



**RENEWABLE ENERGY
FOR FUTURE GENERATIONS**

Infigen Energy
Environmental, Social and
Governance Report 2016



“We are passionate about supporting Australia’s climate change commitments and delivering its renewable energy targets.”

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MANAGING DIRECTOR'S REPORT

It is my pleasure to present to you Infigen's ESG Report for the 2016 financial year (12 months ended 30 June 2016, FY16).

In this report we have adopted the Global Reporting Initiative G4 framework to evaluate the environmental, economic and social (EES) impacts from our operations, and reported our approach to managing issues that are material to our stakeholders.

We reported our sustainability objectives and targets for FY16. We have also outlined our targets for the 2017 financial year (12 months ended 30 June 2017, FY17).

Our first priority is the safety of our people and the communities in which we operate. During the year we achieved a rolling 12-month lost time injury frequency rate of zero, with no lost time injuries since November 2013, and eight years without a lost time injury at the Alinta and Lake Bonney wind farms. Our total recordable injury frequency rate reduced from 9.7 to 4.8 during FY16.

Whilst the gender composition of the workforce remained unchanged at 38% females and 62% males, we continued to support initiatives that increase participation of females and persons from minority backgrounds.

We are passionate about supporting Australia's climate change commitments and delivering its renewable energy targets. Infigen actively monitors risks and opportunities associated with climate change, while seeking to reduce our own carbon footprint. We aim to be transparent in reporting of our targets and performance. As signatories to the Carbon Disclosure Project initiative for corporate climate action, we are aligning the emissions reduction target of our business with a 1.5°C warming pathway. During the year we submitted our emissions reduction target for a quality check under that process.

We are committed to maintaining our social licence to operate. During FY16 a National Wind Farm Commissioner was appointed by the Federal Government. The renewable energy industry engaged constructively with the Commissioner and his office throughout the year. We continue to maintain community consultation through face-to-face meetings and formal committee meetings, and host wind farm open days including our Run with the Wind event held at the Woodlawn wind farm each year.

The Directors' Report and Management Discussion and Analysis of Financial and Operational Performance is available in our 2016 Annual Report. In our Corporate Governance Statement we reported how Infigen implemented the ASX Corporate Governance Council's principles and recommendations during FY16. The Annual Report and Corporate Governance Statement are available on our website at www.infigenenergy.com.



Miles George
Managing Director

Infigen Energy is a leading Australian renewable energy company supplying electricity that is commercially, socially and environmentally sustainable.

OVERVIEW

G4-8, G4-9, G4-13, G4-16, EU1

Infigen is the largest owner of wind farms in Australia, and has an operating capacity of 557 megawatts (MW) comprising six wind farms, the 89 MW Alinta wind farm in Western Australia (WA), the three Lake Bonney wind farms in South Australia (SA) with capacities of 81 MW, 159 MW and 39 MW respectively, and the 141 MW Capital and 48 MW Woodlawn wind farms in New South Wales (NSW). Infigen holds a 100% equity interest in each wind farm. Infigen also owns and operates the 0.1 MW Capital East energy storage and solar photovoltaic (PV) demonstration facility adjacent to its Capital wind farm.

Infigen sells the contracted generation output from its operations through “run of plant” power purchase agreements (PPAs), Large-scale Generation Certificate (LGC) sales agreements, and retail supply agreements. Merchant output is sold via forward sales and on wholesale electricity/LGC markets. Each wind farm is entitled to create one LGC for each megawatt hour (MWh) that is exported to the grid after applying its marginal loss factor.

Approximately 45-50% of the production (electricity and LGCs) from Infigen’s six operational wind farms is currently contracted under medium and long-term offtake agreements.

Significant changes regarding the organisation’s structure in FY16 included the completion of the sale of the US solar development assets and the US wind business.

Infigen is a member of the Clean Energy Council, Energy Users Association of Australia, Committee for Economic Development of Australia, the Australian Financial Markets Association and the Australian Energy Storage Council.

Infigen trades on the Australian Securities Exchange (ASX) under the code IFN.

Infigen’s workforce comprised 63 employees as at 30 June 2016.

DEVELOPMENT PROJECTS EU10

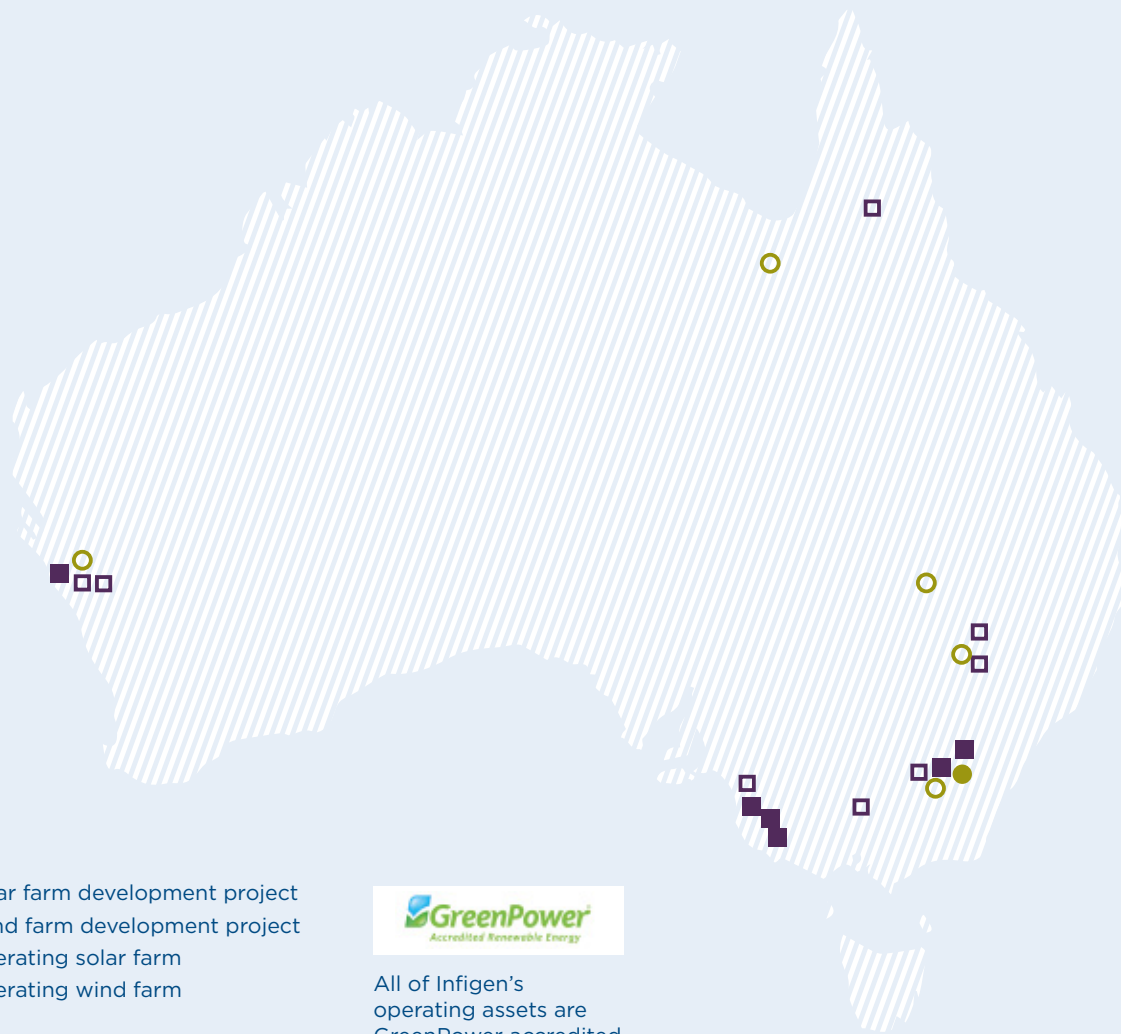
PROJECT	APPROVED CAPACITY (MW)	DATE OF APPROVAL OF PLANNING APPLICATION
Solar Farm		
○ Bogan River	12	Dec 2010
○ Capital	50	Dec 2010
○ Cloncurry	30	N/A
○ Manildra ¹	50	Mar 2011
○ Walkaway 2 ²	45	Jul 2016
Wind Farm		
▣ Bodangora ³	90-110	Aug 2013
▣ Capital 2	90-100	Nov 2011
▣ Cherry Tree	45-55	Nov 2013
▣ Flyers Creek	100-115	Mar 2014
▣ Forsyth ³	70-80	Feb 2014
▣ Walkaway 2 ²	~41	Dec 2008
▣ Walkaway 3 ²	~310	Dec 2008
▣ Woakwine	~450	Jun 2012

 ~1,100 MW

LARGE-SCALE RENEWABLE ENERGY DEVELOPMENT PROJECTS

Our development pipeline comprises over 1,000 megawatts of projects with planning approval

1 In 2015 Infigen entered into a letter of intent regarding co-development and potential sale of the Manildra solar development project, with the sale conditional upon that project being successful in the ARENA large-scale solar PV competitive grant round. If the sale proceeds, Infigen will receive a payment determined by reference to the proposed MW capacity of the Manildra project.
 2 Infigen has a 32% equity interest.
 3 Infigen has a 50% equity interest.



- Solar farm development project
- Wind farm development project
- Operating solar farm
- Operating wind farm



All of Infigen's operating assets are GreenPower accredited

OPERATIONAL ASSETS⁴ G4-5, G4-6, EU2, EU3, EU4, EU5

ASSET	STATE	COMMERCIAL OPERATION DATE	NAMEPLATE CAPACITY (MW)	O&M SERVICES AGREEMENT END DATE	SALE OF PRODUCTION: POWER AND LARGE-SCALE GENERATION CERTIFICATES (LGCs)
■ Alinta wind farm	WA	Jul 2006	89.1	Post-warranty: Dec 2017	100% of power to Alinta Energy until Dec 2026 100% of LGCs to Alinta Energy and AGL until Jan 2021
■ Capital wind farm	NSW	Jan 2010	140.7	Post-warranty: Dec 2017 ⁵	90-100% of power and 50-100% of LGCs to Sydney Desalination Plant ⁶ until Dec 2030
● Capital East solar farm	NSW	Oct 2013	0.1	N/A	100% of power and LGCs merchant
■ Lake Bonney 1 wind farm	SA	Mar 2005	80.5	Post-warranty: Dec 2017	100% of power and LGCs merchant
■ Lake Bonney 2 wind farm	SA	Sep 2008	159.0	Post-warranty: Dec 2017	100% of power and LGCs merchant
■ Lake Bonney 3 wind farm	SA	Jul 2010	39.0	Post-warranty: Dec 2017	100% of power and LGCs merchant
■ Woodlawn wind farm	NSW	Oct 2011	48.3	OEM ⁷ warranty: Oct 2016	100% of power merchant 100% of LGCs to Origin Energy until Sep 2020
Total			556.7		

4 Length of transmission lines has not been estimated as Infigen does not own or operate distribution lines that transfer power from substations to customers. Infigen does not operate in markets with voluntary or legally-binding CO₂e trading schemes.

5 Infigen has option to extend to December 2022.

6 Effectively all output is contracted when Sydney Desalination Plant (SDP) is operating. Approximately 50% of LGCs are sold on a merchant basis when the plant is not operating.

7 Original equipment manufacturer.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

for the year ended 30 June 2016

SAFETY

 **ZERO**

MAINTAINED OUR ZERO
**LOST TIME INJURY
FREQUENCY RATE**

ENVIRONMENT

 **0.002**
tCO₂e/MWh

EMISSIONS INTENSITY
OF OUR OPERATIONS
REMAINED STEADY

COMMUNITIES

 **\$0.3m**

CONTRIBUTED IN
COMMUNITY INVESTMENTS

 **4.8**

REDUCED OUR **TOTAL
RECORDABLE INJURY
FREQUENCY RATE**
FROM 9.7

 **<1.5°C**

**EMISSIONS REDUCTION
TARGET** ADOPTED
BASED ON GLOBAL
WARMING LIMITS

 **74%**

PRODUCTS AND SERVICES
FOR OUR OPERATIONS
PROCURED WITHIN
AUSTRALIA

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORTING AT INFIGEN G4-18

Infigen uses the Global Reporting Initiative (GRI) G4 reporting framework to disclose its governance approach, and environmental, economic¹, social (EES) and general impacts of its operations. A GRI Index Table including the Sector Disclosure (Electric Utilities) is provided on pages 32-39.

Disclosure of management approach (DMA) and/or available data for each relevant GRI aspect and disclosure is marked with the relevant GRI G4 indicator, e.g. G4-EN1.

Infigen's Corporate Governance Statement is available at www.infigenenergy.com/CGS/.

Infigen reports its electricity consumption, and scope 1 and scope 2 emissions to the Clean Energy Regulator (CER) under the *National Greenhouse and Energy Reporting Act 2007 (NGER Act)*. NGER reports are reviewed and assessed by the CER for compliance with legislative obligations.

In 2016 Infigen reported under the Carbon Disclosure Project (CDP) framework, which identifies risks and opportunities from climate change and risk management procedures to reduce potential exposure from risks to Infigen's operations. Infigen endorsed the Climate Disclosure Standard Board's "Fiduciary duty and climate change disclosure" by which companies commit to make climate-related information available in annual and other mainstream corporate reports.

Identification of material issues that matter to Infigen's stakeholders

In applying the GRI G4 framework Infigen implemented the four "Principles for Defining Report Content" as follows:

Principle 1: Stakeholder inclusiveness

Material issues were identified through feedback from Infigen's stakeholders (refer to Stakeholder Engagement, page 9), for example, through the formal complaints management process, and inquiries made by authorities in relation to environmental impacts. We also consider issues in relation to wind farms identified indirectly, for example, from the media.

