



## People & Culture

FOCUS ISSUES	COMMITMENTS	GOALS	2027 TARGETS
<ul style="list-style-type: none"> <li>• <b>Safety</b></li> <li>• <b>Health &amp; Wellbeing</b></li> <li>• <b>Diversity &amp; Inclusion</b></li> <li>• <b>Training &amp; Development</b></li> </ul> <p>We cultivate a safe, healthy, inclusive and innovative working environment for our people.</p>	<ul style="list-style-type: none"> <li>• Put our people's safety, physical and mental health first</li> <li>• Integrate agility, diversity, and inclusion in all areas of our business</li> <li>• Provide training and development opportunities that ensure our people remain engaged and are ready for their next career challenge</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain a safe work environment and industry best practice standards</li> <li>• Maintain a workplace that protects and promotes good mental health and wellbeing</li> <li>• Increase the diversity of our employee group</li> <li>• Increase knowledge and skill capacity to stimulate innovation</li> </ul>	<ul style="list-style-type: none"> <li>• Total recordable injury frequency rate of less than 5.0</li> <li>• 4 health related activities committed to in each financial year</li> <li>• 50% of new employees being women</li> <li>• 40% of employees receive training and development to increase their skill base above role requirements per year</li> </ul>

### ALIGNMENT TO SDG'S



## Plant & Environment

FOCUS ISSUES	COMMITMENTS	GOALS	2027 TARGETS
<ul style="list-style-type: none"> <li>• <b>Energy &amp; Emissions</b></li> <li>• <b>Water</b></li> <li>• <b>Waste</b></li> <li>• <b>Biodiversity</b></li> </ul> <p>We ensure the resilience of our operations while minimising our impacts on the environment.</p>	<ul style="list-style-type: none"> <li>• Proactively manage our risks through robust systems, processes and scenario planning</li> <li>• Achieve Net Zero operational emissions by 2030</li> <li>• Optimise our air, water and waste management</li> <li>• Nurture positive outcomes for local biodiversity through our management and partnerships</li> </ul>	<ul style="list-style-type: none"> <li>• Reduce our total operational emissions (scope 1 and 2) in accordance with our Net Zero Transition Plan</li> <li>• Minimise reliance on drinking water network in particular during times of high water stress (drought)</li> <li>• Achieve minimum possible waste footprint by proactively managing reduction, reuse and recycling where possible</li> <li>• Increase habitat value of existing biodiversity habitat and surrounds</li> </ul>	<ul style="list-style-type: none"> <li>• Net Zero by 2030</li> <li>• 80% of total water consumed on site from non-drinking sources (captured and recycled)</li> <li>• 70% of total waste generated on site being recycled</li> <li>• 102Ha of biodiversity lands managed</li> <li>• 10 biodiversity enhancement activities undertaken per year</li> </ul>

### ALIGNMENT TO SDG'S



## Community & Stakeholders

FOCUS ISSUES	COMMITMENTS	GOALS	2027 TARGETS
<ul style="list-style-type: none"> <li>• <b>Procurement</b></li> <li>• <b>Employment</b></li> <li>• <b>Engagement</b></li> <li>• <b>Support</b></li> </ul> <p>We collaborate with communities, industry partners and government to achieve positive economic &amp; social outcomes.</p>	<ul style="list-style-type: none"> <li>• Contribute to local economic prosperity through local employment and procurement</li> <li>• Invest in the STEM talent pipeline of today and tomorrow and contribute to building local technical capability</li> <li>• Commit our capabilities and resources to support our community's education, health and environmental sustainability</li> </ul>	<ul style="list-style-type: none"> <li>• Support local economy and prosperity</li> <li>• Establish and maintain strong relationships with our local community and other stakeholders that lead to positive business outcomes</li> <li>• Maintain positive interactions with local community groups to maintain social licence to operate</li> </ul>	<ul style="list-style-type: none"> <li>• 70% of total expenditure spent locally</li> <li>• 5 STEM related initiatives supported</li> <li>• 35% of employees participate in community events</li> <li>• 45 community groups supported</li> <li>• \$390,000 financially committed to community initiatives</li> </ul>

### ALIGNMENT TO SDG'S

