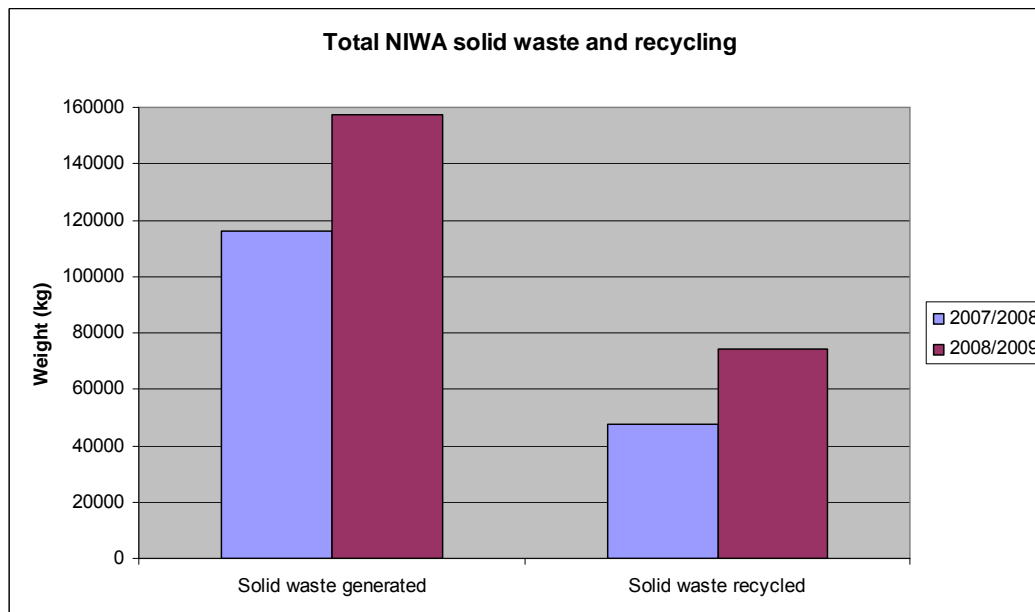


Environmental

Waste and energy consumption

Under the G3 reporting framework, NIWA is required to provide additional information on environmental performance indicators relating to, waste [EN22] and direct and indirect greenhouse gases [EN3, EN4, EN16, EN17]. Supporting information is provided below.

Figure 1: Total solid waste and recycling



Although solid waste generated has increased 35% from the previous financial year¹, this has been offset by a 55% increase in solid waste recycling.

Figure 2: Total emissions profile – direct greenhouse gas emissions

Source	Tonnes of CO ₂ e
Diesel incl. NIWA vessels	4,790
Electricity	1,613
Air travel	1,351
Petrol	511
Gas	151
Total	8,416

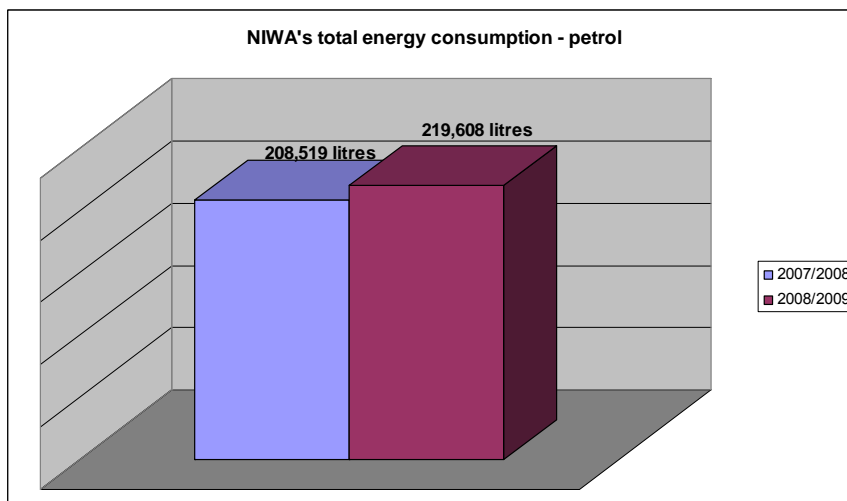
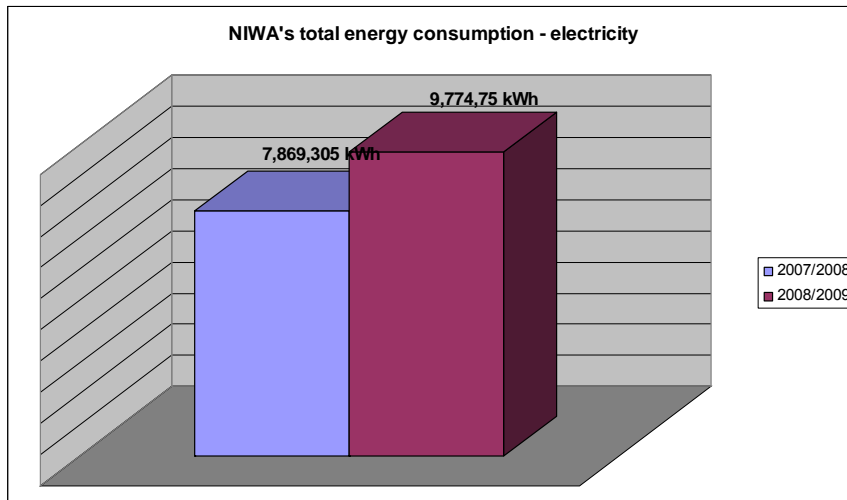
¹ Different reporting procedures used in 2007/08 and 2008/09, invalidating direct comparison.

