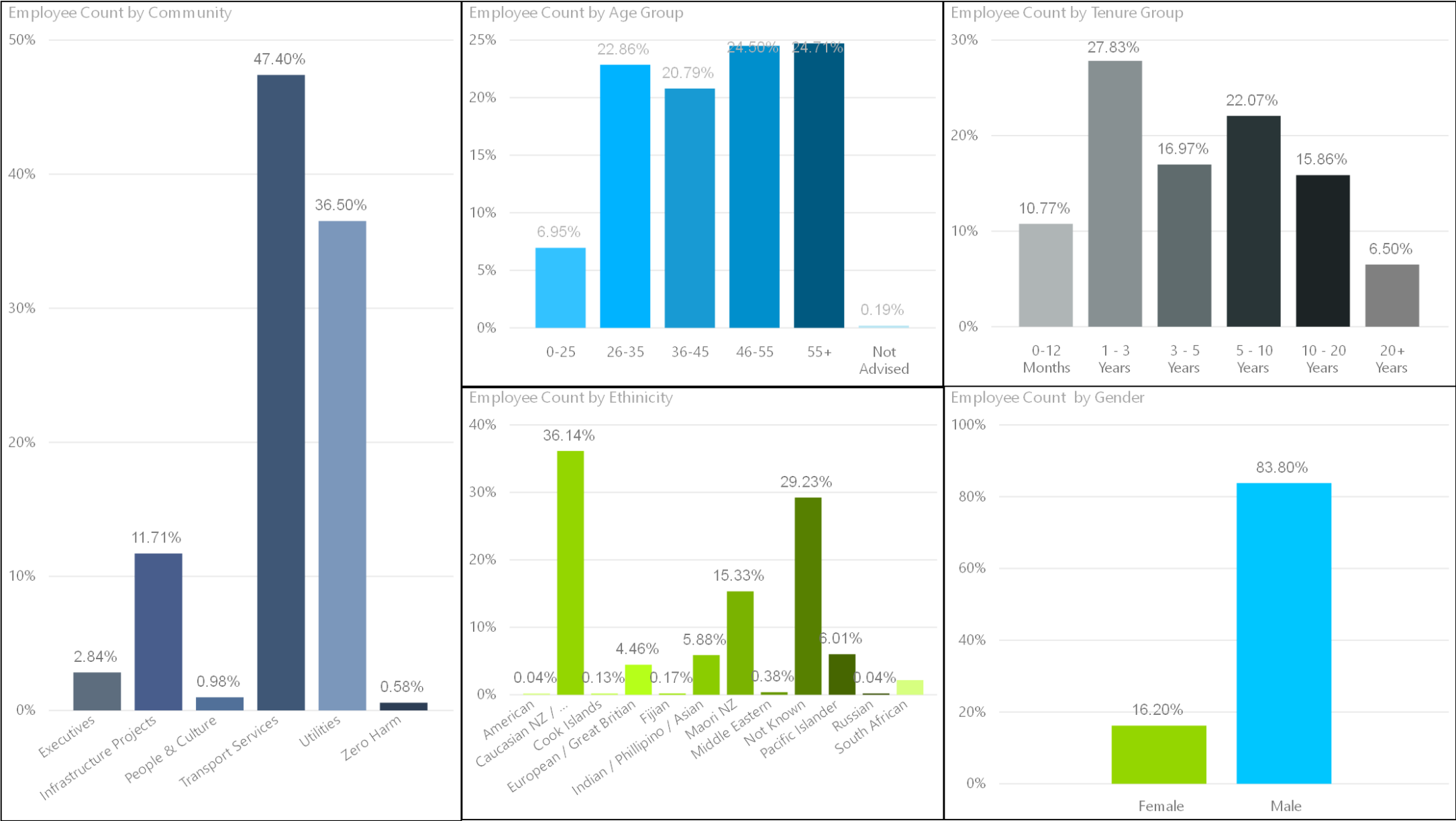


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Standard Time
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Standard Time

