



MANAGEMENT APPROACH

Biodiversity

NCIG ensures the resilience of its operations while minimising its impacts on the environment. Our local environment is home to a threatened species of frog, the Green and Golden Bell Frog, and many species of migratory shorebirds, such as the critically endangered Eastern Curlew and Curlew Sandpiper. These species are increasingly losing their natural habitat, so our efforts aim to create, restore, and sustain biodiversity of our native flora and fauna in urban environments, creating wildlife corridors and encouraging habitat conservation.

NCIG is committed to enhancing local ecology, both within our operation and on the land surrounding the terminal site. The wetlands adjacent to our operations are home to several threatened species and communities, such as critically endangered migratory shorebirds, the Eastern Curlew and Curlew Sandpiper, and the endangered Green and Golden Bell Frog. Our activities therefore focus on increasing habitat value of existing biodiversity lands through active management and collaborative partnerships. Our Biodiversity Strategy focuses on compliance, biodiversity enhancement and stakeholder collaboration, while activities are typically related to monitoring targeted endangered species, vegetation management, protecting our compensatory habitats. We monitor the success of our biodiversity initiatives through our partnerships with the University of Newcastle, the University of New South Wales, NSW National Parks and Wildlife and through engagement with local environmental consultants.

GOVERNANCE

The NCIG Board oversees strategic and sustainability-related decisions, including biodiversity, and reviews monthly sustainability reports from management covering performance metrics, incidents, and compliance.

RISK MANAGEMENT

The Executive Leadership Team (ELT) is responsible for strategy implementation and risk management, with the Sustainability Team managing day-to-day biodiversity performance. Risks are reviewed annually and Risk Control Action Plans (RCAPs) are put in place to manage materially high-risks.

METRICS & TARGETS

The ELT establishes goals every three years aligned with strategy and budget cycles. Performance is tracked using relevant legislated, industry, and global sustainability metrics. For biodiversity, we monitor the number of successful Green and Golden Bell Frog breeding events, the number of shorebird species recorded in our Compensatory Habitat, the number of hectares managed and the number of biodiversity enhancement initiatives undertaken.

COMMITMENT

We nurture positive outcomes for local biodiversity through our management and partnerships.

GOAL

To increase the habitat value of existing biodiversity lands and surrounds.

FY27 TARGET

To manage 102 hectares of biodiversity lands and undertake 10 biodiversity enhancement activities per year.



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SYSTEMS AND PROGRAMS

Compensatory Habitat and Ecological Monitoring Program (CHEMP)

We recognise the importance of managing our operations in a way that protects local biodiversity and minimises ecological impacts. Our Compensatory Habitat and Ecological Monitoring Program (CHEMP) is an in-depth monitoring and maintenance program on and around our terminal site. Through our CHEMP, we manage a wetland breeding habitat for the endangered Green and Golden Bell Frog. The habitat is spread across a 78-hectare landscaped wetland precinct. We also manage a refuge for migratory shorebirds within the Hunter Estuary at an area known as Area E. This wetland is an intertidal mudflat, which receives water from the Hunter River on each tide.

Green and Golden Bell Frog Monitoring

NCIG contributes, along with other local industry supporters, to a long-standing monitoring program conducted by the Amphibian Research Group at the University of Newcastle. Since 2010, the program has closely surveyed the local population of Green and Golden Bell Frogs in and around the industrial area of Kooragang Island and Ash Island. Details are recorded and reported, which help us improve the habitat's future effectiveness. Results have been very encouraging in recent years with a gradual increase in the frog population and consistent breeding events across Kooragang and Ash Islands. The population is considered one of the largest and most stable populations nationwide.

Wetland Restoration and Protection

As part of our CHEMP, NCIG has restored and continues to manage a tidal wetland known as Area E, located in the Hunter Estuary, which is a key location within the East Asian-Australasian Flyway. NCIG manages tidal water from the Hunter River into Area E using an automated flood gate to help restore the habitat back to a saltmarsh and mudflat dominated habitat to attract migratory shorebirds. Working with NSW National Parks and Wildlife Services, the University of New South Wales, the Hunter Bird Observers Club, environmental groups and government departments for several years, NCIG has re-established an endangered coastal saltmarsh ecological community in this area. Through targeted management activities, including annual removal of mangrove seedlings, more sensitive and ecologically significant wetland vegetation communities, including

coastal saltmarsh, can grow. This provides a suitable habitat for endemic and migratory shorebird species, which visit the estuary each summer, returning from a journey that takes some birds as far north as Siberia and the Arctic Circle. Since we commenced management of Area E, many species of migratory and endemic shorebirds have returned to this part of the estuary. Species include the critically endangered Eastern Curlew and Curlew Sandpiper, which are using the habitat increasingly for feeding and roosting.

TRAINING AND COMMUNICATION

Biodiversity management at NCIG is communicated through our site induction and general environmental awareness training for our employees and contractors.

REPORTING

We publicly report our biodiversity performance in our annual Sustainability Report and in our bi-annual ESG scorecards on our website.

AWARDS & RECOGNITION

2018 - PIANC Working with Nature Award

NCIG was named as one of a select number of recipients from around the world in the 2018 PIANC Working with Nature Awards for its work in restoring wetland habitat at Area E on Ash Island. PIANC is the World Association for Waterborne Transport Infrastructure and is an organisation of global professionals that have joined forces to provide expert advice on cost-effective, reliable and sustainable infrastructure relating to waterborne transport. The award was the first recognition to be received by an Australian project since the award program inception in 2014.

2018 - Coastal and Waterways Protection Award

NCIG was proud to win the 2018 Coastal and Waterways Protection Award as part of the Keep Australia Beautiful (NSW) Tidy Towns Sustainable Community Program. The award was for our wetland habitat restoration work at Area E. We also received a Highly Commended in the Habitat and Wildlife Conservation category for our work in creating habitat for Migratory Shorebirds.

2017 - Environment Excellence Award

In 2017, NCIG won the NSW Minerals Council's Environment Excellence Award for its offset delivery program to deliver enhanced ecological outcomes for the Hunter Wetlands National Park.