

FY24

Sustainability Report



ABOUT THIS REPORT

This report is NSW Ports' sixth disclosure on its annual sustainability performance. The report is prepared with reference to the Global Reporting Initiative (GRI) Standards (refer to the GRI Content Index on pages 20 to 23) and the United Nations Sustainable Development Goals (UN SDGs).

Our reporting scope includes activities under the control of the NSW Ports group of companies – which consists of NSW Ports Operations Hold Co Pty Limited (and its subsidiaries) and NSW Ports Pty Limited (and its subsidiaries). It includes NSW Ports' operations at Port Botany, Port Kembla, Enfield Intermodal Logistics Centre and Cooks River Intermodal Terminal.

This report summarises our sustainability priorities, the material topics we address, and our progress against the success outcomes, targets, key performance indicators and initiatives stated in our 2022 Sustainability Strategy. Unless otherwise indicated, references to FY24, FY23, FY22 and FY21 in graphs and copy throughout this report refer to financial years ending 30 June of the respective year. All figures are in Australian dollars unless otherwise stated.

Published November 2024.





ACKNOWLEDGEMENT OF COUNTRY

NSW Ports proudly acknowledges the many Aboriginal and Torres Strait Islander peoples who comprise the Traditional Custodians of the lands and waterways around our Sydney and Illawarra based operations.

We recognise their continuing connection to Country and value their unique cultural heritage, customs and spiritual beliefs. We pay our respects to their Elders past and present and extend this respect to all Aboriginal and Torres Strait Islander peoples.



ARTIST STATEMENT

Shane Youngberry is a Dharawal man belonging to the La Perouse Aboriginal community. He draws inspiration from local dreaming stories and local culture that has been passed on to him by his family and Elders. The artwork delivered to NSW Ports is a bespoke artwork that makes use of images of spirit ancestors and significant stories for Dharawal people.

The four circles represent the four sites of NSW Ports and the means by which we can travel to these sites – through the water and over the land. The stingrays (girawaa), humpback whales (Buriburi) and jellyfish reflect the different vessels that travel to and from the ports. One of the Dharawal dreaming stories tells the story of the buriburi looking for their barangga (vessel) as they migrate up and down the coast.

MESSAGE FROM OUR CHAIR & CEO



Patricia McKenzie
Chair



Marika Calfas
CEO

“Our vision is to sustainably manage and deliver essential trade infrastructure for the economy and community.”

We are pleased to share the NSW Ports FY24 Sustainability Report, which demonstrates key progress over the year against our sustainability objectives.

NSW Ports caters for the trade demands of the people and businesses of NSW through our assets: Port Botany, Port Kembla, Enfield Intermodal Logistics Centre and Cooks River Intermodal Terminal. These assets are critical to the economic growth and prosperity of NSW and Australia. This is why we strive for the sustainable use of land and assets and the sustainable movement of freight.

Guided by our 2022 Sustainability Strategy, we continued to make progress in FY24 against our KPIs and objectives across our key priorities: act as a responsible port manager and steward the trade growth forecast for our ports; be a champion for decarbonisation; build resilience to navigate future shocks and stresses; and support thriving communities in and around our sites.

One of this year’s highlights was our success, together with Patrick Terminals, in being awarded **four industry awards** which recognised the delivery of the world’s first fully automated container exchange in an AutoStrad Terminal on and off rail wagons. In addition to more than doubling rail capacity, it reduces train turnaround times and truck movements, making for safer and more efficient operations.

We are also pleased with our considerable progress to reach **net zero** by the end of FY25 (Scope 1 and 2 greenhouse gas emissions). During the year, we registered a second solar power station at our Enfield Intermodal Logistics Centre that will generate Large Scale Generation Certificates (LGCs) from FY25.

During the year we engaged partners in our value chain on **Scope 3 emissions reductions** and completed a Scope 3 decarbonisation roadmap.

Through our annual **Community Grants Program**, we supported 15 local community groups in FY24 across social services, schools, sport and the environment. By working with these groups, we continue to build strong, inclusive and thriving communities around our assets.

Looking to the future, FY25 will be the final year of implementation of our Sustainability Strategy set in 2022. We remain on track to meet the targets set in that strategy and we are working towards building on these outcomes in our next Sustainability Strategy.

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FY24 PERFORMANCE SCORECARD



Priority	Target	Key performance indicator	FY24 result	Status
 Steward forecast growth <p>Outcome: Our ports and intermodal terminals are fit-for-purpose, sustainably managed assets, now and into the future. Our stakeholders are informed about our strategic role in society and collaborate with us to continue building a sustainable port supply chain.</p>	No loss of industrial land surrounding our ports and intermodal terminals	Industrial land 'lost' (rezoned to other uses) (ha)	+8 gained at Port Kembla	●
	100% of development projects comply with our sustainable development code	Projects that comply with our sustainable development code (%)	100	●
	Zero environmental incidents from NSW Ports operations resulting in a regulatory response	Environmental incidents resulting in a regulatory response (#)	0	●
	Year-on-year increase in freight on rail to and from our ports	Increase in freight volumes on rail since prior year (%)	+8 (390,091 TEU)	●
 Champion decarbonisation <p>Outcome: We have decarbonised our own operations. We are effectively collaborating in the decarbonisation of our broader port and intermodal terminal precincts.</p>	Net zero Scope 1 and 2 greenhouse gas emissions by end of FY25	Scope 1 emissions (tCO ₂ e)	44	●
		Scope 2 emissions (tCO ₂ e)	44	●
	100% renewably sourced electricity	Renewable electricity (%)	94	●
	Define and measure our Scope 3 emissions and work with our customers and suppliers to reduce these	By FY25, Scope 3 emissions to be defined and measured	Achieved	●
 Build resilience <p>Outcome: We have the systems, processes and relationships in place to enable our business to withstand and adapt to changing conditions and to recover positively from shocks and stresses.</p>	More than 90% of training, drills and exercises in our business resilience framework completed by due date	Business resilience framework actions completed by due date (%)	95	●
	All material climate-related risks (physical and transition) identified and embedded in organisational risk registers by end of FY25	Key climate-related risks monitored (%)	100	●
 Support thriving communities <p>Outcome: Our communities understand the important role of our assets and feel positive towards our business and its success. Our workplaces are safe, healthy, diverse and inclusive environments that support the wellbeing, professional development and engagement of our people.</p>	Establish a social impact monitoring and evaluation framework	In FY23, a monitoring and evaluation framework will be developed	Achieved	●
	More than 90% of safety actions closed by due date	Safety actions completed by due date (%)	97	●
	Maintain an employee engagement score of more than 75%	Employee engagement score (%)	88	●
 On target/target met  Within tolerance  Behind target/target not met				

FY24 HIGHLIGHTS

OUR OPERATIONS	FY24 TRADE DATA:		
 <p>Vessel Visits 2,194 across both Port Botany and Port Kembla.</p>	 <p>Bulk Liquids and Gas 4.9M (Mass Tonnes)</p>	 <p>Containers 2.7M (TEU)</p>	 <p>Construction Materials 2.0M (Mass Tonnes)</p>
	 <p>Bulk Agriculture 2.3M (Mass Tonnes)</p>	 <p>Minerals 12.9M (Mass Tonnes)</p>	 <p>Vehicles and Machinery 440K (Quantity)</p>

STEWARD FORECAST GROWTH	
 <p>11% increase in freight moved by rail to and from NSW Ports since 2022.</p>	 <p>Additional on-dock rail capacity delivered, winning 4 industry awards. World's first fully automated container exchange in an AutoStrad terminal on and off rail wagons completed and operational, delivered with Patrick Terminals.</p>

