



PORT OF NEWCASTLE

2021 SUSTAINABILITY REPORT



ABOUT THIS REPORT

Port of Newcastle (PON) is committed to annual sustainability reporting. The Global Reporting Initiative (GRI) Standards were used in compiling this Sustainability Report. The report has been prepared in accordance with the Core option. It relates to Port of Newcastle's operational performance within the Port State Environmental Planning Policies (SEPP) Boundary for the 2021 calendar year and contains Standard Disclosures from the GRI Sustainability Reporting Guidelines. A list of the Standard Disclosures and their location in this report is available in the index located on our website www.portofnewcastle.com.au. There have been no significant changes in the material topics and report boundaries from previous reporting periods. The most recent previous report was prepared for the 2020 calendar year.

Energy and emissions data reported on in this report from 2019 to 2021 have been subject to third party review and assurance provided by Price Waterhouse Coopers.

This report has been independently reviewed against the GRI Standards by DNV.

This report is printed on FSC certified 100% recycled paper using an environmentally friendly, chemical free print process with soy-based inks.

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ACKNOWLEDGMENT OF COUNTRY

The Awabakal and Worimi peoples are acknowledged by the Port of Newcastle as the Traditional Custodians of the land and waters upon which the Port is situated.

Port of Newcastle operates within the Mulbinba area, named as such from an indigenous plant and meaning the place of sea ferns. Daily, commercial vessels visiting the Port pass by Whibayganba (Nobby's Headland) and travel along the Coquun (Hunter River) to their berth destination.

At Port of Newcastle we acknowledge the Traditional Custodians of the land and waters on which the Port of Newcastle operates, the Awabakal and Worimi People, and pays its respects to all Elders past, present and emerging.

For those reading our 2021 Sustainability Report from other areas, we also pay tribute to the Traditional Custodians of the lands on which they join us from, their Elders past, present and emerging.





CRAIG CARMODY CEO

Australia's supply chains and national resilience were once again tested in 2021. While all had hoped that the pandemic year of 2020 was behind us, 2021 proved, in many ways, to be more challenging. As it's many businesses domestically and internationally, our focus was keeping our people and community safe, our port productive and our diversification plans progressing.

Resilience has become the byword for the Port of Newcastle.

COVID has changed the way we work, and we now have a new "normal"; embracing agile working arrangements and a new approach to managing our business.

While the COVID-19 pandemic continues to leave Port of Newcastle's trade largely unaffected, with a one percent increase in volumes, this was not the experience for many businesses in our community.

Despite the challenges, the Port of Newcastle's diversification strategy continued to progress and key milestones were achieved.

As the world's largest export coal Port, we know that diversification is not an option for us, it is a must. Our diversification is critical to ensure we can create a strong, thriving Port that will continue to support local jobs and the economic prosperity of NSW and the Hunter Region for generations to come. To do this we must realise projects now. It is the actions that we take now that will shape our Port and our region over the next 10, 20, 50 years and beyond.

Our diversification strategy, supported by significant investment commitments, is three-pronged; improving the productivity of our existing land and marine operations – specifically through investment in new infrastructure and

assets, with the Federal Government supported, Port of Newcastle Hydrogen Hub Project and our \$2.4-billion Multi-Purpose Deepwater Container Terminal Project.

These projects will create a strong, thriving Port that will support local jobs, future career pathways and the economic prosperity of the Hunter Region for generations to come.

With trade worth approximately \$26 billion per annum to the national economy, a deepwater shipping channel operating at 50 per cent of its capacity, significant Port land available for development and enviable access to national rail and road infrastructure, Port of Newcastle is opportunity rich.

In the last 12 months, we have identified new opportunities, progressed a broad range of projects and committed to investing millions of dollars in the next five years in our diversification.

We are proudly future-focused and community minded, and our strategic plan's purpose is to enable local and Australia-wide producers, businesses and manufacturers to more successfully compete in international markets.

We know that ports are important and that the flow-on benefits generated from port activity are exponential. Economic analysis of the contribution that Newcastle's port activity makes towards the Hunter, State and national economies, conducted by HoustonKemp, determined that the flow-on contribution to Australia's gross domestic product (GDP) is almost \$1.5 billion; underpinning almost 9,000 full-time equivalent jobs nationally.

What motivates Port of Newcastle is the knowledge that, when Australia's largest east coast port is providing reliable, efficient and competitive access to global markets, the

benefits flow well beyond our Port and region's boundaries.

The Port has long been recognised as Australia's leading energy port, dominated by thermal coal, with a growing and critical role as a gateway for renewable energy technology. Our Port of Newcastle Green Hydrogen Hub Project, supported by Macquarie Capital and ARENA, under its Advancing Renewables Program, opens the door to green energy production and export being an additional, and significant, trade opportunity for our global deepwater gateway to the world.

Over the past three years as we have transformed our business our commitment to sustainability has been at the centre of every decision we are making and our diversification commitment.

In this time, we have committed to a target-driven Environmental, Social and Governance (ESG) Strategy, becoming the first port in Oceania to be EcoPorts certified

against the leading global benchmarking standards, achieving Silver Sustainability Advantage Status and our Port finished the year realising our ambition to become 100 per cent powered by renewable energy.

We have also improved our Global Real Estate Sustainability Benchmark (GRESB) from 40 two years ago to 92 this year gaining us a 5-star rating and a ranking of second globally and first in our category, Oceania.

It is amazing what can be achieved in a short space of time. And we are not done yet.

I hope you enjoy reading our 2021 Sustainability Report.

Craig Carmody
CEO Port of Newcastle

“ Over the past three years as we have transformed our business our commitment to sustainability has been at the centre of every decision we are making and our diversification commitment.



COMMITMENTS AND GOALS FOR 2022 AND BEYOND

GREENHOUSE GAS EMISSIONS & ENERGY MANAGEMENT	 	<ul style="list-style-type: none"> Reduce absolute Scope 1 and 2 GHG emissions in line with our Science Based Targets Initiative (SBTi) approved target Secure an SBTi approved target for our Scope 3 emissions Measure and report total energy consumed Transition entire vehicle fleet to electric by 2023
EMPLOYEE HEALTH AND SAFETY	 	<ul style="list-style-type: none"> Measure and report on the health and safety of our employees Offer at least 12 mental health first aid courses to PON employees. Set and maintain minimum ratios of accredited employees for each division
DIVERSITY AND INCLUSION	   	<ul style="list-style-type: none"> Measure and report on the percentage of employees that are women Measure and report on the percentage of employees that are Aboriginal or Torres Strait Islanders Provide a minimum of two Aboriginal or Torres Strait Islanders internship opportunities and create a safe environment that supports the intern to achieve completion
PROCUREMENT		<ul style="list-style-type: none"> Continue to screen 100 per cent of our suppliers for Modern Slavery Risk
DEVELOPMENT	 	<ul style="list-style-type: none"> 100 per cent employee completion of cultural awareness training by December 31, 2022 100 per cent employee completion of the ESG training suite by December 31, 2022
BUSINESS TRANSITION	  	<ul style="list-style-type: none"> Increase percentage of diversified trade revenue to reduce revenue from total coal to 50 per cent by 2030
RESOURCE MANAGEMENT	  	<ul style="list-style-type: none"> Measure and report on percentage of waste to landfill Measure and report on percentage of waste recycled Measure and report on percentage of potable water consumed to be able to set a baseline and target for reduction in 2023 The development of a Water Strategy, setting defined goals and targets Development of Water Efficiency Management Plans for each of PON's private water networks
PARTNERSHIPS		<ul style="list-style-type: none"> Corporate Sponsorship commitments: 35 percent to Our Planet projects, 35 percent to Our Community projects 25 percent to Our Industry, 5 percent to Our Partnerships Grow staff participation in our workplace giving program to match PON co- contribution commitment of up to \$5000 per charity Achieve Gold Partnership recognition under the NSW Government Sustainability Advantage Program by the end of 2023

PERFORMANCE AGAINST COMMITMENTS AND GOALS SET IN 2021

Formalise PON's emission reduction targets	Reduce PON Scope 1 and 2 emissions to less than the SBTi well below 2°C, 2025 scenario	Achieve 100 per cent renewable power for our electricity needs by 2021
In 2021 we formalised an SBTi approved target and also committed to Net Zero by 2040.	During 2021 we reduced our CO2e emissions significantly with our emissions now sitting well below our SBTi approved target level.	In 2021, we extended the scope of our renewable power purchase retail agreement with Iberdrola to ensure we had enough Large-Scale Generation Certificates to cover all our operational electricity needs.
Offer at least 12 mental health first aid courses to PON employees. Set and maintain minimum ratios of accredited employees for each division	Develop our Reflect Reconciliation Action Plan	Develop our Diversity and Inclusion Strategy
In 2021, Port of Newcastle provided 15 Mental Health First Aid courses to its employees.	In 2020 we prepared our Reflect Reconciliation Action Plan and submitted it to Reconciliation Australia.	In 2020, our Board approved our Diversity and Inclusion Strategy.
Develop an Aboriginal and Torres Strait Islander internship program	Assess 100 per cent of our suppliers for modern slavery risk	Develop a sustainability financing framework
In 2021, we developed our Aboriginal and Torres Strait Islander internship program that will be rolled out in 2022.	In 2021 we subscribed to Informed360 and have since screened 100 per cent of our current suppliers for Modern Slavery Risk	Following the development of our Sustainability Financing Framework, in 2021 we entered two sustainability linked financial transactions.
Grow staff participation in our workplace giving program to match PON co-contribution commitment of up to \$5000 per charity	100 per cent of staff undertaking mandatory cultural awareness training	Commit a total of 70 per cent of corporate sponsorship budget to Our Community and Our and Our Environment projects
Whilst we did not achieve our target, in 2021 our total employee contribution to the workplace giving program was \$6545. Along with the businesses co-contribution and 23 employees donating their end of year gifts this has resulted in a total of \$14,341 donated to our four nominated charities	We will continue to roll out the training with a focus on those that have not yet completed it and also for any new recruits in 2022.	In 2021, we had an exceptional number of compliant applications for the Our Community projects category, with an amazing 38 per cent of the total corporate sponsorship budget being allocated. Whilst 35 per cent of our budget was committed to this category, the total volume of Our Planet projects amounted to 29 per cent of the budget spent. We encourage applications in 2022 for those with a project that has a positive impact on our planet.



COMPANY OVERVIEW

COMPANY OVERVIEW

Port of Newcastle (PON) is an unlisted private company located in the heart of Newcastle, NSW.

The Port solely operates in Newcastle NSW Australia as a landlord port with a significant portion of its land tenanted by private terminal operators. The organisation is also responsible for a number of common user berths and maintenance of channel depths to enable the safe passage of commercial vessels.

It is Australia's deepwater global gateway and the largest port on the nation's east coast. The organisation is more than a port. It exists to build Australia's prosperity with responsible, integrated, and innovative supply-chain solutions. With trade worth about \$26 billion to the national economy each year, PON enables Australian businesses to successfully compete in international markets.

The port currently handles over 4,500 ship movements and 166 million tonnes of cargo annually.

PON is a global gateway connecting the Hunter Region and NSW to the world. In 2021, the major export, coal, was shipped to countries such as Japan, Taiwan, South Korea, Malaysia and India. Imports originated from 77 different ports in 31 countries across a wide range of products and sectors.

Key exporters include miners (coal and mineral concentrates such as zinc and copper), farmers (wheat and other grains including barley and sorghum) and local manufacturers. Key customers for Newcastle exports were power stations, refineries, steel plants, food producers, and mining companies, as well as other industrial

and marine companies. Export sectors served include the power, steelmaking, food, mining and industrial sectors.

Over 3 million tonnes of wheat was exported through the Port in 2021, as terminal operators, logistics services supported NSW farmers with record volumes following an extended period of drought.

Key import customers were fuel distributors, aluminium producer, cement companies, fertiliser manufacturers, steel producer and traders, mining companies, rail contractors, and wind farm developers. Imported cargo is primarily destined for customers in NSW.

In addition to our customers, the Ports key supply chain partners include shipping agents, stevedore and transport operators, Port Authority NSW and a range of contractors to support the ongoing maintenance and management of our infrastructure asset. During 2021 there were no significant changes to the organisations supply chain.

With a deepwater shipping channel operating at 50 per cent of its capacity, significant port land available, and enviable access to national rail and road infrastructure, PON is positioned to further underpin the future prosperity of the Hunter, NSW, and Australia.

As custodians of the region's critical asset, the port is diversifying its trade as it strives to create a safe, sustainable, and environmentally and socially responsible future.

PON GOVERNANCE

Our shareholders, The Infrastructure Fund managed by Macquarie Asset Management (MAM), and the China Merchants Port Holdings Company (CMPort), each own 50 per cent and have a strong global history in managing large infrastructure assets.

Our Directors comprise representatives from both shareholder groups.

PONs has in place a robust governance framework to ensure that we operate our business in a responsible manner. Our framework includes management systems and processes aligned with international standards. To further support and enhance our responsible management practice our Board of Directors provide a key role in overseeing our approach.

Our independent Chairperson is Professor Roy Green. Mr Hugh FitzSimons from Macquarie Asset Management continued in his role as the businesses first Board ESG Champion. In 2021, Mr FitzSimons was also nominated to be responsible for the oversight of PON's climate change plans as it presents both risk and opportunity to the business. The Board determines and monitors the strategic direction of the business to ensure the port meets its legal and social responsibilities.

Our Audit and Risk Committee (ARC), as appointed by the Board, oversees the Port's Fraud Bribery and Corruption

Prevention System. The ARC monitors compliance, is independent from management, and has broad powers to investigate activities, obtain autonomous professional advice and make recommendations to the Board. We maintain a corporate risk profile which captures the key strategic and material risks to the business. As part of its oversight responsibilities, the ARC regularly monitors and queries the corporate risks to ensure that appropriate controls are in place to effectively manage the risks and to raise understanding and awareness about the key risks we face. The ARC is also responsible for the review of the organisations sustainability report.

Also appointed by the Board, Port of Newcastle's People, Culture and Remuneration (PCR) Committee are responsible for overseeing our People & Culture strategic plan and Diversity & Inclusion Strategy. Additionally, the committee is responsible for overseeing any Executive and company KPIS and any Executive remuneration changes prior to approval from the Board.

The Ports's WHS committee, as appointed by the Board, meets quarterly and comprises representatives from all parts of the business. PONs Work Health and Safety Committee provides oversight of port specific operational risks, PONs Safety Strategy and monitor safety performance.

PON DIRECTOR GENDER SPLIT



ETHICS & INTEGRITY

Behind every ship movement, every tonne of cargo, are the people that keep the port operating. Our people are the engine room of our Port.

Our values influence everything we do; how we develop our strategy, how we measure performance, how we treat our colleagues and how we approach our work at PON. These are a guiding compass, a north star for everything we do at Port of Newcastle.



COMMUNITY

We are engaged with our communities and proud of the Port's role in the region.



WELLBEING

We support and invest in our people and their wellbeing.



INTEGRITY

We are genuine, open and respectful in everything we do.



CURIOSITY

We challenge the status quo by questioning if there is a better or safer way.

FRAUD, BRIBERY & CORRUPTION

PON is committed to high standards of ethical and accountable conduct and adopts a zero-tolerance approach towards fraud, bribery and corruption and will not allow any degree of corrupt conduct to occur within or in relation to its operations.

PON's Fraud Bribery and Corruption Policy has been developed in accordance with AS 8001-2008.

THE POLICY IS DESIGNED TO HELP PON:

- **Minimise the opportunities for fraud, bribery and corrupt conduct;**
- **Detect, investigate, discipline and / or prosecute fraud, bribery and corrupt conduct; and**
- **Take a risk based approach to the identification and management of fraud, bribery and corrupt conduct.**

PON'S Board of Directors and its Chief Executive Officer (CEO) and Chief Financial Officer (CFO) are responsible for effective fraud, bribery and corruption prevention within PON.

The Audit and Risk Committee (Committee) has been appointed by the Board of Directors to oversee the FBCPS and to monitor compliance with the Policy.

Managers, employees and contractors are obliged to report suspected fraudulent conduct engaged in, or reported by, employees, in accordance with this Policy. Further, Managers are responsible for ensuring that their departments adhere to any relevant internal controls applicable in their areas.

All PON employees are required to review the PON's Fraud Bribery and Corruption Policy as part of their onboarding.

Policies and procedures that apply to our people are in place to ensure high standards of ethical and accountable conduct.

At Port of Newcastle, our governance and risk management framework underpins our operating performance and is designed to meet and exceed legislative, regulatory and contractual requirements in order to uphold PON's values of integrity and community.

At PON we support and encourage our employees to raise

concerns about unethical or unlawful behaviour. We are committed to ensuring such concerns are dealt with efficiently and transparently through PON's policy frameworks.

A strong governance and risk management framework that

promotes lawful and ethical behaviour and organisational integrity is underpinned by key policies. The process for communicating critical concerns to the relevant governance bodies are set out in our organisational policies and practices.

- **Code of Conduct;**
- **Fraud Bribery and Corruption;**
- **Whistleblower Policy;**
- **Electronic Security Policy and IT Acceptable Use Policy;**
- **Procurement Policy;**
- **Risk management framework aligned with ISO 31000:**
 - Risk and Opportunity Management Policy;
 - Risk and Opportunity Management Standard;
 - Risk Appetite Statement; and
- **Preliminary Risk Management Tool.**

ZERO TOLERANCE FOR DISCRIMINATION

At Port of Newcastle, we address the risk of discrimination through having in place a series of policies and practices that have been developed to discourage and eliminate any such behaviour in the workplace.

Developing diversity is a priority for PON in combating all forms of discrimination. Equal treatment, opportunities, promotion, and access to positions of responsibility for its employees is a challenge for all organisations that PON not only recognises but is working to address through planning and workforce engagement.

Our policies define our commitment to promote and maintain a diverse workplace in which every person is treated fairly and given the opportunity to succeed. During recruitment we seek to attract, select, and appoint the best available person for each vacant role. We communicate to our employees the fundamental standards of professional and ethical conduct expected in the workplace. We also define our expectations for mutual respect at work, including the types of behaviour that constitute bullying, discrimination, and harassment.



WORKPLACE POLICIES



APPROPRIATE WORKPLACE BEHAVIOUR POLICY

Communication of our expectations and policies is provided to all our people through our Onboarding Program at the commencement of their employment. Refresher training and ongoing communication around these material aspects is provided regularly.

In 2021, there were no incidents or legal actions in relation to corruption, discrimination and non-compliance with laws and



INCLUSION AND DIVERSITY POLICY

regulations in the social and economic area.

We expect suppliers and customers to recognise and commit to similar principles of corporate responsibility. Our Procurement Policy is aligned to the requirements under the Modern Slavery Act 2018, which promotes the provision of safe, fair and equitable work conditions for employees and suppliers.



MANAGING WORKPLACE GRIEVANCES POLICY



0 ZERO INCIDENTS OF CORRUPTION

KEY BUSINESS RISKS AND OPPORTUNITIES

As a fixed transport and logistics asset, the Port of Newcastle is presented with a broad range of well-documented hazards, risks and opportunities.

At an operational level, they include a wide variety of potential WHS risks that arise from the high risk nature of the works of a working port, similarly there is the ongoing pressure to maintain service continuity and asset resilience in the face of natural hazards such as fires, storms and flooding.

Port of Newcastle is committed to improving organisational safety culture and performance across its operations. The Work, Health & Safety function plays a key role in driving and delivering the corporate safety strategy. This team works closely with managers and employees across the business to ensure a safe workplace. It provides advice and assistance to sensibly implement a best-practice safety management framework.

With a legacy of heavy industrial operations and land contamination, PON plays a significant role in ensuring robust environmental management practices are adopted by the organisation and also our tenants to ensure legacy contamination is not exacerbated. PON has completed a comprehensive baseline study to understand contamination across the asset and has in place robust management plans.

At a more strategic level, the port actively manages and balances the impacts and opportunities arising from its obligations and commitments to social governance, sustainability and climate change. At the port, we are fully aware of the upsides and downsides resulting from our current exposure to fossil fuels. Consequently, our business strategy emphasises our long-term focus on improving our overall sustainability, accelerating the diversification of trade through the port, and exploring the opportunities presented by embracing green initiatives.

STAKEHOLDER ENGAGEMENT

Part of our vision is to create an environment where stakeholder engagement is valued and considered in all elements of our business. To achieve this, we have in place a stakeholder engagement framework. The framework has been developed in accordance with the International Association of Public Participation (IAP2) Quality Assurance Standard. As well as the Quality Assurance Standard process, this framework is also guided by the IAP2 Spectrum of Public Participation.

Our stakeholder engagement framework places our stakeholders into two groups: Internal stakeholders and external stakeholders. Our internal stakeholders include our employees, our shareholders, and our Board members. Our external stakeholders are those that affect or are affected by our business activities.

We have identified our key stakeholders with the aim of directly and frequently engaging with them.

We recognise they are critical to our existence and activity. We need to work with our community to instil confidence that we will contribute to a better future.

For our customers it is imperative we engage. We want to lead and unite; to assist tenants, co-create efficiencies and secure long-term gains; and to provide secure access to a superior supply chain to ensure prosperity for our buyers and producers.

To our owners, we are committed to maintaining a reliable, winning investment, and as long-term custodians of the Port we will work with the government to ensure we steward this critical asset for the benefit of everyone.

As part of the framework, we have a number of mechanisms for engaging with our stakeholders, these include quarterly meetings with our port community liaison and port user working groups, stakeholder engagement surveys and project specific engagement.



INTERNAL STAKEHOLDERS

Employees, shareholders and board members



EXTERNAL STAKEHOLDERS

Those stakeholders that affect or are affected by our business activities

PON Community Liaison Group (CLG) comprises representatives of the community, business, industry, and government. The Community Liaison Group is an opportunity to engage with the Port, learn about its operations and provide feedback.

Key topics and concerns raised at these meetings are recorded in meeting minutes, PON publishes the minutes from its CLG meetings on its public website.

