CH<sub>4</sub>)</li> <li>3. Nitrous oxide (N<sub>2</sub>O)</li> <li>4. Perfluorocarbons (PFC)</li> <li>5. Hydrofluorocarbons (HFC)</li> <li>6. Sulphur hexafluoride (SF<sub>6</sub>)</li> </ol>
<b>H</b>	
<b>Health, safety and wellbeing (material topic definition)</b>	Having an effective (Health, Safety and Environment) HSE culture and associated management system to ensure everyone takes responsibility for their own safety and physical and mental wellbeing, as well as that of others.
<b>Human rights (material topic definition)</b>	<p>Managing our human rights obligations in our business activities.</p> <p>Human rights are defined as set out in the Universal Declaration of Human Rights and the ten principles of the United Nations (UN) Global Compact.</p>
<b>I</b>	
<b>Identified groups</b>	Identified groups are female employees, First Nations employees, other culturally and linguistically diverse (CALD) employees, employees with disability, and lesbian, gay, bisexual, transgender and intersex (LGBTI) employees.
<b>Impacts of hazards, disasters and crises (material topic definition)</b>	Ensure business continuity, agile at scale, hybrid working and customer support practices enable us to minimise and respond to disruptions caused by global challenges, public health crises and disasters.
<b>Information and Communications Technology (ICT)</b>	<p>In this report, the definition of ICT is consistent with that proposed by GeSI (2012), as follows:</p> <ul style="list-style-type: none"> <li>• End-user devices: including computers (desktops and laptops), monitors, tablets, smartphones and other connected and mobile devices, printers, and peripherals (IPTV boxes, modems, routers, etc.)</li> <li>• Networks: wireless and fixed telecommunications networks</li> <li>• Data centres: facilities to house computer systems and associated infrastructure.</li> </ul>
<b>Internet of Things (IoT)</b>	IoT is about connecting everyday objects and enabling them to send and receive data. Its applications range from simply gathering data to applying smart, connected and intelligent ways to solve the most pressing issues facing our country.
<b>In kind (social and community investment)</b>	Contribution of products or services, valued at retail cost to Telstra, to assist non-profits.

<b>ISAE 3000 Assurance Standard</b>	The ISAE 3000 (2013) is the International Standard for Assurance Engagements Other than Audits or Reviews of Historical Financial Information. This is a recognised international standard to ensure the quality of assurance work – including report verification, as well as assurance on environmental performance, corporate governance, internal compliance, stakeholder engagement and other areas central to corporate responsibility.
<b>J</b>	
<b>Joint Audit Cooperation (JAC)</b>	JAC is an association of telecom operators aiming to verify, assess and develop the sustainability practices of suppliers in the ICT industry. The JAC process is a coordinated on-site audit and development program based on a common methodology.
<b>K</b>	
<b>L</b>	
<b>Leadership, ethics and governance (material topic definition)</b>	Ensuring our business activities and culture are responsible, transparent and compliant with our legal and ethical obligations (i.e. anti-bribery and corruption, tax transparency).
<b>Legislative and regulatory change (material topic definition)</b>	Our ability to adapt, respond to and influence the rapidly evolving regulatory environment impacting the ICT industry.
<b>Leverage (social and community investment)</b>	Financial and/or in kind contributions by employees to a partner organisation or project as a direct result of the active support of Telstra.
<b>Limited assurance</b>	A reduction in assurance engagement risk to a level that is acceptable in the circumstances of the assurance engagement but where that risk is greater than for a reasonable assurance engagement, as the basis for a negative form of expression of the assurance practitioner's conclusion.
<b>Long term leave</b>	Employees on 12 or more weeks of leave.
<b>Lost time injury (LTI)</b>	An LTI is a work-related injury or disease, including mental health issues, that results in one or more days of lost time (for Australian-based Telstra employees). This metric is no longer dependent on having a worker's compensation claim.
