



PORT OF NEWCASTLE

ECOPORTS PERS REPORT 2023

4 MARCH 2024

QUALITY INFORMATION

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The content of each chapter within this document and the self-diagnosis method has been discussed and confirmed jointly by the Port of Newcastle (PON) Executive Leadership Team, comprising of Chief Executive Officer, Chief Financial Officer, Executive Manager Marine and Operations, Executive Manager Infrastructure Services, General Counsel, Executive Manager Corporate Services and Executive Manager Business Development, in addition to confirmation from the Senior Manager Property, Environment and Planning.

All records and related documents of the Port Environmental Review System (PERS) report are jointly maintained by relevant departments of PON, including Property Environment & Planning, ESG, People & Culture, Safety and Legal.

This report will be reviewed and updated every two years or when any content modification is required.

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PORT PROFILE

The following Port Profile section is intended as an introduction. The introduction section is followed by the specified sections and numbering as outlined in PERS Requirements and guidelines Version 5 December 2016, starting with Section 1.0.

PON ENVIRONMENT, SOCIAL & GOVERNANCE RESPONSIBILITY

PON considers the robustness of its Environment, Social & Governance (ESG) systems and strategies as critical to a strong and successful future. By embedding positive ESG practices across PON, the organisation seeks to mitigate environmental, legal and reputational risks while also increasing Board oversight, enhancing employee engagement and positively influencing customer behaviour.

The PERS fits with PON's ambition to be transparent about its approach and ESG performance, and to inspire other ports in the Pacific region to do the same. PERS is primarily designed to assist ports in developing an environmental management program in line with the recommendations of the European Sea Ports Organisation (ESPO). The ESPO Environmental Code of practice 2004 recommends that ports should:

- Contribute towards a sustainable logistics chain;
- Encourage wide consultation, dialogue and cooperation with relevant stakeholders at a local level (port users, community non-government organisations [NGOs]);
- Generate new knowledge and technology and develop sustainable techniques which combine environmental effectiveness and cost efficiency;
- Enhance cooperation between port administrations in the field of environment, facilitate the exchange of experiences and implementation of best practices on environmental issues;
- Prepare a publicly available environmental policy to increase awareness of environmental concerns and integration of sustainable development;
- Conduct appropriate environmental impact assessments for both port projects and port development plans;
- Stimulate continual improvement in the port environment and its environmental management;
- Promote monitoring based on environmental performance indicators in order measure objectively identifiable progress in environmental port practices;
- Promote environmental reporting as a means of communicating environmentally good behaviour to stakeholders; and
- Intensify the communication about the environmental achievements made by ports.

PERS is based on internationally recognised professional best practice and yet remains a port specific system developed by ports for ports. It is formulated to be flexible and

capable of evolution so it can be adapted to future changes in legislation and priorities for action. The system defines a basic standard of good practice for the port sector.

PORT LOCATION AND PORT AREA

There are several boundaries that are relevant to the Port operations and management:

- the State Environmental Planning Policy (SEPP) (Transport and Infrastructure) 2021 Three Ports Land Zoning area boundary, which is a regulatory boundary rather a land ownership boundary (and includes land outside PON control);
- the Port Lease Area, which is the land within PON control;
- the Port Area which includes the Port Lease Area, waterways where PON has access rights to allow shipping or waterfront infrastructure, as well as any land adjacent to the Lease Area that is managed by PON; and
- the Ports SEPP boundary and the Lease Area (as defined in the Lease) and are shown in Figure 1 and Figure 2. PON does not undertake all activities within the Lease Area; much of the area is sub-leased to commercial organisations typically involved in export/import trade. References to 'PON' in this report mean the land and waterways used by PON and defined as the Port Area in the Port Lease.

The PON Environmental Management Plan (EMP) applies to:

- The Port Area as described above (and in the Port Lease); and
- The operations and activities at the port, including management of Core Port Infrastructure as described in the Port Lease.

These areas and activities also form the scope and boundary of the PON EcoPorts PERS report.

The Ports SEPP Area is often divided into precincts for ease of description:

- Carrington (Energy and Marine Services);
- Mayfield (Multipurpose Deepwater Container Terminal);
- Kooragang (Energy Precinct); and
- Walsh Point (Bulk Precinct).

Figure 1 shows the Precinct Areas. Figure 2 shows the Lease Area as well as land that is outside the Lease and therefore outside PON control. The following EcoPorts PERS report uses the Precinct terminology to describe the port. Where Precincts are referenced within this EcoPorts PERS report, PON is describing the activities within the Lease Area, not the broader area that is outside PON control.

LEGAL STATUS AND PORT OPERATIONS

PON has substantial environmental obligations (and rights) under the Port Lease and other contractual documents arising from the Port Transaction.

PON maintains a standard lease document for its tenants. Section 17 of the standard lease document defines the environmental obligations with which the tenant is required to comply, including requirements for base condition reporting at entry, environmental audits, contamination reports, end of lease clean up (make good), indemnities, compliance with all relevant environmental legislation, and requirement for notification and clean-up of pollution incidents.

PON has a range of associated subsidiary processes and procedures to deliver the requirements of the Port Lease, to ensure tenants meet applicable environmental legislation and ensures PON's own organisational environmental objectives are met.

MAIN COMMERCIAL ACTIVITIES

PON currently has 20 berths that have the ability to operate 24 hours a day, 7 days a week. PON manages 778 hectares of land, and through maintenance dredging activities maintains the channel to a depth of 15.2 metres to ensure the safe navigation of vessels.

PON is embarking on a diversification strategy that leverages its natural advantages to the benefit of customers and the Hunter Region's economy. Current key strategic development opportunities include the Multipurpose Deepwater Terminal.

In addition to shipping, the Port includes businesses not operated by PON including berthing for cruise liners, an 80 berth marina and the Queens Wharf entertainment precinct. A ferry service also operates at the Port between Newcastle and the northern suburb of Stockton.

MAIN CARGOS

The Port is a major trade and logistics hub, handling a diverse range of cargo types, including dry bulk, project cargo, bulk liquids, break bulk, Roll-on Roll-off (Ro-Ro) and containers. The project cargoes can include generators, pre-fabricated structures, wind turbines, tunnel boring machines, heavy equipment and rolling stock.

Infrastructure within the port includes coal terminals operated by Port Waratah Coal Services (PWCS) and Newcastle Coal Infrastructure Group (NCIG), a bulk liquid terminal for vegetable oils, agri-food storage and loading, local and national road and rail access and storage sheds adjacent to berths.

ENVIRONMENTAL MANAGEMENT

PON has systems and processes in place to achieve good environmental practice and compliance with the environmental conditions of the Port Lease and applicable environmental legislation. These include:

- An Environmental Management Plan
- An Environmental Management System aligned with the ISO 14001:2015 standard
- A Land Use Planning Management System

The objectives of the above-mentioned systems and documents are to:

- ensure sound and responsible environmental management;
- identify measures to prevent or minimise potential adverse environmental impacts arising from PON operations;
- identify a framework to assist in ensuring compliance with environmental regulatory requirements relevant to PON's activities and related activities;
- identify key environmental roles, responsibilities and governance arrangements;
- identify emergency preparedness and response procedures, including detail of incident notification procedures and corrective actions; and
- meet the requirements of the Port Lease.

