SUSTAINABILITY SCORECARD - JUNE 2022

NCIG has established FY24 targets for all key sustainability focus areas of our operations. A pathway for achieving these targets was also developed to ensure that we actively monitor and manage performance in the interim FY22/23 period. For several focus areas this led to the establishment of FY22 interim targets (see next page), providing specific progressive improvement in performance to assist in the achievement of our commitments and goals.

FY24 TARGETS

PEOPLE & CULTURE

FOCUS AREA	METRIC	FY24 TARGET
Safety	Total Recordable Injury Frequency Rate (TRIFR)	<5.0
Health & wellbeing	% employees with mental health training	80%
Diversity & Inclusion	% recruitment activities with shortlist that involves female candidates	90%
Training & Development	% employees receive training and development to increase skill base above role requirements per year	40%

PLANT & ENVIRONMENT

FOCUS AREA	METRIC	FY24 TARGET
Waste	% total waste generated on site being recycled	70%
Water	Reduction in potable water use	50%
Emissions	Reduction in operational emissions (scopes 1 and 2)	30%
Biodiversity	Hectares managed	102Ha
Biodiversity	Funding committed per year towards biodiversity conservation initiatives	$290,000

COMMUNITY AND STAKEHOLDERS

FOCUS AREA	METRIC	FY24 TARGET
Community support	# employees actively participating in community events per year	25
Community support	# STEM related initiatives supported per year	5
Community support	# community groups supported per year	30
Community support	$ spent on community initiatives per year	$360,000
Procurement	% total expenditure spent locally per year	70%

FY22 INTERIM TARGETS & YTD PERFORMANCE

Achievement status   🟩 *On track*   🟧 *Behind*   🟥 *At risk*

PEOPLE & CULTURE

FOCUS AREA	METRIC	FY22 TARGET	H1 30.12.21	H2/FY22 30.06.22
Safety	Total Recordable Injury Frequency Rate (TRIFR)	<5.0	2.15	8.01[1]
Health & wellbeing	% employees with mental health training	80%	68%	84%
Diversity & Inclusion	% recruitment activities with shortlist that involves female candidates	80%	100%	88%
Training & Development	% employees receive training and development to increase skill base above role requirements per year	40%	8%[2]	58%

[1] Three minor injuries were recorded as Restricted Workday Injuries (cut finger x 1, rolled ankle x 2). Incidents were fully investigated and assessed as low potential risk events.
[2] Figures do not include scheduled FY22 leadership training, which will recommence in H2.

PLANT & ENVIRONMENT

FOCUS AREA	METRIC	FY22 TARGET	H1 30.12.21	H2/FY22 30.06.22
Waste	% waste recycled (of total waste) per year	65%	69%	75%
Water	% reduction in potable water use	0%	57%[1]	71%[1]
Emissions	% reduction in operational emissions (Scope 1 & 2)	10%	10%	10%
Biodiversity	Hectares managed	102Ha	102Ha	102Ha
Biodiversity	Funding committed per year towards biodiversity conservation initiatives	$221,000	$90,300	$231,000

[1] Reduction in potable water use per year compared to FY15-20 baseline

COMMUNITY AND STAKEHOLDERS

FOCUS AREA	METRIC	FY22 TARGET	H1 30.12.21	H2/FY22 30.06.22
Community support	# employees actively participating in community events per year	25	13	32
Community support	# STEM related initiatives supported per year	3	2	4
Community support	# community groups supported per year	30	24	47
Community support	$ spent on community initiatives per year	$290,000	$153,400	$303,000
Procurement	% total expenditure spent locally per year	70%	76.8%	76%

Our Sustainability Scorecards provide further information about targets and other performance data.

SUSTAINABILITY SCORECARD
SAFETY

Our people are at the heart of our business and the prevention and active management of any injuries to our workers is our number one priority. Our culture encourages safe behaviours and fosters an environment where workers feel safe to speak freely about and proactively manage health and safety matters.

