

# SUSTAINABILITY SCORECARD – DEC 2023

In FY22 Newcastle Coal Infrastructure Group (NCIG) established three-year (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 monitored and managed performance in the interim reporting periods. In FY22 and FY23, we reported our performance against our interim targets. This Sustainability Scorecard presents our half-yearly performance against our FY24 targets.

## FY24 TARGETS & YTD PERFORMANCE

Achievement status ■ On track ■ Behind ■ At risk

### PEOPLE & CULTURE

| FOCUS AREA             | METRIC                                                                                               | FY24 TARGET | H1 31.12.23 |
|------------------------|------------------------------------------------------------------------------------------------------|-------------|-------------|
| Safety                 | Total Recordable Injury Frequency Rate (TRIFR)                                                       | <5.0        | 5.31        |
| Health & Wellbeing     | % supervisors receive mental health first aid training                                               | 80%         | 0%          |
| Diversity & Inclusion  | % recruitment activities with shortlist that involves female candidates                              | 90%         | 100%        |
| Training & Development | % employees receive training and development to increase skill base above role requirements per year | 40%         | 21%         |

### PLANT & ENVIRONMENT

| FOCUS AREA   | METRIC                                                                   | FY24 TARGET | H1 31.12.23 |
|--------------|--------------------------------------------------------------------------|-------------|-------------|
| Waste        | % total waste generated on site being recycled                           | 70%         | 70.5%       |
| Water        | Reduction in potable water use                                           | 50%         | 76%         |
| Emissions    | Reduction in operational emissions (scopes 1 and 2)                      | 30%         | 0%          |
| Biodiversity | Hectares managed                                                         | 102 ha      | 102 ha      |
| Biodiversity | Funding committed per year towards biodiversity conservation initiatives | \$250,000   | \$59,000    |

### COMMUNITY & STAKEHOLDERS

| FOCUS AREA        | METRIC                                                          | FY24 TARGET | H1 31.12.23 |
|-------------------|-----------------------------------------------------------------|-------------|-------------|
| Community support | # employees actively participating in community events per year | 25          | 48          |
| Community support | # STEM related initiatives supported per year                   | 5           | 4           |
| Community support | # community groups supported per year                           | 30          | 33          |
| Community support | \$ spent on community initiatives per year                      | \$360,000   | \$170,00    |
| Procurement       | % total expenditure spent locally per year                      | 70%         | 78%         |

Our Sustainability Scorecard by focus area provide additional information about targets and performance.



H1/FY24

# 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 Safety Management System is ISO 45001:2018 certified.

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

### PROGRESS AGAINST FY24 TARGET

|                                                             | <b>FY24<br/>TARGET</b> | <b>H1<br/>31.12.23</b> |
|-------------------------------------------------------------|------------------------|------------------------|
| Total Recordable Injury Frequency Rate (TRIFR) <sup>1</sup> | <b>&lt;5.0</b>         | <b>5.31</b>            |

<sup>1</sup> 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. There was one Restricted Work Injury during the reporting period that related to a minor foot injury.

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

### OTHER PERFORMANCE DATA

|                                                | <b>FY23</b> | <b>FY22</b> | <b>FY21</b>    | <b>FY20</b> | <b>FY19</b> |
|------------------------------------------------|-------------|-------------|----------------|-------------|-------------|
| Total Recordable Injury Frequency Rate (TRIFR) | 5.59        | 8.01        | 0              | 2.55        | 7.52        |
| Fatalities                                     | 0           | 0           | 0              | 0           | 0           |
| Lost Time Injuries                             | 0           | 0           | 0              | 1           | 0           |
| Restricted Work Injuries <sup>1</sup>          | 1           | 3           | -              | -           | -           |
| Medical Treatment Injuries                     | 1           | 0           | 0              | 0           | 3           |
| First Aid Injuries                             | 4           | 8           | 10             | 16          | 10          |
| Occupational Health Illness                    | 0           | 0           | 2 <sup>2</sup> | 0           | 0           |
| Lost Time Injury Frequency Rate (LTIFR)        | 0           | 0           | 0              | 2.55        | 0           |
| Hours worked (Employees + Contractors)         | 357,526     | 374,370     | 466,916        | 391,456     | 399,178     |

<sup>1</sup> Prior to FY22, Restricted Workday Injuries were classified as Lost Time Injuries

<sup>2</sup> Restated FY21 data (from 1 to 2) due to reclassification of injury categories.

Find more about NCIG's [Safety Management Approach](#) on our website.