We have in place regular forums where we meet with our industrial neighbours, including the Newcastle Port User Group (NPUG), the Port's Users Safety Working Group (PUSWG) and the Port Management Working Group. Many of these forums were

able to continue during lockdown with virtual meetings running in place of the traditional face-to-face meetings.

We are committed to engaging with our port users on sustainability matters. Through sharing knowledge, we aim to support our port users in their efforts to improve their operations.

In addition to hosting our own forums, we participate and contribute to other forums hosted by our industrial neighbours and local government such as the Orica Community Liaison Group and the Newcastle Coastal Planning Working Group.



4

Community Liaison Group (CLG) meetings



12

Newcastle Port User Group (NPUG) meetings



4

Port Users Safety Working Group (PUSWG) meetings



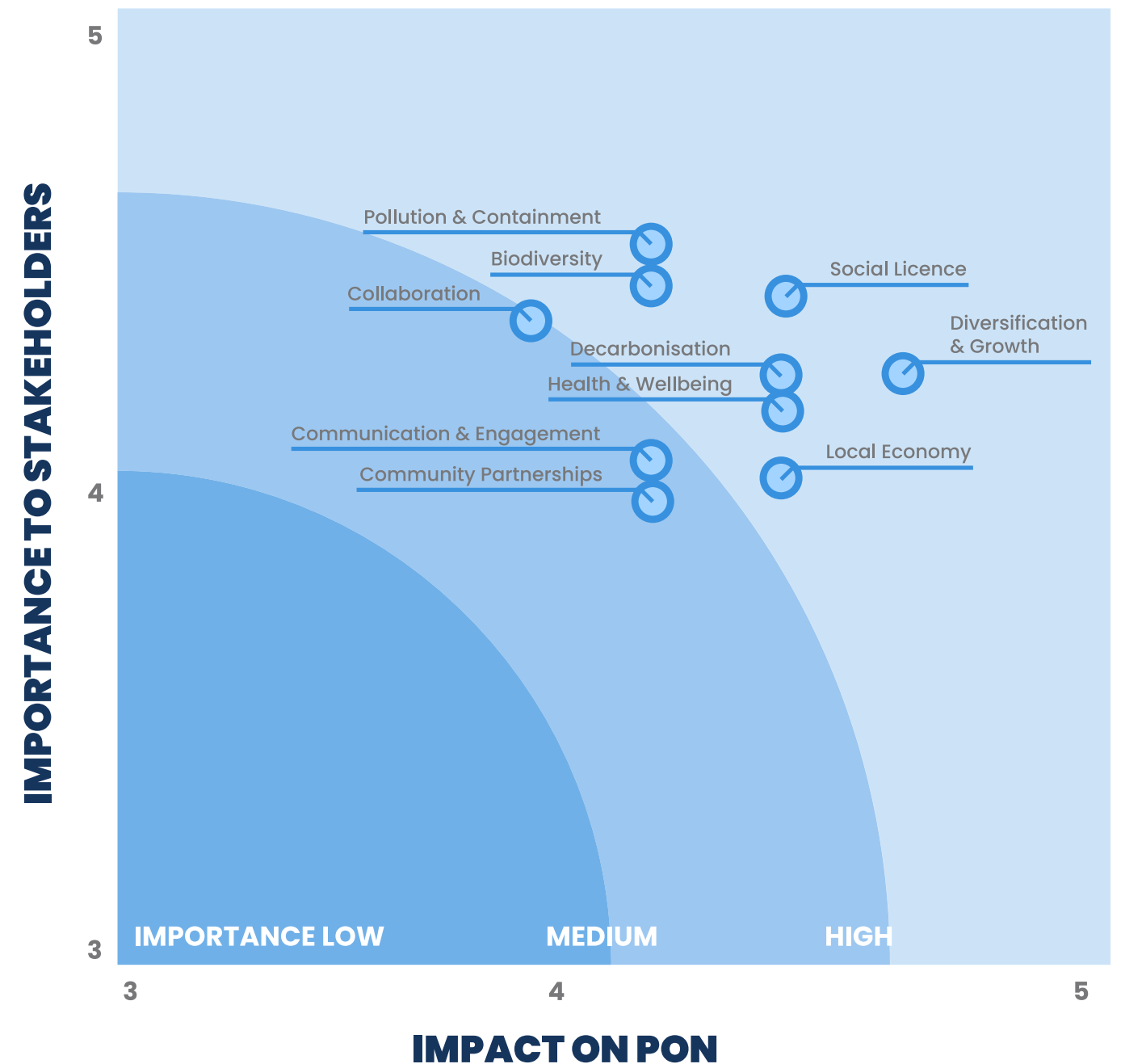
MATERIALITY ASSESSMENT

To further understand and define the material topics that reflect our businesses significant economic, environmental, and social impacts and those that substantially influence the opinions and decisions of our stakeholder groups, we undertook a formal materiality assessment in 2021.

As part of our assessment, we engaged with our employees, customers and tenants, government representatives, our community, and businesses outside of the port to understand their perspectives.

In determining the list of key material topics, a review of PON business activities, foundational elements and previous stakeholder engagement was completed, alongside desktop research looking at current and emerging market trends.

The material topics were grouped in accordance with our four ESG guiding principles: People, Planet, Prosperity and Partnerships.



All the material topics were identified as priority by both the business and our stakeholder groups. Whilst all the topics are important to the business, we have identified ten topics as our top priority topics, those topics located in the top right quartile of the cluster. This report seeks to address each of those top priority material topics

OUR COMMITMENTS



SUSTAINABILITY ADVANTAGE

Port of Newcastle is committed to adopting sustainable practices and in 2021 achieved Silver Partner status from the NSW Government Sustainability Advantage Program in recognition of our environmental achievements. PON is committed to achieving Gold Partner status in 2023.



ECOPORTS

EcoPorts provides a consistent and globally recognised approach to environmental management in the port sector. As the first port in Australia or New Zealand to become a member of the International EcoPorts network and to be certified under the program, PON has been working across the Pacific region to advocate the benefits of the group's initiative.



INTERNATIONAL ORGANISATION FOR STANDARDISATION (ISO 14001)

In addition to having EcoPorts certification, PONs Environmental Management System (EMS) is also aligned with the ISO 14001 standard. In 2021, PON will completed an external audit of our EMS against the requirements of the standard.



GLOBAL REAL ESTATE SUSTAINABILITY BENCHMARK (GRESB)

In 2021, PON participated in its third GRESB assessment to measure its performance against other global ports. PON achieved five stars and ranked first in its sector in Oceania and second globally. PON's overall score increased from 40 in 2019 to 92 in 2021, a clear demonstration of our sustainability progress.



SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Port of Newcastle's approach to sustainability aligns with the principles of the UN Sustainable Development Goals to promote prosperity whilst protecting the planet. In 2021, the Port further integrated the SDGs into our organisation through including them in our project management stage gate processes.



AS/NZS 4801:2001/ISO 45001

At the Port, our Work Health and Safety (WHS) Management System is currently aligned with the Australian Standard AS/NZS 4801:2001. Following the external audit of our WHS Management System in 2020 against the ISO 45001 standard, the organisation has commenced works towards achieving certification



AUSTRALIAN INSTITUTE OF HEALTH AND SAFETY (AIHS)

As a member of the AIHS, the Port incorporates and promotes world-class practices through its Work Health and Safety Management System.



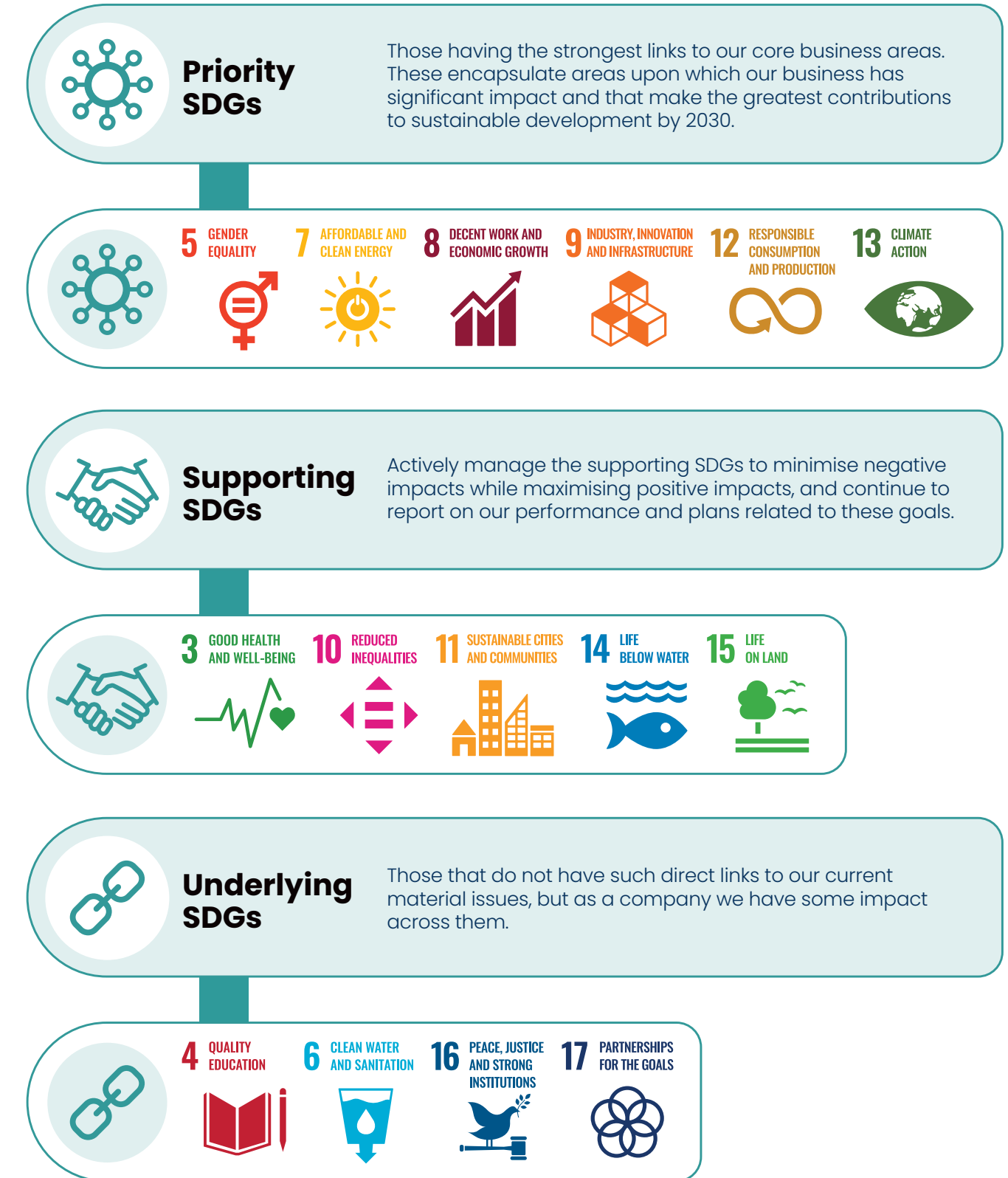
COMMUNITY CONTRIBUTIONS

PON contributes at least \$1 million annually to the Community Contribution fund. The Community Contributions fund supports suitable projects that enhance or maintain landside infrastructure and community amenity around the port. This is in addition to the PON sponsorship program supporting community projects and staff initiatives which align with our sustainability goals and objectives.

SUSTAINABLE DEVELOPMENT GOALS

Port of Newcastle is committed to aligning its sustainability commitments with the principles of the United Nations Sustainability Development Goals (SDGs).

Having aligned with the SDGs in 2020 as part of its membership with the NSW Government Sustainability Advantage Program, in 2021 Port of Newcastle continued to embrace the goals as it sets about pursuing initiatives and integrating them into business as usual operations to make a sustainable impact.





**OUR
PEOPLE**

OUR PEOPLE

Our people are the engine room of the Port. Every PON employee is integral to ensuring the organisation provides safe and efficient services and realises our strategic vision. We seek to provide a safe, secure, and inclusive environment that protects people and promotes their wellbeing. We strive to have robust systems in place, enabling compliance, commerciality, and efficiency within a culture of mutual respect.

At PON, we are committed to creating an environment that makes our place of work a great place to work. We seek to do this through creating a culture that is collaborative and open.

VALUE BASED ORGANISATION

The Port of Newcastle is a values driven organisation. Our employees led the identification of the four values that best reflect the culture of the organisation (Community, Integrity, Wellbeing, Curiosity).



COMMUNITY

We are engaged with our communities and proud of the Port's role in the region.



WELLBEING

We support and invest in our people and their wellbeing.



INTEGRITY

We are genuine, open and respectful in everything we do.



CURIOSITY

We challenge the status quo by questioning if there is a better or safer way.

Building upon the values-based initiatives above, in concert with its employees, the organisation began planning for the future of work. This focuses on four key areas:



ESG AWARENESS & PLANNING



WORKING SMARTER



DIVERSITY & INCLUSION



NEW SKILLS, SYSTEMS AND APPROACHES

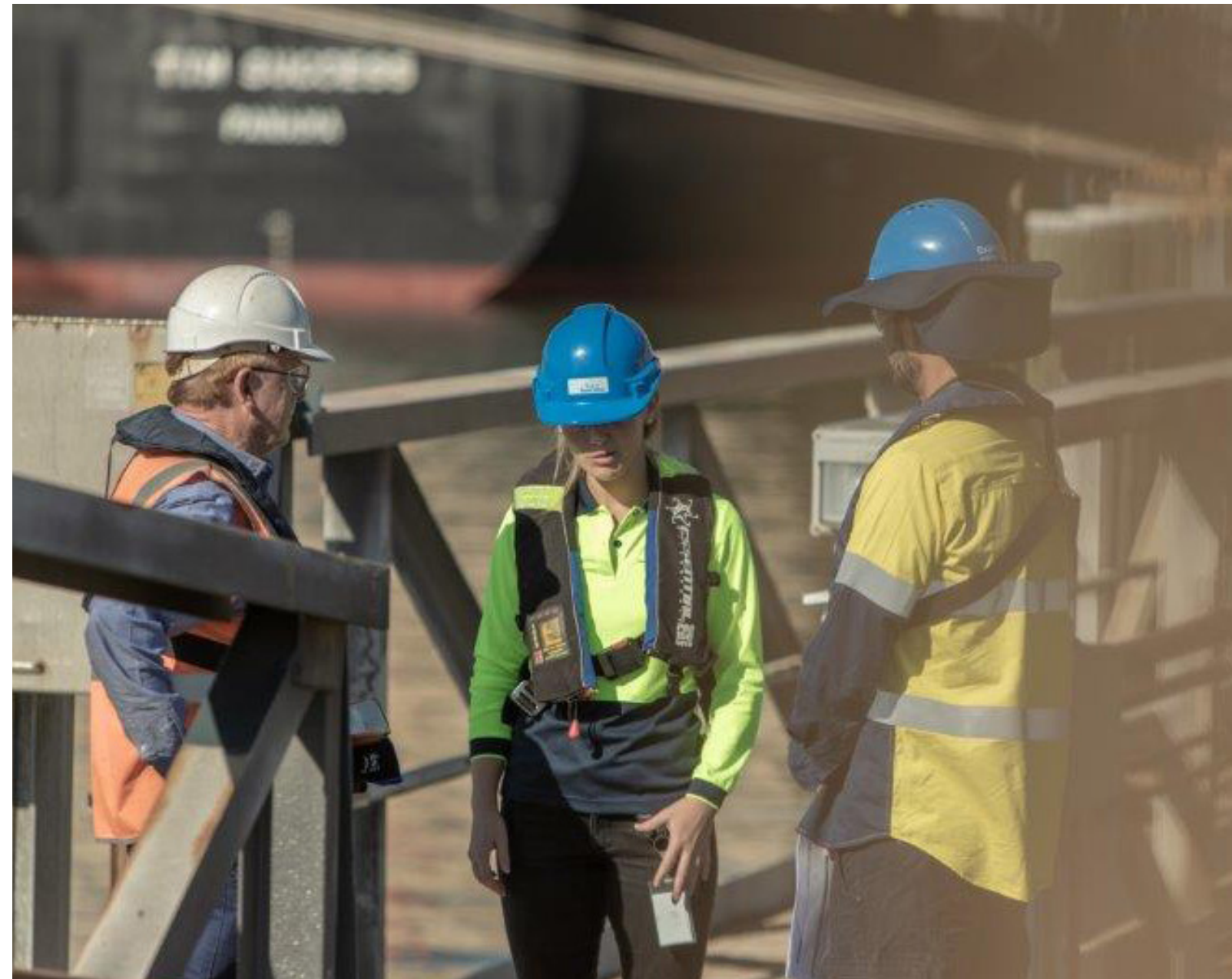
In line with our values and as part of our commitment to create an inclusive and supportive working environment, we developed new and updated existing People and Culture policies to better reflect our people and the needs of the business. All People and Culture policies at PON are reviewed and endorsed by the Enterprise Agreement Consultative Committee before being rolled out to employees.

NEW POLICIES

- Inclusion and Diversity

UPDATED POLICIES

- Recruitment and Selection
- Motor Vehicle
- Agile Workplace
- Relieving
- Time in Lieu
- Training Development and Study
- Performance, Achievement Review
- Code of Conduct



OUR EMPLOYEES

The PON workforce comprises 71 per cent of personnel who fall within two categories: professional and technicians / trade. Our professional employees comprise 32 per cent of the workforce and apply knowledge and experience in performing analytical, conceptual, and creative tasks.

Our technicians and trade employees comprise 39 per cent of the workforce and apply broad or in-depth technical, trade or industry-specific knowledge in performing skilled tasks, often to support activities in our Marine and Operations division.

During 2021 a total of 182,017 employee hours were worked.

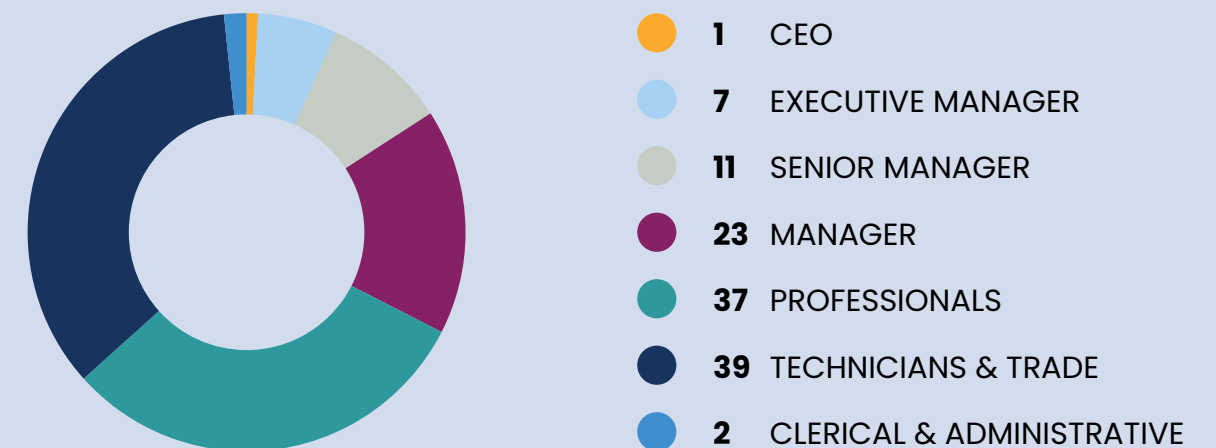
Contractors carry out a significant proportion of the organisation's activities and their work includes consultancy, maintenance of assets and project management. During 2021 a total of 118,424 contractor hours were worked.

Port of Newcastle maintains employee data confidentially and securely on an employee's electronic file and as part of its payroll system. This data has been used to generate the 2021 report.

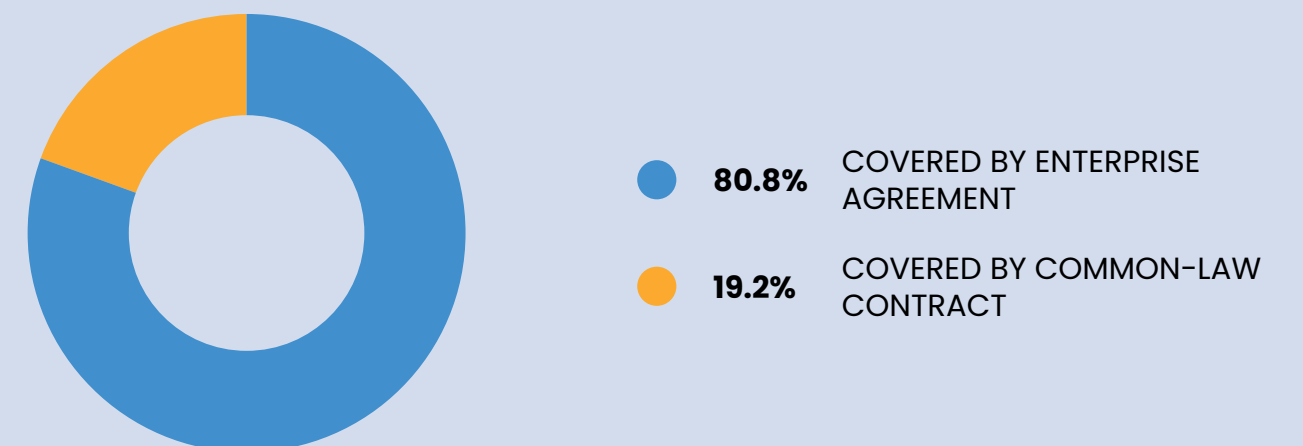
- ✓ **120** employees (as at 31 Dec 2021), an increase of 3.4 per cent from 2020
- ✓ **22** new employees in 2021: **6** female, **16** male, 0 identify as other
- ✓ **80.8%** covered by our Enterprise Agreement
- ✓ **11%** voluntary turnover rate
- ✓ Average **5.5** years of service
- ✓ **38 years 11.5 months** longest service – **Robert Collison**

	Managers		Non-Managers	
	Male	Female	Male	Female
Permanent full-time employees	21	14	50	16
Permanent part-time employees	0	0	0	2
Fixed-term contract full-time employees	1	0	1	1
Fixed-term contract part-time employees	3	0	1	0
Casual	2	1	7	0

TOTAL EMPLOYEES BY EMPLOYMENT TYPE



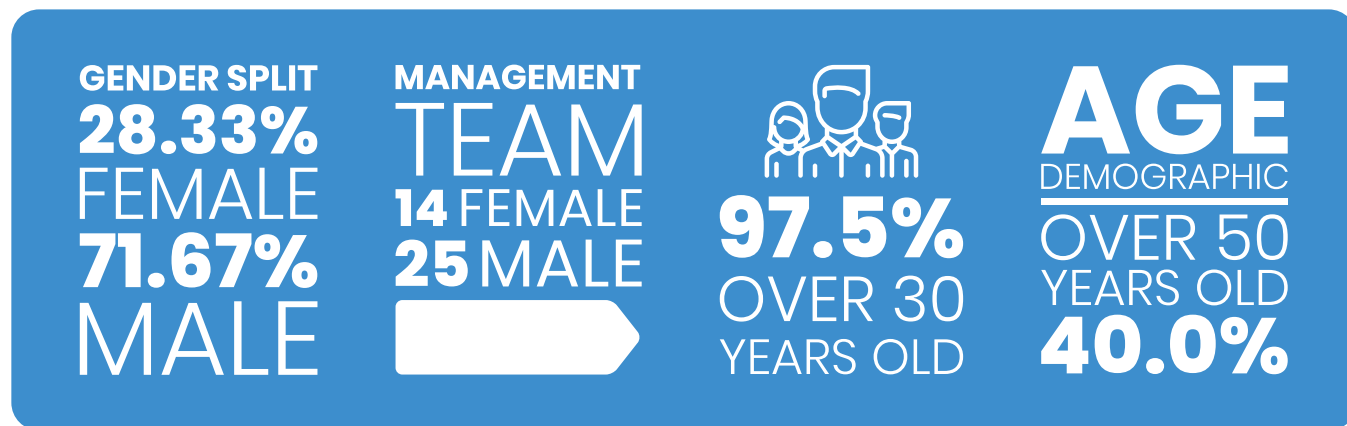
EMPLOYEES BY CONTRACT TYPE



DIVERSITY & INCLUSION

During 2021, Port of Newcastle partnered with Diversity Australia to conduct a comprehensive Diversity and Inclusion assessment, including external and internal focus groups, employee surveys and a review of best practices and emerging trends.

