

| | 2022 Results | 2021 Results | 2020 Results |
|---|--------------|--------------|--------------|
| Collaboration | 68% | 68% | 67% |
| At the EPA, there is effective collaboration between teams | 56% | 55% | 51% |
| At the EPA, we do a good job of sharing knowledge across Business Groups | 48% | 43% | 40% |
| My manager encourages collaboration in my team | 78% | 84% | 88% |
| The people I work with cooperate to get the job done | 90% | 89% | 90% |
| Communication | 73% | 73% | 73% |
| I receive the information I need to do my job effectively | 71% | 73% | 75% |
| My manager keeps me informed about the things I need to know | 82% | 83% | 87% |
| There is open and honest communication at the EPA | 65% | 64% | 56% |
| Company Leadership | 70% | 67% | 58% |
| I have confidence in the executive leadership team (ELT) to make the right decisions for the EPA | 68% | 67% | 55% |
| Executive leadership (ELT) demonstrates that its people are important to the success of the EPA | 74% | 67% | 61% |
| The behavior of our executive leadership team (ELT) is consistent with the EPA values. | 70% | 68% | 58% |
| Employee Engagement | 67% | 65% | 62% |
| I am proud to work with the EPA | 91% | 85% | 79% |
| I rarely think about looking for a new job with another company | 44% | 47% | 46% |
| I would recommend the EPA to people I know as a great place to work | 70% | 70% | 68% |
| My work gives me a feeling of personal accomplishment | 74% | 73% | 69% |
| The culture at the EPA motivates me to contribute more than is normally required to complete my work | 54% | 53% | 49% |
| Growth & Development | 67% | 59% | 56% |
| I have the training I need to do my job effectively | 74% | 65% | 59% |
| My manager helps me in my career development | 65% | 57% | 56% |
| Overall, I feel that my career goals can be met at EPA | 49% | 45% | 43% |
| The EPA provides me with the opportunity for learning and development | 81% | 70% | 67% |
| Inclusion | 81% | 77% | 78% |
| Diverse perspectives are valued and encouraged in my team | 82% | 77% | 76% |
| I am comfortable voicing my ideas and opinions, even if they are different from others | 88% | 78% | 82% |
| I am given the opportunity to be involved in decisions that affect me | 75% | 69% | 72% |
| I am treated with respect at work | 86% | 85% | 82% |
| I receive appropriate recognition when I do a good job | 75% | 73% | 72% |
| I trust my manager | 82% | 83% | 85% |
| Job Enablement | 80% | 76% | 76% |
| I have access to the resources (e.g., materials, equipment, technology, etc.) I need to do my job effectively | 80% | 73% | 72% |
| My job is challenging and interesting | 76% | 76% | 79% |
| My job makes good use of my skills and abilities | 76% | 73% | 74% |
| I have the autonomy and trust I need to do my job | 86% | 82% | 79% |
| Performance & Accountability | 60% | 54% | 53% |
| At the EPA, people are held accountable for their performance | 48% | 42% | 38% |
| At the EPA, people are rewarded according to their performance | 36% | 34% | 29% |
| I have a clear understanding of what is expected of me | 85% | 78% | 78% |
| I receive feedback that helps me improve my performance | 70% | 62% | 64% |
| Strategic Alignment | 73% | 76% | 67% |
| I can see a clear link between my work and the EPA's strategic objectives | 72% | 79% | 78% |
| I have confidence in the future of the EPA | 77% | 76% | 69% |
| Executive leadership (ELT) gives everyone at the EPA a clear picture of the direction EPA is headed | 68% | 73% | 54% |
| Survey Follow-up | 63% | 57% | 49% |
| I am confident that action will be taken as a result of this survey | 66% | 63% | 52% |
| I believe that positive change will happen as a result of this survey | 60% | 51% | 46% |
| Work Process | 76% | 73% | 73% |
| I am encouraged to come up with better ways of doing things | 83% | 78% | 78% |
| My Business Group looks for ways to change processes to improve productivity | 75% | 72% | 70% |
| In my team, decisions are made in a timely manner | 71% | 71% | 71% |
| Work is well coordinated in my team | 75% | 71% | 75% |
| Corporate Responsibility & Ethics | 82% | 65% | 66% |
| I am aware of the environmental/societal initiatives available at EPA e.g. The Kākāriki Whānau/ Toitū Envirocare, EPA environment day | 84% | 60% | 68% |
| EPA shows a commitment to ethical business decisions and conduct | 81% | 70% | 67% |
| Managing Change | 73% | 70% | 62% |
| I feel supported to adapt to organisational changes | 77% | 68% | 62% |
| My manager does a good job communicating the reasons behind important changes that are made | 77% | 75% | 72% |
| Senior leadership does a good job of communicating the reasons behind important changes that are made | 66% | 68% | 52% |
| Pay & Benefits | 44% | 50% | 49% |
| I am paid fairly for the work I do | 43% | 58% | 54% |
| My total compensation (base salary + any performance payments + benefits) is fair compared to the market rate | 29% | 39% | 38% |
| The employee benefits I have meet my needs | 60% | 52% | 56% |
| Safety | 88% | 87% | 87% |
| I feel comfortable reporting any safety, health or wellbeing concern, no matter how small | 93% | 94% | 89% |
| Risks to safety and physical health are quickly corrected at the EPA | 80% | 85% | 88% |
| The EPA is a safe place to work | 94% | 94% | 93% |
| The EPA is committed to people safety | 96% | 93% | 91% |
| I feel the EPA contributes positively to looking after my mental health | 76% | 67% | 75% |
| Work-Life Balance | 82% | 77% | 75% |
| I can manage my job responsibilities in a way that enables a healthy work-life balance | 85% | 79% | 74% |
| My manager supports my efforts to balance my work and personal life | 92% | 86% | 83% |
| My workload is manageable | 74% | 71% | 69% |
| The amount of stress in my job is manageable | 76% | 71% | 73% |