H1/FY24

# 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. Our mental health strategy, which is being implemented in partnership with Mental Health Movement, aims to strengthen the mental health of our people. It builds a foundation of mental health awareness and evolves skills towards resilience and mental health fitness.

|                         |                                                                                                                                                                         |
|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>COMMITMENT</b>       | Put our people's safety, physical and mental health first                                                                                                               |
| <b>GOAL</b>             | Maintain a workplace that protects and promotes good mental health and wellbeing – focus on leaders                                                                     |
| <b>FY24 TARGET</b>      | 80% of employees receive mental health training <sup>1</sup>                                                                                                            |
| <b>SDG CONTRIBUTION</b> |   |

<sup>1</sup> Following the completion of mental health training for all employees in FY22 and FY23, the target was updated in FY24 to focus on mental health first aid training for supervisors.

### PROGRESS AGAINST FY24 TARGET

|                                                      | <b>FY24<br/>TARGET</b> | <b>H1<br/>31.12.23</b> |
|------------------------------------------------------|------------------------|------------------------|
| Supervisors receive mental health first aid training | <b>80%</b>             | <b>0%<sup>1</sup></b>  |

<sup>1</sup> Target considered on track as mental health training for supervisors is planned to commence in May 2024, which is expected to achieve anticipated level of performance.

Achievement status  On track  Behind  At risk

### OTHER PERFORMANCE DATA

|                                          | <b>FY23</b> | <b>FY22</b>      | <b>FY21</b> | <b>FY20</b> | <b>FY19</b> |
|------------------------------------------|-------------|------------------|-------------|-------------|-------------|
| Unplanned absenteeism (% total hours)    | 3.6%        | 4.2%             | 2.7%        | 3.4%        | 3.2%        |
| Employees receive mental health training | 85%         | 84% <sup>1</sup> | -           | -           | -           |

<sup>1</sup> First time reported in alignment with targets established in FY22

Find more about NCIG's [Health and Wellbeing Management Approach](#) on our website.



H1/FY24

# 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.

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

### PROGRESS AGAINST FY24 TARGET

|                                                                   | <b>FY24<br/>TARGET</b> | <b>H1<br/>31.12.23</b> |
|-------------------------------------------------------------------|------------------------|------------------------|
| Recruitment activities with shortlist involving female candidates | <b>90%</b>             | <b>100%</b>            |

Achievement status ■ On track ■ Behind ■ At risk

### OTHER PERFORMANCE DATA

|                                                                   | <b>FY23</b> | <b>FY22</b>      | <b>FY21</b> | <b>FY20</b> | <b>FY19</b> |
|-------------------------------------------------------------------|-------------|------------------|-------------|-------------|-------------|
| Number of female employees                                        | 22          | 20               | 23          | 19          | 21          |
| Number of total employees                                         | 113         | 106              | 107         | 108         | 111         |
| % women in total workforce                                        | 19%         | 19%              | 21%         | 18%         | 19%         |
| Recruitment activities with shortlist involving female candidates | 100%        | 88% <sup>1</sup> | -           | -           | -           |

<sup>1</sup> First time reported in alignment with targets established in FY22.

Find more about NCIG's [Diversity & Inclusion Management Approach](#) on our website.



H1/FY24

## 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.

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

### PROGRESS AGAINST FY24 TARGET

|                                                                    | <b>FY24<br/>TARGET</b> | <b>H1<br/>31.12.23</b> |
|--------------------------------------------------------------------|------------------------|------------------------|
| Employees receive training and development above role requirements | <b>40%</b>             | <b>21%<sup>1</sup></b> |

<sup>1</sup> Target considered on track as further training & development is scheduled for H2 FY24, which is expected to achieve anticipated level of performance.

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

### OTHER PERFORMANCE DATA

|                                                                    | <b>FY23</b> | <b>FY22</b>      | <b>FY21</b> | <b>FY20</b> | <b>FY19</b> |
|--------------------------------------------------------------------|-------------|------------------|-------------|-------------|-------------|
| Total average hours of training per employee                       | 33          | 34               | 55          | 47          | 30          |
| Employees receive training and development above role requirements | 57%         | 58% <sup>1</sup> | -           | -           | -           |

<sup>1</sup> First time reported in alignment with targets established in FY22

Find more about NCIG's [Training and Development Management Approach](#) on our website.