CHAMPION DECARBONISATION		
 <p>On track for net-zero GHG emissions (Scope 1 and 2) by our end of FY 2025 target.</p>	 <p>New solar power station at Enfield Intermodal Logistics Centre registered with the Australian Clean Energy Regulator.</p>	 <p>17% reduction in electricity consumption, including 45% reduction at the Enfield Intermodal site due to energy efficiency projects.</p>

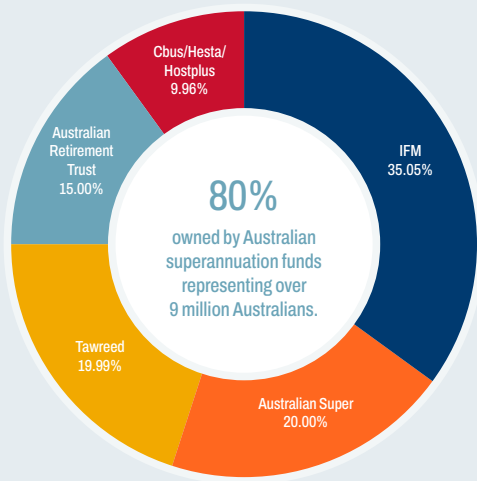
BUILD RESILIENCE	
 <p>Scope 3 emissions reduction roadmap completed, detailing what is required at the ports to reduce emissions.</p>	 <p>New Sustainable Development Code detailing requirements for developing NSW Ports land sustainably.</p>

SUPPORT THRIVING COMMUNITIES	
 <p>\$2.5M Seafarer Welfare Fund launched with the Port Authority of NSW and Port of Newcastle to improve seafarer wellbeing in NSW by helping with transport, communication, mental health and wellbeing services over five years.</p>	 <p>15 local community groups awarded grant funding to support projects across social services, schools, sport and the environment.</p>
 <p>25 grants, partnerships and sponsorships awarded delivering social, economic and environmental benefits via schools, sporting clubs, First Nations groups, social welfare and non-government organisations.</p>	 <p>88% employee engagement score in our pulse check survey.</p>

OUR BUSINESS AT A GLANCE

Ownership structure

NSW Ports is responsible for managing Port Botany, Port Kembla, Cooks River Intermodal Terminal, and Enfield Intermodal Logistics Centre. Our focus is on managing these key trade gateways, which connect the people and businesses of NSW to global markets. Our business is a significant contributor to the economies of NSW and Australia.



NSW Ports is wholly owned by a consortium of leading institutional investors that is 80% owned by Australian superannuation funds representing over nine million Australians.

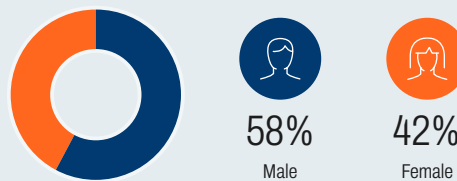
We are port managers, responsible for: leasing land to port and logistics operators; strategic port planning; and maintaining and delivering wharf infrastructure, channel and berth depths and common user road and rail infrastructure at the ports. We are also responsible for landside precinct security and safety, and operating control of multi-user berths.

To find out more about who we are and what we do, see the [NSW Ports Master Plan](#).

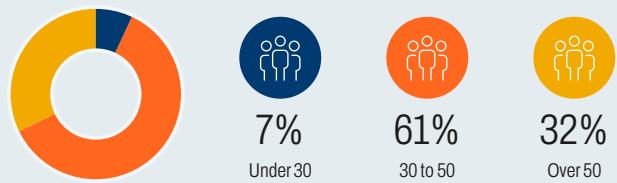
Our people

Our workforce consists of employees from a wide range of technical, operational and professional disciplines. We are committed to creating an inclusive and engaging work environment and investing in our people to support their professional development, health and wellbeing. All NSW Ports employees were employed on either a permanent or fixed term contract basis during FY24.

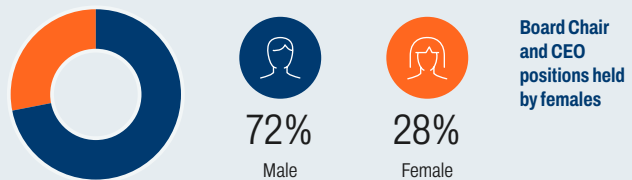
GENDER*



AGE*



BOARD AND EXECUTIVE LEADERSHIP TEAM*



* Figures were correct at 30 June 2024.

Our contribution



\$13.6bn
annual contribution to NSW Gross State Product (2.2% of total GDP).



64,570 jobs supported by NSW Ports
52,270 in Sydney region
9,750 in the Illawarra
2,550 elsewhere in NSW.



42% of all goods in a Sydney household are imported in containers through Port Botany.



>90% of all import containers are delivered within 50km of Port Botany.

Our Assets

Our ports connect people and businesses with goods and trade opportunities in a global marketplace.



ENFIELD INTERMODAL LOGISTICS CENTRE

- Connected by dedicated freight-only rail to Port Botany.
- Rail connections to regional NSW.



COOKS RIVER INTERMODAL TERMINAL

- Largest empty container storage facility in Australia.
- Connected by dedicated freight-only rail to Port Botany.



PORT BOTANY

- NSW's container trade.
- One-third of NSW's fuel supply.
- Chemicals for domestic manufacturing.
- NSW's bitumen and LPG supply.



PORT KEMBLA

- NSW motor vehicle port.
- Bulk agricultural, construction, steel making and mining trade.
- Project cargo, including wind farm components.



- Shared freight and passenger rail.
- Dedicated freight-only rail.
- NSW Ports assets

Our corporate strategy



Our objectives



OPERATIONS

Champion safe, resilient and efficient operations.



STAKEHOLDERS

Support strong stakeholder relationships.



PEOPLE

Promote a highly engaged and effective workforce.



GROWTH

Build value through growth and innovation.

GOVERNANCE

Our commitment to sustainable business starts at the top of our organisation and is integrated across our business. We are committed to being ethical, responsible and transparent. We have structures and policies in place that define, integrate and track our responsible business practices and stewardship and which are regularly reviewed by the NSW Ports Board.

Board Charter

The NSW Ports Board Charter outlines the principles that the Board of NSW Ports upholds while carrying out its duties. It outlines the roles and responsibilities of the Independent Chair, Directors and Company Secretaries, the establishment and operation of Board Committees and conflict of interest processes.

Code of Conduct

The NSW Ports Code of Conduct governs the conduct of our Directors, employees and contractors by establishing a clear standard of behaviour expected from all employees; fostering a positive work environment; and upholding employee rights. The Code of Conduct is supported by a suite of policies, frameworks and guidelines that reflect NSW Ports' commitment to governance, anticorruption, equal opportunity, human rights, health and safety and privacy. These are regularly reviewed and updated to ensure they continue to reflect our workplace expectations. NSW Ports has a Whistleblower Policy in place, including processes to support employees who have concerns about serious wrongdoing.

Risk management and business resilience frameworks

NSW Ports' Enterprise Risk Management Framework identifies our strategic approach to managing risk. It defines and identifies our risk appetite, risk management process; responsibilities across all levels of the organisation from the Board to employees; and reporting requirements. Our Business Resilience Framework documents NSW Ports' continued commitment to an integrated, consistent and dynamic approach to building business resilience through event management, incident and emergency response, business continuity and crisis management.

Our Sustainability Policy

The NSW Ports Sustainability Policy outlines our business vision, values, sustainability approach and principles. It sets the standards for decision-making, long-term planning and the achievement of our sustainability objectives.

Our governance structure

Our Board is responsible for overseeing NSW Ports' corporate governance, business activities and performance. The Board approves NSW Ports' Sustainability Policy and Sustainability Strategy and receives reports on performance and progress against the Strategy.