Principle 2: Sustainability context

Sustainability objectives and targets were defined to measure and improve EES impacts of Infigen's operations. For Infigen sustainability means always seeking to improve our long-term value to stakeholders across EES dimensions.

Principle 3: Materiality

All aspects in G4 Guidance (including Sector Disclosure for Electric Utilities) were reviewed and disclosure of management approach recorded internally by relevant departments.

Principle 4: Completeness

Boundaries of our material issues were identified to determine whether significant impacts were covered within or outside of the organisation.

Our first priority is the safety of our people and the communities in which we operate. In determining which GRI aspects to report on, we prioritised those aspects that are relevant to Infigen's risk and compliance management framework, and captured by Infigen's sustainability targets. For example, the GRI "occupational health and safety" aspect relates to Infigen's sustainability target of "achieving a safety record of zero harm"; the "employment" and "diversity and equal opportunity" aspects relate to the target "maintaining a motivated team"; and the "local communities" aspect relates to the target of "obtaining and retaining a social licence to operate".

We then consulted with each department to consider interactions with our key stakeholders. We identified a number of aspects that, while representing a low impact from Infigen's operations, were deemed important to some stakeholders. We reviewed our management of each aspect, and prioritised those where there was insufficient information available for our stakeholders. In some cases, we identified areas where Infigen's processes could be improved.

¹ The economic impacts concern the economic conditions of its stakeholders and impacts on economic systems at local, national and global levels. The impacts do not focus on the financial or operational business performance.

Validation

The validation process is internally documented having assessed the relevance of each aspect and sector disclosure to Infigen and our stakeholders. In identifying gaps to improve ESG disclosure we were guided by a corporate social responsibility assessment conducted by an independent research unit, CAER¹.

External assurance G4-33

Infigen has not sought external assurance for its ESG report to date. A third party review was conducted by ZOOiD, a certified training partner of the GRI. Recommendations from this review were largely taken on board when compiling this report.

Significant changes G4-23

Additional data for FY16 was reported for economic performance, indirect emissions (scope 3), compliance, grievance mechanisms, and employment aspects.



Material and important aspects identified and aspect boundary

CATEGORY	GRI ASPECT G4-19	ASPECT BOUNDARIES	
		Potential impacts on Infigen G4-20	Potential impacts outside Infigen G4-21
Economic	<ul style="list-style-type: none"> - Availability and reliability - System efficiency - Research and development - Economic performance - Direct economic impacts - Indirect economic impacts - Procurement practices - Supplier assessment 	Yes	Yes
Environmental	<ul style="list-style-type: none"> - Materials - Energy - Biodiversity - Emissions - Compliance - Overall - Grievance mechanisms 	Yes	Yes
Social: Labour Practices and Decent Work	<ul style="list-style-type: none"> - Employment - Occupational health and safety - Training and education - Diversity and equal opportunity - Equal remuneration for women and men 	Yes	Yes
Social: Human Rights	<ul style="list-style-type: none"> - Indigenous rights 	Yes	Yes
Social: Society	<ul style="list-style-type: none"> - Disaster/Emergency planning and response - Local communities - Public policy - Compliance - Grievance mechanisms for impacts on society - Anti-competitive behaviour - Anti-corruption 	Yes	Yes
Social: Product Responsibility	<ul style="list-style-type: none"> - Compliance - Access 	Yes	Yes
Environmental	<ul style="list-style-type: none"> - Water - Effluents and waste - Transport - Products and services 	No	Yes

¹ CAER utilises socially responsible investment technology and has an exclusive licence to distribute the EIRIS Portfolio Manager (EPM) ESG research platform produced by EIRIS. CAER maintains its independence from companies covered and offers an ongoing commitment to the development of the responsible investment market to clients in the Australasian region. CAER is a signatory to the UN Principles for Responsible Investment.

INFIGEN'S MATERIALITY MATRIX OF GRI ASPECTS

We assessed the materiality of each aspect and completed a gap analysis of public disclosure. Areas for improvement were captured under Infigen's sustainability program. Aspects that were determined "not material" or "out of reporting boundaries" were excluded from this report.

IDENTIFICATION	ASSESSMENT PROCESS	ASPECT DISCLOSURE
 <p>Material: high impact and interest</p>	<p>Assessment of management approach and gap analysis concluded that the impacts of the identified aspect are:</p> <ul style="list-style-type: none"> • material to key stakeholders • significant and attributable to Infigen's operations 	<ul style="list-style-type: none"> • Disclosure of management approach and/or data in our ESG report • Disclosure of performance on sustainability objectives and targets (reporting period and future targets) in our ESG report
 <p>Important: high interest low impact</p>	<p>Assessment of management approach and gap analysis concluded that the impacts of the aspect are:</p> <ul style="list-style-type: none"> • material to key stakeholders • less significant or not attributable to Infigen's operations 	<ul style="list-style-type: none"> • Disclosure of management approach and/or data in our ESG report
<p>Not material</p>	<p>Internal assessment of management approach concluded that the impacts of the aspect are:</p> <ul style="list-style-type: none"> • not material to stakeholders • not significant or attributable to Infigen's operations 	<ul style="list-style-type: none"> • Recorded within internal assessment • Reviewed by a third party
<p>Out of reporting boundary</p>	<p>Excluded from aspect boundaries</p>	<ul style="list-style-type: none"> • Recorded within internal assessment • Reviewed by a third party



GOVERNANCE OF EES IMPACTS G4-14, G4-15, G4-34, G4-35, G4-36, G4-44, G4-LA12

The Boards of Infigen (Board)¹ have primary responsibility for the review and decision-making with respect to risks inherent to the business and material ESG issues. Material risks are identified through Infigen’s risk management framework. Infigen’s risk management framework is an integral part of our overall business philosophy and governance. With respect to EES impacts our goal is to target zero harm and create positive impacts for our stakeholders. We act on feedback because we recognise that the long-term sustainability of Infigen is closely linked with the actions of our stakeholders and their continuous support for our operations and future developments. Long-term sustainability is therefore embedded in our risk management framework.

The Board has established two standing committees: the Audit, Risk and Compliance Committee (ARCC) and the Nomination and Remuneration Committee (NRC). The ARCC has the primary responsibility for risk oversight and risk appetite, and oversees management’s risk practices. Evaluation of the Board’s performance is reviewed annually, which includes its governance of EES topics and actions.

The Board delegates authority for day-to-day business decisions to management, who are responsible for maintaining risk registers that are used to manage project and enterprise risks, which, if unaddressed, could result in significant EES impacts. The Enterprise Risk Management Committee (ERMC), which comprises members of management, is accountable for regularly reviewing those risk registers.

Infigen’s Safety and Sustainability Committee (SSC)² is tasked with monitoring ESG performance and developing sustainability objectives and targets for the business. The Managing Director attends meetings of the Board Committees, the ERMC and the SSC. Other executive members of the SSC are the Chief Financial Officer, General Manager – Strategy & Corporate Affairs, General Manager – Human Resources, and General Manager – Energy Markets & Operations. The Internal Audit and Risk & Compliance managers ensure that the Board and Committees are informed of material ESG issues. This report has been reviewed and approved by the SSC.

Ethics and integrity G4-56



Tiffany Bromwich,
HR Advisor

Climate action and diversity are becoming increasingly important for our stakeholders. Each sustainability target serves a specific EES aspect taking into account feedback from our stakeholders.

Infigen endorses the commitments of the *We Mean Business Coalition*, including the “Caring for Climate” initiative and “Fiduciary duty and climate change disclosure”, and supports Australian Marriage Equality. Infigen applies the precautionary principle in relation to environmental protection where uncertainty exists.

Infigen has aligned its policies and processes to the following international standards: G4-56

- OHSAS 18001, occupational health and safety management systems
- ISO 14001, environmental management systems
- ISO 31000, risk management systems
- ISO 19600:2014, compliance management systems
- ASAE 3410, engagement on greenhouse gas statements
- AA1000, stakeholder engagement standards

¹ ARCC members as at 30 June 2016: 2 females and 1 male (age group of over 50); NRC: 2 males and 1 female (age group of over 50).

² 16% of employees (3 females and 7 males) were members of the Safety and Sustainability Committee as at 30 June 2016.



STAKEHOLDER ENGAGEMENT G4-25, G4-37, G4-49

Stakeholders are identified within the risk management framework considering stakeholders' interests in Infigen and influence on Infigen's operation and reputation. An extensive program of information is made available to our stakeholders throughout the year, including via ASX/market releases, direct mailing, electronic alerts, briefings, presentations and via Infigen's website. In addition to encouraging stakeholders to utilise Infigen's website to access investor information and disclosures, the Annual Report provides stakeholders with detailed information in respect of the major achievements, financial results and the strategic direction of Infigen. Advance notice of significant group briefings and details regarding the various methods to access and participate in those briefings are circulated broadly. Records are kept in relation to investor and analyst briefings.

STAKEHOLDER GROUP G4-24	METHODS AND FREQUENCY OF ENGAGEMENT G4-26	KEY INTERESTS G4-27
Employees (full-time and part-time)	A face-to-face all staff briefing takes place every six weeks and is chaired by the Managing Director. Feedback from staff surveys is critical to setting targets within Infigen's ESG strategy. Infigen has established a personal development program, a reward and recognition program, and a staff donations and community sports participation program for all employees. Newsletters, direct email from management and ongoing team meetings are used for regular communication.	<ul style="list-style-type: none"> • Safety • Professional development • Community and culture • Wellbeing • Diversity and flexibility • Digital and process simplification • Climate change
Investor community (securityholders, investors and financiers, analysts and brokers)	Investor relations and management regularly meet with investors throughout the year. Operational and financial performance is reported every February (half year) and August (full year). Board directors and leadership respond to questions during annual general meetings.	<ul style="list-style-type: none"> • Financial performance, return on equity and growth • Operational performance • Regulatory change • Development and business strategy • Management strength and governance
Customers	Commercial and Energy Markets teams engage with customers and respond to feedback on an ongoing basis.	<ul style="list-style-type: none"> • Products and services • Economic trends and performance • Climate change
Suppliers (OEMs, maintenance and transmission network service providers, surveyors and contractors, emergency services, industry and corporate service providers)	Infigen's Code of Conduct requires of its employees that all affairs are conducted with all stakeholders in accordance with ethical values and practices. Infigen has in place a risk management framework and action plans that are facilitated through supplier forums and ongoing meetings with individual suppliers.	<ul style="list-style-type: none"> • Operational performance • Safety record and management system • Fairness • Inclusion in selection processes • Sustainable supply chain management • Supplier communications
Government and regulators (market operators, planning, energy and environment authorities, departments, financial services industry regulators)	Infigen's ARCC oversees the implementation and ongoing management of internal control and risk management, ensuring that management has a process in place to identify, assess and properly manage risks. The committee monitors compliance by Infigen with its various licensing and other obligations. Management regularly meets with policy-makers, regulators and legislators.	<ul style="list-style-type: none"> • Compliance with energy market operating rules • Conduct • Risk management and risk culture • Energy and climate policy • Environmental impacts
Community and NGOs (landowners and neighbours, traditional owners, social and environmental interest groups, local businesses and schools, social media followers)	Infigen engages with the community through consultation meetings where local committees discuss community concerns and provide direct feedback; and through site visits. Infigen holds annual public open days to raise awareness about renewable energy, and raise funds for the local communities. Infigen follows a formal process to channel and resolve legitimate issues, concerns or problems in relation to its operating assets. Infigen holds regular meetings with climate groups, and supports NGOs' community and regulatory engagement campaigns. Infigen also regularly engages with individuals through social media.	<ul style="list-style-type: none"> • Transparency • Respect • Economic and social benefits • Social media engagement • Sponsorship of agricultural shows and youth sports organisations • Landowner and neighbour communications • Action on climate change • Addressing community feedback • Disclosure

APPROACH TO MANAGING OUR EES IMPACTS

Risks inherent to Infigen's business and relevant to Infigen's material EES impacts are:

- **Sovereign risk:** A state or nation changes the existing regulatory or policy frameworks to the detriment of current and future assets
- **Public attitudes:** Acceptance of the visual, acoustic and environmental impact of renewable energy assets may change, thus affecting the location, number and operation of future renewable energy assets in any given area
- **Development risk:** Poor inherent design or the adoption of characteristics (fuel source, technology, supply chain, connection arrangements) may lead to systemic underperformance of assets over time
- **Fuel risk:** The risk that fuel sources vary from the expected long-term energy production forecasts, leading to variability in actual energy yield
- **Operating and maintenance risks:** The inherent risks in operating physical assets across a diverse range of geographies that are exposed to a variety of extreme environmental conditions

The sustainability targets are set for each financial year and progress reported to the Board in periodic business performance reports (or through other relevant Board reports). Strategies for performance improvement for each target are evaluated in SSC forums or by its sub-committees.

The table on pages 12-13 shows the link between each material GRI aspect and Infigen's sustainability objective/target.

Environmental sustainability objective: increase demand for renewable energy

This objective goes to the heart of why Infigen exists and what we do: develop, own and operate renewable generation assets in Australia. Our actions to remove the perception of sovereign risk and influence the political and social environment to increase support for renewable energy improves investment sentiment in the sector. That is why Infigen is supportive of a strong climate policy with ambitious emissions reduction targets and a formal carbon budget. Although Infigen's carbon footprint relative to the electric utilities sector is very small, we want to demonstrate leadership in corporate climate action by aligning the emissions reduction targets of our business with a 1.5°C warming pathway. Relevant GRI aspects are: emissions, energy, and public policy.

Environmental sustainability objective: protect biodiversity and heritage

Undertaking detailed environmental biodiversity and heritage assessments of our sites is a requirement of government planning approvals. Demonstrating protection of biodiversity will influence decisions by investors and customers who regard this aspect important in their risk assessment. We engage with external subject matter experts, including local indigenous communities, who provide their knowledge and an overall risk assessment of each project site. Infigen also engages with independent environmental representatives and government authorities to obtain their endorsement prior to providing the assessments to government planning departments and prior to being granted project approval.