<b>Lost time injury frequency rate (LTIFR)</b>	LTIFR is the reported number per million hours worked of all work-related injuries or diseases that result in one or more days of lost time (for Australian-based Telstra employees).
<b>Low Income Measures Assessment Committee (LIMAC)</b>	An independent body that advises Telstra on the effectiveness of its low-income programs. LIMAC comprises senior representatives from eight national Australian community organisations and the Commonwealth government.
<b>M</b>	
<b>Macro site</b>	A macro site is a cell in a mobile phone network that provides radio coverage served by a high power cell site (tower, antenna or mast).
<b>Materiality / material topics</b>	In the context of this report, materiality is a measure of the relative importance of various sustainability issues to Telstra. We define our material sustainability issues as those that are most important to our business and our stakeholders.
<b>Medical Treatment Injury (MTI)</b>	A work-related injury or disease that results in a certain level of treatment (not first aid treatment) given by a physician or other medical personnel, but does not incur lost time.
<b>Megalitre</b>	A metric unit of capacity equal to a million litres.
<b>Metadata</b>	Metadata is the data generated when a telecommunications service is used – information such as the number called, when it was called and how long the parties to the call spoke for. It does not include the content of a communication, such as the detail of what was said or written in an email or SMS.
<b>MobileMuster</b>	<p>The Australian mobile phone industry's official product stewardship program that facilitates the responsible collection and recycling of mobile phones, accessories and other devices. Telstra eCycle is our collection and recycling program for eligible, unwanted electronic goods. In our retail stores, this service leverages the MobileMuster collection network to provide customers with the option to responsibly and safely recycle their mobile phones, accessories and other devices.</p> <p>The quantity of old mobile handsets, accessories and other devices collected is measured in tonnes, and provided directly by MobileMuster.</p>
<b>Mobile Black Spot Program</b>	Commonwealth Government investment program that aims to improve mobile coverage (by investing in infrastructure) and competition across Australia. The Program is supported by co-contributions from state and local governments, mobile network operators, businesses and local communities.
<b>Mobile Black Spot Program target</b>	Enhance digital access in regional communities by delivering over 200 Mobile Black Spot Program sites in FY21-22.
<b>Mobile communications and health (material topic definition)</b>	Responding to community concerns about possible health effects from electromagnetic energy (EME) and our approach to community consultation, EME measurement and compliance.

<b>Modern slavery</b>	Modern slavery includes the crimes of human trafficking, slavery and slavery like practices such as servitude, forced labour, child labour, forced or servile marriage, the sale and exploitation of children, and debt bondage.
<b>Modern Slavery Act 2018 (Cth)</b>	On 1 January 2019, the <i>Modern Slavery Act 2018</i> (Cth) came into force. The <i>Modern Slavery Act 2018</i> (Cth) requires Australian entities with annual consolidated revenue exceeding AUD \$100 million to produce an annual statement. The statement must disclose the risks of modern slavery in the entity's operations and supply chains and what they are doing to address those risks.
<b>N</b>	
<b>nbn network</b>	A high-speed broadband network that is planned to reach all Australian households through a combination of different technologies.
<b>National Greenhouse Accounts (NGA) Factors</b>	Government approved emission factors of activities to assist companies and individuals in estimating greenhouse gas emissions.  The NGA Factors draw on the NGER (Measurement) Determination 2008; however methods described have a general application to the estimation of a broader range of greenhouse emissions inventories.
<b>National Greenhouse and Energy Reporting (NGER) Act 2007</b>	Provides a single national framework for the reporting and dissemination of information about the greenhouse gas emissions, greenhouse gas projects, and energy use and production of corporations in Australia. Telstra reports its energy use and greenhouse gas emissions in accordance with the operational control model defined in Section 11 of the NGER Act. We also report selected indirect (scope 3) emissions arising from our business activities to provide a more holistic picture of our emissions footprint. Scope 3 emissions are not required to be reported under the NGER Act 2007 and subordinate legislation.
