

SUSTAINABILITY SCORECARD – JUNE 2024

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 final 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	H2/FY24 30.06.24
Safety	Total Recordable Injury Frequency Rate (TRIFR)	<5.0	5.31	2.66
Health & Wellbeing	% supervisors receive mental health first aid training	80%	0%	86%
Diversity & Inclusion	% recruitment activities with shortlist that involves female candidates	90%	100%	83% ¹
Training & Development	% employees receive training and development to increase skill base above role requirements per year	40%	21%	57%

¹ We fell short of our goal of 90% of our recruitment shortlisting activities to include a female candidate, due to the Mechanical Engineer role not receiving any applications from women. A total of six recruitment activities were conducted in FY24.

PLANT & ENVIRONMENT

FOCUS AREA	METRIC	FY24 TARGET	H1 31.12.23	H2/FY24 30.06.24
Waste	% total waste generated on site being recycled	70%	70.5%	74%
Water	Reduction in potable water use	50%	76%	80%
Emissions	Reduction in operational emissions (scopes 1 and 2)	30%	0%	30%
Biodiversity	Hectares managed	102 ha	102 ha	102 ha
Biodiversity	Funding committed per year towards biodiversity conservation initiatives	\$250,000	\$59,000	\$264,000

COMMUNITY & STAKEHOLDERS

FOCUS AREA	METRIC	FY24 TARGET	H1 31.12.23	H2/FY24 30.06.24
Community support	# employees actively participating in community events per year	25	48	60
Community support	# STEM related initiatives supported per year	5	4	6
Community support	# community groups supported per year	30	33	63
Community support	\$ spent on community initiatives per year	\$360,000	\$170,00	\$392,000
Procurement	% total expenditure spent locally per year	70%	78%	75%

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





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.

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 FY24 TARGET

	FY24 TARGET	H1 31.12.23	H2/FY24 30.06.24
Total Recordable Injury Frequency Rate (TRIFR) ¹	<5.0	5.31	2.66

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.

Achievement status ■ On track ■ Behind ■ At risk

OTHER PERFORMANCE DATA

	FY24	FY23	FY22	FY21	FY20
Total Recordable Injury Frequency Rate (TRIFR)	2.66	5.59	8.01	0	2.55
Fatalities	0	0	0	0	0
Lost Time Injuries	0	0	0	0	1
Restricted Work Injuries ¹	1	1	3	-	-
Medical Treatment Injuries	0	1	0	0	0
First Aid Injuries	10	4	8	10	16
Occupational Health Illness	0	0	0	2 ²	0
Lost Time Injury Frequency Rate (LTIFR)	0	0	0	0	2.55
Hours worked (Employees + Contractors)	375,842	357,526	374,370	466,916	391,456
Rolling days without Lost Time Injury	1,800	1,434	1,068	703	338

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.

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

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 ¹
SDG CONTRIBUTION	 

¹ 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

	FY24 TARGET	H1 31.12.23	H2/FY24 30.06.24
Supervisors receive mental health first aid training	80%	0%	86%

Achievement status ■ On track ■ Behind ■ At risk

OTHER PERFORMANCE DATA

	FY24	FY23	FY22	FY21	FY20
Unplanned absenteeism (% total hours)	3.9%	3.6%	4.2%	2.7%	3.4%
Employees receive mental health training	86%	85%	84% ¹	-	-

¹ First time reported in alignment with targets established in FY22



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

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 FY24 TARGET

	FY24 TARGET	H1 31.12.23	H2/FY24 30.06.24
Recruitment activities with shortlist involving female candidates	90%	100%	83% ¹

¹ We fell short of our goal of 90% of our recruitment shortlisting activities to include a female candidate, due to the Mechanical Engineer role not receiving any applications from women. A total of six recruitment activities were conducted in FY24.

Achievement status ■ On track ■ Behind ■ At risk

OTHER PERFORMANCE DATA

	FY24	FY23	FY22	FY21	FY20
Number of female employees	24	22	20	23	19
Number of total employees	116	113	106	107	108
% women in total workforce	21%	19%	19%	21%	18%
Recruitment activities with shortlist involving female candidates	83%	100%	88% ¹	-	-



¹ First time reported in alignment with targets established in FY22.