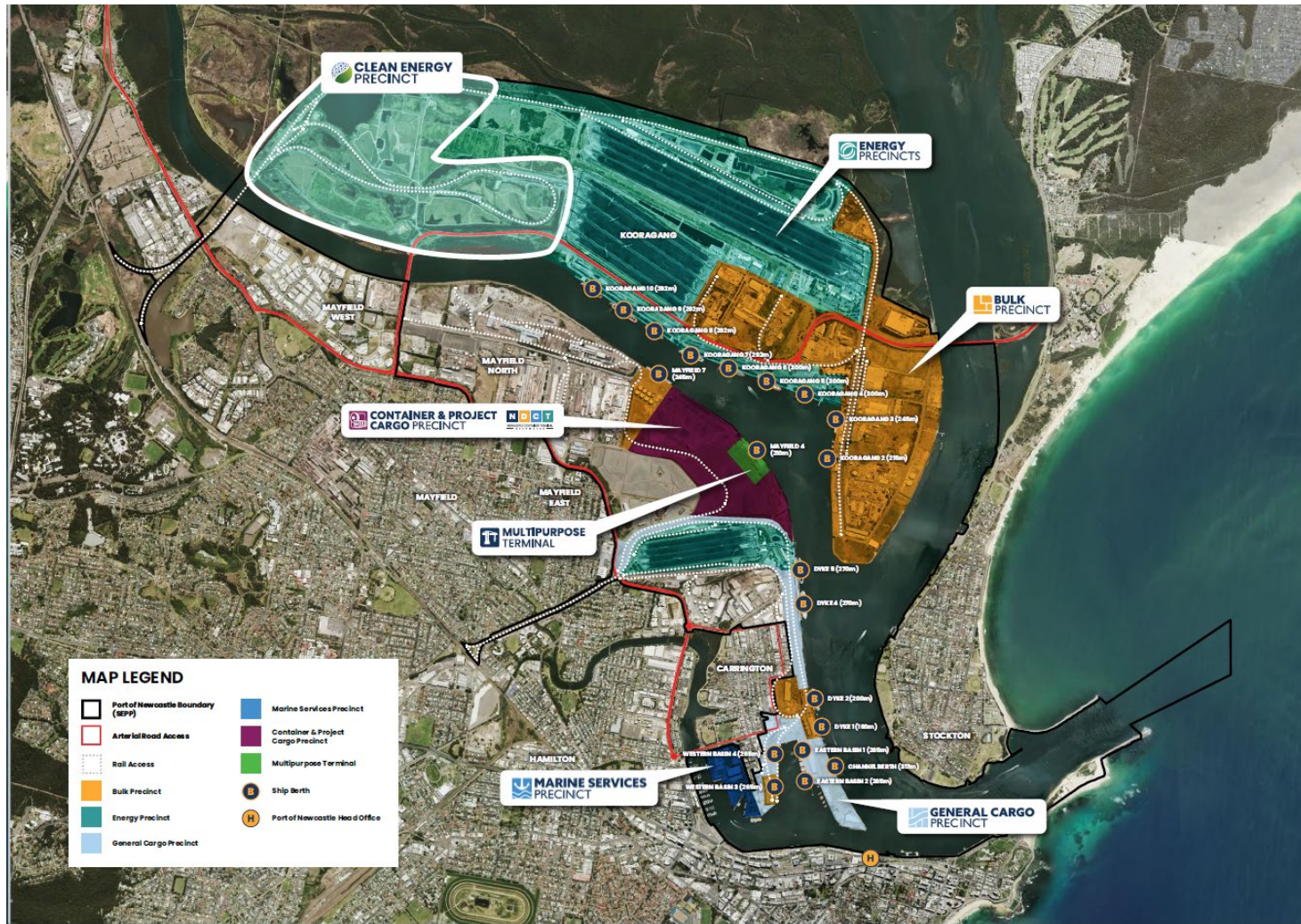


FIGURE I: PORT LOCATION, SEPP BOUNDARY AND PRECINCTS INCLUDING BERTHS

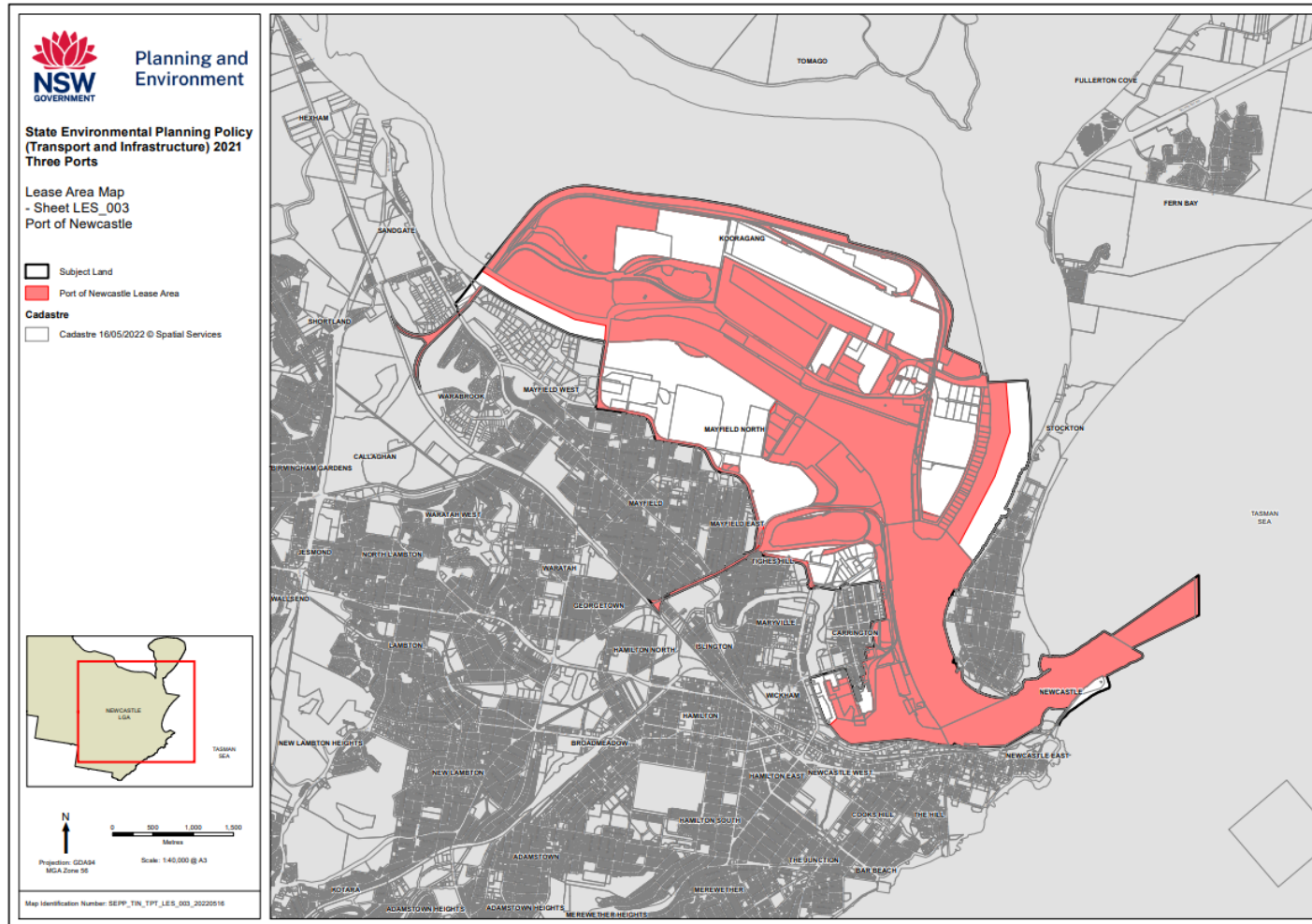


FIGURE 2: PORT LOCATION WITH PORT LEASE AREA BOUNDARY SHOWN (SOURCE: NSW DEPARTMENT OF PLANNING, HOUSING AND INFRASTRUCTURE)

I. ENVIRONMENT POLICY

PON takes seriously its corporate social responsibilities associated with environmental sustainability and development when pursuing corporate growth, therefore PON has prepared environment and sustainability policy statements. By making these statements, PON commits to comply with environment-related regulations and supervisory standards, as well as propose improvement goals and action plans for major port-related environmental matters.

I.1 PON ENVIRONMENT POLICY STATEMENT

PON's mission is to promote and support the prosperity of the Hunter Region and New South Wales in a sustainable manner. This is achieved through safe, efficient and sustainable operations.

As the custodian of the port for the people and government of New South Wales, PON recognises its responsibilities in providing and promoting a sustainable environment for its employees, contractors, customers, port users, visitors and members of the public.

PON operates within an Environmental Management System based on the principles of ISO 14001:2015 and EcoPorts SLC.

Key environmental aspects identified for PON are biodiversity, energy and fuel usage and associated emissions, stormwater, historical land contamination and pollution. These aspects are linked to port development in sensitive areas, operation of the port and our vehicle and vessel fleet and projects and development that involve ground penetration works.

PON is committed to driving active and sustainable environmental management through the following.

Managing its environmental footprint

- fostering sustainability awareness, pollution prevention and encouraging a genuine respect for environmental protection in all its employees through the provision of training and information
- considering environmental, social and economic aspects when procuring goods and services
- ensuring responsible consumption and disposal of resources
- investing in infrastructure to prevent environmental impacts
- reducing our Scope 1, 2 and 3 carbon emissions to meet our 2040 net zero target

Delivering beyond our boundaries

- proactively supporting initiatives that go beyond compliance obligations
- exhibiting leadership in environmental practices and sustainability whilst encouraging port tenants and licensees to adopt similar standards
- actively contributing to local environment and sustainability initiatives

Having in place robust systems and support

- enabling compliance, commerciality and efficiency within a culture of mutual respect
- ensure compliance with all relevant legislation, regulations and other requirements to which PON subscribe
- supporting PON employees health and wellbeing
- continually improving and innovating to enhance environmental performance
- identifying and managing environmental risks and impacts
- setting objectives and management programs based on key aspects including, decarbonisation, waste to landfill reduction, pollution prevention, improved air quality, biodiversity protection and support for our communities
- the circular economy
- regularly review environmental objectives and targets and report on progress to senior management
- developing and maintaining an effective Environmental Management System
- communicating our policy and systems to employees, tenants and contractors
- ensuring contractors engaged by PON meet minimum environmental standards and demonstrate a commitment to sustainable practices
- working in partnership with our stakeholders to drive active and sustainable environmental management
- managing the presence, handling and storage of hazardous substances
- effective lighting design to reduce light pollution
- setting hours of operation and where appropriate, mitigation methods, to minimise public nuisance from noise and vibration
- installing operational controls for water outflows/discharges and water inflows/withdrawals

Being a committed steward

- Complying with all applicable legal and other requirements
- Sustainable management of our heritage assets
- Incorporating sustainable design principles into new developments
- Measuring, understanding and minimising environmental impacts
- Ensuring effective environmental management clauses are included in all new leases and licenses

City-Port Relations

- Having a framework for stakeholder communication that will include communications on its environmental program
- Working to maintain a social licence to operate
- Preparing and making publicly available Environment and Sustainability reports
- Contributing to a sustainable city and community

PON will ensure it has the people, the resources, the assets, the know-how and the culture to deliver a consistently high standard of service to current and future customers in a sustainable manner and to ensure that this policy can be implemented. This policy will be reviewed every two years and approved by the Chief Executive Officer.

1.1.1. SUSTAINABILITY POLICY AND ACTIONS UPDATE

Over the past two (2) years PON has released the annual 2021 and 2022 Sustainability Reports measuring the organisation’s progress towards achieving its sustainability targets. The Sustainability Reports both examined PON’s contribution towards the social, economic and environmental wellbeing of the Hunter and regional New South Wales (NSW).

PON also underwent two successful refinancing process between 2020 and 2022. The arrangement includes sustainability-linked loans that PON by offering a lower margin on debt if targets are met across a range of social and environmental metrics. The loan 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 of the borrower’s suppliers. The National Australia Bank (NAB) acted as a core lender in the refinancing and, in its role as Sustainable Finance Structuring Coordinator, assisted in the development of both a sustainability-linked financing framework and green financing framework with Port of Newcastle.

1.1.2. POLICY ACTION PLAN

Table I shows the Policy Action Plan from 2018 to 2023.

TABLE I: POLICY ACTION PLAN

Initiative	Goal	Benefit
2018		
Installation of electricity smart meters	Installation of 26 electricity smart meters	Transparency of data to understand and manage emissions
Corporate sponsorship	Contribution of sponsorship budget to local initiatives	Community support Social licence

Initiative	Goal	Benefit
Annual litter pick	Litter reduction in port environment	Health environment Social licence
2019		
Emissions baseline	Completion of Energetics project to detail PON Scope 1 and 2 emissions	Baseline data to understand and manage emissions
Electric Vehicle (EV) fleet Transition Stage 1	Replace five PON vehicles with EV alternatives	Decarbonisation
Corporate sponsorship	Contribution of sponsorship budget to local initiatives	Community support Social licence
Annual litter pick	Litter reduction in port environment	Health environment Social licence
GRESB Assessment	In 2019 Port of Newcastle participated in its first GRESB assessment to benchmark the Port against other ports globally. The information will be used to set a baseline for determining sustainability opportunities that can be integrated into our business strategy	Transparency of data to understand and manage emissions
Sustainability Advantage Program	<p>The port was awarded Bronze Partner status in the Sustainability Advantage program, which recognises the organisation's work to further strengthen its environmental performance through collaboration with NSW Office of Environment & Heritage (OEH).</p> <p>Companies are assisted in developing sustainability strategies and implementing tangible initiatives aligned to the United Nations' Sustainable Development Goals (SDGs)</p>	Decarbonisation Transparency Social licence
2020		
EV fleet transition Stage 2	Replace five PON vehicles with EV alternatives	Decarbonisation
NBT gantry replacement	Upgrade of equipment to enable improved air and stormwater quality	Improved air and stormwater quality
Community engagement	Hold no less than four CLG meetings	Transparency Social licence
Corporate sponsorship	Contribution of sponsorship budget to local initiatives	Community support Social licence
2021		

Initiative	Goal	Benefit
Corporate sponsorship	Contribution of sponsorship budget to local initiatives including the local men and women's soccer team	Community support Social licence
Indigenous scholarship	Inaugural Port of Newcastle's inaugural Indigenous STEM Scholarship, awarded in partnership with the University of Newcastle (UoN) to a member of the Ngarigo community. The Scholarship will assist with considering a STEM career with UoN education.	Community support Social licence
Berth K2 Bulk Ship Unloader	Upgrade of bulk loading equipment to enable improved air and stormwater quality	Improved air and stormwater quality
Renewable energy	Achieved 100% renewable power for electricity needs	Decarbonisation
Community engagement	Held 4 CLG meetings	Transparency Social licence
Cultural Awareness	100% of staff undertook mandatory cultural awareness training	Social licence
Successful refinancing including sustainability linked loan	Loan and financing includes sustainability and modern slavery assessments, as explained in Section 1.1.1	Transparency Social licence
Successful submission of the 10-year Sea Dumping Permit Renewal Application	Contribute to community and stakeholder engagement processes with a number of agencies and community groups.	Transparency Social licence
GRESB Assessment	Second GRESB assessment to benchmark the Port against other ports globally. PON scored 92 out of 100, and now rank 1st in Oceania sector and 2nd globally, compared to the previous assessment with a score of 40 and last in Oceania sector.	Transparency Social licence Decarbonisation
Sustainability Advantage	Awarded Silver Partner Status recognising the Port's significant sustainability achievements since the launch of its Environment Social and Governance Strategy (ESG) in 2019.	Transparency Social licence Decarbonisation
2022		
Mobile harbour cranes at M4 Berth	Upgrade of unloading equipment to enable improved efficiency, with the flow-on effect of improved air and stormwater quality	Improved air and stormwater quality
Sea Dumping Permit renewal	Successful renewal of permit to continue to enable navigational safety. While the	Transparency Social licence