<b>Net Promoter Score (NPS)</b>	A simple metric that shows how well we are performing with our customers. It is calculated based on our customers' likelihood to recommend Telstra. That likelihood is measured on a scale from 0-10 where 0 means 'not at all likely to recommend' and 10 'extremely likely'. It is calculated by subtracting the percentage of Detractors (scores 0 to 6) from the percentage of Advocates (scores 9 and 10). Net Promoter Score = % of Advocates minus % of Detractors.  We measure NPS in two ways: Strategic NPS and Episode NPS. Strategic NPS is a measure that obtains customer feedback on their overall perceptions of and experiences with Telstra, and is relative to experiences they have with other organisations including competitors. Episode NPS directly measures feedback from customers in relation to a specific service experience our customers have with Telstra, such as moving home or connecting a service. We also measure NPS across different customer segments and have separate NPS for our Enterprise customers and Consumer and Small Business customers which we combine to obtain a company-wide NPS.
<b>Network innovation, resilience and reliability (material topic definition)</b>	Telstra's continual investment in our leading networks to increase coverage and performance, manage planned, and unplanned disruption to the services we provide. This includes actioning improvements to increase network reliability and managing how incidents and crisis are effectively escalated and resolved.
<b>Network Waste Target</b>	Increase our network waste recycling rate to 85 percent by 2025.
<b>Network related emissions</b>	The assessment of emissions attributable to the operation and maintenance of the Telstra network inclusive of unmetered sites and data centre services hosted at Telstra exchanges. We report network emissions as a percentage of total emissions (scope 1 and 2 only).  This consists of all scope 1 and 2 emissions allocated to the Telstra network, based on premises, vehicle or activity end use.
<b>Non-profit organisation</b>	An organisation that uses surplus revenue to achieve its goals rather than distributing them as profits or dividends. These organisations are often established by and for the community with little or no intervention from the government.
<b>O</b>	
<b>P</b>	
<b>Paper consumption</b>	Telstra's major paper use categories are office paper (A4 and A3 paper used in photocopiers, printers and fax machines in commercial offices), billing paper (used for invoicing consumer and business customers) and printing paper (brochures, flyers, magazines etc.). Office paper consumption is based on the weight calculated using the size and thickness of paper purchased. Billing paper consumption is based on the tonnage of sheets printed and enveloped. Printing paper consumption is based on weight of paper used based on size and thickness of paper stock. Telstra's overall paper consumption figure only includes direct paper purchases and excludes paper purchases made by third parties providing design and print services to Telstra.
<b>Petabyte (PB)</b>	One petabyte is a quadrillion bytes or 1,000 terabytes. A byte is a unit of digital information in computing and telecommunications.
<b>Product and service innovation (material topic definition)</b>	Using new and emerging technology to create innovative products and services that help to simplify and improve the customer experience and drive organisational efficiencies.

<b>Product and service responsibility (material topic definition)</b>	Ensuring our marketing and communications of our product and service offerings are accurate, lawful and transparent and making efforts to ensure our products and services are not used for unlawful activities.  Ensuring we are selling and serving our customers ethically and responsibly, and in line with their best interests.
<b>Product and service responsibility target</b>	<ul style="list-style-type: none"> <li>Reduce our Telecommunications Industry Ombudsman (TIO) referral complaints by one-third by FY23 and 50% by FY25.</li> <li>Achieve a 4-7 point uplift in our RepTrak reputation score by FY25.</li> </ul>
<b>Q</b>	
<b>R</b>	
<b>Reconciliation Action Plan (RAP)</b>	The Reconciliation Action Plan program provides a framework for organisations to support the national reconciliation movement.  Telstra's new Stretch Reconciliation Action Plan launched in July 2022 and reflects a new starting point for us as we rebuild trust and engagement with First Nations peoples and communities across Australia.