EMPLOYEE DISTRIBUTION(excl Power & Gas and



EMPLOYEE DISTRIBUTION -

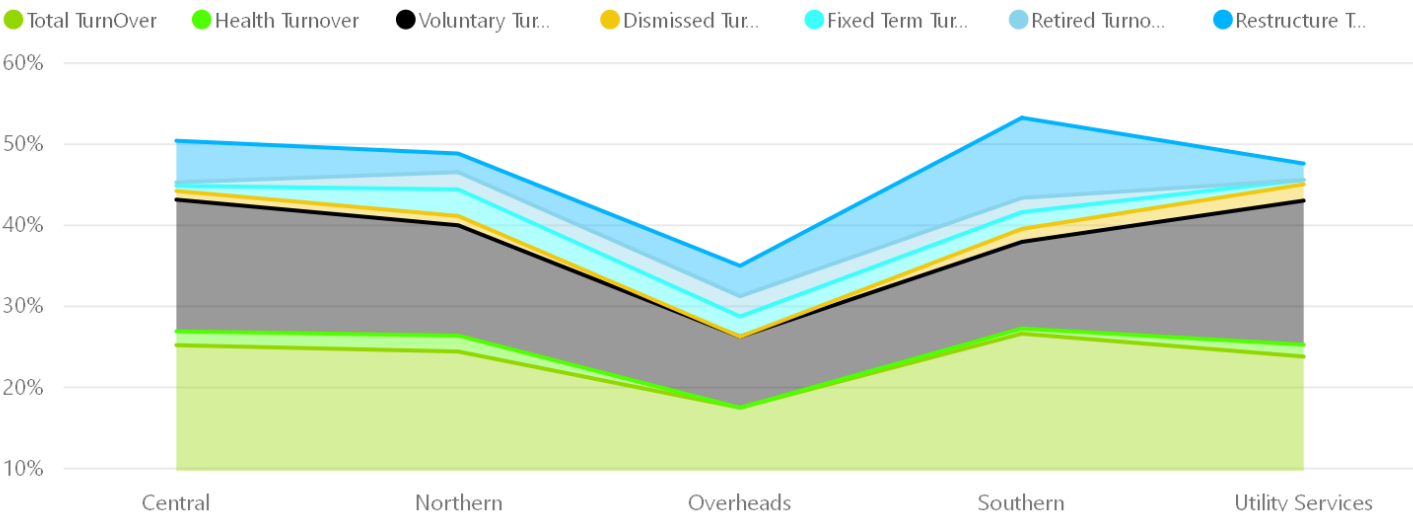
COUNT & PERCENTAGE BY AGE			COUNT & PERCENTAGE BY TENURE			COUNT & PERCENTAGE BY GENDER		
Age Group	Employee count	Percentage	Tenure Group	Employee Count	Percentage	Gender	Employee Count	Percentage
Not Advised	9	0%	0-12 Months	505	11%	Female	760	16%
0-25	326	7%	1 - 3 Years	1305	28%	Male	3930	84%
36-45	975	21%	3 - 5 Years	796	17%	Total	4690	100%
26-35	1072	23%	5 - 10 Years	1035	22%			
46-55	1149	24%	10 - 20 Years	744	16%			
55+	1159	25%	20+ Years	305	7%			
Total	4690	100%	Total	4690	100%			

COUNT BY AGE AND COMMUNITY								COUNT BY TENURE AND COMMUNITY								COUNT BY GENDER AND COMMUNITY			
Community	0-25	26-35	36-45	46-55	55+	Not Advised	Total	Community	0-12 Months	1 - 3 Years	3 - 5 Years	5 - 10 Years	10 - 20 Years	20+ Years	Total	Community	Female	Male	Total
Executives	10	42	29	24	25	3	133	Executives	17	46	19	35	15	1	133	Executives	67	66	133
Infrastructure Projects	57	157	130	106	98	1	549	Infrastructure Projects	62	201	111	101	52	22	549	Infrastructure Projects	93	456	549
People & Culture		12	16	15	3		46	People & Culture	10	16	9	7	4		46	People & Culture	37	9	46
Transport Services	171	477	429	506	635	5	2223	Transport Services	287	593	362	416	389	176	2223	Transport Services	301	1922	2223
Utilities	88	382	359	490	393		1712	Utilities	126	442	287	469	282	106	1712	Utilities	251	1461	1712
Zero Harm		2	12	8	5		27	Zero Harm	3	7	8	7	2		27	Zero Harm	11	16	27
Total	326	1072	975	1149	1159	9	4690	Total	505	1305	796	1035	744	305	4690	Total	760	3930	4690