The ARCC and the Health, Safety & Environment (HSE) committee monitor overall compliance of requirements relevant to the business. An SSC sub-committee manages complaints received in relation to environmental impacts. Relevant GRI aspects are: biodiversity, compliance, and environmental grievance mechanisms.

Economic sustainability objective: act on climate change

This objective addresses the economic aspects of regulatory risks and physical risks associated with climate change. We have experienced in Australia how disruptions to climate policy damage investor confidence. In particular, the review of Large-scale Renewable Energy Target (LRET) legislation resulted in a halt in investment in renewable energy over the period of regulatory uncertainty.

Active management of physical risks associated with climate change benefits us all. That is why we want to encourage reporting of climate change data by listed companies. We communicate our public policy position in our investor materials, ASX and media releases, corporate blog and social media channels. A sub-committee functions as part of the SSC to improve emissions reporting, along with other initiatives that focus on reducing emissions intensity of our business activities.

Economic sustainability objective: obtain and retain a social licence to operate

This objective focusses on the economic benefits of our activities in the communities in which we operate. This aspect is an important criterion for some of the key stakeholders, such as planning authorities, landowners, neighbours, local businesses, schools, and community interest groups, who can benefit from the development and operation of our facilities. Some potential offtake customers also enquire about the value of community benefits in their renewable energy procurement processes. Delivering economic benefits forms part of our engagement strategy and is carried out by sponsorship committees that evaluate the potential EES benefits to the local community. Relevant GRI aspects are: direct and indirect economic benefits.



**Economic sustainability objective:
increase securityholder value**

This is one of the key objectives of the business, and is captured in our sustainability program to acknowledge the link between our securityholders and the sustainability of the business. Without the support of our securityholders and financiers our operations would cease to exist. Investor confidence in the sector leads to an improved security price, supports our strategy of growing the business profitably through building more renewable energy projects in Australia, and resuming distributions to our securityholders. Key business performance indicators include revenue and costs (operating, corporate, and development) and are monitored by Infigen’s Board. Relevant GRI aspects are: economic performance, availability and reliability, research and development, and system efficiency.

**Economic sustainability objective:
ethical procurement practices in the supply chain**

This objective was added to Infigen’s sustainability program to mitigate reputational and regulatory risks. Demonstrating ethical procurement practices has potential positive outcomes, for example, attracting customers and investment whereas poor practices could lead to higher costs and regulatory risks. We note that as part of our performance improvement, we need to review our policy and data collection in FY17. Relevant GRI aspects are: procurement practices and supplier assessment.

**Social sustainability objective:
strive for a zero harm workplace and
safe operation of our facilities**

The wellbeing of our people and ensuring we operate our facilities safely is our first priority. Operating high voltage facilities where our people work at heights and are exposed to environmental elements involves high impact risks to the business and its reputation. “Zero harm” is the foundation of our HSE Action Plan that aims to integrate safety with our everyday tasks in the workplace and at home. An HSE sub-committee functions as part of the SSC to formulate strategies for active risk management. Safety performance is also captured under Infigen’s key performance indicators, and is linked to the remuneration of each employee. Relevant GRI aspects are: occupational health and safety, compliance, grievance mechanisms, and disaster/emergency planning and response.

**Social sustainability objective:
maintain a diverse, capable, agile and motivated team**

Diversity, capability, agility and motivation of the people in the workplace are vital for succeeding as a sustainable business. We also recognise that lack of diversity exists in many sectors in Australia, but is particularly prevalent in the energy sector. Our commitment to providing our employees with a safe, enjoyable, rewarding and inclusive work environment drives the overall diversity program. Performance against relevant sustainability targets is monitored by Infigen’s NRC and reported to the Board. Relevant GRI aspects are: employment, diversity and equal opportunity, training and education, and equal remuneration for women and men.

**Social sustainability objective:
aim for a high level of community engagement**

Failing to win support of the majority of the community manifests as a development risk and an operational risk (for example, community opposition could lead to project delays and stress affecting employees working on the project/facility and the community). Community support is also typically part of a requirement in tender processes for offtake agreements and obtaining project financing.

Infigen uses a “community engagement spectrum” framework established by the International Association for Public Participation to address the social impacts that Infigen has as part of developing and operating facilities in each community. We manage this objective through supporting initiatives of the Clean Energy Council for improving community engagement, as well as on a project/facility basis through establishing community committees. Material concerns voiced by community members are evaluated by management and/or the Board. Relevant GRI aspects are: local communities, compliance, access, and grievance mechanisms.

**General sustainability objective:
leadership and governance**

Corporate governance is material to Infigen. Key policies are reviewed and endorsed under a prescriptive protocol by Infigen’s Board. Innovation and improvement of business procedures contribute to the sustainability of Infigen, however, cannot always be captured by formal policies. Inclusion of this objective helps to focus on improving our reporting on ESG performance, as well as evaluate and enhance our governance processes and procedures. Relevant GRI aspects are: governance and compliance.

▶ SUSTAINABILITY OBJECTIVES, FY16 PERFORMANCE AND FY17 SUSTAINABILITY TARGETS

GRI ASPECT	SUSTAINABILITY OBJECTIVE	FY16 SUSTAINABILITY TARGET	FY16 PERFORMANCE	FY17 SUSTAINABILITY TARGET
ENVIRONMENTAL				
Emissions, energy, and public policy	Increase demand for renewable electricity	Develop a science-based emissions reduction target and a plan for sourcing 100% of our electricity from renewable energy by 2020.	Targets were partially met.	Formalise Infigen's emissions reduction target, and implement plans for sourcing 100% from renewable energy in at least 33% of our facilities (or at one operating asset).
Biodiversity, compliance, and environmental grievance mechanisms	Protect biodiversity and heritage	Achieve compliance with environmental management plans for each operating facility, and resolve all complaints submitted in relation to the environment.	Both targets were met.	Achieve successful compliance with environmental management plans, and review Infigen's grievance mechanisms.
ECONOMIC				
Strategy and analysis	Act on climate change	Achieve climate commitments: responsible engagement in public policy; report scope 1 and 2 emissions in mainstream reports and under the Carbon Disclosure Project 2016.	All targets were met.	Achieve climate commitments and report under the Carbon Disclosure Project 2017.
Direct and indirect economic benefits	Obtain and retain a social licence to operate	Distribute \$70,000 in direct local community sponsorship, hold a successful and safe Australian Wind Farm Open Day, seek feedback on benefit-sharing models from the local community.	All targets were met.	Distribute \$75,000 to local community sponsorship, hold an open day, and implement three benefit-sharing models (e.g. community funds, payments to neighbours).
Economic performance, availability and reliability, research and development, and system efficiency	Increase securityholder value	Achieve budget, availability, cost and debt amortisation targets.	All targets were met.	For guidance and outlook of FY17 refer to Annual Report 2016.
Procurement practices and supplier assessment	Ethical procurement practices in the supply chain	Reduce the impact on the environment from transport by sourcing materials and services from locally based suppliers where feasible, and complete a supply chain assessment.	Targets were partially met.	Complete a supply chain assessment and review Infigen's Procurement Policy.

GRI ASPECT	SUSTAINABILITY OBJECTIVE	FY16 SUSTAINABILITY TARGET	FY16 PERFORMANCE	FY17 SUSTAINABILITY TARGET
SOCIAL				
Occupational health and safety, compliance, grievance mechanisms, and disaster/emergency planning and response	Strive for a zero harm workplace and safe operation of our facilities	Achieve the Health, Safety and Environment Action Plan targets.	All targets were met.	Increase reporting on office-related hazards, launch the "Safety Share" and an employee wellbeing program, and hold an HSE induction refresher for operations and maintenance contractors.
Employment, diversity and equal opportunity, training and education, and equal remuneration for women and men	Maintain a diverse, capable, agile and motivated team	Achieve diversity targets.	Targets were partially met.	Achieve diversity targets and complete staff engagement survey with a >95% response rate.
Local communities, compliance, access, and grievance mechanisms	Aim for a high level of community engagement	Implement a community engagement plan in the communities with operating facilities and development projects, and resolve all complaints submitted in relation to impacts on society.	Targets were partially met.	Align our community engagement plans with the best practice methodologies in the industry. Resolve all complaints submitted in relation to impacts on society.
GENERAL				
Governance and compliance	Leadership and governance	Position Infigen as an ESG responsible investment.	During the period we incorporated CAER's ESG analysis in the 2015 Annual Report, and sought feedback from ethical investors to improve Infigen's profile.	Raise profile of IFN security as an ethical investment. Implement recommendations from 2015 ESG analysis into business and corporate governance processes and reporting. Seek market feedback on Infigen's ESG credentials.

OUR PEOPLE

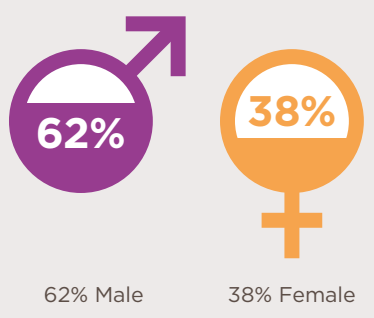
Our SPIRIT is what we value – safety, performance, integrity, respect, innovation and teamwork.

In this section we provide information about the composition of Infigen’s workforce, remuneration of women and men, training and education opportunities, and more detail on our management approach and performance in relation to diversity and equal opportunity. We remain optimistic that we will achieve our diversity targets in the 2017 financial year.

DIVERSITY TARGETS	FY16 PERFORMANCE
<p>Achieve diversity targets by 30 June 2017:</p> <ol style="list-style-type: none"> Increase workforce participation of females and persons from minority backgrounds by 20% compared to 1 July 2015. Increase participation of females and persons from minority backgrounds within management occupational categories¹ by 25% on a merit basis. Achieve pay equality within each occupational category. 	<p>Targets were partially met. The representation of females in the composition of the workforce remained unchanged (38%), however 55% of new employees were female. During the year we undertook various initiatives to promote diversity and employee wellbeing:</p> <ol style="list-style-type: none"> Contributed over \$107,000 on tertiary scholarships. Committed to four places under the Macquarie Graduate School of Management’s “Women in MBA Scholarships” program. Continued partnership with Career Trackers for the second year with two indigenous interns. Participated in the panel selection for UNSW Co-op graduates and Rural Scholarships. Supported three industry groups that connect women working in the renewable energy sector. Sponsored the International Women’s Day Debate and Leadership in Diversity conference. Supported over 20 charitable organisations and participated in Australia’s biggest charity events.

EMPLOYMENT G4-I0, G4-I1, G4-LA2

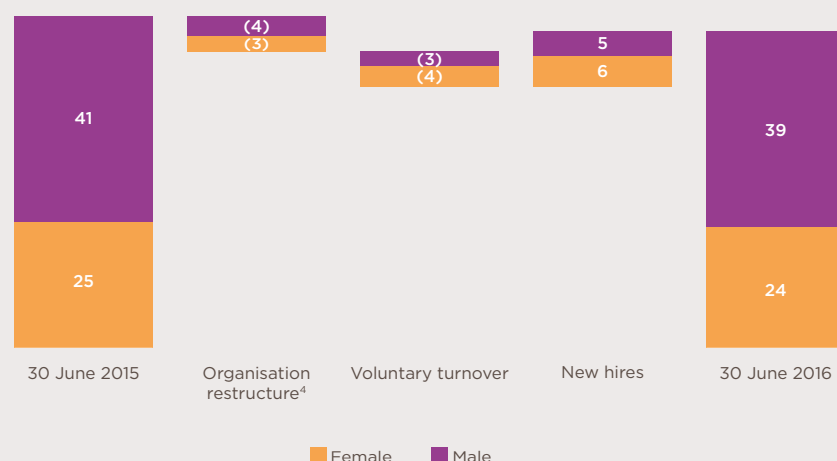
63 full-time and part-time employees²



We employ site managers at each wind farm in Alinta near Geraldton, WA; Lake Bonney near Millicent, SA; and the Capital Precinct near Bungendore, NSW. 95% of Infigen’s employees work in our Sydney office.

Changes to the composition of the workforce during FY16³ G4-LA1, G4-LA3, G4-LA10

Despite voluntary staff turnover and the organisation restructure, we maintained the gender ratio of 38% females. Two employees (100%) returned from their parental leave.



1 Categories are middle management, leadership and non-executive directors.
 2 Full-time employees: 37 males and 21 females; part-time employees: 2 males and 3 females. The only difference between a part-time and full-time employment contract is the amount of working hours specified in the employment contract. Infigen offers the following benefits to both part-time and full-time employees: income protection insurance, paid parental leave, superannuation, and short term incentive plan. None of the employees are covered by collective bargaining agreements.
 3 Age groups of new hires in Sydney were; 3 females and 2 males (18-29 age group); 3 females and 1 male (30-44 age group); and 1 male (45-59 age group). One male in the 30-44 age group was hired at a wind farm.
 4 A career transition program exists for employees that experience involuntary termination of employment, and is included in Infigen’s Redundancy Policy.

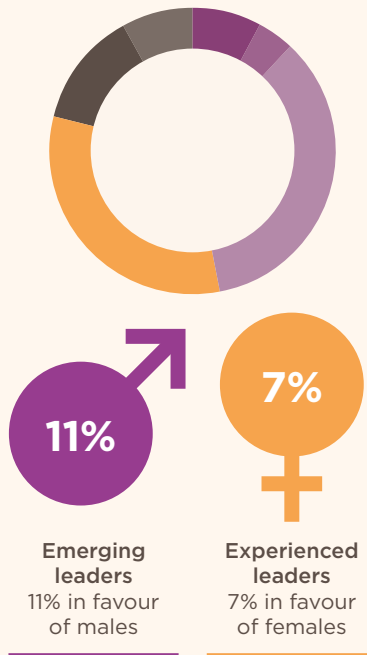


Jenni Hofsteede
Office Manager,
Corporate Facilities

We aim to maintain a diverse, capable, agile and motivated team by setting diversity targets and implementing programs to improve staff health and wellbeing.