Figure 3: Total emissions profile – indirect greenhouse gas emissions

Source	Tonnes of CO ₂ e
Freight and courier	711
Employee commute	916
Solid waste	711
Supply chain	161
Total	2,499

Note: Total actual direct and indirect GHG emissions were 10 915 tCO₂EQV. This includes vessel emissions that are attributed to Ministry of Fisheries and LINZ (2 265 tCO₂EQV). The net emissions attributable to NIWA were therefore 8 650 tCO₂EQV.

Figure 4: Total energy consumption by source



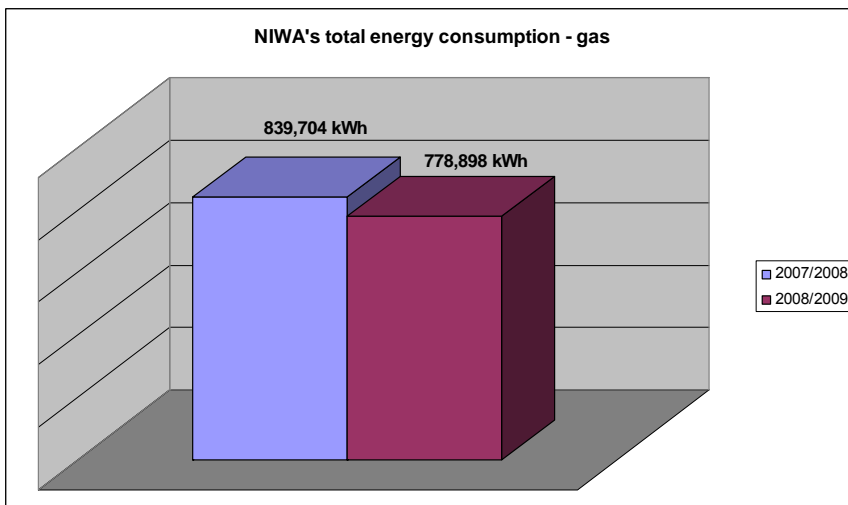
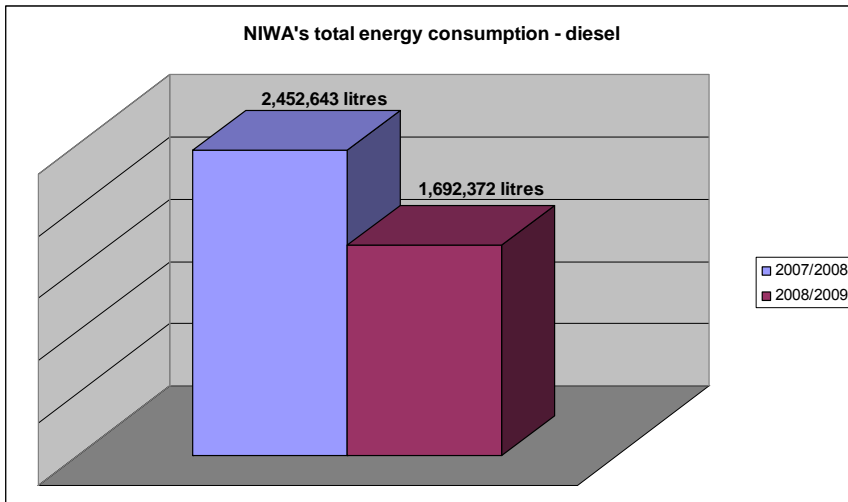
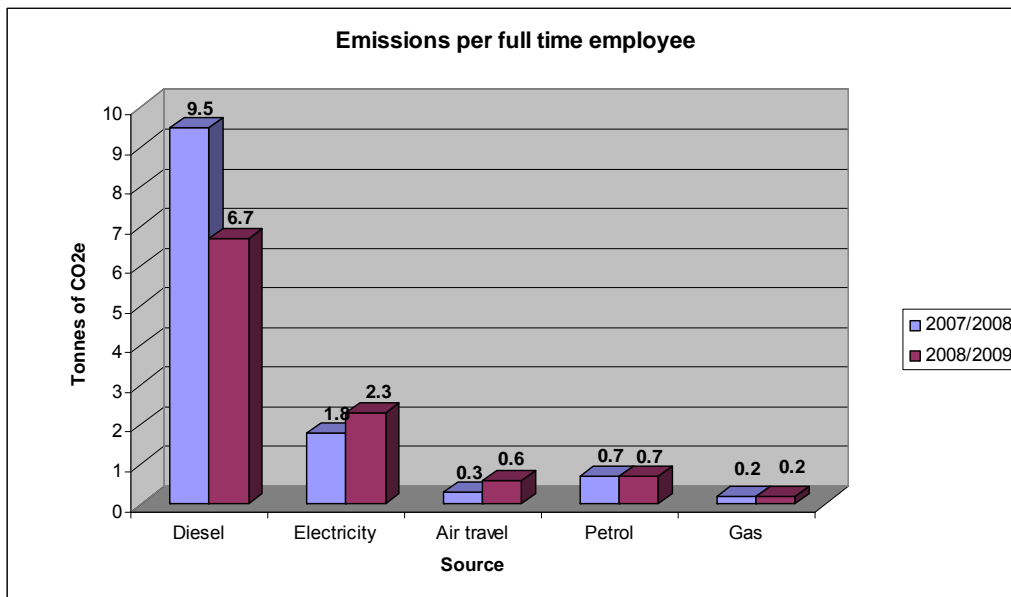


