



SUSTAINABILITY REPORT
2023



ABOUT THIS REPORT

Port of Newcastle (PON) is committed to annual sustainability reporting and has reported the information cited in the 2021 Global Reporting Initiative (GRI) content index for the period January 1st - December 31st 2023. The report is written in accordance with the GRI Standards.

This Report relates to Port of Newcastle's operational performance within the Port State Environmental Planning Policies (SEPP) Boundary for the 2023 calendar year and contains Standard Disclosures from the GRI Sustainability Reporting Guidelines. A list of the Standard Disclosures and their location in this report is available in the index located on our website www.portofnewcastle.com.au. There have been no significant changes in the material topics and report boundaries from previous reporting periods. The most recent previous report, published 2023, was prepared for the 2022 calendar year.

Energy and emissions data reported on in this report from 2019 to 2023 have been subject to third party review and assurance provided by DNV.

For this report, GRI Services reviewed that the [GRI content index](#) has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards.

Headquarters: Level 4 251 Wharf Road Newcastle NSW 2300

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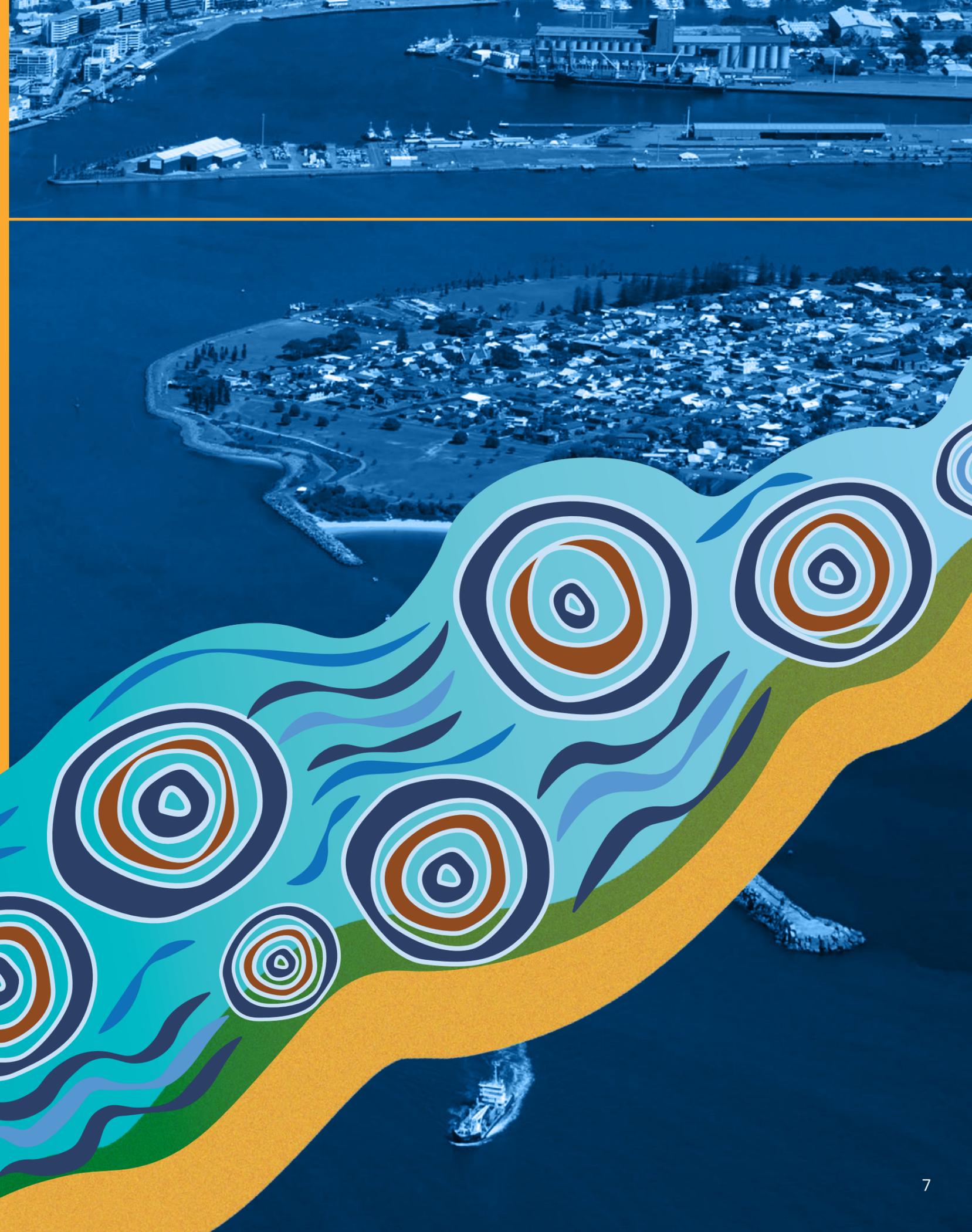
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ACKNOWLEDGING OUR ABORIGINAL HERITAGE

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

For those reading our 2023 Sustainability Report from other areas, we also pay tribute to the Traditional Custodians of the lands on which they join us from, their Elders past, present and emerging. As part of the Port's Reconciliation plan, we have and will continue to engage with our local Land Councils, and with the Land Councils on the lands that Port of Newcastle supports through its operations to build relationships and meet the needs of the Traditional Owners and their communities. Moreover, through working with education providers at all levels, including schools, TAFE and the University of Newcastle, to set our region's future Indigenous leaders to provide opportunity for meaningful and long-lasting impact.

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





Our Global Benchmark for Real Assets (GRESB) improved once again, rising from **95 to 96**, with a **5-star rating**”

MESSAGE FROM CEO

Maintaining momentum is important for all businesses, Port of Newcastle is no different, where we continue to achieve our lofty ambitions in sustainability. To achieve and progress these goals, we continued to face numerous challenges, following COVID-19 and La Nina, it was the national and global economy that stood to impede our journey, with rising interest rates and inflation placing a strain on our finances.

As always though, we persevered and were able to achieve many of the targets we set for the year.

Our trade results were mixed, with overall trade up almost five percent to just over 152 million tonnes, it was positive for the Port to see trade volumes increase from the previous declining trend. However, the switch from La Nina to El Nino had an immediate effect on agribusiness, with wheat exports down 34 percent to 1.7 million tonnes, the first time we have seen wheat volumes under two million tonnes since 2021.

Nonetheless, Port of Newcastle continues to make a significant contribution to the national economy, with the trade value in 2023 totalling \$48 billion.

Our commitment to our Environmental, Social and Governance Strategy (ESG) is once again exemplified in our results. Our Global Benchmark for Real Assets (GRESB) improved once again, rising from 95 to 96, with a 5-star rating. We announced a Scope 3 carbon reduction target,

where we continue to align and surpass our Science Based (SBTi) Scope 1 & 2 emissions target.

We aspire to be leaders in our space, notably governance and transparency, and in 2023 enhanced our ongoing Task Force Climate Related Financial Disclosure (TCFD), along with signing up to be an early adopter of the Task Force of Nature Based Disclosures (TNFD).

As one of our values highlights, we support and invest in our people and their wellbeing. In 2023 we were proud to announce we are a Work 180 employer of choice, an endorsement that Port of Newcastle is a great workplace for women. In addition, we were also named as a Mental Health First Aid Australia recognised workplace.

These many achievements did not go without recognition, in 2023 we were awarded the Large Business Sustainable Leadership Award at the Banksia Foundations NSW Sustainability Awards.

Although we have delivered on many of our environmental, social and governance targets, it is hard to believe our diversification journey is still in its infancy, with much to do and more action to take.

Building a strong and sustainable business for our community and economy remains our priority, and I look forward to continuing to share over results and achievements with you.



2023

ESG HIGHLIGHTS

Set an SBTi aligned target for Scope 3 emissions and reduced our Scope 1 and 2 carbon emissions by

37%



96

GRESB rating achieving

for the 5th year in a row



Increased gender diversity with

35%

women employees



Port of Newcastle recognised in the

TOP 101

workplaces for women in Australia



 Sustainability Advantage
Gold

AWARD

Awarded Sustainability Advantage gold membership



AWARDS

Business Hunter Awards

Finalist – Sustainability Award

Finalist – Contribution to the Region



WINNER

NSW Banksia Large Business Sustainability Award Winner



6.99

TRFr Score



SKILLED

Achieved Skilled Workplace Recognition through Mental Health First Aid Australia



2 INDIGENOUS INTERNSHIPS COMPLETED

in 2023 and additional engagement with local Indigenous groups through our Reconciliation Action Plan



PERFORMANCE AND TARGETS

TOPIC	UN SDG ALIGNMENT	TARGET	PERFORMANCE
GREENHOUSE GAS EMISSIONS AND ENERGY MANAGEMENT		Reduce absolute Scope 1 and 2 GHG emissions in line with our Science Based Targets Initiative (SBTi) approved target (1.5°C, 2030 scenario)	Current scope 1 and 2 GHG emissions have been reduced by 37% since 2018 and we are on track to achieve our 2030 target.
		Measure and reduce Scope 3 emissions to meet approved SBTi target	SBTi aligned target of a 50% reduction in Scope 3 emissions (from 2018 baseline) by 2040 has been Board approved. Currently on track to achieve this target.
	 	Transition entire vehicle fleet to electric by 2023	The majority of the PON vehicle fleet is now electric with the remaining three Utes to be transitioned when appropriate vehicles are available in Australia.
		Achieve Net Zero by 2040	The Net Zero target by 2040 has been approved by the Board and PON is on track to achieve this target.
		Measure and quantify the climate related risks and report using the TCFD framework	Climate related risks and quantification of risks undertaken in line with TCFD framework (see climate change section of this report).
		Measure and quantify nature-related risks and opportunities for PON using the TNFD framework	TNFD road map is being developed. Nature based risks, opportunities, impacts and dependencies to be understood and reporting and target setting scheduled for 2024.
EMPLOYEE HEALTH AND SAFETY		Total Recordable Injury Frequency Rate (TRIFR /d) 12 month rolling total of below 8	TRFR score for 2023 was 6.99.
		Offer at least 12 mental health first aid courses to PON employees. Set and maintain minimum ratios of accredited employees for each department	In 2023, Port of Newcastle provided 18 Mental Health First Aid courses to its employees and achieved the ratio commitments for accredited first aiders in each business department.
DIVERSITY AND INCLUSION		Increase percentage of women employees to 40% by 2031 (2023 target of 30.1%)	Currently 35% women employees for 2023, indicating we are on track to achieve our long-term target.
		Increase percentage of Aboriginal and Torres Strait Islanders to ≥4% by 2031	Currently 3.8% Aboriginal and Torres Strait Islanders employees, indicating we are on track to achieve our long-term target.
		Provide a minimum of two Aboriginal or Torres Strait Islanders internship opportunities	Two internships were completed in 2023 under PON's Aboriginal and Torres Strait Islander internship.
		Work towards the preparation of the Innovate RAP	The RAP working group is committed to preparing the Innovate RAP in 2024.

TOPIC	UN SDG ALIGNMENT	TARGET	PERFORMANCE
PROCUREMENT		Continue to screen 100 per cent of our suppliers for Modern Slavery Risk	We have subscribed to FairSupply and have screened 100 per cent of our current suppliers for Modern Slavery Risk.
		Engagement of Indigenous suppliers in alignment with our Reflect RAP	This action was identified during the preparation of the Reflect RAP and we will seek to increase Indigenous procurement throughout 2024 and beyond. Staff attended NSWICC events throughout the year to gain further insights into the local Indigenous businesses and procurement strategy.
DEVELOPMENT		100 per cent employee completion of cultural awareness training by December 31, 2023	Cultural Awareness training now offered as a part of our on-boarding process. Cultural awareness training will be offered to all staff in 2024.
		100 per cent employee completion of the ESG training suite by December 31, 2023	As at December 2023 88% of the staff have completed the ESG training suite.
BUSINESS TRANSITION	  	Increase percentage of diversified trade revenue to reduce the percentage of revenue from coal to 50% by 2030	Share of revenue from coal in CY23 was 68.14%, up from 67.18% in CY22. This small increase has predominantly been driven by a fall in wheat production due to climate and poor growing conditions.
RESOURCE MANAGEMENT		Measure and report on percentage of waste to landfill	Percentage of waste to landfill is measured and reported in the Sustainability Report.
		Measure and report on percentage of waste recycled	Percentage of waste recycled is measured and reported in the Sustainability Report.
	 	Measure and report on percentage of potable water consumed to be able to set a baseline and target for reduction in 2023	Potable water consumption is measured. Target setting for reduction is currently on hold.
		The development of a Water Strategy, setting defined goals and targets	The Water Strategy is due to be developed over the next five years.
PARTNERSHIPS		Our corporate funding commitments will continue to focus on the following areas: • Our Planet projects • Community projects • Our Industry • Our Partnerships	Funding for 2023 was allocated to our focus areas: • Our Planet projects • Community projects • Our Industry • Our Partnerships
		Grow staff participation in our workplace giving program to match PON co-contribution commitment of up to \$5000 per charity	PON co-contribution commitment continues to grow as we encourage our staff in the workplace giving program. The total amount contributed in 2023 was \$12,280. This figure was slightly below our goal and we continue to promote this initiative with our staff to increase the total each year.
		Achieve Gold Partnership recognition under the NSW Government Sustainability Advantage Program by the end of 2023	The Port achieved Gold partnership with Sustainability Advantage in 2023.



SECTION 2

COMPANY OVERVIEW

COMPANY OVERVIEW

Port of Newcastle is the largest port on the East Coast of Australia. As a global trade gateway for more than 220 years, we deliver safe, sustainable and efficient logistics solutions for our customers.

Port of Newcastle (PON) is an unlisted private company located in the heart of Newcastle, NSW. The Port solely operates in Newcastle, NSW Australia within an owner operator business model with a significant portion of its land tenanted by private terminal operators. The organisation is also responsible for a number of common user berths and maintenance of channel depths to enable the safe passage of commercial vessels. With a deepwater shipping channel, capacity to double trade volumes, available portside land, and berth side connections to the heavy rail network, few Australian ports can match the unique capabilities of Port of Newcastle.

As custodians of our region's most critical asset, we are striving every day to create a safe, sustainable and environmentally and socially responsible Port for the future.

With trade, in 2023, worth about \$48 billion to the national economy, PON continues to enable Australian businesses to successfully compete in international markets.

The region's international trade gateway

Port of Newcastle is more than a port. It exists to build Australia's prosperity with responsible, integrated and innovative supply chain solutions.



\$48B

WORTH OF TRADE TO THE NATIONAL ECONOMY EACH YEAR



OVER **4,426** SHIP MOVEMENTS



APPROXIMATELY **152M** TONNES OF CARGO



POWERED BY **100%** RENEWABLE ENERGY



IMPORTS & EXPORTS **77** PORTS IN 31 COUNTRIES



OUR BUSINESS

KEY EXPORTERS
MINERS • FARMERS AND LOCAL MANUFACTURERS



IMPORTS FROM **77** DIFFERENT PORTS IN **31** COUNTRIES

144 MILLION TONNES



OF COAL SHIPPED TO COUNTRIES INCLUDING JAPAN, TAIWAN, SOUTH KOREA, MALAYSIA AND INDIA

SUPPLY CHAIN PARTNERS

SHIPPING AGENTS, STEVEDORE AND TRANSPORT OPERATOR, PORT AUTHORITY OF NSW, MAINTENANCE AND MANAGEMENT CONTRACTORS



KEY IMPORT CUSTOMERS
PRIMARILY BASED IN NSW

FOOD DISTRIBUTORS
ALUMINIUM PRODUCER
CEMENT COMPANIES
FERTILISER MANUFACTURERS
STEEL PRODUCER & TRADERS
MINING COMPANIES
RAIL CONTRACTORS
WIND FARM DEVELOPERS

KEY EXPORT CUSTOMERS

POWER STATIONS
REFINERIES
STEEL PLANTS
FOOD PRODUCERS
MINING COMPANIES
OTHER INDUSTRIAL AND MARINE COMPANIES

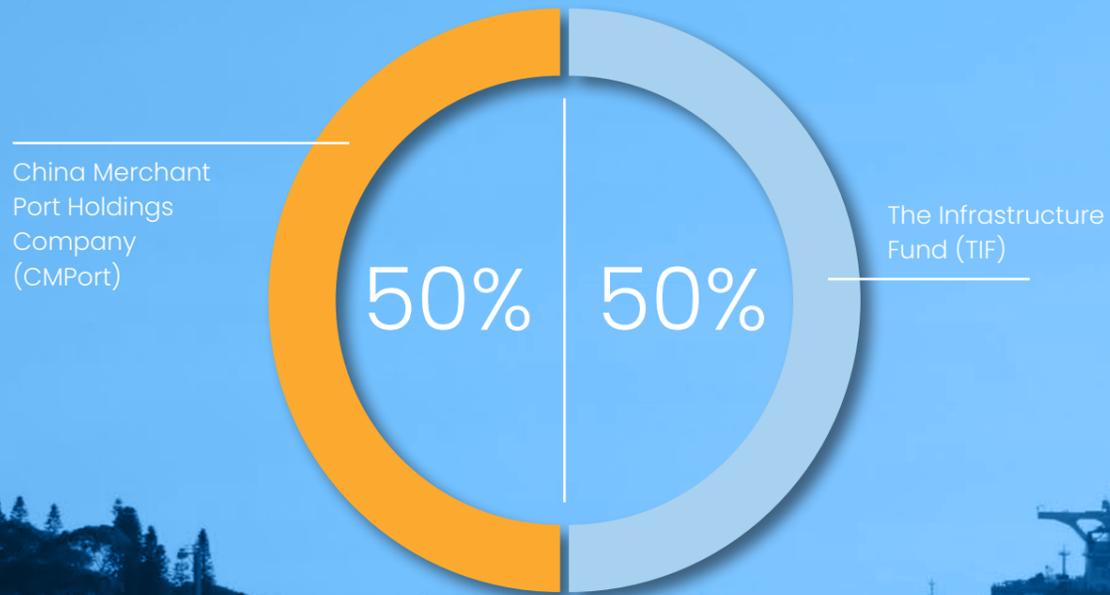


8 MILLION TONNES OF DIVERSIFIED TRADE PRODUCTS

GOVERNANCE

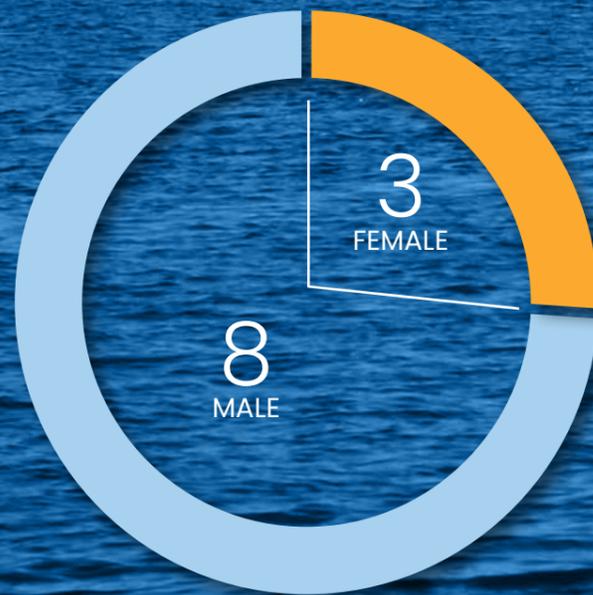
SHAREHOLDERS

Our shareholders, have a strong global history in managing large infrastructure assets.



DIRECTORS

Our Directors comprise representatives from both shareholder groups.