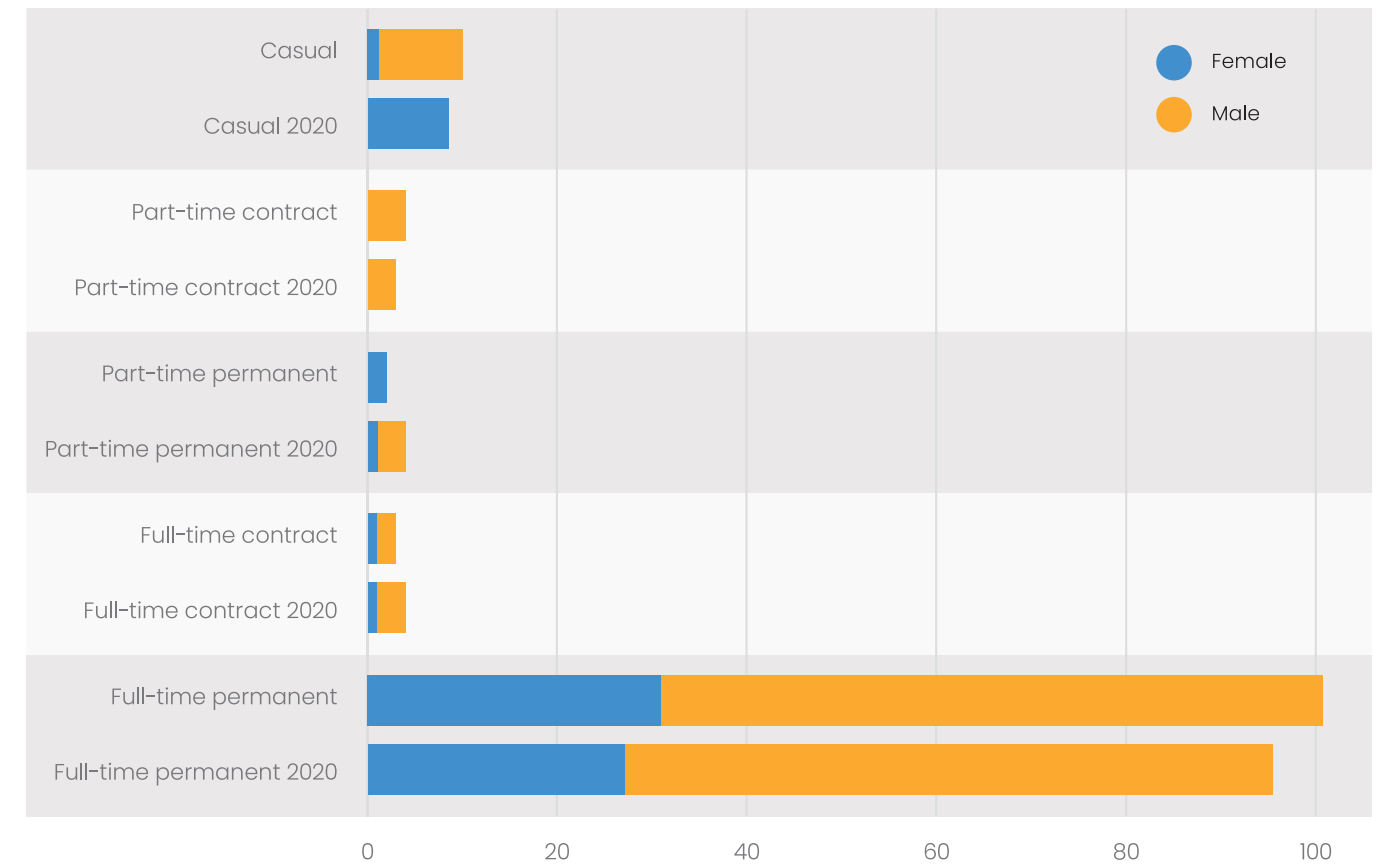
As an outcome the Port established a comprehensive Diversity and Inclusion strategy that sets out clear priorities across seven areas:



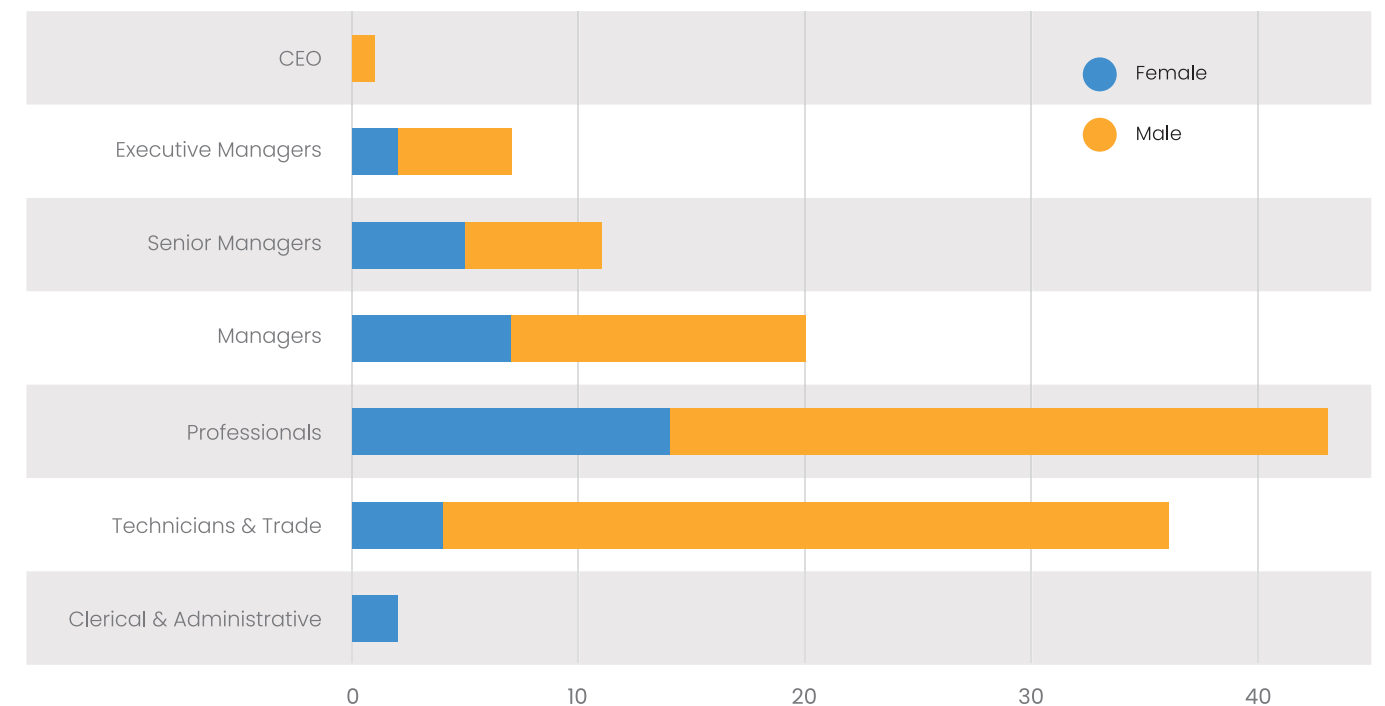
In line with the organisations Diversity and Inclusion Strategy and as part of the Port's commitments to sustainable financing, targets were formalised in 2021 to increase both the representation of women and indigenous peoples in our workforce. Our first step in increasing indigenous representation will be to measure our current baseline during 2022.

During 2021, the Port of Newcastle developed and submitted its first Reconciliation Action Plan to Reconciliation Australia. The organisation will continue implementation of this Diversity and Inclusion strategy during 2022.

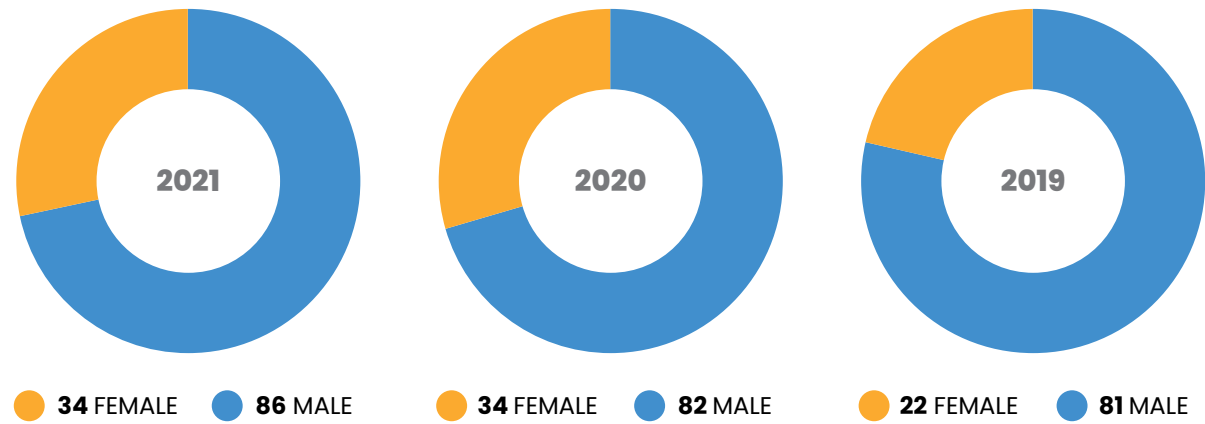
WORKFORCE GENDER SPLIT



POSITION TYPE BY GENDER



WORKFORCE GENDER SPLIT



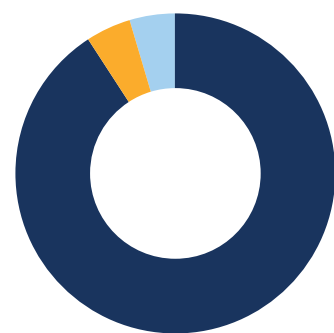
WORKFORCE RENUMERATION RATIO BY GENDER

Location	Ratio of base salary/remuneration (Men : Women)
Office Based	1.12 : 1 – Note, includes Male CEO
Wharf	N/A – No women employed at this location
Vessel	1 : 1 (Governed by EA)
Dredge	1 : 1 (Governed by EA)

NEW EMPLOYEE HIRES

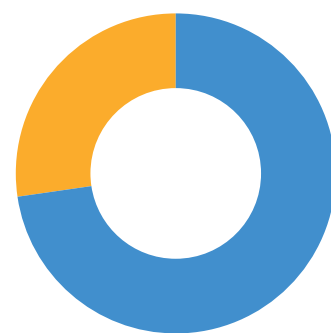
During 2021, the Port hired 22 new employees with 91 per cent sourced from our local region spanning Newcastle, the Hunter and Central Coast. We had one national hire from Queensland and one international from the United Kingdom. Of those new hires, 27 per cent were women with most hires sitting in the 36-45 and 46-55 age groups.

BY LOCATION



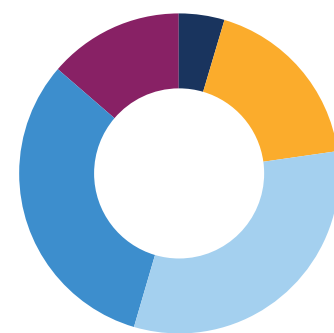
20 LOCAL
1 NATIONAL
1 INTERNATIONAL

BY GENDER



6 FEMALE
16 MALE

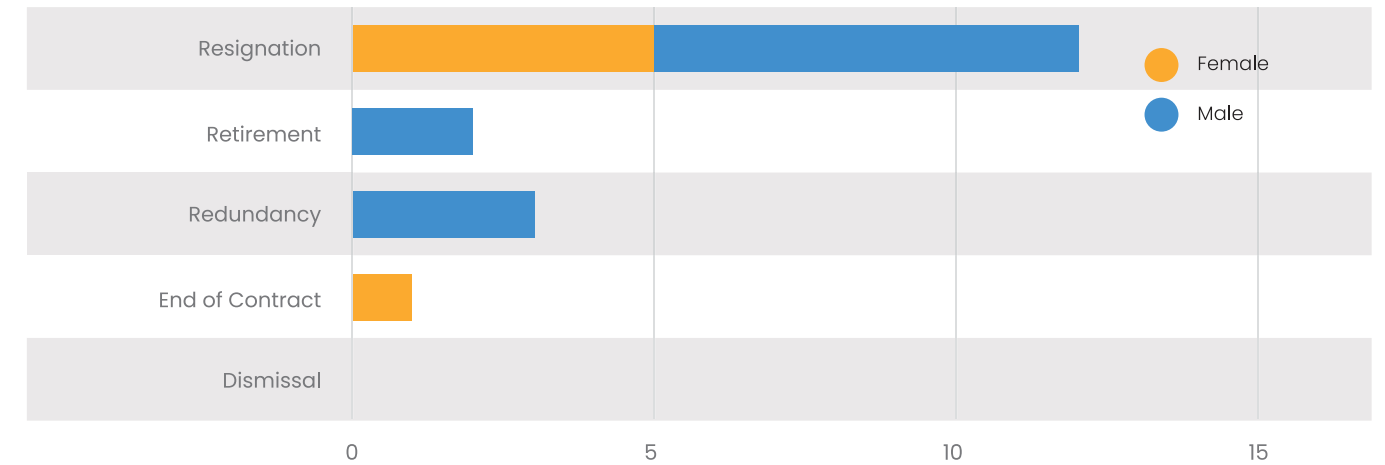
BY AGE GROUP



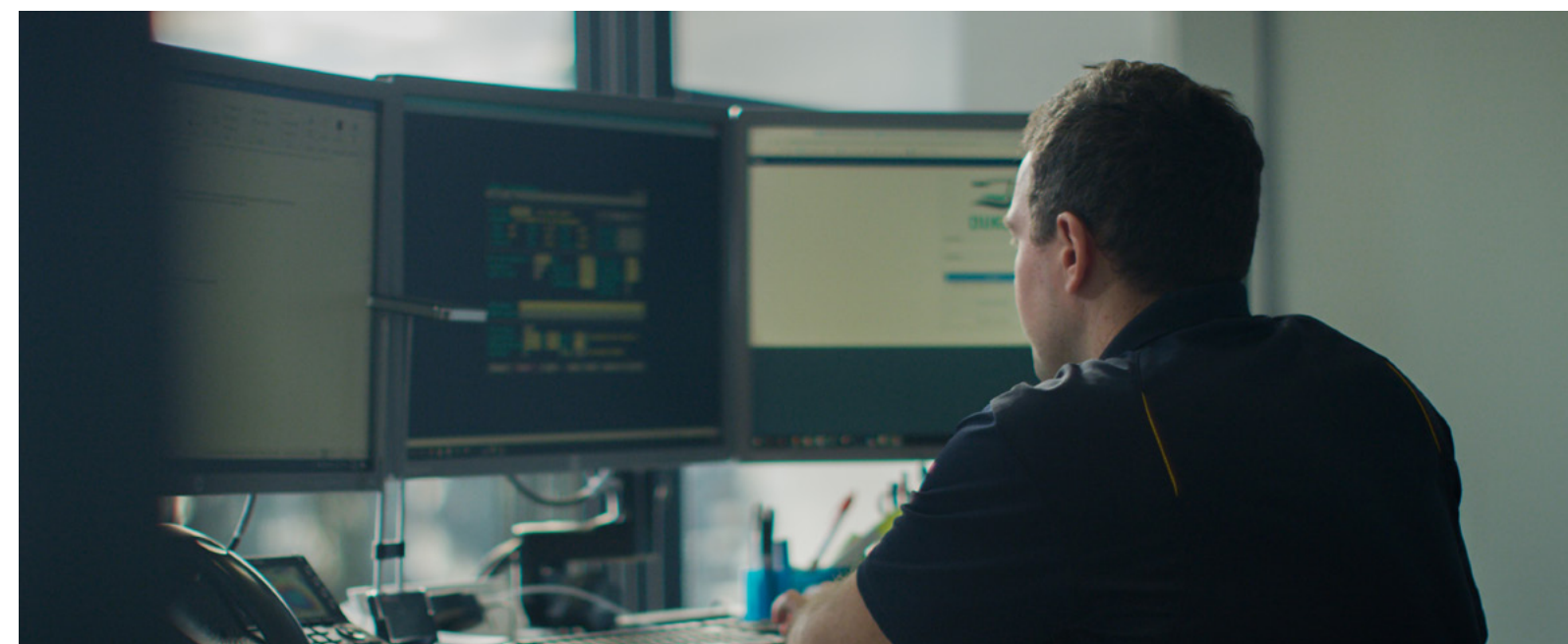
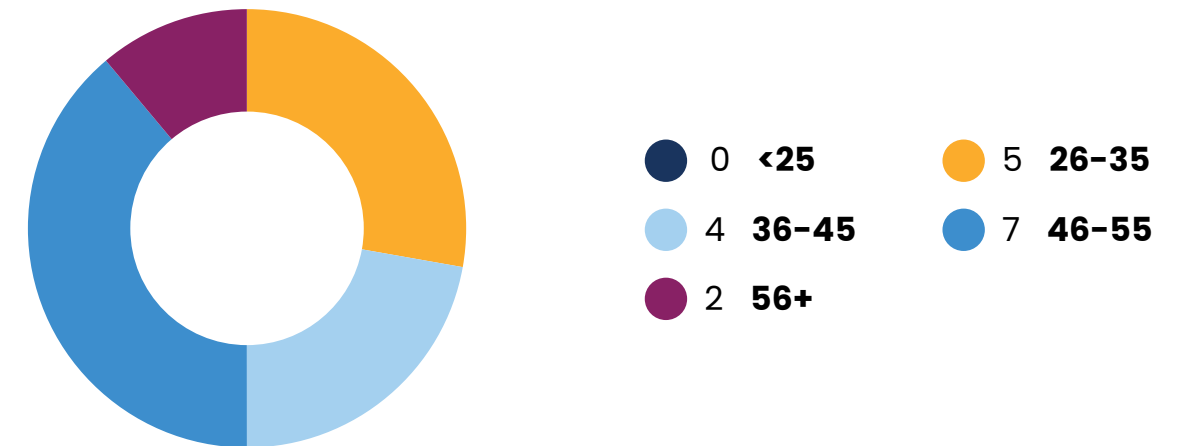
1 <25 4 26-35
7 36-45 7 46-55
3 56+

EMPLOYEE TURNOVER

During 2021, the Port hired 22 new employees with 91 per cent sourced from our local region spanning Newcastle, the Hunter and Central Coast. We had one national hire from Queensland and one international from the United Kingdom. Of those new hires, 27 per cent were women with most hires sitting in the 36-45 and 46-55 age groups.



EMPLOYEE TURNOVER BY AGE GROUP



ENGAGING WITH OUR PEOPLE

The Port of Newcastle implemented a comprehensive strategy to support staff during COVID and employees were directly involved in developing and evaluating new forms of working (such as 'agile working').

Employees continued to be involved in improving the organisation as part of its 'Employee Engagement Forum'

During 2021 the Port of Newcastle conducted its third employee engagement survey (in partnership with Macquarie University).

The 2021 workforce engagement survey had a 75 per cent participation rate

The storylines emerging from this report focused heavily on the impact of COVID, and the organisations response. Overall, the feeling across the business is that PON was responding well to the COVID pandemic, with the introduction of agile working for non-operational staff at the onset of the pandemic, as well as a focus on safety and well-being, with controls being introduced in the operational space.

83% OF PON EMPLOYEES ARE SATISFIED OR VERY SATISFIED WITH PON'S INTERNAL COMMUNICATIONS

OVER 75% OF PON EMPLOYEES SURVEYED SAID THE ORGANISATION ENCOURAGES TWO-WAY COMMUNICATION AND EMPLOYEE FEEDBACK DRIVES POSITIVE CHANGE

OVER 75% SAID THERE WAS NO NEGATIVE IMPACT ON INTERNAL COMMUNICATIONS AS A RESULT OF REMOTE WORK ARRANGEMENTS WITH 35% SAYING IT HAD A POSITIVE IMPACT

This hybrid working arrangement has since become the norm, with eligible staff able to choose their daily work location to facilitate work-life balance. Professionalism, working relationships and communication all were seen as improving through what was otherwise a difficult year.