EQUAL REMUNERATION FOR WOMEN AND MEN⁵ G4-LA13

This is the second year that we have measured gender pay equality as part of our Diversity Program to ensure that gender is not a contributing factor for determining remuneration outcomes. We have maintained pay equality in 43% of the workforce and there are no female comparators for 17% of the workforce (we are addressing this through other diversity initiatives). We had a pay gap in the middle management category as at 30 June 2016, which we have undertaken to address.



Workforce composition by occupational category (and remuneration)

- 8% support (10% in favour of females)
- 4% field operations (no female comparators)
- 35% professional (equal)
- 32% middle management (31% in favour of males)
- 13% leadership (no female comparators)
- 8% non-executive directors (equal)

The middle management category is a diverse group representing 32% of the workforce. The age range of this group is 30 to 56 years, and tenure in the same role ranges from five months to seven years. When we differentiate between “experienced leaders” and “emerging leaders”, there is a pay gap of 7% in favour of females and 11% in favour of males in each group respectively. The pay gap of the middle management group will reduce from 31% to 27%, and emerging leaders from 11% to 8% when the annual salary adjustments are applied from 1 July 2016.

TRAINING AND EDUCATION

G4-LA10, G4-LA11

Infigen has in place a Professional Development Program where by the equivalent of 2.25% of employees’ annual wages is budgeted for training purposes. Infigen has in place a policy that outlines support for professional qualification, professional or technical development, and professional membership. 100% of all employees receive regular performance and career development review.

DIVERSITY AND EQUAL OPPORTUNITY G4-LA12

We are supporting programs that develop talented leaders of the future. Infigen committed to 11 scholarships during FY16.

Next generation in renewable energy

We have sponsored the UNSW Co-op Scholarship program since November 2010. The program was developed by industry and the university as a strategic initiative to attract, train and develop outstanding young professionals.

Participation in this program provides engineering students with practice and hands-on experience throughout their studies. In FY16 Infigen sponsored five students.

Careers for Indigenous students

Career Trackers is a national non-profit organisation that creates private sector internship opportunities for Indigenous university students in Australia. The completion rate of academic degrees by Indigenous students in the Career Trackers program is 94% compared to 63% of all students in Australia and 40% of Indigenous students according to Australian Bureau of Statistics data. Infigen’s partnership with Career Trackers continued for a second year with two scholars returning for summer placements in Finance and Law.

More women in engineering

In Australia women make up 16% of undergraduate engineering students. This explains the challenges of shortlisting female candidates for employment

opportunities. Infigen supports the Women in Engineering initiative at UNSW to attract young women into engineering roles, and their goal of increasing female enrolments to 25% by 2020. We do this by engaging with school leavers at networking opportunities on campus. Our female engineers share their own personal experiences with young women considering engineering career paths in our industry.

Partnership with Macquarie Graduate School of Management

The “Women in MBA” program is aimed at addressing the barriers women face in commencing and completing MBA studies through provision of financial support, flexibility and time, employer commitment and support. Infigen aims to reduce gender imbalance in the management level by offering four out of the hundred available scholarships to its employees.

⁵ Ratios are: 1:1 in professional and non-executive groups, 11:10 for females to males in the support group, and 33:25 for males to females in the middle management group.

SAFETY

At Infigen we plan and act to achieve **zero harm** to the health and wellbeing of our people, ensuring our facilities operate safely and the environment is not harmed by our activities.

In this section we report how we achieved our Health, Safety and Environment Action Plan targets for FY16. We provide data for the occupational health and safety aspect and our approach to disaster/emergency response and planning.




FY16 TARGETS	FY16 PERFORMANCE	FY17 TARGETS
<p>Achieve the Health, Safety and Environment (HSE) Action Plan targets by 30 June 2016:</p> <ol style="list-style-type: none"> Promote the message that HSE is everyone's responsibility by encouraging HSE leadership at all levels of the business. Continue to embed zero harm culture through communication, promotions, branding and inductions. Develop effective systems and tools to integrate HSE with our tasks and manage our workplace risks. 	<ol style="list-style-type: none"> Total recordable injury decreased from 9.7 to 4.8 as at 30 June 2016. Launched Zero Harm Foundations. Developed a user-friendly HSE incident management system. Completed 100% of planned safety observations and conversations, and critical control assessments. Launched a quarterly HSE newsletter. Formally documented health and safety responsibilities for all employees, with a focus on officers' due diligence requirements. Developed an employee wellbeing program committee. 	<ol style="list-style-type: none"> Increase reporting of office-related hazards. Launch the "Safety Share" to encourage employees to share personal safety experiences at the start of meetings. Hold an HSE induction refresher session for OEM contractors. Implement the employee wellbeing program. Undertake a gap analysis of the health and safety management system to ensure compliance with relevant Australian and international standards.

Occupational Health and Safety G4-LA6

During FY16 Infigen rolled out a new Zero Harm strategy that drives change in our safety culture and performance in achieving the goal of being a safe and sustainable business. The strategy is enabled through the delivery of annual action plans.

Infigen's safety performance is measured on a rolling 12-month basis in accordance with standards of Safe Work Australia, where total recordable injury frequency rate (TRIFR) is calculated as the sum of recordable lost time injuries and medical treatment incidents multiplied by 1,000,000 divided by total hours worked; and lost time injury frequency rate (LTIFR) is calculated as lost time injuries multiplied by 1,000,000 divided by total hours worked.

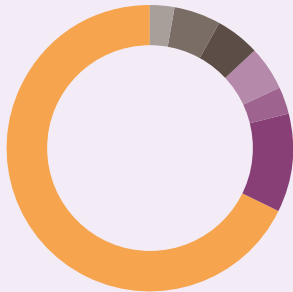
 **ZERO**
 WE MAINTAINED OUR ZERO LOST TIME INJURY FREQUENCY RATE¹ DURING FY16

 **4.8**
 WE REDUCED OUR TOTAL RECORDABLE INJURY FREQUENCY RATE¹ FROM 9.7 TO 4.8

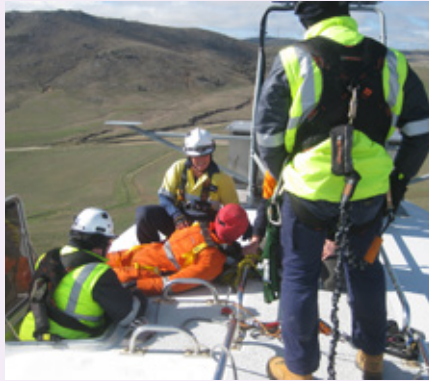
¹ This data is reported for 63 employees and 61 contractors. We did not assess types of injuries by gender during this period, but will consider recording and reporting in FY17.



Infigen employs over 60 contractors and sub-contractors to operate and maintain our operating wind farms EU17



- 41 technicians and engineers (worked 7,990 days)
- 7 administrators and managers (worked 1,610 days)
- 2 distribution and transmission line workers (worked 8 days)
- 3 substation operators (worked 577 days)
- 3 civil contractors (worked 115 days)
- 3 facilities management employees (worked 77 days)
- 2 safety and environment managers (worked 144 days)



Disaster/emergency planning and response EU18

Infigen operates high voltage equipment within areas with a potential for bushfire. Infigen has in place management strategies that control and mitigate bushfire risk, including:

- Familiarisation visits by emergency response personnel
- Maintenance of fire breaks and fire extinguishers for spot grass fires
- Training and awareness raising programs
- Policy of no hot work conducted on fire ban days and scheduling work in accordance with the relevant rural fire service's daily fire warnings

100% of personnel attending the operating sites complete a site safety induction.



FIRE SHED TANKS DONATED TO TARAGO FIRE BRIGADE

Donations made at the recommendation of the Capital Community Committee

ECONOMIC BENEFITS

With a stable capital structure we have now positioned the business for profitable growth in a rejuvenated market.

In generating value for our securityholders we also distribute economic benefits to our other stakeholders. The GRI framework uses bespoke financial measures to illustrate the creation and distribution of value generated. In this section we report the economic value generated for our stakeholders and economic impacts from our activities. We provide data on our procurement practices and management approach to our supply chain assessment.

FY16 TARGETS	FY16 PERFORMANCE	FY17 TARGETS
1. Distribute \$70,000 in direct local community sponsorship.	All targets were met. During the period, we:	1. Distribute \$75,000 to direct local community sponsorships
2. Hold a successful and safe Australian wind farm open day.	1. Committed \$99,430 on over 40 community projects.	2. Hold an open day.
3. Seek feedback on benefit-sharing models from the local community.	2. Held <i>Run with the Wind 2015</i> at the Woodlawn wind farm on the Australian Wind Farm Open Day.	3. Implement three benefit-sharing models.
	3. Completed a community survey on benefit-sharing models.	4. Complete a supply chain assessment.
	4. Launched an online platform for submitting sponsorship applications.	5. Review Infigen's Procurement Policy.

ECONOMIC PERFORMANCE G4-9, G4-EC1

Direct economic value from our operations is generated through our revenue. Our production in FY16 was 1,469 GWh and revenue \$173.2 million. The economic value distributed includes operating and development costs (\$38.8 million), employee wages and benefits (\$15.4 million), payments to government (\$0.2 million) and community investments (\$0.3 million). Economic value retained represents 'Direct economic value generated' less 'Economic value distributed'.

YEAR ENDED 30 JUNE	2016	2015	CHANGE %
Revenue	173.2	133.8	29
Direct economic value generated	173.2	133.8	29
Operating and development costs	38.8	37.6	3
Employee wages and benefits	15.4	13.1	18
Payments to providers of capital ¹	52.0	53.2	(2)
Payments to government	0.2	0.2	-
Community investments	0.3	0.3	-
Economic value distributed	106.6	104.4	2
Economic value retained	66.6	29.4	127

¹ Does not include repayment or borrowings.

DIRECT ECONOMIC VALUE GENERATED

 **29%**

TO \$173.2M IN FY16

 **\$99K**

GIVING BACK TO THE COMMUNITY

 **\$120K**

ENGAGING RESPONSIBLY IN CLIMATE CHANGE POLICY

 **\$107K**

CONTRIBUTED ON TERTIARY SCHOLARSHIPS

 **\$3m**

ANNUAL DISTRIBUTIONS TO THE LOCAL ECONOMY THROUGH RENTAL PAYMENTS TO THE LOCAL FAMILIES WHO HOST OUR WIND TURBINES



74% of products and services for our operations were procured within Australia

OUR SUPPLY CHAIN AND PROCUREMENT PRACTICES

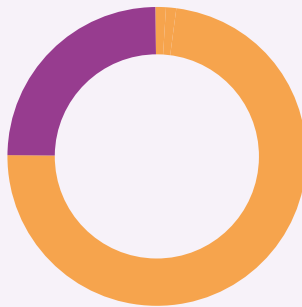
G4-12, G4-SO10

Infigen has over 200 suppliers that provide services to maintain, operate and develop new wind and solar farms, and support business services.

Suppliers are engaged to support business operations, facilities, development activities, capital structure, and listing requirements. During FY16 Infigen engaged suppliers including consultants advising on market modelling, corporate debt, legal matters, financial and tax due diligence, the energy market, and software and infrastructure. We note that as part of our performance improvement in FY17, we need to review our policy and data collection to take into account supplier impacts on the environment, labour practices and society.

Procurement practices when operating our wind farms

We are committed to sourcing materials and services from locally based suppliers to support the local economy, enhance community engagement, and to reduce our impact on the environment from transportation.



Procurement of products and services (\$)

- 75% outside state of operating assets
- 25% within state of operating assets

INDIRECT ECONOMIC IMPACTS G4-EC7, G4-EC8

Indirect investments occur through the use of local products and services such as retail, transport and accommodation; employment for asset maintenance; landowner payments; community project funding; and employment such as wind farm road and land maintenance services.

The extent of investment to enhance infrastructure and services in local communities is determined during the planning phase of wind and solar farms, and is subject to receiving development approvals from planning authorities. The specifications of such arrangements are typically part of conditions of consent, and audited for completion.

SKM study

Infigen previously (2012) supported and participated in an independent study into economic benefits of wind farms by consultants SKM. SKM looked at existing wind farm financial data and interviewed companies with experience in wind farm projects, including Infigen, and key stakeholders involved in the development and construction of the Capital wind farm. The report presented a breakdown of investment during the construction and operational stages of a major wind farm, collated from data provided by developers, contractors, advisers and consultants. The study found that a typical 50MW wind farm could employ five employees for operations and maintenance with a potential local expenditure of \$125,000 per annum and provide up to \$330,000 in annual payments to landowners and community contributions per annum for the life of the project.

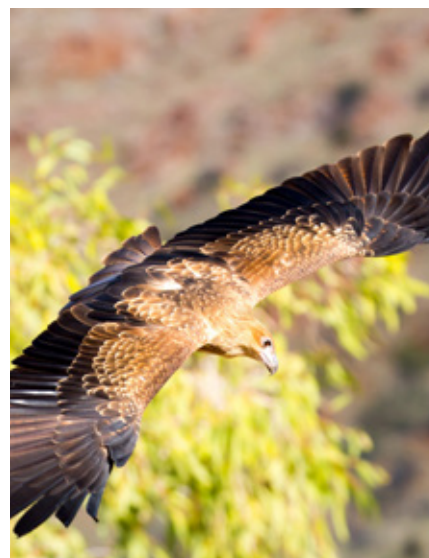
The report is published on the Clean Energy Council's website at <http://www.cleanenergycouncil.org.au/technologies/wind-energy/benefits-of-wind-energy.html>.

