



MANAGEMENT APPROACH

Community Support



COMMITMENT

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

GOAL

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

FY24 TARGETS

- To support 5 STEM related initiatives
- For 25 NCIG employees to actively participate in community events
- To support 30 community groups
- To spend \$360,000 on community initiatives.

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.

We believe it is important that we actively contribute to our local community 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 aiming to create 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 program or project focuses 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 well-being benefits.



SYSTEMS AND PROGRAMS

Community Support Program

NCIG's Community Support Program (CSP) caters for charities, community groups and organisations looking for funding assistance for an event, small project or the purchase of equipment. Applications open in March and September each year. Grants are typically to the value of between \$1,000 and \$10,000, and we request that 50% of the grant money provided by NCIG be matched by existing funding or partnerships that are already in place. This helps ensure that project is not solely reliant on NCIG funding and there is a sustainable process to support the ongoing success of the initiative. Previous recipients have included Variety Spin for Kids, Soul Café, Meals on Wheels, Lifeline, Jenny's Place and Zara's House. 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 in the Application Form, which can be found 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 will only be 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. Previous recipients have included Newcastle Jets Youth Skills Development Program, Mission to Seafarers, and the HunterWISE STEM mentorship program. 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 in the Application Form, which can be found on our website.

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 and investigation 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.

MANAGEMENT

Day-to-day management of our community support initiatives is overseen by NCIG's Health, Safety, Environment and Community (HSEC) team. Performance and progress against our community support goals and FY24 targets is overseen by our Executive Leadership Team and by the NCIG Board.

MEASURING OUR PROGRESS

We monitor the success of our community support through our partnerships the various groups we support and the impact the support creates. We measure our progress by reporting our performance statistics through our monthly business scorecard, which is overseen by the Executive Leadership Team. The scorecard tracks the number of STEM related initiatives, the number of employees who have participated in community events, the number of community groups supported, and the amount of community support provided (\$).

REPORTING

We report our performance and progress regarding community support in our annual Sustainability Report, which is available on our website.

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