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



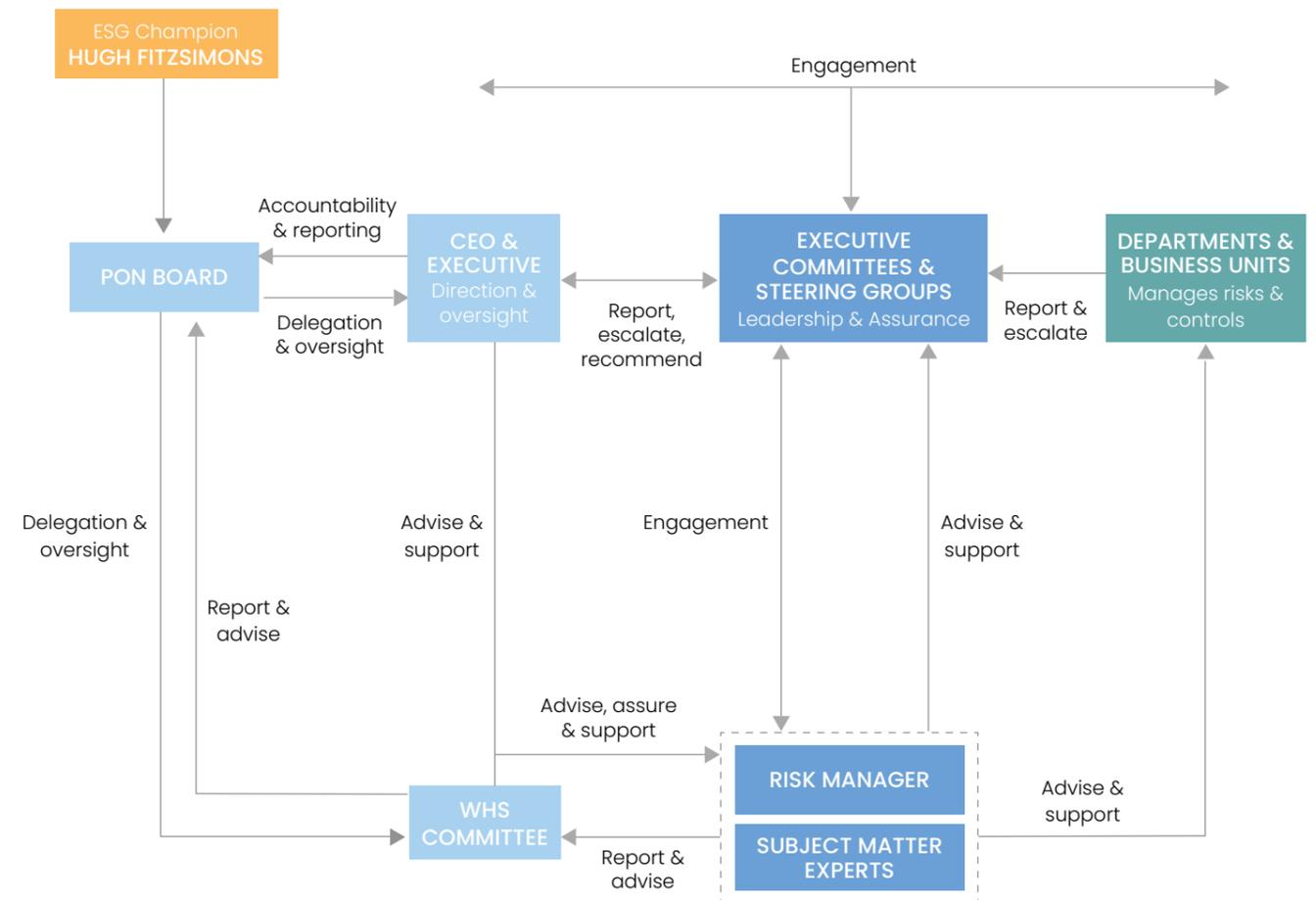
Professor Roy Green
Chairperson



Mr Hugh FitzSimons (MAM)
Board ESG Champion

In addition to his role on the board of directors, Mr FitzSimons is responsible for the oversight of PON's climate change plans.

The Board determines and monitors the strategic direction of the business to ensure the port meets its legal and social responsibilities. The Board and Executive both play a central role in assessing and managing climate-related risks and opportunities. They integrate climate considerations into strategic planning, conduct thorough risk assessments, and champion a sustainability culture throughout the organisation. This proactive approach aligns with TCFD recommendations and underscores our commitment to responsibly navigating the challenges and opportunities posed by climate change.



ETHICS & INTEGRITY

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

Our values influence everything we do; how we develop our strategy, how we measure performance, how we treat our colleagues and how we approach our work at PON.



COMMUNITY

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



WELLBEING

We support and invest in our people and their wellbeing.



INTEGRITY

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



CURIOSITY

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

FRAUD & CORRUPTION

PON is committed to high standards of ethical and accountable conduct and adopts a zero-tolerance approach towards fraud and corruption.

PON's Fraud and Corruption Policy and standard have been developed in accordance with AS 8001-2021.

The Policy is designed to help PON:

- Planning and resourcing in relation to fraud, bribery and corruption;
- Fraud bribery and corruption prevention measures;
- Fraud, bribery and corruption detection measures; and
- Procedures for responding to detected fraud, bribery and corruption.

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

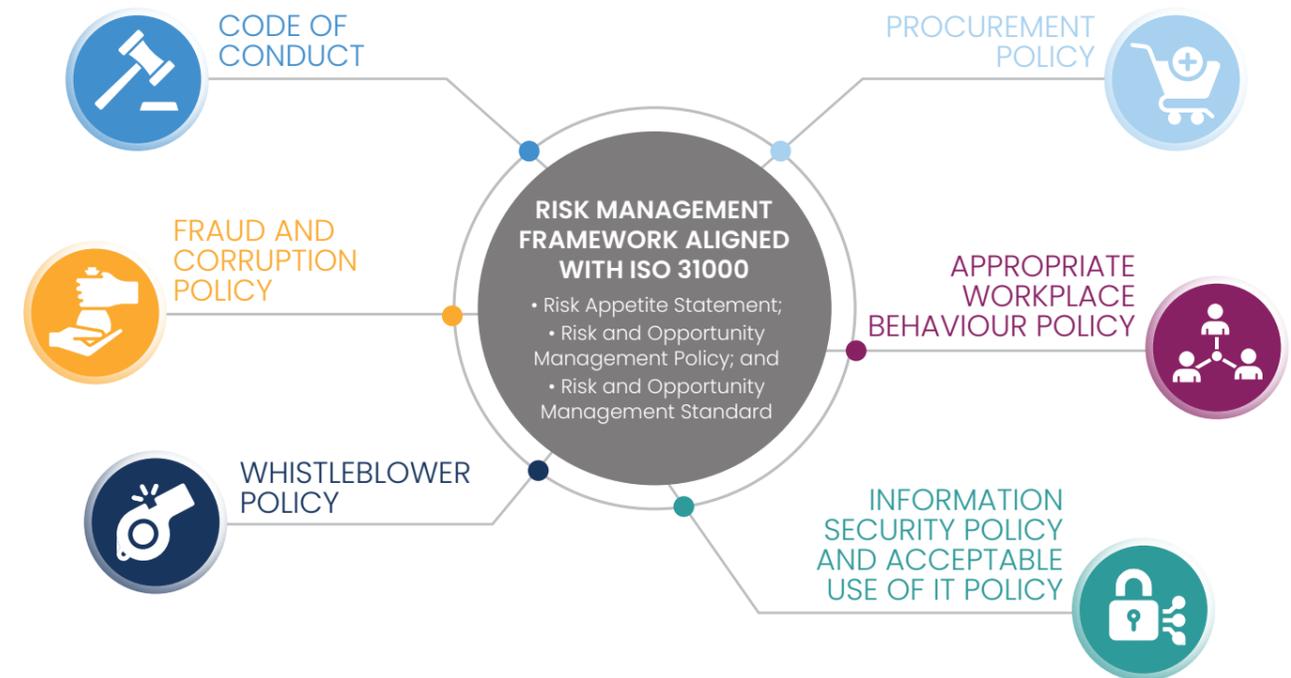
All PON employees are required to review the PON's Fraud and Corruption Policy as part of their onboarding, with ongoing acknowledgment of the Standard.

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

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

At PON we support and encourage our employees to raise concerns about unethical or unlawful behaviour. We are committed to ensuring such concerns are dealt with efficiently and transparently through PON's policy frameworks.

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

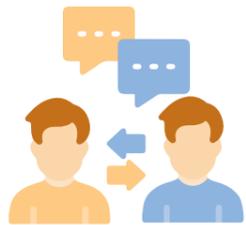


ZERO TOLERANCE FOR DISCRIMINATION

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

PON PRIORITIES

- Human Rights
- Diversity, Equity and Inclusion
- Opportunities
- Promotions
- Workplace of Choice



APPROPRIATE
WORKPLACE
BEHAVIOUR POLICY



MANAGING
WORKPLACE
GRIEVANCES POLICY

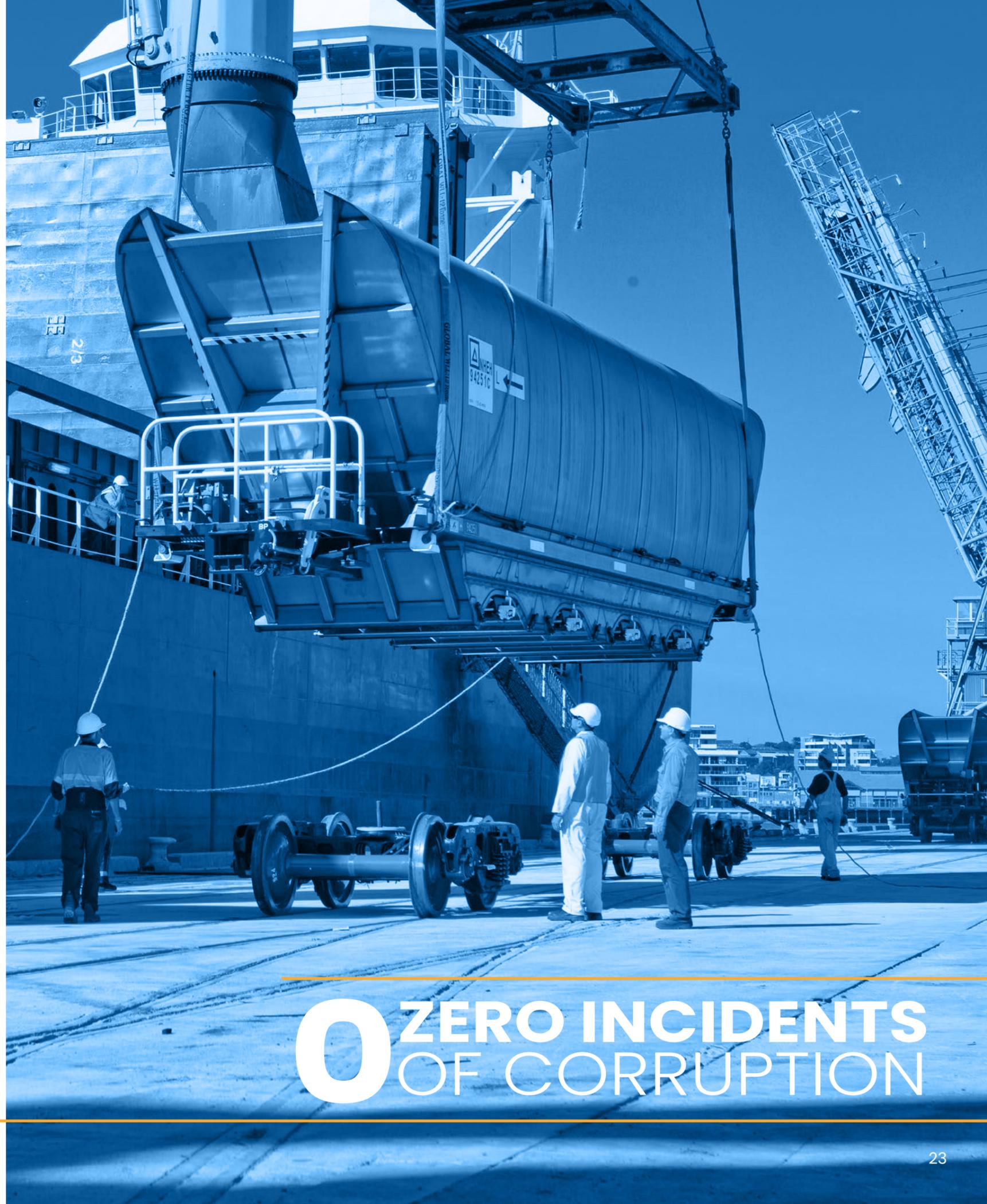


INCLUSION
AND DIVERSITY
POLICY

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

In 2023, there were no incidents or legal actions in relation to corruption, discrimination and non-compliance with laws and regulations in the social and economic area.

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



0 ZERO INCIDENTS OF CORRUPTION

STAKEHOLDER ENGAGEMENT

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



INTERNAL

Employees, shareholders and board members



EXTERNAL

Those stakeholders that affect or are affected by our business activities

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

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

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

We are committed to engaging with our port users on sustainability matters. Through sharing knowledge, we aim to support our port users in their efforts to improve their operations. As part of the framework, we have a number of mechanisms for engaging with our stakeholders, these include quarterly meetings with our port community liaison and port user working groups, stakeholder engagement surveys and project specific engagement.

FORUMS THAT WE PARTICIPATED IN 2023

GROUP	REPRESENTATIVES
Ports Australia Environment, Planning and Sustainability	National Ports and Port Users
PON Community Liaison Group (CLG)	Community, business, industry and government
Newcastle Port User Group (NPUG)	
Port Management Committee	Representatives from PON and the users of port land
Port Security Committee	
Maritime Industry Alliance Ltd (MIAL) Decarbonisation Focus group	National Ports and Port Users
Newcastle Coastal Planning Working Group	Run by the City of Newcastle. PON are part of the coastal management plan process
Hunter Estuary Alliance	Representatives from PON, local council
Port Decarbonisation Group	Representatives from PON and the users of port land

MATERIALITY

Our Stakeholders have also been key in developing our ESG strategy. To understand what was important and material to the Port and its stakeholders, in terms of developing sustainably. A formal materiality assessment was undertaken in 2021 to increase our understanding of the key material topics for Port of Newcastle from our stakeholders' perspective. This was refreshed again in 2023, which captures stakeholders' views on some of the significant changes to business and climate that had taken place since 2021.

Our ESG strategy seeks to address each of the material topics identified as priority by our stakeholder groups. The material topics for Port of Newcastle, taken from the 2021 and 2023 materiality assessments, are summarised below.



PEOPLE

- Safety
- Health & wellbeing
- Diversity & inclusion
- Business ethics
- Leadership
- Modern Slavery



PLANET

- Decarbonisation Scope 1 & 2
- Biodiversity
- Pollution/contamination
- Waste & Effluent
- Water



PROSPERITY

- Diversification
- Growth
- Security
- Infrastructure/asset management



PARTNERSHIPS

- Collaboration
- Community partnerships
- Social licence



OUR COMMITMENTS



SUSTAINABILITY ADVANTAGE

Achieved Gold Partner status in 2023. PON commits to achieving Platinum status in 2026.



ECOPORTS

First port in Australia or New Zealand to become a member of the International EcoPorts network and to be certified under the program.



G R E S B

GLOBAL REAL ESTATE SUSTAINABILITY BENCHMARK (GRESB)

In 2023, PON participated in its fourth GRESB assessment scoring 96/100.



AS/NZS 4801:2001/ISO 45001

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



UNITED NATIONS GLOBAL COMPACT

PON is committed to the UN Global Compact in support of the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption.



COMMUNITY CONTRIBUTIONS

PON contributes at least \$1 million annually to the Community Contribution fund. The Community Contributions fund supports suitable projects that enhance or maintain landside infrastructure and community amenity around the port.



SUSTAINABLE DEVELOPMENT GOALS (SDGS)

The Port continues to integrate the SDGs into our organisation through including them in our project management stage gate processes.



INTERNATIONAL ORGANISATION FOR STANDARDISATION (ISO 14001)

In addition to having EcoPorts certification, PON's Environmental Management System (EMS) is aligned with the ISO 14001 standard. PON is committed to becoming ISO accredited.



AUSTRALIAN INSTITUTE OF HEALTH AND SAFETY (AIHS)

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



TASKFORCE ON NATURE-RELATED FINANCIAL DISCLOSURES (TNFD)

The port has signed up as an early adopter demonstrating our intention to start making disclosures aligned with the TNFD Recommendations in our corporate reporting by 2025.

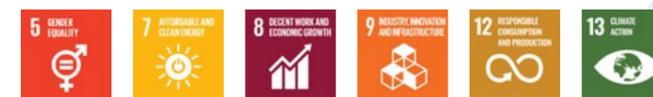
SUSTAINABLE DEVELOPMENT GOALS

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

Having aligned with the SDGs in 2020 as part of its membership with the NSW Government Sustainability Advantage Program, in 2023 Port of Newcastle continued to embrace the goals as it sets about pursuing initiatives and integrating them into business-as-usual operations to make a sustainable impact.

PRIORITY SDGS

Those having the strongest links to our core business areas. These encapsulate areas upon which our business has significant impact and that make the greatest contributions to sustainable development by 2030.



SUPPORTING SDGS

Actively manage the supporting SDGs to minimise negative impacts while maximising positive impacts, and continue to report on our performance and plans related to these goals.



UNDERLYING SDGS

Those that do not have such direct links to our current material issues, but as a company we have some impact across them.





SECTION 3

OUR
PEOPLE

OUR PEOPLE

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





COMMUNITY

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



WELLBEING

We support and invest in our people and their wellbeing.



INTEGRITY

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



CURIOSITY

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

During 2023, the organisation continued to implement a number of initiatives which speak to its commitment to these values.

01 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.

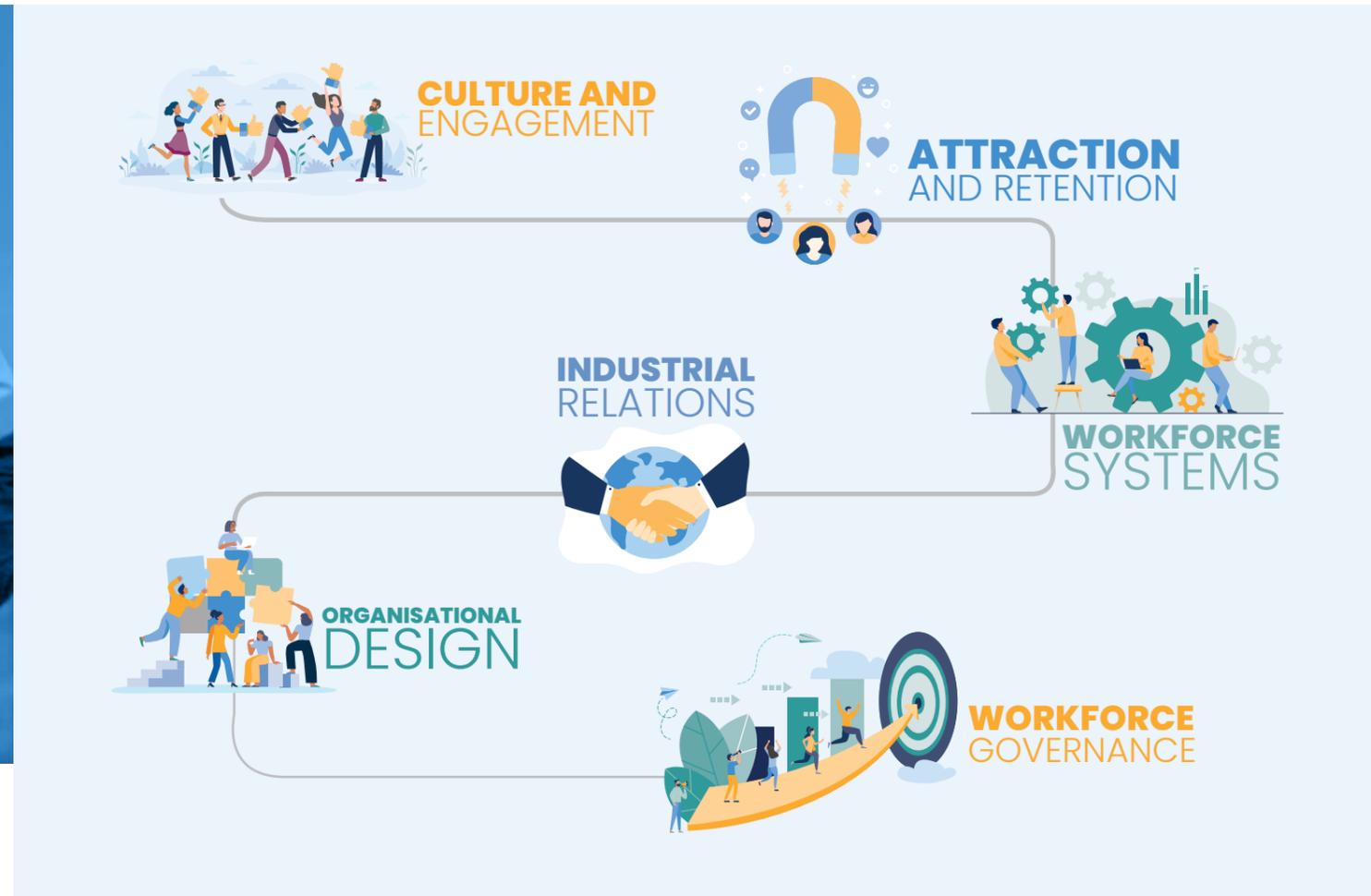
02 EVERYONE HAS A STORY

PON acted as primary supporter of a regional mental health initiative.

03 DIVERSITY & INCLUSION

PON maintained the Work180 endorsement, ranking in the top 101 Employers for Women in Australia. PON has also been endorsed by Reconciliation Australia, with the current Reconciliation Action Plan in its "Reflect" stage. PON also partnered with Business Inclusion Diversity Services (a branch of the Australian Federation of Disability Organisations) to launch their service in the Newcastle/Hunter region. BIDS provided training and accessibility assessment services to PON, to allow PON to improve its service offerings to people with disability.

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



These initiatives will continuously improve PON's workforce policies, systems and practices (our value of curiosity). These actions involve collaboration with our staff and regional partners (our value of community) to further invest in our people (our values of wellbeing and integrity).

During 2023 PON reviewed and upgraded the following workforce policies:

- Appropriate Workplace Behaviour
- Parental Leave
- Covid vaccination
- Personnel Security Risk Management
- Family & Domestic Violence Leave
- Purchased Leave
- Flexible Work Options

OUR EMPLOYEES

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

Our technicians and trade employees apply broad or in-depth technical, trade or industry-specific knowledge in performing skilled tasks, often to support activities in our Marine and Operations department. Contractors carry out a significant proportion of the organisation's activities and their work includes consultancy, maintenance of assets and project management.