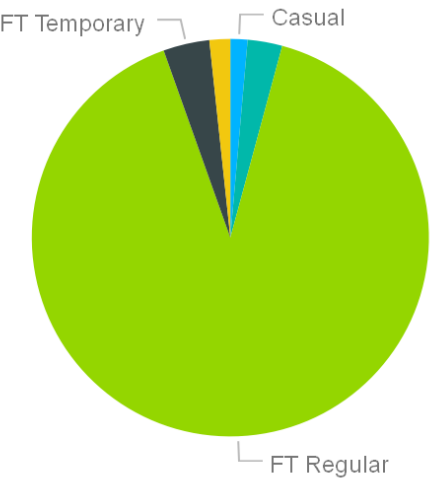
PERCENTAGE BY AGE AND COMMUNITY								PERCENTAGE BY TENURE AND COMMUNITY								PERCENTAGE BY GENDER AND COMMUNITY			
Community	0-25	26-35	36-45	46-55	55+	Not Advised	Total	Community	0-12 Months	1 - 3 Years	3 - 5 Years	5 - 10 Years	10 - 20 Years	20+ Years	Total	Community	Female	Male	Total
Executives	0%	1%	1%	1%	1%	0%	3%	Executives	0%	1%	0%	1%	0%	0%	3%	Executives	1%	1%	3%
Infrastructure Projects	1%	3%	3%	2%	2%	0%	12%	Infrastructure Projects	1%	4%	2%	2%	1%	0%	12%	Infrastructure Projects	2%	10%	12%
People & Culture		0%	0%	0%	0%		1%	People & Culture	0%	0%	0%	0%	0%		1%	People & Culture	1%	0%	1%
Transport Services	4%	10%	9%	11%	14%	0%	47%	Transport Services	6%	13%	8%	9%	8%	4%	47%	Transport Services	6%	41%	47%
Utilities	2%	8%	8%	10%	8%		37%	Utilities	3%	9%	6%	10%	6%	2%	37%	Utilities	5%	31%	37%
Zero Harm		0%	0%	0%	0%		1%	Zero Harm	0%	0%	0%	0%	0%		1%	Zero Harm	0%	0%	1%
Total	7%	23%	21%	24%	25%	0%	100%	Total	11%	28%	17%	22%	16%	7%	100%	Total	16%	84%	100%