ENVIRONMENT

Through intensive environmental studies, fauna monitoring, a compliance management system, and fire management strategies we ensure our operations do not negatively affect the environment.

In this section we report our practices in managing our environmental impacts when developing and operating wind and solar farms. Infigen’s detailed environmental assessments are carried out by external specialist consultants in order to determine the management strategies required to ensure environmental sustainability. We provide data for our energy consumption. We have also described our impacts in relation to water, effluent and waste, and materials. Infigen’s impacts are not significant in any of these areas.

FY16 TARGETS	FY16 PERFORMANCE G4-EN29	FY17 TARGETS
<ol style="list-style-type: none"> 1. Achieve compliance with environmental management plans for each operating facility. 2. Resolve all complaints submitted in relation to the environment. 	<p>Both targets were met:</p> <ol style="list-style-type: none"> 1. Compliance¹ with relevant environmental management plans of Alinta, Capital, Lake Bonney and Woodlawn wind farms. 2. All six complaints were resolved. 	<ol style="list-style-type: none"> 1. Achieve compliance with environmental management plans for each operating facility. 2. Resolve all complaints submitted in relation to the environment. 3. Review Infigen’s grievance mechanisms.



OBSERVING THE WEDGE-TAILED EAGLE G4-EN14

There were no endangered species affected by our operations during the period.

The mainland sub-species of the wedge-tailed eagle (*Aquila audax*) is common and widespread and is not a threatened species but is considered an iconic raptor species. These eagles have been observed by external ecological specialists and site staff soaring over woodland at Capital and Woodlawn wind farms. Site staff are required to report observations of adult eagles at nests, chicks in nests, and fledglings at or near nests based on colour marking of plumage.

Kym Dodd, Site Manager at the Capital wind farm, said: “The wedge-tailed eagles are observed daily while they go about their business. Wind farm technicians respect the eagles and enjoy watching them from the top of the wind turbine, soaring and foraging for food.”

BIODIVERSITY

What happens in the consultation process?

The significance of direct and indirect impacts are assessed during the consultation process and incorporated in project development. External specialists undertake ecological surveys to understand any environmental sensitivities or environmental impacts. These surveys include flora and fauna risk assessments and vegetation and fauna habitat assessments. The results of these investigations are provided to key government stakeholders such as environmental authorities and state planning departments prior to project approval. Next, biodiversity management strategies are formulated and are implemented during the construction and operational phases of the project. Compliance status is monitored by HSE, Risk and Compliance and Internal Audit teams, who report material issues to the Board when these occur.

ENERGY G4-EN3

We report Infigen’s energy consumption to the Clean Energy Regulator under the *National Greenhouse and Energy Reporting Act 2007 (NGER Act)*. While the energy intensity of our operations remains low relative to the energy sector, we aim to reduce the energy intensity of our day-to-day business activities. That is why we committed to achieving a five-star rating of energy and efficiency under the NABERS program, a national rating system that measures the environmental performance of Australian buildings. During FY16 we switched our head office consumption to 100% renewable energy and aim to achieve electricity consumption at all sites from renewable sources by 2020.

In FY16 we consumed 18,370 gigajoules (GJ) of energy. This includes fuel consumed in site generators and in site vehicles, and electricity consumed at wind farms and offices. The standards, methodologies and assumptions for this data are provided by the Clean Energy Regulator (CER) in conjunction with the National Greenhouse and Energy Reporting Scheme.

¹ Infigen spent \$0.3 million on environmental, archaeological, noise, landscape and other environmental protection services. There were no significant fines, non-monetary sanctions or cases brought through resolution mechanisms for non-compliance with environmental laws and regulations.



Energy intensity of sales G4-EN5

1 GJ of energy consumed per ~\$9,000 of revenue



✓ **\$0.3m**

SPENT ON ENVIRONMENTAL PROTECTION SERVICES

↓ **1%**

ENERGY CONSUMPTION REDUCED TO 18,370 GJ



HOW DO WE USE WATER?

Our operations do not result in intensive water consumption as wind farms do not consume water to generate electricity, however, water is used in our head office and the three site offices. The site offices use rainwater that is collected at the office buildings. Soil and water management at our operating sites is determined in relevant environmental plans. Infigen's head office is located in a building with a "NABERS" Water rating of 4.5 and consumes municipal water supplies.



MATERIALS G4-EN1

100% of our electricity generation is from renewable sources, and our end product does not require the use of materials or product packaging. Maintenance of wind turbines involves use of oil-based materials, for example, lubricants applied to components in turbine gearboxes. Annual maintenance of our 557 MW of wind farms requires approximately 15-20 litres/MW of lubricants (9,450 litres in FY16). Our day-to-day business activities involve the use of paper in the offices. Paper stock used at all of Infigen's offices is certified under ISO 9001 for quality management and ISO 14001 for environmental management. All paper in the headquarters is recycled using the bins provided by the building management (1.1 tonnes used in FY16).



EFFLUENTS AND WASTE G4-EN24

Infigen's operational activities do not involve discharging effluent or processing water, however, we are required to report our chemical waste, like oil and lubricants and hazardous spills, as maintenance of Infigen's generation assets (wind turbines and associated plant equipment) involves use of lubricants for the machinery. There were no spills recorded in FY16. Waste management processes at Infigen's head office include recycling systems for glass, plastic, paper and aluminium. At the wind farm site offices all non-hazardous waste is stored for collection and disposed as landfill or recycled (paper and aluminium).



PRODUCT AND SERVICE LABELLING G4-PR3

Infigen's generation is from renewable sources and is transmitted into the electricity grid along with electricity from other sources. It is important that all types of generation are measured, invoiced and communicated accurately to evaluate the progress on achieving Australia's Renewable Energy Target (RET). Our electricity generation is being recorded to meet that legislation. In addition to contributing to the RET, Australians can purchase GreenPower for their homes and businesses. By purchasing GreenPower, the equivalent amount of new renewable energy is sourced on behalf of the customers. GreenPower is the only voluntary government accredited program in Australia that enables electricity providers to purchase renewable energy on behalf of households and businesses. As demand for GreenPower increases, additional renewable capacity will be installed. GreenPower audits the renewable energy sector for information and labelling. Infigen's certification can be retrieved at <http://www.greenpower.gov.au/>.

ACTION ON CLIMATE CHANGE

Infigen utilises technology that can supply electricity that is commercially, socially and environmentally sustainable. We are targeting carbon neutrality, and believe all businesses can aim to achieve the same.


In this section we report on how we are tracking against the climate targets that Infigen has set as part of its Carbon Disclosure Project commitments, and our targets for the following reporting period. Our scope 1 and scope 2 emissions data reported will be submitted to the Clean Energy Regulator for FY16, and is therefore subject to review. We also report our scope 3 emissions.

CLIMATE COMMITMENT	FY16 PERFORMANCE	FY17 CLIMATE ACTION TARGETS
Source 100% of electricity from renewable energy by 31 December 2020	We switched to 100% renewable energy in our Sydney head office.	Implement plans for sourcing 100% of electricity from renewable energy in at least 33% of our operating facilities (or at one operating asset).
Formalise a company-wide emissions reduction target by 30 June 2017	We submitted emissions reduction targets for a formal quality check under the Science-Based Organisation ¹ initiative process.	Formalise Infigen's emissions reduction target based on the global warming limit (1.5°C above pre-industrial levels). This requires reducing the emissions intensity of our operations by 44% by 2025.
Set an internal carbon price by 30 June 2017	We use carbon price sensitivity analysis in our financial models in commercial and corporate assessments.	<ol style="list-style-type: none"> 1. Complete a supply chain assessment for environmental impacts. 2. Review Infigen's Procurement Policy.
Engage responsibly in climate policy (continuous practice)	Infigen is a member of the Clean Energy Council that represents the clean energy industry in Australia, and supported the Australian Wind Alliance, the Australian Solar Council and Friends of the Earth.	<ol style="list-style-type: none"> 1. Participate in public consultation processes related to the Government's climate policy review. Advocate for emissions reduction to be in line with Australia's commitments under the Paris Agreement. 2. Support two or more environmental groups.
Disclose climate information in corporate reports (continuous practice)	We disclosed our emissions and energy data in FY16 interim and full year results.	<ol style="list-style-type: none"> 1. Disclose scope 1 and 2 emissions and energy consumption in corporate reports. 2. Improve disclosure of scope 3 emissions for two or more categories.

OUR TARGETS BY

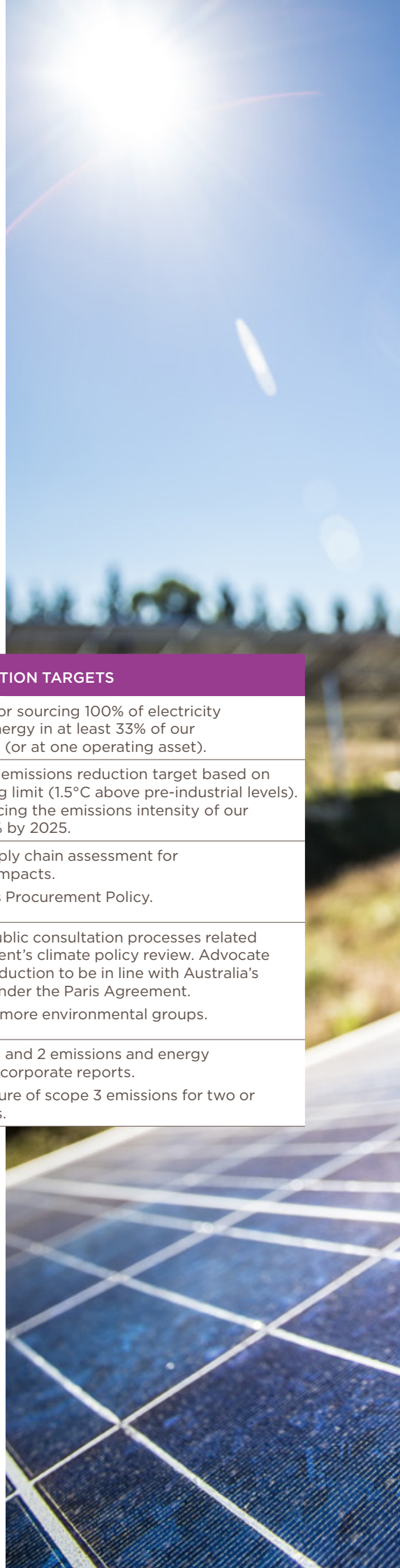


2020
SOURCE 100% OF ELECTRICITY FROM RENEWABLE ENERGY



2025
REDUCE THE EMISSIONS INTENSITY OF OUR OPERATIONS BY 44%

¹ Science-Based Targets Organisation helps companies determine how much they must cut emissions to prevent the worst impacts of climate change, <http://sciencebasedtargets.org/>





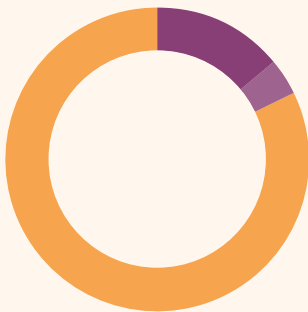
EMISSIONS G4-22, G4-EN30

What is our carbon footprint?

While no net direct emission of greenhouse gases result from power generation employing wind and solar photovoltaic technology, there are emissions associated with maintenance of the operational facilities and corporate activities.

Infigen's scope 1 emissions, including carbon dioxide (CO₂) and sulphur hexafluoride (SF₆), occur from maintenance of turbines and high voltage equipment, including from fuel used for transport on-site and operating circuit breakers. Scope 2 emissions occur from electricity used in site offices.

We report Infigen's scope 1 and scope 2 emissions, in accordance with the National Greenhouse and Energy Reporting legislation, to the Clean Energy Regulator.



FY16 emissions²

- 14% scope 1 operations and maintenance (448 tCO₂e)
- 4% scope 2 non-renewable electricity (140 tCO₂e)
- 82% scope 2 offset by renewable generation (2,660 tCO₂e)

HOW ARE INFIGEN'S SCOPE 2 EMISSIONS OFFSET?

Infigen's wind farms consume electricity from the grid when there is insufficient wind to meet their auxiliary load.

In recognition of this consumption and associated emissions, the legislation and regulations in Australia determine that a large-scale renewable energy generator is not entitled to create renewable energy certificates

associated with its generation until such time as its generation exceeds the amount of electricity consumed from the grid.

In effect, a renewable energy generator must deliver an equivalent amount of renewable energy to the grid to offset the amount of non-renewable energy it has consumed.

FY16 SCOPE 1 G4-EN15

↓ **5%**

DIRECT EMISSIONS REDUCED TO 448 tCO₂e

FY16 SCOPE 2 G4-EN16

↓ **2%**

INDIRECT EMISSIONS FROM ENERGY CONSUMPTION REDUCED TO 2,800 tCO₂e

FY16 SCOPE 3 G4-EN17

↓ **12%**

INDIRECT EMISSIONS FROM BUSINESS TRAVEL REDUCED TO 340 tCO₂e

OTHER SIGNIFICANT EMISSIONS^{2,3}

↑ **7%**

195 tCO₂e OF SF₆ EMISSIONS G4-EN21



Emissions intensity (scope 1 and 2) G4-EN18

For every 1 tCO₂e emitted Infigen generated ~452 MWh of electricity

² As a result of changes in measurement methods, reported scope 1 emissions include emission of SF₆, a greenhouse gas that is contained in circuit breakers of high-voltage switchgear.

³ SF₆ is a greenhouse gas with a global warming potential that is equivalent to 22,900 tCO₂e over 100 years. Source: National Greenhouse Accounts Factors, Department of Environment, July 2014.



#SydneyRides

Infigen team achieved the second place in the Sydney Rides Business Challenge for encouraging 52% of staff riding a bike during the Sydney Rides Festival 2016.