<b>Regional coverage target</b>	We have set a target to expand regional coverage by 100,000 km <sup>2</sup> by FY25.
<b>Regional Telecommunications Independent Review Committee (RTIRC)</b>	The Regional Telecommunications Review is an opportunity for people living and working in regional, rural and remote areas of Australia to share their views and experiences using telecommunications services in their area.  Every three years the Regional Telecommunications Independent Review Committee is appointed to conduct the review. Committee reports are important in setting the regional communications policy agenda in the following years.
<b>Renewable Energy Target</b>	Enable renewable energy generation equivalent to 100 per cent of our consumption by 2025.
<b>Renewable Power Purchase Agreement (PPA)</b>	Investments in renewable energy power purchasing. Telstra currently invests in three PPAs: the Murra Warra Wind Farm, Emerald Solar Farm and Crookwell Wind Farm.
<b>RepTrak</b>	A reputation measurement platform used to understand how customers and the broader community think and feel about Telstra.
<b>Resource efficiency (material topic definition)</b>	Improving the resource efficiency/productivity of the products Telstra uses and sells across the product life cycle from design through to reuse and recycling.
<b>Revenue foregone (social and community investment)</b>	Social contribution in the form of missed earnings for Telstra to assist community-based, non-profit organisations or customers in times of need.
<b>S</b>	
<b>Satellite Small Cells</b>	Satellite Small cells provide coverage in a localised area compared to a standard mobile base station, with backhaul to the core network provided through a satellite link. They are used to improve connectivity where it is not feasible to construct a full mobile base station, for example in some regional and rural areas.
<b>Scope 1 emissions</b>	Direct greenhouse gas emissions measured in tonnes CO <sub>2</sub> e produced by our organisation as a result of our activities. Telstra's key sources include transport vehicles (excluding taxis), heavy machinery, generator sets, natural gas consumption and grounds maintenance. Emissions are calculated using the NGER (Measurement) Determination 2008 (as amended).
<b>Scope 2 emissions</b>	Indirect greenhouse gas emissions measured in tonnes CO <sub>2</sub> e from the generation of electricity that is purchased and consumed by Telstra. Emissions are calculated using the NGER (Measurement) Determination 2008 (as amended).
<b>Scope 3 emissions</b>	Indirect greenhouse gas emissions that are a consequence of our activities but occur from sources we do not operate. For Telstra, this means all categories assessed as relevant under the Greenhouse Gas Protocol Corporate Value Chain (scope 3) Accounting and Reporting Standard (Greenhouse Gas Protocol, 2013). Emissions are calculated using a mix of supplier specific emissions factors, hybrid emission factors using supplier revenue and emissions data, LCA databases and other published sources such as the latest Climate Active Factors and National GHG Account Factors.
<b>Serious injury rate</b>	Serious injury rate is defined as the number of lost time injuries that require an absence from work of one working week or more per 1,000 full time equivalent employees.
<b>Shadow carbon pricing</b>	Shadow carbon pricing is a method of investment analysis that adds a hypothetical surcharge to the price of projects that involve the creation of carbon emissions.
<b>Small cells</b>	A small cell is a low powered radio transmitter for mobile phone services. Their small size makes them far more discreet. Telstra uses small cells to improve coverage, connectivity and customer mobile experience without the need to build as many big mobile towers.
<b>Social and community investment</b>	Investments that create a meaningful benefit for society that are also valuable to the business. Types of investment includes time, in-kind, leverage and revenue foregone.