H1/FY24

# 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).

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

### PROGRESS AGAINST FY24 TARGET

|                                      | <b>FY24<br/>TARGET</b> | <b>H1<br/>31.12.23</b> |
|--------------------------------------|------------------------|------------------------|
| Total waste generated being recycled | <b>70%</b>             | <b>70.5%</b>           |

Achievement status ■ On track ■ Behind ■ At risk

### OTHER PERFORMANCE DATA

|                                              | <b>FY23</b> | <b>FY22</b> | <b>FY21</b> | <b>FY20</b> | <b>FY19</b> |
|----------------------------------------------|-------------|-------------|-------------|-------------|-------------|
| Recycling (tonnes)                           | 192         | 297         | 517         | 145         | 311         |
| Landfill (tonnes)                            | 93          | 101         | 135         | 95          | 104         |
| Total waste recycled (%)                     | 67.6%       | 75%         | 79%         | 61%         | 75%         |
| Waste generation intensity (t/MT throughput) | 6.4         | 7.9         | 14.6        | 4.4         | 7.8         |

Find more about NCIG's [Waste Management Approach](#) on our website.



H1/FY24

# 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 our Recycled Water Project was commissioned in early 2023.

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

### PROGRESS AGAINST FY24 TARGETS

|                                             | <b>FY24<br/>TARGET</b> | <b>H1<br/>31.12.23</b> |
|---------------------------------------------|------------------------|------------------------|
| Reduction in potable water use <sup>1</sup> | <b>50%</b>             | <b>76%</b>             |

<sup>1</sup> 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. The Project was commissioned in early 2023, which we expect will enable us to deliver significant potable water savings. Reduction in potable water is compared to a FY15-20 baseline.

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

### OTHER PERFORMANCE DATA

|                                                         | <b>FY23</b> | <b>FY22</b>      | <b>FY21</b> | <b>FY20</b> | <b>FY19</b> |
|---------------------------------------------------------|-------------|------------------|-------------|-------------|-------------|
| Annual rainfall (mm)                                    | 1,049       | 1,285            | 1,480       | 814         | 665         |
| Potable water consumption (ML)                          | 99          | 134              | 155         | 145         | 311         |
| Captured water consumption (ML)                         | 525         | 570              | 564         | 95          | 104         |
| Captured water as a proportion of total consumption (%) | 81%         | 81%              | 78%         | 49%         | 49%         |
| Water usage intensity (ML/MT throughput)                | 15          | 14               | 16          | 19          | 16          |
| Recycled water consumption (ML)                         | 40.4        | 0                | 0           | 0           | 0           |
| Reduction in potable water use <sup>1</sup>             | 78%         | 71% <sup>2</sup> | -           | -           | -           |

<sup>1</sup> First time reported in alignment with targets established in FY22

<sup>2</sup> Reduction in potable water primarily due to high rainfall during FY22 and is compared to FY15-20 baseline.

Find more about NCIG's [Water Management Approach](#) on our website.



H1/FY24

# 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.

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

### PROGRESS AGAINST FY24 TARGET

|                                                    | <b>FY24<br/>TARGET</b> | <b>H1<br/>31.12.23</b> |
|----------------------------------------------------|------------------------|------------------------|
| Reduction in operational emissions (scope 1 and 2) | <b>30%</b>             | <b>0%<sup>1</sup></b>  |

<sup>1</sup> In FY24, we will achieve our emissions reduction target by offsetting our electricity consumption with large-scale generation certificates (LGCs) from renewable sources. This will be executed in H2 FY24 in order to meet target performance.

Achievement status ■ On track ■ Behind ■ At risk

### OTHER PERFORMANCE DATA

|                                                                  | <b>FY23</b>          | <b>FY22</b>          | <b>FY21</b>          | <b>FY20</b> | <b>FY19</b> |
|------------------------------------------------------------------|----------------------|----------------------|----------------------|-------------|-------------|
| Scope 1 (tCO <sub>2</sub> e)                                     | 324                  | 366                  | 514                  | 333         | 349         |
| Scope 2 (tCO <sub>2</sub> e)                                     | 44,993               | 53,790               | 51,100               | 67,590      | 65,909      |
| Total Scope 1 and 2 (tCO <sub>2</sub> e)                         | 45,317               | 54,156               | 51,614               | 67,923      | 66,258      |
| Emissions intensity (tCO <sub>2</sub> e)                         | 1,013.8 <sup>1</sup> | 1,081.2 <sup>1</sup> | 1,154.4 <sup>1</sup> | 1,247.4     | 1,250.9     |
| Total energy consumption (GJ)                                    | 252,016              | 278,436              | 260,456              | 305,942     | 295,258     |
| Total electricity (GJ)                                           | 246,532              | 272,350              | 252,341              | 300,398     | 289,358     |
| Reduction in operational emissions (scopes 1 and 2) <sup>2</sup> | 10%                  | 10%                  | -                    | -           | -           |

<sup>1</sup> Includes calculated reduction in emissions associated with certified green energy procurement

<sup>2</sup> First time reported in alignment with targets established in FY22

Find more about NCIG's [Energy Management Approach](#) and [Emissions Management Approach](#) on our website.