PUBLIC POLICY

Large-scale Renewable Energy Target (LRET)

The Renewable Energy Target (RET), including the Large-scale Renewable Energy Target (LRET) is intended to meet the listed objectives of the *Renewable Energy (Electricity) Act 2000 (the Act)*. These are to encourage the additional generation of electricity from renewable sources; to reduce emissions of greenhouse gases in the electricity sector; and to ensure that renewable energy sources are ecologically sustainable. The LRET scheme creates an incentive to increase the amount of generation from renewable energy sources. The target specifies that in addition to generation from wind, solar and hydro plants built before 1997, at least 33,000 gigawatt hours (GWh) per annum of electricity shall be sourced from renewable sources by 2020. The scheme is currently legislated to operate until 2030 and has bipartisan support.

Large-scale Generation Certificates (LGCs)

The LRET scheme operates through tradable certificates known as Large-scale Generation Certificates (LGCs). Eligible large-scale renewable power stations can create one certificate for every one megawatt hour (MWh) of power they generate. Large end-users or retailers of electricity buy and surrender these certificates to the Clean Energy Regulator each year to meet the renewable percentage target set by the Regulator. Liable entities can meet their LGC supply needs by either developing their own renewable energy assets, entering into contracts to acquire LGCs or buying LGCs through spot and forward traded markets.

A non-tax deductible \$65 shortfall charge for non-compliance applies and is payable to the Clean Energy Regulator. Tax-effected this is equivalent to ~\$93/LGC.

What is the Paris Agreement?¹

The Paris Agreement's central aim is to strengthen the global response to the threat of climate change by keeping a global temperature rise this century well below 2°C above pre-industrial levels, and to pursue efforts to limit the temperature increase even further to 1.5°C.

Australia's commitment to the Paris Agreement²

In December 2015 the Australian Government committed to join with other nations under the Paris Agreement seeking to limit the worst effects of climate change. Australia's initial commitment is to develop and implement an economy-wide target to reduce greenhouse gas emissions by 26-28% below 2005 levels by 2030. Under the Paris Agreement Australia also committed to the far more ambitious global goal to hold average temperature increase to well below 2°C, and to pursue efforts to keep warming below 1.5°C above pre-industrial levels.

RISKS AND OPPORTUNITIES DUE TO CLIMATE CHANGE

G4-EC2, G4-2

There are physical, regulatory, and demand related risks and opportunities with a potentially high impact and financial implications to Infigen's operations. For more detail on the timeframe, likelihood, magnitude of impact, estimation of financial implications, costs and management approach, refer to Infigen's submissions under the Carbon Disclosure Project at <http://www.infigenenergy.com/CDP/>.

¹ Source: United Nations Framework Convention on Climate Change, http://unfccc.int/paris_agreement/items/9485.php

² Source: Australia's 2030 Emission Reduction Target, <http://environment.gov.au/climate-change/australias-emission-reduction-target/>

	Potential consequence	Management strategy
<p>Physical risks Disruption to operations due to increased frequency of:</p> <ul style="list-style-type: none"> extreme wind events bushfires floods 	Physical damage to generation or transmission facilities could lead to lower revenue from lower production and higher operating costs.	During FY16 Infigen continued to manage these risks through activities that are part of general business and risk management: <ul style="list-style-type: none"> post-warranty service and maintenance agreements, whereby operations and maintenance (O&M) service providers carry the risk of component failure procuring insurance protection for the operating facilities
Lower production due to changes to long-term wind patterns	Lower revenue from lower production or changes to the diurnal or seasonal wind production profile at a particular wind farm.	For operating projects we can only monitor the effects, and due to the variability of wind it is difficult to specifically attribute short-term events to climate change. For development projects wind data monitoring continues up to and after a final investment decision is made, so that decisions can be made on the most current data.
<p>Opportunities Increased demand for new renewable generation capacity due to:</p> <ul style="list-style-type: none"> more frequent extreme temperature events increasing electricity demand increased frequency of droughts reducing availability of existing hydro electricity plants and some thermal generation plants (as they need water for cooling) 	Higher demand for electricity and lower availability of existing plant would lead to higher and more volatile electricity prices in the first instance, and if sustained, would provide the appropriate investment signal for new renewable capacity.	Understanding this opportunity is a key consideration in formulating Infigen's strategy in managing its assets and development pipeline. Infigen's 24/7 control centre monitors the operation of our assets, and reacts and responds appropriately to pricing events in energy markets. Volatility in wholesale market prices in South Australia and New South Wales increased in FY16 (refer to Annual Report 2016, page 16).
Higher production due to changes to long-term wind patterns	Higher revenue from higher production or changes to the diurnal or seasonal wind production profile at a particular wind farm.	As with the risks of changes to long-term wind patterns, it is difficult to specifically attribute short-term events to climate change. Identifying opportunities for operating assets is part of general business. Analysis of wind resource data is fundamental to project development and is part of Infigen's core capability.
<p>Regulatory risks Inadequate legislative/regulatory settings:</p> <ul style="list-style-type: none"> regulatory uncertainty suboptimal long-term climate change policies suboptimal planning process and conditions for renewable generation 	Fewer investment opportunities and higher project costs resulting from higher risk adjusted investment return expectations from capital providers and higher development, capex and operating costs incurred. Adhering to certain planning policies that have arbitrary controls, e.g. a fixed minimum distance between a dwelling and a wind turbine that ignores other characteristics of a wind farm. Retrospective changes can also have a detrimental effect on the value of operating and development assets.	Regulatory risk mitigation is a high priority for Infigen, and is undertaken as part of general business. We engage with regulators and legislators to garner and retain support for the industry and provide advice in relation to potential unintended consequences related to poor policy.
<p>Opportunities Favourable current and future legislative/regulatory settings:</p> <ul style="list-style-type: none"> medium-term certainty in relation to the LRET and potential for its extension supportive state and territory renewable policies being developed and implemented policies that support the decarbonisation of the electricity sector in order to meet Australia's international climate change commitments 	Under the current LRET a shortfall in supply of LGCs is imminent in 2018 due to insufficient investment in new capacity resulting from regulatory uncertainty that lasted throughout the 2015 financial year. This has resulted in increased prices for LGCs and as a consequence an increased willingness for obligated parties to underwrite new projects by entering into offtake agreements. It has also created investment conditions that are supportive of some merchant development opportunities.	Infigen is well-placed to respond to this opportunity as approximately 50% of its capacity is uncontracted where the output is available to be sold at attractive prices. All projects in Infigen's development pipeline when constructed will be eligible to create LGCs until 2030, and/or relevant certificates/credits under state and territory schemes. During FY16 Infigen participated in various tender processes to secure medium to long-term offtake contracts. Accelerating the decarbonisation of the economy through a strong climate policy may create new markets (e.g. cap and trade) that Infigen could participate in. This would also increase investor confidence in the renewable energy sector. This may reduce our cost of capital and increase the market valuation of the business. To support this opportunity, Infigen puts forward recommendations in support of the renewable energy sector in formal policy submissions and other communications on energy policy to market regulators, including Federal and state governments, Australian Energy Market Operator, Australian Energy Regulator, and the Australian Energy Market Commission.
<p>Other risks Disruption from new technology that evolves from:</p> <ul style="list-style-type: none"> strong climate policy acceleration of climate change scientific discoveries 	Technological evolution and disruption could radically change the profile, source and quantum of electricity demand and supply, and the structure of the National Electricity Market. As a result, new market entrants that provide innovative solutions could reduce Infigen's market share. In a scenario where there is a structural market change, Infigen's business model may have to adapt to remain viable.	The technology disruption risk is addressed as part of corporate strategy planning that involves consultation with external market experts, and research and development into integration of emerging technologies with new development projects.
<p>Other opportunities</p> <ul style="list-style-type: none"> Technological disruptions in other sectors (e.g. falling costs of electric vehicles) Changing social attitudes towards climate action 	Increased demand for certified renewable electricity.	Similarly to the risk of technology disruption, this opportunity is considered as part of long-term strategy planning, as well as positioning Infigen as a climate action orientated brand. During FY16, Infigen participated in various public forums that called for action ahead of the 2015 Paris Climate Conference, and continued to support the Clean Energy Council, Australian Wind Alliance, Friends of the Earth and the Australian Solar Council.

OUR COMMUNITIES

Obtaining and maintaining a social licence to operate is a key consideration in the development and ongoing operation of our wind and solar farms.

In this section we provide an overview of our performance against targets for managing our impacts on society and in relation to indigenous rights¹. We describe our approach to public consultation practices and an evaluation of our social licence to operate. We highlight the key concerns that communities have with respect to wind farms.

FY16 TARGETS	FY16 PERFORMANCE	FY17 TARGETS
<ol style="list-style-type: none"> 1. Implement community engagement plans in the communities where we have operating facilities and/or development projects. 2. Resolve all complaints submitted in relation to impacts on society. 	<ol style="list-style-type: none"> 1. A community engagement plan was implemented at all operating facilities but not at all development projects. 2. Three out of four complaints (in relation to impacts on society) remained open at the end of the period. 	<ol style="list-style-type: none"> 1. Align community engagement plans to the recommendations of the "Building positive social outcomes in wind" project. 2. Incorporate recommendations from the National Wind Farm Commissioner's Bulletin in our complaints handling process. 3. Resolve all complaints submitted in relation to impacts on society.

LOCAL COMMUNITIES G4-SO1

All of Infigen's operating assets have completed visual, social and environmental impact assessments, management plans, and public consultation as part of the standard development and planning application process. In each of the 10 locations or communities where Infigen has development projects, we have identified key stakeholder groups: landowners and neighbours, local government, planning and environment authorities, suppliers, media, and social and environment groups. We have implemented community engagement plans at 100% of our operating facilities and 90% of our development projects.

Local community engagement activities are relevant to key community stakeholders of Infigen's development projects and operating assets. Infigen implements a community engagement strategy that follows the Clean Energy Council's Community Engagement Guidelines.

Infigen has adopted the engagement spectrum framework that is based on the public participation spectrum of the International Association for Public Participation (IAP2). The spectrum outlines activities beyond informing and consultation that assist with achieving community support. The spectrum is used to communicate performance of community engagement at any given point in time. This enables us to better communicate the status of our social licence to operate. All of our operating facilities and development projects were internally evaluated as having achieved a high level of community engagement, indicating that a social licence to operate exists in these communities. Cloncurry solar farm is yet to be granted a planning approval. We continue to work constructively with that community.

¹ Relates to protection of indigenous cultural heritage as provided under relevant state and national heritage legislation.



How is the IAP2’s engagement spectrum applied to our public consultation?

Initial stages of standard engagement include informing and consultation, where balanced and objective information is provided to inform the community and reduce community stress and concerns. Standard consultation involves demonstrating how the community can provide feedback and how the feedback will be considered by the development team. Achievement of standard engagement is indicated through obtaining a project planning approval and evidence of a positive perception of the project from the majority of the local community.

A high level of engagement in the community-developer relationship is obtained through involving the community by ensuring concerns are understood and considered by the development team, collaborating with the community in each aspect of planning, decision-making, and identification

of preferred solutions. It is important for the developer to become an active member of the community to create trust and constructive relationships. Fundraising and establishing of open forums such as community committees should be part of community engagement plans. An indicator of successful involvement and collaboration is evidence of community partnerships (for example, community committees and working relationships with environmental groups).

The most engaged level is achieved when the community is empowered to advocate for the approval of the development of the project and certain decision-making is placed in the hands of the community. Through this the community becomes a champion for the project.

Infigen’s community engagement spectrum

ENGAGEMENT LEVEL					
Objective:	Inform	Consult	Involve	Collaborate	Empower
Status of social licence to operate	Obtained for all projects through planning application processes	Obtained for 10 out of 11 projects (except for Cloncurry solar farm) through planning application processes	Project managers continued direct engagement at Cherry Tree, Forsayth, Manildra, Bogan River, Walkaway, and Woakwine during FY16	We have established collaboration forums for each of Bodangora, Flyers Creek and Capital 2 as part of community committees	To be achieved. A community group, Central NSW Renewable Energy Co-operative near Flyers Creek, was established in September 2011
	STANDARD		HIGH		COMMUNITY INITIATION

Project “Building positive social outcomes in wind”

During the reporting period Infigen sponsored and participated in the Clean Energy Council’s project “Building positive social outcomes in wind”. This is a collaboration between wind developers, Embark and Community Power Agency² to evaluate and improve wind industry members’ community engagement practices. In the 2017 financial year Infigen will continue to participate in the project and align its community engagement plans to the recommendations.

Wind farm open days and site visits

During FY16 over 1,100 people visited our wind farms during organised site visits and the Australian Wind Farm Open Day. We held the *Run with the Wind* fun run at the Woodlawn wind farm for the fourth successive year.

CULTURAL HERITAGE G4-HR8

Developers of wind and solar farms are required to determine whether the relevant site contains known indigenous heritage or has the potential to have heritage value. Conducting a risk assessment and landscape character and utilisation modelling prior to any field studies are essential to ensure that potential areas of importance to indigenous people are identified. These areas can then be assessed during field studies, and where necessary, avoided during construction. Once preliminary research has been completed, archaeologists, anthropologists and other consultants are engaged to conduct research and consultation to identify indigenous heritage values and associated management or regulatory requirements. There were no studies undertaken and no incidents of violations identified involving the rights of indigenous peoples during FY16.



² Embark and Community Power Agency are non-profit organisations that work with community groups to support renewable energy projects.

Public consultation

Community committees have been formalised to discuss community concerns and provide Infigen with feedback. Establishing community committees may not be appropriate for all projects or operating assets, and is considered on a community and site basis. Bodangora and Flyers Creek consultative community committees held seven meetings throughout FY16¹. At the Capital Renewable Energy Precinct, the Capital community committee met three times to provide recommendations as to how Infigen can further contribute to the economy, community and environment of Bungendore and Tarago. It also provided a forum to ask questions about the Capital 2 wind project and Capital solar project. Summaries of these meetings continue to be made public in the community newsletters and bulletins of local newspapers.