<b>Solar energy generation</b>	<p>Telstra has several thousand sites with solar panels installed, providing power to telecommunications equipment in rural and remote locations where the power grid does not reach.</p> <p>Kilowatt hours are calculated based on geographic location and designed capacity with reference to the Australian Government's Clean Energy Regulator Small Generation Unit / Small-Scale Technology Certificate guidance.</p> <p>Telstra has around 30 sites that are connected to the grid, so the kilowatt hours are calculated via the daily metering information received.</p>
<b>Spectrum</b>	<p>Mobile networks use radio transmission to carry signals through the air just like radio and television. The spectrum we use is defined by where on the dial we sit (the frequency) and how much of the dial we take up (the spectrum bandwidth). The more spectrum bandwidth we have access to, the greater the amount of information we can carry and the more users we can support on our network.</p>
<b>Stakeholder</b>	<p>Our stakeholders are any group or individual who influences or is impacted by our business, and our constructive and transparent engagement with them is the foundation of our approach to sustainability.</p> <p>Telstra's stakeholders include:</p> <ul style="list-style-type: none"> <li>• Suppliers</li> <li>• Unions</li> <li>• Customers</li> <li>• Employees or potential employees</li> <li>• Media</li> <li>• Government</li> <li>• Industry</li> <li>• Shareholders and the investment community</li> <li>• Regulators</li> <li>• Communities</li> </ul>
<b>Stationary energy</b>	<p>Energy used by Telstra to power buildings, offices and telecommunications infrastructure. Includes electricity from the grid, diesel fuel used to power emergency generator sets and natural gas for heating systems. Also includes fuel used in grounds maintenance, removing wastewater from pits, and solar energy generated and consumed in remote locations.</p> <p>All energy types are converted into Gigajoules (GJ) using their respective energy content conversion factors, and emissions calculated for each energy type using the NGER (Measurement) Determination 2008 (as amended) (scope 1 and 2 emissions) and NGA Factors (scope 3 emissions).</p>
<b>Supplier</b>	<p>Any individual or company which provides goods or services to Telstra, directly or indirectly.</p>
<b>Supplier targets</b>	<ul style="list-style-type: none"> <li>• Apply a risk-based approach to identify suppliers and undertake site sustainability audits in our supply chain.</li> <li>• Onboard suppliers to Telstra's new Know Your Supplier (KYS) platform.</li> </ul>
<b>Supply chain risk management</b>	<p>Management of risks and opportunities across our supply chain including sanctions, privacy and data security, human rights, health and safety and environmental compliance.</p>
<b>Supply chain sustainability (material topic definition)</b>	<p>Transparency of our supply chain operations and how we manage the risks and opportunities in our supply chain (including human rights, privacy and data security, conflict minerals, health and safety, environmental compliance).</p>
<b>Sustainability Accounting Standards Board (SASB) Standards</b>	<p>The Sustainability Accounting Standards Board (SASB) Standards comprise a set of globally applicable industry-specific Standards which identify the minimal set of financially material sustainability topics and their associated metrics for the typical company in an industry. SASB identifies financially material issues, which are the issues that are reasonably likely to impact the financial condition or operating performance of a company and therefore are most important to investors.</p>
<b>Sustainable/ Sustainability</b>	<p>In 1987, <a href="#">United Nations Brundtland Commission</a> published the Report of the World Commission on Environment and Development; Our Common Future, which defined sustainability as "meeting the needs of the present without compromising the ability of future generations to meet their own needs."</p>
<b>Sustainable Development Goals</b>	<p>The United Nations Sustainable Development Goals (SDGs) comprise 17 goals and 169 targets aimed at addressing the world's most significant development challenges. Working with government and civil society, businesses have an important role to play in achieving these goals.</p>
<b>Sustainable engagement</b>	<p>Ensuring our workforce is engaged, enabled and energised.</p>
<b>Sustainable engagement score</b>	<p>Sustainable employee engagement is our key employee engagement metric. It consists of three components – how engaged, enabled and energised our people are in their roles. This significantly influences employees' willingness to learn and perform at work, and impacts their interactions with our customers.</p> <p>Telstra measures sustainable engagement by using the results of our internally administered Employee Engagement Surveys that are conducted on a regular basis.</p>