Initiative	Goal	Benefit
	Permit does not regulate beach renourishment activities, continued maintenance dredging allow this to be performed.	
Diversity and Inclusion	Development of a Diversity and Inclusion Strategy	Social licence
Modern Slavery	Assess 100% of suppliers for modern slavery risk	Social licence
Corporate sponsorship	Contribution of sponsorship budget to local initiatives including the local men and women's soccer team	Community support Social licence
Indigenous Scholarship	Continue Port of Newcastle's Indigenous STEM scholarship and internship program	Community support Social licence
Community engagement	Held 4 CLG meetings	Transparency Social licence
Port-wide LED lighting upgrade	Completed first two stages of the Port-wide LED lighting upgrade	Decarbonisation
TCFD	Undertook TCFD scenario analysis and risk assessment for disclosure	Transparency Social licence
2023		
Scope 1, 2 and 3 emissions targets	Increased our ambition for Scope 1 and 2 emissions reduction to an SBTi 1.5-degree scenario target. Measured and set a scope 3 emissions reduction target in line with SBTi.	Transparency Social licence Decarbonisation
Work180 partnership	Became a Work180 accredited employer and were recognised as one of the top 101 employees for women	Wellbeing Community support Social licence
Sustainability Advantage	Awarded Gold Partner Status recognising the Port's significant sustainability achievements since the launch of its Environment Social and Governance Strategy (ESG) in 2019.	Transparency Social licence Decarbonisation
Corporate sponsorship	Contribution of sponsorship budget to local initiatives including the local men and women's soccer team	Community support Social licence
Indigenous Scholarship	Continue Port of Newcastle's Indigenous STEM scholarship and internship program	Community support Social licence
Community engagement	Held 4 CLG meetings	Transparency Social licence
Reconciliation Action Plan	Had our Reflect RAP endorsed by Reconciliation Australia	Transparency Community support

Initiative	Goal	Benefit
Mental Health First Aid	Were recognised as a “Skilled Workforce” through Mental Health First Aid Australia through our ongoing program	Wellbeing Social licence
UN Global Compact	Joined the UN Global Compact	Transparency Social licence
Port-wide LED lighting	Completed the final stage of the Port-wide LED lighting upgrade	Decarbonisation
Annual port-wide litter pick	Litter reduction in port environment	Healthy environment Social licence

1.2 ENVIRONMENTAL ASPECTS AND LEGAL REQUIREMENTS

In this chapter, PON identifies the activities and services (including those associated with businesses such as tenants and contractors in the port area) that may cause environmental impacts in the Port, compiles the environmental regulations and mitigation measures for each identified environmental aspect.

1.2.1. ENVIRONMENTAL REGULATIONS

Vessels visiting the Port are regulated by international conventions and norms, such as the International Convention for the Prevention of Pollution from Ships (MARPOL73/78), London Dumping Convention and the International Convention on the Control of Harmful Anti-Fouling Systems to Ships. Activity at the Port is largely governed by domestic regulations. PON holds a range of approvals and licences under environmental legislation which set a number of requirements, including reporting to regulators such as the NSW Environment Protection Authority (NSW EPA) and the NSW Department of Planning, Housing and Infrastructure (DPHI). A key international convention that applies to port activity includes the 2016 Paris Agreement commitment to tackle climate change.

As described above, legal and other requirements are considered when assessing risk and when setting actions to manage risk. A series of monitoring programs are in place to ensure compliance with legislative requirements.

PON has a firm commitment to meeting relevant environmental legislation and regulations (as described in the Environment Policy and our Sustainability commitments) and meeting other voluntary or contractual environmental obligations to which it subscribes, including the requirements of the Port Lease between PON and the NSW State Government.

PON has set out the procedure for identifying and tracking its environmental obligations in its *Procedure EMS 004 Identification of Environmental Compliance Obligations*.

PON tracks legal requirements within environmental legislation through a sophisticated third-party database, EnviroEssentials. This Legal Register is available to all PON employees via an external service website. The Legal Register covers NSW and Federal legislation and is updated continuously by the service provider.

Key domestic regulations, both state-wide and Commonwealth (Federal) that are applicable to PON are presented in Table 2. Legislation references are used later in this document in the Aspects and Impacts Register.

TABLE 2: REGULATIONS AND LEGISLATION APPLICABLE TO PON

Legislation	Overview / context	Ref	State / Federal
Protection of the Environment Operations Act 1997	Air, Water, Noise, Pollution, Waste	L1	State
Local Land Services Act 2013	Biodiversity	L2	State
State Environmental Planning Policy (Biodiversity and Conservation) 2021	Biodiversity	L3	State
Heritage Act 1977 & Heritage Regulation 2012	Heritage	L4	State
National Parks and Wildlife Act 1974	Heritage	L5	State
Fisheries Management Act 1994	Marine	L6	State
Contaminated Land Management Act 1997 (CLM Act)	Contaminated Land	L7	State
Electricity Supply Act 1995	Energy	L8	State
Hunter Water Act 1991	Water, Sewer, Trade Waste	L9	State
Water Management (General) Regulation 2018	Water, Sewer	L10	State
Work Health and Safety Act 2011 (WHS Act) and the Work Health and Safety Regulation 2017 (WHS Regulation)	Work health and safety, Hazardous Materials, Dangerous Goods	L11	State
Environmental Planning & Environment Assessment Act 1979	Development	L12	State
Modern Slavery Act 2018	Procurement, supply chain	L13	Federal
Marine Pollution Act 2012	Pollution	L14	State
Biosecurity Act 2015	Marine, Land	L15	Federal
Environment Protection and Biodiversity Conservation Act 1999	Biodiversity, Threatened Species	L16	Federal
Hazardous Waste (Regulation of Exports and Imports) Act 1989	Waste	L17	Federal

Legislation	Overview / context	Ref	State / Federal
Environment Protection (Sea Dumping) Act 1981	Dredging	L18	Federal
National Environmental Protection (National Pollutant Inventory) Measure 1998	Emissions	L19	Federal
State Environmental Planning Policy (Resilience and Hazards) 2021	Remediation of land, hazardous development	L20	State
State Environmental Planning Policy (Transport and Infrastructure) 2021 (the Ports SEPP)	Planning and development at PON	L21	State
Maritime Transport and Offshore Facilities Security Act 2003	Maritime and security	L22	State
Ports and Maritime Administration Act 1995	Maritime	L23	State
Waste Avoidance and Resource Recovery Act 2001	Waste management	L24	State
Radiation Control Act 1990	Control of sources of radiation (fixed radiation gauge on dredge)	L25	State
State Environmental Planning Policy (Sustainable Buildings) 2022	Sustainability standard on new constructions	L26	State
Dangerous Goods (Road and Rail Transport) Regulation 2022	Dangerous Goods	L27	State

1.2.2 ENVIRONMENTAL ASPECTS RELATED TO EACH DIVISION

PON identifies and prioritises management of environmental impacts associated with activities it undertakes through the PON Risk Register as discussed above.

ISO 14001 uses terminology to describe the identification of risk ('environmental aspects and impacts') and is used in the PON EMS procedures. For simplicity, the term 'environmental risk' is used in this chapter.

PON has set out the procedure for developing and updating environmental risk and the process for identifying the issues that are significant within the context of PON in *Procedure EMS 003 Identification of Environmental Aspects and Impacts*. The environmental risk assessment process includes consideration of the probability of an event and its consequences as per *AS/NZS ISO 31000 Risk Management*. Based on likelihood and consequence, the environmental risks are ranked in the register as extreme, high, significant, moderate or low.

PON's aspect and impact risk register is provided in Table 3 below.

1.2.3. ENVIRONMENTAL PERFORMANCE INDICATORS

PON has identified the following environmental performance indicators that relate to its significant environmental aspects, policy and key environmental objectives:

- Annual number of regulatory non-compliances that are the obligation of PON
- Annual environmental incidents arising from PON operations
- Annual number of community complaints per annum arising from PON operations
- Annual amount of port waste and recyclable waste streams by type
- Amount of waste proceeding to landfill or diverted from landfill
- Total annual fuel consumption and associated CO₂e emissions
- Annual quantity of dredged material (suitable sand) used for local beach renourishment

TABLE 3: ASPECTS AND IMPACTS REGISTER

Ref	Aspect	Impact	Responsible Party	Intn'l Reg	Legal Reference	Requirements	Comment
Marine and Operations Division							
M01	Dredging – maintenance	Biodiversity, contamination, waste, hydrocarbon pollution, radiation (fixed radiation gauge)	Dredging Manager	Y	LI, LI8, LI9, L23, L25	<p>Sea Dumping Permit (10 year period) 2022-2032 with Department of Climate Change, Energy, the Environment and Water</p> <p>EPL 21815 in place for maintenance dredging with NSW EPA</p> <p>Radiation Management Licence 5061191</p> <p>Annual volume reporting to International Maritime Organisation through Department of Climate Change, Energy, the Environment and Water</p> <p>No unlawful pollution of waters</p> <p>Appropriate use, transport, security, installation, service, repair, storage and disposal of the fixed radiation gauge</p>	<p>Long Term Monitoring and Maintenance Plan</p> <p>Sea Dumping Permit Training</p> <p>PON Technical Advisory Consultative Committee (TACC) for Maintenance Dredging</p> <p>EMS 008 Maintenance Dredging</p> <p>EMS 002 Fuels Oils and Hazardous Substances</p> <p>EMS 020 Environmental Training and Awareness</p> <p>EMS 026 Biofouling and Marine Pests</p> <p>EMS 025 Radiation</p> <p>ENVFM 006 Fixed Radiation Gauge Annual Inspection Report</p> <p>Purchase of Sea Sweeper vessel (Lydia) to assist with sweeping of channel</p>

Ref	Aspect	Impact	Responsible Party	Intrn'l Reg	Legal Reference	Requirements	Comment
M02	Vessel Fleet	Hydrocarbon pollution, emissions	Dredging Manager Environment Manager	Y	L14, L19, L22	Emissions reporting No unlawful pollution of waters	Emissions and fuel usage monitoring and reporting Monthly environmental inspections EMS 002 Fuels Oils and Hazardous Substances ENVRG 007 PON Emissions Inventory EMS 031 National Pollutant Inventory Reporting EMS 024 Environmental Inspections
M03	Stevedoring – loose bulk cargo	Stormwater; air quality; noise, biosecurity	Stevedores ¹	N	L1, L14, L15	No unlawful pollution of waters No material to leave licenced area (via air or ground) where there are licences in place. Site specific noise criteria to be met under EPL 13181 and Development Approvals Site specific air quality monitoring to be completed Site specific stormwater and groundwater monitoring and	Onsite supervision and inspections Pollution control measures to avoid spills Ongoing plans for upgrade of equipment (eg mobile harbour cranes and upgraded unloaders 2022) Environment Protection Licences Annual noise monitoring and reporting Monthly stormwater monitoring and reporting Stevedore Licence Weekly wharf inspections

¹ Stevedores include Newcastle Stevedores, Linx and Qube

Ref	Aspect	Impact	Responsible Party	Intrn'l Reg	Legal Reference	Requirements	Comment
						associated criteria under EPL 13181 and Development Approvals Kooragang EPL 1967 Reporting of incidents	Biosecurity incident response kits EMSWI 106 Bulk and General Cargo Handling Guidelines EMS 041 Biosecurity Incident Response EMS 009 Environmental Event Response and Reporting EMS 010 Environmental Emergency Response
M04	Handling dangerous goods	Fire, emissions, spills and leaks to waterways, health	Stevedores, PON	Y	LI, LII	Storage requirements Reporting requirements under DPPI Development Consents Placarding Auditing requirements No unlawful pollution of waters Reporting of incidents to relevant agencies	ENVRG013 M4 Dangerous Goods Register EMS 009 Environmental Event Response and Reporting EMS 010 Environmental Emergency Response EMS 021 Mayfield No. 4 Operations on the Berth PON Emergency Response Procedures Hazard Audit for designated facilities Port Authority NSW Regulation requirements
M05	International Vessels	Biosecurity, emissions, ballast water	Stevedores, PON, Vessel Owners/ agents	Y	LI4, LI5	No mosquito vectors within 400m of waterline	Biosecurity incident response kits Regular vector surveying

