SUSTAINABILITY IN PRACTICE

This information has been collated to help support our stakeholders in their understanding of how NCIG optimises sustainable operations. Most of the information can also be found integrated throughout our website, representing our business-as-usual approach to sustainable operations. A dedicated page for policy and reporting can also be found here. For further enquiries or requests for information, please contact us at enquiries@ncig.com.au.

ABOUT NCIG

Name	Newcastle Coal Infrastructure Group Pty Ltd
Headquarters	30 Raven St, Kooragang NSW 2304, Australia
Website	www.ncig.com.au
MSCI GICS	Sector: Industrials | Industry group: Transportation | Industry: Air freight and logistics
LEI	549300YAJ8XYYGW2TZ32
Reporting year	1 July to 30 June
Development approval	Development Approval No.06-0009 Operation of a coal export terminal of up to 79 million tonnes per annum.
EPL	Environment Protection Licence No. 12693. View our licence on the EPA website.
Vision	To be the leading coal export terminal through our People, Processes, Plant and Performance
Services provided	NCIG is a premier coal export logistics terminal in the Port of Newcastle. Founded in 2010, NCIG's facilities include rail, coal storage, ship loading facilities and associated infrastructure. The company's export terminal is an integral part of Australia's coal supply chain and generates strong local and national economic benefits.
Sustainable operations	NCIG takes a whole of the business approach to optimising sustainable operations and has a continuous improvement mindset that empowers its people, encourages collaboration and promotes innovative thinking.
Throughput FY21	44.7Mt
Employees	107

SUSTAINABILITY STRATEGY & POLICY

Sustainability Strategy	NCIG's Sustainability Strategy highlights what matters the most to our business and stakeholders in our pursuit of helping our customers meet their business objectives. Our sustainability strategy and business strategy are complementary and mutually reinforcing, with both underpinning how we deliver an efficient, innovative, and reliable service to our customers. Click here to find out more about how we optimise sustainable operations.
Sustainability Policy	NCIG's Sustainability Policy outlines our commitment to optimising sustainable operations. Click here to see our Sustainability Policy.
Sustainability Strategy Framework	NCIG's Sustainability Strategy Framework is aligned to five key pillars of: customers; governance; people and culture; plant and environment; and community and stakeholders. Each of NCIG's material sustainability topics, or what we call our key focus areas, have specific commitments, goals and targets. Click here and scroll to the infographic to find out more.
Sustainability targets	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 page 5 below), providing specific progressive improvement in performance to assist in the achievement of our commitments and goals.
Other policies	NCIG publishes various policies related to environmental, social and governance dimensions. Click here to view a selection of policies. Please contact us if you require other policies.

GOVERNANCE & RISK MANAGEMENT

NCIG has a range of robust systems and processes that support the delivery of our commitments and objectives. The governance and delivery of our sustainability commitments and objectives is therefore integrated into our overall business strategy and processes. Click here to find out more about our approach to governance and risk management.