<b>Sustainable engagement score target</b>	<p>Achieve a sustainable engagement score that is in line with the global high performing norm by 2022.</p>

<b>Sustainable Packaging target</b>	<p>100 per cent of Telstra branded packaging is made of renewable or recycled material and is fully recyclable by 2022. Telstra branded packaging relates to packaging where Telstra has accountability for its production. Specifically:</p> <ul style="list-style-type: none"> <li>• Telstra branded products: any component of packaging that follows the Telstra branded packaging style guide and where the product name has the Telstra brand</li> <li>• Telstra endorsed products (e.g. 3rd party manufactured hardware): any component of the merchandising packaging that follows the Telstra branded packaging style guide. This excludes non-Telstra branded internal packaging for Telstra endorsed products (e.g. internal sleeves, wraps etc). This also excludes products that are non-Telstra branded with approval to display the Telstra logo on their packaging (e.g. powered by the Telstra Network)</li> <li>• The target excludes products which are no longer a part our current product range but which we may continue to sell (i.e. end-of-life).</li> </ul>
<b>T</b>	
<b>Talent attraction, retention and capability development (material topic definition)</b>	Attracting and retaining global talent and leadership, through engagement, flexibility, competitive salaries and benefits and a commitment to lifelong learning as we transform our workforce and the way we work, so we can realise our vision of becoming a world-class future-focused technology company.
<b>Task Force on Climate-related Financial Disclosures (TCFD)</b>	Recommendations about the information that companies should disclose to support investor assessment of risks related to climate change. See <a href="http://www.fsb-tcfid.org">www.fsb-tcfid.org</a> for more information.
<b>Tax transparency (material topic definition)</b>	<p>Telstra is committed to paying its fair share of tax and we disclose our effective income tax rates and Tax Transparency Code effective income tax rates (TTC ETR) for both the Australian Economic Group (the Telstra Entity and its Australian resident controlled entities) and the Telstra Group in our Annual Reports. The TTC ETR forms part of the requirements of the Voluntary Tax Transparency Code to disclose the income tax expense borne by Telstra in respect of the Australian and global operations for the individual year.</p> <p>Our response to calls for greater tax transparency and responsibility on the part of large corporations globally.</p>
<b>Technology and ethics (material topic definition)</b>	Government regulation is unable to keep up with the pace of change and innovation made possible by technology, meaning companies must establish their own governance mechanisms to ensure their products and services are being launched responsibly, and don't have a negative social or environmental impact.
<b>Tech4Good</b>	Telstra Foundation initiatives that use the power of technology to enable all young people to thrive.
<b>Tech for Good</b>	Key area of the Digital inclusion pillar in the Responsible Business Strategy. Tech for Good is how Telstra describes the program of work that use technology to drive social and environmental innovation.
<b>Tech for Good / Telstra Foundation target</b>	Commit at least \$15.9m over three years (FY21-FY23) to the Telstra Foundation.
<b>Terabyte</b>	One terabyte is a trillion bytes. A byte is a unit of digital information in computing and telecommunications.
<b>Telecommunications Industry Ombudsman (TIO)</b>	Dispute resolution service for small business and residential customers who have a complaint about their telephone or internet service in Australia. The TIO is independent of industry, the government and consumer organisations.
<b>Telstra Foundation</b>	<p>Telstra Foundation is Telstra's registered, philanthropic charity in Australia with a vision for all Australians to be empowered through technology.</p> <p>Through the Foundation we focus on improving digital inclusion and enabling community action on climate change, in particular within diverse, vulnerable, and disadvantaged communities.</p>
<b>Telstra Labs</b>	Telstra Labs is Telstra's innovation arm that explores and validates emerging technologies that have the potential to radically transform our economy and society. They look at technology such as 5G, AI, IoT, autonomous machines, smart cities and wireless power.
<b>Time (social and community investment)</b>	Contributions of employee time, during work hours, to assist community-based, non-profit organisations, valued at \$20 per hour for unskilled contributions, \$150 per hour for skilled contributions and \$180 per hour for legal pro bono work.
