

GRI content index

Statement of use	Port of Newcastle has reported in accordance with the GRI Standards for the period 2023 calendar year.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A
Content Index - Advanced Service Mark	
GRI Service Statement	For the Content Index –Advanced Service, 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, and that the information in the index is clearly presented and accessible to the stakeholders.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	

General disclosures

GRI 2: General Disclosures 2021	2-1 Organizational details	Page 16 - 17	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	2-2 Entities included in the organization's sustainability reporting	Page 16				
	2-3 Reporting period, frequency and contact point	Page 2, contact - page 102				
	2-4 Restatements of information	Page 2				
	2-5 External assurance	No external assurance				
	2-6 Activities, value chain and other business relationships	Page 17				
	2-7 Employees	Page 33				
	2-8 Workers who are not employees	Page 33				
	2-9 Governance structure and composition	Page 18				
	2-10 Nomination and selection of the highest governance body	Page 19				
	2-11 Chair of the highest governance body	Page 19				
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 19				
	2-13 Delegation of responsibility for managing impacts	Page 19				
	2-14 Role of the highest governance body in sustainability reporting	Page 19, Page 62				
	2-15 Conflicts of interest	Page 20 - 21				
	2-16 Communication of critical concerns	Page 21				
	2-17 Collective knowledge of the highest governance body	Page 19				
	2-18 Evaluation of the performance of the highest governance body	Pages 12-13, Page 19				
	2-19 Remuneration policies	Page 32 - 34				
	2-20 Process to determine remuneration	Page 32 - 33				
	2-21 Annual total compensation ratio	Page 33				
	2-22 Statement on sustainable development strategy	Page 26 - 27				
	2-23 Policy commitments	Pages 26, 31				
	2-24 Embedding policy commitments	Page 31				
	2-25 Processes to remediate negative impacts	Page 20 - 22				
	2-26 Mechanisms for seeking advice and raising concerns	Page 21				
	2-27 Compliance with laws and regulations	Page 20 - 22				
	2-28 Membership associations	Page 96				
	2-29 Approach to stakeholder engagement	Page 24				
	2-30 Collective bargaining agreements	Page 32				

Material topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 25	Our 2023 material topics are aligned with our material topics on page 25.			
	3-2 List of material topics	Page 25				

Diversification and Growth, Infrastructure/Asset Management

GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 16 - 17				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Pages 16, 88 and 93				
	201-2 Financial implications and other risks and opportunities due to climate change	Page 66				
	201-3 Defined benefit plan obligations and other retirement plans	Pages 34, 47	Not applicable		Defined benefits scheme only applies to 3 active employees. Information is included in the financial statements which are published simultaneously with the sustainability report.	
	201-4 Financial assistance received from government	Page 90				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Page 89 - 91				
	203-2 Significant indirect economic impacts	Page 92 and 101				



Business Ethics & Social Licence						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 20				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 20				
	205-2 Communication and training about anti-corruption policies and procedures	Page 20 - 21				
	205-3 Confirmed incidents of corruption and actions taken	Page 23				
Decarbonisation Scope 1 & 2						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 67				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Pages 67, 68				
	302-2 Energy consumption outside of the organization	Page 71				
	302-3 Energy intensity	Page 75				
	302-4 Reduction of energy consumption	Page 68				
	302-5 Reductions in energy requirements of products and services	Page 76				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 71				
	305-2 Energy indirect (Scope 2) GHG emissions	Page 71				
	305-3 Other indirect (Scope 3) GHG emissions	Pages 75 - 77				
	305-4 GHG emissions intensity	Page 75				
	305-5 Reduction of GHG emissions	Page 74, 76				
	305-6 Emissions of ozone-depleting substances (ODS)		Omitted	Information unavailable/incomplete	Information not available at the time of reporting	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		Omitted	Information unavailable/incomplete		
Water, Pollution and Contamination						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 78				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Pages 78 - 80				
	303-2 Management of water discharge-related impacts	Page 80 - 81				
	303-3 Water withdrawal	Page 79				
	303-4 Water discharge	Page 81				
	303-5 Water consumption	Page 79 - 80				
Biodiversity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 82 - 83				
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 83				
	304-2 Significant impacts of activities, products and services on biodiversity	Page 82, 83				
	304-3 Habitats protected or restored	Page 83, 84, 85				
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		Omitted	Information unavailable/incomplete	PON are in the process of undergoing TNFD reporting and will include this information once we start reporting against these guidelines.	

Waste & Effluent						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 57				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 58 - 59				
	306-2 Management of significant waste-related impacts	Page 58 - 60				
	306-3 Waste generated	Page 58				
	306-4 Waste diverted from disposal	Page 58				
	306-5 Waste directed to disposal	Page 58				
Our People						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 32				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 39				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 46, 47, 48				
	401-3 Parental leave	Page 46, 47, 48				
Safety, Health & Wellbeing						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 49				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 49				
	403-2 Hazard identification, risk assessment, and incident investigation	Page 49				
	403-3 Occupational health services	Page 50-51				
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 49				
	403-5 Worker training on occupational health and safety	Page 50-51				
	403-6 Promotion of worker health	Page 44 - 45, 50-51				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 49 - 50				
	403-8 Workers covered by an occupational health and safety management system	Page 49				
	403-9 Work-related injuries	Page 50				
	403-10 Work-related ill health	Page 50				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 22				
Diversity & Inclusion						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 35				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 18, 36, 37				
	405-2 Ratio of basic salary and remuneration of women to men	Page 38				
Leadership						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 34				
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 46				
Modern Slavery						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 46				
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Page 46				
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 46				
Security						
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	n/a	Omitted	Not applicable		All PON staff are expected to be trained in human rights/modern slavery (see the training modules on page 43). We have not specifically mentioned the security personnel.
Collaboration, Community partnerships and Social Licence						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 96, 100, 101				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Page 92, 96, 100, 101				
	413-2 Operations with significant actual and potential negative impacts on local communities	Page 100, 101				
Topics in the applicable GRI Sector Standards determined as not material						
TOPIC		EXPLANATION				
[Title of GRI Sector Standard]						