Figure 5: GHG emissions profile per full time employee



Economic

Under the G3 reporting framework, NIWA is required to provide additional information on economic performance indicators EC1 and EC6, which cover the economic value generated and supplier choice. We also report on our indirect financial impacts results [indicator EC8], such as our science outputs and public access to information.

Figure 6: Key indicators of NIWA's economic performance

	Performance 2008/09	Target in 2010
Contracts to supply information to international users	\$3.2m/103 contracts	\$1.5m
Costs		
Goods, materials and services	\$63.07m	
Total payroll and benefits	\$57.55m	
Providers of capital	\$0.65m	Nil
Taxes paid	\$2.71m	
Operating surplus before tax	\$9.05m	
Returns		
Return on average equity ²	7.1%	5.7%
Percentage of NIWA revenue directed towards sustainability initiatives	0.5%	0.5%

Figure 7: Science output

Science output ³	Performance 2008/09	Target in 2010
Commissioned reports	581	400
Presentations on technical information and research results	563	400
Peer reviewed articles	349	260
Keynote and plenary presentations	58	15
External requests for information from NIWA's nationally significant databases and collections		
National Climate Database	900,000	200,000
Water Resources Archive	84,500	80,000
NZ Freshwater Fish Database	2,217	1,000
Marine invertebrate collection and database	63	150

Figure 8: Other performance indicators

	Performance 2008/09	Target in 2010
Market positioning		
Percentage of significant ⁴ companies NIWA has interactions with	65%	85%
Percentage of significant ⁴ companies with which	38%	30%

² The guideline for this indicator is 9%. However, this is averaged out over the long term. NIWA is confident that this target will remain achievable in the long term. The reduced target is due to increased spending on plant & equipment, and resulting increase in depreciation and payroll related costs, with corresponding effects on profitability.

³ Based on calendar not financial year data.