NCIG is an industrial site and as such, many of our people work with heavy machinery, which requires extensive collaboration and coordination. We take great pride in working at our terminal and are committed to the safety of all employees, contractors, visitors, and the environment in which we operate. Everyone at NCIG has a responsibility to uphold our organisation's high safety standards, and we recognise that our commitment to safety can only be achieved with personal commitment, cooperation and teamwork. Our integrated HSEC Management System is ISO45001:2018 certified.

COMMITMENT	Put our people's safety, physical and mental health first
GOAL	Maintain a safe work environment that protects and industry best practice standards
FY24 TARGET	Total Recordable Injury Frequency Rate of less than 5.0
SDG CONTRIBUTION	

PROGRESS AGAINST FY22 INTERIM TARGET

	FY 22 TARGET	**H1 30.12.21**	**H2/FY22 30.06.22**
Total Recordable Injury Frequency Rate (TRIFR)[1] of less than 5.0	**<5.0**	**2.15**	**8.01**[2]

[1] TRIFR is defined as the total number of recorded injuries requiring medical treatment per million hours worked on site. Tracked for NCIG personnel and operations-based contractors in PULSE.
[2] Three minor injuries were recorded as Restricted Workday Injuries (cut finger x 1, rolled ankle x 2). Incidents were fully investigated and assessed as low potential risk events.

Achievement status   **On track**   **Behind**   **At risk**

OTHER PERFORMANCE DATA

	FY22	**FY21**	**FY20**	**FY19**	**FY18**
Total Recordable Injury Frequency Rate (TRIFR)	8.01	0	2.55	7.52	7.58
Fatalities	0	0	0	0	0
Lost Time Injuries	0	0	1	0	1
Restricted Workday Injuries[1]	3	-	-	-	-
Medical Treatment Injuries	0	0	0	3	2
First Aid Injuries	8	10	16	10	2
Occupational Health Illness	0	2[2]	0	0	0
Lost Time Injury Frequency Rate (LTIFR)	0	0	2.55	0	2.53
Hours worked (Employees + Contractors)	374,370	466,916	391,456	399,178	395,959

[1] Prior to FY22, Restricted Workday Injuries were classified as Lost Time Injuries
[2] Restated FY21 data (from 1 to 2) due to reclassification of injury categories.

For more about NCIG's Safety Management Approach visit our website, www.ncig.com.au

SUSTAINABILITY SCORECARD
DIVERSITY & INCLUSION

Our culture is inclusive and promotes equality and diversity, supporting all our people to reach their full potential. We are committed to driving diversity in our workplace and want all our people to feel valued and respected, and to have equal access to opportunities. We want to empower them to contribute their diverse skills and perspectives, and we value the benefit this brings to our culture and business performance.

We recognise the importance of a workforce with a diverse background which involves aspects of ethnicity, age, gender, gender identity, disability, sexual orientation, religious beliefs, language and education. We also recognise that each member of our workforce has a unique blend of characteristics, knowledge, skills, perspectives and life experiences. We respect and value their differences, and believe that this promotes equality, diversity and inclusion. When it comes to workplace diversity and inclusion, we are committed to being focused on driving change within our business. Understanding our diversity aspirations and transforming these into positive behaviours and action is an essential part of NCIG's working environment.

COMMITMENT	Integrate agility, diversity and inclusion in all areas of our business
GOAL	Increase diversity of our employee group
FY24 TARGET	90% of recruitment activities with shortlist involving female candidates
SDG CONTRIBUTION	

PROGRESS AGAINST FY22 INTERIM TARGET

	FY22 TARGET	H1 30.12.21	H2/FY22 30.06.22
Recruitment activities with shortlist involving female candidates	**80%**	**100%**	**88%**

Achievement status		On track		Behind		At risk

OTHER PERFORMANCE DATA

	FY22	FY21	FY20	FY19	FY18
Number of female employees	20	23	19	21	18
Number of total employees	106	107	108	111	107
% women in total workforce	19%	21%	18%	19%	17%

For more about our Diversity & Inclusion Management Approach, visit our website.