This survey showed that the organisation has a strong sense of purpose and community; that it is an organisation founded on trust and that employees strongly believe that the organisation lives its values. In addition, the organisation conducted a survey of its 'agile working' arrangements.

Employees reported high levels of satisfaction with the flexible arrangements and the systems, communications, and support that the organisation has established.

Having completed the three-year partnership with Macquarie University, the organisation also conducted an external and internal review of its employee engagement strategy. The central theme emerging from this review was the desire to empower and support employees in considering how the organisation can 'Work Smarter'.

Following this review, a three-year workforce engagement strategy 2022-25, partnered with Curtin University, focused on this theme has been launched.

During the development of our Diversity and Inclusion and Workforce Engagement strategies, our employees have told us about the importance of investing in new and innovative ways to support the skills, career and needs of the workforce and individual employees now and into the future.

During 2022, the Port of Newcastle will be developing and implementing contemporary workforce systems, practices and skilling frameworks which are better able to support:

- 1 LEARNING WHICH IS **TAILORED TO THE INDIVIDUAL**
- 2 LEARNING **ANYWHERE, ANYTIME**
- 3 LEARNING WHICH IS **ACCESSIBLE AND ENGAGING**
- 4 AN **INCREASINGLY DIVERSE** WORKFORCE
- 5 MORE RAPIDLY **CHANGING SKILLS AND CAREER PATHS**
- 6 AN **EMPOWERED AND PROFESSIONAL** WORKFORCE
- 7 THE **ATTRACTION AND RETENTION** OF TALENT STAFF

AREAS OF FOCUS INCLUDE



MITIGATING AGAINST ILLNESS



PREVENTING HARM



PROMOTING THRIVING



DEVELOPING OUR PEOPLE

Port of Newcastle continues to be committed to providing training and development opportunities so all our employees can develop, maintain, and improve their skills to enable them to perform their tasks safely and to effectively and efficiently deliver our business objectives.

We encourage all employees to attain new skills in assisting their development. Employees are encouraged to undertake relevant study as well as attend seminars and conferences as required.

The organisation provides WHS awareness training to employees to enhance and maintain their necessary skills, knowledge, and awareness. Regular training enables all to perform their duties and responsibilities in a safe, competent, and effective manner.

In 2021, PON spent more than \$1 million on the training and development, not including the productivity cost to foster individual and team development, skill development and improvement of safety. This training ranged from WHS and compliance, to leadership coaching, leadership development and mental health first aid.

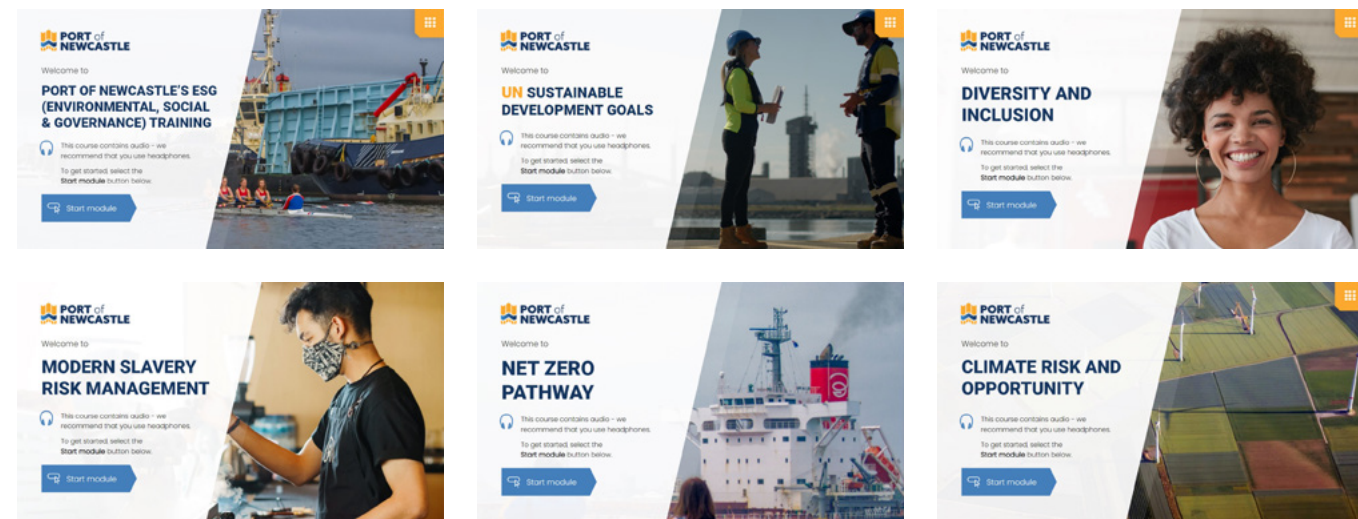
During 2021, the organisation continued to roll out cultural awareness training, delivered in partnership with local Aboriginal owned cultural education provider Speaking in Colour, to all employees. As of 31 December 2021, 67 per cent of the organisation's employees have completed cultural awareness training.

In partnership with Sustainability Advantage, Port of Newcastle developed a series of six ESG training modules.

The first module An Introduction to ESG was released in November 2021. The remaining five modules are schedule to be released in the first 2 quarters of 2022.

This series training is designed to better inform and engage our employees in the ESG development and delivery process, emphasizing the importance of our ESG objectives on the business, our external stakeholders, and the community in which we operate.

We are committed to fostering sustainability awareness and encouraging a genuine respect in all our people for environmental protection



Completion of the ESG training package is a requirement for all current and new employees. As of 31 December 2021, 12.5 per cent of the Port's employees had completed Module 1 of the ESG training package. We are committed to having 100 per cent completion of all six modules by 31 December 2022. The organisation continued to provide mental health first aider training opportunities to its employees during 2021, in line with its sustainable financing commitments.

A total of fifteen courses were completed during 2021 bringing the total number of mental health first aiders in the organisation at the end of 2021 to 30, 25 per cent of the workforce. A minimum of twelve additional mental health first aid course opportunities will be provided to our employees during the course of 2022. We are also committed to maintaining nominated ratios of mental health first aiders across each of our divisions. In December 2021, we had one of the two accredited employees on the Corporate Affairs and Strategy team resign. Due to the timing, it was not possible to get another member of the team accredited before the 31 December. Additional members of the team are schedule to complete the training in early January 2022 to ensure we continue to meet our target ratios. Overall, we exceeding our minimum number of accredited mental health first aiders across the business by 11.



The organisation facilitate regular Director Development sessions for the Port Of Newcastle Board of Directors, to enhance the highest governance body's collective knowledge of economic, environmental, and social topics.

MENTAL HEALTH FIRST AIDERS PER DIVISION

Number of employees in Division	2-10	11-20	21+
Minimum number of require mental health first aiders	2	3	4

EMPLOYEE MENTAL HEALTH FIRST AID ACCREDITATION AGAINST SUSTAINABILITY LINKED LOAN TARGET

Business Division	Commercial	Trade & Business Development	Corporate Affairs & Strategy	Corporate Services	Finance	Projects	Marine & Operations
Minimum No. Mental Health First Aiders as per PON April 2021 SLL	3	2	2	3	3	3	4
Number in team	14	5	4	15	13	12	55
No. currently accredited	4	4	1	6	5	4	6

During 2021, the Port developed its Anti-Slavery Policy to support its Modern Slavery statement. The organisation is committed to assessing all its registered suppliers for modern slavery risk. To achieve this the Port has adopted online platform Informed 360. To date, education on the new polices has been delivered to the organisations through a series of staff stand up engagements and through system training delivered by the Informed 360 team Capacity in the organisation as it relates to this topic will be further built upon as part of the roll out the ESG training suite.

SUPPORTING OUR PEOPLE

EMPLOYEE BENEFITS

- 14 weeks Primary Carer Parental Leave
- Additional 2% super co-contribution for employees covered by the Port of Newcastle Enterprise Agreement
- COVID Special Leave
- 31 staff enrolled in fitness program
- Workplace giving

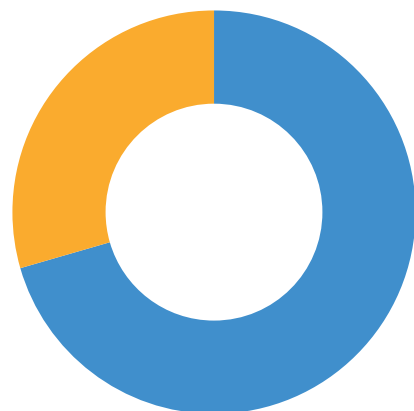
PON continues to provide all staff with access to Special COVID Leave, which is uncapped, and available to employees who experience COVID-like symptoms, who have caring responsibilities as a result of COVID, or who have a change in circumstance as a result of COVID.

Following the extension of the Parental Leave Policy in 2020, 2021 was the first year that Port of Newcastle had multiple female employees accessing Parental Leave following a miscarriage or stillbirth.

By allowing those employees access to the full 14-week primary carer Parental Leave entitlement, PON has provided these employees an opportunity to focus on their health and wellbeing before returning to the workforce.

Our parental leave benefits are available to both our full time and part time employees, they are not available to casual employees.

TOTAL NUMBER OF EMPLOYEES ENTITLED TO PARENTAL LEAVE



28 FEMALE 67 MALE

TOTAL NUMBER OF EMPLOYEES THAT TOOK PARENTAL LEAVE



4 FEMALE 3 MALE

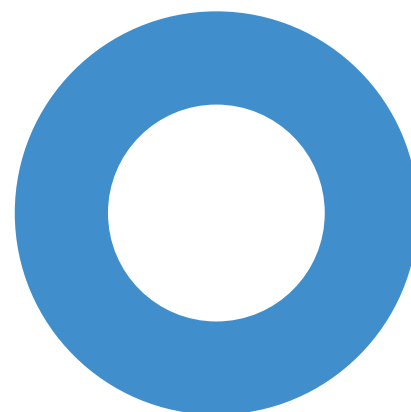
TOTAL NUMBER OF EMPLOYEES THAT RETURNED TO WORK IN THE REPORTING PERIOD AFTER PARENTAL LEAVE ENDED

Note - 1 female still on Parental Leave into 2022



3 FEMALE 3 MALE

TOTAL NUMBER OF EMPLOYEES THAT RETURNED TO WORK AFTER PARENTAL LEAVE ENDED THAT WERE STILL EMPLOYED 12 MONTHS AFTER THEIR RETURN TO WORK



0 FEMALE 1 MALE

DEFINED BENEFITS

As of 31 December 2021 the Port of Newcastle's defined benefit plan liability that is met by the organisations general resources had a value of \$3,369,736.

The organisation has a fund to pay the plans pension liabilities. The schemes liabilities are estimated to have coverage for 110 per cent. This estimation was performed on 30 June 2021 by an actuary at SAS Trustee Corporation who the fund is held with.

PON contributes superannuation based on the 10 per cent superannuation guarantee in Australia. There are some employees who choose to make voluntary contributions that are matched in some circumstances by the employer up to a certain percentage.

Defined benefit contributions are calculated separately to the above. The defined benefit schemes are closed to new members. There are currently two active members.

ENTERPRISE AGREEMENT

Our Enterprise Agreement (EA) covers 97 of PON's 120 employees. At PON, we welcome freedom of association with unions. PON has in place a charter of Workplace Union Delegates rights. In 2020, PON successfully negotiated a four-year Enterprise Agreement, backdated to 2019, providing consistency and certainty for the majority of the workforce as we entered into the COVID-19 global pandemic.

This agreement provides for a number of employee benefits

above and beyond the Fair Work Act National Employment Standards (NES) and relevant modern awards, with an annual increase of 2.5 per cent or CPI, whichever is higher for the life of the agreement.

Three unions were represented in the EA negotiations: Maritime Union of Australia (MUA), Australian Maritime Officers Union (AMOU), and Australian Institute of Marine and Power Engineers (AIMPE).

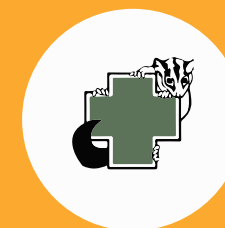
WORKPLACE GIVING

The Port of Newcastle also supports its people through our workplace giving program established in 2020. The workplace giving program is driven by the organisation's values, supports our strategic initiatives and is aligned with our ESG strategy.

Employees were responsible for nominating the four charities that sits across environment, caring for people, mental health, and diversity.



RONALD MCDONALD HOUSE



HUNTER WILDLIFE



BEYOND BLUE



AIME INDIGENOUS CORP

\$14,341.25 DONATED IN 2021

OUR APPROACH TO WORKPLACE HEALTH & SAFETY

Port of Newcastle is committed to improving organisational safety culture and performance across its operations. The Work, Health and Safety (WHS) function plays a key role in driving and delivering the corporate safety strategy. This team works closely with managers and employees across the business to ensure a safe workplace. It provides advice and assistance to sensibly implement a best-practice safety management framework.

Our safety processes and practices prioritise the wellbeing of employees, contractors, customers, and the community.

The COVID-19 pandemic has continually challenged communities, businesses and individuals and PON has risen to this challenge by safely navigating the global pandemic and responding to changing exposure and risk levels of new Covid variants to keep employees, families and the community safe, comply with government requirements and ensure business continuity for customers.

At PON, we have in place a WHS system that supports employees, contractors, and visitors in the undertaking of their daily activities in a safe and efficient manner and meets requirements of internal and external stakeholders inclusive of government, regulators, customers and the community.

It is an important reference that establishes the minimum requirements for the best way to work and minimises the risk of harm to employees, contractors, visitors, external stakeholders, and the environment.

Our robust WHS management framework includes an improvement plan that considers significant risks. The WHS improvement plan is communicated to all employees and reviewed at management meetings.

Our WHS team regularly conducts internal audits, including Critical Control Self Assurance audits and Safety Conversations, to confirm that PON is effectively implementing and maintaining the WHS Management System. Internal audits also enable continuous improvements of our system. An Internal Audit Report is issued containing results, a list of corrective actions, and opportunities for improvement.

During 2021, the Port's WHS management system covered the work and workplace of 65 contractors; 35 per cent of contractors engaged during the reporting period. The remaining 65 per cent were covered by their own management systems - as they were not working on site during their engagement with the Port.

At PON, we conduct external audits every three years. Our most recent external audit was completed in 2020. This audit focused on systems, symbols, behaviour, and culture. Outcomes from this audit have informed the development of a long-term safety strategy. A key commitment arising from the development of the long-term safety strategy is to achieve certification against ISO 45001:2018. PON is committed to certification within the next three years.

WHS is a shared responsibility. At PON, we ask that our employees contribute to the continuous improvement of our WHS performance by reporting all hazards and incidents, no matter how minor they may seem.

At PON, we have in place a risk assessment framework that identifies WHS hazards and undertakes risk assessments. The framework comprises four levels that progressively require more detailed assessment as the risk profile of an activity increases.

Our employee health program supports the wellbeing of our staff. The program monitors the health of all our employees before and throughout their employment, as deemed necessary. We notify the relevant regulator where adverse health effects are detected, such as hazardous substances. We provide access for all our employees and their immediate family members to an independent, confidential, and voluntary counselling and referral service.

We use several tools for communicating WHS matters, both formal and informal. We discuss WHS matters in our team meetings through a safety share. Formal training, brief information sessions such as Toolbox talks, and other communications including noticeboards, emails, web announcements, newsletters and magazines, are also used.

As custodians of the port, we have the ultimate responsibility

both morally and ethically to ensure safe operation across our sites, even though tenants or sub-contractors may perform work. We regularly engage with our stakeholders through open consultation and dialogue, community meetings and Port User Group meetings

PON is recognised as a COVID-safe business. This demonstrates our commitment to follow government guidelines and work with industry partners to implement preventive measures that will keep our people and our community safe.

As with many other businesses in 2021, PON had to be very agile and adapt to the changing pandemic. The PON Agile Work Policy has been operating for over 12 months, allowing non-operational staff to continue with the choice of working flexibly from any location.

CASE STUDY

During the latter part of 2021, the Port of Newcastle was instrumental in facilitating Vessel Crew vaccinations throughout the Port of Newcastle. In conjunction with the NSW Ministry of Health and The Missions to Seafarers (MTS) there is now a process in place that allow vessel Masters to contact MTS to request crew vaccinations.

This has been a tremendously rewarding process with crew being incredibly grateful when receiving a vaccine.



In 2021, PON commenced facilitating and chairing a Newcastle Maritime COVID Group that is attended by Port Users, Hunter New England Public Health and Ministry of Health. The objective of the group is to update port users on changes to COVID public health measures and COVID requirements in a timely and consistent manner.

In addition, PON facilitated a COVID In Children presentation for Port Users that was presented by a Paediatric Doctor from the John Hunter Children's Hospital, a particularly pertinent topic at the time.



**5 STEPS TO
SAFETY HAZARD
IDENTIFICATION**



**SAFE WORK METHOD
STATEMENTS
(SWMS)**



**FORMAL
RISK
ASSESSMENT**



**WHS RISK AND
OPPORTUNITY
REGISTER**

SAFETY STRATEGY

In 2021 PON commenced implementation of a 5-year Safety Strategy with key action items of:

- Restructure of safety system documents.
- Review and update of key WHS Procedures.
- Implementation of new incident reporting system.
- Development of a safety symbols strategy.
- Development of a Just and Fair Culture Guideline.
- Review and update of safety training matrix.
- Development of a working on Ports System.
- Development of a Contractor Work Supervisor Training Course

Port of Newcastle records work-related injuries for its employees, and those contractors we engage directly.

In 2021, there were zero fatalities resulting from workplace injuries or work-related ill health. There was one lost time injury relating to a hand injury.

There were two reportable incidents that occurred during 2021, this included an electric shock event on board the David Allan dredger was reported to the Australian Maritime Safety Authority (AMSA). There were no injuries arising from this event and no regulatory action taken by AMSA. The second reportable incident involved an inadvertent switching event on a 33kW transformer that caused the transformer to fail. This event was reported to Safe Work Australia. There were no injuries from this event and no regulatory action taken by Safe Work Australia.

At the Port, we use a number of processes to minimise risks, including incident reporting, internal auditing, hazard identification, safety conversations, housekeeping inspections and structured maintenance inspections and programs.

702 SAFETY CONVERSATIONS
51 FLU SHOTS
31 EMPLOYEES TRAINED IN MENTAL HEALTH FIRST AID
PON EAP • ZERO COST • 4 SESSIONS PER ANNUM

- ✓ **Total recordable injury frequency rate 5.47**
per one million hours
- ✓ **Employee injury frequency rate 3.32**
per one million hours
- ✓ **Contractor injury frequency rate 0.00**
per one million hours
- ✓ **182,017**
total number of hours worked
- ✓ **0 Fatalities**
- ✓ **Total Injuries 1**
Contractor 0 / PON employee 1

OCCUPATIONAL HEALTH SERVICES

PON provides a range of occupational health functions for employees inclusive of the following:

- **Provision of face masks and respirators that meet required Australian Standards.**
- **Provision of Hearing Protection Devices (HPD's) that meet required Australian Standards.**
- **Undertake Alcohol and Other Drug Testing that is compliant with Australian Standards for testing.**
- **Undertake appropriate injury management and return to work functions that meets regulatory requirements for employees.**
- **Provision of Employee Assistance Program through a recognised provider.**
- **Provision of flu vaccinations annually that meet recognised medical requirements.**
- **Provision of a corporate fitness program.**
- **Training of employees in Mental Health First Aid Training through a recognised provider.**
- **Use of a local health provider to undertake ergonomic assessments for employee workstations.**
- **Implementation of an asbestos management plan utilising the services of a qualified Occupational Hygienist.**

PON ran a number of employee wellness initiatives over 2021, including a gift box sent to employee homes, RUOK Day speaker and virtual morning tea and continued with the Mental Health First Aid Training where PON now has in excess of thirty employees trained as Mental Health First Aiders. PON also continues to offer an employee assistance program to all staff.

CASE STUDY

COVID presented challenges for many workers and their families during 2021 as workplaces and schools were forced into lockdown.

As a means to brighten up everyone's day, the Port of Newcastle sent gift boxes out to all of its employees. This little box of sunshine was a welcome surprise for Jackie Spiteri our Senior Manager ESG and her family.

"Thank you Port of Newcastle!! I really loved the twinkly fairy lights that were shining when you opened the box, the yellow candy floss and the yellow jelly beans!" Florabella Spiteri





**OUR
PLANET**

OUR PLANET

At Port of Newcastle, we operate within an Environmental Management System (EMS) based on the principles of ISO 14001:2015. Our EMS ensures commitment to a high level of environmental standards. In assessing environmental risk, PON applies the precautionary principle approach, as introduced by the United Nations (UN) in Principle 15 of The Rio Declaration in Environment and Development, to reduce and avoid negative impacts in the environment. The Port has commenced works to obtain certification against the ISO 14001 standard.

In line with the ISO 14001 standard PON has assessed the environmental aspects and impacts associated with its operations to ensure that mitigating measures are implemented to reduce or eliminate the risk. PON has in place a number of management plans to ensure these mitigation measures are integrated.

AREAS OF FOCUS INCLUDE



**COMMON USER BERTH
BULK CARGO HANDLING
GUIDELINES**



**MAYFIELD CONTAMINATED
SITE MANAGEMENT PLAN**



**POLLUTION INCIDENT
RESPONSE MANAGEMENT
PLANS**

Since becoming the first port in Australia to be certified under the EcoPorts program in 2019, PON continues to advocate for other Australian and Pacific ports to participate. Six additional Australian ports have now finalised their commitment to the program – Geelong, TasPorts (Devonport, Bell Bay and Hobart), Townsville and Mackay – with several others actively preparing their applications. To maintain currency and ensure continual improvement, PON recompleted the Self Diagnosis Method in December 2021.