EMPLOYEE RESOURCING

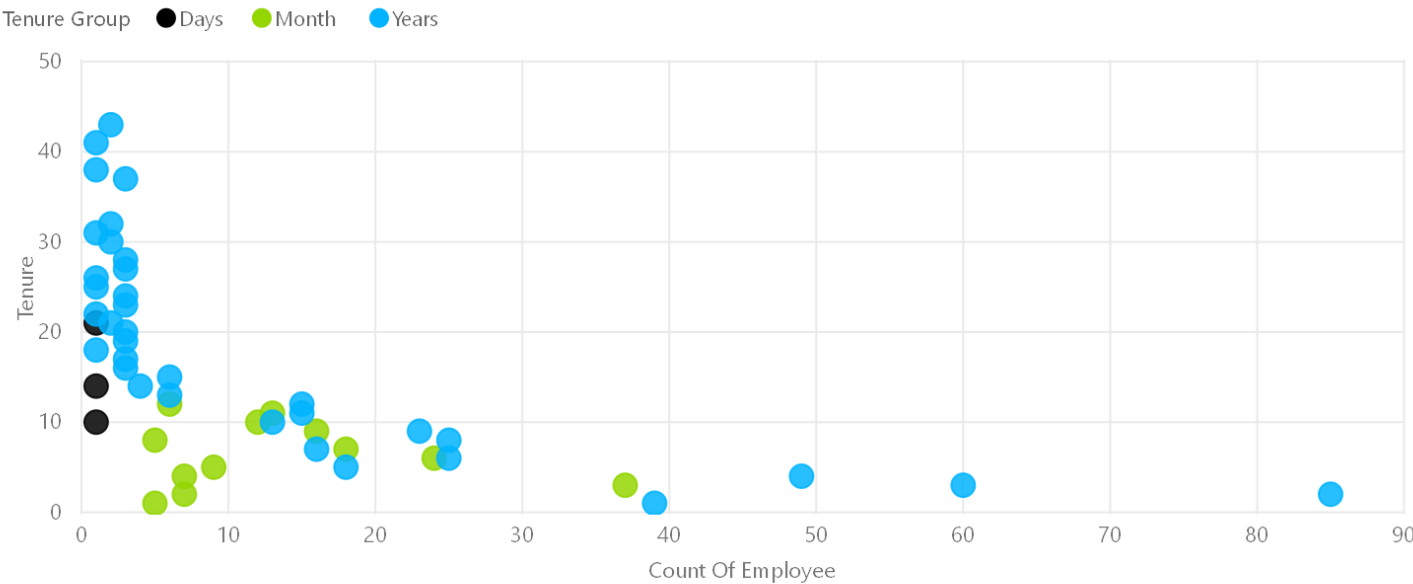
Region VS Resourcing Turnover



Count of Employee Number by Employment Status



Resourcing Age Group Count



EMPLOYEE RESOURCING

SUMMARY

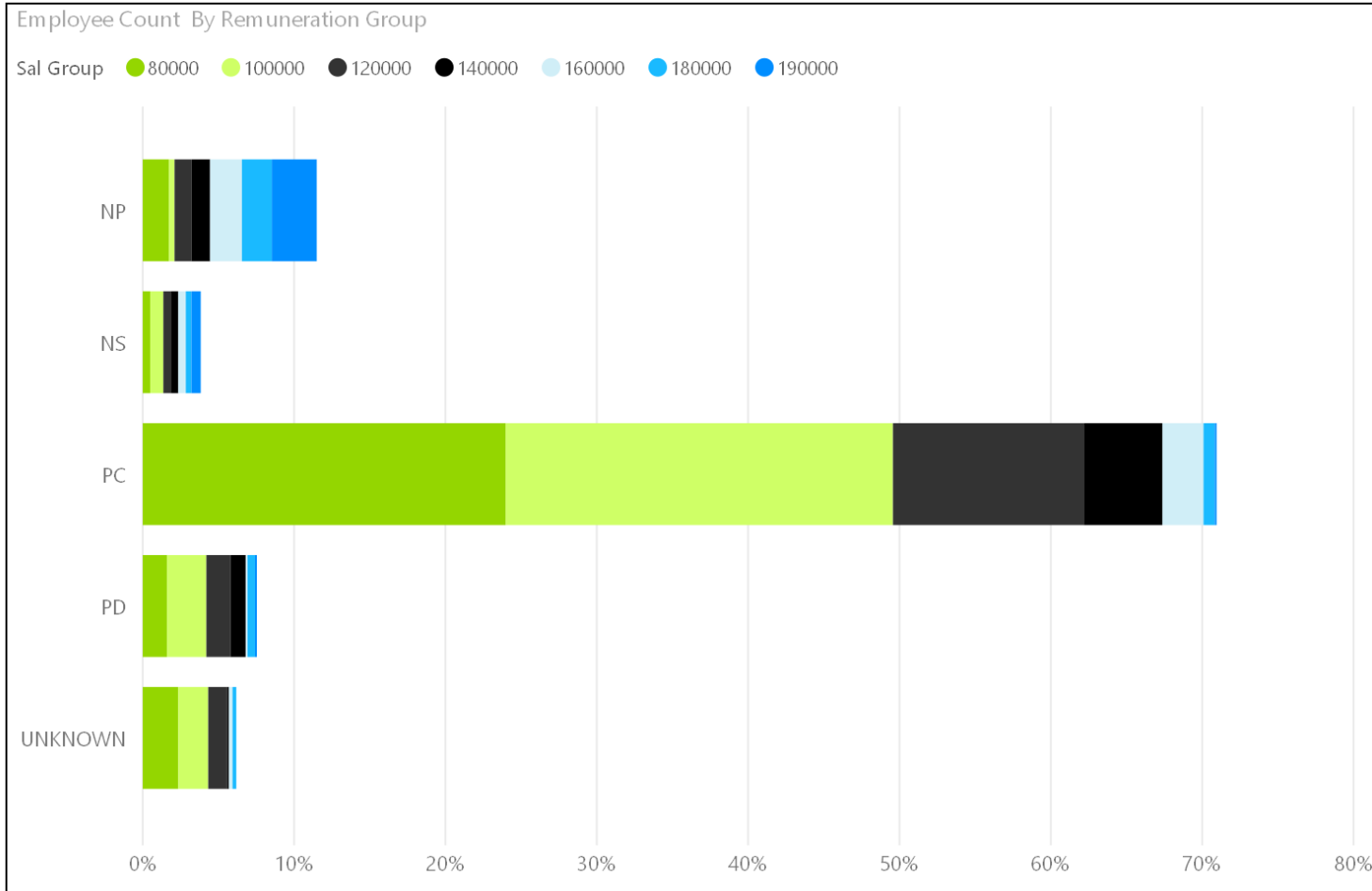
Employee Resourcing

Region	Business Unit	Opening	New Starts	Leavers	Closing	Health	Dismissed	Fixed Term	Retire	Restructure	Total TurnOver	Health Turnover	Voluntary Turnover	Dismissed Turnover	Fixed Term Turnover
Northern															
Northland															
People (Northland)	55701	32	1	4	29	0	0	0	0	0	12.5%	0.0%	12.5%	0.0%	0
Total	55701	32	1	4	29	0	0	0	0	0	12.5%	0.0%	12.5%	0.0%	0
Auckland															
People (Penrose)	55703	135	31	32	134	4	1	3	0	1	23.7%	3.0%	17.0%	0.7%	2
People (North Shore)	55704	44	15	11	48	2	0	1	3	0	25.0%	4.5%	11.4%	0.0%	2
People (Waiheke)	55705	15	5	5	15	1	0	0	0	0	33.3%	6.7%	26.7%	0.0%	0
Total	55703	194	51	48	197	7	1	4	3	1	24.7%	3.6%	16.5%	0.5%	2
Waikato															
People (Hamilton Alliance)	55706	27	2	4	25	0	0	1	0	0	14.8%	0.0%	11.1%	0.0%	3
People (Waikato Alliance)	55707	36	19	11	44	2	0	0	2	0	30.6%	5.6%	19.4%	0.0%	0
Total	55706	63	21	15	69	2	0	1	2	0	23.8%	3.2%	15.9%	0.0%	1
Bay of Plenty															
People (Waikato Other)	55708	45	5	22	28	0	2	5	2	0	48.9%	0.0%	28.9%	4.4%	11
