



Empowering Women in STEM: NCIG Partners with HunterWISE for New Scholarships



For the second year in a row, we're offering two annual scholarships to women studying STEM degrees at The University of Newcastle, further strengthening our partnership with HunterWISE. Together, we're committed to breaking down barriers by encouraging and financially supporting women to pursue their passions in science, technology, engineering and mathematics.

The NCIG/HunterWISE scholarship for Women in STEM will be awarded to two recipients who are in their second or subsequent year of an eligible degree. We're excited to be working with HunterWISE to support these students and help shape the next generation of women in STEM.





Message from the CEO

I hope you had a safe and joyful festive season, taking the opportunity to relax, recharge, and spend quality time with loved ones. It's my pleasure to share with you some of the achievements of our team from the past six months.

Our safety culture continues to set a high standard in our industry, being awarded the NSW Mining Safety Excellence Award for our innovative Safety Culture Score. The results of this fantastic program speak for themselves, with NCIG recording 1,800 days without a lost time injury at the close of the 2024 financial year. This achievement reflects the dedication and care our team brings to ensuring we all go home safely every day.

Supporting our local community has always been at the heart of who we are, and in the 2024 financial year, we proudly invested \$392,000 into local initiatives and partnerships. And we know that volunteers are the heartbeat of most community organisations, that's why I'm proud to have had 60 of our employees actively involved in a local community event throughout the year. By encouraging our team members to support the initiatives, activities and organisations that they believe in, we're creating a stronger and more connected community.

Our commitment to the conservation of the endangered Green and Golden Bellfrog has come to new strengths through a partnership with NSW Parks and Wildlife Services. Together we're building artificial cluster ponds across Ash Island to encourage migration and breeding of the frogs.

Finally, I'm proud to highlight the recent mental health initiative we launched for our staff and contractors, called Breathe Better, Bounce Together. This multi-layered campaign included three separate events that equipped our team with new tools for managing stress, allowed and encouraged tough conversations and importantly, added in a little fun to the mix. The mental health of our people is as much a focus as the physical health, and programs like this one support our team in being the best versions of themselves.

These achievements are a testament to the passion, innovation, and teamwork that define NCIG.

As we move forward into 2025, I'm excited for what's to come.

Aaron Johansen

Chief Executive Officer



Celebrating Excellence at the Business Hunter Awards

Last year, we proudly received a highly commended certificate in the Employer of Choice (21+ employees) category at the 2024 Business Hunter Awards. This recognition underscores our dedication to fostering a workplace where everyone feels valued, empowered, and supported to thrive.

Our focus on innovation, collaboration, and mutual respect creates a culture that promotes growth and success. The Business Hunter Awards night brought together businesses from across the region, celebrating their achievements and contributions to the community.

We are thrilled to have been recognised alongside so many inspiring organisations. Congratulations to all the winners and finalists who made the evening a remarkable celebration of business excellence.

At NCIG, we take pride in our team and their dedication to maintaining a workplace culture that not only drives results but also makes a meaningful impact on the lives of our employees. This commendation reaffirms our ongoing commitment to being an employer of choice.

Hosting the Australian Coal Terminals Operations Network Conference

In August, NCIG had the privilege of hosting the Australian Coal Terminals Operations Network conference in Newcastle. This three-day event brought together industry leaders from across the country to discuss topics such as operational improvements, safety practices, weather management, and regulatory advancements.

Representatives from Abbot Point Operations, Dalrymple Bay Coal Terminal, Port Waratah Coal Services, Port Kembla Coal Terminal, and Wiggins Island Coal Export Terminal attended, fostering collaboration and knowledge sharing.



Setting New Standards in Safety Excellence

In August, NCIG was honoured to receive the Safety Excellence Award at the NSW Mining HSEC Conference. This recognition highlighted our innovative Safety Culture Score (SCS), a tool that has transformed how we measure and improve safety performance.