**0 REPORTABLE
ENVIRONMENTAL
INCIDENTS IN 2021**

**0 NON-COMPLIANCES
RESULTING IN
REGULATORY
ACTION IN 2021**

“ Ambassador ports such as PON provide great examples of good practice and the EcoPorts EcoSLC Network provides a mechanism for the exchange of knowledge and experience.”

Dr Chris Wooldridge
EcoSLC

ACTIVE ENVIRONMENTAL MANAGEMENT

Port of Newcastle recognises its responsibility to manage the business in a way that minimises impacts on the local environment and is committed to adopting sustainable practices.

Our active environmental management highlights our commitment to dealing with environmental impacts of port operations and development. PON works hard to limit the impact of its operations on surrounding areas and has identified five key themes to guide this approach.



MANAGING OUR ENVIRONMENTAL FOOTPRINT

“We are committed to managing the environmental impacts of our operations and developing the port in a sustainable manner.”



BEYOND OUR BOUNDARIES

“We are active contributors to the management of local environmental initiatives.”



COMMITTED STEWARDS

“We are proud to be the custodian of the port for the NSW Government and the people of NSW.”



OUR SYSTEMS AND SUPPORT

“Our systems support compliant and efficient operations, and Port of Newcastle is committed to adopting sustainable practices.”



PORT-CITY RELATIONS

“Developing positive synergies inside and outside the port area creates opportunity and contributes towards a resilient and sustainable city asset.”

To effectively manage our resources, we must first measure them. PON maintains comprehensive data sets for our energy and water use and waste generation, quantifying its usage and cost. We use this data to identify resource improvement opportunities and to quantify material and dollar savings.

WASTE MANAGEMENT

Port of Newcastle identifies and prioritises the management of environmental impacts associated with port activities, including waste generation. Daily operations completed by the Port that have been identified to impact on waste generation include administration, channel management, equipment maintenance, administration, and IT infrastructure.

PON recognises its potential waste impacts through the entire value chain and its responsibility to manage itself in a way that minimises waste generation impacts.

17.75 TONNES  **TOTAL AMOUNT OF WASTE DIVERTED FROM LANDFILL IN 2021**

We actively support sustainable materials management through a whole-of-lifecycle approach and apply the principles of avoid, reduce, reuse, and recycle.

To manage this the Port has in place a waste management procedure to ensure a framework that drives sustainable waste management and enables compliance with the relevant legislation.

PON has in place waste separation and recycling for eleven separate waste streams. Our aim is to prevent waste generation and promote circularity in business operations.

To demonstrate compliance the Port is committed to ensuring that the receiving facilities and transport providers have in place the relevant permits and approvals to handle the specific types of waste and retain evidence of waste disposal records.

Waste data is collected from internal and third-party waste collection suppliers. Waste data is collated to monitor past and current performance for the business. At the Port we use this data to identify resource improvement opportunities and to quantify material and dollar savings.

EQUIVALENT OF 78,250 BAGS SAVED FROM LANDFILL SINCE



PARTNERING WITH THE PLASTIC POLICE IN 2019

APPROXIMATELY 1,380 TONNES OF PAPER WERE SAVED (27,600 PAGES)



COMPARING 2020 TO 2021

PAPER CONSUMPTION

Year	Paper (no. pages)	Solid waste / year (kg)
2020	148,984	7,449
2021	121,435	6,072

Within the Port there are suitable facilities for the receipt of ship waste. The details of these facilities are available to ship owners and agents via the Australian Maritime Safety Authority (AMSA) website.

AMSA is the lead agency at the International Maritime Organization (IMO). Waste that is identified as biosecurity waste is to be collected by a waste management provider with an approved Department of Agriculture, Water and Energy (DAWE) agreement.

In 2021, PON committed to further understanding opportunities to improve its waste management through participation in the NSW Government Bin Trim Program. The program included an initial waste audit and provided the business with a tailored action plan to find more ways to avoid, reduce and recycle our waste.

The outcomes of the Bin Trim Program were presented to the

organisation in 2021 and focused on all port operational areas and systems.

Outcomes of the audit completed were focused on administration, education, and engagement of additional third-party services for waste disposal.

Initiatives planned to be completed during 2022 include further separation of recyclable streams at operational locations, installation of appropriate instructional signage for recyclable and waste disposal areas, and further education of employees.

Further separation of streams will consider installation of bins at operational areas to allow further separation of cardboard and paper, general waste, co-mingled, recycling and organics.

Following implementation of the initiatives, a follow-up waste assessment is planned to be completed in 2022.

Waste Type	Disposal method	Quantity (T)	
		2020	2021
Cartridges	Reuse	0.008	0.026
E-Waste	Recycling	0	0.275
Mobile Phones	Recycling	0	0
Paper destruction	Recycling	0.656	0.568
Soft Plastic	Recycling	0.166	0.094
Co-mingled	Recycling	0.006	0.136
Tyres (forklift tyres)	Special waste	-	0.019
Hard Hats	Recycling	0.150	0
Organic Waste / Green Waste	Composting	0.316	0.198
Putrescible Waste	Landfill	38.5	34.6
Oily Water (Hazardous Waste)	Recycling	14.6	16.2
AFFF (Hazardous Waste)	Treatment	0.1	0

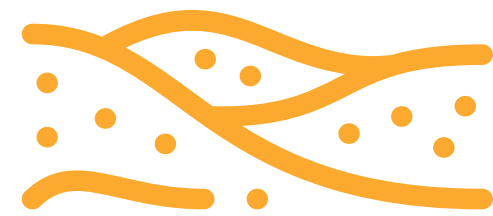
Port of Newcastle is required to remove sand and silt material from the channel to ensure the safe passage of vessels.

We are committed to working in collaboration with the City of Newcastle and the NSW Government to assist local beach renourishment efforts in response to erosion caused by severe weather events. Currently, suitable material requiring removal from the channel entrance is relocated to an offshore site that supports the renourishment of nearby Stockton Beach.

In 2021, we continued to support ongoing collaborative efforts to address the effects of erosion at one of our local beaches through providing 13,897 cubic metres of clean sand from our maintenance dredging activities.

13,897 M³

2018 – 25,542 M³
 2019 – 28,458 M³
 2020 – 12,146 M³
 2021 – 13,897 M³



AMOUNT OF **CLEAN DREDGED SAND** MATERIAL PLACED OFFSHORE OF **STOCKTON BEACH** TO HELP RESTORE SAND LOST THROUGH EROSION

CASE STUDY: WASTE MANAGEMENT WORKING GROUP

Port of Newcastle have established a Waste Management Working Group. The working group is committed to improving PON's management of waste.

In 2021 the group's initiatives included participation in the NSW Environment Protection Authority supported Bin Trim review assessing bin management on PON managed port lands. This review identified a number of suggestions for bin type and location which are under consideration.

The group also continued support for, and participation in, Plastic Police, a local community-based initiative facilitating the community collaboration in managing waste and education on waste management.

A focus of the group is collaborating across PON to implement initiatives managed by PON staff. In 2021 these included sustainable disposal of e-Waste and tyre waste and minimising hard copy paper usage. Another focus for 2021 was leveraging PON's information technology and data management to transform business processes from paper to digital.

PON Environment Manager, Brigid Kelly said, "The Waste Management Working Group includes representatives from across PON teams who meet regularly to share waste management learnings and collaborate on sustainable waste initiatives".



CLIMATE CHANGE

Climate change is a strategically significant issue for the Port of Newcastle. To understand both the physical and transitional risks and opportunities associated with climate change, in 2021 PON completed climate scenario analysis in line with the Taskforce on Climate-Related Financial Disclosures (TCFD) recommendations and the Climate Measurement Standards Initiative (CMSI)

In undertaking its scenario analysis, PON used a range of Representative Concentration Pathway (RCP) trajectories as adopted by the Intergovernmental Panel on Climate Change (IPCC). For physical risks, climate scenarios ranging between an RCP2.6 and RCP8.5, in line with the Climate Measurement Standards Initiative (CMSI), have been used to assess the physical and transition risks. For transition risk, we drew on three published sources: the International Energy Association's (IEA) World Energy Outlook 2020 (global scale), Jotzo et al.'s (2018) Coal Transition in Australia (national scale), and Perry and Hewitson's (2019) Weathering the storm (regional scale).

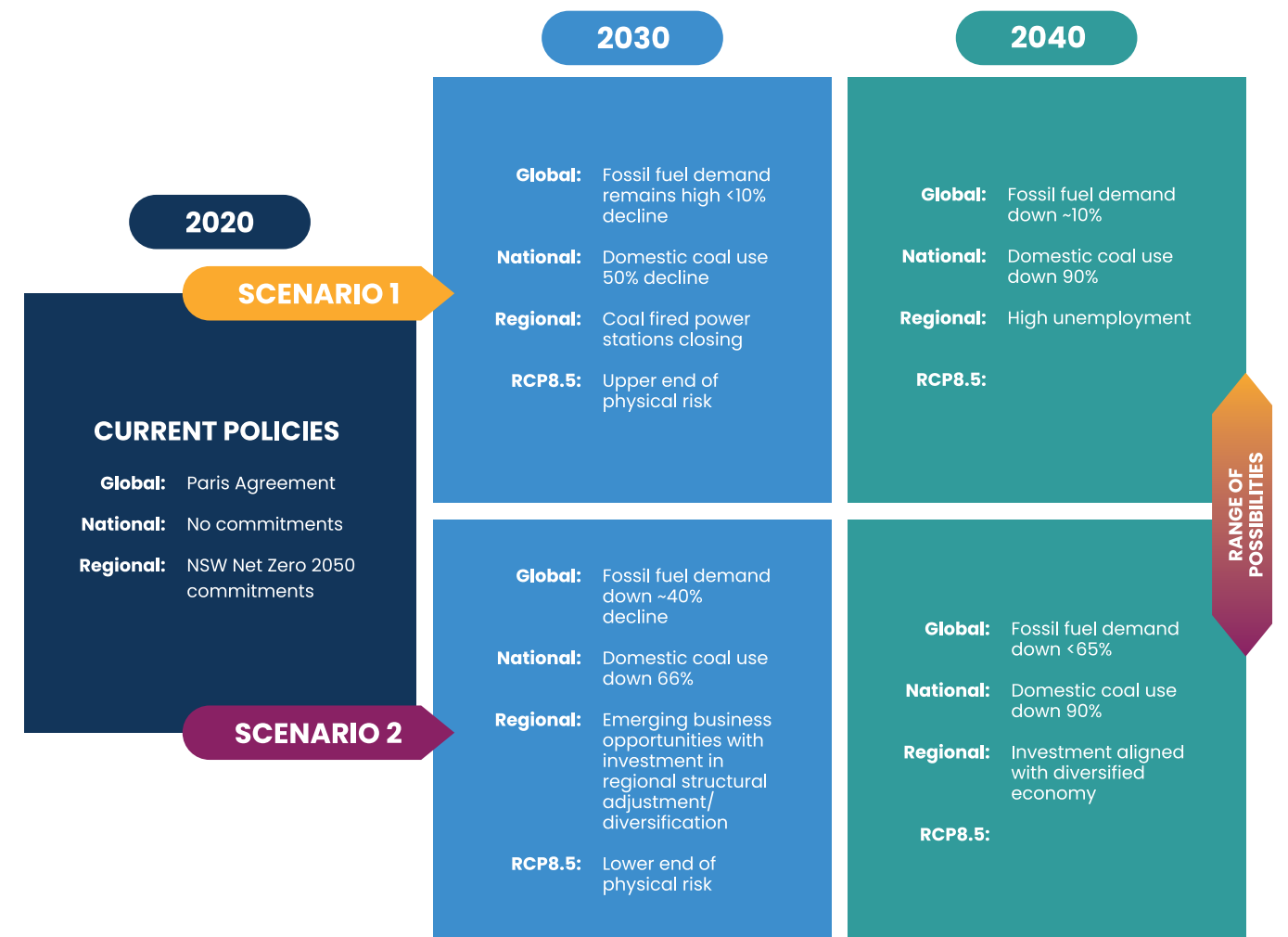
This resulted in two distinct scenarios being used to assess PONs risks and opportunities against a 2030 and 2040 time horizon.

SCENARIO 1







Continuation of announced policies, change driven by market forces only, no regional adjustment policies.

SCENARIO 2

Surge in policy and investment enhances market forces (may include trade barriers for emitters), regional adjustment policies developed and implemented.



MOST SIGNIFICANT PHYSICAL CLIMATE HAZARDS FOR PON

AVERAGE ANNUAL TEMPERATURE	2030	2040
 Average Annual Temperature	↗	↗
 Heatwave Days (>35°C)	↗	↗
 Fire Weather	↗	↗
 Time in Drought	↗	↗
 East Coast Low Frequency	↘	↘
 Extreme Rainfall	↗	↗

Having completed the climate scenario analysis to understand what the risks and opportunities are, the next stage for PON, in 2022, will be to quantify the impacts associated with those risks and opportunities with a view to prioritise them for further action and disclosure.



ENERGY USAGE

Port of Newcastle operates and manages 777ha of land within the boundary defined by the Three Ports SEPP planning instrument. Port of Newcastle is currently a landlord port with much of the land it manages leased to tenants.

PON's energy usage includes electricity predominantly for its head office location, operational lighting around the port, common user berth operational areas and navigational lighting. PON is responsible for three embedded networks that accommodates PON operational electricity usage and that for several of its tenants.

PON uses predominantly low sulphur diesel and some ULP to support its fleet of vessels, a small number of vehicles,

some small plant equipment including a forklift and small generators and two hoppers used for discharging cargo. PON no longer has a use for gas in any of its operations, having transitioned its LPG vehicle over to an electric vehicle in 2020.

PON uses the National Greenhouse Accounts Factors, fuel combustion emissions factors to convert kilolitres of fuel used to megajoules (MJ) for the purposes of reporting energy consumed from its vehicles, vessels and plant equipment.

2018 has been set as the baseline year for the organisation's energy and emissions reporting. The selection of the baseline year was based on the availability of comprehensive data.

FUEL CONSUMPTION (GJ)

Year	Diesel	ULP	LPG
2018	33270	306.5	53
2019	36746	325	56
2020	22735	223	8
2021	32784	239	0

ENERGY CONSUMPTION (GJ)

Year	Non-renewable Electricity – grid purchases via Energy Retailers	Renewable energy portion of grid purchases (LGCs) via energy retailers in line with Australia's Renewable Energy Target
2018	6145	0
2019	4878	0
2020	3414.78	663.71
2021	0	1298

TOTAL ENERGY AND INTENSITY

Year	Total Energy Consumption – Fuel and Electricity (GJ)	*Volume dredge material removed (m3)	GJ/m3 dredge material removed
2018	39775	389750	0.10
2019	42005	364541	0.12
2020	27045	151903	0.17
2021	37695	237865	0.16

CARBON FOOTPRINT

PON's carbon footprint includes Scope 1 emissions from owned and operated vessels, vehicles, small plant equipment including a forklift and small generators and two hoppers used for discharging cargo. As previously stated, PON no longer has a use for gas in any of its operations having transitioned its LPG vehicle over to an electric vehicle in 2020.

Our Scope 2 emissions result from electricity predominantly for our head office location, operational lighting around the port, common user berth operational areas and navigational lighting.

To report on our Scope 1 and 2 emissions, we use the National Greenhouse Accounts Factors as prepared by the Australian Department of Environment and Energy.

Port of Newcastle has traditionally reported its emissions in line with NGER and the Greenhouse Gas Protocol using location-based emissions accounting, emissions included in the calculation of Scope 1 include CO₂, CH₄ and N₂O. Scope 2 and Scope 3 emissions from electricity purchases are accounted for using published state-based electricity grid emissions factors.

In conjunction with PONs Net Zero 2040 target commitment, from 2020 PON has also adopted market-based emissions accounting as defined in the GHG Protocol Scope 2 Guidance. Market-based electricity emissions consider purchases of renewable energy directly via Power Purchase Agreements or Green Power, that is supplied via retailers in line with Australia's Renewable Energy Target.

PON has separated its purchases of renewable electricity, which is accounted for as zero emissions and non-renewable electricity that is deemed to be derived from fossil fuels, where emissions are accounted for using state based residual mix factors.

LOCATION BASED GHG EMISSIONS

Year	2021	2020	2019	2018
Scope 1 GHG Emissions (tCO₂-e)	2286	1589	2575	2381
Scope 2 GHG Emissions (tCO₂-e)	1037	915	1180	1400
Total CO₂-e	3323	2504	3755	3781

In October 2020, PON subscribed to a 5-year renewable energy contract with energy retailer Iberdrola for its three embedded networks.

The renewable energy contract has direct linkage with the Badangora wind farm as owned and operated by Iberdrola, whose turbine components were shipped through the Port of Newcastle in 2017-18. The wind farm is located in Wellington, NSW.

During 2021, PON extended the contract with Iberdrola to secure additional Largescale Generation Certificates (LGCs) to cover the usage from PONs smaller sites. Whilst the agreement was finalised in October 2021, the purchase of LGCs for the smaller sites has been extended back to January 2021 providing 100% coverage for all of PONs operational electricity usage for the 2021 calendar year.

The three embedded networks, located at the Newcastle Bulk Terminal and Carrington and Mayfield precincts, service PON operations and tenants operating within these networks. In addition to reducing PONs Scope 2 emissions this project has also supported our tenants operating within those embedded networks in reducing emissions arising from their operations, which reduces our Scope 3 emissions.

5638.8 TONNES
CO₂ EQUIVALENT
REDUCTION IN TENANT
EMISSIONS IN 2021



MARKET-BASED EMISSIONS

Year	2021	2020	2019	2018
Scope 1 GHG emissions (tCO₂-e)	2286	1589	2575	2381
Scope 2 market based GHG emissions (tCO₂-e) comprising:	0	618	1180	1400
<i>Electricity – renewable purchases accounted using a source-based emissions factor supported by an energy attribute certificate</i>	0	0	0	0
<i>Electricity – grid purchases accounted using grid residual emissions factors</i>	0	618	1180	1400

The significant reduction in Scope 1 emissions for 2020 that can be observed in the data is associated with scheduled maintenance for the David Allan dredger. This scheduled maintenance occurs every five years.

The dredge was fully operational during 2021, with increased usage resulting from two flood events that occurred in March and December increasing siltation in the river. Whilst there was an increase in usage resulting from the flood response, a number of dredging days were impacted by COVID.

To support the maintenance dredging operation, PON is currently investing \$2.2 million in the purchase and upgrade of a sweeper vessel that will commence operations in 2022. The sweeper vessel will increase the efficiency of our dredging operation and subsequently reduce the associated Scope 1 emissions. It is anticipated that our Scope 1 emissions will be reduced by up to 1300 tCO₂-e annually through this investment.

The decrease in Scope 2 emissions observed from 2019 onwards is largely associated with the decommissioning of the aged gantry crane unloader at K2 and the new office renovation/location.

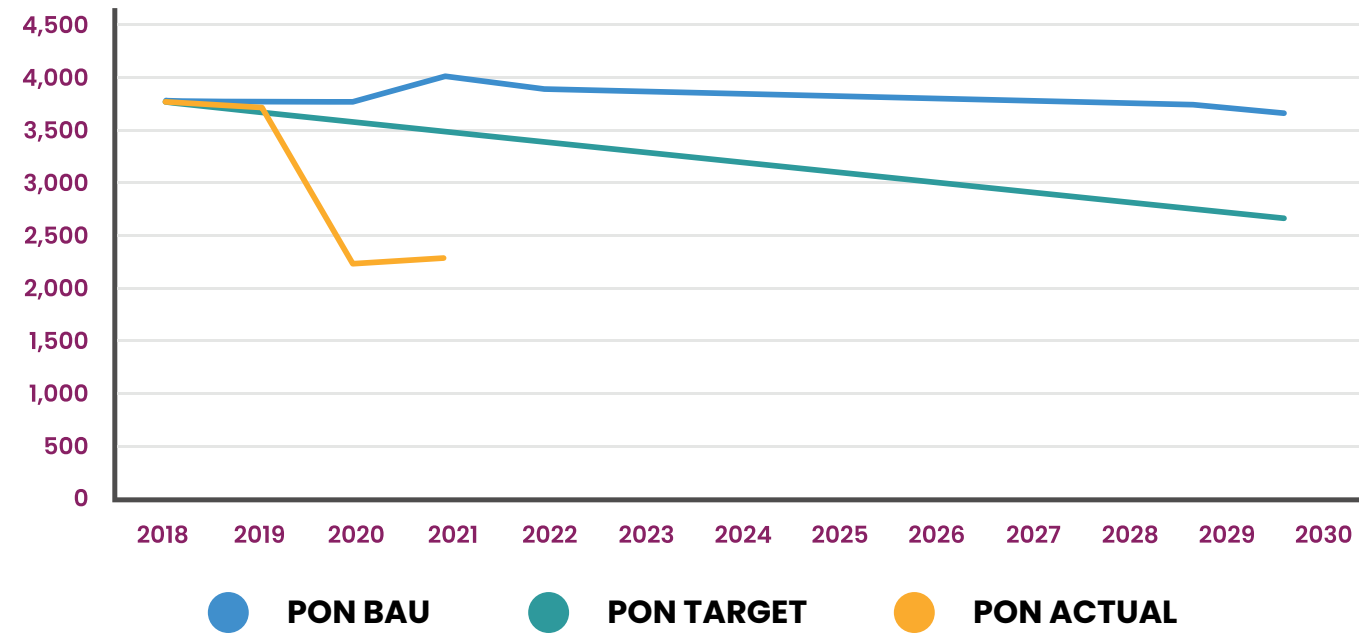
As part of PONs diversification strategy and to address operational efficiency, safety and environmental management, PON has invested \$35million in a new gantry unloader for its Newcastle Bulk Terminal. It is expected to commence operations mid-2022. It is anticipated we will see a slight increase in energy usage resulting from its electricity consumption.



SBTi TARGET PERFORMANCE

With the renewable energy contract in place, PON is now tracking below its approved SBTi, well below the 2 degree target commitment. As part of the diversification strategy, PON will continue to invest in low carbon technology to maintain performance below the target commitment.