More information about our Board and Executive Leadership Team can be found on our website [here](#).

Stakeholder engagement

NSW Ports regularly engages with a wide range of stakeholder groups on a variety of topics. We identify our key stakeholders, through our business activities and our materiality process, as those most directly impacted by our operations and material topics. Our main stakeholder groups, their key interests and concerns and how we engage with them are described in Table 1.

TABLE 1: NSW PORTS' STAKEHOLDERS, THEIR KEY INTERESTS AND HOW WE ENGAGE WITH THEM

Stakeholder group	Engagement mechanism	Key topics
Customers (including tenants and port users)	<ul style="list-style-type: none"> - Correspondence (including information reporting, meetings and phone calls) - Feedback channels - Digital and social media channels - Participation in forums and with industry associations 	<ul style="list-style-type: none"> - Performance - Emerging industry issues - Precinct level sustainability objectives - Business improvement initiatives
Employees	<ul style="list-style-type: none"> - Meetings and workshops - Staff briefings - Group-wide surveys - Digital and social media channels 	<ul style="list-style-type: none"> - Health, safety and wellbeing - Communication and engagement - Performance and leadership
Shareholders and Financiers	<ul style="list-style-type: none"> - Meetings - Correspondence - Digital channels 	<ul style="list-style-type: none"> - ESG matters - Business performance - Business strategy - Debt raising
Community	<ul style="list-style-type: none"> - Consultative committees - Correspondence (including meetings and phone calls) - Feedback channels - Events - Sponsored activities - Digital and social media channels - Media 	<ul style="list-style-type: none"> - Local community impacts - Environmental issues and impacts - Developments and business activities - Support for local community groups and initiatives
Government, industry bodies and regulators	<ul style="list-style-type: none"> - Stakeholder meetings, industry roundtables and briefings - Site tours - Business engagement forums 	<ul style="list-style-type: none"> - Freight policy - Operational efficiency - Infrastructure and land use planning - Environmental protection - Decarbonisation - Business strategy and performance
Suppliers	<ul style="list-style-type: none"> - Supplier meetings, briefings and workshops - Site tours - Feedback surveys 	<ul style="list-style-type: none"> - Supplier performance - Health, safety, environment, and quality metrics - Ethical business practices - Continuous improvement - Collaboration opportunities
Media	<ul style="list-style-type: none"> - Correspondence (including meetings and phone calls) - Media releases - Digital and social media channels 	<ul style="list-style-type: none"> - Strategy and future directions - Business initiatives - Operational matters

OUR SUSTAINABILITY APPROACH

The NSW Ports Sustainability Policy is the foundation of our approach to environmental, social and governance matters and is available [here](#).

Our process for determining material topics

We conduct double materiality assessments with internal and external stakeholders every three years, with desktop reviews involving internal stakeholders conducted in the intervening years.

NSW Ports' double materiality assessment in 2022 identified material ESG risks and opportunities (referred to as material topics). Under the double materiality approach, NSW Ports considered financially material topics and stakeholder impact topics. This assessment informed the development of the four strategic priorities in our 2022 Sustainability Strategy.

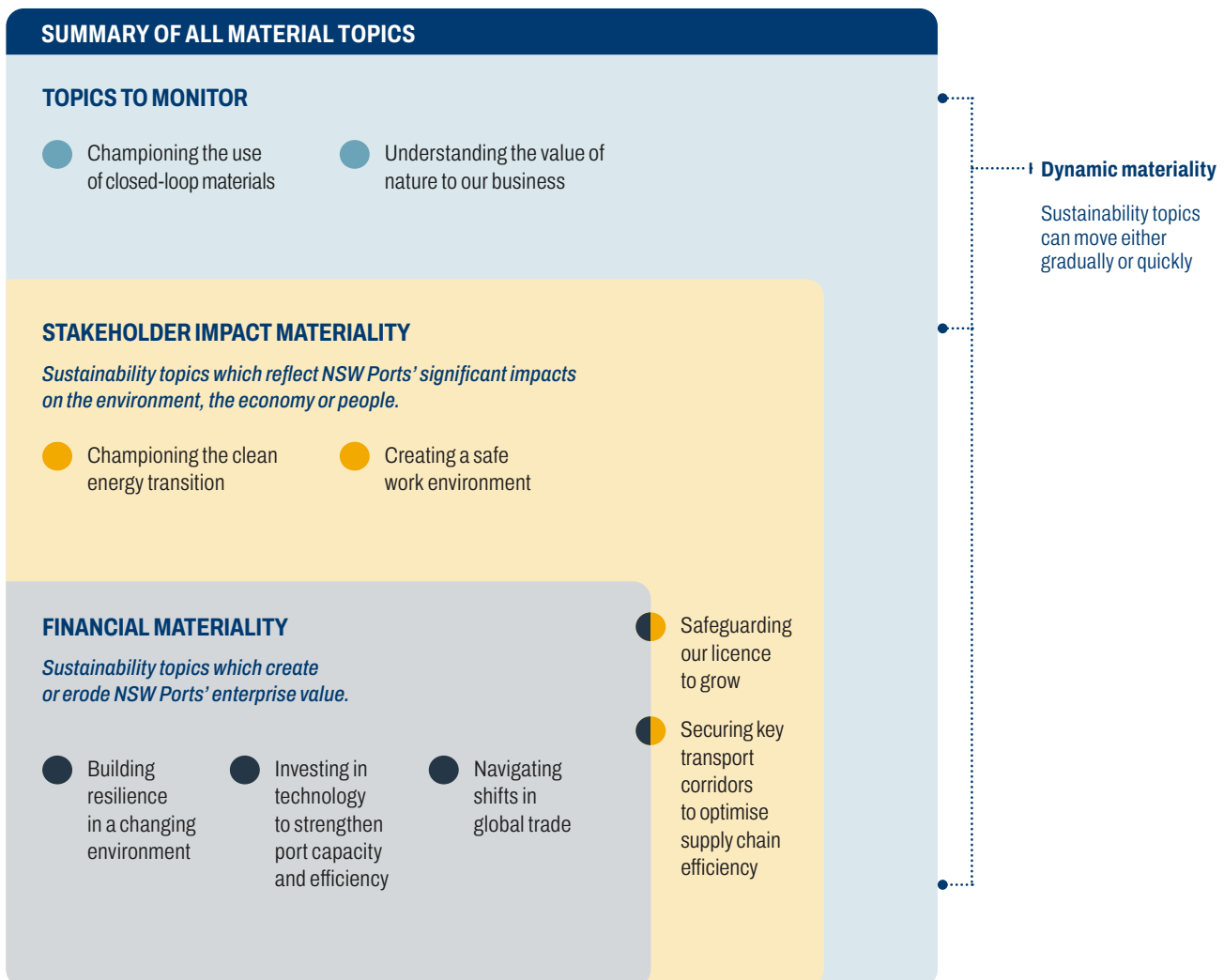
In FY24, we completed a desktop review of material topics, considering whether:

- the megatrends identified in 2022 remained relevant
- any material topics had become less important or were having an unanticipated impact on our business
- any of the potential material topics had become more relevant or were having a bigger impact on our business and therefore had become material.

No material changes that impact our existing strategy were identified.

Our material topics

The diagram below shows our material topics.



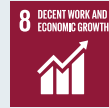
OUR SUSTAINABILITY STRATEGY

Our strategic priorities

NSW Ports' Sustainability Strategy identifies four strategic priorities, which collectively respond to our material topics. The graphic below describes the connection between our purpose, vision, values, material topics and strategic priorities.

We also considered how our strategy enables our business to contribute to the United Nations Sustainable Development Goals. We can deliver the greatest contribution to goals 8, 9, 11 and 13.