Over 70 community and face-to-face meetings with key stakeholders of each project in total were held in the communities during FY16.

Community meetings and site visits

DEVELOPMENT PROJECT	LOCATION	DEVELOPMENT APPROVAL DATE	COMMUNITY CONSULTATION COMMITTEE FORMATION DATE	NUMBER OF COMMITTEE MEETINGS IN FY16	NUMBER OF FACE-TO-FACE MEETINGS IN FY16
Bodangora wind farm	Wellington, NSW	Aug 2013	Jun 2012	3	15
Bogan River solar farm	Nyngan, NSW	Dec 2010	N/A	-	2
Capital solar farm	Bungendore, NSW	Dec 2010	Sep 2013 ²	3	2
Capital 2 wind farm	Bungendore, NSW	Nov 2011	Sep 2013 ²	3	2
Cherry Tree wind farm	Seymour, VIC	Nov 2013	N/A	1	9
Cloncurry solar farm	Cloncurry, QLD	N/A	N/A	-	-
Flyers Creek wind farm	Blayney, NSW	Mar 2014	Dec 2012	4	14
Forsayth wind farm	Forsayth, QLD	Feb 2014	N/A	-	6
Manildra solar farm	Manildra, NSW	Mar 2011	N/A	-	7
Walkaway 2 and 3 wind farms	Walkaway, WA	Dec 2008	N/A	-	1
Walkaway 2 solar farm	Walkaway, WA	Jul 2016	N/A	-	8
Woakwine wind farm	Mt Benson, SA	Jun 2012	N/A	-	6

OPERATIONAL WIND AND SOLAR FARMS	LOCATION	COMMUNITY CONSULTATION COMMITTEE	NUMBER OF COMMUNITY SITE VISITS AND PUBLIC MEETINGS IN FY16
Alinta wind farm	Geraldton, WA	N/A	1
Capital wind farm	Bungendore, NSW	Sep 2013	6
Capital East solar farm	Bungendore, NSW	Sep 2013 ²	5
Lake Bonney 1, 2 and 3 wind farms	Mt Gambier, SA	N/A	2
Woodlawn wind farm	Tarago, NSW	Sep 2013 ²	10

Community engagement surveys

Community surveys designed to evaluate Infigen's community engagement were sent to Bodangora, Forsayth, Cherry Tree, Lake Bonney, Capital, Woodlawn, Manildra, Bogan River and Cloncurry landowners and other stakeholders via an online campaign in December 2015. The survey had a 9% response rate³, and found that respondents preferred face-to-face meetings, community events, newsletters and direct mail over phone calls, committee meetings, and advertising. The results showed satisfaction with Infigen's professionalism, communication and safety. Areas for future improvement include increasing the response rate, exploring different channels for the survey and addressing all concerns raised in respect to practices on our operating sites.

Australian National Wind Farm Commissioner

The Department of Environment and Energy appointed Mr Andrew Dyer as the National Wind Farm Commissioner in November 2015 to receive and refer complaints from concerned community residents about wind farms, as well as promote best practices for industry and government to adopt in regard to the planning and operation of wind farms. The Commissioner met with Infigen's Managing Director Miles George and members of Infigen's development and communication teams. Mr Dyer outlined the criteria and processes for handling complaints received by the Commissioner's Office. Infigen briefed the Commissioner on the implementation of its formal Complaints Handling Policy. In June 2016 the Commissioner released the "Wind Farm Complaint Handling Bulletin" that sets out practices for the industry to consider and adopt at planned and operating wind farms. These recommendations include a user-friendly website with information about the process, improved contact methods, and distribution of information via communications materials and media engagement.

¹ Meeting minutes are made public on Infigen's website at <http://www.infigenenergy.com/our-business/development-pipeline/wind-energy-projects/>

² Part of the Capital Community Committee.

³ Sample size was 131 respondents; common response rates for telephone surveys are around 12% and online surveys around 25%. Source: SurveyMonkey, <http://fluidsurveys.com/university/response-rate-statistics-online-surveys-aiming/>

KEY CONCERNS G4-SO2, G4-EN27

Wind generation technology is a non-invasive and sustainable form of electricity generation. Like other forms of infrastructure, key issues of interest driving development and operation are: native vegetation and biodiversity, landscape and visual amenity, noise, health, property values, blade glint, and shadow flicker. The planning authorities in each state address, where applicable, community concerns in relation to these issues by stipulating conditions as part of granting a planning approval. These are referred to as 'conditions of consent' and must be followed by the wind farm operator during the life of the project. The conditions typically include requirements for environmental planning and rehabilitation, noise restriction, and mitigation of visual impacts. During FY16 concerns were raised in relation to visual amenity, noise, property values and native vegetation for the Bodangora, Flyers Creek and Cherry Tree development projects. For operating facilities, concerns were raised in relation to noise at Capital wind farm.

PROCESS FOR COMMUNICATING CRITICAL CONCERNS TO THE BOARD

G4-49, G4-50, G4-58

The Risk Management Policy⁴ outlines the Board's risk appetite and the associated requirements for reporting risks of different materiality levels.

Infigen's Complaints Handling Policy⁵ requires any complaints from Infigen's securityholders or from third parties relating to Infigen and its products and services to be appropriately resolved and reported to the ARCC on a quarterly basis.

Infigen's Compliance Policy also requires the ARCC to monitor Infigen's significant compliance risks via the ongoing review of quarterly compliance reporting, and to keep the Board informed of these key concerns.



"You run excellent engaging events that serve those who attend first, and Infigen second. It is a strong example of healthy corporate citizenship! Keep up the great work!"

Response from a resident living near the Capital wind farm, December 2015

Infigen has designated Contact Officers in addition to HR representatives to address concerns in relation to discrimination, harassment and bullying.

GRIEVANCE MECHANISMS

G4-50, G4-EN34, G4-LA16, G4-SO11

Infigen places a high priority on addressing complaints received from stakeholders about its operations.

We follow a formal complaints management process to channel and resolve legitimate issues, concerns or problems that community stakeholders have in relation to Infigen's operating facilities and development projects.

All communication received through the dedicated 24-hour complaints line, email or post are recorded in the complaints registers and reviewed by relevant managers of the SSC. The comments received vary from suggestions to improve Infigen's practices, to expressing concerns or grievances with road maintenance and noise. Comments are classified as either generic information, suggestions and feedback, or formal complaints. These comments and complaints are escalated accordingly with the appropriate department, and reported to the management and/or the Board where required.

We also monitor Infigen's social media channels for comments that should be included in the formal complaints process. The complaint management process involves acknowledging receipt of any complaint with the stakeholder as soon as practicable, and resolution of their complaint within 30 days where possible.

In addition to receiving formal complaints, we seek feedback and suggestions during community events.

All material complaints submitted via grievance mechanisms are reported to the Board. Resolutions are devised on a case by case basis. If there are areas of improvement identified, these are incorporated in the sustainability framework under relevant targets.

Infigen received a total of 10 formal complaints from five individuals in FY16 compared to 15 complaints from five individuals in the previous year. Complaints related to operating assets, including noise, the complaints process, road maintenance, visual amenity and contractual arrangements. One complaint was raised during Infigen's 2015 Annual General Meeting and related to the disclosure of insufficient data in the 2015 Remuneration Report. At the end of FY16, three complaints remained open and were being addressed. The one remaining open complaint at the end of FY15 was resolved in FY16.

If you have things you would like to share with us about our community engagement practices, visit <https://www.surveymonkey.com/r/Engage-Community-Infigen>

ENVIRONMENTAL IMPACTS

✓ 100%

ALL SIX COMPLAINTS WERE RESOLVED DURING THE PERIOD

LABOUR PRACTICES

✓ ZERO

THERE WERE NO COMPLAINTS DURING THE PERIOD

IMPACTS ON SOCIETY⁶

✗ 25%

THREE OUT OF FOUR COMPLAINTS REMAINED OPEN TO BE RESOLVED IN THE 2017 FINANCIAL YEAR

⁴ Infigen's Risk Management Policy is at <http://www.infigenenergy.com/about-us/corporate-governance/risk-management-policy/>

⁵ Infigen's Complaints Handling Policy is at <http://www.infigenenergy.com/about-us/corporate-governance/complaints-handling-policy/>

⁶ Complaints were reported to the Board.

COMPLIANCE

Infigen is committed to promoting a culture of identifying and managing compliance risk in its business-as-usual activities.

G4-S05, G4-S07, G4-S08

In this section we provide our policy framework for compliance. We provide data for non-compliance (fines and non-monetary sanctions) in relation to the GRI aspects of environment, society, and product responsibility. Infigen's Compliance Policy conforms to the international standard on compliance management systems (ISO 19600:2014) and identifies requirements with which we must comply and with those that we choose to comply. The Compliance Policy sets out a framework covering all aspects of the business, including: governance; human resources; financial risks; health, safety and environment management system; and information management and technology. Compliance management practices are integrated within the broader enterprise risk management and governance frameworks to drive consistent, effective and accountable decision-making.

An internal audit function provides assurance to Infigen's Board in relation to the adequacy and effectiveness of existing internal controls. Non-compliance with the policies is reported to Infigen's Audit, Risk and Compliance Committee.

There were no legal actions for anti-competitive behaviour, anti-trust, and/or monopoly practices or significant fines, non-monetary sanctions and/or cases brought through resolution mechanisms for non-compliance with relevant laws and regulations in FY16.

Product and service labelling

G4-PR3

GreenPower audits the renewable energy sector for information and labelling.

	Compliance
Significant product or service categories covered by and assessed for compliance with GreenPower procedures	100%



OVERVIEW OF INFIGEN'S POLICY FRAMEWORK IN THE COMPLIANCE POLICY

Governance policies

- Australian Financial Services Licence Obligations Policy
- Anti-Money Laundering and Counter-Terrorism Financing Policy
- Communications Policy
- Community Engagement Policy
- Complaints Handling Policy
- Compliance Policy
- Conflicts of Interest Policy¹
- Continuous Disclosure Policy
- Custody Policy
- Energy Risk Management Policy²
- Errors and Omissions Policy
- Privacy Policy
- Risk Management Policy
- Securities Trading Policy

Human Resources policies

- Code of Conduct³
- Equal Employment Opportunity Policy⁴
- Leave Policy
- Professional Development Policy
- Redundancy Policy
- Sexual Harassment Policy
- Travel and Expenses Policy
- Workplace Bullying Policy
- Dress Code Policy
- Diversity Policy
- Equity Plan
- Short Term Incentive Plan

Financial policies

- Fixed Asset Policy
- Capitalisation Policy
- Delegations of Authority Matrix
- Procurement Policy

- Reconciliation Policy
- Corporate Card Policy and Procedures
- Tax Risk Management Policy
- Treasury Policy

Health, Safety and Environment Management System

- Health, Safety and Environment Policy⁵
- Alcohol and other Drugs Policy
- Fatigue Management Policy
- Injury Management and Return to Work Policy
- 'Thanks Mate' Policy
- Site-specific Management Plans and Procedures

Information Management and Technology

- IT Security and Usage Policy

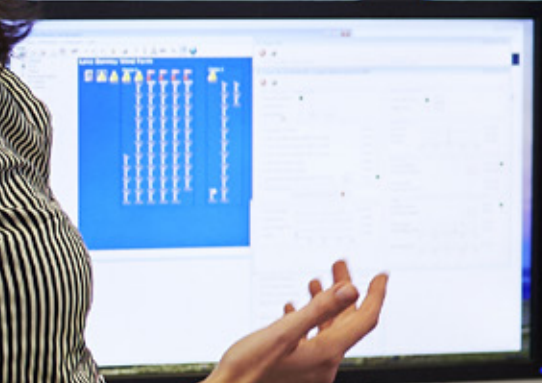
1 The governance and monitoring of Infigen's approach to political donations is addressed in Infigen's Conflicts of Interest policy. Approval for political donations in special circumstances is sought from the Chairman of Infigen or the Chief Executive Officer. During FY16, Infigen contributed \$38,570 of political donations (directed and indirect), up 20% from FY15.

2 The *Competition and Consumer Act* and the National Electricity Rules are key sources of requirements regarding anti-competitive behaviour. Compliance with these requirements is monitored by Infigen's Energy Risk Management Committee.

3 Refer to Infigen's Code of Conduct at: <http://www.infigenenergy.com/about-us/corporate-governance/code-of-conduct/>

4 Infigen is committed to responsible corporate governance and has implemented an Equal Employment Opportunity Policy and a Diversity and Inclusion Policy in accordance with the ASX Corporate Governance Principles and Recommendations. The NRC of Infigen's Board is responsible for monitoring Infigen's Diversity Policy and achievement of the Diversity Targets.

5 Health, Safety and Environment procedures and processes are aligned to OHSAS 18001 (OHS) and ISO 14001 (Environment) standards.



GRI INDEX TABLE (G4-32)

Infigen uses the Global Reporting Initiative (GRI) G4 framework to monitor its environmental, economic and social (EES) impacts and improve its environmental, social and governance (ESG) performance. The following index table includes references to disclosure of management approach (DMA) and other GRI aspects in the ESG Report. Additional information is disclosed in the Annual Report 2016.