NIWA was involved in strategic decision making		
Percentage of significant ⁴ companies providing revenue	79%	80%
Number of positions on industry boards	>10	3
Collaboration		
Representations on international committees	110	50
Collaborative formal links with overseas organisations	537	50
Number of international visits/visiting scientists	326	100
Innovation		
Licensing arrangements entered into	3	2
Patents granted in New Zealand / overseas	In NZ: 1 Overseas: 1	In NZ: 1 Overseas: 1
Joint ventures or formal associations	6	5
New or improved products, processes or services	20	10

Most of our research is aimed at addressing issues of relevance to the general public – the sustainability of our society and civilisation. As a commercial entity, we also contribute by paying tax. Taxes paid in other countries were minimal (\$2.71m).

Operating surplus before tax

2007/08 \$14,335,000

2008/09 \$9,050,000

Return on average equity (%)

NIWA Group (net surplus/average shareholders' funds)

2007/08 13.2%

2008/09 7.1%

Cost of all goods, materials, and services

2007/08 \$54,859,000

2008/09 \$ 63,071,000

Total payroll and benefits

2007/08 \$54,702,000

2008/09 \$57,555,000

Providers of capital

As of 30 June 2009, NIWA had bearing debt of \$650,000.

⁴ NIWA defines 'significant companies' as commercial contracts with +/- \$5k, commercialisation development or MoUs. This includes most companies in NIWA's target sector.

Social

NIWA is a science, information and research organisation employing 712.2 FTE permanent and temporary staff working across 15 sites throughout New Zealand, its oceans and beyond, including the South Pacific and Antarctica. NIWA Group comprises three companies: NIWA Science, NIWA Vessels, and Australian-based, Unidata.

Figure 8: Key performance indicators

Indicator	Performance 2008/09	Target
Total staff FTEs permanent and fixed term	712.2	650
New jobs created, main centres	27	No target set
New jobs created, rural areas	0	No target set
Staff composition	502 Researchers 43 Research support staff 117 General support staff 28 Management staff 20 Post-docs	490 Scientists and Technicians 40 Research support staff 110 General support staff 30 Management staff 10 Post Docs 20 Fixed Term staff
Work life balance	75.8% of staff intend to continue working at NIWA for at least the next 12 months	70% of staff are positive about working for NIWA and see themselves working for NIWA in three years time
Total staff turnover	6.3%	<12%
Key staff turnover	0.61%	<5%
Development - staff with individual professional development plans	65%	90%
Development - total staff days allocated to personal training leave	439	400
Lost time from injuries and accidents	0.014%	<0.03%
Number of incident and near miss reports	108	<90
Number of post-docs funded	10	10
Number of PhD and MSc students supervised	37 PhDs, 15 Masters	50 PhD and 10 Masters
Number of external training courses run	9	10

Under the G3 reporting framework, we are required to provide additional information on our staff and employment practices using indicators LA1, LA8, LA10, LA 13 and LA14, which relate to our employment profile, diversification, governance and staff training:

Figure 9: Employee profile

Employee profile as at 30 June 2009

Categories	Staff numbers	Workforce diversity														Service
	Staff numbers / % of total	Male %	Female %	Av. age	FTE %	NZ Euro %	NZ Maori %	South Af %	Indian%	Aust%	US%	UK%	Asian%	Pacific Is%	Other ethnicity %	Av. yrs
NIWA Science																
Research Teams (incl. scientists, technicians and post docs)	500 / 72.1%	72.8%	27.2%	43.8	89.2%	65.2%	3.6%	0.0%	0.4%	1.0%	1.4%	2.6%	1.6%	0.6%	2.4%	13.0
General Support	124 / 17.9%	37.9%	62.1%	44.1	89.5%	65.3%	5.6%	0.0%	3.2%	0.0%	0.0%	0.8%	3.2%	1.6%	5.6%	7.0
Executive / Management	26 / 3.7%	84.6%	15.4%	52.9	100.0%	76.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.8%	17.4
Fixed Term/Temporary	44/66.3%	43.2%	56.8%	33.4%	43.2%	68.2%	2.3%	0.0%	0.0%	2.3%	0.0%	0.0%	0.0%	4.5%	15.9%	Not true average
						68.9%	2.9%	0.0%	0.9%	0.8%	0.4%	0.9%	1.2%	1.7%	6.9%	<100%
NIWA Vessels																
Research support	27 / 75%	88.9%	11.1%	48.9	100.0%											12.6
Support, Admin and Mgmt	5 / 13.9%	80%	20%	48.6	100.0%											12.8
Fixed Term/Temporary	4 / 11.1%	100%	0.0%	43.5	100.0%											
Unidata																
General Support and Management	14 / 77.8%	78.6%	21.4%	42.4	100%											4.1
Support, Admin and Mgmt	4 / 22.2%	75.0%	25.0%	33.8	100%											