FY25 will be the final year of implementation of the 2022 Sustainability Strategy. During this time, we will commence work on setting the next strategy.





STEWARD FORECAST GROWTH

Why is it important to us?

NSW Ports is responsible for the management of key ports and intermodal terminal assets in NSW. We have a responsibility to proactively manage these assets to cater for forecast trade growth. We achieve this by monitoring population growth trends and urban environment, as well as changing patterns of consumption, production and traded goods.

We are committed to protecting and optimising the use of existing land and infrastructure, while planning for the sustainable development of the ports and intermodal terminals we manage. This informs our advocacy for the delivery of supporting infrastructure that enhances connectivity.

Outcome 1: Our stakeholders are informed about our strategic role in society and collaborate with us to continue building a sustainable port supply chain.

During FY24, the Australian Government commenced its review of the National Freight and Supply Chain Strategy (NFSCS). NSW Ports submitted suggestions for improvements to facilitate enhanced national coordination, prioritise decarbonisation in supply chains, and improve domestic and international supply chain resilience. NSW Ports also advocated for the NFSCS to be integrated into key State and Commonwealth strategic plans and have measurable targets.

We made a submission to the NSW Freight Policy Reform review process and engaged with the Independent Review Panel. We advocated for retaining the existing NSW container port policy, safeguarding existing policies for retaining industrial land in Greater Sydney and supporting the efficient distribution of freight through road and rail investments connecting the port.

NSW Ports also contributed to consultation on the Australian Government's Transport and Infrastructure Net zero Roadmap and Maritime Emissions Reduction National Action Plan (MERNAP). We advocated for flexibility in responding to technological changes, consideration of supply chain cost implications and consistency with standards released by the International Maritime Organisation (IMO) to ensure Australia remains competitive in the shipping industry.

NSW Ports made a submission to the NSW Government review of toll roads. Our submission stressed the importance of continued connectivity and suggested approaches to maximising the use of tolled infrastructure outside of peak hours, through reductions in tolls for heavy vehicles during these periods of lower utilisation.

During the year, NSW Ports actively monitored development applications and planning proposals within the vicinity of our assets. We made submissions supporting the need for multi-level warehousing and freight-related projects, as well as recommending mitigation measures to reduce the potential for land-use conflict with nearby sensitive uses.

Outcome 2: Our ports and intermodal terminals are fit-for-purpose, sustainably managed assets, now and into the future.

Environmental protection starts with our Overarching Environmental Management Plans (OEMPs) for each of our assets. OEMPs set out our requirements and expectations for best-practice environmental management. In FY24, we completed a review of our OEMPs, making improvements to align them with updates to our Health, Safety, and Environment (HSE) Policy and to reflect changes in government legislation and electronic registers.

As a landlord port, we also require port tenants and contractors to develop environmental management plans that specify how risks will be managed during construction and operation, consistent with our OEMPs.

NSW Ports had no notifiable¹ environmental incidents during FY24.

In FY24, we released our updated Sustainable Development Code, ensuring sustainable development principles are consistently embedded into developments at our assets. The Code includes a set of minimum requirements that must be met when undertaking development on our land in areas such as greenhouse gas emissions, water, waste, heritage, and safety. Best practice guidance is also provided to help applicants identify opportunities to advance their sustainability performance or evolve this over time. Requirements are specified for each key stage: planning, design, building, operating, maintaining, and eventual decommissioning.

We continued implementing our Noise Management Strategy during the year, which included trialling portable noise monitors at Port Botany to better monitor noise sources. We are in the process of updating our noise monitoring platform to include real-time vessel and weather data.

¹ The Australian Environmental Protection Authority defines 'notifiable' incidents as Pollution incidents causing or threatening material harm to the environment. Further definition [here](#).

ALIGNMENT TO SDG TARGETS



9.1 Develop quality, reliable, sustainable and resilient infrastructure to support economic development and wellbeing.



11.3 By 2030, enhance inclusive and sustainable urbanisation.
11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage.



12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

TABLE 2: PROGRESS AGAINST 'STEWARD FORECAST GROWTH' OUTCOMES 1 AND 2 ACROSS A THREE-YEAR TREND

Target	Key Performance Indicator	FY22 Actual	FY23 Actual	FY24 Actual	Trend	Commentary
Outcome 1: Our stakeholders are informed about our strategic role in society and collaborate with us to continue building a sustainable port supply chain.						
No loss of industrial land surrounding our ports and intermodal terminals	Industrial land 'lost' (i.e. rezoned to other uses) (ha)	-1	0	+8	Target met	No industrial land around our assets was rezoned to other uses in FY24. The eight-hectare increase was due to land surrounding Port Kembla being re-zoned to industrial use through the Department of Planning's industrial land zone reforms.
Outcome 2: Our ports and intermodal terminals are fit-for-purpose, sustainably managed assets, now and into the future.						
100% of development projects comply with our sustainable development code	Projects that comply (%)	100	100	100	Target met	Our Sustainable Development Code was updated in FY24.
Zero environmental incidents from NSW Ports' operations resulting in a regulatory response	Environmental incidents resulting in a regulatory response (#)	0	0	0	Target met	
Year-on-year increase in freight on rail to and from our ports	Freight volumes on rail (TEU)	350,776	360,231	390,091	On target	Container volumes on rail at Port Botany have increased 11% since FY22.

CASE STUDY

World's first automated container exchange in an AutoStrad terminal transforming rail operations at Port Botany

Project SABRE (Sydney AutoStrad Botany Rail Expansion) was a joint initiative between NSW Ports and Patrick Terminals to increase the 'on-dock' rail capacity at Patrick Terminals – Sydney AutoStrad. The four-year project integrated a world-first fully automated on-dock rail terminal (AutoRail) with an automated straddle-operated (AutoStrad) container terminal at Port Botany, creating the world's first fully automated container exchange in an AutoStrad terminal on and off rail wagons.

The new rail terminal incorporates four 600-metre-long rail sidings and three Automated Rail Mounted Gantry (ARMG) cranes and enables multiple container freight trains being simultaneously loaded and unloaded within the container terminal. The project will significantly improve the efficiency and capability of the supply chain by enabling more containers to be moved by rail to and from Port Botany. This means faster transport times for goods to and from the port, reduced transport costs through the supply chain and fewer greenhouse gas emissions. These new rail operations will enable Patrick Terminals to more than double the number of shipping containers handled annually on rail.

Project SABRE benefits the millions of households and businesses who rely on the freight and logistics industry every day to send and receive essential goods.

In recognition of the project's innovation and sustainability credentials, the SABRE project won four awards:

- Innovation Excellence Category at the 2024 Infrastructure Partnerships Australia Awards
- Australian Logistics Council Freight Rail Excellence Award
- Australasian Railway Association Freight Rail Excellence Award
- Project of the year at the 2024 Sydney Engineers Australia Excellence Awards.





CHAMPION DECARBONISATION

Why is it important to us?

We are committed to reducing our Scope 1 and 2 greenhouse gas emissions in line with the Paris Agreement goal to limit global warming to 1.5°C and to working with our suppliers and customers to reduce their emissions.

Outcome 1: We have decarbonised our own operations.

NSW Ports currently has two power purchase agreements (PPAs) in place, which enable us to procure electricity from renewable sources. This covers 100% of electricity directly procured by NSW Ports. A small proportion of electricity accounted for in our GHG emissions inventory is procured by tenants and charged back to NSW Ports. As part of our 100% renewable electricity target by FY25, we plan to retire the equivalent proportion of Large-Scale Generation Certificates (LGCs) to cover this.

In FY24, NSW Ports registered a new solar power station at our Enfield Intermodal Logistics Centre with the Clean Energy Regulator (CER). We now have two registered solar systems which, in FY25, should generate LGCs surplus to our requirements. NSW Ports also has eight additional solar installations across our Port Kembla, Port Botany and Enfield sites to help reduce grid electricity usage for NSW Ports and tenant operations.