Find more about NCIG's [Diversity & Inclusion Management Approach](#) on 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 FY24 TARGET

	FY24 TARGET	H1 31.12.23	H2/FY24 30.06.24
Employees receive training and development above role requirements	40%	21%	57%

Achievement status ■ On track ■ Behind ■ At risk

OTHER PERFORMANCE DATA

	FY24	FY23	FY22	FY21	FY20
Total average hours of training per employee	29	33	34	55	47
Employees receive training and development above role requirements	57%	57%	58% ¹	-	-

¹ First time reported in alignment with targets established in FY22

Find more about NCIG's [Training and Development Management Approach](#) on 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 FY24 TARGET

	FY24 TARGET	H1 31.12.23	H2/FY24 30.06.24
Total waste generated being recycled	70%	70.5%	74%

Achievement status ■ On track ■ Behind ■ At risk

OTHER PERFORMANCE DATA

	FY23	FY23	FY22	FY21	FY20
Recycling (tonnes)	298	192	297	517	145
Landfill (tonnes)	103	93	101	135	95
Total waste recycled (%)	74%	67.6%	75%	79%	61%
Waste generation intensity (t/MT throughput, tonnes)	8.2	6.4	7.9	14.6	4.4






Find more about NCIG’s [Waste Management Approach](#) on 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 our Recycled Water Project was commissioned in early 2023.

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 FY24 TARGETS

	FY24 TARGET	H1 31.12.23	H2/FY24 30.06.24
Reduction in potable water use ¹	50%	76%	80%

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. 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

	FY23	FY23	FY22	FY21	FY20
Annual rainfall (mm)	1,052	1,049	1,285	1,480	814
Potable water consumption (ML)	91	99	134	155	145
Captured water consumption (ML)	298	525	570	564	95
Captured water as a proportion of total consumption (%)	50%	81%	81%	78%	49%
Water usage intensity (ML/MT throughput)	12	15	14	16	19
Recycled water consumption (ML)	212	40.4	0	0	0
Reduction in potable water use ¹	80%	78%	71% ²	-	-

¹ First time reported in alignment with targets established in FY22

² 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.



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 FY24 TARGET

	FY24 TARGET	H1 31.12.23	H2/FY24 30.06.24
Reduction in operational emissions (scope 1 and 2)	30%	0%	30%

Achievement status ■ On track ■ Behind ■ At risk

OTHER PERFORMANCE DATA

	FY24	FY23	FY22	FY21	FY20
Scope 1 (tCO2e)	379	324	366	514	333
Scope 2 (tCO2e)	34,567 ¹	44,993	53,790	51,100	67,590
Total Scope 1 and 2 (tCO2e)	34,946 ¹	45,317	54,156	51,614	67,923
Emissions intensity (tCO2e)	713 ¹	1,013.8 ¹	1,081.2 ¹	1,154.4 ¹	1,247.4
Total energy consumption (GJ)	270,249	252,016	278,436	260,456	305,942
Total electricity (GJ)	264,000	246,532	272,350	252,341	300,398
Reduction in operational emissions (scopes 1 and 2) ²	30%	10%	10%	-	-

¹ Includes calculated reduction in emissions associated with certified green energy procurement

² 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.



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 FY24 TARGETS

	FY24 TARGET	H1 31.12.23	H2/FY24 30.06.24
Hectares managed for biodiversity conservation ¹	102 ha	102 ha	102 ha
Funding committed towards biodiversity conservation initiatives	\$250,000	\$59,000	\$264,000

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

	FY24	FY23	FY22	FY21	FY20
Successful Green and Golden Bell Frog breeding events	0	0	0	1	1
Number of Shorebird species recorded in Compensatory Habitat	9	14	10	11	9
Hectares managed	102	102	102	102	102
Funding committed towards biodiversity conservation initiatives ¹	\$264,000	\$242,000	\$231,000	-	-

¹ First time reported in alignment with targets established in FY22

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



H2/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.

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: <ul style="list-style-type: none"> • 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 FY24 TARGETS

	FY24 TARGET	H1 31.12.23	H2/FY24 30.06.24
Number of employees actively participated in community events	25	48	60
Number of STEM related initiatives supported	5	4	6
Number of community groups supported	30	33	63
\$ spent on community initiatives per year	\$360,000	\$170,000	\$392,000

Achievement status ■ On track ■ Behind ■ At risk

OTHER PERFORMANCE DATA

	FY24	FY23	FY22	FY21	FY20
Number of employees engaged in community events ¹	60	70	32	-	-
Number of STEM related initiatives supported ¹	6	4	4	-	-
Number of community groups supported	63	59	47	45	30
Number of registered complaints	0	0	0	0	2
Total community investment (\$)	\$392,000	\$344,000	\$303,000	\$292,000	\$275,000

¹ First time reported in alignment with targets established in FY22


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

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 FY24 TARGET

	FY24 TARGET	H1 31.12.23	H2/FY24 30.06.24
Proportion of total expenditure spent locally ¹	70%	78%	75%

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

	FY24	FY23	FY22	FY21	FY20
Proportion of total expenditure spent locally ¹	75%	73%	76%	-	-
Total local spend (\$ million)	34.6	28.2	26.5	40.5	41.3

¹ First time reported in alignment with targets established in FY22

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