Board of Directors & ESG oversight	NCIG's Board of Directors comprises representatives of each of our shareholder companies and is Chaired by an independent person. The Board consults on and ratifies decisions of the business related to strategy (including sustainability strategy), risk management approach, policy and values. Strategically we follow a rigorous annual budget and business planning process. Our performance is overseen by the Board's Audit and Risk Committee, which also ensures that our business processes adequately manage risks and opportunities as they relate to environmental, economic and social issues. Click here to find out more about NCIG's Board of Directors.
Executive Leadership Team	The executive level of the business is accountable for implementing the strategic direction across the business via collaboration between Operations, Assets, Commercial, Health, Safety, Environment & Community (HSEC) and People & Culture (PAC) functions. Click here to find out more about NCIG's Executive Leadership Team.
Grievance mechanisms	NCIG is committed to maintaining an open working environment in which all personnel on the NCIG site are able to report instances of Improper Conduct without fear of intimidation or reprisal. NCIG does not tolerate Reportable Conduct, as defined in our Whistleblower Policy, and we urge anyone who becomes aware of known or suspected Reportable Conduct to make a disclosure. Reports can be made confidentially, anonymously and those reporting are protected from retaliation. NCIG's enquiries line is also available 24/7. Click here to view our Whistleblower Policy.
Governance policies	NCIG publishes various policies related governance. Click here to view a selection of our policies. Please contact us if you require other policies.
Precautionary Principle	NCIG applies a precautionary approach while also employing the latest technology to provide a highly reliable and efficient service for its customers.
Continuous improvement	Delivering quality service is an essential aspect of NCIG's operation and the company's innovative and continuous improvement mindset enables it to provide a leading-edge service. The state-of-the-art facility employs the latest technology and provides high reliability for its customers.
Corporate Risk Review	A Corporate Risk Review is undertaken on an annual basis by the NCIG Executive Leadership Team with Board oversight.
Corporate Risk Register	Risks are prioritised based their level of severity as identified based on their risk profile as identified on the site's risk management processes. ESG risks are included.
Climate-related risks	NCIG incorporates resilience to climate-related risks into its corporate strategy and business planning. The corporate strategy identifies climate-related transition risks, physical risks and social risks. The company's Corporate Risk Register (see above) is implemented applying an integrated risk-based approach that provides detail around NCIG's climate-related risks. The effective management of climate-related consequences is achieved through the application of plans and procedures including NCIG's Crisis Management Plan and NCIG's Emergency Management Plan. NCIG's rolling three-year strategy also includes climate related risks.
Broad Brushed Risk Assessment	NCIG's Broad Brush Risk Assessment (BBRA) is a systematic process to identify and assess the impact of all foreseeable HSEC risks and emergencies, including those that could occur as a result of activities taking place adjacent to the site or as a result of site operations. The BBRA includes risk identification, descriptions, ratings and treatment plans, and is facilitated by external consultants every three years.
Compliance Management System	NCIG's compliance management system is used to monitor and manage NCIG's material obligations. Our risk management system is used to manage strategic and operational risks at a corporate level, including critical controls and control improvement action plans.

Compliance Tracking Program	A Compliance Tracking Program is used to confirm continued compliance to environmental legislation and statutory obligations. NCIG undertakes monthly internal performance reviews with Executive Manager (HSEC) and produces a monthly environmental monitoring report. An annual EPL report is also prepared, which highlights performance monitoring data required by the EPL and any non-compliances with the EPL. Click here to view our management approach documents.
Independent environmental audits	NCIG undertakes and independent environmental audit every three years, which reviews performance against the conditions of the company's project approval consent. Click here to view our audit results.

PERFORMANCE MANAGEMENT

Management of material topics	NCIG's has customised its management approach for all of its key focus areas and has captured the information in an overview document for each material topic. Each document includes commitments, goals & targets, systems & processes, prioritising risk management, effective systems and appropriate controls. Where relevant management approach documents also refer to associated Environmental Management Plans. Click here to view our management approach documents on safety, health and wellbeing, diversity and inclusion, training and development, energy, emissions, waste, water, noise, air quality, biodiversity, noise, community support, employment, procurement, and engagement.
Environmental Management System	NCIG's e environmental management system is ISO 14001:2015 certified. Click here to view our certificate of approval.
Environmental Management Plans	NCIG's suite of operational environmental management plans ensure environmental risks are effectively controlled. These plans document the way in which we manage activities that have the potential to create environmental impacts. They outline the systems that identify and assess the risks including statutory and approval requirements, the controls and procedures that manage these risks and measures to review the system including its effectiveness. Environmental Management Plans were initially developed as part of our operational submission and form part of our approvals consent. They include but are not limited to the management of dust and air quality, noise, water and biodiversity. Click here to view our environmental management plans.
OHS Management System	NCIG's occupational health and safety management system is ISO 45001:2018 certified. Click here and scroll to view our certificate of approval.
Incident and Hazard Management (Sustain)	Sustain Management System (Sustain) was designed internally and developed in FY21 in partnership with a leading software developer. Customised for our specific operating processes, Sustain provides a platform for our people to report incidents and hazards, investigate the root cause and reach effective and risk mitigating actions and outcomes. An automatic notifications function in the platform informs the appropriate team members and leaders in a timely manner. The system includes an intuitive workflow and authorisation system and aims to reduce the likelihood of a similar incident occurring in the future.
Health and wellbeing program (Bounce)	For more than 10 years the NCIG workforce has been participating in Bounce, an award-winning workplace health and wellbeing program. Developed by NCIG personnel, Bounce provides NCIG a clear health strategy and engages our people with knowledge and resources that support them to make healthy lifestyle choices. Guided by the outcomes of an organisational health assessment conducted every two years, various initiatives such as weight loss, movement and mental health programs are offered to support the health outcomes of our employees and contractors, with voluntary workforce participation of close to 100% regularly achieved. Bounce helps our people optimise their physical and mental health and provides NCIG an opportunity to optimise a healthy and safe workplace.