Port of Newcastle maintains employee data confidentially and securely on an employee's electronic file and as part of its payroll system. This data has been used to generate the 2023 report. The table below provides an overview of the Port of Newcastle workforce:

PEOPLE & CULTURE METRICS DASHBOARD

	Q1 2023	Q2 2023	Q3 2023	Q4 2023	
WORKFORCE SNAPSHOT	Total FTE (exc casuals)				
		117	123	118	119
	Total headcount (inc casuals)				
	<i>Fulltime</i>	110	109	110	109
	<i>Part Time</i>	11	12	13	12
	<i>Casuals</i>	11	11	11	11
	Contract Type				
	<i>EA Contracts</i>	99	100	102	99
	<i>Individual Employment Contracts</i>	33	32	32	33
	Workforce Breakdown				
<i>Fulltime (%)</i>	83%	82%	82%	83%	
<i>Part Time (%)</i>	9%	10%	10%	9%	
ATTRITION	Total Turnover (% of total headcount, exc. Completion of fixed term contracts)				
	1.5%	2.3%	1.5%	2.3%	
RECRUITMENT	Direct Hires				
	6	3	4	1	
PAYROLL	All Sick/Carers Leave (hrs)				
		3,568			
LEAVE	Annual Leave Liability (\$)				
		1,366,159			
	Average age (yrs)				
		47			
DIVERSITY & INCLUSION	Gender				
	<i>Female FTE (%)</i>		35%		
	<i>Male FTE (%)</i>		65%		
	<i>Female Management (% of all employees)</i>		12%		

132
EMPLOYEES
(as at 31 December 2023), remaining stable from 2022

15 NEW EMPLOYEES IN 2023
7 FEMALE, 7 MALE
1 IDENTIFY AS OTHER

AVERAGE
5.9
YEARS OF SERVICE

5% VOLUNTARY TURNOVER RATE

75% COVERED BY OUR ENTERPRISE AGREEMENT

LONGEST SERVICE
41
YEARS
ROBERT COLLISON

COMPENSATION

In adherence to the GRI Standards, we are pleased to disclose our Annual Total Compensation and Ratio for the fiscal year ending December 31, 2023. The Annual Total Compensation Ratio is a key indicator of our commitment to transparency and equitable compensation practices within our organisation.

The ratio is calculated by dividing the annual total compensation for the organisation's highest paid-individual by the median annual total compensation for all of the organisation's employees excluding the highest-paid individual.

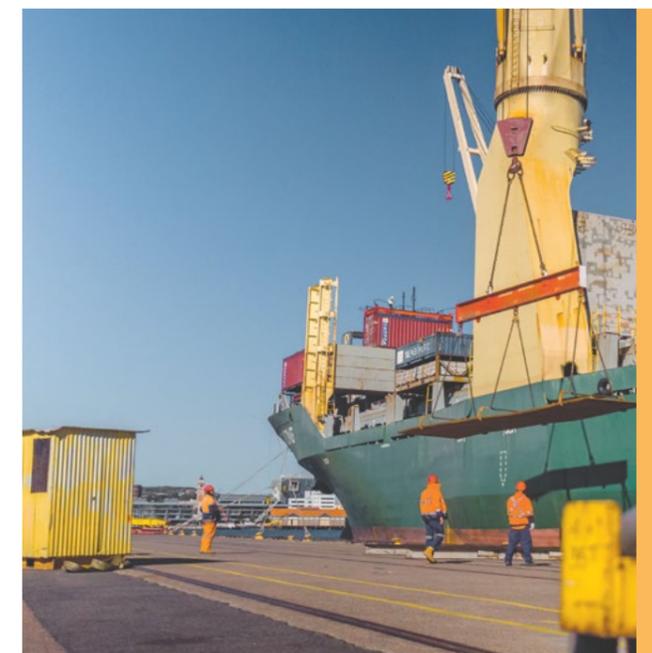
For the calendar year 2023: Annual Total Compensation Ratio stands at 6.3:1

This ratio reflects the company's approach to aligning executive compensation with the broader workforce and maintaining fairness and equity across all levels of employment.

The percentage increase in annual total compensation for the organisation's highest-paid individual to the median percentage increase in annual total compensation for all employees stands at:

For the calendar year 2023: 0.39%

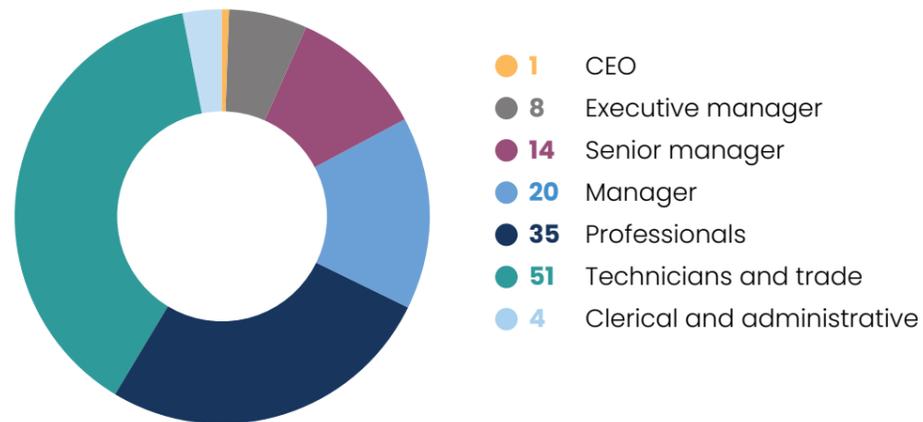
We believe that disclosing this ratio fosters accountability and provides stakeholders with valuable insights into our compensation practices. We remain committed to regularly assessing and refining our compensation strategies to ensure alignment with our values and stakeholders' expectations. Through ongoing dialogue and engagement with our employees, shareholders, and other stakeholders, we will continue to uphold high standards of corporate governance and social responsibility.



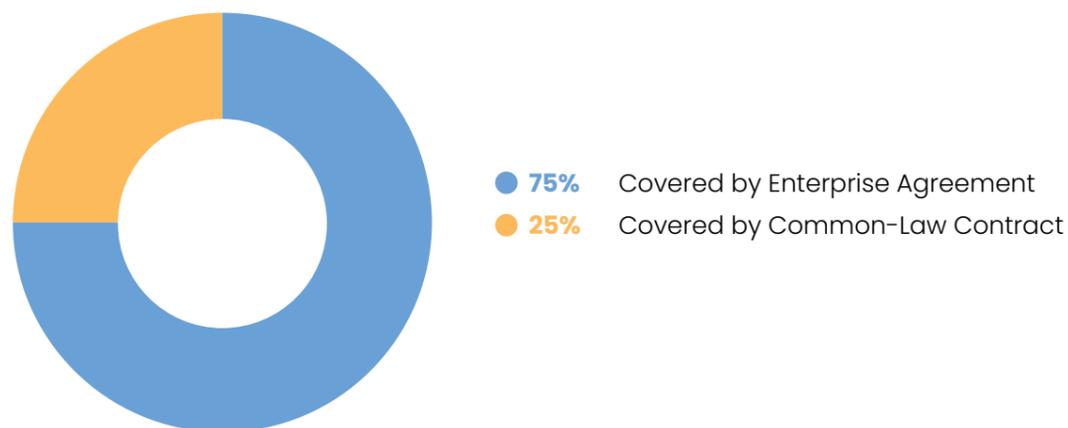
WORKFORCE

	MANAGERS		NON-MANAGERS	
	Male	Female	Male	Female
Permanent full-time employees	27	16	42	20
Permanent part-time employees	0	0	5	5
Fixed-term contract full-time employees	0	1	4	2
Fixed-term contract part-time employees	0	0	1	0
Casual	0	0	10	1

TOTAL EMPLOYEES BY EMPLOYMENT TYPE



EMPLOYEES BY CONTRACT TYPE



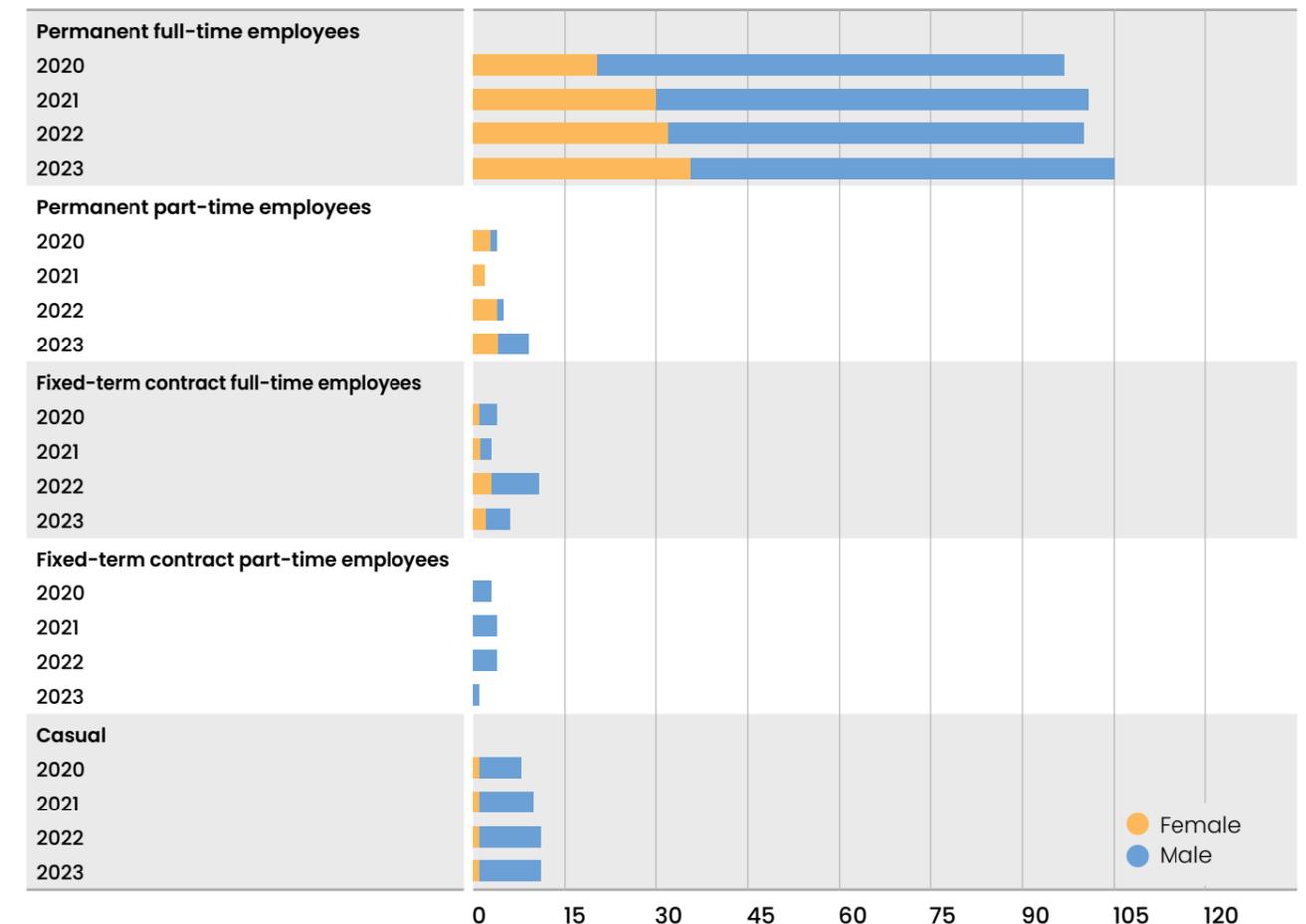
DIVERSITY AND INCLUSION

During 2023, Port of Newcastle continued to implement our Diversity & Inclusion strategy that sets out clear priorities across seven areas:



Port of Newcastle exceeded its 2023 target of 31.2% female employees, greater than 3% of Aboriginal and Torres Strait Islander employees and the continuation of our Indigenous internship program in partnership with Career Trackers and University of Newcastle.

WORKFORCE GENDER SPLIT





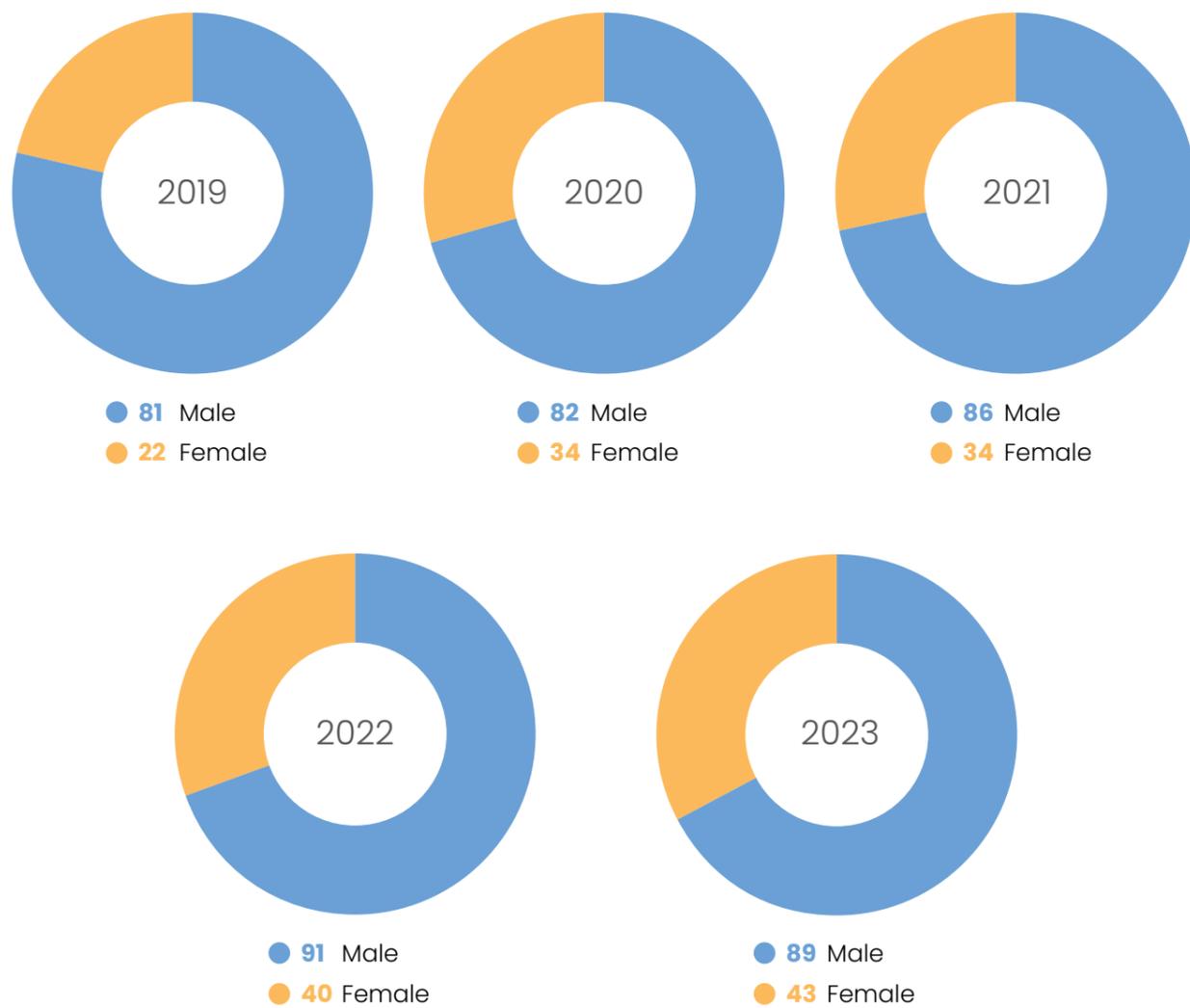
35% FEMALE
65% MALE
BASED ON FULL-TIME EQUIVALENT (FTE)

16 FEMALE MANAGERS
28 MALE MANAGERS

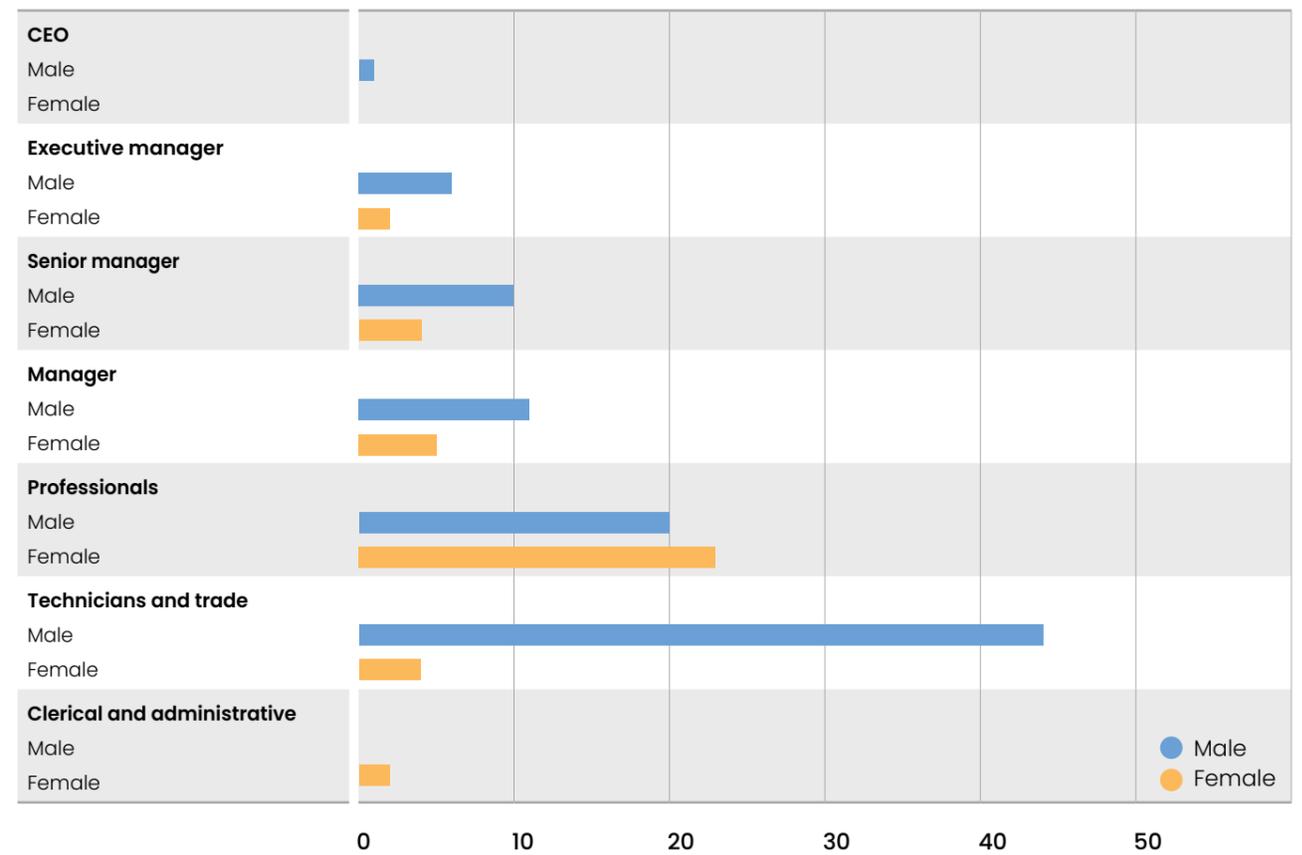
3.8% ABORIGINAL & TORRES STRAIT ISLANDER DEMOGRAPHIC

96.3% OVER 30 YEARS OLD
39.6% OVER 50 YEARS OLD

WORKPLACE GENDER SPLIT BY YEAR



POSITION TYPE BY GENDER



GENDER PAY EQUALITY

Port of Newcastle has a structured salary benchmarking process in place, partnering with AON and Mercer. This process is designed to ensure market competitiveness, review and address inequalities in pay and ensure compliance with legislative standards. It is a process which is being continually improved. The PON Remuneration Policy is designed to provide a market competitive remuneration structure that retains, attracts and motivates high-quality, talented people whilst aligning their remuneration with the creation of sustained shareholder value. Under this policy, regular remuneration benchmark reviews are conducted to ensure that PON is paying appropriate market rates, ensuring an unbiased process based on role, skills and market applied consistently regardless of gender, age or any other demographic factor.

