



Contributing to the SDGs

Port Waratah is committed to contributing, however modestly, to the achievement of the UN Sustainable Development Goals (SDGs). We address the challenges and targets in the context of our own business and operational environment by implementing specific strategies, systems, programmes and initiatives as part of business as usual. The achievement of the SDGs requires collaboration and partnership with other local businesses and services, and across Industry. Port Waratah is a member of Hunter Region SDG Memorandum of Understanding and Taskforce, and Sustainable Procurement Subcommittee, working collaboratively to grow and improve the implementation of SDGs within the Hunter Region.

Responsibly managing ESG

Responsibly managing environmental, social and governance (ESG) risks and opportunities has always been part of the way we do things. By taking an integrated approach to sustainability, we are able to live our values of service, progress, integrity, excellence and caring, and deliver on our purpose.

Our business driver framework delivers an overarching approach to maximising sustainable business practices and managing our potential social, economic and environmental impacts, including development of goals and objectives. Our framework fosters openness and transparency with our stakeholders and provides a platform for ongoing collaboration with our people, empowering them to mitigate social and environmental risks. There is also strong alignment between our business drivers and the interests of our stakeholders.

+ HEALTH & SAFETY

OBJECTIVE: Our performance must reflect that we hold the health and safety of people in our business as an overriding value.

OUR APPROACH: How we operate

HEALTH & WELLBEING To be a workforce that is motivated to continually improve our personal and occupational health to achieve improved health outcomes both inside and outside of work.

SAFETY To continuously improve our safety performance through shared responsibility while proactively managing hazards and risks.

OUR GOALS: Where we strive to be

FITNESS FOR WORK All people working onsite take responsibility for being fit for work and our people are encouraged to participate in Fitness for Work programmes.

HEALTH AND WELLBEING Our people strive for balance and our work contributes positively to a healthy lifestyle.

FATALITY PREVENTION We proactively work to identify critical controls and regularly verify and continue to improve their effectiveness to prevent fatalities.

OCCUPATIONAL HYGIENE We have a shared responsibility for occupational hygiene from the identification of hazards to the implementation and measurement of controls, targeting zero harmful exposures.

HAZARD IDENTIFICATION AND RISK MANAGEMENT We have a shared responsibility to actively identify hazards, assess risk and implement robust controls to eliminate or minimise the risk of injury or illness to our people.

SDG ALIGNMENT:



LICENCE TO OPERATE

OBJECTIVE: Our environmental performance and our engagement with stakeholders will support being granted ongoing and, if required, new Licences to Operate.

OUR APPROACH: How we operate

ENVIRONMENT To continuously improve our baseline performance while proactively managing hazards and risks.

RELATIONSHIPS, SOCIAL IMPACTS AND CONTRIBUTIONS To be an active member of Newcastle and the Hunter Region. We build genuine, reliable relationships with our local community and together create shared positive outcomes. We support our local economy and community to help make our city more liveable.

OUR GOALS: Where we strive to be

AIR QUALITY Proactively work to continuously reduce emissions from our operations and our contribution to the Newcastle airshed.

NOISE Proactively work to continuously reduce noise from our operations and our contribution to ambient and intrusive noise levels in residential areas.

WATER Proactively work to continuously improve our water management systems while reducing our impact on the Hunter River.

ENVIRONMENTAL FOOTPRINT Proactively work to reduce our demand on the capacity of the natural resources and the environment in which we operate.

CLIMATE Reduce net Scope 1 and Scope 2 (market-based) emissions by 50 per cent by 2030 compared to a 2018 baseline year.

RELATIONSHIPS Our relationships are long-term and robust, and are based on trust, values-based leadership and responsible decision making.

COMMUNICATION AND ENGAGEMENT We engage proudly and transparently about our operations, role in the coal chain and the topics that are material to our stakeholders.

PARTNERSHIP We collaborate and work in partnership to achieve mutually beneficial outcomes while contributing to the success of the Hunter Region.

SUSTAINABLE CONTRIBUTION We operate within a sustainable and responsible supply chain. We contribute to maintaining a diverse and resilient local economy and community.

SDG ALIGNMENT:





EFFECTIVE ORGANISATION

OBJECTIVE: Our culture encourages and rewards employee alignment and engagement. Our systems support efficient and effective leadership, robust governance, and excellence in operational delivery.

OUR GOALS: Where we strive to be

OUR STORY We regularly talk about Port Waratah's purpose, strategy and what matters here, in the context of global change, to remain relevant, sustainable and responsive.

ONE TEAM We actively communicate and collaborate across the business to align and leverage strengths to deliver and share successes.