SUSTAINABILITY SCORECARD
HEALTH & WELLBEING

Our people are at the heart of our business and the prevention and active management of their safety, health and wellbeing is our number one priority. Our culture encourages safe behaviours and fosters an environment where workers feel safe to speak freely about and proactively manage health and safety matters, including mental health. According to the Australian Bureau of Statistics, 45% of Australians aged 16-85 will experience a mental health condition in their lifetime. We recognise that everyone has a mental health and that our workers are not exempt from the effects of poor mental health.

COMMITMENT	Put our people's safety, physical and mental health first
GOAL	Maintain a workplace that protects and promotes good mental health and wellbeing – focus on leaders
FY24 TARGET	80% of employees receive mental health training
SDG CONTRIBUTION	

PROGRESS AGAINST FY22 INTERIM TARGET

	FY22 TARGET	H1 30.12.21	H2/FY22 30.06.22
Employees receive mental health training	**80%**	**68%**	**84%**

Achievement status 🟩 *On track* 🟨 *Behind* 🟥 *At risk*

OTHER PERFORMANCE DATA

	FY22	FY21	FY20	FY19	FY18
Unplanned absenteeism (% total hours)	4.2%	2.7%	3.4%	3.2%	2.8%

For more about our Health and Wellbeing Management Approach, visit our website.

SUSTAINABILITY SCORECARD
TRAINING & DEVELOPMENT

NCIG is committed to the education and development of our people. We invest in their education and professional development by offering a diverse range of learning and development opportunities. This includes apprenticeship and graduate programs, to shadowing, job rotation, and leadership and specialist training. We also support on the job experience and formal education, and our employees are provided several opportunities each year to participate in training and development outside the core requirements of their role. We learn what their training and development goals are through annual performance assessments, routine quarterly development meetings with managers, and our biennial voluntary employee engagement surveys.

COMMITMENT	Provide training and development opportunities to ensure our people remained engaged and are ready for their next career challenge
GOAL	Increase knowledge and skill capacity to stimulate innovation
FY24 TARGET	40% of employees receive training and development to increase skill base above role requirements per year
SDG CONTRIBUTION	

PROGRESS AGAINST FY22 INTERIM TARGET

	FY22 TARGET	H1 30.12.21	YTD 31.05.22
Employees receive training and development above role requirements	40%	8%[1]	58%

[1] Figures do not include scheduled FY22 leadership training, which will recommence in H2.

Achievement status   On track   Behind   At risk

OTHER PERFORMANCE DATA

	FY22	FY21	FY20	FY19	FY18
Total average hours of training per employee	34	55	47	30	NA

For more about our Training and Development Management Approach, visit our website.

SUSTAINABILITY SCORECARD
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 numerous 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. Our activities therefore focus on increasing habitat value of existing biodiversity lands through active management and collaborative partnerships.

COMMITMENT	Nurture positive outcomes for local biodiversity through our projects and partnerships
GOAL	Increase the habitat value of existing biodiversity lands and surrounds
FY24 TARGETS	Manage 102 hectares and $250,000 committed per year towards biodiversity conservation initiatives
SDG CONTRIBUTION	

PROGRESS AGAINST FY22 INTERIM TARGET

	FY22 TARGET	H1 30.12.21	H2/FY22 30.06.22
Manage 102 hectares[1]	102Ha[1]	102Ha	102Ha
Funding committed towards biodiversity conservation initiatives	$221,000	$90,300	$231,000

[1] The total area of land (in ha) that is actively managed by NCIG or its delegates either through formal agreements or through land ownership specifically for the purpose of enhancing biodiversity outcomes

Achievement status			
🟩 On track	🟨 Behind	🟥 At risk	

OTHER PERFORMANCE DATA

	FY22	FY21	FY20	FY19	FY18
Successful Green and Golden Bell Frog breeding events	0	1	1	2	1

For more about our Biodiversity Management Approach, visit our website.

SUSTAINABILITY SCORECARD
WASTE

NCIG is committed to the sustainable management of the environment and minimising the potential environmental impacts of its operations. We have a strong tradition in working towards limiting waste to landfill and promoting the reuse and recycling of materials generated onsite. Achieving the best end-of-life use for the products and materials used at our terminal is a priority.