<b>TIO level 1 complaints</b>	Expression of dissatisfaction from a consumer that is referred to the Telecommunication Industry Ombudsman (TIO) to identify code rules relevant to the issue. If details of the complaint suggest that code rules may not have been followed, the TIO refers these issues to Telstra as a Level 1 complaint. Level 1 is the first of four stages in helping consumers and service providers understand and resolve complaints.
<b>Total electricity consumption</b>	Electricity used in Telstra's buildings and network facilities. Electricity consumption is based on invoiced (billing) data where available. Where metering data is not available on invoices, estimates are calculated based upon prior invoiced consumption, taking into account seasonal variations. For unmetered assets where consumption is not recorded on the invoice, estimates are calculated using the asset load profiles where distributors have provided them, and if not using average location-based cost per kWh profile
<b>Total energy consumption</b>	Total consumption of electricity, natural gas and fuels for Telstra's buildings, network and fleet, measured in gigajoules.
<b>Total Recordable Injury Frequency Rate (TRIFR)</b>	TRIFR is the reported number per million hours worked of all work-related injuries or diseases including mental health that require medical treatment beyond simple first aid.

<b>Total waste</b>	The total weight of solid materials collected for recycling or disposal to landfill measured in tonnes.
<b>Training hours and spend</b>	We calculate our training hours and spend across employees from the Telstra Group excluding contractors. This number includes permanent, fixed term, dealers, full time and part time but excludes labour costs.
<b>Transport energy</b>	The energy associated with petrol, diesel, LPG and ethanol fuel use for the Telstra vehicle fleet and mobile plant, measured in gigajoules. The majority of fleet fuel use and associated energy is calculated using fuel card data. More minor amounts of energy are calculated from kilometres travelled in hired vehicles and from separate fuel purchases.
<b>Turnover</b>	The number of employees who leave Telstra including all types of separation.
<b>U</b>	
<b>United Nations (UN)</b>	The United Nations is an international organisation founded in 1945. Currently made up of 193 Member States, the UN and its work are guided by the purposes and principles contained in its founding Charter.
<b>United Nations Global Compact (UN Global Compact)</b>	A United Nations initiative to encourage businesses worldwide to adopt sustainable and socially responsible policies, and to report on their implementation. The UN Global Compact is based on ten principles in the areas of human rights, labour rights, the environment and anti-corruption. Telstra has been a signatory since 2011.
<b>V</b>	
<b>Value Chain</b>	The activities and processes that are performed by Telstra in order to deliver value and benefit to our customers.
<b>W</b>	
<b>Waste emissions</b>	Telstra generates waste from business activities across its commercial and network portfolio. Emissions are calculated using total tonnes of waste to landfill and applying the Commercial and Industrial waste emission factor from the NGA Factors, Aug0st 2021 (Table 47: Waste emissions factors for total waste disposed to landfill by broad waste stream category).
<b>Waste recycled</b>	Passing waste material through a system that enables that material to be reused. Waste recycling involves the collection of waste materials and the separation and reprocessing of those materials for another or similar purpose.
<b>Water consumption</b>	Amount of water consumed as a result of Telstra's operations, expressed as megalitres (or thousand kilolitres). Consumption is based on billing invoices. Where invoice data is not available, estimates are calculated via substitution with either the corresponding month in the previous year or the neighbouring month's data.
<b>Women in Executive Management roles</b>	Gender equality measure that calculates the percentage of women in Executive Management roles (CEO and bands A, B, C). Includes full time, part time and casual staff in Telstra Corporation and its wholly owned subsidiaries, excluding contractors and agency staff. It does not include staff in any other controlled entities within the Telstra Group.
<b>Workplace relations</b>	Our relationship with our employees, contractors and their representatives, including unions, with a focus on dialogue and resolution.
<b>X</b>	
<b>Y</b>	
<b>Z</b>	

Additional information on definitions and assumptions of metrics are available on request.

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