Figure 10: Total number of staff turnover

NIWA staff turnover	No. of staff	% Category turnover	% Total turnover	Average age	Male %	Female %
Scientists (including Post Docs)	20	7.25%	3.07%	44	80%	20%
Technicians	10	4.43%	1.54%	33	80%	20%
General Support	10	8.18%	1.54%	35	50%	50%
Management	1	3.73%	0.15%	54	100%	0%
Total	41	6.3%	6.3%	42	73%	27%

Figure 11: Absenteeism

NIWA Science - Absenteeism (excludes FT/TEMP)	Total hours	Hours per employee
All staff eligible to take sick leave	24,763	38
All staff eligible to take family sick leave	5,935	9

Figure 12: Parental leave

NIWA Science - Parental leave	No.	% returned
Maternity leave	21	95%
Paternity leave	11	100%
Total	32	97.5%

Figure 13: Personal development

NIWA Science - Personal development hours ⁵ taken	Total hours taken	Av. hours per employee
Personal development leave	3291	5

NIWA Science - Personal development cashed up ⁶	Total cashed up	Average cash per employee
Personal development cashed up	\$105,260	\$171

Figure 14: Union and Public Service Association (PSA) Membership

	PSA	Seafarer's Union	NZ Merchant Services Guild
NIWA Science	75%		
Fixed Term/Temporary	22%		
General Support	51.6%		
NIWA Vessels	77%*		

Figure 15: Governance profile

	Male	Female	Total	%Male	%Female
NIWA Board of Directors	4	3	7	57%	43%
Executive Team	6	2	8	75%	25%

⁵ Personal development training is a benefit provided only to permanent staff (LA3). In keeping with NIWA's intent to promote and encourage work-life balance, permanent staff have a three day leave entitlement to pursue personal interests.

⁶ NIWA permanent staff have the option to cash in this leave.

Cultural

Under the G3 reporting framework, NIWA is required to provide additional information on social performance indicator S01, which refers to the nature, scope and effectiveness of our practices within the community, with a focus on our work with iwi, hapu and Māori organisations.

NIWA's protocol for iwi liaison

To build positive working relationships with iwi, hapu and Māori organisations in areas impacted by research NIWA wishes to conduct, the following procedures apply:

1. Staff are to communicate with the Regional Manager and General Manager, Māori Development when considering, or undertaking, research that involves Māori
2. The Regional Manager and General Manager, Māori Development will liaise (or delegate responsibility to Manager, Māori Development) with an iwi or hapu representative of that rohe (region). This is to ensure science research considers cultural aspects and acknowledges kaitiakitanga (guardianship) of the iwi, hapu and/or Māori organisation.

High level objectives

- To identify key areas of NIWA's work of specific relevance to Māori in consultation with iwi, hapu and Māori organisations throughout the country
- To develop programmes, in collaboration with iwi, hapu and Māori organisations, which will enable NIWA to provide appropriate and relevant science for Māori
- To develop, in consultation with iwi, hapu and Māori organisations, a policy regarding relationships, responsibilities and consultation with Māori; and to educate staff with respect to this policy.

Specific objectives

- To be a centre of excellence for environmental research with a Māori focus
- To develop strong personal relationships at a flax roots level with Māori organisations throughout the country
 - To allow NIWA staff to do work with their own iwi, where that is applicable
- To encourage the dissemination of information from NIWA to Māori and vice versa
- To utilise these relationships to identify key areas of NIWA's work of specific relevance to Māori
- To identify funding sources and develop programmes which will enable NIWA to provide appropriate and relevant science for different iwi and hapū.
 - To encourage collaborative research projects between NIWA and Māori organisations.
 - To develop funding applications in collaboration with Māori organisations.
- To develop and implement policy regarding relationships, responsibilities and consultation with Māori and educate staff with respect to this policy.
 - To check new NIWA projects during set-up to ensure that collaboration with Māori will be appropriately managed, and potential conflicts are avoided.
 - To provide Tikanga and Te Reo Māori training to NIWA staff.
- To provide opportunities for Māori to work in areas of NIWA science that is of relevance to iwi, and makes NIWA an attractive place for Māori researchers to work.