This year, we continued to focus on actions to reduce electricity usage. Following an energy audit at our Port Botany office, we installed energy-saving equipment which resulted in a 16% reduction in electricity usage. A similar audit was completed on our highest consuming sites at Port Kembla this year. Through this audit we have identified energy reduction initiatives including optimising hot water usage, installing LED bulbs and automating heat, ventilation and air conditioning equipment.

In FY24, we also implemented energy-efficiency projects at our Enfield Intermodal Logistics Centre office, which have reduced our electricity usage at this site by 45%. This significant reduction has been achieved through the ongoing implementation of our lighting upgrade program and better equipment automation and sensor controls.

We achieved an overall 17% reduction in electricity consumption in FY24 across all our assets, due to a continued focus on energy efficiency and some improvements in data quality.

Our electric vehicle fleet transition plan was ongoing in FY24. This included trialling an EV in our operations to help determine the best approach for integrating the vehicles in our fleet. In FY25, we will install EV charging infrastructure to support our transition.

NSW Ports is on track to achieve our target of net zero Scope 1 and 2 emissions by the end of FY25. This will be completed by continuing to operate our power purchase agreements, retiring LGCs and procuring a small number of carbon offsets to cover residual Scope 1 emissions associated with emergency response equipment and fuel consumption.

The diagram on the following page shows our energy generation and consumption model in FY24 and projection for FY25.

Outcome 2: We are effectively collaborating in the decarbonisation of our broader port and intermodal terminal precincts.

As a port manager, most greenhouse gas emissions lie in our value chain. NSW Ports has measured Scope 3 emissions since FY22, and in FY24 we continued to refine and strengthen our approach. The two main contributors to our Scope 3 emissions are tenant energy use and vessel emissions.

During the year, we completed a Scope 3 Decarbonisation Roadmap that identified potential decarbonisation interventions that considered: the scale of carbon reduction possible; NSW Ports' ability to influence; and maturity of technology. Three decarbonisation scenarios were modelled for 2050, each outlining a different GHG emissions reduction trajectory based on the scale and speed of action taken by stakeholders and the wider industry and electricity network. In FY25, we will share the results with our tenants and work with them on refining the Roadmap.

NSW Ports' existing facilities continue to play an important role in supporting the development of renewable energy projects in NSW – including the handling of components required for onshore wind projects and solar farms, transmission equipment, transformers and tunnel boring machines for pumped hydro projects. We continued to progress our plans for the development of an offshore wind port terminal at Port Kembla, to support the delivery of offshore wind projects off the East Coast of Australia.

ALIGNMENT TO SDG TARGETS



13.3 Build knowledge and capacity to meet climate change.



7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.



12.6 ... adopt sustainable practices and integrate sustainability information into their reporting.

TABLE 3: PROGRESS AGAINST 'CHAMPION DECARBONISATION' OUTCOMES 1 AND 2 ACROSS A THREE-YEAR TREND.

Target	Key Performance Indicator	FY22 Actual	FY23 Actual	FY24 Actual	Trend	Commentary
Outcome 1: We have decarbonised our own operations.						
Net zero Scope 1 and 2 emissions by end of FY25	Scope 1 emissions (tCO ₂ e)	38	41	44	On target	A minor increase in fuel consumption in FY24
	Scope 2 emissions (tCO ₂ e)	1,344	217	44	On target	Reduction since FY22 following implementation of two power purchase agreements
100% renewably sourced electricity by end of FY25	Renewable electricity (%)	24	90	94	On target	
Outcome 2: We are effectively collaborating in the decarbonisation of our broader port and intermodal terminal precincts.						
Define and measure our Scope 3 emissions and work with our customers and suppliers to reduce these	By FY25, Scope 3 emissions to be defined and measured (tCO ₂ e)	-	Achieved	Achieved	Target met	We calculated our Scope 3 emissions inventory in FY24 at 369,182 tCO ₂ e

CASE STUDY

New solar power station at Enfield

Over time, NSW Ports has built up a network of solar power facilities and Power Purchase Agreements (PPAs) to help us source and generate renewable electricity. A review of our Scope 2 emissions as an abatement opportunity in FY22 identified the generation of Large-Scale Generation Certificates (LGCs) from our large rooftop solar systems at the Enfield Intermodal Logistics Centre.

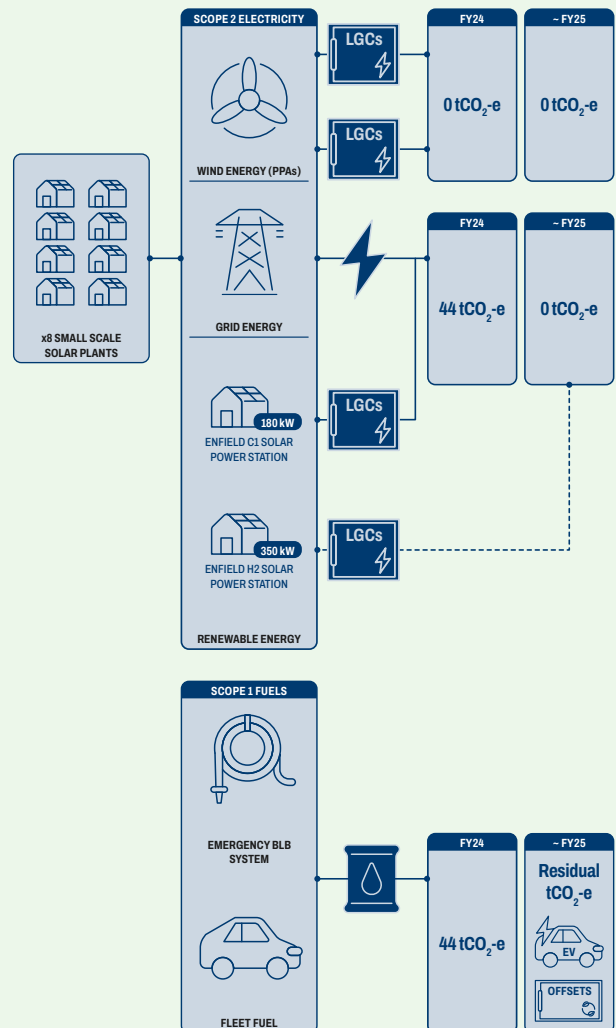
That same year, the Enfield C1 warehouse solar system with a capacity of 180kW was registered as a power station under the Australian Government’s Renewable Energy Target scheme. In FY24, our larger 350kW solar system at Enfield H2 warehouse was also registered, which has allowed us to start generating additional LGCs.

Each LGC generated from 1MWh of renewable energy is tradable or can be retired. We will use the LGCs produced from our power stations to reduce residual Scope 2 emissions by retiring them. Thanks to the large generation capacity of our solar systems, a surplus of LGCs is expected in the coming years, and they have the potential to be traded on the Australian Clean Energy Regulator’s Renewable Energy Certificate Registry.

Solar power allows NSW Ports and some tenants to reduce the grid electricity required for operations. We will continue to explore opportunities to install additional solar power at our sites.



ENERGY GENERATION AND CONSUMPTION AT NSW PORTS





BUILD RESILIENCE

Why is it important to us?

Ports are critical parts of global supply chains, and their reliability and performance are essential to a flourishing economy and society. We recognise the strategic value of anticipating, withstanding, and learning from disruptive events – whether environmental, social, or regulatory – to create a smarter, stronger and more resilient port supply chain.

Outcome 1: We have the systems, processes and relationships in place to enable our business to withstand and adapt to changing conditions and to recover positively from shocks and stresses.