NCIG's waste management strategy is modelled on a waste hierarchy, which is based on maximum conservation of resources. It applies the principles of Avoid, Reduce, Reuse and Recycle. There are several legislative and regulatory documents that apply to the way in which NCIG manages wastes from its facility. These are primarily broken down into legislation and policies, the majority of which are administered by state government departments, such as the NSW Environment Protection Authority (EPA).

COMMITMENT	We optimise our air, water and waste management
GOAL	Achieve the minimum possible waste footprint through proactively managing waste reduction, promoting reuse and recycling where possible
FY24 TARGET	70% total waste generated on site being recycled
SDG CONTRIBUTION	

PROGRESS AGAINST FY22 INTERIM TARGET

	FY22 TARGET	H1 30.12.21	H2/FY22 30.06.22
65% of waste generated onsite is recycled	**65%**	**69%**	**75%**

Achievement status	On track	Behind	At risk

OTHER PERFORMANCE DATA

	FY22	FY21	FY20	FY19	FY18
Recycling (tonnes)	297	517	145	311	198
Landfill (tonnes)	101	135	95	104	96
Total waste recycled (%)	75%	79%	61%	75%	76%
Waste generation intensity (t/MT throughput)	7.9	14.6	4.4	7.8	5.5

For more about our Waste Management Approach, visit our website.

SUSTAINABILITY SCORECARD
WATER

Water is critical to NCIG's operations, and we are committed to using it responsibly. We recognise that water is a valuable natural resource, particularly during times of drought, and are focused on reducing our usage whilst minimising impacts to our surrounding water bodies. We manage our activities carefully to minimise our impact on water quality in the harbour and in surrounding wetlands. NCIG's Operation Water Management Plan documents the ways in which we plan, implement and monitor our activities to mitigate impacts on water and sustainably control water usage. We have invested extensively in the design and operation of our water management system to manage water quality following heavy rainfall and expect our Recycled Water Project to be operational in FY23.

COMMITMENT	We optimise our air, water and waste management
GOAL	Minimise reliance on the potable water network, particularly during times of high-water stress (drought)
FY24 TARGET	50% reduction in potable water use
SDG CONTRIBUTION	

PROGRESS AGAINST FY22 INTERIM TARGET

	FY22 TARGET	H1 30.12.21	H2/FY22 30.06.22
Reduction in potable water use	0%[1]	57%[2]	71%[2]

[1] In 2021, we conducted a Recycled Water Project feasibility study on the introduction of recycled water from a local wastewater treatment facility into our site raw water process system. In March 2022, the Project commenced and will be commissioned in FY23, which we expect will enable us to deliver significant potable water savings and will help us achieve our FY24 target.
[2] Reduction in potable water primarily due to high rainfall during FY22 and is compared to FY15-20 baseline.

Achievement status		On track		Behind		At risk

OTHER PERFORMANCE DATA

	FY22	FY21	FY20	FY19	FY18
Annual rainfall (mm)	1,285	1,480	814	665	860
Potable water consumption (ML)	134	155	145	311	198
Captured water consumption (ML)	570	564	95	104	96
Captured water as a proportion of total consumption (%)	81%	78%	49%	49%	48%
Water usage intensity (ML/MT throughput)	14	16	19	16	17

For more about our Water Management Approach, visit our website.

SUSTAINABILITY SCORECARD
ENERGY & EMISSIONS

NCIG has a proactive approach to energy and emissions management. Most of our energy usage occurs due to the electricity required to operate our critical infrastructure and assets. We strongly focus on identifying opportunities to reduce energy consumption and consequently improve energy efficiency and are committed to procuring renewable energy where feasible. Our approach to reducing our emissions focuses on the emissions sources within our direct control (Scope 1 and Scope 2). Part of setting our ambition in this area is developing a feasible pathway and an achievable target to reach Operational Net Zero emissions by 2030.