PON SBTi WELL BELOW 2 DEGREE TARGET



GHG EMISSIONS AND INTENSITIES

Year	TOTAL DIRECT (SCOPE 1) GHG EMISSIONS – David Allan
2018	2246.42
2019	2422.24
2020	1462.67
2021	2162.64

Year	ELECTRICITY GJ
2018	6145.19
2019	4877.64
2020	4078.49
2021	4671.68

Year	TOTAL SCOPE 2 TCO ₂ E/EMPLOYEE
2018	15 tonnes of CO ₂ e per employee
2019	11.34 tonnes of CO ₂ e per employee
2020	5.32 tonnes of CO ₂ e per employee
2021	Zero tonnes of CO ₂ e per employee 100% reduction in total Scope 2 emissions (from 2018 baseline year)

Year	HEAD OFFICE SCOPE 2 TCO ₂ E/M ²
2018	0.3 t CO ₂ e per m ²
2019	0.17 t CO ₂ e per m ²
2020	0.04 t CO ₂ e per m ²
2021	0.00 t CO ₂ e per m ²

Year	NBT TOTAL TONNES CO ₂ E
2018	457.62
2019	297.40
2020	222.71
2021	96.11

Note:

Scope 2 emission intensities are based on market-based values for 2020 and 2021 with the introduction of the renewable retail PPA agreement with Iberdrola in November 2020. Emissions intensity for Scope 2 has been restated for 2020 from the previous sustainability report due to the use of market-based values for this reporting period being introduced. Emissions for the NBT are calculated using Scope 1 and 2 outputs. As part of the gantry crane replacement project hoppers with diesel generators allow for ongoing operations. Data for 2019 and 2020 has been restated following the completion of an energy and emissions audit.

CASE STUDY: DREDGING EFFICIENCY PROJECT

Port of Newcastle owns and operates its own dredger, the David Allan, to conduct maintenance dredging to enable the safe passage of commercial vessels in and out of the port. The David Allan operates seven days a week, taking dredged material to a designated government approved offshore spoil ground.

The David Allan is a trailer suction hopper dredge, which means it has a long vacuum arm that sucks the material into the dredge hopper. This leaves peaks and troughs across the channel bed and creates inefficiencies for the dredging operation.

In 2021, PON purchased the sweeper vessel Lydia as an addition to its maintenance operations to enhance the capability and efficiency of its dredging operations.

The purpose of a sweeper vessel is essentially to level out the peaks and troughs. By doing this, there will be a reduction in the amount of spoil material that needs to be removed from the harbour to maintain required depths. This will in turn reduce the number trips that the David Allan takes to the designated offshore spoil ground. Less trips means less fuel burnt and therefore a reduction in associated CO₂e emissions.

"The Lydia will become operational in 2022 after being refurbished and upgraded. Once operational, we anticipate a reduction of approximately 1300tCO₂e per annum. This will significantly contribute to a reduction in our Scope 1 emissions" says Calvin Grills PON Dredging Manager



PON continued its commitment through our partnership with Greenfleet to offset carbon emissions from all our corporate flights as part of efforts to reduce our impact on the environment and create a more sustainable port.

WATER MANAGEMENT

As a port, a key environmental aspect is water, including both water withdrawal and water discharge.

Port of Newcastle withdraw water from the Hunter Water network to provide potable and fire water supplies to tenants, port users, berths and vessels connected to the Port's private water networks in the Carrington, Kooragang, Walsh Point and Mayfield precincts.

Water is used for a variety of operational purposes including:

- Construction and maintenance activities including washdown and dust suppression
- Potable water supplies to port amenities
- Potable water supply to vessels
- Irrigation of green spaces

All Port activities are managed via task specific risk assessments that take into consideration where there are possible alternative methods to reduce water usage. Alternatives include sweeping, use of high-pressure water blasting equipment, sealing of unsealed areas to manage dust related impacts, use of timers on irrigation systems to limit water usage and time of day water is used, etc.

Over the past five years, PON has continued to engage with Port stakeholders including tenants and berth users and the water supply authority, Hunter Water, to implement a number of initiatives and projects including:

- Roll-out of a network of smart water meters in 2017 to provide improved and transparent usage data across the port and to enable analysis of usage profiles, network leakage and identification of main breaks;
- The implementation of reduction measures to meet water restriction requirements in 2018/19 in consultation with Hunter Water;
- The commencement of the Bulk Precinct Services Project in 2021 to enable a collaborative precinct wide approach to services provision with tenants, neighbouring businesses and the Utility Authorities, incorporating sustainable design principles that ensure flexible, robust and resilient infrastructure is delivered that provides efficient and effective water, wastewater and stormwater management while improving environmental outcomes.

In 2022, PON have committed to:

- The development of a Water Strategy, setting defined goals and targets;
- The development of Water Efficiency Management Plans for each of PON's private water networks in collaboration with Hunter Water to address water stress on the regions water supply storages during periods of drought.

PON's only current source of water is via the Hunter Water Network. The use of alternative sources of water will be investigated in 2022 as part of the development of the Water Strategy, Water Efficiency Management Plans and Services Project.

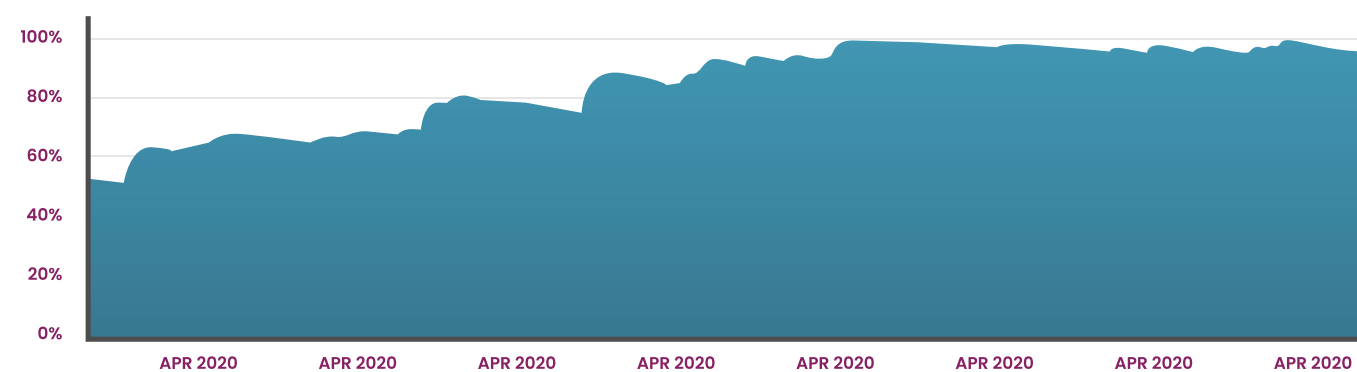
The Port is responsible for a series of private networks. Usage from these networks captures both the Ports operational needs and some of our tenants. The total third-party water consumption for 2021 was 58ML and includes overall usage from the networks.

Source	Fresh Water ML ($\leq 1000\text{mg/L TDS}$)	Other Water ML
Surface Water	0	0
Ground Water	0	0
Seawater	0	0
Produced Water	0	0
Third-Party Water	58	0
Total	58	0

During the 2021 reporting period, the Hunter Water storages that supply PON's operations were not in water stress as a result of the current La Niña weather event and its associated wet weather restoring storages to their full capacity.

The previous water restrictions were lifted on the 24 February 2020.

HISTORIC WATER STORAGE LEVELS



Source: <https://waterstorage.hunterwater.com.au>

Port of Newcastle has in place a series of smart meters to enable the organisation to apportion usage accurately.

We are committed in 2022 to further improving the usage profile breakdown via the use of the smart water meters with a focus on water consumption from commercial vessels visiting the port.

COVID-19 restrictions in 2021 proved challenging in safely enabling Sydney based technicians to attend site to complete the require meter and logger maintenance and upgrades.

2021 Water Consumption	Quantity ML	Measurement Type
PON Operations	44	Metered Data
Tenant Operations	14	Metered Data
Total	58	Metered Data

The Ports water discharges mainly comprise of stormwater and wastewater effluent.

Wastewater is currently managed either by onsite septic, pump-out systems or where available via discharge into the Hunter Water wastewater network.

The Port currently measures stormwater quality in accordance with compliance requirements defined within

our common user berth Environment Protection Licenses (EPLs). For EPL 1967, monitoring is conducted monthly during discharge with results published on our public website.

There was one non-compliance with our EPL during 2021 with no sample collected in December 2021 at EPL 1967 monitoring Point 1 due to equipment malfunction. The lower Hunter River is considered to be a disturbed environment in accordance with the definitions defined in the ANZG 2018 Water Quality Guidelines.

EPL 1967 MONITORING

Point 1: Total samples required - 12, total samples collected and analysed - 11 (An equipment malfunction occurred in December 2021)

Point 3: Total samples required - 7, Total samples collected and analysed - 7 (Insufficient rainfall for sample collection in February, April, May, July and December)

	MIN SAMPLE VALUE		MEAN OF SAMPLE		MAX SAMPLE VALUE	
	POINT 1*	POINT 3*	POINT 1*	POINT 3*	POINT 1*	POINT 3*
Aluminium (dissolved)	<0.01	0.08	0.06	0.05	0.18	<0.1
Aluminium (Total)	0.03	0.3	0.485	2.63	0.99	8.47
Ammonia	12.7	<0.05	225	0.09	544	0.23
Arsenic (dissolved)	0.002	<0.01	0.01	0.004	0.02	0.01
Arsenic (total)	0.003	0.002	0.01	0.005	0.03	<0.01
Cadmium (dissolved)	<0.0001	<0.001	0.0002	0.0005	0.001	0.001
Cadmium (total)	0.0001	<0.001	0.001	0.001	0.005	<0.002
Lead (dissolved)	<0.001	<0.001	0.001	0.004	<0.001	<0.01
Lead (total)	<0.001	<0.01	0.003	0.01	0.011	0.01
Mercury (dissolved)	<0.0001	<0.0001	0.0001	<0.0001	0.0003	<0.0001
Mercury (total)	<0.0001	<0.0001	0.0001	0.0001	0.0003	0.0001
Nitrate	<0.05	0.24	0.77	12.6	1.81	82.6
Nitrite	<0.05	<0.05	9.59	0.19	73.6	1.06
Nitrogen (total)	13.7	0.5	357	15.5	1060	90.8
pH	5.7	6.58	7.73	7.41	9.03	7.86
Phosphate	20.2	0.29	205	1.9	695	7.97
Phosphorus (dissolved reactive)	<0.05	0.06	57.5	0.36	216	1.4
Phosphorus (total)	6.6	0.1	66.8	0.62	227	2.6
Sulfate	41	687	857	2032	2110	2860
Sulfide (total)	<0.1	<0.1	0.29	0.05	2.5	<0.1
Sulfur	2	920	984	2409	2420	2920
Total Kjeldahl Nitrogen	12.3	0.1	347	2.69	1060	8.40
Total Suspended Solids	16	16	49.3	129	79	260
Zinc (dissolved)	0.01	<0.05	0.29	0.05	2.74	0.14
Zinc (total)	0.032	<0.052	0.56	0.17	3.22	0.66

The Port does not currently measure the volume for stormwater discharge, this will be a consideration in the development of a water strategy for the organisation in 2022.

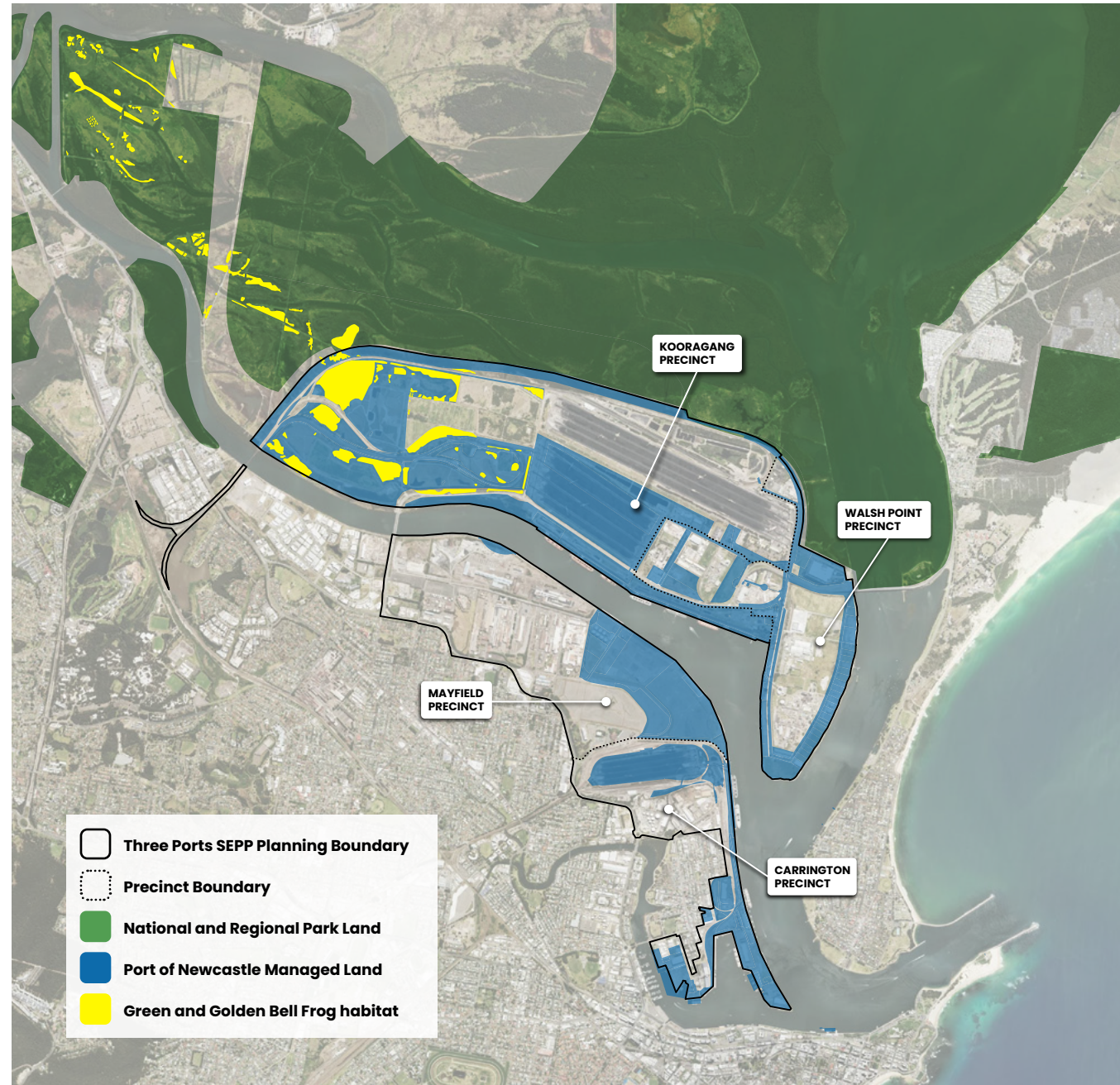
Over many years, PON has worked with the NSW Environment Protection Authority and made significant investments

to improve environmental outcomes through a series of pollution reduction programs, including water quality monitoring, treatment initiatives, infrastructure upgrades, end of pipe treatment investigations and improvements to operational practices.

BIODIVERSITY

The Port of Newcastle is located south of the Hunter Wetlands National Park and Tilligerry State Conservation Area which are RAMSAR and state protected areas respectively. The Hunter River is at the heart of the port and is an artery for one of two major catchments providing water that sustains the region. Salt marshes play a huge role in the aquatic food

web, delivering nutrients to coastal waters and supporting terrestrial animals such as shore birds. In NSW, the salt marsh is listed as an endangered ecological community under the Threatened Species Conservation Act 1995. PON conducts annual monitoring that provides valuable data on the status and health of coastal salt marsh in the Hunter Region.



Under the Port Lease, the organisation is responsible for the management of 777ha of land within the Three Ports SEPP planning boundary. 388ha of that land is currently vacant, including an area at the western end of the Energy Precinct that is currently under the management and control of NSW Government as it is being remediated. This land will be handed back to Port of Newcastle during 2022.

Our strategic land use planning highlights the location and extent of areas with environmental value. In developing the port, we consider our own impacts, and the impacts of others with the aim of minimal impact on biodiversity and habitat connectivity. We will support surveillance programs for threatened terrestrial species that are present on port land.

Port Precinct	Ecosystem	Proximity
GENERAL CARGO & MARINE SERVICES PRECINCT	Hunter Wetlands National Park	Located around 3.8 km from the northernmost portion of the precinct area to the wetlands. The southernmost portion of the precinct area is located 4.8 km from the wetlands
	Tilligerry State Conservation Area	Located around 11.5km from the precinct northernmost borders to TSCA. The southernmost portion of the precinct area is located 13.1km from the wetlands.
ENERGY PRECINCT	Hunter Wetlands National Park	Located within 50 m as Kooragang Precinct borders the wetlands. Regarding the tenants, Port Waratah Coal Services borders the wetlands and Newcastle Coal Infrastructure Group is located in land from the wetlands around 750 m away
	Tilligerry State Conservation Area	Located around 7.5 km from the precinct borders and around 8.5 km from Newcastle Coal Infrastructure Group
	Green and Golden Bell Frog Population	Located within the western end of the precinct. A large proportion of the western end of the precinct is under direct control and management of the state government as part of remediation of the former Kooragang Waste Emplacement Facility and Kooragang Island Emplacement Cell. It is anticipated that this land will be handed over to Port of Newcastle for control during 2022.
MULTIPURPOSE DEEPWATER TERMINAL	Hunter Wetlands National Park	Located around 1.8 km from the northern most boundary of the Mayfield Precinct to the wetlands. Port Waratah Coal Services which is located on the southeastern portion of the precinct is around 3.5km from the wetlands. All other tenants are located around 2km away from the wetlands.
	Tilligerry State Conservation Area	Located around 9.4 km from the northernmost boundary of the Mayfield Precinct to TSCA. Port Waratah Coal Services which is located on the south eastern portion of the precinct is around 10.8 km from the wetlands. All other tenants are located around 2km away from the wetlands
BULK PRECINCT	Hunter Wetlands National Park	Located within 50 m as Walsh Point borders the wetlands. Ameropa Australia Pty Ltd is located within 50m of the wetlands. All other tenants are located at a minimum 400 m away. Furthest tenants are located 2km away
	Tilligerry State Conservation Area	Located around 8.8 km from the northernmost precinct borders to Tilligerry State Conservation Area. The southernmost portion of the precinct is located around 10.8 km away from the TSCA.

Port of Newcastle continues the alliance indefinitely with the University of Newcastle for its expertise and proactive input into management and protection of the threatened Green and Golden Bell Frog, *Litoria aurea*, population on PON land.

Monitoring and data gathering is performed through a collaborative industry partnership that provides funding support for an annual island-wide survey program managed by the University of Newcastle.

The program is performed and managed by the University of Newcastle and financially supported by the industry partnership. Partners include Port of Newcastle (PON), along with Port tenants Port Waratah Coal Services (PWCS) and Newcastle Coal Infrastructure Group (NCIG), and NSW Department Primary Industries and Environment division, Hunter and Central Coast development Corporation (HCCDC).

The ongoing studies cover Port lands tenanted by PWCS and NCIG, PWCS privately owned land and the Kooragang Island Waste Emplacement Facility (KIWEF) lands currently managed by HCCDC.

The combined involvement of industry and government, along with the identified surveyed areas of high biodiversity value, show a strong commitment to retaining high biodiversity value.

The survey program provides valuable insight into the status of the local population and enables a comprehensive understanding for the development and ongoing management of initiatives. Such initiatives include the installation of a cluster of refuge ponds on Kooragang Island, which provide additional habitat and serve as a permanent wetland and refuge in dry conditions.

A large breeding and dispersal event was observed in the period from 2019 to 2020. The overall trend over the last five years to 2021 is an increase in abundance of GGBF on the island, in the industrial zone.

CASE STUDY: SALT MARSH MONITORING

Salt marshes play a major role in the aquatic food web by delivering nutrients to coastal waters and supporting animals such as shore birds. Salt marsh is listed as an endangered ecological community under the Threatened Species Conservation Act 1995 and PON conducts annual monitoring that provides valuable data on the status and health of coastal salt marsh in the region.

Monitoring is performed over five (5) sites from Hexham, Tourle Street and to the North Arm of the Hunter River. Salt marsh is affected by natural weather events, including dry hot weather and heavy rain events, such as experienced in March 2021, and fluctuations can therefore be observed year to year.

Over the course of the monitoring program, an overall health improvement appears to have been observed with species coverage remaining relatively stable.



BIOSECURITY

As a first point-of-entry-determined port, in accordance with the Biosecurity Act 2015, PON also shares responsibility for facilitating international trade, which brings with it a biosecurity risk. Biosecurity incident response and prevention processes are in place to help prevent the introduction of, and reduce the impact from, invasive alien species on land and water ecosystems.

These have been developed in consultation with the Australian Department of Agriculture, Water and the Environment (DAWE) biosecurity division.

PON regularly engages with the local DAWE biosecurity team to manage biosecurity risks around the port. This engagement includes mosquito vector surveys. In 2021, two vector surveys were performed and several potential vectors were identified on PON and tenant-managed land. PON has since addressed those vector risks through management of its own operations in addition to positive engagement with its tenants to address those risks on their sites.

In addition to addressing marine invasive fauna species at Port of Newcastle, we also work closely with agencies including City of Newcastle and the National Parks and Wildlife Service to monitor and manage noxious weeds on our land.

To further enhance its commitment to protecting and enhancing biodiversity around the Port, in 2021 Port of Newcastle commenced planning for a strategic initiative for a port-wide Flora and Fauna Management Plan.

It is intended the Flora and Fauna Management Plan will cover native as well as identified invasive species.

OPERATIONAL IMPACTS

Port of Newcastle manage its operations to minimise environmental impacts.

The organisation utilises a wide range of contractors to complete works and projects. A contractor management system is used which requires all contractors to provide evidence of systems in place to manage potential environmental impacts while undertaking works.