Port of Newcastle is making significant strides in promoting remuneration equity, as highlighted in its latest annual Workplace Gender Equality Agency (WGEA) report for 2023. The report underscores PON's achievement in maintaining remuneration equity, revealing a median total remuneration pay gap of 1.7% and a median base salary pay gap of 0.1%. In stark contrast, the industry average for these statistics stands at 14.7%

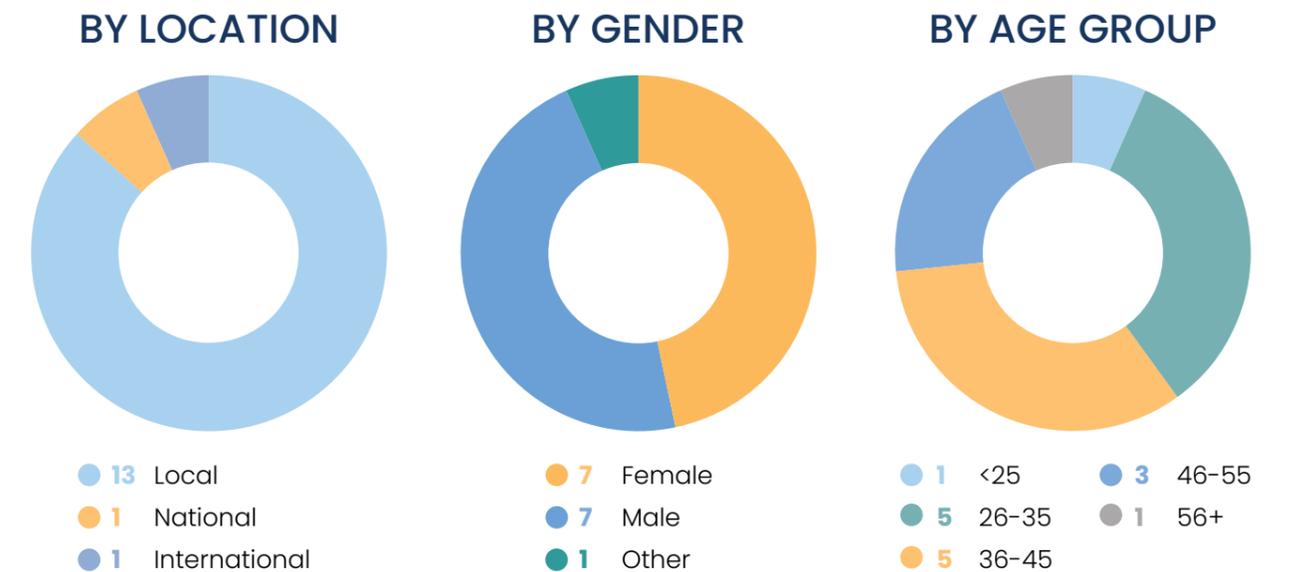
and 4.3%, respectively. To ensure that we are continuously improving in this space, and help prevent a pay gap from occurring, Port of Newcastle utilises a number of methods and tools to help address and prevent gender inequity occurring. These include:

- ☐ Comprehensive Diversity & Inclusion strategy
- ☐ Pay graded according to Port of Newcastle Enterprise Agreement, developed in consultation with Unions & employees
- ☐ Annual salary benchmarking
- ☐ Annual talent review of staff
- ☐ Annual succession planning
- ☐ Market benchmarking for new roles
- ☐ 2-stage Performance Annual Review calibration
- ☐ Gender-based targets
- ☐ Gender-neutral parental leave policy and coaching program
- ☐ Diversity, Equity and Inclusion training
- ☐ Flexible work options
- ☐ Agile working arrangements
- ☐ Coaching & mentoring
- ☐ Continuous training & development (e.g. Inclusive Hiring workshops)

	2020-21	2021-22	2022-23
MEDIAN TOTAL REMUNERATION	12.2%	3.2%	1.7%
MEDIAN BASE SALARY	12.2%	5.7%	0.1%

NEW EMPLOYEE HIRES

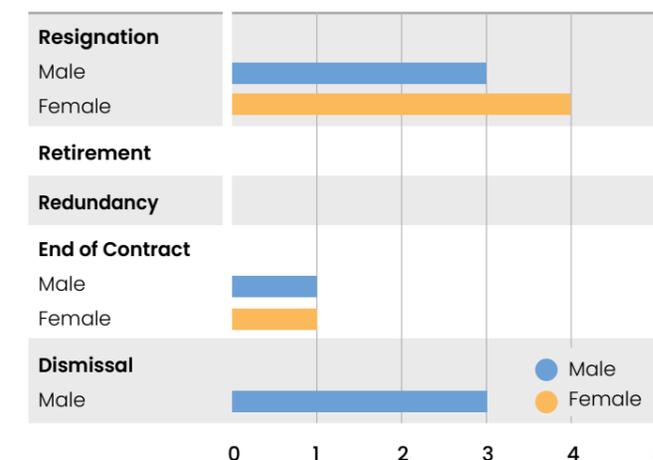
During 2023, the Port hired 15 new employees, all sourced locally, nationally and internationally. Of those new hires, 47 per cent were women with most hires sitting in the 26 – 35 and 36-45 age groups.



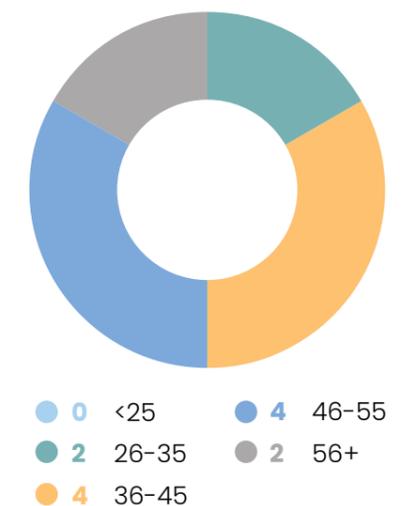
EMPLOYEE TURNOVER

During 2023 there was a total of eleven employees that departed the organisation. Of those eleven, seven were male and four were female. The highest number of departures were from the 36 – 45 age group.

TYPE OF DEPARTURE



BY AGE GROUP



WOMEN IN PORT OF NEWCASTLE



Work180 is a globally recognised organisation that aims to raise the organisational standards of the businesses it partners with, by removing barriers that women may experience in the workplace. Work180 also addresses other marginalised groups, with consideration of how racism, ableism and ageism may also be sources of inequity. Work180 completes an Equity Audit on workplaces. The Equity Audit assesses areas including (but not limited to) representative leadership, pay equity, and inclusive hiring processes. If a workplace passes the Equity Audit, they receive Work180 Endorsement. Work180 also provides ongoing audits, education and training for HR teams, and aids in the attraction & retention of women by use of its job board.

In 2023, Port of Newcastle maintained the Work180 endorsement as an employer of choice for all women. Our Diversity & Inclusion Strategy sets out clear priorities for increasing representations of both women and Indigenous peoples within our workforce and in 2023 we continue to work towards these goals and advocate for initiatives that make the workplace better for women. This resulted in a 9% improvement in Port of Newcastle's DEI Assessment score, increasing from 57% in 2022 to 66% in 2023.

Through continued efforts by Port of Newcastle to increase gender equity, we are addressing Target 5.5 of the UN SDGs by ensuring women's full and effective participation and equal opportunities for leadership at all levels of decision-making within the organisation.



Women at the Port benefit from a progressive, flexible workplace culture, that is committed to the ongoing development and empowerment of all our people. We have created an environment that allows all women, at all stages of life, to thrive.

CASE STUDY WOMEN IN STEM

Port of Newcastle has set a long-term target of achieving a 40% representation of women, and additional initiatives were implemented in 2023 to advance towards this target. As part of these efforts, four women from Port of Newcastle participated in a mentoring day at Rutherford Tech High School, where they shared insights about their careers with female STEM students. This collaborative exchange was a valuable experience for both the mentors and mentees.



Port of Newcastle hosted students from across two Newcastle high schools to visit the port and take part in a tour of the Carrington precinct. The students had the opportunity to explore a Svitzer tug vessel, tour the Aurizon facility (including a tour on a locomotive), climb the NAT grain silo infrastructure and visit the Port of Newcastle dredge. This experience showcased the diverse array of careers and pathways available within our industry.

We will continue to collaborate with schools and TAFE programs, actively encouraging and supporting the next generation of women to pursue fulfilling careers within the maritime industry.



The challenge doesn't stop here. We will continue to support and empower women at every level. Port of Newcastle will continue to nurture our workplace culture to be as dynamic and impactful as our people are."

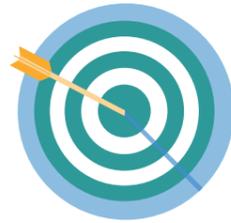
– Marie Omark, Executive Manager Corporate Services.

ENGAGING WITH OUR PEOPLE

In 2023 Port of Newcastle continued implementing the three-year Workforce Engagement Strategy in partnership with Curtin University Future of Work Institute. A comprehensive workforce engagement program was implemented during 2022 with actions occurring during each quarter of the year including:



ALL STAFF INVOLVED IN THE LAUNCH



FOCUS GROUPS



WORKFORCE SURVEY



ACTION PLANNING WORKSHOPS



TRAINING



ONGOING COMMUNICATION

The workforce engagement strategy followed the comprehensive evidence based 'Thrive' methodology which encompasses mitigating illness, preventing harm and promoting thriving. A central feature of the methodology, and a central theme for Port of Newcastle was the focus on 'Working Smarter'. This focus is aligned with Port of Newcastle's values of Curiosity and Wellbeing.

The results of Port of Newcastle's workforce engagement survey show steady continuous improvement across all areas. The survey showed that Port of Newcastle is particularly strong at providing a clear and positive direction for the organisation, providing support among colleagues and by managers, and that the Port

provides interesting work where staff have the opportunity to learn during their work.

The action plans developed at team, department and organisational level throughout the Workforce Engagement program include continuous improvement in prioritisation, systems and processes and communication during periods of change.

Port of Newcastle continues the partnership with Curtin University into 2024 and with the support of the Future of Work Institute continue to embed the processes and tools which have been developed during 2022 and 2023 into the fabric of the way the organisation works in 2024.

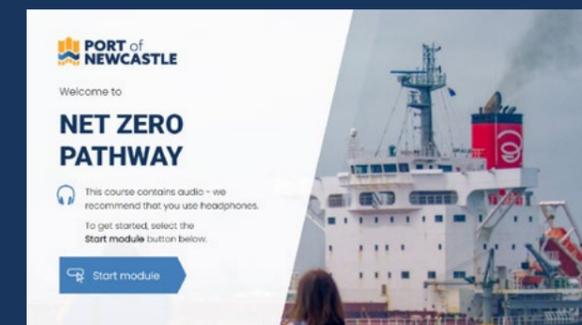
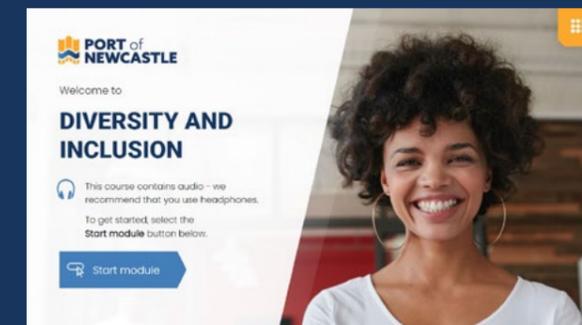
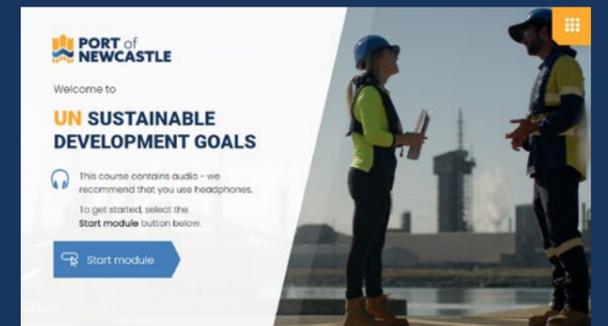
DEVELOPING OUR PEOPLE

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

We encourage all employees to engage in continuous learning, with Port of Newcastle encouraging employees to undertake relevant study as well as attend seminars and conferences as required. Port of Newcastle also offers study assistance in the form of leave and partial or full fee coverage for approved further education and training.

In addition to a suite of online training modules provided to employees, Port of Newcastle also provides opportunities for staff to complete face-to-face training throughout the year. In 2023, this included Inclusive Hiring training and Disability Confidence & Unconscious Bias training.

Port of Newcastle is committed to providing ESG awareness and completion of the ESG training package is a requirement for all current and new employees. As of 31 December 2023, 88 per cent of the Port's employees had completed all six modules.





The organisation continued to provide mental health first aider training opportunities to its employees during 2023, in line with its sustainable financing commitments.

A total of eighteen courses were completed during 2023 bringing the total number of mental health first aiders in the organisation at the end of 2022 to 45, 34 per cent of the workforce. Additional mental health first aid course opportunities will be provided to our employees in 2024. We are also committed to maintaining nominated ratios of mental health first aiders across each of our departments and in 2023 achieved or exceeded the minimum number in each department.

Due to PON's ongoing commitment to the mental health first aid programs, in 2023 PON was recognised by Mental Health First Aid Australia in their Workplace Recognition Program as a Skilled Workplace.

MENTAL HEALTH FIRST AIDERS PER DEPARTMENT

NUMBER OF EMPLOYEES IN DEPARTMENT	2-10	11-20	21+
Minimum number of required mental health first aiders	2	3	4

EMPLOYEE MENTAL HEALTH FIRST AID ACCREDITATION AGAINST SUSTAINABILITY LINKED LOAN TARGET

BUSINESS DEPARTMENT	COMMERCIAL	LEGAL	BUSINESS DEVELOPMENT	CORPORATE AFFAIRS	CORPORATE SERVICES	FINANCE	PROJECTS AND ASSETS	MARINE AND OPERATIONS
Minimum No. Mental Health First Aiders as per PON April 2021 SLL	2	3	2	2	3	3	2	4
No. in team	6	11	6	5	17	14	9	62
No. currently accredited	2	5	3	2	6	6	4	11

CASE STUDY

EVERYONE HAS A STORY

Everyone Has A Story (EHAS) is a local mental health initiative, with the goal to reduce the stigma around speaking about mental health issues. It provides a platform for participants to speak openly about their mental health journeys, to normalise vulnerability and encourage everyone to seek help if they need it. EHAS partnered with Lifeline to ensure all information was communicated thoughtfully and correctly, whilst also providing a resource of professional support to participants.

In 2023, Port of Newcastle was a major supporter of EHAS, enabling it to roll out to over 40 local organisations. This culminated in a large event, bringing together participating organisations to view the stories. Guest speakers specialising in mental health donated their time to speak at the event. Port of Newcastle was intrinsically involved in the coordination of this event.



Photograph: EHAS photo

MODERN SLAVERY

The Port has developed an Anti-Slavery Policy to support its Modern Slavery statement. The organisation is committed to assessing all its registered suppliers for modern slavery risk. To achieve this the Port has adopted online platform FairSupply and all suppliers are screened for modern slavery risks. To date, education on the new polices has been delivered to the organisation through a series of staff stand up engagements and through system training delivered by the FairSupply team. A compulsory modern slavery training program has been rolled out for all staff as part of the ESG training suite.

SUPPORTING OUR PEOPLE

Port of Newcastle provides a range of supports for our people including:

 <p>EXECUTIVE TEAM ONBOARDING Meet personally with new staff to discuss the goals and culture of the organisation.</p>	 <p>COACHING AND MENTORING PROGRAMS with jointly selected external coaches provided to support professional development.</p>	 <p>HEALTH AND WELLBEING SUPPORT Employee Assistance Program</p>	 <p>RECOGNITION AND REWARD PROGRAM</p>  <p>REGULAR INDIVIDUAL DEVELOPMENT REVIEWS</p>
 <p>TRAINING Self-directed learning – on-line and on or off-site. In addition, Port provides employees with a range of opportunities to undertake study tours, benchmarking visits and attend a wide range of professional industry forums to support professional development and innovation.</p>		 <p>PARENTAL LEAVE SUPPORT Refreshed gender-neutral Parental Leave policy entitling employees to 26 paid primary carers leave, 2 weeks secondary carers leave, ability to take leave at half pay, ability to return to work part time whilst taking paid parental leave, Parents@ Work coaching program, plus additional paid entitlements for parents who experience loss of pregnancy (with paid leave available to either parent).</p>	
 <p>WORKFORCE ENGAGEMENT</p>	 <p>CAREER DEVELOPMENT Biannual process for reviewing career opportunities.</p>		
 <p>SOCIAL SUPPORT Employee Engagement Forum and social events throughout the year.</p>	 <p>FLEXIBLE WORKING Agile working policy, through to structured and formalised flexible working policy arrangements which are arranged on an individual basis.</p>		

26
WEEKS
Primary Carer
Parental Leave

ADDITIONAL 2%
Super co-contribution for employees covered by Port of Newcastle Enterprise Agreement

34
STAFF
enrolled in
fitness program

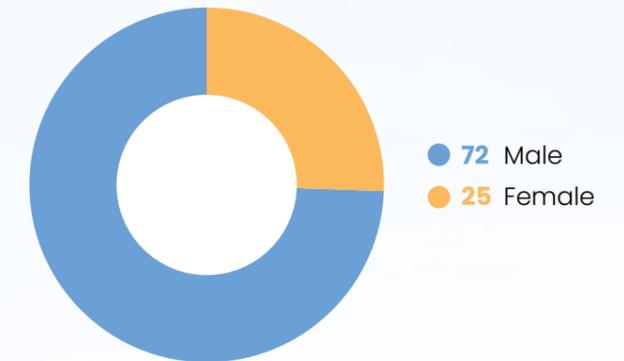
WORKPLACE GIVING PROGRAM
with donation matching by Port of Newcastle

10 TOTAL NUMBER OF EMPLOYEES
returning to work after parental leave

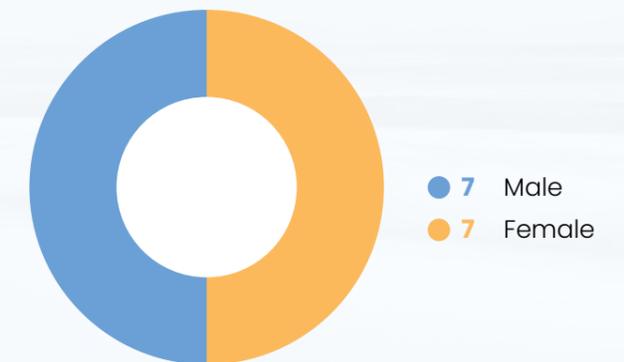
4 TOTAL NUMBER OF EMPLOYEES
due to return to work after taking parental leave

TOTAL NUMBER OF EMPLOYEES

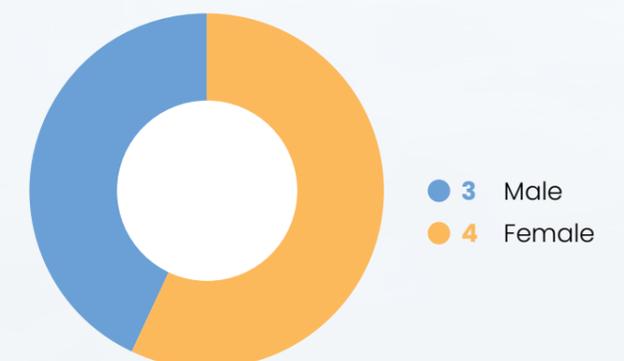
Entitled to parental leave **BY GENDER**



Took parental leave **BY GENDER**



Returned to work in the reporting period after parental leave ended **BY GENDER**

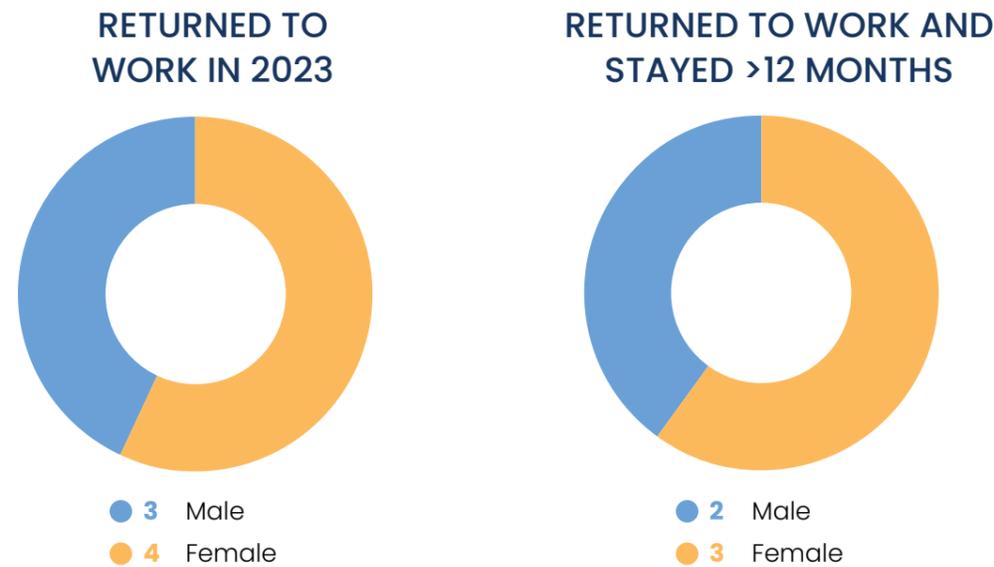


Note – 2 females still on Parental Leave into 2023

Of the 7 employees that returned to work after parental leave ended in 2022, 5 were still employed 12 months after their return to work.

Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work

BY GENDER



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

WORKPLACE GIVING

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

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



JENNY'S PLACE



HUNTER WILDLIFE



BEYOND BLUE



AWABAKAL

\$12,280
DONATED
IN 2023



OUR APPROACH TO WORKPLACE HEALTH & SAFETY

Port of Newcastle is committed to improving organisational safety culture and performance across its operations. As custodians of the port, we have the ultimate responsibility for the safe operation across our sites. During 2023, the Port's WHS management system covered the work and workplace of 132 PON employees and 44 contractors.

At PON, we conduct external reviews and audits every three years which inform PON's Safety Strategy. Whilst PON's Safety System is aligned with ISO45001:2018 a key commitment within the Strategy is to achieve certification. Our employee health program supports the wellbeing of our staff, monitoring the health of all our employees before and throughout their employment.

