

People & Culture	FOCUS ISSUES	COMMITMENTS	GOALS	2024 TARGETS	ALIGNMENT TO SDG'S
	<ul style="list-style-type: none"> • Safety • Health & Wellbeing • Diversity & Inclusion • Training & Development <p>We cultivate a safe, healthy, inclusive and innovative working environment for our people.</p>	<ul style="list-style-type: none"> • Put our people's safety, physical and mental health first • Integrate agility, diversity, and inclusion in all areas of our business • Provide training and development opportunities that ensure our people remain engaged and are ready for their next career challenge 	<ul style="list-style-type: none"> • Maintain a safe work environment and industry best practice standards • Maintain a workplace that protects and promotes good mental health and wellbeing – focus on leaders • Increase the diversity of our employee group • Increase knowledge and skill capacity to stimulate innovation 	<ul style="list-style-type: none"> • Total recordable injury frequency rate of less than 5.0 • 80% of employees receive mental health training • 90% of recruitment activities with a shortlist involving female candidates • 40% of employees receive training and development to increase their skill base above role requirements per year 	

Plant & Environment	FOCUS ISSUES	COMMITMENTS	GOALS	2024 TARGETS	ALIGNMENT TO SDG'S
	<ul style="list-style-type: none"> • Energy & Emissions • Water • Waste • Biodiversity <p>We ensure the resilience of our operations while minimising our impacts on the environment.</p>	<ul style="list-style-type: none"> • Proactively manage our risks through robust systems, processes and scenario planning • Achieve Net Zero operational emissions by 2030 • Optimise our air, water and waste management • Nurture positive outcomes for local biodiversity through our management and partnerships 	<ul style="list-style-type: none"> • Reduce our total operational emissions (scope 1 and 2) in accordance with our Net Zero pathway • Minimise reliance on potable water network in particular during times of high water stress (drought) • Achieve minimum possible waste footprint by proactively managing reduction, reuse and recycling where possible • Increase habitat value of existing biodiversity lands and surrounds 	<ul style="list-style-type: none"> • 30% reduction in operational emissions (scope 1 and 2) • 50% reduction in potable water use • 70% of our total waste generated being recycled • 102 Ha managed annually for biodiversity conservation • \$250,000 committed to biodiversity conservation initiatives per year 	

Community & Stakeholders	FOCUS ISSUES	COMMITMENTS	GOALS	2024 TARGETS	ALIGNMENT TO SDG'S
	<ul style="list-style-type: none"> • Procurement • Employment • Engagement • Support <p>We collaborate with communities, industry partners and government to achieve positive economic & social outcomes.</p>	<ul style="list-style-type: none"> • Contribute to local economic prosperity through local employment and procurement • Invest in the STEM talent pipeline of today and tomorrow and contribute to building local technical capability • Commit our capabilities and resources to support our community's education, health and environmental sustainability 	<ul style="list-style-type: none"> • Support local economy and prosperity • Establish and maintain strong relationships with our local community and other stakeholders that lead to positive business outcomes • Maintain positive interactions with local community groups to maintain social licence to operate 	<ul style="list-style-type: none"> • 70% of total procurement spent locally per year • 5 STEM related initiatives supported • 25 community events actively participated in by employees • 30 community groups supported annually • \$360,000 spent on community initiatives per year 	