As part of the process, all contractors are required to provide evidence of a prepared environmental risk assessment which is to be approved by PON prior to works commencing.

In 2021 all contractors were required to provide the appropriate documentation, and a range of successful works were completed. All suppliers were assessed for environmental impacts during the reporting period complied or were reviewed to compliance during the year.

No significant spills occurred during 2021.

Two minor environmental incidents were reported during July. Two minor spills occurred on two separate occasions from the elevated work platform (EWP) hydraulic line to asphalt at K2 site. The volume of the spills was not recorded, the spill was cleaned up immediately and reported. There were no significant impacts from the spills.





**OUR
PROSPERITY**

OUR PROSPERITY

Since the first shipment left in 1799, the Port and the City of Newcastle have grown together. The future prosperity of the Port is important not only for our business, but also the people of Newcastle and the Hunter Region.

PON provides an efficient supply chain option for importers and exporters in northern, western, north-western, and far-western NSW. Our objectives are to deliver substantial cost savings for NSW exporters and importers, save the NSW Government billions of dollars in infrastructure spending and help reduce Sydney road and rail congestion and associated emissions.

PON recognises the environmental and productivity benefits of rail as the superior landside modal choice. Where there is opportunity, we will leverage our portside rail connectivity to further support reduced carbon emissions and supply-chain efficiency.

The Port will continue to collaborate with local regulators, major regional hubs and transport operators to ensure alignment for future development and to achieve our vision to become a global gateway for alternative energy and diversified trade. Our team will undertake integrated planning and the protection of infrastructure corridors and transport networks that feed into the port and support the economic function of port land.

We will continue to develop positive synergies inside and outside the port area that create opportunity and contribute towards a smart, resilient and sustainable regional port city.

In 2021, we facilitated 166.1 million tonnes of trade through our port, and a total of 2266 vessel visits. Our total revenue for the calendar-year period was \$172.675 million.

PORT TRADE VOLUME

Year	VESSEL VISITS	TONNES OF TRADE
2018	2299	165,000,000
2019	2296	171,000,000
2020	2207	164,500,000
2021	2266	166,100,000

PON facilitates the movement of cargo through its common and private user berths and associated infrastructure, with 94 per cent of PON's cargo throughput being coal in 2021. PON recognises the need to diversify the trade base and supports a range of alternative options to maintain its vision of becoming Australia's leading energy port. PON is evaluating options to enhance its services to existing and prospective customers across its diversified trade base that will deliver productivity, environmental and safety benefits, and provide the capability to grow trade volumes and revenues.

PON is currently the port of choice for wind turbine imports into NSW due to its capacity to store the components to allow for efficient and effective transport planning. In 2018, we completed our dedicated bulk liquids berth, Mayfield 7, the fourth terminal in the port with the ability to import bulk liquid

products.

Two PON tenants (Stolthaven and Park Fuels) were successful proponents in the Australian Governments Boosting Australia's Diesel Storage Program. In addition to becoming an energy port, we also handle a range of agricultural cargoes supporting the NSW agricultural industry including grains (exports), meals (imports for meat production), and fertilisers (imports).

PON is commissioning a new ship unloader at its Kooragang 2 berth with application for fertiliser, grains and other bulk import products. The ship unloader has the capability for conveyor connectivity to off berth storage options which will deliver environmental and productivity improvements for the PON and PON customers.

PON has two mobile harbour cranes on order which are to be operational in the second half of 2022 at Mayfield 4 berth. The cranes will result in the expansion of PON's service offering by broadening the potential market and expanding PON's service offering. The cranes will have application for containers, break bulk and project cargo, such as wind farms.

PON has direct access to the national Australian Rail Track Corporation (ARTC) network and the Sydney metropolitan rail network, which offer improved alternatives to road freight. This also provides the opportunity for the establishment of market-led supply chains through increased choice and competition between modes – road vs rail – and choice of export ports. Rail freight infrastructure to PON allows Australian grain producers to make significant transport cost savings by railing their goods to the port. This increases the global competitiveness of Australian farmers.

The NSW and Australian governments have announced various programs that will support the development of a scalable and competitive clean hydrogen industry in NSW. PON is well positioned to facilitate the development of a hydrogen hub in the Hunter region, given our proximity to

demand, existing infrastructure, and skilled workforce. PON and Macquarie Green Investment Group ("GIG") (collectively, the "Project Sponsors") entered into an MoU in June 2021 to progress the development of a PON based hydrogen hub. The Project Sponsors have received non-binding letters of support for offtake, including an industrial foundation offtake for fertiliser. The Project Sponsors have commenced a feasibility study to assess the viability of the Hydrogen Hub. As part of its advancement of renewables projects, the Australian Renewable Energy Agency ("ARENA") allocated initial funding of A\$1.5 million to support this feasibility study.

The Project Sponsors have also entered into MoUs with Idemitsu Renewable Developments Australia Pty Ltd, Snowy Hydro Pty Limited and Jemena Gas Networks (NSW) Ltd, Keolis Downer Hunter Pty Ltd, Lake Macquarie City Council, and the University of Newcastle. Each of these parties have agreed to participate in separate components of the feasibility studies focused on green ammonia, export markets, green hydrogen in energy applications, storing and transporting hydrogen through pipelines, transport use cases, and supporting infrastructure.



The Hunter's trade gateway to the world contributes almost \$1 billion to the local economy.

HoustonKemp analysis conducted in 2020 highlighted the benefits of Newcastle's port activity for the Hunter, state, and national economies, including the positive impact on employment and household income.

The port's direct and flow-on contribution to Australia's gross domestic product (GDP) is almost \$1.5 billion, which also underpins almost 9,000 full-time equivalent jobs nationally.

HoustonKemp also analysed the economic benefit of constructing a 2 million twenty-foot equivalent unit (TEU) Newcastle Deepwater Container Terminal (NDCT) in Newcastle, finding the project design and construction would generate 9,300 jobs and \$1.3 billion to the Lower Hunter alone.

The project would contribute \$2.5 billion to GDP and create 15,000 direct and indirect jobs for Australia.

The figures do not include the broader economic benefits created through increased supply chain efficiency and making NSW businesses trading internationally more competitive in global markets.

While difficult to quantify the many ways, the port contributes to the social and economic wellbeing of the region, this analysis helps shed light on the importance of Australia's largest east coast port to the nation's economic prosperity.

For every dollar port activity generates in Newcastle, there is a total contribution of \$2.62 to Australia's GDP. The port has a critical role to play in providing accessible, efficient, and cost-effective supply chains that underpin local jobs, businesses and the region's economic prosperity. Port projects started today will be critical in the decades ahead, ensuring diversification of the economy and positioning it to be internationally competitive and prosperous long into the future.

The analysis, using 2018-19 financial year data, also found that port activity generates:

- About 5,700 jobs across the Lower Hunter, \$475 million worth of household income and GRP worth almost \$1 billion
- 7,800 direct and indirect jobs across NSW, as well as boosting direct and indirect household income by \$629 million and contributing \$1.2 billion to gross state product
- 9,000 direct and indirect jobs across the country, \$736 million worth of direct and indirect household income, and contributes a \$1.5 billion to the economy



Newcastle Deepwater Container Terminal construction will generate

LOWER HUNTER

9,300
JOBS

\$671 million
contribution to
household income

\$1.3 billion
contribution to
the economy

NSW

12,600
JOBS

\$1.1 billion
contribution to
household income

\$2.2 billion
contribution to
the economy

AUSTRALIA

15,000
JOBS

\$1.3 billion
contribution to
household income

\$2.5 billion
contribution to
the economy

Port of Newcastle generates in the Lower Hunter



5,700
direct and indirect jobs



\$475 million
direct and indirect household income



\$1 billion
GRP

Port of Newcastle generates for New South Wales



7,800
direct and indirect jobs



\$629 million
direct and indirect household income



\$1.2 billion
economic contribution

Port of Newcastle generates for Australia



9,000
direct and indirect jobs



\$736 million
direct and indirect household income



\$1.5 billion
economic contribution

“ For every dollar generated by port activity in Newcastle, there is a total contribution of \$2.62 to Australia's GDP.

Craig Carmody
CEO, Port of Newcastle

INVESTMENT IN DIVERSIFICATION

To continue to support our local and national economies Port of Newcastle recognise the need to diversify our business to ensure that we continue to have a sustainable and resilient asset for many years to come.

We have committed to increasing our revenues from non-coal trade, sitting at 28% in 2021 to 50% by 2030.

We will achieve this through the implementation of our ambitious diversification strategy. The strategy has a focus on maintaining the Ports position as a global energy export port,

with a focus on clean energy. We will also seek to increase our existing diversified trades through the introduction of greater efficiencies, investing in new low emission infrastructure and technologies.

We will bring new trade into the Port and diversify our current portfolio to develop Greenstar rated commercial buildings.

As we invest in the future of our business we do so responsibly, through directly linking our financing to sustainability commitments.

“ I am proud to be working for an organisation that thinks in decades, not days and months. We’re focused on the long-term sustainability of our business and the economy and communities we support.

Jackie Spiteri
Senior Manager ESG

Trade	Percentage Total Revenue
Thermal Coal	57.4%
Diversified Trade	17.81%
Thermal and Metallurgical Coal	68.68%

SUSTAINABLE FINANCING

In late 2020 working closely with National Australia Bank (NAB), Port of Newcastle developed its Sustainability Financing Framework in alignment with both the Green Loan Principles and the Green Bond principles.

Following the organisations adoption of the Sustainability Financing Framework, during 2021 the Port entered two distinct sustainability linked financing arrangements.

The first arrangement, led by NAB and finalised in April 2021, includes a A\$515 million in sustainability-linked loan that incentivises Port of Newcastle by offering a lower margin on debt if it hits targets across a range of social and environmental metrics.

This is the first sustainability-linked financing by an Australian seaport and the first such loan in Australia to include a modern slavery assessment metric addressing all the borrower’s

suppliers. During 2021 PON screened 581 suppliers for Modern Slavery risk

The other four metrics focus on emissions reduction, mental health first aid, diversity and inclusion and achieving certified recognition against the NSW Government Sustainability Advantage Scheme.

The sustainability-linked loan was part of a broader A\$666 million refinancing facility for Port of Newcastle funded by a consortium of lenders.

It included A\$595 million in 2.5-year and 5-year funding and up to A\$50 million in new green lending that will fund growth initiatives aimed at green building projects and diversifying the port’s revenue base.

In November 2020, the Port furthered its sustainability credentials

by executing an innovative Sustainability-linked Hedge, as part of its inaugural debt capital markets transaction, structured by Deutsche Bank and supported by NAB.

The Key Performance Indicator (KPI) based hedge and includes the setting of Science Based Target Initiative (SBTi) approved emission targets for Scope 1, 2 and 3. Additionally the transaction solidifies our commitment to diversify and transform our

business whilst expanding our social commitments with a focus on increasing the representation of women and indigenous employees in the workforce.

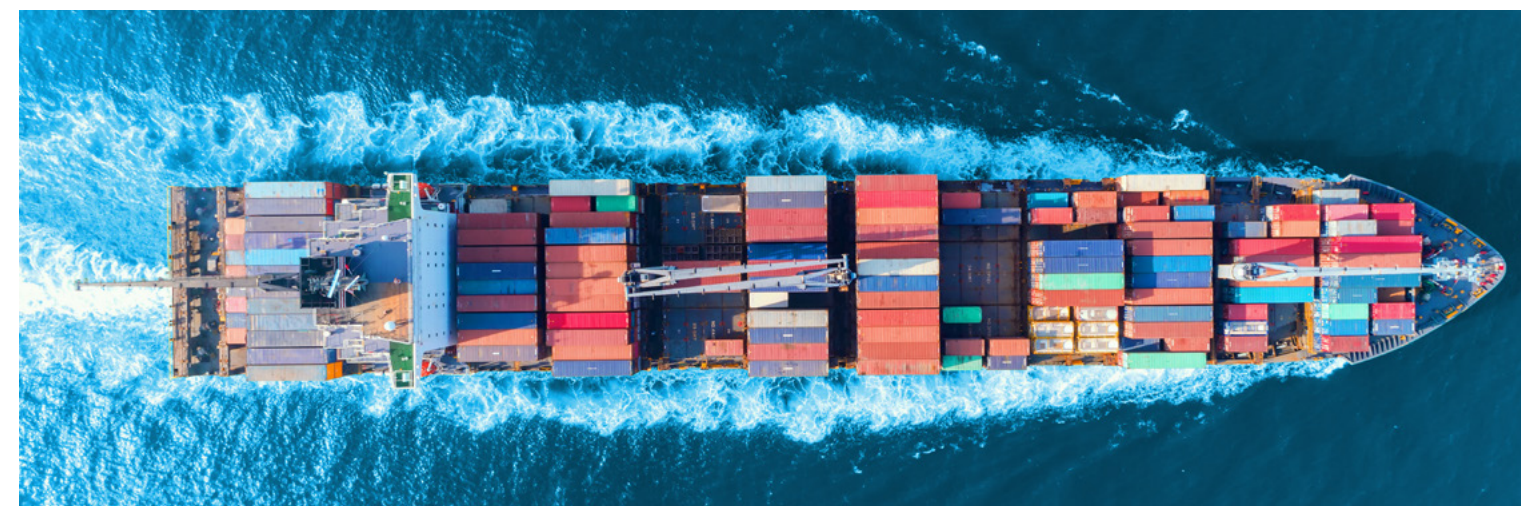
This is a landmark financial arrangement for the Port and supports our organisation’s progressive future diversification agenda.

“ Our planned spending over the next five years is aimed at enabling the immediate diversification of our business, improving our existing operations and further expanding our portfolio of 26 trades that currently come through the Port. The financial arrangements we have in place support this diversification and help us to further stretch our sustainability targets with data-based approach to achieving them.

Nick Livesey
Chief Financial Officer

\$2,097,046 GREEN CAPEX PROJECTS IN 2021

		SDG ALIGNMENT	PROJECT	CAPEX SPENT IN 2021
GLP/GBP ELIGIBLE CATEGORY	GREEN BUILDINGS	11 AFFORDABLE AND CLEAN ENERGY 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	<ul style="list-style-type: none"> Denison Street Commercial Raven Street Warehouse Newcastle Bulk Terminal Shed and Conveyor 	\$564,188 \$155,188 \$107,893
	ENERGY EFFICIENCY	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	<ul style="list-style-type: none"> Port Wide LED Lighting Upgrade Decarbonisation scoping 	\$1,122,701 \$96,490
	SUSTAINABLE WATER & WASTEWATER MANAGEMENT	6 CLEAN WATER AND SANITATION	<ul style="list-style-type: none"> Bulk precinct services project 	\$60,583



CASE STUDY: PORT WIDE LIGHTING

Prior to 2021, much of the lighting infrastructure that is mounted in and on PON's assets around the port was currently ageing, unreliable and did not support our ESG strategy commitment to reduce our carbon footprint.

During 2021, the Port undertook a project to upgrade operational lighting across the entire port area to LED's.

In addition to the installation of LEDs, the Northern Breakwall lighting was replaced, these lights are solar powered with no grid connectivity.

This project will contribute towards PON's commitment to maintain alignment with a well below two-degree scenario trajectory and was nominated as an Eligible Green Project under the PON Green Financing Framework.

A second party opinion provided by DNV Business Assurance as a third-party assurance provider to confirm that the project is compliant with current market standards, including the Green Loan Principles.

The project is expected to demonstrate a significant reduction in both energy usage and reactive maintenance works in 2022.



ECONOMIC VALUE

Net Sales		\$172.7 million
Total Capitalisation	<i>Debt</i>	\$1,226.1 million
	<i>Equity</i>	\$930.6 million
Direct economic value generated		\$172.7 million
Economic value distributed		\$132.6 million
Economic Value retained		\$40.0 million

During 2021, as part of the requirements for the organisation's inaugural debt capital markets transaction the Port commenced producing consolidated accounts. Entities covered in the consolidated report include:

- Port of Newcastle Investments (Property Holdings) Trust
- Port of Newcastle Investments (Property) Trust
- Port of Newcastle Investments (Financing) Pty Limited
- Port of Newcastle Investments Pty Limited
- Port of Newcastle Unit Trust
- Port of Newcastle Investments (Holdings) Trust

These are legal entities set up for investment management purposes for the Port of Newcastle Group. Supply chain partners associated with these entities are limited to external financial auditing and financiers.

There are no entities excluded from the consolidated report.

DIVERSIFICATION PROJECT STATUS UPDATE

GREEN STAR BUILDINGS

Port of Newcastle's ESG Strategy commits the organisation to investing in GreenStar rated developments for all new development projects where the rating can be applied.

In April 2021, PON submitted its Development Application (DA) to the Department of Planning, Infrastructure & Environment for the development of a four-storey 5-Star, GreenStar rated commercial building in Carrington to service the Port and support port related services.

The building will feature:

- Large solar power array
- Electric vehicle charging infrastructure
- High performance glazing and façade treatments
- Floor-by-floor sub-metering & monitoring systems
- Combined Mechanical and Natural ventilation

- Large bike storage and end of trip facilities to encourage alternative travel plans

The conditions are being currently being considered by the Independent Planning Commissioner and it is expected that approval for the development to proceed will be received in early 2022.

The tender for the design and construction of the building is in the market and marketing agencies have been engaged for management and attraction of prospective tenants.

The development will add to PON's already significant property portfolio and will allow PON to attract new and diversified business to the Carrington precinct of the Port.

During the reporting year, Port of Newcastle also commenced investigations into two additional future developments earmarked for GreenStar ratings.

MOBILE HARBOUR CRANES

Port of Newcastle's existing project cargo, general cargo and container handling capability will be further enhanced following a \$28.4-million investment in two Liebherr LHM 550 mobile harbour cranes and associated infrastructure at the Port's versatile Mayfield 4 berth.

The mobile harbour cranes will increase efficiency at the Port and provide an enhanced alternative for customers currently moving both oversized equipment and containerised cargoes through the East Coast's capital city ports.

With access to rail sidings and upgraded internal roads, able to handle oversized trucks, the new cranes are capable of handling a diverse mix of project cargo, including wind turbines, mining equipment, timber, steel coils and transformers. The cranes will also have the capability to work in tandem for heavy lifts and lift two 20' or one 40' container in a single move.

Port of Newcastle's Mobile Harbour Cranes are expected to be operational in the second half of 2022.

NBT SHIP UNLOADER

In May 2021, one of the largest single pieces of machinery to be brought into the Port of Newcastle arrived.

At over 62 metres high and weighing 750 tonnes, the \$35 million bulk ship unloader arrived. aboard specialist heavy lift ship. The 19,000-tonne HAPPY STAR was delivered, following a meticulously planned operation to safely transfer it onto Port of Newcastle's K2 berth in its Bulk Precinct at Walsh Point.

The bulk ship unloader is being installed at Newcastle Bulk Terminal and has capacity to unload bulk cargo – such as fertilisers, meals, mineral sands and various other bulk cargoes – at up to 1,200 tonnes per hour.

This unloading rate would be available as part of the second phase of the project, which includes the latest conveyor infrastructure to link the berth directly to nearby customer

storage and load-out facilities. This will be a significant increase on current discharge rates, vastly improving berth efficiency.

The arrival of the state-of-the-art unloader was a significant milestone in optimising bulk handling efficiencies at the Port.

The previous two unloaders were built in 1968 and were decommissioned in 2018, to be replaced with machinery that delivers the highest standards in safety and environmental management and a superior commercial outcome for customers

It is expected that the ship unloader will be ready for operation in mid-2022.

CASE STUDY: BULK PRECINCT SERVICES PROJECT

The Bulk Precinct is located at Walsh Point and has been identified as a key driver of strategic growth for PON, tenants and neighbouring businesses. The lack of services connections to vacant land, capacity constraints of existing services, and the lengthy timeframes associated with approval and construction of services infrastructure, significantly impacts the ability of PON to market and develop the Bulk Precinct.

Electricity, water, gas and telecommunications assets are currently available in the precinct however, capacity, safety and reliability constraints are unknown. The absence of efficient wastewater management infrastructure also negatively impacts the environmental outcomes in the precinct.

Wastewater on Kooragang Island is currently managed on a lot-by-lot basis by onsite septic or pump out systems. Trade waste, including first flush stormwater, is treated onsite prior to discharge to the Hunter River or at several licensed facilities, before being pumped into the Hunter Water wastewater network.

Over many years PON along with other entities whose Walsh Point facilities are covered by Environment Protection Licences (EPL) have been working with the EPA and made significant investments to improve environmental outcomes through a series of pollution reduction programs including water quality monitoring, treatment initiatives, infrastructure upgrades, end of pipe treatment investigations and improvements to operational practices on their individual sites with various results.

As a result, in 2021 PON commenced the Bulk Precinct Services Project with the primary objectives to develop and implement a servicing strategy that:

- Provides an integrated services corridor to enable connection to the electrical, communications, water and wastewater services;

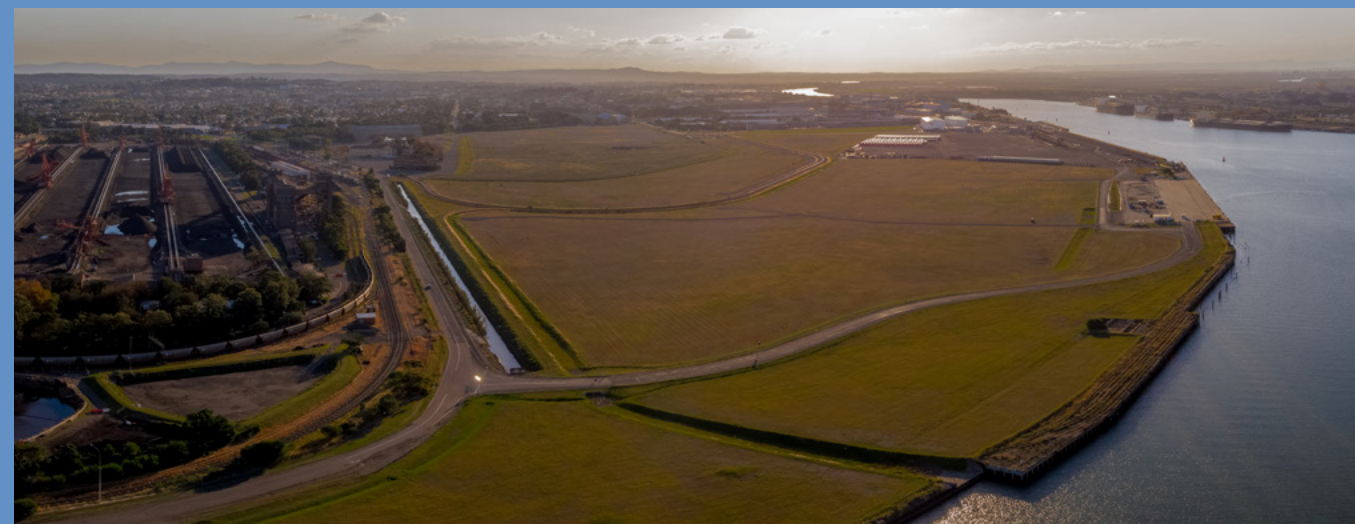
- Has the capability and flexibility to service future demands without any capacity constraints and service quality compromise;
- In consultation with relevant Utility Authorities, upgrades the existing utility services and has provision for new assets as required; and
- Allows staging of services provision to support development timeframes.