H1/FY24

# 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.

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

### PROGRESS AGAINST FY24 TARGETS

|                                                                 | <b>FY24<br/>TARGET</b> | <b>H1<br/>31.12.23</b>      |
|-----------------------------------------------------------------|------------------------|-----------------------------|
| Hectares managed for biodiversity conservation <sup>1</sup>     | <b>102 ha</b>          | <b>102 ha</b>               |
| Funding committed towards biodiversity conservation initiatives | <b>\$250,000</b>       | <b>\$59,000<sup>2</sup></b> |

<sup>1</sup> 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.

<sup>2</sup> This target is not considered at risk due to forecast funding committed for H2FY24, which will meet target performance.

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

### OTHER PERFORMANCE DATA

|                                                                              | <b>FY23</b> | <b>FY22</b> | <b>FY21</b> | <b>FY20</b> | <b>FY19</b> |
|------------------------------------------------------------------------------|-------------|-------------|-------------|-------------|-------------|
| Successful Green and Golden Bell Frog breeding events                        | 0           | 0           | 1           | 1           | 2           |
| Hectares managed                                                             | 102         | 102         | 102         | 102         | 102         |
| Funding committed towards biodiversity conservation initiatives <sup>1</sup> | \$242,000   | \$231,000   | -           | -           | -           |

<sup>1</sup> First time reported in alignment with targets established in FY22

Find more about NCIG's [Biodiversity Management Approach](#) on our website.



H1/FY24

# 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.

|                         |                                                                                                                                                                                                                                                                                                                             |
|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>COMMITMENT</b>       | We commit our capabilities and resources to support our community's education, health and environmental sustainability                                                                                                                                                                                                      |
| <b>GOAL</b>             | Establish and maintain strong relationships with local community and other stakeholders that lead to positive business outcomes                                                                                                                                                                                             |
| <b>FY24 TARGETS</b>     | Each year: <ul style="list-style-type: none"> <li>support 5 Science, Technology, Engineering and Math (STEM) related initiatives</li> <li>25 NCIG employees will actively participate in community events</li> <li>we will support 30 community groups</li> <li>\$360,000 will be spent on community initiatives</li> </ul> |
| <b>SDG CONTRIBUTION</b> |                                                                    |

### PROGRESS AGAINST FY24 TARGETS

|                                                               | <b>FY24<br/>TARGET</b> | <b>H1<br/>31.12.23</b> |
|---------------------------------------------------------------|------------------------|------------------------|
| Number of employees actively participated in community events | 25                     | 48                     |
| Number of STEM related initiatives supported                  | 5                      | 4                      |
| Number of community groups supported                          | 30                     | 33                     |
| \$ spent on community initiatives per year                    | \$360,000              | \$170,000              |

Achievement status ■ On track ■ Behind ■ At risk

### OTHER PERFORMANCE DATA

|                                                              | <b>FY23</b> | <b>FY22</b> | <b>FY21</b> | <b>FY20</b> | <b>FY19</b> |
|--------------------------------------------------------------|-------------|-------------|-------------|-------------|-------------|
| Number of employees engaged in community events <sup>1</sup> | 70          | 32          | -           | -           | -           |
| Number of STEM related initiatives supported <sup>1</sup>    | 4           | 4           | -           | -           | -           |
| Number of community groups supported                         | 59          | 47          | 45          | 30          | 39          |
| Number of registered complaints                              | 0           | 0           | 0           | 2           | 0           |
| Total community investment (\$)                              | \$344,000   | \$303,000   | \$292,000   | \$275,000   | \$280,000   |

<sup>1</sup> First time reported in alignment with targets established in FY22

Find more about NCIG's [Community Support Management Approach](#) on our website.



H1/FY24

# 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.

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

### PROGRESS AGAINST FY24 TARGET

|                                                            | <b>FY24<br/>TARGET</b> | <b>H1<br/>31.12.23</b> |
|------------------------------------------------------------|------------------------|------------------------|
| Proportion of total expenditure spent locally <sup>1</sup> | <b>70%</b>             | <b>78%</b>             |

<sup>1</sup> 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

|                                                            | <b>FY23</b> | <b>FY22</b> | <b>FY21</b> | <b>FY20</b> | <b>FY19</b> |
|------------------------------------------------------------|-------------|-------------|-------------|-------------|-------------|
| Proportion of total expenditure spent locally <sup>1</sup> | 73%         | 76%         | -           | -           | -           |
| Total local spend (\$ million)                             | 28.2        | 26.5        | 40.5        | 41.3        | 49.3        |

<sup>1</sup> First time reported in alignment with targets established in FY22

Find more about NCIG's [Procurement Management Approach](#) on our website.