Ref	Aspect	Impact	Responsible Party	Intrn'l Reg	Legal Reference	Requirements	Comment
						Biosecurity response kits to be maintained on FPOE sites Biosecurity Response Management Plans developed Biosecurity training	Weekly wharf inspections EMS 026 Biofouling and Marine Pests EMS 041 Biosecurity Incident Response PON website information
Legal Property Environment and Planning Division							
CI	Tenants – operations	Stormwater; groundwater; air quality; noise; land contamination	Property Manager	N	L1, L7, L11, L12, L20	No unlawful pollution of waters No unlawful pollution to land No material to leave licenced area (via air or ground) where there are licences in place Site specific noise criteria to be met as applicable Site specific air quality monitoring and associated criteria as applicable Site specific stormwater / groundwater monitoring and associated criteria as applicable Reporting of incidents	Lease and licence agreements Property Inspections Development approvals Environment Management Plans (construction and operation) Environment Protection Licences Contaminated Site Management Plans PON Contaminated Sites Database ENVRG 001 Asbestos Register EMS 003 Identification of Environmental Aspects and Impacts EMS 014 Land Contamination EMS 024 Environmental Inspections Port-Wide Contamination Study

Ref	Aspect	Impact	Responsible Party	Intrn'l Reg	Legal Reference	Requirements	Comment
						Control of existing asbestos	
C2	Development customers/ tenants	Exacerbation of existing contamination, disturbance to heritage items, stormwater, biodiversity, visual amenity, climate change	Environment Manager	N	L1, L7, L12, L16, L20	Approvals relevant to development to be sought including Development Applications and EPLs	Lease and licence agreements Development approvals Contaminated land database Heritage asset register Landscaping guidelines Contaminated Site Management Plans PON Contaminated Sites Database ENVRG 001 Asbestos Register EMS 003 Identification of Environmental Aspects and Impacts EMS 014 Land Contamination Construction EPL for scheduled development
C3	Impact of climate change on trade throughput	Increased bush fire risk, drought conditions, sea level rise, increase server weather impact	ESG Manager	Y	N	Sustainability reporting using applicable guidelines TCFD scenario analysis	Trade forecasting DHI Model developed for the port channel with the ability to run scenarios for climate change impact on port infrastructure ESG initiatives

Ref	Aspect	Impact	Responsible Party	Intn'l Reg	Legal Reference	Requirements	Comment
C4	Vehicle Fleet	Emissions	Environment Manager	N	LI9	Annual NPI Reporting	<p>Regular maintenance and renewal program</p> <p>Emissions and fuel usage monitoring and reporting</p> <p>EMS 002 Fuels Oils and Hazardous Substances</p> <p>EMS 031 National Pollutant Inventory Reporting</p> <p>ENVRG 007 PON Emissions Inventory</p>
Projects Division							
PI	Routine or reactive maintenance – landside & waterside	Disturbance to heritage items; biodiversity; noise; disturbance of contaminated land; erosion; land pollution; waste	Maintenance Manager	N	LI, L4	<p>Heritage register</p> <p>Biodiversity management plan</p> <p>Coastal Management Plans with associated agencies</p>	<p>Sea Dumping Permit and Long-Term Monitoring and Maintenance Plan</p> <p>Risk Assessments</p> <p>Contractor management system</p> <p>PON Contaminated Sites Database</p> <p>Contaminated Site Management Plans</p> <p>ENVRG 001 Asbestos Register</p> <p>EMS 002 Fuels Oils and Hazardous Substances</p> <p>EMS 003 Identification of Environmental Aspects and Impacts</p>

Ref	Aspect	Impact	Responsible Party	Intn'l Reg	Legal Reference	Requirements	Comment
							EMS 014 Land Contamination EMS 015 Heritage Management EMS 040 Integrated Pest Management ENVFM 041 Wildlife Incidents Response Agencies
P2	Impact of climate change on PON infrastructure	Implications of sea level rise on PON infrastructure	Executive Manager Infrastructure Services	Y	N		DHI Model developed for the port channel with the ability to run scenarios for climate change impact Project Lifecycle process to ensure climate change impacts are considered ENVFM 040 Life Cycle Assessment
Finance Division							
F1	Procurement	Modern Slavery; emissions; waste generation	Deputy Chief Financial Officer ESG Manager	Y	L13	Sustainability reporting	Procurement Policy – encourages sustainable procurement and identifies obligations under Modern Slavery Act Flight offset program EMS 007 Waste Management
F2	IT Infrastructure	Waste, energy usage, e-waste	Senior Manager Technology and Digital ESG Manager	N	LI	Licensed waste contractor requirements for disposal	EMS 007 Waste Management EMS 027 Energy Waste separation and recycling/refurbishment

Ref	Aspect	Impact	Responsible Party	Intn'l Reg	Legal Reference	Requirements	Comment
Corporate Services Division							
CSI	IT Infrastructure	Waste, energy usage, e-waste	Senior Manager Technology and Digital	N	LI	Licensed waste contractor requirements for disposal	EMS 007 Waste Management EMS 027 Energy EMS 028 Water usage Management Waste separation and recycling/refurbishment
CS2	Community engagement	Complaints arising from port operations	Senior Manager, Corporate Affairs	N	LI	Noise criteria for specific sites/operation Emissions to air Social licence to operate	Community Liaison Group EMS 012 External Communication – Complaints Handling
Work Health & Safety Division							
WHSI	Health and Wellness	Mental health, physical wellbeing	WHS Manager	N	N		Green office design principles adopted Corporate fitness program for PON employees Dedicated end of trip facilities to encourage riding/walking to work Development of a health and well-being program

1.3 RESPONSIBILITIES AND RESOURCES

This chapter is to confirm that PON has a suitable organisational structure and competent professionals to achieve the goals specified in our ESG policies. The divisions (or sections of divisions) mainly in charge of the environmental aspects concerning PON are clarified and listed in the sections below.

1.3.1. PON ENVIRONMENTAL RESPONSIBILITY

Environment is part of the general process of port management and is incorporated into each functional area of the business. The overall organisational structure is provided in Figure 3.

PON has identified environmental responsibilities across the organisation and employs a team of specialists dealing with environment, social and governance (ESG) matters. Environmental responsibilities of PON employees are set through position descriptions developed by the PON People and Culture team together with the Executive Leadership Team (ELT).

At PON, the Environment lead is the Senior Manager Property, Environment and Planning (PEP) as supported by the Environment Manager.

The role of ESG Manager is to provide necessary resourcing to focus upon ESG as a matter of significance in the future of the port. This includes submission of the GRESB assessment and compilation of the sustainability report each year. All PON employees have a general obligation to comply with environmental legislation as described in all position descriptions. PON ensures that its employees are equipped to fulfil their obligations through the provision of adequate training, communication and information. In addition to the general responsibilities above, certain individuals have ESG responsibilities. These are set out in position descriptions, and are also described in PON procedures and work instructions referenced throughout this document.

1.3.2. ENVIRONMENTAL RESPONSIBILITY WITHIN THE PORT AREA

As PON is custodian of the port and not the landowner of the entire port, PON is not responsible for all the environmental issues and aspects connected to the use of the port and port area. Table 4 shows an overview of other relevant stakeholders and their main responsibilities regarding the environment.

TABLE 4: KEY RESPONSIBILITIES OF OTHER ORGANISATIONS WITHIN THE PORT AREA

Region	Stakeholders
National	Federal regulators, national policy makers, implementation of IMO legislation

Regional	State regulators, regional and local policy makers, implementation of national legislation, issuing and enforcement of licences, approvals and permits
Port users and tenants	Port Authority of New South Wales, Harbour Master, regulator for the Marine Pollution Act 1981

1.3.3 ENVIRONMENT & SOCIAL RESOURCE ALLOCATION

The costs that have been invested by PON in the environmental aspects are mainly divided into categories of staff, environmental maintenance and management, environmental monitoring, emergency responses and communication. The purpose of these investments is to improve the environmental awareness among staff, environmental maintenance, environmental quality, emergency response abilities and public understanding of the port. Detailed information is provided in Table 5 below.

TABLE 5: PON INVESTMENTS IN ENVIRONMENT AND SOCIAL ASPECTS

Category	Item	2018-2020 (\$AUD)	2021 (\$AUD)	2022 (\$AUD)	2023 (\$AUD)
Environmental monitoring	Sediments, water quality, air quality, noise, biodiversity, soil, groundwater, audits and inspections	\$637,257	\$661,198	\$387,344	\$544,125
Environmental maintenance	Stormwater, plant & equipment	\$395,477	\$183,775	\$248,345	\$247,974
Plant & Equipment	Smart meters water and electricity, hoppers – dust recovery	\$3,165,960	\$1,135,091	\$1,009,487	\$486,911
Emergency Response	Biosecurity response management kits, development of plans	\$1,300	-	-	-
Communication & Social	Employee engagement survey, community grants sponsorship and donations, Newcastle Port Community Contribution Fund	\$3,766,113	\$1,231,077	\$1,630,006	\$1,557,186

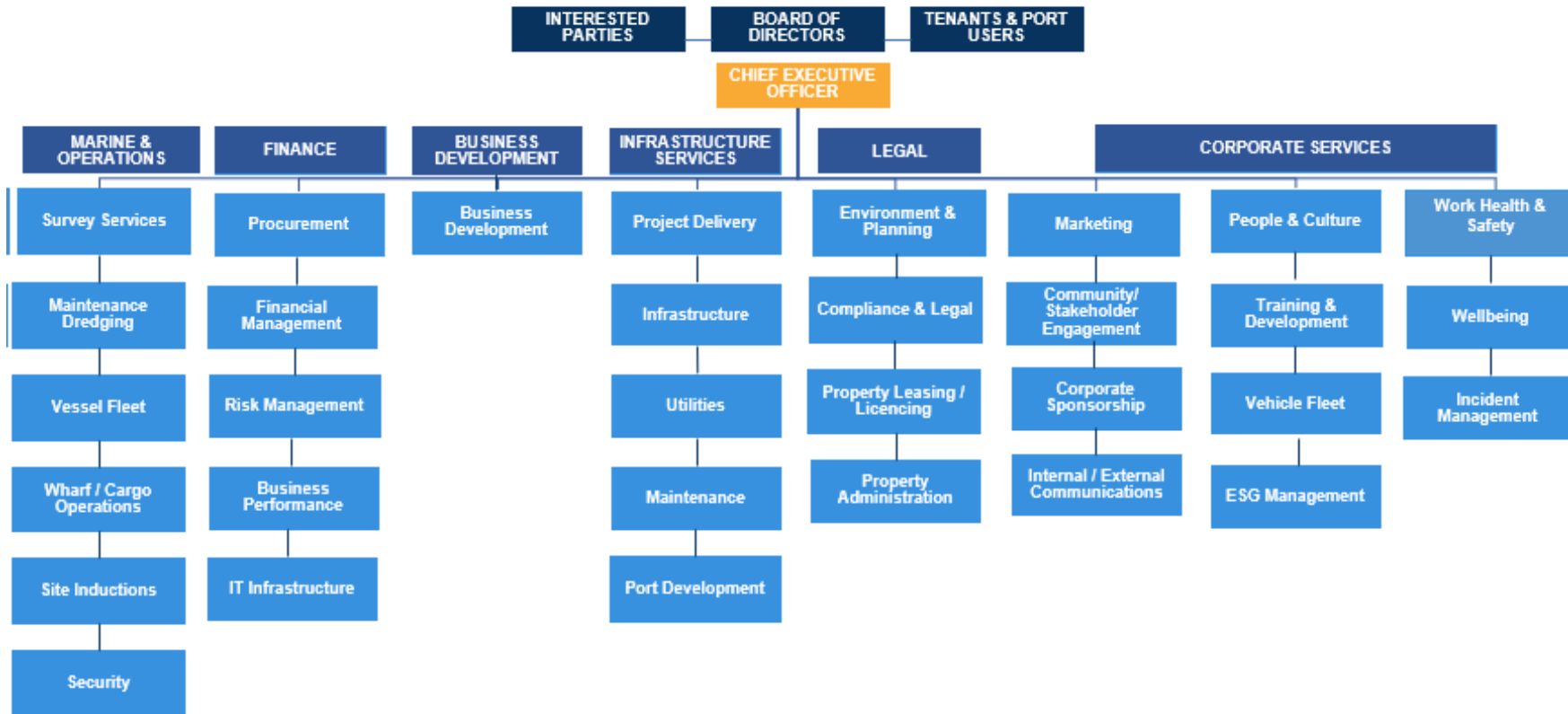


FIGURE 3: PON ORGANISATIONAL STRUCTURE)

Table 6 outlines environmental responsibilities of personnel in relation to critical activities that interact with the environment.