Senior Manager Engineering & Utilities Wendy West said "the Project has enabled collaboration with tenants, neighbouring businesses and the Utility Authorities seeking a precinct wide solution and will encompass sustainable design principles that will ensure flexible, robust and resilient infrastructure is delivered that also enables the integration of renewables and other low emissions technologies, efficient and effective water, wastewater and stormwater management to deliver the services required for growth and diversification whilst also delivering improved environmental outcomes."

This project will contribute towards the Port's ESG commitments and is one of our nominated eligible green projects under the PON Green Financing Framework.

A second party opinion provided by DNV Business Assurance as a third-party assurance provider to confirm that the project is compliant with current market standards, including the Green Loan Principles

The feasibility stage of the project is scheduled for completion in Q2 2022.



HYDROGEN HUB

In November 2021, Prime Minister Scott Morrison announced our new partnership with Macquarie Group's Green Investment Group and the Commonwealth Government's Australian Renewable Energy Agency (ARENA) to support the development of a hydrogen economy in the Hunter Region.

Port of Newcastle and Macquarie's Green Investment Group have launched a \$A3 million feasibility study into the development of a green hydrogen hub at the Port that includes the backing of a \$A1.5 million funding grant from ARENA, secured under its Advancing Renewables Program. The hub, called the Port of Newcastle Hydrogen Hub, will initially be underpinned by a 40MW electrolyser that over time would increase to a capacity of over 1GW.

The feasibility study into the initial 40MW hub will determine

a broad and comprehensive range of potential use cases for green hydrogen in the Hunter, which build on the region's strong industrial heritage. These include mobility, bunkering, energy production and industrial uses at the scale necessary to position the Hunter at the centre of the emerging global green hydrogen opportunity. Developing these use cases would support the creation of local jobs during construction and operations, the development of new industries and contribute to Australia's long-term economic and energy security.

The study will also assess the suitability of an optimal site within the Port which, given its large size and existing infrastructure, has a range of options for developing and scaling-up hydrogen and ammonia infrastructure that can successfully link into existing East Coast supply chains.

“ A green hydrogen hub in the Hunter, underpinned by a 40MW electrolyser, would support the development of new industries in the region and contribute to Australia's long-term economic and energy security, as well as creating local jobs during construction and operations.

Professor Roy Green
Port of Newcastle Chair

Port of Newcastle and Macquarie's Green Investment Group have also signed Memoranda of Understanding with Idemitsu, Keolis Downer, Lake Macquarie City Council, Snowy Hydro and Jemena, all of whom will participate in the feasibility study. Macquarie's agriculture platform, which manages more than 4.5 million hectares of farmland across Australia, will also participate in the feasibility study, focusing on green ammonia for fertiliser production. These partnerships represent key industries in the Hunter Region including agriculture, mobility, export and bunkering, energy generation and transport. A

Memorandum of Understanding has also been signed with the University of Newcastle as the project's research and development (R&D) partner.

The Port of Newcastle Hydrogen Project will support the Federal and NSW governments' ambitions to produce and export the cheapest clean hydrogen in the world. It will focus on the production of green hydrogen for domestic and export use, incorporating a green ammonia plant, green hydrogen plant and grid-connected energy solution that will support the regions abundant renewable resource.

“ This project has the potential to create thousands of low-carbon jobs in a new export industry for the Port, the Hunter, NSW and Australia. Not only does it support our diversification plans here at the Port, but also our commitment to clean energy diversification, renewables projects and further opportunities to support local jobs and more environmentally sustainable export pathways to global markets.

Craig Carmody
Port of Newcastle CEO



**OUR
PARTNERSHIPS**

OUR PARTNERSHIPS

In Newcastle, we live, work, and play alongside our harbour. Since that first commercial shipment departed in 1799, the port and its city have prospered.

The fortunes of the Hunter Region and the Port of Newcastle will remain inextricably linked.

To this end, we will ensure the port continues to support thriving, prosperous communities for generations to come by operating a world-class asset in a future-looking, socially responsible way.

We will continue to provide a platform for engagement with our community, through inviting key representatives across a variety of suburbs and stakeholder groups to participate in our Community Liaison Group.

Partnerships are at the core of our mission to drive the principles of ESG through our operations, our internal culture, and the way we engage with our customers and communities.

These partnerships unite our Board, management, employees, customers, and community around shared values that create positive change.

Port of Newcastle is committed to maintaining strong relations with local education and training providers. We are proud to support the development of our next generation of professionals and build the capacity of our local region to support employment opportunity, career pathways and jobs of the future.

The Hunter region's growth, economic diversification and social cohesion are at the heart of a Memorandum of Understanding signed in October 2021 between the University of Newcastle and Port of Newcastle.

"In addition to being an inaugural Gold sponsorship member of the University's Integrated Innovation Network, Port of Newcastle is partnering with University of Newcastle to create

The organisations have pledged to collaborate across areas including:

- Research, development and enabling platforms
- Talent development
- Innovation programs
- Community engagement and collaboration, including with Aboriginal and Torres Strait Islander communities; and
- Energy hub and precinct development

a new spectrum of future learning and career pathway opportunities for students and local jobs that support the development of new economies and the long-term prosperity of Australia's deepwater global gateway and the Hunter Region," Mr Carmody said.

"Through this partnership we will be able to identify collaborative opportunities in research and development, talent development and education, innovation programs, community engagement, diversity and new trades development that will be needed into the future to support the Port's diversification agenda and local industries as they evolve.

"Our Port is already a significant driver of economic prosperity in the Hunter and this partnership with the University

of Newcastle will, through educational and integrated employment opportunities, inspire the next generations of Port workers and ensure the region has several significant growth industries to create jobs in the near future and for our children in the decades ahead."

Professor Zelinsky said it was exciting to collaborate with such an important and high performing organisation like Port of Newcastle to make sure the Hunter region was ahead of the shifts happening in the economy.

"Through the Newcastle Institute of Energy and Resources, we will strengthen our work with the Port of Newcastle on new energy, including hydrogen, where I see huge potential for the region. Together we have the critical mass to boost the local

economy through industry-led energy innovation.

"Our University is committed to this region's economy – our research is critical for new industries and our students will form the workforce for decades to come," Professor Zelinsky said.

"The University of Newcastle teaches more than 39,000 students every year, and we need to prepare them for the workforce of the future. This means giving them the opportunity to work before they graduate and to make sure we're shaping new degrees to what the region needs."

Recognising the need to support development of STEM based skills in the Hunter Region young people. This formalised partnership builds on Port of Newcastle and University of Newcastle's launch of the Indigenous Students in STEM Scholarship in 2020,

The \$30,000 partnership with University of Newcastle aims to enhance the Hunter Region's capacity in meeting future

technology-led jobs and to support tertiary education pathways for Indigenous students.

Port of Newcastle's Indigenous STEM Scholarship is open to Indigenous students who plan to complete a Science, Technology, Engineering or Mathematics (STEM) related degree at the University of Newcastle.

Three scholarships, each worth \$10,000, will be awarded over the three-year period of the program.

The scholarship forms part of a broader commitment to creating social, environmental, and economic benefits for NSW and the Hunter Region.

As well as financial support, the scholarship includes the opportunity to take part in professional development at Port of Newcastle and learn more about our operations.

The scholarships will be awarded again in 2022 based on university enrolment, merit, and community involvement.

CASE STUDY: INDIGENOUS STUDENTS IN STEM SCHOLARSHIP

Proud Ngarigo man, Jack Goldspink was named the inaugural Indigenous STEM Scholarship recipient. The young Aboriginal leader is studying a Bachelor of Exercise and Sport Science at University of Newcastle, and is a step closer to his dream of becoming a mentor and coach for other young Aboriginal people thanks to the scholarship.

"The Port of Newcastle Indigenous STEM Scholarship is a reward for all the effort I put in across year 11 and 12, and the challenges I overcame during that time. Finishing high school, getting a good ATAR, being accepted into my preferred course at the University of Newcastle and now receiving this scholarship showed me that with effort, you really can get anything done. I hope to be able to inspire and support other young Aboriginal people to do the same" – Jack Goldspink, 2021 Inaugural Indigenous STEM Scholarship recipient



Another significant partnership for the Port of Newcastle during 2021 was that with Macquarie Group's, Green Investment Group and the Commonwealth Government's Australian Renewable Energy Agency (ARENA) to support the development of a hydrogen economy in the Hunter Region.

The hub, called the Port of Newcastle Green Hydrogen Hub, will initially be underpinned by a 40 MW electrolyser which can generate sufficient green hydrogen to power 900 buses for a year and, will over time, increase to a capacity of over 1 GW.

Read more about our Hydrogen Hub in the Our Prosperity

section of this report.

In 2021 Newcastle Jets Football Club welcomed Port of Newcastle as their major partner for the next three upcoming seasons, supporting both the men and women's A-league teams.

Port of Newcastle CEO Craig Carmody said Port of Newcastle's staff are thrilled to be bonded by gold with the local team this season as the Jets return to their iconic roots.

"This partnership bonds together two like-minded organisations. The Port has been here for 222 years, and

we have a strong workforce of Jets supporters among our own Port of Newcastle team. Many don't know that Port of Newcastle has a long history of loving and supporting football, with some of the first wharries to work at the Port through the 1900s, belonging to social football teams and kicking the ball around the Port after a hard day's work."

Mr Carmody also says the Port has partnered with the Jets Women's side to inspire future generations of young female footballers into the sport, and potentially one day a Jets jersey.

"As a traditionally male dominated industry, Port of Newcastle is keenly focused on supporting diversity and inclusion, gender balance and opportunities for women within our workforce, so the opportunity to support other women to pursue their goals presented the perfect partnership for us."

"By supporting the Jets A-League Women's team, the Port hopes to inspire another generation of women and young footballers to follow their dreams and pursue any career they want to within community be it at the Port or on the football field,"

YOUR PORT, OUR COMMUNITY SPONSORSHIP PROGRAM

We acknowledge there are a range of expectations and views within the community regarding the port and its activities. Key to PON's commitment is engagement and active communication. The Port of Newcastle partners with the community and industry to assist local groups that invest in our region's future and make a measurable difference to the lives of its people.

The Port's sponsorship program is a key component of our commitment to enhancing social, economic, and

environmental outcomes for the Hunter Region and NSW.

Funding offered through the Your Port, Our Community Sponsorship Program is in addition to the \$1 million the Port provides annually through the Newcastle Port Community Contribution Fund, which the NSW Government administers.

In 2021, our sponsorship program helped deliver projects that give rise to thriving, prosperous communities for generations to come.

Port of Newcastle was pleased to announce the outcome of its 2021 sponsorship program, with funding and in-kind support provided to 13 local organisations.

The 13 organisations supported through the Community and Planet themes of the sponsorship program are:



JENNY'S PLACE

Domestic Violence Service for critical building and service improvement works.



FRIENDS OF SCHOOL MASTER'S HOUSE

Ash Island for the Ash Island Revegetation Program.



GO CIRCULAR

To support the establishment of a circular economy youth development and education program.



WORIMI LOCAL ABORIGINAL LAND COUNCIL

To support the Hunter Estuary Wetlands mangrove removal program.



ON A FLOATING WORLD

To support an education and event series about Newcastle's coastline and waterways.



NEWCASTLE MEN'S SHED

To fund a 3D printer for a high school STEM mentoring program.



STOCKTON HISTORICAL SOCIETY

To fund a historical signage project in Stockton.



HUNTER WETLANDS CENTRE

To fund educational signage for its Bush Tucker Garden.



NEWCASTLE CRUISING YACHT CLUB

To fund lifejackets and equipment for the Little Tackers learn to sail program.



CURIOUS LEGENDS

To fund family targeted theatre performances and workshops highlighting trash and sustainability issues and impacts.



HUNTER HURRICANES

To support the 2021-22 Australian Water Polo League competition at Queens Wharf on Port of Newcastle.



NEWCASTLE ROWING CLUB

To fund the course survey for the annual regatta.



STOCKTON COMMUNITY GROUP

To fund a portable data projector for local community meetings.

5%

OUR PEOPLE TARGET

35%

OUR COMMUNITY TARGET

35%

OUR PLANET TARGET

25%

OUR INDUSTRY TARGET

SPONSORSHIP TOTAL = \$120,401



2021

2021 SPONSORSHIP PROGRAM ALLOCATIONS

3%

OUR PEOPLE

38%

OUR COMMUNITY

29%

OUR PLANET

30%

OUR INDUSTRY

Go Circular said the Port of Newcastle's support was crucial to the organisation's ability to launch the inaugural Hunter 100 Circular Economy Youth Leadership Program.

“ Port of Newcastle has supported Go Circular to harness young people's passion to protect our climate by providing them with the skills, networks, and confidence to solve problems around transitioning to a regenerative circular economy through. With the Port's support, our Hunter 100 program is pioneering career opportunities for emerging students in the Hunter by developing skills for the workforce of the future.

Annie Jiang
Founder, Go Circular

“ We're excited to be working with Port of Newcastle again in 2021 for our production Curb—a family friendly event highlighting trash and sustainability issues, which would not be possible without their input. Port of Newcastle's support is crucial to our engagement with the wider community and is enabling us to increase our outreach this year.

Mitchell Reese
Artistic Director, Creative Legends

Newcastle Cruising Yacht Club said the Port's support will enable the Club to upgrade life jackets and other equipment for its learn to sail program.

“ We are so thankful for the support from Port of Newcastle to assist us in purchasing children's lifejackets for our Little Tackers learn-to-sail program. We have had so many kids come through our fun courses that our jackets have had many, many hours of use and the Port's support will enable us to upgrade our life jackets. Our Little Tackers learn to sail program aims encourage more children to get out on the beautiful Newcastle Harbour and give sailing a try.

Jacqueline Ellis
Manager, Newcastle Cruise Yacht Club Sailing Academy

CASE STUDY: NEWCASTLE MEN'S SHED

Newcastle Men's Shed is a community based not-for-profit organisation. Located in Hamilton, the Men's Shed aims to support the mental health and wellbeing of men through its active involvement and contribution to community through projects, including community gardens, school projects, youth mentoring, toy making and much more.

Port of Newcastle is proud to partner with Newcastle Men's Shed to support their student mentoring program with local high schools. The program is designed to engage young people in practical STEM skills and provides mentorship and valuable connection between Men's Shed volunteers and students and empower them to develop and realise career opportunities and further education pathways.

“The grant funding received from Port of Newcastle for the purchase of a 3D printer will enhance our student mentoring program by engaging high school students in the use of STEM technology. Through this program we aim to provide students with a wider outlook on their capabilities and encourage them to aspire to future STEM opportunities in education, employment, and career pathways by applying these skills in achievable employment pathways for example those industries that use CNC machines,” said Mr Pollock.

INDUSTRY SPONSORSHIP

MISSION TO SEAFARERS

One of our most important Industry sponsorships is to Mission to Seafarers – a global charity providing much welcome support to seafarers.

Sorely impacted by COVID-19, local charity organisation The Mission to Seafarers has received a \$25,000 helping hand to enable them to continue delivering their life-changing mental health and wellbeing support work for thousands of seafarers who sail into Newcastle each year.

The Mission to Seafarers is a lifeline for seafarers visiting the Port who would otherwise have no support or contact without the services they provide.

2021 was a difficult year for many in our community, including local charities, and the work that The Mission to Seafarers in keeping seafarers who visit our city, and all over the world, supported has proven more critically valuable than ever before.

We are pleased that we have been able to answer their call for help by more than doubling our annual contribution to this invaluable charity service

In response to the pandemic and this impact on the global freight supply chain, Seafarers are now being offered critical COVID-19 vaccinations through a program being run by The Mission to Seafarers in collaboration with Hunter New England Health and Port of Newcastle's operations team.

Mission to Seafarers has adapted their services in response to the impact of COVID including enhancing their digital and online services through an online shop, increased social media presence whilst at the same time losing a large proportion of their volunteer base.

The Mission to Seafarers Newcastle is part of a global mission founded in 1856 operating in more than 230 ports world-wide. It operates through a network of chaplains, honorary chaplains, lay staff and helpers. In Newcastle, the Mission operates through a network of chaplains, honorary chaplains, lay staff and its volunteers offering help and support for all seafarers from around the world.

CASE STUDY: CONNECTING SEAFARERS WITH THEIR LOVED ONES

Pre-pandemic seafarers worked on ships for nine months at a time but now, because crews are unable to disembark due to quarantine restrictions, they are stuck onboard vessels for two years at a time.

This means they are unable to purchase cheap phone cards, SIM cards or access inexpensive onshore communication equipment. There is no connectivity onboard most ships visiting the Port of Newcastle, apart from satellite communications which is prohibitively expensive for crew to use.

In 2021, under a new initiative launched and funded by Port of Newcastle and one of its tenants, Newcastle Coal Infrastructure Group (NCIG), seafarers are now able to get online through their phones, tablets and computers thanks to the devices.

“It's very special when you see seafarers getting some face time with their families after months at sea, it's pretty emotional to be honest,” says Robert Coombs from Seafarer Connect.

Philipp Bourquin, Operations Manager at the Port of Newcastle, said the Port was proud to provide funding for the WIFI kits to help seafarers feel closer to home.

“The provision of WIFI is something many of us take for granted, yet it is a simple and effective way that we can help improve the wellbeing of the thousands of seafarers visiting Port of Newcastle each year,” he said.

A seafarer aboard the 'Warnow Chief' says he was able to watch his children play over FaceTime and attend the live streamed funeral of a loved one.

“Thanks so much for this service, it means so much,” he said.

At ports across the nation Seafarer Connect helps thousands of seafarers connect to home with each using roughly 2.6 Gigabytes of data – enough for many hours of video calls to family, to browse news services from home and to download a few movies, online courses or other literature.

ACKNOWLEDGING OUR ABORIGINAL HERITAGE

Port of Newcastle operates within the traditional countries of the Awabakal and Worimi peoples and is committed to building stronger relationships with its local Aboriginal communities.

Reconciliation to Port of Newcastle means the understanding and recognition of Australia's traditional owners in what we have done, what we will do and the role we play in our community.

It is about creating a safe place for past, present and emerging traditional owners who work with and for the Port, and ensuring that future generations are set up for success.

It is recognising our connection to the local indigenous peoples and our connection to the land and waters on which we operate.

Through our role as a community and industry leader, Port of Newcastle can meaningfully engage stakeholders across the Newcastle/Hunter region, and the wider NSW regional areas. We are committed to engaging with our local Land Councils, and with the Land Councils on the lands that Port of Newcastle supports through its operations to build relationships and meet the needs of the Traditional Owners and their communities.

We will engage with critical employers in our region, including our tenants, other industry leaders and the Newcastle City Council to support PON's reconciliation efforts and actions. We will engage with education providers at all levels, including schools, TAFE and the University of Newcastle, to set our region's future indigenous leaders to provide opportunity for meaningful and long-lasting impact. We will share our journey with and be accountable to our stakeholders.

In mid-2021, Port of Newcastle put out an expression of interest to those employees who would like to be a part of PON's

Reconciliation Action Plan Working Group (RWG). Consisting of members from across the organisation, the RWG set about developing the first Reflect RAP.

Port of Newcastle has been committed to recognising and celebrating our local indigenous community through several individual initiatives to date. The development of the Reflect RAP is an opportunity for PON to build on those initiatives already in place and to identify new actions to make a meaningful and lasting impact on our communities.

In 2021, Port of Newcastle developed its first strategic Diversity & Inclusion Plan. This plan outlined PON's commitment to identify and address any gaps or opportunities across all areas of diversity. This plan identified our local indigenous community and broader reconciliation as critical areas for focus and areas where we will be able to have true and lasting impact in the coming years.

The development of a RAP allows PON to demonstrate its commitment to reconciliation, economic and social participation and identify practical actions to support our first nations communities.

We also recognise that a RAP will allow PON to better support our own ATSI employees and ensure that we are putting in place provisions for both current and future employees for success.

Focusing on the areas of Relationships, Respect, Opportunities and Governance, PON has set up a number of critical and meaningful actions to build on our solid foundations in working, supporting and celebrating our first nation communities.

“ The 'Your Port, Our Community' commitment is about ensuring the port and the communities surrounding it continue to thrive for generations to come.

Tim Ashworth
Stakeholder Engagement Manager, Port of Newcastle

RECOGNITION & ACHIEVEMENTS



HUNTER BUSINESS CHAMBER AWARDS

- Winner Contribution to the Region



SUSTAINABILITY ADVANTAGE

- Silver Partner Recognition



BANKSIA AWARDS

- Finalist Small and Medium Enterprise Transformation



GLOBAL REAL ESTATE SUSTAINABILITY BENCHMARK

- Five Star Rating





For questions regarding the report
or its content please get in touch with

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This report is printed on FSC certified 100% recycled paper using an environmentally friendly, chemical free print process with soy-based inks.



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