The SCS shifts the focus from traditional lagging indicators to proactive lead measures, integrating data across Environment, Practices, People, and Leadership. This approach enhances transparency, accountability, and decision-making, ensuring a safer workplace for all.

Since its introduction, the SCS has delivered outstanding results, including a 10% improvement in the overall score, a 34% reduction in incidents, and a 50% decrease in recorded injuries over FY21–23. These achievements demonstrate our commitment to building a proactive and engaged safety culture.

“This tool has set a new industry benchmark for safety reporting and outcomes,” said Lauren Ross, Manager People and Culture. “I’m incredibly proud of our team’s innovative thinking and dedication to safety.”

Inspired by Sentic’s Safety Culture Model, the SCS not only strengthens NCIG’s safety practices but also has the potential for adoption across other industries.

We commend our Health and Safety team for this significant achievement and look forward to continuing our efforts to raise the bar in safety excellence.

The conference featured engaging presentations, including one from the Australian Maritime Safety Authority, as well as collaborative breakout sessions. Attendees also had the opportunity to explore NCIG’s innovative systems, such as our Learning Management System (LMS) and resource management tools.

The event concluded with a stunning harbour tour in partnership with the Port of Newcastle. This provided a unique perspective on the infrastructure supporting the region’s economy and highlighted the importance of collaboration across the industry.

We are proud to have facilitated such a productive and inspiring event, showcasing the strength of our industry partnerships and our shared commitment to driving progress.



Championing Wellbeing: The 2024 Bounce Wellbeing Challenge

Last September, NCIG’s Health and Safety team delivered another successful Bounce Wellbeing Challenge, centred on the Breathe Better, Bounce Together campaign. Over two weeks, our team engaged in events that promoted physical and mental wellbeing.

The Plunge

An onsite event featuring Dan Hunt from Mental Health Movement encouraged mindfulness and connection. Participants braved an ice bath, guided by breathwork meditations, while a water slide added a fun, light-hearted element.

The Walk

As the major sponsor of Lifeline Hunter’s World Suicide Prevention Day, NCIG supported The Walk. This event provided time for our employees and contractors to reflect on the impacts of suicide and show solidarity with those affected.

The Talk

For R U OK? Day, we hosted a casual onsite coffee chat with psychologist Alexander Madigan from NewPsych Psychologists. This encouraged open, supportive conversations among team members and reinforced the importance of mental health awareness.

Through these initiatives, NCIG reaffirmed its dedication to fostering a workplace where wellbeing is prioritised, and mental health stigma is actively challenged.





Biodiversity Boost for Green and Golden Bell Frogs

We have proudly partnered with the NSW National Parks and Wildlife Service (NPWS) as part of the Saving our Species program, focusing on protecting the nation's largest and most stable population of Green and Golden Bell Frogs on Ash Island.

This three-year collaboration will see up to 28 artificial 'cluster pond' habitats created within the Hunter Wetlands National Park. These ponds are designed to enhance habitat connectivity, offering the endangered frogs vital refuge during droughts and supporting movement and breeding across the island.

Nathan Juchau, our Manager Sustainability, highlighted the significance of the initiative: "We, alongside the University of Newcastle and NPWS, have long worked to conserve the Green and Golden Bell Frogs on Ash Island. This initiative represents a significant step in biodiversity conservation, showcasing effective collaboration between industry and environmental leaders."

Each habitat will incorporate features such as deep tanks for flood resilience and shallow troughs optimised for breeding conditions. These measures ensure the frogs have the best chance to thrive into the future.

This partnership reinforces NCIG's commitment to sustainability and biodiversity conservation, demonstrating the power of collaboration in safeguarding the future of endangered species.



 This newsletter is printed on sustainably sourced paper



Newcastle Coal

INFRASTRUCTURE GROUP

Did you know?

Our people are always available to speak with our community. We would encourage you to get in contact should you have any questions regarding operations at NCIG.

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OUR FUTURE