People (Tauranga)	55712	57	15	9	63	0	1	2	0	2	15.8%	0.0%	7.0%	1.8%	3
People (Paeroa)	55713	7	5	4	8	0	0	3	1	0	57.1%	0.0%	0.0%	0.0%	42
Total	55708	109	25	35	99	0	3	10	3	2	32.1%	0.0%	15.6%	2.8%	9
Central North															
People (Tirau)	55720	28	1	3	26	0	0	0	1	0	10.7%	0.0%	7.1%	0.0%	0
People (Te Kuiti)	55721	10	0	10	0	0	0	0	0	10	100.0%	0.0%	0.0%	0.0%	0
People (Taupo)	55723	17	4	2	19	1	0	0	0	0	11.8%	5.9%	5.9%	0.0%	0
People (Taumarunui)	55724	21	5	5	21	1	0	0	2	0	23.8%	4.8%	9.5%	0.0%	0
Total	55720	76	10	20	66	2	0	0	3	10	26.3%	2.6%	6.6%	0.0%	0
Surfacing North (Sealing)															
People (Sealing)	55732	55	6	15	46	0	0	3	2	1	27.3%	0.0%	16.4%	0.0%	5
Total	55732	55	6	15	46	0	0	3	2	1	27.3%	0.0%	16.4%	0.0%	5
Surfacing North (Paving)															
People (Paving)	55734	77	10	12	75	1	3	2	0	0	15.6%	1.3%	7.8%	3.9%	2
People (Pavement Services)	55739	4	0	0	4	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0
Total	55734	81	10	12	79	1	3	2	0	0	14.8%	1.2%	7.4%	3.7%	2
Total	55701	610	124	149	585	12	7	20	13	14	24.4%	2.0%	13.6%	1.1%	3
Total	55701	2411	532	592	2351	32	33	43	30	117	24.6%	1.3%	14.0%	1.4%	1

People Profile Summary

Sal Group

- 20000
- 40000
- 60000
- 80000
- 100000
- 120000
- 140000
- 160000
- 180000
- 190000



Employee Type

- ☐ E - Employees
- ☐ TMP - Temporary Employees nonpayroll

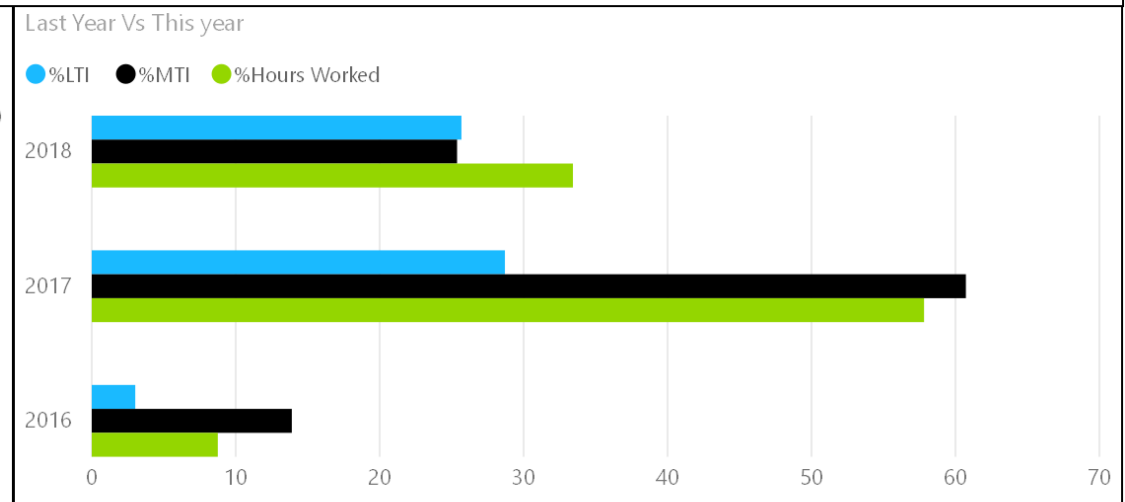
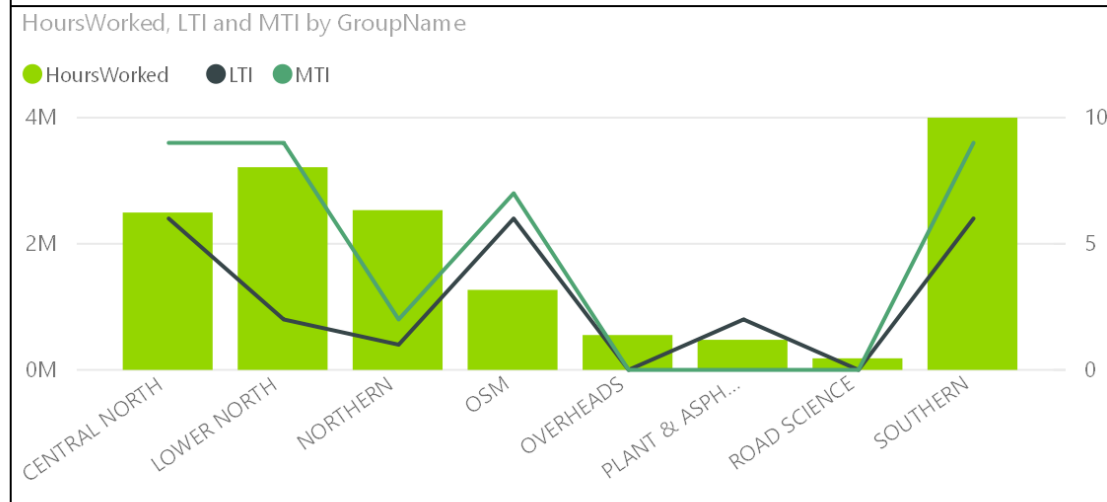
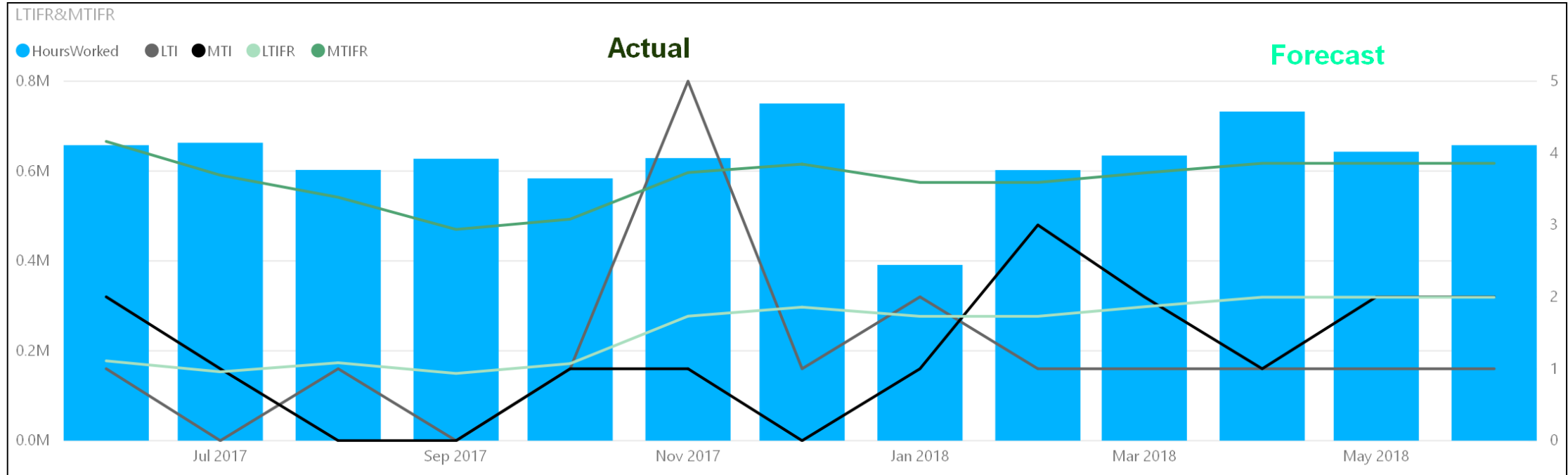
PEOPLE PROFILE