TABLE 6: ENVIRONMENTAL RESPONSIBILITIES OF KEY PERSONNEL

Function	Position	Business Unit
Port Operations (Dredging)	Dredge Manager	Marine and Operations
Port Operations (Shipping)	Senior Manager Operations	Marine and Operations
Port Operations (Terminals)	Senior Manager Operations	Marine and Operations
Cargo Handling Operations	Senior Manager Operations	Marine and Operations
Licensing and Permits	Senior Manager Property, Environment and Planning	Legal
Strategic Planning	Senior Manager Property, Environment and Planning	Legal
Maintenance	Maintenance Coordinator	Infrastructure Services
Onsite Contractor Management	Maintenance Coordinator	Infrastructure Services
Emergency Planning	Security Manager	Marine and Operations
Waste Management	Maintenance Coordinator	Infrastructure Services
Environmental Document and Data Management	Environment Manager	Legal
Environmental Incident Reporting	Environment Manager	Legal
Contamination and Soil Pollution Assessment	Environment Manager	Legal
Air and Water Quality Monitoring	Environment Manager	Legal
Fuel Usage and Emissions Monitoring	Environment Manager	Legal
Noise Management	Environment Manager	Legal
Energy and Carbon Footprint Reporting	ESG Manager	Corporate Services
Strategic ESG Program Lead and Sustainability Reporting	ESG Manager	Corporate Services
Vehicular Management of Terminal Traffic	Senior Manager Operations	Marine and Operations
Tenant Management	Property Manager	Legal
Community Management (complaints and media)	Senior Manager Corporate Affairs	Corporate Services
Procurement	Procurement Officer	Infrastructure Services

I.4 CONFORMITY REVIEW

I.4.1. CONFORMITY REVIEW ON LEGAL REQUIREMENTS AND POLICY

I.4.1.1. Policy

PON's Environment Policy was first established voluntarily in 2010. In 2018 the policy was expanded to incorporate sustainability; however in the time since, PON has established a comprehensive ESG Strategy which supersedes the original procedure. As a result the policy is now once again referred to as the Environment Policy.

The Environment Policy is reviewed periodically at a minimum frequency of 2 years. As mentioned in Section I of this document, the policy includes a commitment to safe, efficient and sustainable operations. The policy outlines how this will be achieved through management, training, implementation, revision and publication of results of the actions PON performs in environmental matters.

The following sections provide a conformity review of the objectives described in the Environment Policy and how PON maintains compliance with its legal requirements.

TABLE 7: DETAILS OF CONFORMITY REVIEW PROGRESS AGAINST OBJECTIVES DETAILED IN THE PON ENVIRONMENT & SUSTAINABILITY POLICY ACTION PLAN

Item	Main Environmental Aspect	Responsible Person	Control System	Performance Indicator Target Value	Result of Measurement after 2 years	Objectives of Environmental Policy	Conclusion
tCO ₂ e emissions reporting	- Scope 1 emissions from vessels, vehicles - Scope 2 emissions from electricity usage - Scope 3 emissions	ESG Manager	Sustainability Linked Loan	Emissions baseline of 2018. Approved SBTi targets against 1.5-degree scenario. 2023 target	2023 performance: 2,387 tCO ₂ e (all Scope 1, Scope 2 emissions were 0) Scope 3 emissions reported for the first time in 2023 with reductions from the 2018 baseline	Reducing emissions	PON are on track to meet SBTi target for Scope 1, 2 and 3 emissions.
Decarbonisation initiatives	Reduce carbon emissions	ESG Manager	Tied to sustainable finance and overall ESG Strategy	Indicators tied to the SBTi target and Net Zero target by 2040	Decarbonisation initiatives have been incorporated into the Net Zero Plan.	Reducing emissions	PON are currently on track to meet our Net Zero by 2040 target
Corporate sponsorship	Stakeholder engagement, social licence	Senior Manager, Corporate Affairs	Stakeholder engagement plan	Corporate sponsorship target of \$100,00 per year for Your Port, Our Community Sponsorship and the Port Community Contribution Fund (\$1m per year) administered by the NSW Government	Corporate sponsorship targets achieved	Social licence, community engagement	
Port waste	Reporting on Port waste streams and	Environmental Manager	Sustainability Reporting,	Reduce waste to landfill and report on all waste streams.	PON now have 22 separate waste streams	PON Environmental policy, ESG	PON will continue to review and refine the waste streams to

	reducing waste to landfill		GRESB Benchmarking	Increase reuse and recycling and strive for a circular economy at the port	and continue to divert waste from landfill	strategy in reducing waste	avoid waste to landfill.
GRESB	Benchmarking sustainability against industry averages	ESG Manager	MAM requirements, ESG Strategy, tied to short term incentive payments for staff at all levels	Maintain a score of 95 or above	PON scored 96 in 2023. We achieved a 5-star rating for the 4 th year in a row in 2023	ESG Strategy	PON will continue to undertake annual benchmarking.
Modern Slavery	Screening modern slavery risks throughout the value chain	ESG Manager	Sustainability Linked Loan	100% of PONs suppliers screened for modern slavery practices	100% of suppliers screened through FairSupply platform	Reducing risks of modern slavery, annual Modern Slavery statement requirement	PON use the FairSupply platform to screen suppliers. Additional investigation is required for any supplier with a medium or higher risk rating.
Reconciliation Action Plan	Enhancing relationships with Indigenous stakeholders	RAP Working group, RAP chair	Reconciliation Australia	Innovate RAP to be prepared in 2024	Reflect RAP was endorsed in 2023	Social licence, improving relationships with Indigenous stakeholders	PON have committed to preparing an Innovate RAP in 2024.
Diversity and Inclusion	Providing equity	ESG Manager	Sustainability Transition Hedge	- Percentage of women employees – 40% by 2031 - Percentage Aboriginal or Torres Strait Islander employees ≥4% by 2031	35% women employees and 3.8% Aboriginal or Torres Strait employees as at December 31 2023, meeting the target	Diversity and inclusion strategy	PON are on track to meet the 2031 target.

Employee health and safety	Mental Health First Aid	Manager, Work, Health and Safety	Sustainability Linked Loan	Offer at least 12 courses per year and maintain minimum number of accredited MHFAiders per department	18 courses offered in 2023 and minimum number of accredited MHFAiders in each department achieved	ESG strategy for employee health and wellbeing	PON were recognised by MHFA Australia as a Skilled Workforce
Employee health and safety	Work health and safety, reporting	Manager, Work, Health and Safety	Sustainability Transition Hedge	Total recordable injury frequency rate 12 month rolling total to be <6 by 2030	2023 TRFR was 6.99, meeting the 2023 target of <8	ESG strategy for employee health and well being	TRFR target for 2024 and beyond is less than or equal to 6.
Business transition	Reducing dependency on coal	Executive Management Team	Sustainability Linked Loan	Percentage of total coal revenue to reduce to 55% reduction by 2040 Target for 2023: 70%	PON's total revenue from coal in 2023 was 68%.	Climate change transitional risks in reducing dependency on coal, PON's diversification strategy	PON's diversification strategy remains critical to reduce the transitional risks from climate change.
Energy usage	Reducing consumption of non-renewable energy and reducing overall energy usage	ESG Manager	Sustainability Linked Loan	100% of energy to be renewably sourced, report and reduce energy consumption	PON signed to a PPA to ensure 100% of energy usage is renewably sourced.	ESG strategy	The PPA contract is expiring in October 2025 and a new contract will be re-negotiated.
Sustainability Advantage partnership	NSW State Govt. Sustainability recognition scheme	ESG Manager	Sustainability Linked Loan	Achieve Platinum recognition by 2026	Gold recognition achieved in 2023	Partnerships and	Platinum recognition can be applied for in 2026 once gold partners for three years

1.4.1.2 Managing our carbon emissions

In support of the provisions described in the 2016 Paris Agreement, PON is committed to understanding and reducing its carbon footprint. In addition to its commitment to reduce its carbon footprint PON maintains compliance with the National Pollutant Inventory (NPI) NEPM through monitoring and reporting those emissions arising from the use of its vessel and vehicle fleet. PON reports the NPI emissions annually.

PON has 26 smart meters installed across the port to monitor energy consumption. The meters also provide transparent usage data to both PON for its operations and tenants to assist in understanding and managing usage.

PON prepared a baseline assessment of carbon emissions for its operations in 2018. The baseline provides detailed information on PON's Scope 1 and 2 emissions profile and enable prioritisation of decarbonisation projects that will have the greatest impact.

1.4.1.3. Managing Air Quality

In 2018 PON invested \$3.5 million in state-of-the-art hoppers with dust extraction to minimise the environmental effects associated with the handling of loose bulk cargo. In addition to these improvements at the Newcastle Bulk Terminal, the new Kooragang 2 Bulk Ship unloader arrived on 16 May 2021 and at time of writing is currently undergoing construction and commissioning. The new unloader is a \$35 million dollar investment by PON and will allow greater control of environmental emissions to air with the use of new baghouses and state of the art controls. The new bulk handling equipment will significantly improve efficiencies, safety and wellbeing, and lead to improved environmental outcomes.

PON undertakes air quality monitoring to demonstrate compliance with the applicable approvals. Monitoring currently includes PM10 and TSP for the Mayfield 4 Berth terminal. Air quality monitoring is undertaken continuously and collected and measured on a six-day cycle using High Volume Air Sampling (HVAS) units. PON reports air quality monitoring results to DPIE on an annual basis.

There are several port tenants that also have in place approvals that require air quality monitoring to be undertaken. These entities have in place reporting requirements that are consistent with their relevant approvals.

1.4.1.4. Reducing Port Waste

PON is committed to managing the cleanliness of the port environment and in turn the quality of life for the residents of Newcastle. PON started separating waste in 2018 with recycling for eight separate waste streams for its own operations. As of 2023, PON now have in place twenty-two (22) separate waste streams. Details on the volumes recovered and recycled for recent years are provided in *Section 1.5.5 Waste*

and Recyclable Management. Waste streams include soft plastics in collaboration with Plastic Police (now Plasmar) and sustainable IT disposal solutions with industry providers.

In 2018 PON launched the Port Wide Litter Pick, an initiative that involves active engagement with port users. The objective is for port users to pick litter within the footprint of their own site and in any communal port areas adjacent to their site. Twenty (20) teams participated in 2018 with total of 254 kilograms of litter being removed from the port environment. In 2019, the teams removed 1,640 kilograms. The Litter Pick was unable to be performed in 2020 and 2021 due to COVID restrictions. The Litter Pick resumed in 2023 with a total of 250 kilograms collected around the port.

PON has a waste management procedure in place to ensure that employees have a framework to dispose of waste sustainably and in accordance with the relevant legislation. For example, ensuring that the receiving facilities and transport providers have in place the relevant permits and approvals to handle the specific types of waste it is required to retain evidence of waste disposal records.

There are suitable facilities located within the port 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, Fisheries and Forestry (DAFF) agreement.

1.4.1.5. Managing Biodiversity in the Port

The Hunter Wetlands National Park (formerly the Kooragang Nature Reserve) is a large area of protected wetlands that includes much of the northern half of Kooragang Island as well as Fullerton Cove to the east, the Tomago Wetlands to the north, and a wetland area to the west. The boundary of the National Park extends to the PON Kooragang Precinct boundary.