PON RISK IDENTIFICATION AND HAZARD MITIGATION PROCESS



5 STEPS TO SAFETY HAZARD IDENTIFICATION



SAFE WORK METHOD STATEMENTS (SWMS)



FORMAL RISK ASSESSMENT



WHS RISK AND OPPORTUNITY REGISTER

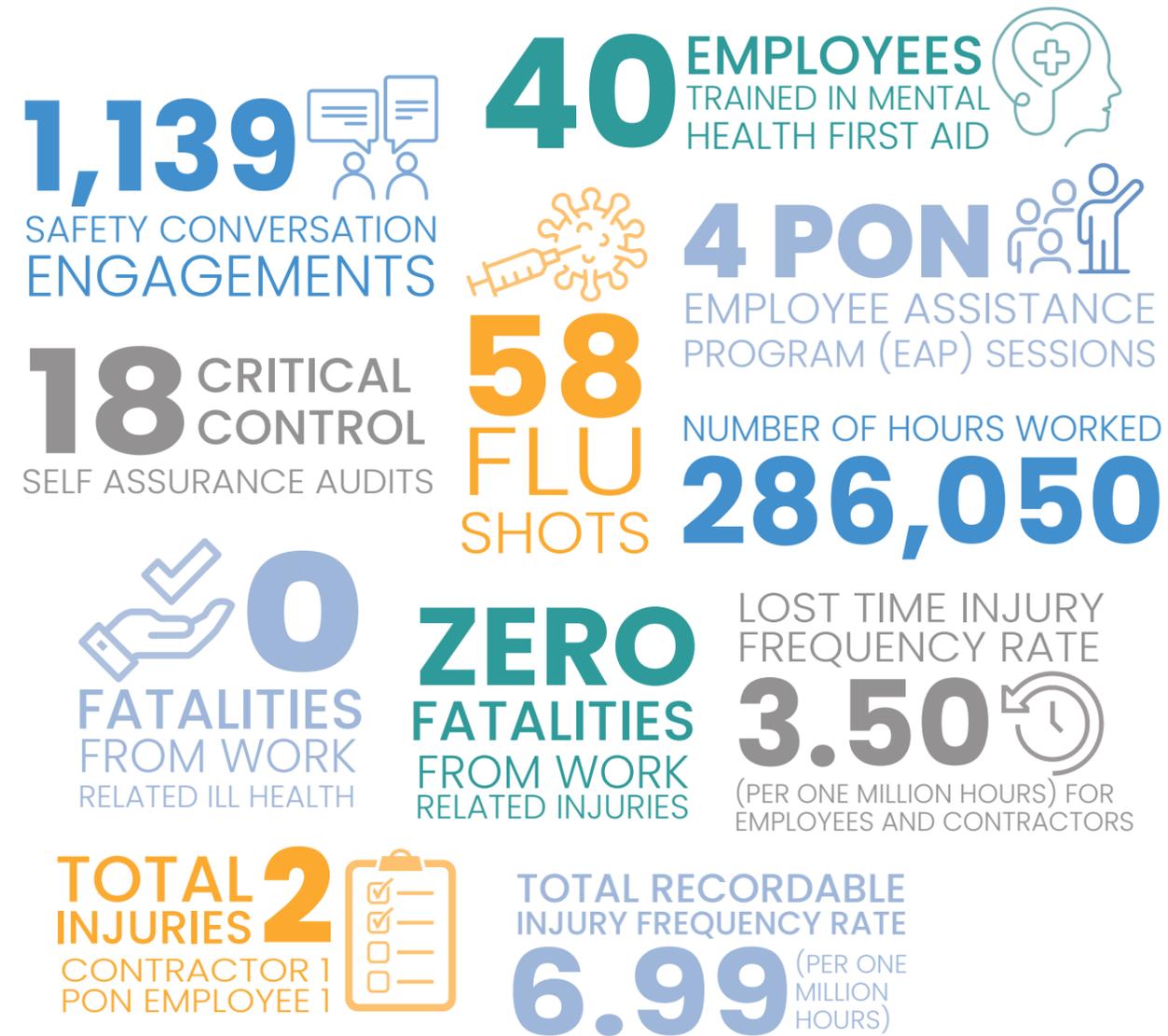
We use several tools for communicating WHS matters such as our formal incident reporting system, MYOSH, and informal systems such as brief information sessions, Toolbox talks and safety shares.

SAFETY STRATEGY

In 2023 PON completed a number of Safety Strategy Actions which included:

- Review and update of key WHS Procedures.
- Refresh and update of PON safety communications.
- Update of PON WHS signage across the port.
- Safety training needs analysis and implementation of a new training system.
- Review and update of PON's set of fatal and severe risks and life-saving behaviours.

In 2023, there were zero fatalities resulting from workplace injuries or work-related ill health. There was one lost time injury resulting in a fractured knee from a trip and one medical treatment injury resulting in 3 sutures to a finger.



OCCUPATIONAL HEALTH SERVICES

PON PROVIDED IN 2023

- ▢ Covid Rapid Antigens tests for employees' and their families'
- ▢ Face masks and respirators that meet required Australian Standards.
- ▢ Hearing Protection Devices (HPD's) that meet required Australian Standards.
- ▢ Alcohol and Other Drug Testing that is compliant with Australian Standards for testing.
- ▢ Appropriate injury management and return to work functions that meets regulatory requirements for employees.
- ▢ Employee Assistance Program through a recognised provider.
- ▢ Flu vaccinations annually that meet recognised medial requirements.
- ▢ Corporate fitness program.
- ▢ Training of employees in Mental Health First Aid Training through a recognised provider.
- ▢ Ergonomic assessments for employee workstations.
- ▢ Asbestos management plan utilising the services of a qualified Occupational Hygienist.

2023 PON WELLNESS INITIATIVES



RUOK DAY SPEAKER



GUEST MENTAL HEALTH SPEAKERS FOR MORNING TEA



MENTAL HEALTH FIRST AID TRAINING



SECTION 4

OUR PLANET

OUR PLANET

Port of Newcastle recognises its responsibility to manage our business in a way that minimises negative impacts on our planet, maximises positive environmental outcomes and demonstrates commitment to sustainable practices.

ACTIVE ENVIRONMENTAL MANAGEMENT

PON actively works to manage the impact of its operations on the environment and has identified five key themes to guide this approach.



MANAGING OUR ENVIRONMENTAL FOOTPRINT

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



BEYOND OUR BOUNDARIES

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



COMMITTED STEWARDS

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



OUR SYSTEMS AND SUPPORT

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



PORT-CITY RELATIONS

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

WE MANAGE OUR ENVIRONMENTAL FOOTPRINT BY

- 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

WE HAVE IN PLACE ROBUST SYSTEMS AND SUPPORT TO

- ensure compliance with all relevant legislation, regulations and other requirements
- continually improving and innovating to enhance environmental performance
- identify and managing environmental risks and impacts
- maintain an effective Environmental Management System
- communicate our policy and systems to employees, tenants and contractors
- ensure contractors engaged by PON meet minimum environmental standards and demonstrate a commitment to sustainable practices
- work in partnership with our stakeholders to drive active and sustainable environmental management
- manage the presence, handling and storage of hazardous substances
- effective design such as lighting to reduce light pollution
- set hours of operation and where appropriate, mitigation methods to minimise public nuisance from noise and vibration
- ensure operational controls for water outflows/ discharges and water inflows/withdrawals

WE ARE A COMMITTED STEWARD BY

- ☐ 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



0 REPORTABLE ENVIRONMENTAL INCIDENTS IN 2023

0 NON-COMPLIANCES RESULTING IN REGULATORY ACTION IN 2023

At Port of Newcastle, we operate within an Environmental Management System (EMS) based on the principles of ISO 14001:2015. Our EMS ensures a high level of leadership commitment to our environmental performance and provides the framework for implementation across the business. The Port has committed to commencing works to obtain certification against the ISO 14001 standard.

In assessing environmental risk, PON applies the precautionary principle as introduced by the United Nations (UN) in Principle 15 of The Rio Declaration in Environment and Development.

PON has identified and evaluated the environmental aspects and impacts of its operations and developed mitigation measures that reduce or eliminate potential negative environmental impacts. PON has in place a number of management plans to ensure these mitigation measures are integrated into our operations.

PON was the first port in Australia to be certified under the international EcoPorts program in 2019. Additional Australian ports have finalised their commitment to the program – Geelong, Gladstone, TasPorts (Devonport, Bell Bay, Burnie and Hobart) and Brisbane.

“The overall response profile was that of an environmentally pro-active port developing and seeking to maintain an environmental program aimed at managing to high standards of compliance, protection and improvement in terms of its environment.”

– Dr Chris Wooldridge, EcoSLC

WASTE MANAGEMENT

PON actively supports sustainable materials management through a whole-of-lifecycle approach and applies the principle of avoid, reduce, reuse, repair and recycle. Our overarching goal is to minimise waste generation and promote circular economy within our operations.

To achieve this, the Port implements a waste management procedure and framework to guide performance and ensure compliance with relevant legislation.

PON has now implemented waste separation facilities for 22 different waste streams.

-  CO-MINGLED RECYCLABLES
-  ORGANIC WASTE
-  PUTRESCIBLE WASTE
-  PAPER DESTRUCTION & RECYCLING
-  BOTTLES & CANS
-  SOFT PLASTICS
-  PPE & TEXTILES
-  CARTRIDGES
-  E-WASTE
-  MOBILE PHONES
-  BATTERIES
-  TYRES
-  VESSEL OILY WATER AND WASTE OILS
-  OIL RAGS & FILTERS
-  SEPTIC EFFLUENT
-  AMMONIATED OILY WATER
-  AMMONIATED STORMWATER
-  OTHER STORMWATER
-  AFFF AND PFAS (NO LONGER USED AT PON)
-  CONSTRUCTION AND MAINTENANCE WASTE – CONCRETE AND MASONRY
-  CONSTRUCTION AND MAINTENANCE WASTE – STEEL
-  CONSTRUCTION AND MAINTENANCE WASTE – TIMBER

Waste data is collated to measure the effectiveness of our waste minimisation initiatives, monitor for trends and identify further improvement opportunities.

95 TONNES

OF LIQUID WASTE WAS SENT FOR TREATMENT AND RECYCLING

3.4 TONNES

OF SOLID WASTE WAS DIVERTED FROM LANDFILL IN 2023

EQUIVALENT OF 95,500 BAGS SAVED

from landfill since partnering with the Plastic Police in 2019

162 TREES SAVED IN 2023



FROM OUR PAPER MINIMISATION AND RECYCLING INITIATIVES

PAPER CONSUMPTION

Year	Paper (no. pages)	Solid waste / year (kg)
2020	148,984	7,449
2021	121,435	6,072
2022	110,297	5,515
2023	125,492	6,275

PON continues to aim to reduce its paper consumption each year.

SUBSTANCE	FATE	QUANTITY (T)			
		2020	2021	2022	2023
Co-mingled Recyclables	Recycling	0.01	0.14	1.00	2.27
Organic waste	Recycling, composting	0.32	0.20	0.27	0.37
Putrescible Waste	Landfill	38.50	34.60	36.10	41.59
Paper destruction	Recycling	0.66	0.57	0.62	0.62
Bottles & Cans	Recycling	-	-	0.02	0.03
Soft Plastic	Recycling	0.17	0.09	0.07	-
PPE, textiles, signage	Recycling	0.15	-	0.04	0.03
Cartridges	Reuse	0.01	0.03	0.02	0.02
E-Waste	Reuse, repair or recycling	-	0.28	-	0.09
Mobile Phones	Reuse, repair or recycling	-	-	0.00	0.00
Batteries	Recycling	-	-	0.01	0.02
Tyres (forklift tyres)	Special waste	-	0.02	-	-
Vessel oily water (hazardous waste)	Recycling	14.60	16.20	10.10	22.72
Ammoniated oily water	Treatment	15.20	52.30	52.0	23.78
Ammoniated stormwater	Treatment	45.10	14.00	14.00	48.30
Other stormwater	Treatment	19.80	29.40	29.00	18.90
AFFF and PFAS (hazardous waste)	Treatment	0.10	-	-	-
Construction & Maintenance - concrete/ masonry	Recycling	Not recorded	Not recorded	Not recorded	174.00
Construction & Maintenance - steel	Recycling	Not recorded	Not recorded	Not recorded	14.90
Construction & Maintenance - timber	Recycling	Not recorded	Not recorded	Not recorded	-

Notes: PON has begun recording construction waste recycling as of 2023. Density for oily water was used to convert litres to tonnes Assumed hard hat weight 1kg. * AFFF and PFAS substances are prohibited at PON sites.

CASE STUDY PORT-WIDE LITTER PICK

The port-wide litter pick was held in 2023 and saw a number of Newcastle 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.

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.



SEDIMENT MANAGEMENT AT PON

Port of Newcastle is required to remove sand and silt material from the channel to ensure the safe passage of vessels. We are committed to working in collaboration with the lead agencies, City of Newcastle and the NSW Government, to assist in the beneficial reuse of any suitable material.

For many years PON has removed suitable sand material from the channel entrance and relocated it to a nearshore site that supports the renourishment of Stockton Beach.

RENOURISHMENT VOLUMES



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

In 2022, PON's regulatory approval for the placement of clean dredged sand material off Stockton Beach expired due to the applicable legislation being repealed. A new approval is being procured by the relevant public authority, which is reflected in a decrease in the volume relocated for renourishment during 2022. It is anticipated that beach renourishment activities will recommence in 2024, as soon as approval is obtained by the relevant public authority.

Within the Port there are suitable facilities for the receipt of ship waste. The Australian Maritime Safety Authority (AMSA) is the lead agency for the oversight of ship waste in Australia. Details of these facilities are available to ship owners and agents via the AMSA website.

Waste that is identified as biosecurity waste is collected by a waste service provider with an approved Department of Climate Change, Energy, the Environment and Water agreement (DCCEEW).

CASE STUDY SUSTAINABLE SEDIMENT MANAGEMENT

PON performs continuous dredging of the channel with PON's trailing suction dredger, the David Allan, to remove sand and silt material deposited from the river to maintain channel depth and ensure the safe navigational passage of vessels. In recent years PON also utilised the sweeper vessel Lydia to redistribute peaks in sediment on the harbour floor. The volume of sedimentation varies each year depending upon the frequency and severity of weather events and processes of siltation. If a significant flood event (freshwater event occurs), excess material can be produced in the harbour. 2023 saw zero significant freshwater events.

The sediment is deposited at an approved offshore placement area under PON's Maintenance Sea Dumping Permit 2022-2032 with DCCEEW. The Sea Dumping Permit is supported by a comprehensive Long-Term Monitoring and Management Plan available on the PON website.

In 2023, PON collaborated with City of Newcastle and NSW Government Department of Public Works to deliver a beach nourishment campaign of 130,000 m³ of sand deposited on Stockton Beach through a process called 'rainbowing' using the dredge vessel Trud R.



Source: NSW Public Works

CLIMATE CHANGE



UN SDG ALIGNMENT

Climate change is a strategically significant issue for Port of Newcastle. PON seeks to mitigate against environmental, legal and reputational risks whilst also increasing Board oversight, enhancing employee engagement and positively influencing customer behaviour. A senior decision maker, Hugh FitzSimons, has been nominated from the Board of Directors to oversee and monitor our ESG Strategy and comment on the implementation of ongoing and new initiatives. A dedicated team responsible for implementing ESG objectives will report on progress to the Board of Directors quarterly.

To understand both the physical and transitional risks and opportunities associated with climate change, PON Disclose against the Taskforce on Climate-Related Financial Disclosures (TCFD) guidelines, this included completing a climate scenario analysis in line with the TCFD recommendations and the Climate Measurement Standards Initiative (CMSI). This analysis resulted in two distinct scenarios being used to assess PON's risks and opportunities against a 2030 and 2040 time horizon.



SUMMARY OF PHYSICAL AND TRANSITIONAL RISKS TO PORT OF NEWCASTLE

TYPE	RISK	MITIGATION MEASURES
PHYSICAL RISKS	Increase or prolonged high temperatures and extreme weather events	Regular / ongoing consultation with port users, Ports Authority NSW and Harbour Master.
	An increase in wet weather events results in an influx of fresh water and silt potentially reducing vessel movements via Port Authority restrictions.	Optimised recovery following a disruption event.
	Extreme weather events could also cause lost time on site, damage to assets and increases in insurance premiums.	Increase vegetated areas to aid infiltration of water and upgrade stormwater management systems.
	Drought will impact the exporting of commodities such as wheat and grains.	Introduce a new dredger with low emissions technology. Investment in upstream bank stabilisation.
	Sea level rise is expected to increase by 27 cm by 2050 resulting in an increase to operational, maintenance and insurance costs.	PON strategic development plan includes high level flood mapping. Construction of rock revetments, break walls and maintenance planning to protect land areas.
TRANSITIONAL RISKS	Dependence on Coal trade volumes	PON diversification strategy plans to grow non-coal revenue streams and develop new ones such as clean energy facilities, container trade and RoRo operations. Other business development opportunities are included in our Strategic Plan to diversify our trade volumes.
	Regulatory Requirements We have considered the risk of regulatory requirements when undertaking the TCFD including the following: <ul style="list-style-type: none"> - Increasing / tightening regulatory landscape - Government applies / imposes / attaches tighter conditions or restrictions to grant funding - Climate targets get shifted sooner / increasingly higher or difficult KPIs - Inability to access finance or increased cost of finance - Increased shareholder activism 	PON to maintain engagement with TCFD, Shareholder/Board and executive level, industry bodies, levels of government.





TCFD

As per TCFD recommendations, the table below provides section and page references to Port of Newcastle's 2023 Sustainability Report, where information recommended for disclosure by the Task Force on Climate-Related Financial Disclosures (TCFD) can be found.

TCFD RECOMMENDATIONS

GOVERNANCE

THEME	RECOMMENDATION	SUSTAINABILITY REPORT SECTION/PAGES
Disclose the organisation's governance around climate-related risks and opportunities.	Describe the board's oversight of climate-related risks and opportunities.	Governance
	Describe management's role in assessing and managing climate-related risks and opportunities.	Governance

STRATEGY

INDICATOR	UNIT	REFERENCE
Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning where such information is material.	Describe the climate-related risks and opportunities the organisation has identified over the short-, medium- and long-term.	Materiality and stakeholder engagement Climate change
	Describe the impact of climate related risks and opportunities on the organisation's businesses, strategy and financial planning.	Climate change
	Describe the resilience of the organisation's strategy, taking into consideration different climate related scenarios, including a 2°C or lower scenario.	Climate change

RISK MANAGEMENT

INDICATOR	UNIT	REFERENCE
Disclose how the organisation identifies, assesses and manages climate-related risks.	Describe the organisation's processes for managing climate-related risks.	Key Business Risks and Opportunities
	Describe the organisation's processes for identifying and assessing climate-related risks.	Materiality Key Business Risks and Opportunities Climate change
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management.	Key Business Risks and Opportunities

METRICS AND TARGETS

INDICATOR	UNIT	REFERENCE
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	Sustainability Linked Loan KPIs
	Disclose Scope 1, Scope 2 and , if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Carbon footprint

KEY BUSINESS RISKS AND OPPORTUNITIES

Quantification of the TCFD scenarios has been undertaken using the low and high scenarios to evaluate the potential financial impact to the business. We have considered that with sustained climate change, the volumes through the port could decrease per year in line with the past three weather affected years. Operational expenses could also increase 5% in each scenario due to sustained higher costs from impact of weather and/or association with coal. Debt margins would be expected to increase due to a transition risk for the company's association with fossil fuels.

Following our assessment of the TCFD scenarios on Ports Business model, the below table shows the potential impact to the Port. Each variable has been fixed independently with the exception of the two last TCFD all scenarios which illustrate cumulative impact.

TCFD SCENARIOS	IMPACT
Trade Volumes - 5%	-5.8%
Trade Volumes - 10%	-11.6%
Trade Volumes - 15%	-17.6%
Opex +5%	-2.6%
+200bps Debt Margins	-6.8%
+350bps Debt Margins	-11.9%
+500bps Debt Margins	-17.0%
TCFD - ALL (LOW)	-15.4%
TCFD -ALL (HIGH)	-36.4%*

* Scenarios are not cumulative and subject to non-linear relationships

As a fixed transport and logistics asset, Port of Newcastle is presented with a broad range of well-documented hazards, risks and opportunities. The key risks are wide ranging due to the potential WHS risks that arise from the high-risk nature of a working port. PON is committed to improving organisational safety culture and performance across its operations.

PON has considered the key business risks and opportunities in regard to climate change, biodiversity, social governance and sustainability. At the port, we are fully

aware of the upsides and downsides resulting from our current exposure to fossil fuels and both physical and transitional risks and the world transitions towards a Net Zero economy. Consequently, our business strategy emphasises our long-term focus on improving our overall sustainability, accelerating the diversification of trade through the port, and exploring the opportunities presented by embracing green initiatives. Our ESG strategy, integrated through the business also looks to mitigate and respond to our material ESG impacts.

ENERGY USAGE

PON'S ENERGY USAGE INCLUDES:

Electricity predominantly for its head office location, operational lighting around the port, common user berth operational areas and navigational lighting. PON is responsible for three embedded networks, located at the Newcastle Bulk Terminal and Carrington and Mayfield precincts, that accommodates PON operational electricity usage and that for several of its tenants.

Fuel – predominantly low sulphur diesel and some ULP to support its fleet of vessels, a small number of vehicles, mobile harbour cranes, some small plant equipment including a forklift and small generators and two hoppers used for discharging cargo.

PON no longer has a use for gas in any of its operations, having transitioned its LPG vehicle to electric.