People Profile

Job Category							Administrator						Delivery Crew			
Region	Emp Count	% Emp Count	Average REM	Total REM	% REM	Business Unit	Emp Count	% Emp Count	Average REM	Total REM	% REM	Business Unit	Emp Count	% Emp Count	Average REM	Tot
UTILITY SERVICES																
Water	20	1.00	50,000.00	1,000,000.00	1.00	1134121	22	1.10	52,627.98	1,157,815.45	1.16	1247532	209	10.45	52,000.88	10,
OSM							5		52,608.33	263,041.65		283646	258		43,008.72	11,
Facilities Management							4		54,801.82	219,207.27		226966	27		70,655.32	1,
Total	20	1.00	50,000.00	1,000,000.00	1.00	1134121	31	1.55	52,905.30	1,640,064.37	1.64	1758144	494	24.70	48,313.41	23,
UNKNOWN																
UNKNOWN	12	1.00	59,520.42	714,245.10	1.00	671811	7	0.58	73,237.83	512,664.80	0.72	71266	76	6.33	61,713.39	4,
Total	12	1.00	59,520.42	714,245.10	1.00	671811	7	0.58	73,237.83	512,664.80	0.72	71266	76	6.33	61,713.39	4,
SOUTHERN																
Upper South Island	1	1.00	50,000.00	50,000.00	1.00	55766	1	1.00	50,000.00	50,000.00	1.00	55768	44	44.00	48,539.15	2,
Lower South Island	9	1.00	50,000.00	450,000.00	1.00	502090	8	0.89	56,710.63	453,685.06	1.01	446307	150	16.67	50,256.41	7,
Central South Island	2	1.00	43,720.00	87,440.00	1.00	111560	7	3.50	47,173.28	330,212.95	3.78	390464	126	63.00	46,886.33	5,
Total	12	1.00	48,953.33	587,440.00	1.00	669416	16	1.33	52,118.63	833,898.01	1.42	892539	320	26.67	48,693.32	15,
OVERHEADS																
People Overhead	8	1.00	50,000.00	400,000.00	1.00	447254	32	4.00	56,791.64	1,817,332.64	4.54	1788892	13	1.63	134,171.27	1,
Total	8	1.00	50,000.00	400,000.00	1.00	447254	32	4.00	56,791.64	1,817,332.64	4.54	1788892	13	1.63	134,171.27	1,
NORTHERN																
Waikato	23	1.00	50,000.00	1,150,000.00	1.00	1281255	4	0.17	64,783.33	259,133.33	0.23	222825	43	1.87	43,358.51	1,
Surfacing North (Sealing)	1	1.00	50,000.00	50,000.00	1.00	55732	2	2.00	50,826.49	101,652.98	2.03	111464	30	30.00	52,227.10	1,
Surfacing North (Paving)							1		53,000.00	53,000.00		55734	55		48,280.49	2,
Northland							1		53,816.50	53,816.50		55701	17		45,913.11	
Central North	3	1.00	50,000.00	150,000.00	1.00	167163	2	0.67	58,004.60	116,009.20	0.77	111443	40	13.33	42,158.41	1,
Bay of Plenty	2	1.00	50,000.00	100,000.00	1.00	111426							72	36.00	45,198.10	3,
Auckland	3	1.00	50,000.00	150,000.00	1.00	167109	5	1.67	49,707.59	248,537.95	1.66	278517	117	39.00	50,908.30	5,
Total	32	1.00	50,000.00	1,600,000.00	1.00	1782685	15	0.47	55,476.66	832,149.96	0.52	835684	374	11.69	47,497.46	17,
CENTRAL																
Wellington	2	1.00	50,000.00	100,000.00	1.00	111512	5	2.50	47,557.14	237,785.70	2.38	278780	95	47.50	43,726.58	4,
Taranaki	1	1.00	50,000.00	50,000.00	1.00	55746	1	1.00	66,208.40	66,208.40	1.32	55746	30	30.00	48,359.36	1,
Surfacing Central													28		42,483.83	1,
Mid Central	10	1.00	50,000.00	500,000.00	1.00	557555	4	0.40	52,746.34	210,985.36	0.42	223017	90	9.00	43,270.04	3,
East Coast	3	1.00	50,000.00	150,000.00	1.00	167250	1	0.33	53,774.60	53,774.60	0.36	55750	60	20.00	43,299.77	2,
Total	16	1.00	50,000.00	800,000.00	1.00	892063	11	0.69	51,704.91	568,754.06	0.71	613293	303	18.94	43,842.76	13,
Total	100	1.00	51,016.85	5,101,685.10	1.00	5597350	112	1.12	55,400.57	6,204,863.84	1.22	5959818	1580	15.80	48,675.32	77,

TRANSPORT SERVICES SAFETY STATISTICS



Downer

GroupName	July 2016	August 2016	September 2016	October 2016	November 2016	December 2016	January 2017	February 2017	March 2017	April 2017	May 2017	June 2017	July 2017	Aug 2017
CENTRAL NORTH														
DNZ-TRAN-SERV-R06-Central North	104,597	78,192	84,008	87,965	94,832	123,420	70,171	95,231	117,161	114,349	107,599	106,625	114,759	
Total	104,597	78,192	84,008	87,965	94,832	123,420	70,171	95,231	117,161	114,349	107,599	106,625	114,759	
LOWER NORTH														
DNZ-TRAN-SERV-R10-Lower North	145,566	124,868	118,574	141,144	127,995	165,785	82,784	120,813	130,261	144,162	128,432	142,737	153,391	
Total	559,787	529,143	525,255	605,543	586,133	719,502	412,906	602,210	634,496	732,478	643,089	657,624	663,049	
<														>