Future development of the Kooragang Precinct would consider impacts on listed species and ecological communities, the Hunter Wetlands National Park and Ramsar wetland. Most development projects would require consent from regulators and would be subject to a range of project-specific requirements.

To support the conservation of the threatened Green and Golden Bell Frog (GGBF) population on PON land, there is an island-wide survey program managed by the University of Newcastle (UoN) and financially supported by a group of port users. Any development in this area that has the potential to have an impact of the GGBF population must ensure that it is compliant with the federal legislation and lodge referrals under the Environment Protection and Biodiversity Conservation Act 1999

(EPBC) as necessary to determine what specific management requirements are to be implemented for the project. PON continues to be a strong supporter of the UoN GGBF group and continued the monitoring throughout 2022 and 2023.

Non-native marine pests can be introduced to Australian shores within ship ballast water and on ship and boat hulls (biofouling). Marine pests can detrimentally affect marine ecology, fisheries and tourism and so present both a biodiversity and economic risk to NSW.

It is extremely difficult, if not impossible, to eliminate introduced marine pests once they have been established.

To help manage the risks, PON is a member of the NSW Marine Pests Working Group with representatives from Biosecurity NSW (DAFF), NSW DPHI, NSW Environment Energy and Science, Transport for NSW (previously Roads & Maritime Services), Port Authority of NSW and the private port organisation, NSW Ports.

1.4.1.6. Managing Contractors, Port Tenants and Operators

PON continues the use of the contractor management system initially launched in 2018. The system requires all contractors engaged by PON to meet minimum standards relating to safety, environment, sustainability and industrial relations. PON trains contractors and port visitors through inductions and toolbox talks.

Environmental awareness training is provided to contractors and port visitors through a tiered induction system. Toolbox training is delivered to contractors working on site prior to any works commencing. As of 2020, contractors were required to include Coronavirus 2019-safe (COVID-19) controls as part of their risk assessments.

Conducting a risk assessment on an individual activity or project basis enables PON to ensure that environmental control measures are implemented prior to any works commencing. Depending on whether the risk assessment is prepared for a specific project or day-to-day routine activities, the control measures identified will be incorporated into either a project EMP or EMS procedures.

PON manages 778 hectares of land, including operational areas, vacant land and tenanted sites.

Operators in and adjacent to the port are responsible for undertaking and reporting monitoring as part the regulatory conditions for their facilities. These monitoring programmes are extensive and include air quality, noise, water management and ecological impact. The regulator is responsible for determining when monitoring results that exceed licence limits require a response from the tenant.

PON maintains a standard lease document for its tenants. Section 17 of the tenant lease document defines the environmental obligations with which the tenant is required to comply, including requirements for base condition reporting at entry,

environmental audits, contamination reports, end of lease clean up ('make good'), indemnities, compliance with all relevant environmental legislation, and requirement for notification and clean-up of pollution incidents.

1.4.1.7. Supporting the Health and Wellbeing of PON Employees

PON supports the health and wellbeing of its employees by having safety as one of its core values. PON employees have a voice through the annual organisation-wide Workplace Engagement Program to closely examine, understand and improve work culture. The Workforce Engagement Strategy flows from the priorities established by the Employee Engagement Forum (EEF). The success of this is measured through regular surveys to strive for continual improvement.

PON has a strong commitment to the health, safety and wellbeing of its employees. As part of its commitment PON operates the following programs:

- Employee Assistance Program (EAP)
 - Assists employees and their families to resolve problems whether work related or of a personal nature.
 - The EAP provides a confidential and voluntary counselling, psychotherapy and referral service for all PON employees and immediate family members to achieve maximum life and job satisfaction.
- Employee fitness program
 - PON employees are eligible to apply for a Fitness Passport which provides entry into participating gyms and public pools around the country.
 - All staff are encouraged where possible to keep up fitness and exercise at home and outdoors.
- Mental health support
 - PON provide a range of mental health support including access to the mindfulness app Smiling Mind.
 - Access to training for Mental Health First Aiders, who are employees trained and available as a first point of contact for employees. As of 2023 approximately 40 PON employees were trained Mental Health first aiders.
 - PON has been recognised by Mental Health First Aid Australia as a "Skilled Workforce" in recognition of our ongoing support for the training program.
 - Workforce Engagement: PON continued its partnership with Curtin University and the Future of Work Institute to conduct a comprehensive review of people practices at all levels of the organisation.

- Everyone Has A Story: PON acted as primary supporter of a regional mental health initiative.

PON recognise the importance of the workplace and how it influences health and wellbeing and therefore provide its office-based employees with a working environment that includes:

- Interior landscaping;
- plenty of natural light;
- sit/stand desk stations;
- ergonomic chairs;
- informal collaboration spaces; and
- end of trip facilities.

PON continues to have in place an agile workplace which was introduced in 2020 during the COVID-19 pandemic.

[1.4.1.8. Strengthen relationships with local communities](#)

The Port Community Liaison Group (CLG) was formed in 2014 and is an opportunity for the community to engage with the port, learn about its operations and provide feedback. The group has been meeting regularly since this time. The CLG is made up of representatives of the local community, industry, Councils and regulatory bodies.

PON partners with the University of Newcastle (UoN) to provide opportunities for students studying a range of disciplines. PON has awarded numerous internship opportunities in collaboration with UoN and has been recognised as the 'Most Valued Partner' during the University's Student Engagement Awards.

Additionally, PON's inaugural Indigenous STEM Scholarship was launched in 2020 and first awarded in 2021 in partnership with the University of Newcastle (UoN) to a member of the Ngarigo community. 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 UoN. The program is being run for 3 years with one scholarship awarded each year.

PON has also commenced a number of other relationship and community exercises, including:

- PON maintained the Work180 endorsement, ranking in the top 101 Employers for Women in Australia.
- PON has been endorsed by Reconciliation Australia, with the current Reconciliation Action Plan in its "Reflect" stage.
- PON partnered with Business Inclusion Diversity Services (a branch of the Australian Federation of Disability Organisations) to launch their service in the

Newcastle and Hunter region. BIDS provided training and accessibility assessment services to PON, to allow PON to improve its service offerings to people with disability.

1.4.1.9. Ensure Appropriate Training and Awareness for our Employees

PON has in place a Training and Development Policy. This policy identifies the process used for identifying training needs. Within the EMS, PON maintain an Environmental Training Procedure (EMS 020). EMS 020 outlines the process of bringing a PON employee to an agreed standard of proficiency in environmental management by practise and instruction. All employees are required to complete:

- Port inductions
- EMS and EMP training
- ESG training
- Cultural awareness training during the onboarding process

To ensure compliance with its regulatory obligations, PON also provides the following role specific training to its employees:

- Sea Dumping Permit training
- Handling dangerous and hazardous goods training
- Biosecurity training

To further develop sustainability awareness, PON also provides ‘lunch-and-learn’ sessions for its employees.

1.4.1.10. Managing Contamination in the Port

With a historical legacy of land contamination from heavy industry, PON undertook a comprehensive port-wide baseline study from 2014 to 2017 to understand the impacts of the legacy issue on its sites. Site-specific studies may also be performed on a case-by-case basis.

All new tenants, under lease arrangements with PON, are required to undertake a base condition report at the time of entry. The base condition report may include a land contamination assessment if considered necessary

PON will ensure that location specific assessments are undertaken for any ground penetrating works to ensure that materials are managed to prevent harm to human and/or ecological health and further exacerbation of any existing contamination.

Land contamination in NSW is managed under the Contaminated Land Management Act 1997. Upon identification of exceedances of contamination criteria for either human or ecological health, a Section 60 notification will be lodged with the NSW EPA.

Several sites that have significant contamination in situ have been remediated and are managed under a site-specific Contaminated Site Management Plan (CSMP) to ensure the integrity of the remediation.

1.4.1.11. Maintaining Heritage Assets

The port has a multi-faceted and extraordinarily rich history, which includes 220 years of commercial shipping. Within the port there are several individual and groups of heritage items that have been recognised as having heritage value, including buildings, navigations structures, trees and relics.

PON has prepared a Heritage and Conservation Register in compliance with its obligations under the 98-year Port Lease. The register has been endorsed by the State Heritage Register Committee of the Heritage Council of NSW and will assist PON in caring for heritage assets and their future conservation and development. The Register is reviewed at minimum annually and was last updated in February 2023.

The Heritage and Conservation Register comprises three parts:

- Part I is a thematic history of the port
- Part II sets out the organisation's strategies to manage its heritage assets
- Part III is the list of heritage assets, together with an assessment of their heritage significance

1.4.1.12. Managing Maintenance Dredging and Beach Renourishment

PON works in collaboration with City of Newcastle (Council) and DPHI to actively contribute to sand renourishment at Stockton Beach. This helps restore sand that is lost through erosion. On average PON takes approximately 25,500 m³ of clean sand from the entrance to the port and relocates it to a designated area off Stockton Beach to support City of Newcastle's beach renourishment efforts. In 2023 PON also worked collaboratively with other agencies to provide suitable material to Stockton Beach with a dredge capable of performing 'rainbowing', whereby the dredge is capable of spraying sand in a high arc to a particular location, which works closer to shore.

1.4.1.13. Managing Impacts on Stormwater

The quality of the port's water reflects PON's commitment to sustainability and the environment. PON actively monitors the physical and chemical composition of water quality in the port area to inform positive stormwater management decisions. By working with port tenants and EPA NSW, PON can help drive improved outcomes that contribute towards a sustainable port environment.

As part of PON's environment protection licence with EPA, the completion of commissioning of the K2 Ship Unloaders will trigger commencement of a comprehensive stormwater discharge study. The unloader is expected to be

commissioned in 2024. Following commissioning, the twelve-month stormwater discharge quality monitoring program will be performed, including a year-by-year review and comparison of stormwater quality. The stormwater discharge study will ensure best practice management of stormwater quality at the K2 berth in addition to use of the new unloader.

1.4.1.14. Ensuring Compliance

PON has a firm commitment to meeting relevant environmental legislation and regulations, as described in the Environment Policy, and meeting other voluntary or contractual environmental obligations to which it subscribes, including the requirements of the Port Lease between PON and the NSW Government.

PON has set out the procedure for identifying and tracking its environmental obligations in Procedure EMS004 Identification of Environmental Compliance Obligations. PON tracks legal requirements within environmental legislation through a sophisticated third-party database. The Legal Register is available to all PON employees via an external website. The Legal Register covers NSW and Federal legislation and is updated continuously by the service provider. PON holds a range of approvals and licences under environmental legislation, and these set a range of requirements including reporting to regulators such as the NSW EPA and DPPI.

Legal and other requirements are considered when assessing risk and when setting actions to manage risk. Monitoring programs are in place to ensure compliance with legislative requirements. Overall conformity with legal and other requirements is assessed in the audit programs.

1.5 ENVIRONMENTAL REPORT

The aim of the environment report is to provide environmental information to senior port management, the public and other interested parties regarding the environmental impact and performance of the port's significant environmental aspects.

PON does not currently have a single specific environment report. This information is incorporated into several other communication methods such as internal management reports, external regulatory reporting requirements, and the public website.

The environmental reports are made available on the PON public website at www.portofnewcastle.com.au

PON's environmental performance to date is summarised in Table 8 and further detailed in the sections below.