OUR VALUES We strive to live our core values consistently in the way we work.

LEADERSHIP We guide and enable our people to connect with our strategy and what matters here.

WORKFORCE PLANNING We forecast roles and skills required to enable business readiness to meet future needs.

REGULATION AND LICENCING Our compliance with relevant regulation and licencing aligns with our values and considers stakeholder expectations, even if this requires us to perform better than compliance standards.

OUR APPROACH: How we operate

CULTURE To enable and connect One Team to Port Waratah's values and strategy.

CAPABILITY To understand and align our people's capability to meet future needs.

IMPROVEMENT To enable our people to work smarter in a way that is aligned with our strategy.

GOVERNANCE We will ensure we meet or exceed our business obligations.

CHANGE MANAGEMENT Our people are enabled to co-create solutions, implement change and iterate it to drive value and foster continuous improvement.

BUSINESS ACUMEN Our people understand our strategy and use it to focus and align their work.

INNOVATION AND TECHNOLOGY We challenge the status quo, strive for innovation and actively exploit proven technology to optimise our ability to deliver our strategy.

MONITORING AND MEASUREMENT We continuously monitor, review and measure our performance, communicate outcomes and use data to identify improvement opportunities.

LEARNING AND DEVELOPMENT Our people are engaged with learning and development opportunities, enhancing our core capabilities to deliver strategic objectives.

PERFORMANCE AND RECOGNITION Our culture celebrates performance that delivers our strategy and our people are recognised for the value they add.

SDG ALIGNMENT:



OPERATIONAL DELIVERY

OBJECTIVE: We deliver the services our customers expect and we care for our assets so that we can do so reliably on an ongoing basis at the lowest sustainable coal handling charge. We have efficient and robust governance and commercial processes.

OUR GOALS: Where we strive to be

ASSET STRATEGY We strategically manage the life of our assets consistent with our long-term capacity requirements and in a way that maximises asset service delivery, manages risk and considers whole of life costs.

MAINTENANCE STRATEGY Our Maintenance Strategy is optimised to ensure we are doing the right work at the right time to deliver business performance and reliability.

FINANCE Our financing and insurances are strategically managed in a proactive manner to support the business and are reflective of a balance of cost and risk.

PROCUREMENT Our people are engaged and aligned with the integrity of our processes to deliver value and efficient, timely outcomes.

OUR APPROACH: How we operate

INFRASTRUCTURE STRATEGY To manage the life of our assets and optimise maintenance to maximise business performance.

PLANNING To cascade the infrastructure strategy enabling proactive and transparent planning in alignment with customer expectations.

DELIVERY To deliver a service that meets the customer expectations of responsiveness, flexibility and reliability.

COMMERCIAL To ensure our commercial strategy supports our business at the lowest sustainable coal handling charge.

ACCOUNTING AND COST CONTROL Our people are engaged in maximising sustainable value through our fiscal and cost management decision making.

SERVICE DELIVERY We deliver our service in accordance with the plan while effectively managing variation to achieve customer requirements. We embrace continuous improvement to maximise our performance.

PROJECT DELIVERY Our projects are delivered using consistent methodology to established performance standards. Projects are seamlessly integrated into an engaged business while delivering benefits aligned with our strategy.

SDG ALIGNMENT:



COAL CHAIN

OBJECTIVE: We engage proactively and positively with end users, customers and other service providers in the interest of maximising coal chain performance while securing our commercial model. We understand our development opportunities and are positioned to be able to pursue them when required.

OUR GOALS: Where we strive to be

RELATIONSHIPS AND REPUTATION Customer relationships reflect mutual understanding and trust. Our customers and potential customers acknowledge and advocate Port Waratah are the Terminal Operator of choice and our service offering adds value to their business.

COAL CHAIN PARTNER As an active participant in the Hunter Valley Coal Chain we identify opportunities, innovate, influence and lead in the best interests of our customers.

OUR APPROACH: How we operate

CUSTOMER SERVICE To act in the best interests of our customers and our relationships reflect mutual understanding and trust.

STRATEGY To understand our capacity requirements and adapt our operations in the best interests of our customers and the Hunter Valley Coal Chain.

CONTRACTS We actively promote and leverage the benefits of long-term contracts with existing and potential customers and other stakeholders.

CAPACITY ALIGNMENT We identify and plan to optimise capacity. We respond to internal and external forces and are positioned to be able to influence and implement change when required.

ADAPTABILITY Our customers trust that we make the right decisions to adapt our operations in their best interests and the interests of the coal chain.

SDG ALIGNMENT:

