

# WE'RE POWERED BY OUR PEOPLE

*We won't compromise on their health, safety and wellbeing. We are committed to a target of zero injuries*

Our business success is dependent on the performance and achievements of our people. That's why their health, safety and wellbeing are an overriding value and why we have an unwavering commitment to zero injuries.

We facilitate the stockpiling and loading of coal utilising large and moving equipment, often operating automatically and controlled remotely, with skilled and experienced workforce operating on a 24-hour basis.

We have established, implemented and maintained several procedures for the ongoing hazard identification, risk assessment and determination of necessary controls to keep our people safe and healthy. All employees, contractors and visitors are covered by our Health and Safety Management System and ISO 45001 certification, which is audited annually by external auditors.

## Performance

In 2023, Port Waratah met the targets of zero fatalities and zero significant health exposures during the year. We ended the year with an all-injury frequency rate (AIFR) of 1.88, which means we met our target of an AIFR of below four. We reported two recordable injuries during the year, which is a decrease of five compared to 2022. Our ongoing focus is to continue to provide a workplace where everyone can work without being harmed because of activities or operations.

Two of the incidents identified posed a risk of high-consequence injury. Actions have subsequently been implemented to prevent recurrence. Of the 259 health and safety incidents recorded in 2023, 256 (98.8 per cent) were determined to be low to moderate severity incidents and three (1.2 per cent) high to critical. No incidents of ill health were reported during the year. These results are a positive step for our safety performance in comparison to 2022.

## Occupational hygiene

Health risks for each worker in similar exposure groups (SEGs) working at Port Waratah have been assessed, risk ranked and recorded in our Health Risk Register. This register is maintained and reviewed at least annually.

Our monitoring programme is coordinated and facilitated using an external consultant with specific occupational hygiene competency and qualifications. Monitoring is conducted in accordance with current accepted methods and is carried out on all SEGs based on their exposure levels in the workplace.

## Continuous improvement

We implemented the first year of our revised Health and Safety Strategy and improvement projects planned for 2023-2025.

**TOTAL INJURIES** 2

**GENDER**



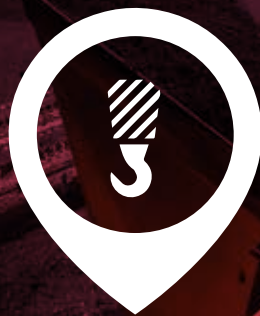
**INJURY TYPE**

2 LTI (LOST TIME INJURY)

0 MTI (MEDICAL TREATMENT INJURY)

0 2

FEMALE MALE



**RESULTS**

0 2

CARRINGTON  
(0 LTI, 0 MTI)

KOORAGANG  
(2 LTI, 0 MTI)

ALL INJURY FREQUENCY RATE  
1.88 (PER 1,000,000 HOURS)

**0 FATALITIES**

We completed a comprehensive, risk-based occupational hygiene exposure monitoring programme in 2023 across Kooragang and Carrington terminals with personal exposure monitoring conducted across 12 SEGs. No significant health risks were identified and no additional control measures were required.

A review of the Port Waratah Fatal Hazard and Critical Control Programme including existing bowties and critical control monitoring tools was also completed. The development of the Critical Control Management Plan data dashboard was achieved, and we continued the rollout of worker education materials and embedding of the critical controls into systems and processes.

The Health and Safety team continued implementation of the Health and Safety Broad Brush Risk Register, reviewing and validating the risk register content with key stakeholders and communicating risk and control information to key stakeholders across the business.

In 2024, we plan to continue implementing and embedding projects related to wellbeing, hazard identification and risk management, technology improvements and ongoing improvements in systems and processes. These projects will be underpinned by our culture of shared accountability and responsibility when it comes to health and safety, particularly our goal of zero work-related injuries and illnesses.

 **CASE STUDY**

**Hearing and respiratory protection device fit testing campaign**

As a part of the 2023 Medical Surveillance Programme, we focused on embedding audiometric and respiratory surveillance. We implemented a new suite of hearing protection, and reviewed the suite of respiratory protection and its suitability to the work environment at Port Waratah.

We championed a three-month fit-testing campaign, targeting employees that experience increased exposure to high dust content particles and higher noise volumes based on their work environment and day-to-day tasks. Our employees completed 223 fit tests, predominantly operator and trade roles.


Fit testing and employee education for respiratory and hearing protection proved to be a simple, non-invasive way for our people to be confident the devices they choose to wear, and how it is worn, protects their health.

This campaign played a crucial part in our commitment to the occupational health and safety of our workers and remains a key focus for 2024.

### Live Better, Work Better

The ‘Live Better, Work Better’ programme continued to provide information and awareness for our employees through monthly focus topics during the year. Our focus on Live Lean, explores optimal metabolic health including managing weight and body fat, understanding cholesterol fats, sugar and diabetes, and the link to fitness and movement. Our focus on Cells Behaving Badly covers what causes cells to misbehave, how our body protects us against cancer, lower your risk and what to look out for and how to protect yourself against lung and bowel cancer.

Key initiatives to fit in with national health campaigns such as R U OK? Day were developed and delivered with the support of external subject matter experts and provided to employees via videos and face-to-face presentations as well as regular email communications.

 **CASE STUDY**

**Managing psychosocial hazards at Port Waratah**

This year, Port Waratah conducted a review of our existing Mental Health Framework, which is used to identify and control psychosocial hazards in the workplace.

Psychosocial hazards at work are situations that may cause a stress response, that in turn can lead to psychological or physical harm. One of the ways that Port Waratah manages these psychosocial hazards is with a volunteer employee Peer Support Network. Since its introduction in 2020, the number of Peer Support volunteers has grown to 66 members across the business, representing 20 per cent of our employees, supporting their workmates when they need it.

In November 2023, our Peer Support volunteers participated in two forums on psychosocial hazards presented by SafeWork NSW.





A total of

2,298

HSE interactions

70

Employee  
medicals

222

Occupational  
hygiene samples  
taken



211

Flu shots  
given

223

Respiratory  
Protection  
Fit tests  
completed



151

Critical Control Monitoring Programme  
verifications across seven critical risks

Total hours worked  
(employees)

573,628



Total hours worked  
(contractors)

480,219



66

Peer Support Network  
team members