TABLE 8: OVERVIEW OF PON ENVIRONMENTAL PERFORMANCE

Performance Indicator	Performance 2020	Performance 2021	Performance 2022	Performance 2023	Procedures
Compliance	Zero PON regulatory non-compliances Zero Tenants regulatory noncompliance Noise monitoring 100% compliant No external EMS audit for this reporting period	Zero PON regulatory non-compliances One (1) tenant regulatory noncompliance to date Noise monitoring 100% compliant Tri-annual external EMS audit: 11 opportunities for improvement, and a GAP analysis to align with 2015 version of the standard.	Zero PON regulatory non-compliances Noise monitoring 100% compliant No external EMS audit for this reporting period	Zero PON regulatory non-compliances One (1) tenant regulatory noncompliance Noise monitoring 100% compliant No external EMS audit for this reporting period	Operational Environmental Management Plans Lease Agreements Environmental Management System
Energy	Continued replacement of tradition vehicles to electric fleet Entered into Renewable Energy Contract for 91% of usage; to save 4,900 CO ₂ eq per annum once at 100%	Continued replacement of tradition vehicles to electric fleet Entered into Renewable Energy Contract at 100% to save 4,900 CO ₂ eq per annum	Began port-wide LED lighting replacement	Completed port-wide LED lighting replacement	EMS Procedure 027 Energy
Emissions (market based)	Scope 1: 1,671 t CO ₂ eq Scope 2: 973 t CO ₂ eq	Scope 1: 2,286 t CO ₂ eq Scope 2: 0 t CO ₂ eq	Scope 1: 2,582 t CO ₂ eq Scope 2: 0 t CO ₂ eq	Scope 1: 2,387 t CO ₂ eq Scope 2: 0 t CO ₂ eq Scope 3: 165,965 t CO ₂ eq	ENVRG 007 Emissions Inventory EMS Procedure 031 National Pollutant Inventory Reporting
Maintenance dredging	12,146 m ³ of clean sand diverted from spoil ground for beneficial reuse at Stockton Beach	13,897 m ³ of clean sand diverted from spoil ground for beneficial reuse at Stockton Beach	5,684 m ³ of clean sand diverted from spoil ground for beneficial reuse at Stockton Beach	130,000 m ³ of clean sand diverted from spoil ground for beneficial reuse at Stockton Beach	Sea Dumping Permit Long Term Monitoring & Maintenance Plan EMS Procedure 008 Maintenance Dredging

Performance Indicator	Performance 2020	Performance 2021	Performance 2022	Performance 2023	Procedures
Waste	Streams separated; please refer to Table 12.	Streams separated; please refer to Table 12.	Streams separated; please refer to Table 12.	Streams separated; please refer to Table 12.	EMS Procedure 007 Waste Management
Heritage	Continued restoration of Carrington Engine House	Continued restoration of Carrington Engine House Draft conservation management plan (CMP) prepared	Continued restoration of Carrington Engine House	Continued restoration of Carrington Engine House	PON Heritage & Conservation Register EMS Procedure 015 Heritage Management DA No. 07/1496 – Concept approval Section 60 Heritage Act 1977 Approvals
Biodiversity Management	Ongoing Green and Golden Bell Frogs research and management	Ongoing Green and Golden Bell Frogs research and management	Ongoing Green and Golden Bell Frogs research and management	Ongoing Green and Golden Bell Frogs research and management	EMS 041 Biosecurity Incident Response Procedure
Community Engagement	\$1.18 million in sponsorship and donations 4 x Community Liaison Group Meetings	\$1.12 million in sponsorship and donations given to date in 2021 4 x Community Liaison Group (CLG) Meetings 12 Newcastle Port User Group (NPUG) Meetings	\$1.1 million in sponsorship and donations 4 x CLG meetings 4 x NPUG meetings	\$1.1 million in sponsorship and donations 4 x CLG meetings 4 x NPUG meetings	EMS 012 External Communication – Complaints Handling
Employee training	3 x lunch and learn sessions	3 x lunch and learn sessions	ESG training modules for all staff and through onboarding procedures	ESG training modules for all staff and through onboarding procedures	EMS 020 Environmental Awareness and Training

1.5.1. COMPLIANCE

For the calendar years of 2022 to 2023 at time of writing there were no regulatory non-compliances at PON licenced sites. Infringements incurred by PON tenants are summarised in Table 9, as prosecuted at time of writing. It is noted it can take time for prosecutions to take place in the Land and Environment Court.

TABLE 9: TENANT INFRINGEMENT SUMMARY 2021 TO DATE

Date	Summary of incident
26 September 2023	Koppers Carbon Materials & Chemicals Pty Ltd were performing a transfer of coal tar pitch to a vessel. Coal tar pitch spilled into the water, which activated safety valves resulting in potentially harmful emissions. The coal tar pitch cools upon contact with the water and the pitch was cleaned up using divers.
13 May 2022	Port Waratah Coal Services had a coal fines spillage incident.
26 October 2021	Koppers Carbon Materials & Chemicals Pty Ltd had an incident where approximately 2,000 litres of coal tar pitch sprayed past bunding onto the wharf and the tanker, whereby some entered the harbour. Cleanup was performed.

For the 2022 and 2023 monitoring periods PON achieved compliance for all noise monitoring obligations.

PON has an EMS in place is aligned with the ISO 14001 standard. All PON employees are briefed on the PON EMS as part of employee onboarding. In 2021 an audit of the PON EMS was completed against the ISO 14001 standard with an external qualified contractor. The audit provided 11 opportunities for improvement, and a GAP analysis to ISO 14001:2015 standard. As a result of the audit and in line with PON review frequency requirements, a detailed internal review of the EMS is being performed. It is anticipated that PON will work to begin the process to obtain ISO 14001 certification within the next year.

1.5.2. ENERGY AND WATER MANAGEMENT

PON has ongoing monitoring of energy and water in place to enable better understanding and management of consumption. The monitoring also provides PON with a baseline to be able to understand the effectiveness of any improvement projects. Following on from a Stage 2 energy audit of PON managed assets, in recent years PON have performed the following:

- PON has responded to Scope 2 emissions through the purchase of renewable energy. In October 2020, PON subscribed to a five-year renewable energy contract with energy retailer Infigen. Further information on this initiative is provided in *Section 1.6 Best Practices*.
- Installation of 29 smart water meters to enable more accurate water management.

- Continued initiatives for sustainable energy usage through staged replacement of traditional vehicles with electric vehicles.
- Relocation of PON head office. In April 2019, PON completed a full renovation of our new offices, consolidating three levels into one and introducing increased energy efficiency. The new premises includes interior landscaping, use of natural materials and light, encouragement of a paperless system where possible, and encouragement to use local public transport services.

I.5.3. EMISSIONS MANAGEMENT

PON monitors and calculates CO₂e emissions for vessel and vehicle fleets over which it has operational control. Most PON Scope 1 emissions are attributed to maintenance dredging activities. Scope 2 energy usage is related to use of electricity at head office location.

TABLE I0: PON HISTORICAL SCOPE 1 AND 2 ENERGY AND EMISSIONS MARKET BASED DATA

Year	Scope 1 Emissions as CO ₂ equivalent (tonnes)	Scope 2 energy usage (GJ)	Scope 2 Emissions as CO ₂ equivalent (tonnes)
2018	2,381	6,145	1,400
2019	2,579	3,476	966
2020	1,671	3,543	973
2021	2,286	1,298	0
2022	2,582	3,122	0
2023	2,387	3,752	0

The decrease in Scope 1 emissions between 2020 and 2021 is due to the following operational processes:

- Dredge was unavailable for a period in 2020 to enable scheduled maintenance works on land (layup), which led to a significant reduction in diesel; and
- to a lesser extent, fuel usage decreased due to the rollout of electric vehicles to the PON fleet replacing traditionally fuelled vehicles.

PON is actively working on developing initiatives that when introduced will increase the efficiency of our dredging operation and subsequently reduce the associated Scope 1 emissions.

For Scope 2 emissions, PON has calculated emissions arising from electricity consumed at the head office location. PON is responsible for 778 hectares of landholdings, made up of tenanted, operational and vacant areas. There are four separate private networks that support these areas. PON is committed to further

understanding its Scope 2 emissions as they relate to operational aspects of the business, which was achieved with the prior installation of smart meters assisting in better understanding additional Scope 2 emissions for which PON are directly responsible.

In 2019, PON commenced a project to measure carbon footprint across the business with the intention of using 2018 as the baseline year. In 2020, PON completed a project that assessed our Scope 1 and 2 emissions against the Science Based Targets initiative (SBTi) trajectories. This was updated to a more ambitious target in 2022 to an approved SBTi trajectory following the 1.5°C warming scenario. The project provided PON with a tool that enables identification and prioritisation of emissions reduction projects. PON will also use the output of this tool to identify and formalise mid-term and long-term emission reduction targets.

Reductions in carbon equivalent emissions have been recognised since our 2018 baseline through the following initiatives:

- Decommissioning of the gantry crane infrastructure.
- Relocation of PON head office to a more sustainable building.
- Conversion of 10 of 13 PON vehicles to electric.
- Entering into the 5-year PPA to ensure 100% of all electricity supplied to PON and the embedded network is renewably sourced.
- A port-wide LED lighting upgrade that was completed in Q3 2023.

PON is also continuing an in-depth study into vessel emissions in port, and our potential influence to achieving reduction of these emissions. PON and Port Authority of NSW (PANSW) are committed to multilateral efforts to protect the natural environment and limit the global temperature rise with assistance from the Vessel Arrival System (VAS). Following the 2007 Pasha Bulker storm event, a VAS was developed and introduced to Newcastle. The system provides an opportunity for arriving vessels to manage their voyage speed time to minimise time at anchor. The Australian Maritime Safety Authority (AMSA) recently commissioned a study to understand the impacts of Newcastle's VAS. The study identifies significant reductions in greenhouse gas (GHG) emissions and fuel oil consumption (FOC) following the introduction of the VAS through speed optimisation with benefits including:

- \$36,000 savings in fuel per voyage
- 50% less time spent in the port
- 23% lower average voyage speed
- 18% reduction in greenhouse gas emissions.

In 2023, PON measured and released our Scope 3 emissions with an SBTi aligned target for a 50% reduction by 2040. Our scope 3 target boundary includes the following categories:

- Purchased goods and services (including capital goods)
- Purchased fuel and energy
- Waste from operations
- Business travel
- Employee commuting
- Downstream leased assets – tenants within our embedded networks
- Downstream leased assets – tenants outside embedded networks

Port of Newcastle's Scope 3 reporting boundary includes all emissions from the target setting boundary plus emissions from vessel at berth. Emissions from vessels at berth have been excluded from the target setting boundary due to the limited ability PON has on influencing the vessels that arrive at the port. Emissions reductions for Scope 3 include off-setting our business travel emissions under the GreenFleet partnership scheme and the renewable energy contract which provides reduces the emissions from the downstream leased assets within the embedded network.

The total Scope 3 emissions for 2023 were as follows:

- Target boundary: 128,491 tCO_{2e}
- Reporting boundary: 165,965 tCO_{2e}

1.5.4. MAINTENANCE DREDGING

Table 11 shows the volumes of dredge spoil material for the purposes of maintenance dredging. It is comprised of material taken to the approved offshore spoil ground, and clean sand placed onto Stockton Beach in support of beach renourishment efforts managed by local Council and supported by DPHI.

TABLE 11: PON MAINTENANCE DREDGE MATERIAL VOLUMES DEPOSITED AT SPOIL GROUND AND FOR BEACH RENOURISHMENT

Year	Volume placed at offshore spoil ground (m ³)	Volume placed for beach renourishment (m ³)
2018	389,750	25,542
2019	364,541	28,458
2020	151,903	12,146
2021	237,865	13,897
2022	115,809	5,684
2023	304,309	130,000 ²

² The volume for 2023 was performed as a beach renourishment activity in collaboration with NSW Public Works, City of Newcastle and PON.

1.5.5. WASTE AND RECYCLABLE MANAGEMENT

PON began recycling with eight recycling streams throughout 2019 to 2021 and by 2023 had increased to twenty-two different streams. Table 12 shows the volumes recorded.