COMMITMENT	We are committed to achieving Net Zero operational emissions by 2030
GOAL	Reduce our total operational emissions (scope 1 and 2) in accordance with our Net Zero Transition Plan
FY24 TARGET	30% reduction in operational emissions (scope 1 and 2)
SDG CONTRIBUTION	

PROGRESS AGAINST FY22 INTERIM TARGET

	FY22 TARGET	H1 30.12.21	H2/FY22 30.06.22
Reduction in operational emissions (scope 1 and 2)	**10%**	**10%**	**10%**

Achievement status   On track   Behind   At risk

OTHER PERFORMANCE DATA

	FY22	FY21	FY20	FY19	FY18
Total Scope 1 and 2	54,156	51,614	67,923	66,258	68,117
Emissions intensity (tCO2e)	1,081.2*	1,154.4*	1,247.4	1,250.9	1,276.3
Total energy consumption (GJ)	278,436	260,456	305,942	295,258	299,943

* Includes calculated reduction in emissions associated with certified green energy procurement

For more about our Energy Management Approach and our Emissions Management Approach visit our website.

SUSTAINABILITY SCORECARD
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.

COMMITMENT	We commit our capabilities and resources to support our community's education, health and environmental sustainability
GOAL	Establish and maintain strong relationships with local community and other stakeholders that lead to positive business outcomes
FY24 TARGETS	Each year: • support 5 Science, Technology, Engineering and Math (STEM) related initiatives • 25 NCIG employees will actively participate in community events • we will support 30 community groups • $360,000 will be spent on community initiatives
SDG CONTRIBUTION	

PROGRESS AGAINST FY22 INTERIM TARGET

	FY22 TARGET	H1 30.12.21	H2/FY22 30.06.22
Number of employees engaged in community events	25	13	32
Number of STEM related initiatives supported	3	2	4
Number of community groups supported	30	24	47
Community support ($)	$290,000	$153,400	$303,000

Achievement status   ■ *On track*   ■ *Behind*   ■ *At risk*

OTHER PERFORMANCE DATA

	FY22	FY21	FY20	FY19	FY18
Total community support ($)	303,000	292,000	275,000	280,000	240,000
Number of community groups supported	47	45	30	39	54
Number of registered complaints	0	0	2	0	1

For more about our Community Support Management Approach visit our website: www.ncig.com.au

SUSTAINABILITY SCORECARD
PROCUREMENT

NCIG is committed to acting ethically and with integrity across all our business dealings and relationships. We aim to make purchasing decisions that meet our operational needs while minimising the social and environmental impacts of the goods or service being procured. We also want to make a substantial economic contribution to the prosperity of our local region by giving preference to local businesses.

Our suppliers are a critical part of our operations, and we recognise that our procurement choices can create impacts on and value for our local community. We are committed to sustainable and ethical procurement of goods and services, and to local sourcing, with many of our critical supply partners are based in Newcastle and the Hunter Region.

COMMITMENT	We contribute to local economic prosperity through local procurement
GOAL	Support our local economy and prosperity
FY24 TARGETS	70% of total expenditure spent locally
SDG CONTRIBUTION	

PROGRESS AGAINST FY22 INTERIM TARGET

	FY22 TARGET	H1 30.12.21	H2/FY22 30.06.22
Proportion of total expenditure spent locally[1]	70%	76.8%	76%

[1] Procurement figures exclude lease expenditure, major utilities (water and electricity), taxes, licences, fees, interest, and other governmental charges. Local procurement means the purchase of goods and services from businesses operating within the Hunter Region and Central Coast, defined as businesses that have a local office address in the Hunter Region, regardless of whether they have offices elsewhere.

Achievement status   🟩 *On track*   🟨 *Behind*   🟥 *At risk*

OTHER PERFORMANCE DATA

	FY22	FY21	FY20	FY19	FY18
Total spend Hunter/Central Coast ($ million)	26.5	40.5	41.3	49.3	47.9
Total spend NSW ($ million)	4.7	8.8	6.5	5.9	7.9
Total spend Australia ($ million)	3.5	46.1	5.7	5.2	5.1
Total spend Rest of World ($ million)	0.2	0.2	0.2	0.1	0.05

For more about our Procurement Management Approach visit our website: www.ncig.com.au