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

FUEL CONSUMPTION (GJ)*

	2018	2019	2020	2021	2022	2023
Diesel	33,270	36,222	23,697	32,784	36,978	32,461
ULP	307	191	175	239	296	299
LPG	53	56	8	0	0	0

* PON uses the National Greenhouse Accounts fuel combustion emissions factors, prepared by the Department of Climate Change, Energy, the Environment and Water, to convert kilolitres of fuel used to gigajoules (GJ).

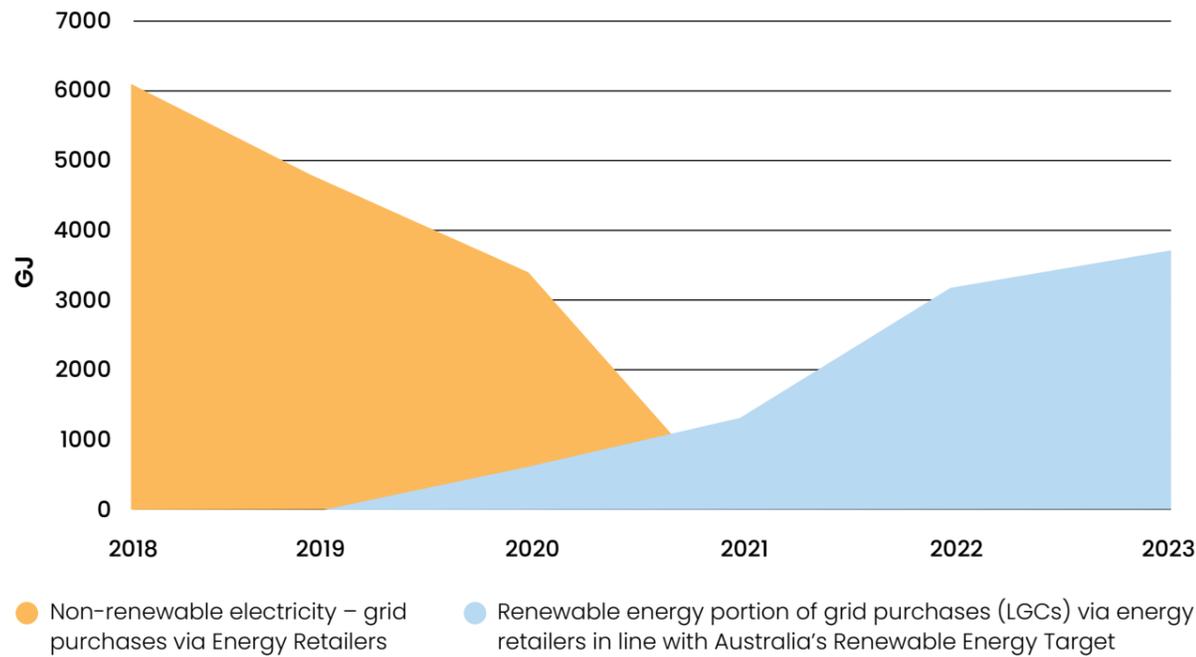
CASE STUDY

LED LIGHT INSTALLATION

Port of Newcastle began an upgrade of the lighting infrastructure around the port in 2021. The project involved the replacement of the ageing lighting infrastructure mounted in and on PON's assets. In addition to the LEDs, the Northern Breakwall lighting was replaced with lights that are solar powered with no grid connectivity.

This project will contribute towards PON's SBTi 1.5 degrees trajectory and the net zero by 2040 plan. A significant reduction in both energy usage and reactive maintenance works is expected in future years, with a saving to date of approximately 207 MWh since the commencement of the project.

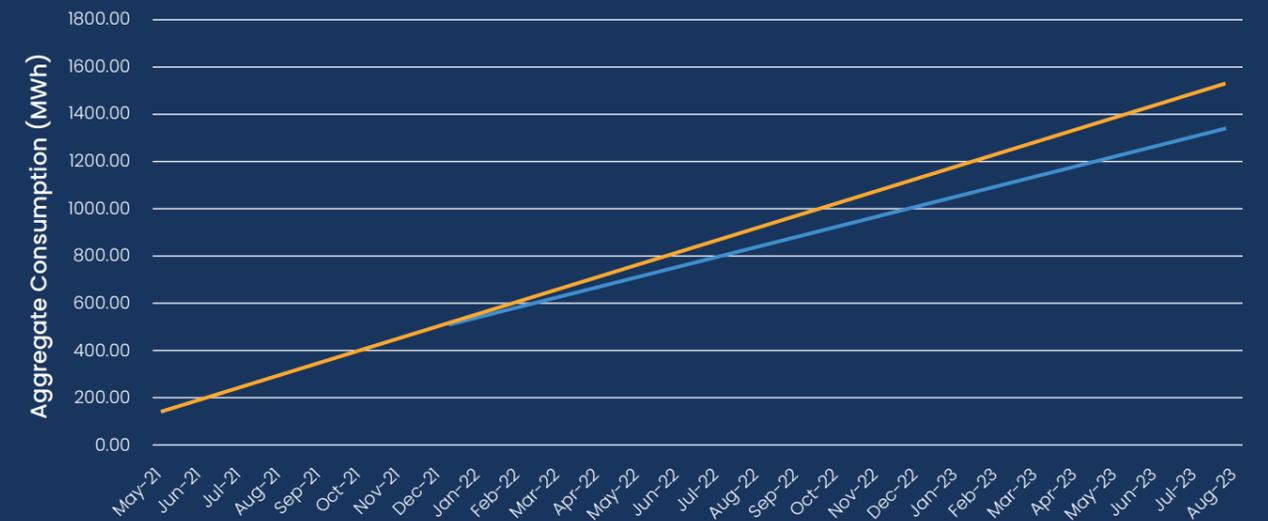
ELECTRICITY CONSUMPTION (GJ)



Energy usage per tonne of dredge material has been selected as the organisations energy performance metric since the predominant contributor to PON operational energy usage is maintenance dredging activities.

ENERGY PERFORMANCE METRIC

	2018	2019	2020	2021	2022	2023
Total Energy Consumption – Fuel and Electricity (GJ)	39,775	41,347	27,958	34,321	37,275	36,520
Volume dredge material removed (m3)	389,750	364,541	151,903	237,865	115,809	304,309
GJ/t dredge material removed	0.10	0.12	0.17	0.16	0.32	0.12



PON will continue to measure and monitor energy usage around the port to ensure we continue to strive for energy reductions where we can.



CARBON FOOTPRINT

1 SCOPE ONE
emissions that result from owned and operated vessels, vehicles, plant and equipment

2 SCOPE TWO
emissions that result from consumption of electricity

Port of Newcastle traditionally reported its emissions in line with NGER and the Greenhouse Gas Protocol using location-based emissions accounting, emissions included in the calculation of Scope 1 include CO₂, CH₄ and N₂O. Scope 2 and Scope 3 emissions from electricity purchases are accounted for using published state-based electricity grid emissions factors. In conjunction with PON's Net Zero 2040 target commitment, from 2020 PON has also adopted market-based emissions accounting as defined in the GHG Protocol Scope 2 Guidance. Market-based electricity emissions consider purchases of renewable energy directly via Power Purchase Agreements or Green Power, that is supplied via retailers in line with Australia's Renewable Energy Target.

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

linkage with the Badangora wind farm, located in Wellington NSW. As of 2022, the renewable energy contract was extended to secure additional Large-scale Generation Certificates (LGCs) to cover electricity for our head office location, operational lighting around the port, common user berth operational areas and navigational lighting. This was back-dated to January 2021 resulting in 100% renewable electricity usage since 2021. In addition to reducing PON's Scope 2 emissions this project has also supported our tenants operating within those embedded networks in reducing emissions arising from their operations, which reduces our Scope 3 emissions.

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

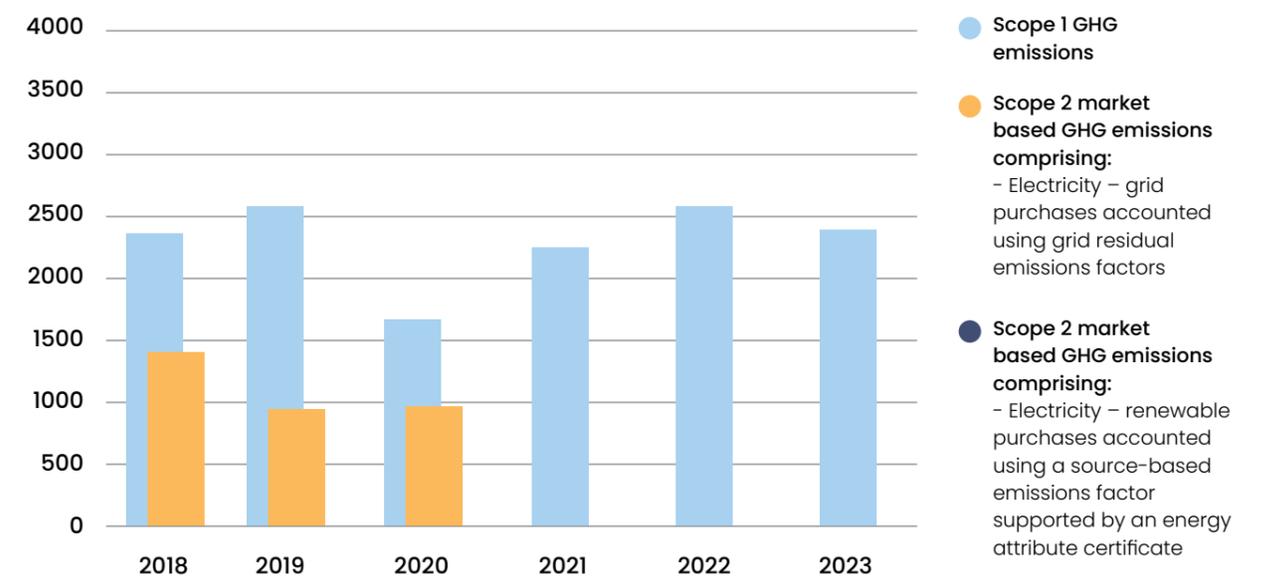
LOCATION BASED GHG EMISSIONS (tCO₂e)

	2018	2019	2020	2021	2022	2023
Scope 1 GHG emissions	2,381	2,579	1,589*	2,286	2,582	2,387
Scope 2 GHG emissions	1,400	1,180	915	1,037	685	757
TOTAL CO₂e	3,781	3,755	2,504	3,323	3,267	3,144

*The reduction in Scope 1 emissions for 2020 is due to a cessation in maintenance dredging for 5-yearly scheduled maintenance of the *David Allan* dredger.

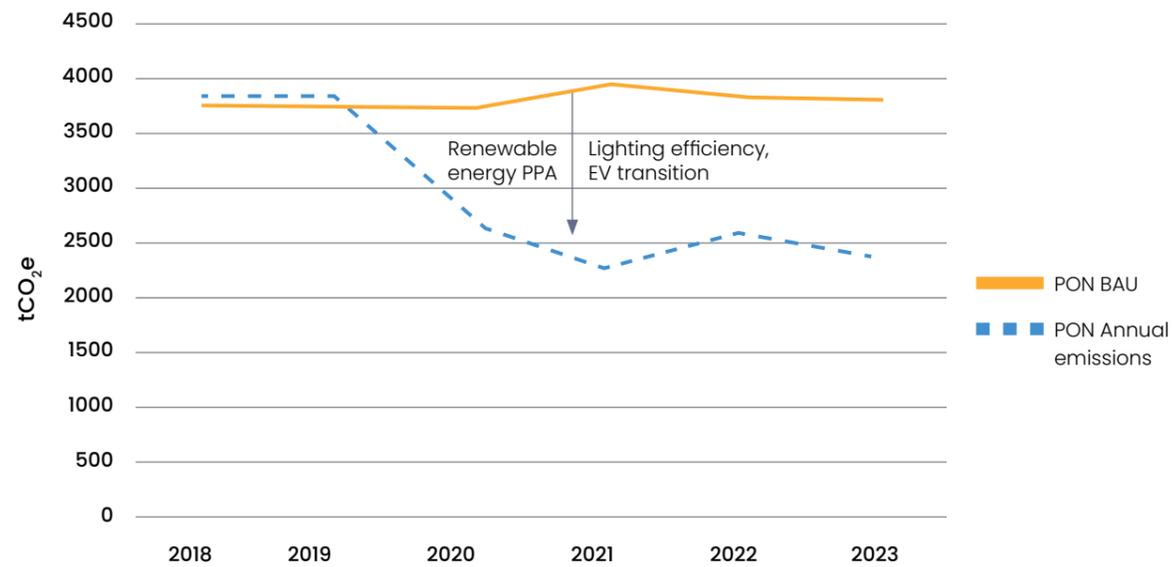


MARKET BASED EMISSIONS (tCO₂e)





EMISSIONS REDUCTIONS SINCE 2018



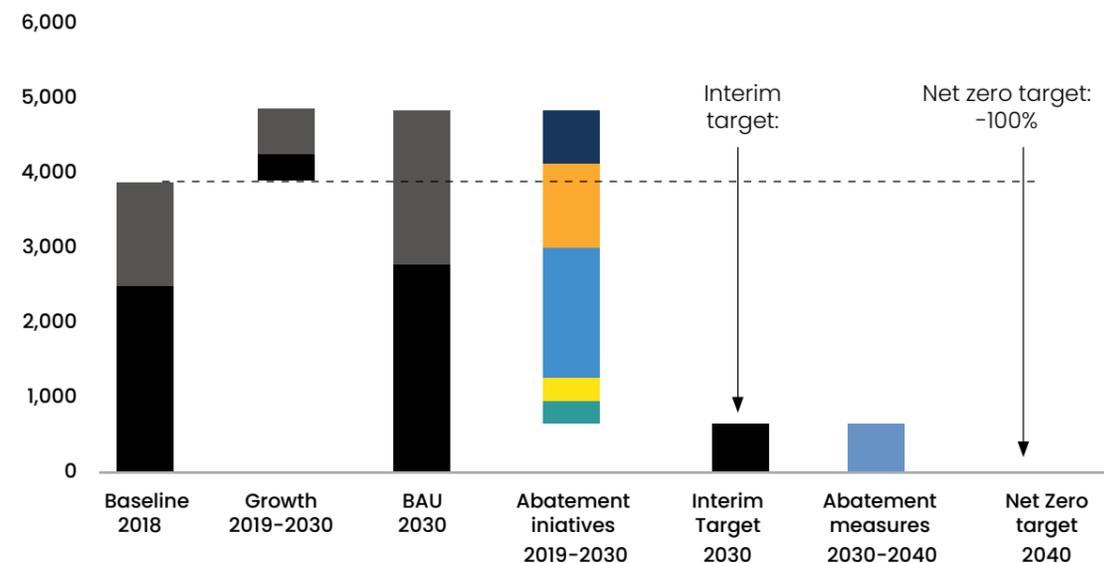
The dredge was fully operational during 2023 and flood events that occurred in 2021 and 2022 due to the triple La Nina have resulted in increased siltation in the harbour requiring additional dredging. As of July 2022, the Lydia sweeper vessel began operations to support the maintenance dredging operations. It is anticipated that the Scope 1 emissions will be reduced with the Lydia now operational. Data from 2024 will be used to calculate this as current data does not show any significant decrease due to the increased siltation.

As part of PON's decarbonisation strategy and to address operational efficiency, safety and environmental management, PON has invested \$35 million in a new electric gantry unloader for the Newcastle Bulk Terminal (NBT). Commissioning commenced in Q4 2022 and once fully operational will remove reliance on diesel powered hoppers. There will be a slight increase in energy usage resulting from its electricity consumption, however, due to its electricity being renewably sourced there will be no resultant increase in Scope 2 carbon emissions.

NET ZERO

Port of Newcastle has committed to achieving Net Zero for Scope 1 and 2 emissions and selected Scope 3 emissions by 2040. Scope 1 and 2 emission abatement measures include the following:

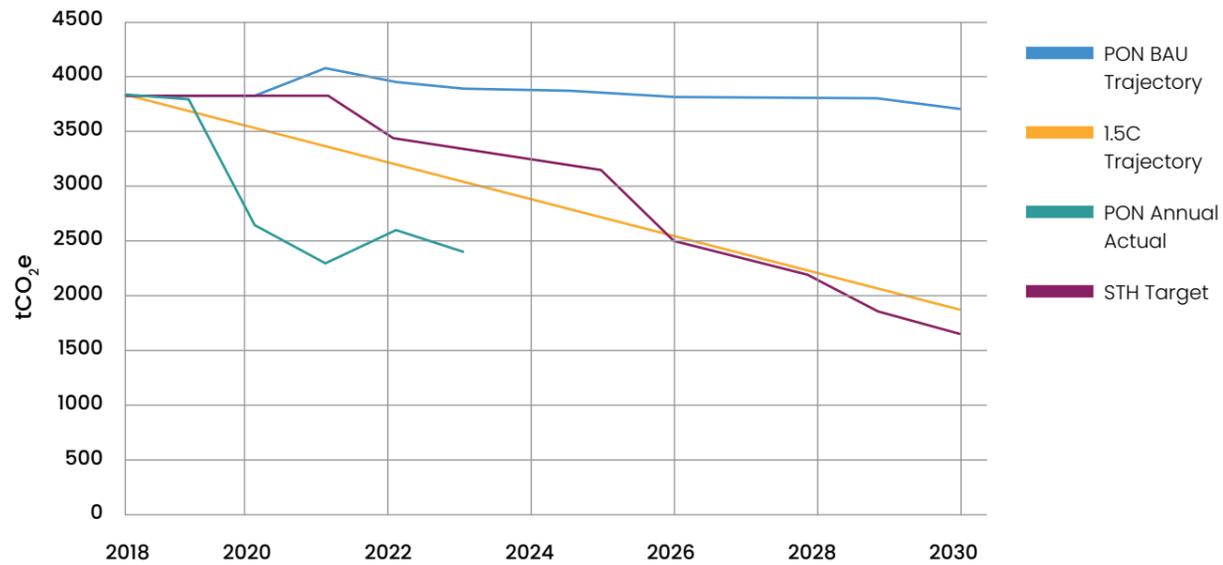
- David Allan dredge decarbonisation. Feasibility studies will be undertaken in 2024.
- EV transition (stages 1, 2 and 3). Stages 1 and 2 of the EV transition are complete with Stage 3 (three remaining utes) to be complete when suitable electric utes become available in Australia.
- Sweeper vessel procurement and electrification. The sweeper vessel began operating in July 2022. This vessel is currently diesel operated and investigations into decarbonisation will be occurring in 2024.
- Renewable PPA contract from 2020 to 2025.
- Lighting efficiency upgrade. This began in 2021 and was finalised in 2023.
- Mobile harbour crane electrification. This will be undertaken in 2024.



SBTI TARGET PERFORMANCE

As of 2023, Scope 1 and 2 emissions remain well below the 1.5-degree SBTi target set in 2022.

PON PERFORMANCE AGAINST SBTI 1.5 DEGREE TARGET (SCOPE 1 AND 2)



GHG EMISSIONS INTENSITY*

	2018	2019	2020	2021	2022	2023
Total Scope 2 tCO ₂ e / employee	15.00	11.34	5.32	0	0	0
100% REDUCTION IN TOTAL SCOPE 2 EMISSIONS (FROM 2018 BASELINE YEAR)						
Head office Scope 2 tCO ₂ e / m ²	0.30	0.17	0.04	0	0	0
NBT Total Tonnes CO ₂ e**	457.62	297.40	222.71	96.11	92.69	95.07

*Emissions intensity for Scope 2 has been restated for 2020 from the previous sustainability report due to the use of market-based values now being reported.

**Emissions for the NBT are calculated using Scope 1 and 2 outputs.

SCOPE 3 EMISSIONS

Scope 3 emissions are those that are derived from our value chain, the scope 1 and 2 emissions from our suppliers. Scope 3 emissions are difficult to measure, monitor and manage due to the limited control an organisation has over them. Port of Newcastle has set a baseline for scope 3 emissions at 2018 and aligned our Scope 3 emissions reduction target with SBTi, with a 50% reduction by 2040.