NSW Ports manages resilience across various areas, including a changing climate, business disruption and cyber threats. NSW Ports has previously assessed physical and transitional climate risks and opportunities and included these in our risk registers (see Case Study on the following page).

During the year, we executed our Business Resilience Framework. This included conducting crisis and emergency management exercises to ensure preparedness for high-consequence events should they occur. Many stakeholders, including tenants, contractors, emergency services and the Port Authority of NSW participated in these exercises. Scenarios included loss of fuel and product containment on berths and rail, container park fire, vessel fire, vapour leaks and medical emergencies. Cyber-attack exercises and tests were also run during the year involving various internal and external parties. The learnings from each exercise provide an opportunity to improve emergency preparedness through updates to procedures, policies and training.

In FY24, we continued the development of a new data portal to better track and manage resource usage. We are working towards receiving real-time data from sources such as electricity retailers, water meters, noise monitors, culvert monitors, building management systems and cathodic protection systems.

ALIGNMENT TO SDG TARGETS



9.1 Develop quality, reliable, sustainable and resilient infrastructure to support economic development and wellbeing.



- 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters.
- 13.3 Build knowledge and capacity to meet climate change.

CASE STUDY

Drones create 3D digital models of key assets

NSW Ports is a critical link for many of the nation’s supply chains. As the landlord of the port, we are responsible for port-wide infrastructure management and need to ensure the usability and longevity of our assets.

As part of our asset management approach we have deployed monitoring systems, including photogrammetry technology, at our assets over the past year. Interactive models, created using high-resolution drones, capture assets digitally, allowing accurate zooming and precise online inspection. These models have enabled us to digitally visualise our sites, including hard-to-access locations such as under wharves and jetties, to identify early defects and to better understand the construction features of assets, some of which have limited historical information available.

Access to these online models reduces the resources required for detailed manual inspections and site visits and allows us to make evidence-based decisions during maintenance and project planning.

These models, accessible online, can also be shared with external contractors, enabling them to begin analysis work remotely before on-site inspections.

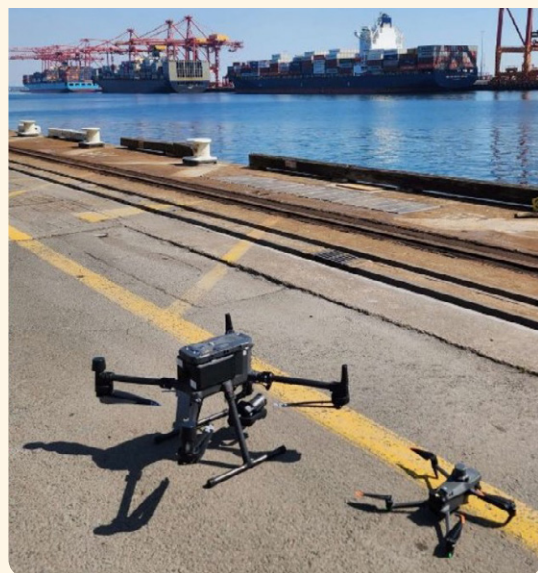


TABLE 4: PROGRESS AGAINST 'BUILD RESILIENCE' OUTCOME 1 ACROSS A THREE-YEAR TREND

Target	Key Performance Indicator	FY22 Actual	FY23 Actual	FY24 Actual	Trend	Commentary
Outcome 1: We have the systems, processes and relationships in place to enable our business to withstand and adapt to changing conditions and to recover positively from shocks and stresses.						
More than 90% of training, drills and exercises in our business resilience framework completed by due date	Business resilience framework actions completed by due date (%)	No data available	92	95	On target	
All material climate-related risks (physical and transition) identified and embedded in organisational risk registers by FY25	Key climate-related risks monitored (%)	No data available	50	100	On target	Material physical and transition risks have been identified and are monitored. Full integration within our enterprise risk management platform is planned for FY25.

CASE STUDY

Climate-related transition risks and opportunities identified

Following an earlier assessment focusing on climate-related physical risks, NSW Ports identified and assessed a range of climate-related transitional risks and opportunities relevant to our business. Transition risks were explored through the lenses of policy, legal, technological, market and reputational risks that could arise from the transition to a lower-carbon economy.

The assessment was conducted in accordance with guidance issued by the Task Force for Climate-related Financial Disclosures (TCFD) which has now been incorporated into International Sustainability Standards Board (ISSB) reporting standards.

We identified and assessed risks and opportunities arising under 'Fast Action' (1.5°C) and 'Polarisation' (3°C) Scenarios at medium-term (2030) and long-term (2050) time horizons, as compared to the 'Business as Usual' Scenario. Risks and opportunities were assessed and ranked in accordance with our Enterprise Risk Management Framework and are also integrated into our risk registers.

Risks identified included changes to the type and volume of goods imported and exported, increased electrification and infrastructure impacts, local and global carbon taxes, evolving stakeholder expectations and alternative fuel needs and safety. Opportunities identified include new trade demands, alternative fuel markets, domestic renewable energy requirements and operational efficiency improvements.

To mitigate risks and leverage the opportunities identified NSW Ports will:

1. Engage with a broad range of stakeholders to understand their climate-related risks and opportunities.
2. Work with stakeholders on strategies to mitigate and manage.
3. Ensure climate risks and opportunities are embedded into port development projects.
4. Monitor identified risks and opportunities.

CASE STUDY

Empty container capacity and efficiency increases at Port Botany

Port Botany handles one-third of Australia's container volumes. As the population grows, demand for containerised goods is also projected to increase. NSW imports significantly more full containers than it exports. Most containers come back to Port Botany empty, after being unpacked at warehouses, and need to be stored before export.

During the year, an additional Empty Container Park (ECP) at Port Botany was developed by NSW Ports and commenced operations. The 6,000 TEU capacity facility – operated by independent transport and logistics provider MEDLOG – allows trucks to drop off empty containers and collect new imports within the port precinct. NSW Ports used low-carbon concrete in the construction of the project and installed rainwater collection systems on buildings which are used for watering landscaping.

The ECP is an initiative identified in our Empty Container Management Strategy, to relieve container supply chain congestion.

NSW Ports worked closely with tenants to increase empty container storage capacity at Port Botany, with an extra 16,500 TEU capacity added over the past two years. Automation of entry and exit of trucks, solar power, as well as paperless processing, have been deployed at several of the new or upgraded ECPs to reduce queuing and road congestion and increase efficiency.

In 2021, NSW Ports introduced an Empty Container Incentive Scheme (ECIS) to encourage faster re-positioning of empty export containers so as to reduce the build-up of empty containers in Sydney which creates supply chain congestion and additional costs for importers.

These developments ensure NSW Ports, and our partners, can continue to meet NSW's growing trade needs whilst delivering an efficient and sustainable service to businesses and consumers.



SUPPORT THRIVING COMMUNITIES

Why is it important to us?

People are key to our success. A strong social licence, built on effective engagement and a thriving workforce, is critical to our business. Listening to our customers, stakeholders, local communities and employees helps us plan for, and invest in, initiatives that create equitable, safe, healthy and prosperous environments.

Outcome 1: Our communities understand the important role of our assets and feel positive towards our business and its success.

With many of Port Botany's and Port Kembla's workers living in neighbourhoods surrounding the ports, we know that our communities are closely intertwined with our business. Community and stakeholder engagement is an important part of NSW Ports' activities and Sustainability Strategy. We engage with our local communities through a range of approaches, including community consultation and liaison committees.

NSW Ports is an active partner and longtime supporter of many not-for-profit and grassroots organisations located near our assets through our sponsorship and community grants programs. In FY24, we continued our sponsorship of several community organisations delivering programs in surf safety and lifesaving skills, seafarer wellbeing, habitat restoration, and sports skills development.