GroupName	July 2016	August 2016	September 2016	October 2016	November 2016	December 2016	January 2017	February 2017	March 2017	April 2017	May 2017	June 2017	July 2017	Aug
SOUTHERN	0	0	1	0	0	0	2	0	0	0	0	0	0	
DNZ-TRAN-SERV-R15-Southern	0	0	1	0	0	0	2	0	0	0	0	0	0	
ROAD SCIENCE	0	0	0	0	0	0	0	0	0	0	0	0	0	
DNZ-TRAN-SERV-309-BS Grade Change	0	0	0	0	0	0	0	0	0	0	0	0	0	
DNZ-TRAN-SERV-308-BS Wholesale	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total	1	0	1	0	0	0	3	1	0	0	1	1	0	
<														>

GroupName	July 2016	August 2016	September 2016	October 2016	November 2016	December 2016	January 2017	February 2017	March 2017	April 2017	May 2017	June 2017	July 2017	Aug
CENTRAL NORTH	0	0	0	0	0	0	0	1	2	0	0	1	0	
DNZ-TRAN-SERV-R06-Central North	0	0	0	0	0	0	0	1	2	0	0	1	0	
LOWER NORTH	0	2	0	1	1	0	0	0	0	1	1	0	0	
DNZ-TRAN-SERV-R10-Lower North	0	2	0	1	1	0	0	0	0	1	1	0	0	
NORTHERN	0	0	0	0	0	0	0	0	0	0	1	0	0	
DNZ-TRAN-SERV-R05-Northern	0	0	0	0	0	0	0	0	0	0	1	0	0	
Total	3	3	2	1	1	0	2	3	2	1	2	2	1	
<														>

GroupName

All

ZERO HARM SUMMARY



LTIFR														
GroupName	June 2017	July 2017	August 2017	September 2017	October 2017	November 2017	December 2017	January 2018	February 2018	March 2018	April 2018	May 2018	June 2018	Total
CENTRAL NORTH	0.84	0.84	0.82	0.80	0.79	2.33	2.28	3.81	3.81	3.81	3.81	3.81	3.81	2.47
LOWER NORTH	0.64	0.63	0.63	0.61	0.62	1.23	1.21	0.61	0.61	0.61	0.61	0.61	0.61	0.71
NORTHERN	0.00	0.00	0.00	0.00	0.77	0.77	0.78	0.78	0.78	0.78	0.78	0.78	0.78	0.54
OSM	4.34	2.93	4.47	4.52	4.76	4.88	5.05	5.20	5.20	5.20	5.20	5.20	5.20	4.74
OVERHEADS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PLANT & ASPHALT PLANTS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.08	8.15	8.15	8.15	2.24
ROAD SCIENCE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SOUTHERN	1.61	1.54	1.50	0.98	0.97	1.91	2.35	1.40	1.40	1.40	1.40	1.40	1.40	1.48
Total	1.11	0.96	1.08	0.93	1.07	1.73	1.86	1.73	1.73	1.86	2.00	2.00	2.00	1.55

MTIFR														
GroupName	June 2017	July 2017	August 2017	September 2017	October 2017	November 2017	December 2017	January 2018	February 2018	March 2018	April 2018	May 2018	June 2018	Total
CENTRAL NORTH	4.22	4.19	4.10	4.02	4.77	6.22	6.08	7.63	7.63	7.63	7.63	7.63	7.63	6.16
LOWER NORTH	4.45	4.43	3.14	3.07	2.48	2.46	2.43	2.44	2.44	2.44	2.44	2.44	2.44	2.84
NORTHERN	0.80	0.79	0.79	0.78	1.55	1.54	1.55	1.55	1.55	1.55	1.55	1.55	1.55	1.33
OSM	11.56	7.33	7.45	7.54	7.93	8.13	8.41	8.66	8.66	8.66	8.66	8.66	8.66	8.41
OVERHEADS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PLANT & ASPHALT PLANTS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.08	8.15	8.15	8.15	2.24
ROAD SCIENCE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	4.16	3.69	3.39	2.94	3.08	3.73	3.85	3.59	3.59	3.72	3.86	3.86	3.86	3.64

Summary					
Date	LTIFR	MTIFR	HoursWorked	LTI	MTI
April 2018	2.00	3.86	732,478	1	1
May 2018	2.00	3.86	643,089	1	2
June 2018	2.00	3.86	657,624	1	2
March 2018	1.86	3.72	634,496	1	2
December 2017	1.86	3.85	750,364	1	0
November 2017	1.73	3.73	628,892	5	1
January 2018	1.73	3.59	391,142	2	1
February 2018	1.73	3.59	603,310	1	2
Total	1.55	3.64	8,174,733	16	16