PON'S SCOPE 3 BOUNDARY

SCOPE 3 REPORTING BOUNDARY

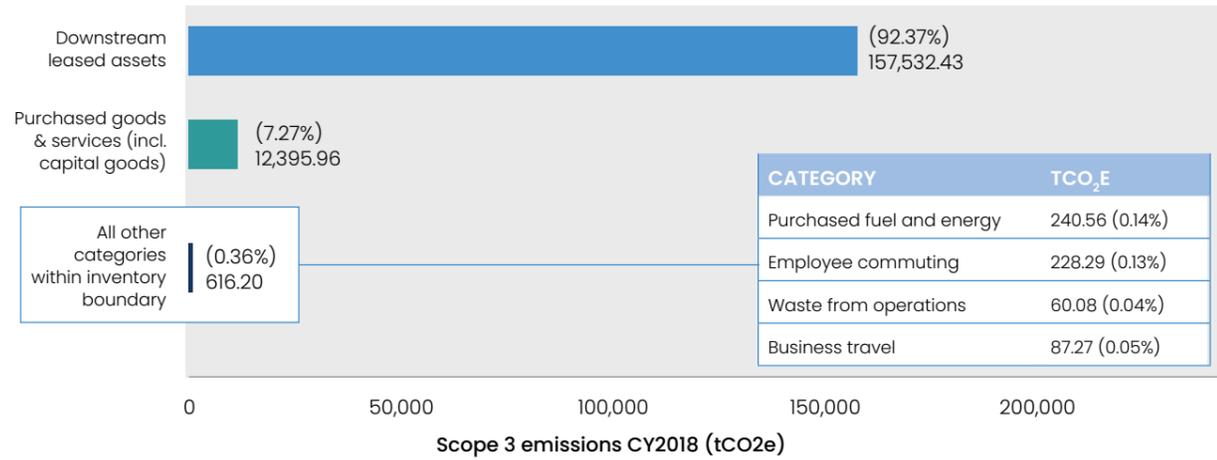
- ☐ Vessels at berth + all categories within target setting boundary

SCOPE 3 TARGET SETTING BOUNDARY

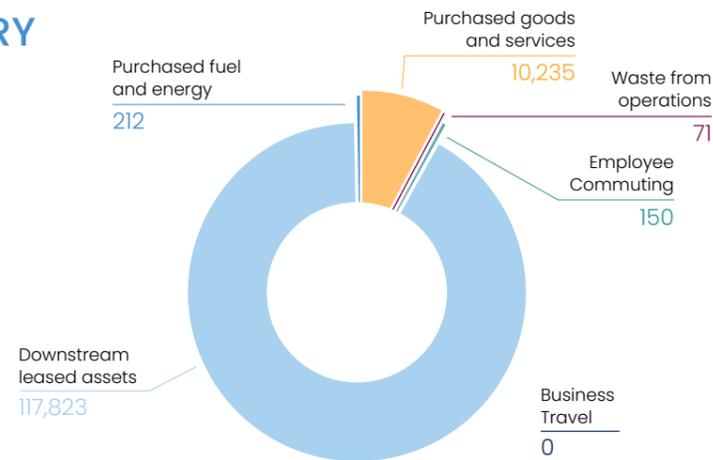
- ☐ Purchased goods and services (incl. capital goods)
- ☐ Purchased fuel & energy
- ☐ Waste from operations
- ☐ Business travel
- ☐ Employee commuting
- ☐ Downstream leased assets - tenants *within* embedded networks
- ☐ Downstream leased assets - tenants *outside* embedded networks

PON'S SCOPE 3 BASELINE EMISSIONS

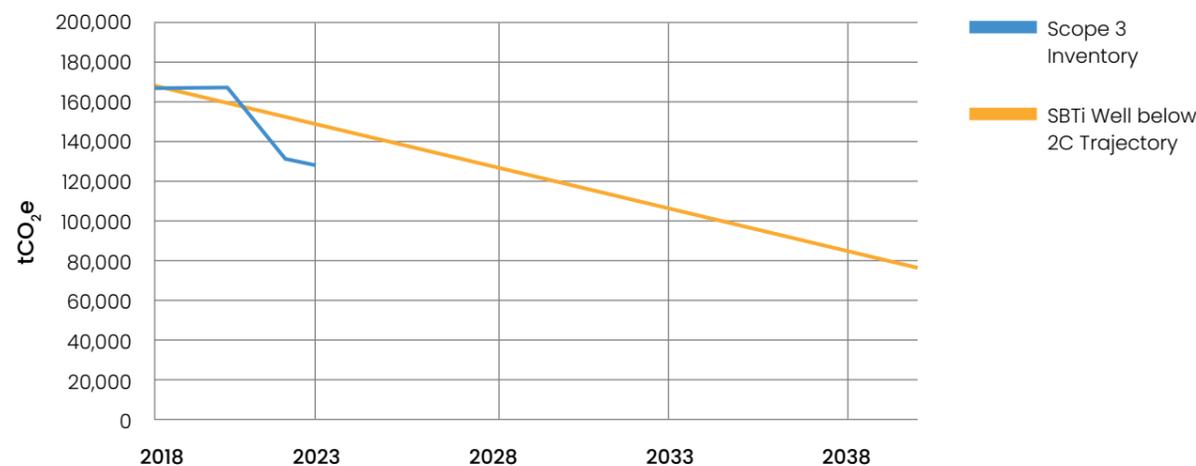
PON's scope 3 emissions within the GHG protocol defined categories in CY18 totalled 170,545 tCO₂e (target setting boundary)



PON'S SCOPE 3 EMISSIONS 2023 TARGET BOUNDARY



PON'S PERFORMANCE AGAINST SBTI TARGET (SCOPE 3)

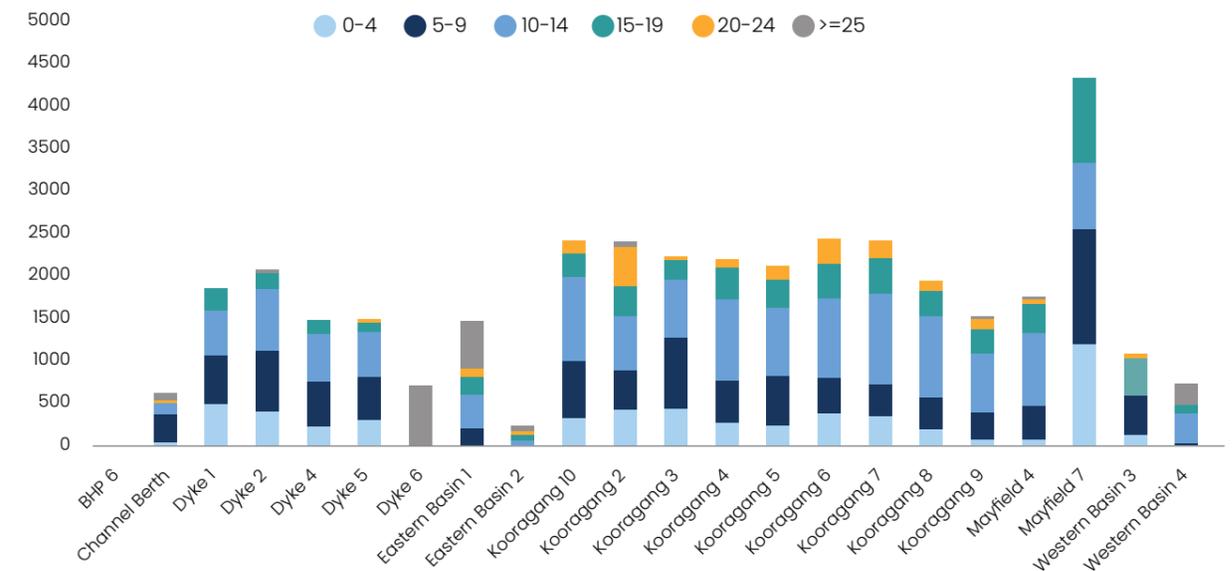


SCOPE 3 REPORTING BOUNDARY

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. In addition, there are many varying methodologies currently being used to calculate emissions from vessels at berth and PON continues to work with other ports to develop a more consistent

methodology across the board. DNV were engaged to calculate the emissions from vessels at berth. DNV extracted data from an AIS database for the calendar year 2023 and estimated emissions for all vessels calling at PON. The total emissions calculation for 2023 was 37,474 tCO₂e. It is noted that DNV updated the methodology to calculate emissions from vessels at berth between 2018 (baseline) and 2023. Therefore, the difference in emissions is due to the change in methodology.

CO₂ EMISSION STATISTICS FOR 2023 SORTED BY BERTH & VESSEL AGE



*CO₂ emissions statistics for 2023 sorted by berth & vessel age graph (DNV, 2024)

	2018	2019	2020	2021	2022	2023
Total Scope 3 – target boundary (tCO₂e)	170,544	171,474	170,468	152,407	131,790	128,491
Total Scope 3 – reporting boundary (tCO₂e)	243,499	225,995	223,809	205,747	185,130	165,965

PON continued its commitment through our partnership with Greenfleet to offset carbon emissions from all our corporate flights as part of efforts to reduce our impact on the environment and create a more sustainable port. The total amount of Scope 3 emissions associated with corporate flights for 2023 was 146.87 tCO₂e.

WATER

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

Port of Newcastle is provided potable and fire water from the Hunter Water network. Water is used for a variety of operational purposes including:

- Construction and maintenance activities including washdown and dust suppression;
- Potable water supplies to port amenities;
- Potable water supply to vessels, tenants, port users, and berths; and
- Irrigation of green spaces.

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

PON continues to engage with Port stakeholders including tenants and berth users and Hunter Water, to implement a number of initiatives and projects including:

Roll-out of a network of smart water meters to provide improved and transparent usage data across the port and to enable analysis of usage profiles, network leakage and identification of main breaks. We are committed to further improving the usage profile breakdown with a focus on water consumption from commercial vessels visiting the port.

The implementation of reduction measures to meet water restriction requirements and ongoing reduction measures in consultation with Hunter Water.

The progression of the Bulk Precinct Services Project to enable a collaborative precinct wide approach to services provision with tenants, neighbouring businesses and the Utility Authorities, incorporating sustainable design principles that ensure flexible, robust and resilient infrastructure is delivered that provides efficient and effective water, wastewater and stormwater management while improving environmental outcomes.

The use of alternative sources of water including recycled and desalinated water will continue to be investigated as part of the development of the Water Strategy, Water Efficiency Management Plans, Clean Energy and Services Projects.

The Port is responsible for a series of private networks which capture the Port's operational needs and some of our tenants. The total third-party water consumption for 2023 was 62 ML and includes overall usage from the networks.

SOURCE	FRESH WATER ML (≤1000MG/L TDS)	OTHER WATER ML (≥1000MG/L TDS)
Surface Water	0	0
Ground Water	0	0
iSeawater	0	0
Produced Water	0	0
Third-Party Water	62	0
TOTAL	62	0

During the 2023 reporting period, the Hunter Water storages that supply PON's operations were not in water stress, however it is noted that storage levels have decreased throughout the year.



HISTORICAL WATER STORAGE LEVELS

AS AT 22 FEBRUARY 2024



2023 WATER CONSUMPTION	QUANTITY ML	MEASUREMENT TYPE
PON Operations	56	Metered Data
Tenant Operations	6	Metered Data
Total	62	Metered Data

The Port's water discharges mainly comprise of stormwater and wastewater effluent. Wastewater is currently managed either by onsite septic, pump-out systems or where available via discharge into the Hunter Water wastewater network.

The Port currently measures stormwater quality in accordance with compliance requirements defined in our common user berth Environment Protection Licences (EPLs). EPL 1967 applies to

berths K2 and K3 and stormwater monitoring is conducted monthly during discharge with results published on our public website.

The Hunter River is considered to be a disturbed environment in accordance with the definitions in the ANZG 2018 Water Quality Guidelines. There was a non-compliance with our EPL monitoring requirements during 2023 with no sample collected in November 2023 at Monitoring Points 1 and 2 due to lack of rainfall.

	MINIMUM SAMPLE VALUE (MG/L)		MEAN OF SAMPLE (MG/L)		MAXIMUM SAMPLE VALUE (MG/L)	
	POINT 1*	POINT 3*	POINT 1*	POINT 3*	POINT 1*	POINT 3*
Aluminium (dissolved)	<0.01	<0.10	0.11	<0.1	0.37	<100
Aluminium (Total)	<0.1	<0.1	6.93	3.5	24	8.8
Ammonia	30.1	0.06	352	0.27	755	0.51
Arsenic (dissolved)	<0.010	<0.01	0.006	<0.01	0.11	<0.01
Arsenic (total)	0.01	<0.01	0.035	<0.01	0.098	<0.01
Cadmium (dissolved)	<0.0001	<0.0001	0.0001	<0.0001	0.0002	<0.001
Cadmium (total)	<0.001	<0.001	0.002	<0.001	0.007	<0.001
Lead (dissolved)	<0.001	<0.01	<0.001	<0.01	<0.010	<0.01
Lead (total)	<0.01	<0.01	0.043	0.01	0.16	0.014
Mercury (dissolved)	<0.0001	<0.0001	<0.0001	<0.0001	<0.001	<0.001
Mercury (total)	<0.0001	<0.0001	0.0001	0.0001	0.0005	0.0006
Nitrate	<0.05	0.19	0.72	0.31	2.61	0.42
Nitrite	<0.05	<0.05	0.84	<0.05	2.37	<0.05
Nitrogen (total)	0.2	0.3	688	2.7	3,300	19.4
pH	7.11	7.48	8.11	7.79	8.85	8.13
Phosphate	39	0.66	537	2.03	1,190	5.15
Phosphorus (dissolved reactive)	0.43	0.66	39	2.03	227	5.15
Phosphorus (total)	13	0.09	175	0.22	390	0.48
Sulfate	75	0.22	738	0.66	1,570	1.68
Sulfide (total)	<0.1	582	5.2	2,338	22	2,890
Sulfide (dissolved)	70	<0.1	802	<0.1	1,560	<0.1
Sulfur	28	2,490	691	2,841	3,300	3,440
Total Kjeldahl Nitrogen	48	0.3	957	2.7	2,980	19.4
Total Suspended Solids	<0.005	28	0.043	221	0.174	405
Zinc (dissolved)	<0.052	<0.050	1.5	<0.050	4.4	<0.050
Zinc (total)	<0.052	<0.052	1.54	0.09	4.42	0.21

Point 1: EPL 1967 Monitoring Point 1, Total; samples required 12, total samples collected and analysed 11*

Point 3: EPL 1967 Monitoring Point 3, Total; samples required 12, total samples collected and analysed 11**

*Lack of rainfall in November 2023

Over many years, PON has worked with the NSW Environment Protection Authority and made significant investments to improve environmental outcomes through a series of pollution reduction programs, including water quality monitoring, treatment initiatives, infrastructure upgrades, end of pipe treatment investigations and improvements to operational practices.

BIODIVERSITY

Port of Newcastle is located south of the Hunter Wetlands National Park and Tilligerry State Conservation Area (TSCA) which are RAMSAR and state protected areas respectively. The Hunter River is at the heart of the port and is an artery for one of two major catchments providing water that sustains the region. Salt marshes play an important role in the aquatic food web, delivering nutrients to coastal waters and supporting terrestrial animals such as

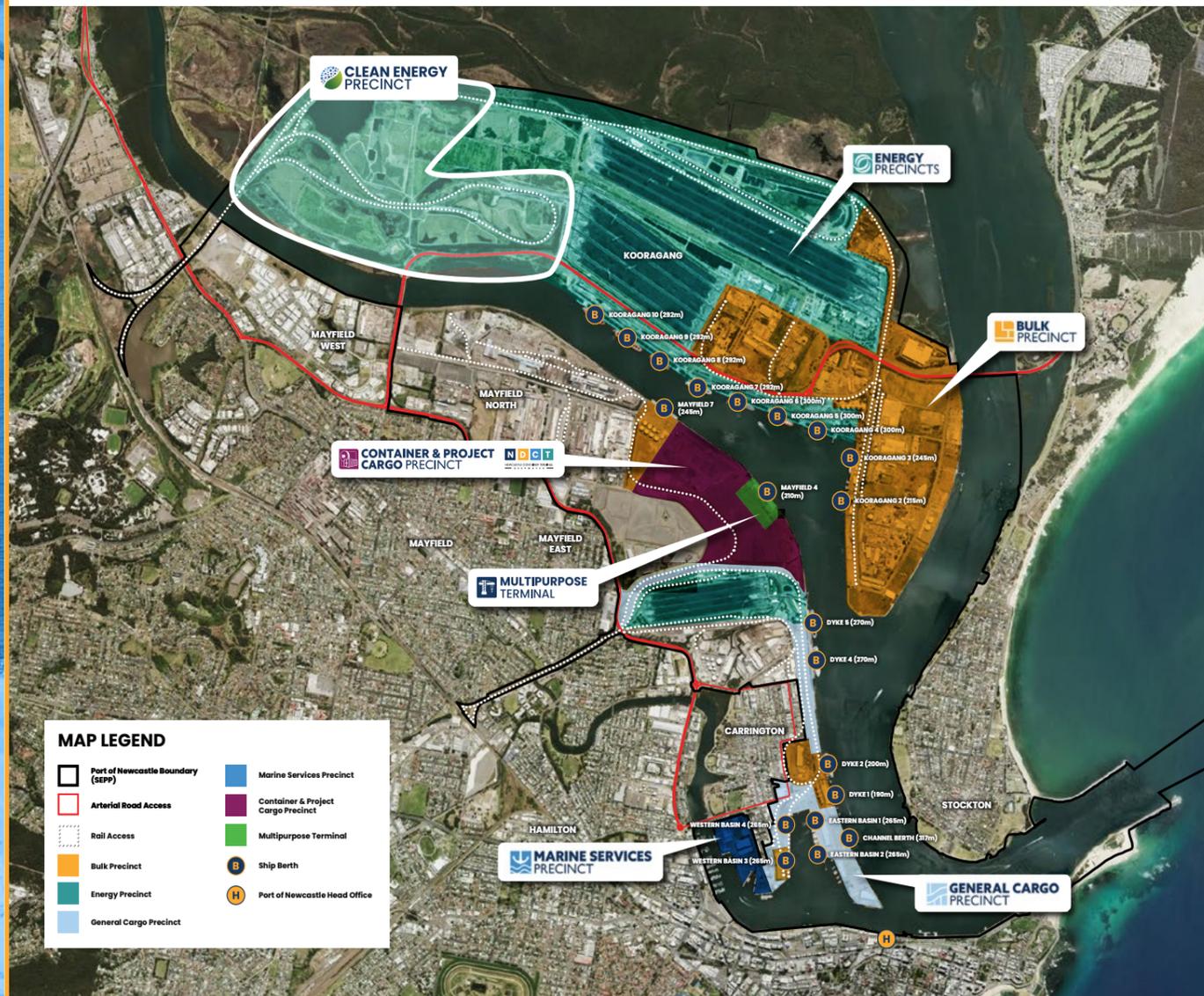
shore birds. In NSW, the salt marsh is listed as an endangered ecological community under the *Biodiversity Conservation Act, 2016*. PON conducts annual monitoring that provides valuable data on the status and health of coastal salt marsh in the Hunter Region. Port of Newcastle is preparing a Biodiversity Strategy in 2024 to ensure our operations do not impact on the biodiversity in the region.

Under the Port Lease, the organisation is responsible for the management of 792 ha of land within the *State Environment Planning Policy (Transport and Infrastructure) 2021* planning boundary. Approximately 350 ha of land is currently underutilised. In November, the Department of Planning and Environment agreed to PON's request to extend the temporary use of the area behind the M4 Berth (known as the Mayfield Cargo Handling Facility) for the handling and storage of general cargo for a further five years. Without this agreement in place, this area would have reverted back to its original approved use of exclusively storing and handling shipping containers.

The extension of time enables the utilisation of the recently constructed hardstand area, and commissioned mobile harbour cranes. It also facilitates the handling of shipping containers (amongst other cargo) and enables PON to continue to develop this trade component as part of its diversification strategy.

Our strategic land use planning highlights the location and extent of areas with environmental value. In developing the port, we consider our own impacts, and the impacts of others with the aim of minimising impact on biodiversity and habitat connectivity.

PORT PLAN



PORT PRECINCT	ECOSYSTEM	PROXIMITY
General Cargo and Marine Services Precinct	Hunter Wetlands National Park	Located around 3.8 km from the northernmost portion of the precinct area to the wetlands. The southernmost portion of the precinct area is located 4.8 km from the wetlands.
	Tilligerry State Conservation Area	Located around 11.5 km from the precinct northernmost borders to TSCA. The southernmost portion of the precinct area is located 13.1 km from the wetlands.
Energy Precinct	Hunter Wetlands National Park	Located within 50 m as Kooragang Precinct borders the wetlands. Regarding the tenants, Port Waratah Coal Services borders the wetlands and Newcastle Coal Infrastructure Group is located in land from the wetlands around 750 m away.
	Tilligerry State Conservation Area	Located around 7.5 km from the precinct borders and around 8.5 km from Newcastle Coal Infrastructure Group.
Newcastle Multi-Purpose Terminal	Green and Golden Bell Frog Population	Located within the western end of the precinct. A large proportion of the western end of the precinct is under direct control and management of the state government as part of remediation of the former Kooragang Waste Emplacement Facility and Kooragang Island Emplacement Cell. It is anticipated that this land will be handed over to Port of Newcastle for control during 2024.
	Hunter Wetlands National Park	Located around 1.8 km from the northern most boundary of the Mayfield Precinct to the wetlands. Port Waratah Coal Services which is located on the south eastern portion of the precinct is around 3.5 km from the wetlands. All other tenants are located around 2 km away from the wetlands.
Bulk Precinct	Tilligerry State Conservation Area	Located around 9.4 km from the northernmost boundary of the Mayfield Precinct to TSCA. Port Waratah Coal Services which is located on the south eastern portion of the precinct is around 10.8 km from the wetlands. All other tenants are located around 2 km away from the wetlands.
	Hunter Wetlands National Park	Located within 50 m as Walsh Point borders the wetlands. Ameropa Australia Pty Ltd is located within 50 m of the wetlands. All other tenants are located at a minimum 400 m away. Furthest tenants are located 2 km away.
General Cargo Precinct	Tilligerry State Conservation Area	Located around 8.8 km from the northernmost precinct borders to Tilligerry State Conservation Area. The southernmost portion of the precinct is located around 10.8 km away from the TSCA.

Port of Newcastle is committed to preparing a Biodiversity Strategy to ensure our operations do not impact on the biodiversity in the region.