TABLE 12: PON WASTE STREAM SEPARATION AND VOLUMES

Recyclable Stream	2018	2019	2020	2021	2022	2023	Comments
Batteries (kg)	9.4	8	0	0	12	16	None collected in 2020.
Coffee pods (no.)	4,300	1,300	0	0	0	0	Pods no longer in use
E-waste (kg)	775	0	0	275	0	92	
Mobile phones (no.), tonnes from 2020	59	14	0	0	0.002	0.004	None collected in 2020
Hard hats (no.)	104	0	150	-	-	-	PPE measured as a separate stream from 2020
Toner cartridges (no.), tonnes from 2021	48	26	13	0.026	0.023	0.023	
Waste oil (L)	13,500	21,700	15,600				
Co-mingled (kg)	107	100	6	136	100	227	
Soft plastics (kg)	-	53	166	94	69	0	
Organic waste (t)	-	-	0.316	0.198	0.274	0.291	
Putrescible waste – Landfill (t)	-	-	38.5	34.6	36.1	41.6	
Paper destruction (t)	-	-	0.656	0.568	0.619	0.619	
Bottles & Cans (t)	-	-	0	0	0.015	0.03	
PPE, textiles, signage (t)	-	-	0.150	0	0.036	0.026	
Tyres (t)	-	-	-	0.019	0	0.3	
Vessel oily water (t)	-	-	14.6	16.2	10.1	22.73	
Ammoniated oily water (t)	-	-	15.2	52.3	52.0	23.78	
Ammoniated stormwater (t)	-	-	45.1	14.0	14.0	48.3	

Recyclable Stream	2018	2019	2020	2021	2022	2023	Comments
Other stormwater (t)	-	-	19.8	29.4	29.0	18.9	
AFFF and PFAS (t)	-	-	0.1	0	0	0	No longer permitted at PON sites
Concrete/masonry (t)	-	-	-	-	-	174	
Steel	-	-	-	-	-	14.9	

During 2020 due to COVID requirements many staff worked from home therefore a reduction occurred in some waste collection streams including co-mingled waste.

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 survey and provided the business with a tailored action plan to find more ways to avoid, reduce and recycle waste. Actions from the Bin Trim audit included the further separation of waste streams to the current total of 22.

1.5.6. HERITAGE MANAGEMENT

As committed stewards of the port, for the 2018 period the PON Board approved \$700,000 for restoration works on the state heritage listed items. Together with funding from the NSW Government \$1.2 million contribution, PON has committed to the restoration of Carrington Hydraulic Engine House.

Extensive consultation with Heritage NSW and further commitment from PON resulted in a further campaign of restoration works commencing in 2020 and concluding in late 2021, with further works earmarked for 2022-2023. In addition, a draft conservation management plan (CMP) has been prepared and is currently being reviewed by Heritage NSW with its adoption targeted for Q1 2022.

1.5.7. BIODIVERSITY MANAGEMENT

PON is located at the end of the Hunter Catchment and is adjacent to two important biodiverse environments – the RAMSAR listed Hunter Wetlands National Park and the state protected Tilligerry State Conservation Area (TSCA).

In June 2018 a collaborative shorebird rehabilitation project, led by PON tenant Newcastle Coal Infrastructure Group, was awarded the PIANC Working with Nature Certificate. The project saw the restoration of 28 hectares of saltmarsh.

PON continues to support the conservation of the threatened Green and Golden Bell Frog (GGBF) population on PON land. This is performed through an island-wide

survey program that is managed by the University of Newcastle (UoN) and financially supported by a group of port users and tenants including PON. PON plan to be part of the study and funding indefinitely.

Saltmarshes play a vast role in the aquatic food web, delivering nutrients to coastal waters and supporting terrestrial animals such as shore birds. In NSW, the saltmarsh is listed as an endangered ecological community under the Biodiversity Conservation Act 2016. PON has conducted annual monitoring since 2017 that provides valuable data on the status and health of coastal saltmarsh in the Hunter Region.

1.5.8. COMMUNITY ENGAGEMENT

PON contributes at least \$1 million annually to the Newcastle Port Community Contribution (NPCC) Fund, which was established by the NSW Government in 2014. The NSW Government also administers the NPCC Fund. The NPCC Fund supports suitable projects which enhance or maintain landside infrastructure and community amenity and access around the port.

In addition to the NPCC contribution, Port of Newcastle also has in place a community sponsorship program that support's the Port's Your Port, Our Community ethos. PON's Community Sponsorship Program underwent a review in 2019 and 2021 to align with the principles of PON's ESG Strategy to ensure that sponsorship, donation and community support initiatives are closely aligned with PON's values of Community, Integrity, Community and Wellbeing.

In 2020, PON launched a \$30,000 partnership with the University of Newcastle. Applications for the Indigenous Students in STEM Scholarship opened in September 2020 and the inaugural award was presented to the first student in 2021. The Scholarship continues to run and is open to Indigenous students who plan to complete a Science, Technology, Engineering or Mathematics (STEM) related degree at the University of Newcastle, and aims to enhance the Hunter Region's capacity in meeting future technology-led jobs and to support tertiary education pathways for Indigenous students. Three scholarships, each worth \$10,000, are awarded over the three-year period of the program. As well as financial support, the Scholarship includes the opportunity to take part in professional development at Port of Newcastle and learn more about Port operations.

Port of Newcastle 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.

PON's first Reflect RAP was endorsed by Reconciliation Australia at the end of 2022 and are currently following the RISE framework with Reconciliation Australia to have our Innovate RAP endorsed in 2024. This represents a significant milestone in our journey as an organisation towards meaningful, impactful action. Reconciliation to us

means recognising and understand Australia's Traditional Owners in what we have done, what we will do and the role we play in our community.

Projects ranged from contributions to the following initiatives.

Supporting Charities and Not for Profit Organisations

PON have supported a host of local Charities and Not for Profit Organisations including to the Salvation Army, Variety Children's Charity, CanTeen, Bikers for Kids, Chuck Duck Breakfast Program, Equal Futures, Headspace, In 2 Life, Mission Australia, Westpac Rescue Helicopter, Harry's House, Melanoma Institute of Australia, Soul Café, Lifeline, Mission to Seafarers, Newcastle Legacy, Rotary, Ronald McDonald House Hunter, Samaritans, Miracle Babies, Lifeline Hunter, Friends with Dignity, Stockton Community Group, Hunter Wetlands Centre, Survivors R Us, Dressed 4 Success, the Cancer Council and other local organisations.

Supporting Programs

- Innovation and science, including support for the University of Newcastle electric vehicle initiatives and science and engineering challenge, and providing solar panels for a local sailing club.
- Primary School Innovation Hub for budding scientists.
- Biodiversity, including the installation of a walking trail for the Ash Island arboretum and for arborist support at the Hunter Region Botanic Gardens.
- PON provided \$100,000 to fund a full-time Masters/PhD student scholarship for a new higher degree program run by Macquarie University's Business School. Key areas of research include the pivotal role of ports as hub-and-spoke agents in the import and export trade, based on an integrated modal supply chain, as well as the possible future of supply chains in Australia based on a study of the benefits and costs of integration between modes.
- PON also provided \$30,000 for Macquarie University to facilitate a series of supply chain webinars and online roundtable discussions about how to build more resilient and responsive supply chains. Held during the peak of the COVID-19 pandemic, these discussions explored how to mitigate disruptions under extraordinary circumstances and events.

Supporting Local Initiatives

- Other community social initiatives including the University of Newcastle's China Week, the Rotary Club of Newcastle Stockton bridge mural, the Hunter Ideation at Work Innovation Expo, Newcastle Writers Festival, funding for a new shed set up for the Newcastle Men's Shed, funding to host the Hunter Hurricanes Water Polo Club Harbour Games, Curious Legends outdoor performances, Newcastle Regional Show, Nobbys Surf Life Saving Club, Newcastle Rowing Club, and the Newcastle Music Festival.

- Port of Newcastle has also formed a major sponsor partnership with the Newcastle Jets Football Club, supporting its men’s and women’s A-League teams for the next three seasons, as well as promoting grassroots opportunities for local budding football players and community members.

1.5.9. EMPLOYEE TRAINING

To further develop sustainability and ESG awareness, PON provided the following lunch and learn sessions in 2022 and 2023 for its employees:

- Modern Slavery – Seafarer Welfare
- Green Ports green corridors initiative
- Diversity & Inclusion

As of November 2021, PON has also rolled out a set of six (6) ESG training modules that employees are to complete.

1.5.10. PORT STAKEHOLDERS’ NEEDS, EXPECTATIONS AND ENGAGEMENT

Table 13 defines key stakeholder groups at PON, identifies their needs and expectations and details how PON currently engages with the various stakeholder groups.

TABLE 13: PON STAKEHOLDER ENGAGEMENT SUMMARY

Stakeholder type	Needs and expectations	Engagement
Harbour Master	Maintained channel for the safe navigation of vessels	Regular meetings
Community	Safe and sustainable operations Compliant and well-managed environmental impacts including noise, air quality, light pollution and water quality Maintenance dredging management Enablement of clean sand to Stockton Beach for renourishment	Community Liaison Group meetings Public Website Quarterly maintenance dredge Technical Advisory Consultative Committee (TACC) meetings
Port Tenants	Safe and efficient access to land and associate wharf side infrastructure Connectivity to rail and road infrastructure Access to utilities Sustainability leadership	Port User Group Port Decarbonisation Group Public website
Port customers	Safe and efficient operations. Connectivity to rail and road infrastructure	Port User Group Public website
Vessel operators	Safe navigable access to the port	Public website

Stakeholder type	Needs and expectations	Engagement
	Suitable wharf side infrastructure Waste reception facilities Potable water supply	Via vessel agents and Port Authority NSW
Regulators	Compliant, well-managed, sustainable and safe operations Protection and enhancement of biodiversity	Regular meetings and reporting Public website

1.6 BEST PRACTICES

This chapter details two examples of environmental projects undertaken by the PON to improve environmental conditions.

Port of Newcastle	Australia
Contact:	Ruth Madden and Brigid Kelly
Position:	ESG Manager and Environment Manager
Email:	Ruth.madden@portofnewcastle.com.au and Brigid.kelly@portofnewcastle.com.au
Environmental Issue: Waste, biodiversity	
Relevance to ESPO 5 E's framework: Exemplify, Encourage, Enforce	
Port Wide Litter Pick	
<p>The port-wide litter pick was recommenced in 2023 and saw a number of port businesses clean up more than 0.5 tonnes of litter from around the port. This was the third annual port litter pick and the first since 2019 after the years of interruptions due to COVID. The third litter pick saw everything from soft plastics, old tyres, scrap metal and drink cans cleaned up and recycled.</p> <p>Representatives from Port of Newcastle, Koppers, KBF, Incitec Pivot and GrainCorp collected litter from their own properties, as well as the Stockton Beach reserve. The Port of Newcastle “Gold” team were the overall winners, having collected more than 250 kilograms of litter from the Walsh Point Road reserve. All rubbish was collected using biodegradable bags and gloves and was sorted into recycling and general waste.</p>	
	

Contact:	Ruth Madden and Brigid Kelly
Position:	ESG Manager and Environment Manager
Email:	Ruth.madden@portofnewcastle.com.au and Brigid.kelly@portofnewcastle.com.au
Environmental Issue:	Biodiversity, biosecurity, protection of waterways
Relevance to ESPO 5 E's framework:	Exemplify, Encourage, Enforce
Marine Pest Inspections	
<p>In accordance with the Biosecurity Act 2015, PON 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. PON regularly engages with the local DAFF biosecurity team to manage biosecurity risks around the port.</p> <p>Marine pests are non-native marine plants or animals that pose significant threat to the social, cultural and economic benefits of our marine estate and act as a key stressor on our marine environment. They are an important consideration for the Port of Newcastle as vessel movement is a key vector for the introduction and transportation of species through pathways such as biofouling and ballast water discharges.</p> <p>During 2022, PON collaborated with the Department of Primary Industries (DPI) in the application of the NSW Marine Pest Surveillance Plan 2022-2026. The surveillance program involved monitoring for target marine pest species at a number of ports in NSW, including Newcastle Harbour. The surveillance program is designed to enable early detection and rapid response, with a view of achieving the outcome of minimising establishment and spread. This program will also guide our marine pest priorities, including biofouling control and establishing active and passive surveillance at high risk sites. PON continue to support DPI in the surveillance program, which will continue through 2023.</p>	

