



MANAGEMENT APPROACH

Community Support

We believe we have a responsibility to support our local community and contribute to the creation of long-term social, environmental, and economic value. Actively participating locally enables us to connect with and develop deeper relationships with our neighbours, as well as contribute to the broader prosperity of our region and boost employee morale. Our community investment strategy comprises two core programs: our Community Support Program (CSP); and our Community Partnership Program (CPP). Both programs promote physical and mental health, improve access to quality education, and improve local amenities and the environment.

NCIG is passionate about empowering local community organisations that enrich the Hunter Region. We believe it is important to actively contribute to our local communities to help create long-term social, environmental and economic value. Through our community support programs, which includes grants and partnerships, we support and create long-lasting relationships with local organisations and community groups that reflect and share our values. We provide financial and in-kind support aimed at creating outcomes that benefit and improve the lives and wellbeing of people living in Newcastle and the Hunter Region. By supporting our local communities, we hope to promote physical and mental health, increase and improve access to education, and improve local amenities and the environment.

Organisations and community groups eligible to apply for our community impact grants and/or partnerships biannually include those whose programs or projects focus on education, health and the environment. They must also be able to demonstrate:

- their capacity to use funds effectively for the benefit of communities in the Hunter Region, particularly those close to our facilities at Kooragang
- that the benefits generated are not for one specific interest group or individual but the broader community
- tangible and quantitative outcomes as well as social wellbeing benefits.

GOVERNANCE

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

COMMITMENT

We commit our capabilities and resources to support our community's education, welfare health and environmental sustainability.

GOAL

To establish and maintain strong relationships with local community and other stakeholders that lead to positive business outcomes.

FY27 TARGETS

- To support 5 STEM related initiatives
- For 35% of NCIG employees to participate in community events
- To support 45 community groups
- To spend \$390,000 on community initiatives.



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RISK MANAGEMENT

The Executive Leadership Team (ELT) is responsible for strategy implementation and risk management, with the Sustainability and Environment Team managing day-to-day community support 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. Targets typically have timelines, and where appropriate baselines are also established. Performance is tracked using relevant legislated, industry, and global sustainability metrics. For community support, we monitor the percentage of employees engaged in community events, number of STEM related initiatives supported, number of community groups supported, total community investment spend and the number of registered complaints.

SYSTEMS AND PROGRAMS

Community Support Program

NCIG's Community Support Program (CSP) is a biannual program that delivers one-off grants to local community and not-for-profit organisations delivering programs and projects that benefit our local region. The CSP caters for local community and not-for-profit organisations looking for funding assistance for an event, small project or purchase of equipment. Applications open twice a year, generally in March and September. To ensure NCIG is empowering as many local organisations as possible, organisations are only eligible for one grant per calendar year. Grants are typically awarded up to \$10,000, with the requirement that the funds provided by NCIG are matched by existing funding or partnerships that are already in place. This helps ensure that the project is not solely reliant on NCIG funding, illustrating the resilience of the program or project being funded. Funds are not allocated to private companies seeking finance for individual business activities, projects focused on capital works, or projects that are traditionally funded by governments. Further information can be found in our CSP Applicant Guidelines, which can be viewed on our website.

Community Partnership Program

NCIG's Community Partnership Program is a three-year program that is designed to develop a close association with an organisation or group seeking to implement

a grassroots project of significance that benefits the wider community. Funding of up to \$30,000 is available per year, equating to \$90,000 over the three-year partnership period. Proposals submitted must clearly outline outcomes that result in direct benefits to the broader community and that generate benefits that do not presently exist. Applications are only considered from groups that operate within acceptable community standards. While a Deductible Gift Recipient (DGR) or not-for-profit status is advantageous, it is not essential. For example, organisations that provide a service for enhancing the lives of children and/or adults through an educational or well-being program, or an organisation who provides a vital community service in the areas of health, environment or education are encouraged to apply. Funds are not allocated to private companies seeking finance for individual business activities, projects focused on capital works, or projects that are traditionally funded by governments. Further information can be found in our CSP Applicant Guidelines, which can be viewed on our website.

Employee led community support

In addition to our formal Community Support Program and Community Partnership Program, throughout the year our people often coordinate fundraising initiatives to raise money for various other important community causes. Our people also volunteer their time and expertise into the projects and programs we support through our CSP and CPP.

TRAINING AND COMMUNICATION

NCIG's community investment programs are communicated externally through our website and social media platforms. An overview of our community investment and engagement activities are also highlighted in our annual sustainability reports. The benefits and opportunities of the Community Support Program and Community Partnership Program are regularly communicated to our people. This has seen the involvement of NCIG employees in the program as company representatives at community events and as indirect beneficiaries of support through their personal charitable endeavours.

REPORTING

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