CASE STUDY

SALTMARSH MONITORING

Coastal saltmarshes are vegetated intertidal flats dominated by low-growing salt-tolerant grasses, herbs and shrubs, and are listed as an Endangered Ecological Community. They are important as a food source, habitat and as a filtration system for sediment and nutrients. Monitoring changes in saltmarsh status is important as a decline may indicate ecological stress.

In 2016, PON developed a Coastal Saltmarsh Impact Monitoring Strategy to ensure that

capital dredging activities do not impact upon the coastal saltmarsh environment. Monitoring of saltmarsh condition is undertaken along with water quality monitoring. Following seven years of monitoring it has been found that there are no identifiable impacts to the coastal saltmarsh of the South Arm sites attributable to PON capital dredging activities. Health and coverage has seen an overall improvement since 2016, however there is a strong increase in mangrove numbers as observed across many saltmarsh environments.



Source: Royal Haskoning DHV

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

Monitoring and data gathering is performed through an industry partnership for an annual island-wide survey program managed and performed by the University of Newcastle and financially supported by PON, Port tenants Port Waratah Coal Services (PWCS) and

Newcastle Coal Infrastructure Group (NCIG), NSW Department of Primary Industries, and Hunter and Central Coast development Corporation (HCCDC). The combined involvement of industry and government, along with the identified surveyed areas of high biodiversity value, show a strong commitment to retaining high biodiversity value. The survey program provides valuable insight into the status of the local population and enables a comprehensive understanding for ongoing management.

Population growths for GGBF are strongly dependent on climate conditions, especially rainfall. From 2019 to 2020, the large drought-breaking events precipitated a significant breeding and dispersal event, and a subsequent increase in GGBF population. The overall trend over the previous five years to 2021 is an increase in abundance of GGBF on the island in the industrial zone. To 2022 the population has decreased to historically consistent levels for 2016-2019. The species displays many of the features of a 'boom and bust' amphibian; the present situation is

perhaps better described as a 'lull' between 'boom' events.

During the 2023 calendar year, a bush regeneration project was completed within the GGBF offset area. This involved removing noxious weeds including bitou bush, groundsel, lantana, African Olive, coolatai grass and weed vines. 4,500 native species with similar traits to the removed weeds were planted, complementing the 9,000 native species previously planted.



BIOSECURITY

PON shares responsibility for facilitating international trade, which brings with it biosecurity risks. Biosecurity incident response and prevention processes have been developed in consultation with the Australian Government Department of Agriculture, Fisheries and Forestry's (DAFF) biosecurity division. The procedures assist in preventing the introduction and reduce impacts 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, including regular mosquito vector surveys. Surveillance includes the regular monitoring of mosquito traps, capture of immature mosquitoes for identification, and treatment of water sources to prevent mosquito growth.

PON includes biosecurity requirements in our vessel terms and conditions, stevedore licences and tenant leases to ensure all users are aware of their obligations and reporting requirements.

Waste that is identified as biosecurity waste is collected by specialised waste service providers with an approved agreement with DCCEE. All PON staff are trained in biosecurity awareness, and we work closely with our tenants to circulate biosecurity control orders and remediate any identified biosecurity concerns. We play an important role in facilitating access for DAFF and DPI to conduct their regular biosecurity activities and support surveillance monitoring efforts.



SECTION 5

**OUR
PROSPERITY**

OUR PROSPERITY

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

PON provides an efficient supply chain option for importers and exporters in northern, western, north-western, and far-western NSW.

In 2023, we facilitated 153.0 million tonnes of trade through our port, and a total of 2,150 vessel visits. Our total revenue for the calendar-year period was \$181.68 million.

TOTAL TRADE VALUE OF COMMODITIES THROUGH PON IN 2023 WAS **AUD \$48.7B**



	VESSEL VISITS	TONNES OF TRADE
2018	2,299	165.0 million
2019	2,296	171.0 million
2020	2,207	164.5 million
2021	2,266	166.1 million
2022	2,072	145.2 million
2023	2,150	153.0 million

PON recognises the need to diversify its trade base and supports a range of alternative options to maintain its vision of becoming Australia’s leading energy port. We have committed to increasing our revenues from non-coal trade, sitting at 32% in 2023. We will achieve this through the implementation of our ambitious diversification strategy. The strategy looks to maintain the Ports position as a global energy export port with a focus on clean energy. The clean energy precinct is an integral part of this vision and will result in over 5,800 jobs in the region and \$4.2 billion increase to gross regional product of the Hunter region.

DIVERSIFICATION PROJECTS STATUS UPDATE

MOBILE HARBOUR CRANE UTILISATION

Port of Newcastle acquired and commissioned two Liebherr LHM 550 mobile harbour cranes (MHCs) in late 2022 which are now operational. The MHCs are located at the port’s Mayfield 4 (M4) berth and form an integral part of the newly expanded Multipurpose Terminal (MPT). The MHCs can handle general, project and containerised trade. The MHCs have allowed PON to expand its container service capability in 2023 and have proven to be fundamental assets enabling regular container vessel calls at M4 (see Regular container services for more detail).

With capacity for each MHC to handle 104t under hook, 2 x twenty-foot equivalent unit (TEU) or 1 x forty-foot equivalent unit (FEU) the MHCs provide a more reliable and efficient alternative to ships gear with ability to complete 20 – 25 container lifts per hour during consistent loading. The two MHCs can be operated by a single operator for tandem heavy lifts, improving safety of operation and reducing chances of miscommunication between operators.

The LHM 550 is a hybrid model, allowing PON the future ability to electrify the operation of MHCs and reduce diesel consumption and Scope 1 CO2e emissions.



MULTIPURPOSE TERMINAL WORKS

The Multipurpose Terminal will support increased trade options through PON which can include containers, project cargo such as wind turbines and transformers and general cargo such as steel billet and coil.

In April 2023 Stage 1 hardstand works were completed. Works included new and improved trucking access roads, 12,000 sqm of additional back-of-berth hardstand area and improved underground drainage works. Additional staged development will be considered in 2024 to improve the service offering for the MPT with a view to reduce landside logistics costs and associated emissions.



WATERSIDE WORKS

PON continued its assessment of waterside works to increase the size of vessels capable of being handled at the Mayfield 4 berth. In Q4 2023 approval was obtained by the Harbour Master for the addition of bollards to support a step-change in vessel size from 220m LOA to 265m LOA.

Works are anticipated to be completed in 2024 and will enable PON to expand the container market that can be currently serviced at

Newcastle and open new trade lanes. Larger vessels also mean increased container exchange per visit, ability to improve berth utilisation and a reduction in shipping emissions. These works also provide a wider opportunity for PON to support the East Coast container market in times of disruption.

PON will continue to assess options in addition to these initial works to further enhance vessel size and exchange accommodated.

REGULAR CONTAINER SERVICES MULTIPURPOSE TERMINAL

Current asset and infrastructure improvements at the Multipurpose Terminal have enabled PON to support new and regular container vessel calls. In September 2023, the first regular container service using the Mobile Harbour Cranes and Multipurpose Terminal.

The Neptune Pacific Direct Line service operates throughout the Australian east coast, New Zealand, and Pacific Islands with transshipment options from other major ports in the service route. Regular container services enhance PON's offering to local customers and the region, often reducing landside transport requirements due to proximity to trade origin and destinations.

PON will continue to grow containerised trade as part of the Port's wider diversification agenda.



CLEAN ENERGY PRECINCT

Port of Newcastle continued enabling works for the Clean Energy Precinct. Significant milestones were achieved by the PON Clean Energy team in 2023, including securing \$100 million budget commitment from the Commonwealth Government to support the Clean Energy Precinct clean energy development. In addition, two proposed hydrogen projects, Port of Newcastle - KEPCO Hydrogen Production Proposal to be located in the Clean Energy Precinct and the Origin Energy Hydrogen Production Proposal, have been shortlisted for the Hydrogen HeadStart Program.

The port has committed, alongside ten global energy enablers, to the Platform Zero Global Partnership for Hydrogen Innovation. This collaborative effort aims to drive innovation in the field of hydrogen production on a global scale.

The Port has joined with the Minister for Climate Change and Energy, Chris Bowen MP, to unveil 30 supporting partnerships with both domestic and international organisations. These partners will underpin the Port's enablement of a world-class clean energy economy in the Hunter

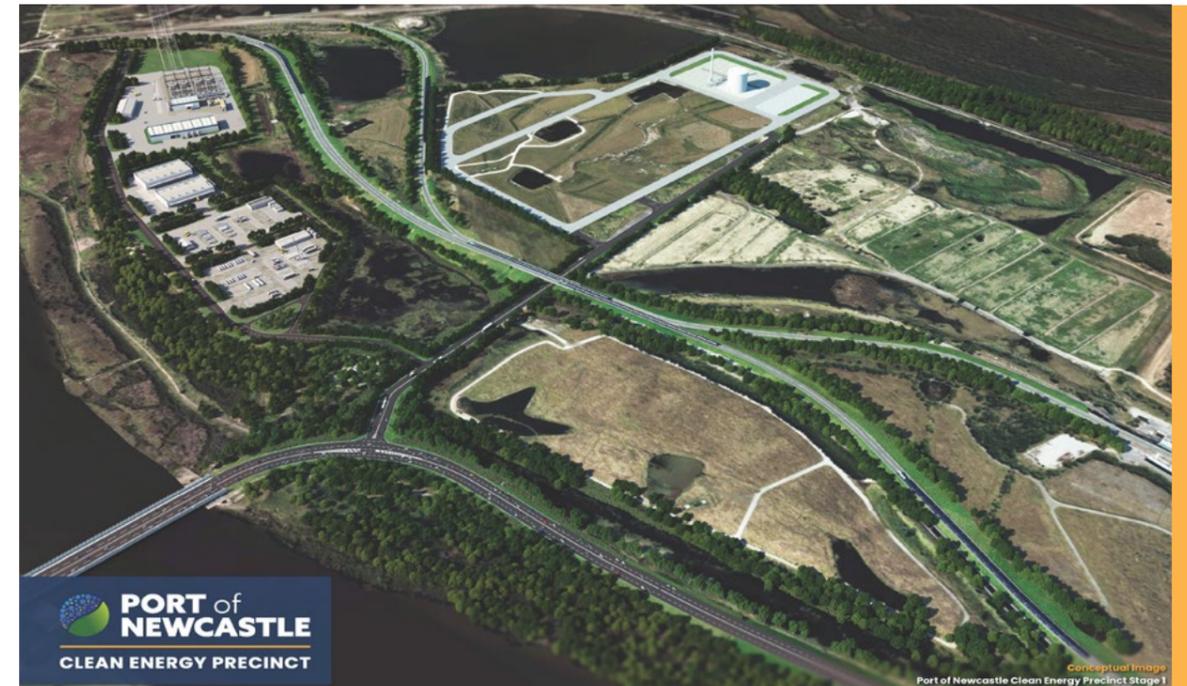
CLEAN ENERGY PRECINCT

region. Internationally, our efforts have been recognised as we emerged as a finalist for the Port of the Future award at the World Hydrogen Awards in Rotterdam.

Port has taken significant steps by lodging two scoping reports, the Clean Energy Precinct Concept Plan and Clean Energy Precinct. Enabling

Infrastructure and Ammonia Storage with the NSW Department of Planning and Environment. In addition, we have completed the initial phase of community consultation around the Clean Energy Precinct.

The Stage 1 conceptual images of the proposed Clean Energy precinct site have been unveiled:



PROUDLY ENABLED BY THE FOLLOWING MOU PARTNERS



PROUDLY SUPPORTED BY THE FOLLOWING PARTNERS



BENEFITS OF PORT OF NEWCASTLE TO THE REGION

\$475 MILLION WORTH OF HOUSEHOLD INCOME 

5,700 JOBS ACROSS THE LOWER HUNTER 

GRP WORTH ALMOST **\$1 BILLION** 

TOTAL **\$710,000** GREEN CAPEX PROJECTS IN 2023

SUSTAINABILITY FINANCING 2023

Port of Newcastle has successfully met all sustainability targets across 19 KPIs under two sustainability linked loans and one sustainability linked hedge.

SUSTAINABILITY KPIS FOCUS ON:

- ☐ Decarbonisation across Scope 1, 2 & 3
- ☐ Science Based targets
- ☐ Revenue from Coal – Reduction year on year
- ☐ 100% Renewable Energy to be used throughout the Port
- ☐ Female representation across the port
- ☐ Mental Health First Aid
- ☐ Indigenous engagement



GLP/GBP ELIGIBLE CATEGORY	SDG ALIGNMENT	PROJECT	CAPEX SPENT IN 2023	TOTAL SPEND
Decarbonisation		Low carbon concrete breakwater blocks	\$225,000	\$225,000
Energy Efficiency		Port wide LED lighting upgrade	\$485,000	\$2.515 million

REPORT INPUT	RESULT
Net Sales	\$181,679,000
Total Capitalisation (debt and equity)	Total debt: \$1,231,670,000 Total Equity: \$831,377,000
Direct economic value generated: revenues	\$181,679,000
Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments	\$164,572,000
Economic value retained: 'Direct economic value generated' less 'economic value distributed'	\$17,107,000
Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance	N/A
% Revenue diversified trade	17%



We continue to invest to diversify the revenue base of our business. Our key projects include moving into the container trade with the opening of the new multi-purpose terminal at Mayfield, the addition of new roll on / roll off facilities for vehicle trade and the ongoing development of the clean energy precinct.

We aim to be an industry leader in ESG disclosures and aim to further integrate our financial and sustainability disclosures progressively over the next three years. We are also successfully meeting the 19 sustainability KPIs that we have committed to across our financing and hedging transactions.”

– Nick Livesey, Chief Financial Officer 2024



SECTION 6

OUR PARTNERSHIPS

OUR PARTNERSHIPS

Port of Newcastle operates in the heart of the city, and we are understanding of the importance of engagement with the community. The prosperity of the Hunter Region and Port of Newcastle are inextricably linked.

Partnerships are at the core of our mission to drive the principles of ESG through our operations, our internal culture, and the way we engage with our customers and communities. These partnerships unite our Board, management, employees, customers, and community around shared values that create positive change.

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

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

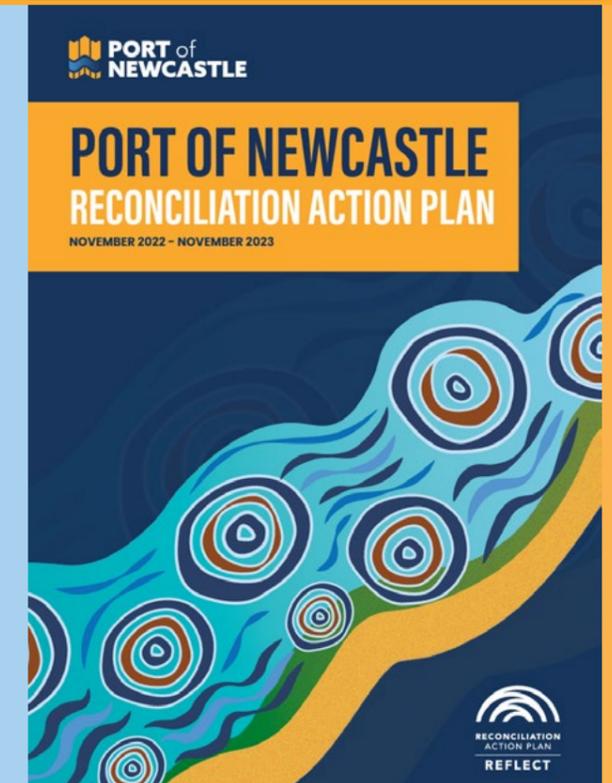
Port of Newcastle collaborates with a range of local, state, national and international organisations on workforce matters. The Port established a partnership with Curtin University to support its Workforce Engagement Strategy 2022-2024. Port of Newcastle continued to partner with Work180, having been endorsed in 2022.

RECONCILIATION ACTION PLAN

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.

Through our role as a community and industry leader, Port of Newcastle can meaningfully engage stakeholders across the Newcastle Hunter region, and the wider NSW regional areas. We will engage with critical stakeholders in our region to support PON's reconciliation efforts and actions. We will engage with education providers at all levels, including schools, TAFE and the University of Newcastle, to set our region's future Indigenous leaders to provide opportunity for meaningful and long-lasting impact. We will share our journey with and be accountable to our stakeholders.

In 2023, Port of Newcastle started its Reflect Reconciliation Action Plan (RAP) journey 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.



RAP IN ACTION 2023

Throughout 2023 the RAP working group and staff of PON have been involved in a number of initiatives to increase the understanding of our Indigenous culture and to build relationships with our community.

NAIDOC Week events – PON sponsored and attended a stall at the Newcastle foreshore event and was able to connect with our local Indigenous community.



INDIGENOUS INTERNSHIPS AND STEM SCHOLARSHIP

In partnership with University of Newcastle, PON offers an annual Indigenous STEM scholarship to a university student and two Indigenous internships per year. Bailey Myers was named the inaugural Indigenous STEM Scholarship recipient. He was also offered one of two Indigenous internships with Port of Newcastle.



BAILEY, TELL US ABOUT YOURSELF?

My name is Bailey Myers, I am a proud Worimi man, still learning about my culture. I am also a student at University of Newcastle, completing a Bachelor of Environmental Engineering/BSc. I am passionate about the environment and adventure, as well as the inequality that remains amongst many peoples. I hope to lead a life that is interesting, passionate, and one that adds value to the world such as to ameliorate our relationship with the environment and with each other.

TELL US ABOUT YOUR INDIGENOUS CONNECTIONS?

I didn't grow up with fervent association with my culture, instead just rolling through life with the basic understanding of what it truly meant. As a result, I am now merely beginning a journey of perennial self-discovery, with ancestral learnings at the core. I am finding that this returning piece of me is guiding the directions in which I hope to lead my life, and with that my appreciation for the land on which I live and for my Elders is grows too.

TELL US ABOUT YOUR INTERNSHIP?

I am an Engineering Intern within the Projects & Assets team at Port of Newcastle. This internship complements the other experiences I have been lucky enough to secure, such as

at GHD where I was a consultant, as well as the scholarship with Crystalbrook Collections, where I conducted a waste report.

This Internship with the port is the real-world application of my studies (finally!) It is an experience of many opportunities, of which one may come out as a valuable polymath in the environmental and engineering space. I hope I make the most of my time here while it lasts.

HOW DO YOU HOPE PORT OF NEWCASTLE INDIGENOUS INTERNSHIP WILL HELP YOU IN YOUR FUTURE CAREER?

This is a varied, valuable, and verified opportunity to gain a multitude of soft and interpersonal skills, of which I have already found particularly valuable. And whilst this period will contribute to future job propositions, I am just trying to appreciate the time I have here to practice what I have been learning during my university studies.

WHAT IS THE MOST SURPRISING THING SO FAR THAT YOUR PORT OF NEWCASTLE INTERNSHIP HAS TAUGHT YOU?

The most surprising thing I have learnt so far is how kind people are in their motivations to get me to experience new and exciting things at the port. The generosity appears intrinsic, as if by nature.

WHAT IS YOUR ADVICE FOR OTHER INDIGENOUS STUDENTS?

I would recommend other Indigenous students to apply for this Port of Newcastle Internship in the future if they are looking for opportunity, experience, and an encouraging workplace. It is an awesome space to be in, and I would think that anyone in the engineering space can learn a lot from time spent at this place.

CASE STUDY

SUPPORTING MEMBERS OF OUR INDIGENOUS COMMUNITY

INDIGENOUS WORK PLACEMENT KAREENA CREIGHTON



Kareena was offered an administration and clerical work placement at Port of Newcastle in 2023. Kareena had been looking to change careers and was aiming for a role within the

port area in an administrative role. Kareena fit in well with the whole PON team, was a very quick learner and enjoyed the relaxed atmosphere while she was here. Kareena has faced many challenges throughout her life but has a never give up attitude and would love to encourage others in her position to do the same. She has shown that hard work and determination will lead to success. Following the work placement, Kareena received a Business Administration Traineeship with another organisation in the Hunter region. We wish Kareena all the best with her future endeavours and look forward to hearing about her career moving forward.



NEWCASTLE JETS SPONSORSHIP

Newcastle Jets Football Club welcomed Port of Newcastle as their major partner again for the 2023/24 season, supporting both the men and women's A-league teams.

Port of Newcastle Senior Manager of Corporate Affairs, Lucas Coleman, said Port of Newcastle continues to be a proud supporter of the Newcastle Jets.

“For several years now, the Newcastle Jets have been undergoing a period of rebuilding and reinvention, not unlike Port of Newcastle. These periods can be difficult and need a strong supporter base, both community and corporate, to ensure the team reaches their full potential. We are proud to continue our support of the team and ensure the community can continue to support their beloved Jets for many years to come.”

YOUR PORT, OUR COMMUNITY GRANTS PROGRAM

Port of Newcastle continues to provide financial support to the local community, through the Newcastle Port Community Contribution Fund (administered by the NSW Government) and the Your Port, Our Community Grants Program.

The Port's sponsorship program is a key component of our commitment to enhancing social, economic, and environmental outcomes for the Hunter Region and NSW.

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

In November 2023, Port of Newcastle opened its grants round to help deliver projects that give rise to thriving, prosperous communities for generations to come.

Your Port, Our Community grants are allocated across the following target areas:



OUR PEOPLE



OUR PLANET



OUR PARTNERSHIPS

 **\$100,000** TOTAL SPONSORSHIP



For questions regarding the report or its content please get in touch with Ruth Madden, ESG Manager at sustainability@portofnewcastle.com.au



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