Our FY24 Community Grants Program awarded grants of up to \$25,000 to 15 local groups across Sydney and the Illawarra region. Recipients included schools, sporting clubs, First Nations groups and social welfare groups. Since the program launched in 2021, more than 60 local groups have received funding. More information on our FY24 programs can be found [here](#).

During the 2023 school year (calendar year), we partnered with Inside Industry, which saw 547 students from 11 different primary schools tour Port Kembla and learn how the site operates to import and export cargo. In FY24, our ongoing partnership with Conservation Volunteers Australia helped 354 volunteers to participate in 12 events to restore native vegetation, remove nearly one hectare of weeds and 160 kilograms of litter from beaches, plant 2,000 seedlings and conduct surveys of native wildlife.

We continue to actively monitor and manage noise from our asset operations, addressing an important community issue. We have implemented a range of initiatives and work proactively with the community, local councils, regulatory authorities and port operators and users.

Outcome 2: Our workplaces are safe, healthy, diverse and inclusive environments that support the wellbeing, professional development and engagement of people.

We are driven to ensure the safety, health and wellbeing of our employees and the people that visit our sites and operate within them. We have a strong workplace health and safety reporting culture. NSW Ports' Emergency and Incident Plans and Preparedness scenario testing in FY24 included testing of safety protocols to identify improvement opportunities. A rolling review of our Corporate Risk Register in FY24 also strengthened internal safety protocols and communications. We continued to engage with contractors to address safety issues identified on key construction and maintenance projects.

NSW Ports recognises the importance of respecting human rights, and we are committed to protecting the fundamental rights of all people including our employees, our customers, the communities in which we operate, those who may be impacted by our operations and those within our procurement supply chains. In FY24, we updated our Procurement Policy to require all large suppliers to submit a Modern Slavery Compliance Declaration disclosing how they address modern slavery risks. We also conduct periodic surveys of selected suppliers to assess how risks and controls are enforced. Our Modern Slavery Statements are available in the 'Resource' section of our [website](#).

NSW Ports also launched online compliance training modules for all employees in modern slavery, anti-bullying and anti-harassment. These have also been integrated into employee onboarding processes. Additionally, employees undertook unconscious bias training to identify and manage potential occurrences.

We are committed to encouraging and supporting the professional development of all our employees. A new leadership program for senior leaders commenced in late FY24 and will continue into FY25. Kicking off with developing insights into personal ways of working and behaviour, the program also aims to enhance decision-making, problem-solving, project delivery, resilience, team accountability and effectiveness.

NSW Ports continues to support and build awareness of the First Nations communities within the local areas in which we operate. We have established a Reconciliation Action Working Group with key representatives across our business functions. A program of actions has been developed and implemented and will continue in FY25. We support First Nations groups through our Community Grants Program and provide employees with opportunities to build their knowledge of First Nations communities through internal events and communications.

ALIGNMENT TO SDG TARGETS



- 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
- 8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking.
- 8.8 Protect labour rights and promote safe and secure working environments for all workers.



- 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making.



- 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

TABLE 5: PROGRESS AGAINST 'SUPPORT THRIVING COMMUNITIES' OUTCOMES 1 AND 2 ACROSS A THREE-YEAR TREND

Target	Key Performance Indicator	FY22 Actual	FY23 Actual	FY24 Actual	Trend	Commentary
Outcome 1: Our communities understand the important role of our assets and feel positive towards our business and its success.						
Establish a social impact monitoring and evaluation framework	In FY23, a monitoring and evaluation framework will be developed.	-	Achieved	Achieved	Target met	We utilise the social impact framework developed by Business for Societal Impact (B4SI).
Outcome 2: Our workplaces are safe, healthy, diverse and inclusive environments that support the wellbeing, professional development and engagement of people.						
More than 90% of safety actions were closed by due date	Safety actions completed by due date (%)	95	95	97	Target exceeded	
Maintain an employee engagement score of more than 75%	Employee engagement score (%)	85	85	88	Target exceeded	

CASE STUDY

Helping to monitor marine mammals in Gamay (Botany Bay)

During the year, we awarded a community grant to the Gamay Rangers, an Indigenous Ranger Program. The rangers undertake natural and cultural resource management within the Dharawal cultural boundary, that includes the Botany Bay area and conservation land owned by the La Perouse Local Aboriginal Land Council. The rangers carry out conservation and research projects focused on culturally significant animals or habitats such as lobster, abalone and flathead; marine mammals including Buriburi (the humpback whale, a significant ancestral being for the Dharawal people); and seagrass and crayweed.

In a joint project with Dr Vanessa Pirota of Macquarie University, the rangers conducted the first systemic assessment of marine mammals in Botany Bay, including photographs for identification and monitoring.

The project focused on key marine mammal species such as dolphins, fur seals and whales to provide an understanding of the habitat used and identify protection and mitigation measures to help safeguard the animals. NSW Ports' grant provided key equipment for this project, including a camera and a long-range lens, allowing data to be collected non-invasively from a distance without disturbing wildlife.

This project utilised science and First Nations knowledge and is the first of its kind in the study of marine mammals in Gamay. NSW Ports welcomed the Gamay Rangers to one of our monthly all-staff meetings where they shared their important work and ongoing plans for the area.



GRI CONTENT INDEX

Statement of use

NSW Ports has reported the information cited in this GRI Content Index for the period 1 July 2023 to 30 June 2024 with reference to the GRI Standards.

GRI referenced

GRI: Foundation 2021

Applicable GRI Sector Standard(s)

Nil

TABLE 6: GRI CONTENT INDEX

Number	Disclosure	Location	Remarks
GRI 2: GENERAL DISCLOSURES 2021			
The organisation and its reporting practices			
2-1	Organisational Details	NSW Ports FY24 Sustainability Report: About This Report inside front cover and back cover	
2-2	Entities included in the organisation's sustainability reporting	NSW Ports FY24 Sustainability Report: About This Report inside front cover	
2-3	Reporting period, frequency and contact point	NSW Ports FY24 Sustainability Report: About This Report inside front cover and back cover	
2-4	Restatements of information	NSW Ports FY24 Sustainability Report: Sustainability Performance Data Supplement, page 24	
2-5	External Assurance		This report has not been externally assured.
Activities and workers			
2-6	Activities, value chain and other business relations	NSW Ports FY24 Sustainability Report: Our Business at a Glance, page 6 NSW Ports Corporate Brochure available at: www.nswports.com.au/publications	
2-8	Workers who are not employees		NSW Ports has no workers who are not employees.
Governance			
2-9	Governance structure and composition	NSW Ports FY24 Sustainability Report: Governance, page 8 NSW Ports website: https://www.nswports.com.au/our-board-and-executive-team	
2-11	Chair of the highest governance body	NSW Ports website: https://www.nswports.com.au/our-board-and-executive-team	
2-12	Role of the highest governance body in overseeing management of impacts	NSW Ports FY24 Sustainability Report: Governance, page 8	
2-13	Delegation of responsibility for managing impacts	NSW Ports FY24 Sustainability Report: Governance, page 8	
2-14	Role of the highest governance body in sustainability reporting	NSW Ports FY24 Sustainability Report: Governance, page 8	
2-15	Conflicts of interest	NSW Ports FY24 Sustainability Report: Governance, page 8	
2-16	Communication of critical concerns	NSW Ports FY24 Sustainability Report: Governance, page 8	