REPORTING

Sustainability Reports	NCIG prepares an annual sustainability report, which describes our performance during the twelve-month period to 1 July to 30 June in any year. This aligns with the Australian fiscal year. Reports are prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. The GRI Content Index can be found at the end of the report. Click here to access our sustainability reports.
Impact Assessments and Approvals	Prior to construction, NCIG participated in a rigorous approval process through both state and federal planning systems. Potential impacts from the development and operation of our facility were assessed and mitigation measures were identified. We consulted extensively with local communities and key stakeholders and were subsequently granted state and federal approvals to construct and operate our coal export terminal. Click here to find out more.
Compliance Monitoring Reports	NCIG undergoes an Independent Environmental Audit of our operations every three years to ensure the conditions and strict requirements of our regulatory approval are met. Click here to find out more.
Compliance Tracking Reports	NCIG submits a Compliance Tracking Program Report annually to show how we comply with the requirements of our regulatory approvals. Click here to access our compliance reports.
Annual Environmental Management Reports	Our Annual Environmental Management Reports are prepared in accordance with our Operation Environmental Management Plan (OEMP) and meet the reporting requirements of our approvals. Click here and scroll down to access our annual environmental management reports.
Modern Slavery Statements	NCIG'S Modern Slavery Statement describes the risks of modern slavery in our operations and our supply chain, and the actions we have taken to address those risks during the reporting period (1 July to 30 June). This responds to the requirements of the Modern Slavery Act 2018 (Cth). It also provides details of our assessment, governance and risk management processes and sets out our performance on our identified actions and future action plan. Click here to access our Modern Slavery reports.
Financial Reports	NCIG's consolidated financial statements are reported directly to shareholders, investors and regulators. These reports are not made freely available.
Gender Equality Report (WGEA)	NCIG annually reports workforce statistics and information to The Workplace Gender Equality Agency, an Australian Government statutory agency, which is charged with promoting and improving gender equality in Australian workplaces. Visit https://www.wgea.gov.au/ and search for our report.
Emissions Report (NGERS)	NCIG annually reports information about its greenhouse gas emissions and energy consumption to the Australian Government's National Greenhouse and Energy Reporting Scheme. Visit http://www.cleanenergyregulator.gov.au/NGER and search for our report.

EXTERNAL INITIATIVES SUPPORTED

Sustainable Development Goals (SDGs)	NCIG's Sustainability Strategy includes commitments, goals and targets that align with the objectives of the SDGs. Click here to find out more.
Taskforce on Climate-related Financial Disclosures (TCFD)	NCIG's understanding of the impact of climate-related risks and opportunities is evolving. For several years scenario analysis has been undertaken by consultants Wood Mackenzie on our behalf on an ad-hoc basis to model future market demand based on potential future climate-related policies. The scenario analysis includes Current Policies Scenario (CPS), Stated (Energy) Policies Scenario (STEPS), and Sustainable Development Scenario (SDS). As part of maturing our understanding of how climate change may impact the business, in 2022 Deloitte was engaged to perform a TCFD gap analysis and a climate change scenario analysis. The scope of work included modelling transition and physical scenario analysis and disclosure of the Task Force on Climate-related Financial Disclosures (TCFD) framework. Transition risk scenarios were based on Net Zero 2050 and NDCs. Physical risk scenarios were based on three types of climate scenarios capturing low, moderate and high emission futures. NCIG aims to communicate its climate related risks and opportunities to Board and/or publicly in the coming year.

FY24 SUSTAINABILITY 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%**

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%**

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**