GENERAL STANDARD DISCLOSURES

General Standard Disclosures	Reference	Disclosure (page number unless otherwise specified)
STRATEGY AND ANALYSIS		
G4-1	Statement from most senior decision-maker in the organisation	1
G4-2	Provide a description of key impacts, risks, and opportunities	1, 10-11, 25
ORGANISATIONAL PROFILE		
G4-3	Name of the organisation	2
G4-4	Primary brands, products and services	2
G4-5	Location of headquarters	40
G4-6	Number of countries where the organisation operates	3
G4-7	Nature of ownership and legal form	2
G4-8	Markets served (geographic breakdown, sectors, and types of customers)	2
G4-9	Scale of the organisation (numbers of employees, operation, net sales, debt and equity, quantity of products)	2-3, 18 and Annual Report 2016, 14-22
G4-10	Total number of full-time employees by gender and number of supervised employees of contractors	2, 14
G4-11	Percentage of total employees covered by collective bargaining agreements	14
G4-12	Description of the organisation's supply chain	19
G4-13	Significant changes regarding the organisation's size, structure, ownership, or its supply chain	2
G4-14	Report whether and how the precautionary approach or principle is addressed by the organisation	8
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses	8
G4-16	Memberships of associations and advocacy organisations	8
EU4	Length of above and underground transmission and distribution lines by regulatory regime	3
EU5	Allocation of CO ₂ e emissions allowances or equivalent, broken down by carbon trading framework	3
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
G4-17	Entities included in the organisation's consolidated financial statements or equivalent documents, and whether any entity included in the organisation's consolidated financial statements or equivalent documents is not covered by the report	Annual Report 2016, 98-99
G4-18	Process for defining the report content and the GRI aspect boundaries and explanation of how the organisation has implemented the four Reporting Principles for Defining Report Content	5
G4-19	List all the material GRI aspects identified in the process for defining report content	6
G4-20, G4-21	For each material aspect, report the aspect boundary within and outside the organisation	6
G4-22	Effect of any restatements of information provided in previous reports, and the reasons for such restatements	23
G4-23	Significant changes from previous reporting periods in the scope and aspect boundaries	6
STAKEHOLDER ENGAGEMENT		
G4-24	Stakeholder groups engaged by the organisation	9
G4-25	Basis for identification and selection of stakeholders with whom to engage	9
G4-26	Approach to stakeholder engagement	9
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns	9, 29

GRI INDEX TABLE (G4-32) (Continued)

General Standard Disclosures	Reference	Disclosure (page number unless otherwise specified)
REPORT PROFILE		
G4-28	Reporting period for information provided	1
G4-29	Date of most recent previous report	30 September 2015
G4-30	Reporting cycle	Annual
G4-31	Contact point for questions regarding the report or its contents	40
G4-32	Option of "In Accordance" the organisation has chosen and the GRI content index for the chosen option	"In Accordance - Core" reporting. The index is provided in this table.
G4-33	Organisation's policy and current practice with regard to seeking external assurance for the report. Report the scope and basis of any external assurance provided	6
GOVERNANCE		
G4-34	Governance structure, including committees of the highest governance body (Board). Identify any committees responsible for decision-making on economic, environmental and social (EES) impacts	8
G4-35	Process for delegating authority for EES topics from the Board to senior executives and other employees	8
G4-36	Executive-level position or positions with responsibility for EES topics	8
G4-37	Processes for consultation between stakeholders and the Board on EES topics	9
G4-38	Composition of the Board and its committees	Annual Report 2016, 30-34
G4-39	Report whether the Chair of the Board is also an executive officer	Annual Report 2016, 30
G4-44	Evaluation of the Board's performance with respect to governance of EES topics and actions taken in response to the evaluation	8
G4-45	The Board's role in the identification, management, and implementation of due diligence of EES impacts, risks, and opportunities, and whether stakeholder consultation is considered	8
G4-46	The Board's role in reviewing the effectiveness of the organisation's risk management processes for EES topics	29
G4-47	Frequency of the Board's review of EES impacts, risks, and opportunities	Annual Report 2016, 32
G4-48	The highest committee or position that formally reviews and approves the organisation's sustainability/ESG report and ensures that all material aspects are covered	8
G4-49	Process for communicating critical concerns to the Board	10, 29
G4-50	Nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them	29
G4-51	Remuneration policies and performance criteria for the Board and senior executives	Annual Report 2016, 35-47
G4-52	Process for determining remuneration and whether remuneration consultants are involved in determining remuneration and whether they are independent of management, and any other relationships which the remuneration consultants have with the organisation	Annual Report 2016, 35-47
ETHICS AND INTEGRITY		
G4-56	Overview of the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	8, 30
G4-58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters related to organisational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines	30
SECTOR DISCLOSURES: ELECTRIC UTILITIES		
EU1	Installed capacity, broken down by primary energy source and by regulatory regime	3
EU2	Net energy output broken down by primary energy source and by regulatory regime	Annual Report 2016, 23
EU3	Number of residential, industrial, institutional and commercial customer accounts	2-3
EU10	Planned capacity against projected electricity demand over the long term, broken down by energy source and regulatory regime	2

DISCLOSURE ON MANAGEMENT APPROACH (DMA) OF MATERIAL AND IMPORTANT ASPECTS

Refer to pages 5-7 for more information on how we determined which GRI aspects to report on. Here we provide a reference to the materiality of each aspect to explain why the aspect is material to Infigen and its stakeholders, how Infigen manages relevant impacts, and the evaluation of the management approach (for example, mechanisms, results and adjustments).

- ▶ Material
- ⚡ Important

Indicators by aspects	Disclosure (page number unless otherwise specified)
ECONOMIC	
Economic performance ▶	10-13
Indirect economic impacts ▶	10-13
Procurement practices ▶	10-13
ENVIRONMENTAL	
Energy ▶	10-13, 20
Water and materials ⚡	20-21
Biodiversity ▶	10-11, 20
Emissions ▶	10-13, 22-23
Effluents and waste ⚡	20-21
Compliance ▶	10-11, 20-21, 30
Transport ⚡	23
Environmental grievance mechanisms ▶	20, 29
Research and development (electric utilities) ▶	Annual Report 2016, 21
SOCIAL	
Employment ▶	10-11, 14-15
Occupational health and safety ▶	10-11, 16
Training and education ▶	10-11, 15
Diversity and equal opportunity ▶	10-11, 15
Equal remuneration for women and men ▶	10-11, 15
Indigenous rights ⚡	27
Local communities ▶	10-11, 20-28
Anti-corruption and anti-competitive behaviour ⚡	30
Public policy ▶	10-11, 24
Compliance ▶	10-11, 30
Supplier assessment ▶	10-13
Grievance mechanisms for impacts on society and labour practices ⚡	10-11, 29
PRODUCT RESPONSIBILITY	
Product and service labelling ⚡	21, 30

GRI INDEX TABLE (G4-32) (Continued)

SPECIFIC STANDARD DISCLOSURES

Standard disclosure of material GRI aspects is referenced in the table below.

Material Aspect	Reference	Disclosure (page number unless otherwise specified)
CATEGORY: ECONOMIC		
Economic Performance		
G4-EC1	Direct economic value generated and distributed	18
G4-EC2	Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure	25
Indirect Economic Impacts		
G4-EC7	Extent of development of significant infrastructure investments and services supported	19
G4-EC8	Examples of the significant identified positive and negative indirect economic impacts	19
Procurement Practices		
G4-EC9	Proportion of spending on local suppliers	19
Electric Utilities		
EU12	Transmission and distribution losses as a percentage of total energy	Annual Report 2016, 23
CATEGORY: ENVIRONMENTAL		
Materials		
G4-EN1	Report the total weight or volume of materials that are used to produce and package the organisation's primary products and services	21
Energy		
G4-EN3	Energy consumption within the organisation	20-21
G4-EN5	Energy intensity ratio	21
Biodiversity		
G4-EN14	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organisation	20
Emissions		
G4-EN15,	Gross direct (scope 1) GHG emissions in metric tonnes of CO ₂ equivalent	23
G4-EN16	(tCO ₂ e) and gross energy indirect (scope 2) GHG emissions in tCO ₂ e	
G4-EN17	Other indirect GHG emissions (scope 3) in tCO ₂ e	23
G4-EN18	GHG emissions intensity ratio	23
G4-EN21	NO _x , SO _x , and other significant air emissions	23
Effluents and Waste		
G4-EN24	Total number and total volume of recorded significant spills	21
Products and Services		
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	29
Compliance		
G4-EN29	Significant fines and non-monetary sanctions	20
Transport		
G4-EN30	Significant environmental impacts of transporting members of the workforce (including contractors)	23
Environmental Grievance Mechanisms		
G4-EN34	Total number of grievances about environmental impacts filed through formal grievance mechanisms	29

Material Aspect	Reference	Disclosure (page number unless otherwise specified)
CATEGORY: SOCIAL		
Labour practices and decent work		
Employment		
G4-LA1	Total number and rate of new employee hires during the reporting period, by age group, gender and region	14
G4-LA2	Benefits which are standard for full-time employees of the organisation but are not provided to temporary or part-time employees	14
G4-LA3	Return to work and retention rates after parental leave	14
Occupational Health and Safety		
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	16
EU17	Days worked by contractor and sub-contractor employees involved in operation and maintenance activities	17
EU18	Percentage of contractor and subcontractor employees that have undergone relevant health and safety training	17
Training and Education		
G4-LA10	Type and scope of programs implemented and assistance provided to upgrade employee skills	15
G4-LA11	Percentage of total employees by gender and by employee category who received a regular performance and career development review	15
Diversity and Equal Opportunity		
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender and age group	8, 15
Equal Remuneration for Women and Men		
G4-LA13	Ratio of the basic salary and remuneration of women to men for each employee category	15
Labour Practices Grievance Mechanisms		
G4-LA16	Total number of grievances about labour practices filed through formal grievance mechanisms	29
CATEGORY: SOCIAL		
HUMAN RIGHTS		
Indigenous Rights		
G4-HR8	Total number of identified incidents of violations involving the rights of indigenous peoples	27

GRI INDEX TABLE (G4-32) (Continued)

Material Aspect	Reference	Disclosure (page number unless otherwise specified)
CATEGORY: SOCIAL		
SOCIETY		
Local Communities		
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	26-28
G4-SO2	Operations with significant actual and potential negative impacts on local communities	29
Anti-corruption		
G4-SO5	Confirmed incidents of corruption and actions taken	30
Public Policy		
G4-SO6	Total monetary value of financial and in-kind political contributions made directly and indirectly	30
Anti-competitive Behaviour		
G4-SO7	Total number of legal actions pending or completed during the reporting period regarding anti-competitive behaviour and violations of anti-trust and monopoly	30
Compliance		
G4-SO8	Significant fines and non-monetary sanctions	30
Supplier Assessment for Impact on Society		
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	12, 19
Grievance Mechanisms for Impacts on Society		
G4-SO11	Total number of grievances about impacts on society filed through formal grievance mechanisms	29
CATEGORY: SOCIETY		
PRODUCT RESPONSIBILITY		
Product and Service Labelling		
G4-PR3	Type of product and service information required by the organisation's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements	30
EU30	Average plant availability factor by energy source and by regulatory regime	Annual Report 2016, 23

GLOSSARY

ASX	Australian Securities Exchange Limited (ABN 98 008 624 691) or Australian Securities Exchange as the context requires.
ARCC	Audit, Risk and Compliance Committee
BOARD	Infigen Energy's Boards
CAPACITY	The maximum power that a wind turbine was designed to produce.
CEC	Clean Energy Council, the peak body representing Australia's clean energy sector. It is an industry association made up of member companies in the fields of renewable energy and energy efficiency. Infigen is a member.
CLIMATE CHANGE	According to the United Nations Framework Convention on Climate Change (UNFCCC) definition, a change of climate attributed directly or indirectly to human activity that alters the composition of the global atmosphere, and which is in addition to natural climate variability observed over comparable time periods.
CO₂e	Carbon dioxide equivalent. The universal unit of measurement used to indicate the global warming potential of the different greenhouse gases.
DEVELOPMENT PIPELINE	Infigen's prospective renewable energy projects that are in various stages of development prior to commencing construction. Stages of development include: landowner negotiations; wind monitoring, project feasibility and investment evaluation; community consultation, cultural heritage, environmental assessment; design, supplier negotiations and connection.
EES	Environmental, economic and social impacts considered under the Global Reporting Initiative framework.
ESG REPORTING	Reporting on environmental, social and governance performance, also known as sustainability reporting.
ERMC	Enterprise Risk Management Committee
FINANCIAL YEAR	A period of 12 months starting on 1 July and ending on 30 June in the next calendar year.
GHG	Greenhouse gases. Those gaseous constituents of the atmosphere, both natural and anthropogenic, that absorb and re-emit infrared radiation, including carbon dioxide (CO ₂), nitrous oxide (N ₂ O), methane (CH ₄), ozone (O ₃), sulphur hexafluoride (SF ₆), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) and nitrogen trifluoride (NF ₃).
GRI	Global Reporting Initiative. Infigen uses the G4 GRI reporting framework for monitoring its ESG performance.
GW	Gigawatt. One billion watts of electricity.
HSE	Health, Safety and Environment program
IFN	The code for the trading of listed IFN stapled securities on the ASX.
INFIGEN	Infigen Energy
LGC	Large-scale Generation Certificate. The certificates are created by large-scale renewable energy generators and represent 1 MWh of renewable generation.
LRET	Large-scale Renewable Energy Target. Legislated Australian target effective 1 January 2011 to 31 December 2030. The rate of liability for LRET established by the Renewable Power Percentage (RPP) is used to determine how many LGCs need to be surrendered each year. The RPP for the 2016 calendar year is 12.75%. It is equivalent to approximately 21.43 million LGCs and represents a proportion of total estimated Australian electricity consumption for the 2016 year.
MW	Megawatt. One million watts of electricity.
NRC	Nomination and Remuneration Committee
SSC	Safety and Sustainability Committee
SUSTAINABILITY OBJECTIVE	Foundations of Infigen's sustainability program to manage risks that are inherent to the business and its EES impacts.
SUSTAINABILITY TARGET	Goal set by Infigen's Safety and Sustainability Committee to improve its environmental, economic and social impacts.

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COMPANY SECRETARY

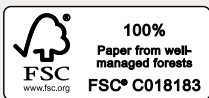
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