Number	Disclosure	Location	Remarks
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	NSW Ports 2022 Sustainability Strategy: Message from our Chair and CEO, page 2	
2-23	Policy commitments	NSW Ports FY24 Sustainability Report: Governance, page 8	
2-24	Embedding policy commitments	NSW Ports FY24 Sustainability Report: Governance, page 8	
2-27	Compliance with laws and regulations		There were no incidents of non-compliance that required reporting.
Stakeholder engagement			
2-29	Approach to stakeholder engagement	NSW Ports FY24 Sustainability Report: Stakeholder Engagement, page 9 NSW Ports Master Plan, <i>NSW Ports 2063: Our 40-year Master Plan for Sustainable Growth</i> (2023) NSW NSW Ports website: www.nswports.com.au/community	
GRI 3: MATERIAL TOPICS 2021			
3-1	Process to determine material topics	NSW Ports FY24 Sustainability Report: Our Sustainability Approach – Our process for determining material topics, page 10	
3-2	List of material topics	NSW Ports FY24 Sustainability Report: Our Sustainability Approach – Our material topics, page 10	
3-3	Management of material topics	NSW Ports FY24 Sustainability Report: Our Sustainability Approach, page 10	
GRI 203: Indirect economic impacts (2016)			
203-2	Significant indirect economic impacts	NSW Ports FY24 Sustainability Report: Our Business at a Glance, page 6	
GRI 205: Anti-corruption (2016)			
205-3	Confirmed incidents of corruption and actions taken		There were no incidents of corruption.

GRI CONTENT INDEX (CONTINUED)

TABLE 6: GRI CONTENT INDEX (CONTINUED)

Number	Disclosure	Location	Remarks
GRI 206: Anti-competitive Behaviour (2016)			
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		Mayfield Development Corporation action was dismissed with costs awarded to NSW Ports, subject to appeal.
GRI 302: Energy (2016)			
302-1	Energy consumption within the organisation	NSW Ports FY24 Sustainability Report: Sustainability Performance Data Supplement, page 24	
302-4	Reduction of energy consumption	NSW Ports FY24 Sustainability Report: Champion Decarbonisation, pages 14–15, and Sustainability Performance Data Supplement, page 24	
GRI 303: Water and Effluents (2018)			
303-5	Water consumption	Sustainability Performance Data Supplement, page 24	
GRI 305: Emissions (2016)			
305-1	Direct (Scope 1) GHG emissions	NSW Ports FY24 Sustainability Report: Champion Decarbonisation, pages 14–15	
305-2	Energy Indirect (Scope 2) GHG emissions	NSW Ports FY24 Sustainability Report: Champion Decarbonisation, pages 14–15	
305-5	Reduction of GHG emissions	NSW Ports FY4 Sustainability Report: Sustainability Performance Data Supplement, page 24	
GRI 306: Waste (2020)			
306-3	Waste generated	NSW Ports FY24 Sustainability Report: Sustainability Performance Data Supplement, page 24	
306-4	Waste diverted from disposal	NSW Ports FY24 Sustainability Report: Sustainability Performance Data Supplement, page 24	
305-5	Waste directed to disposal	NSW Ports FY24 Sustainability Report: Sustainability Performance Data Supplement, page 24	
GRI 403: Occupational Health and Safety (2018)			
403-8	Workers covered by an occupational health and safety management system	NSW Ports FY24 Sustainability Report: Sustainability Performance Data Supplement, page 24	
403-9	Work-related injuries	NSW Ports FY24 Sustainability Report: Sustainability Performance Data Supplement, page 24	




Number	Disclosure	Location	Remarks
GRI 404: Training and Education (2016)			
404-2	Programs for upgrading employee skills and transition assistance programs	NSW Ports FY24 Sustainability Report: Sustainability Performance Data Supplement, page 24	
404-3	Percentage of employees receiving regular performance and career development reviews	NSW Ports FY24 Sustainability Report: Sustainability Performance Data Supplement, page 24	
GRI 405: Diversity and Equal Opportunity (2016)			
405-1	Diversity of governance bodies and employees	NSW Ports FY24 Sustainability Report: Our Business at a Glance, page 6	
GRI 406: Non-discrimination			
406-1	Incidents of discrimination and corrective actions taken		There were no incidents of discrimination.
GRI 413: Local Communities (2016)			
413-1	Operations with local community engagement, impact assessments and development programs	NSW Ports FY24 Sustainability Report: Support Thriving Communities, pages 18-19 NSW Ports FY24 Sustainability Report: Sustainability Performance Data Supplement, page 24	

NSW Ports does not currently publicly report information related to the following requirements and has omitted them from the GRI Content Index (above): 2-7, 2-10, 2-17, 2-18, 2-19, 2-20, 2-21, 2-25, 2-26, 2-28 and 2-30.

SUSTAINABILITY PERFORMANCE

DATA SUPPLEMENT

TABLE 7: SUSTAINABILITY PERFORMANCE DATA SUPPLEMENT

Strategic priority	Measure	FY21 Actual	FY22 Actual	FY23 Actual	FY24 Actual	Trend
Steward forecast growth 	Total water consumed (kL)	19,377	18,721	21,623	29,890	●*
	Percentage reduction in water over previous year (%)	-37	-3	+17	+38	●*
	Total waste generated (T)	66	80	70	65	●
	- Total recycled (T)	7	6	5	5	●^
	- Total recycled (%)	10	8	7	8	●^
	- Total sent to landfill (T)	59	74	65	60	●^
	- Total sent to landfill (%)	90	92	93	92	●^
	Heritage items under management	15	15	14	14	●
Habitats protected or restored	2 hectares	2 hectares	2 hectares	2 hectares	●	
Champion decarbonisation 	Scope 1 emissions (tCO ₂ e)	41	38	41	44	●
	- Reduction in Scope 1 emissions from FY21 baseline (tCO ₂ e)		-3	0	+3	●
	- Reduction in Scope 1 emissions from FY21 baseline (%)		-7	0	+7	●
	Scope 2 emissions (tCO ₂ e)	2,064	1,344	217	44	●
	- Reduction in Scope 2 emissions from FY21 baseline (tCO ₂ e)		-720	-1,847	-2,020	●
	- Reduction in Scope 2 emissions from FY21 baseline (%)		-35	-89	-98	●
	Energy consumption (GJ)					
	- Electricity (Solar and Wind)	308	2,305	7,210	6,270	●
	- Electricity (Grid)	9,527	7,125	1,945	1,375	●
	- Diesel	603	498	556	603	●
- Petrol	24	22	35	25	●	
Reduction in energy consumption (as a direct result of conservation and energy efficiency programs) (%)	0	-4	-3	-15	●	
Support thriving communities 	Workers covered by an OH&S management system (%)	100	100	100	100	●
	Work-related injuries/ill health					●
	- Medical Treatment Injury	2	0	0	1	
	- Lost Time Injury	0	0	0	0	
	Programs for upgrading employee skills and transition assistance programs					●
						<p>Specific training programs to educate and upskill staff are run annually. This has included diversity and inclusion and Unconscious Bias training in FY24.</p> <p>Outsourced career management and transition services provided. The programs offer:</p> <ul style="list-style-type: none"> - Individual coaching on networking, creating a digital profile and communication. - Access to career portal with online teaching tools on range of topics. - Seminars on how to search for jobs and create a CV (for employees provided with transition service).
	Employees receiving regular performance and career development reviews (%)	100	100	100	100	●
Local community consultation committees					<p>Information on our commitment to community engagement, our objectives and the details of our existing consultative committees: https://www.nswports.com.au/community</p>	

* Water consumption increased in FY24 due to an asset life-extension project in which water is used in a chloride extraction system at Port Kembla. This will continue in FY25. The project's methodology, whilst consuming water, delivers financial and environmental benefits compared to alternatives.

^ In FY21 and FY22 Sustainability Reports, waste data was incorrectly classified by the waste service provider and has been corrected in this report.

● Positive trend ● Trend within tolerance ● Negative trend



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