

GRI Index and Data Supplement **2023**



GRI index	01
Relevant data	14
Our commitment to zero harm	18
Our commitment to cyber security	21
Our stakeholders and engagement strategies	22
SASB index	24
About the Data	28

ABOUT THIS GRI INDEX AND DATA SUPPLEMENT

This IPL Global Reporting Initiative (GRI) Index and Data Supplement is an appendix to our [2023 Sustainability Report](#), which has been prepared in accordance with the GRI Universal Standards 2021. The GRI Index indicates the sections of our 2023 Sustainability Report, [2023 Annual Report](#), [2023 Corporate Governance Statement](#) and other public disclosures that specifically address our disclosure against the GRI Standards.

An SASB indicators table is also included on page 24.

Data relevant to these disclosures is also included in this document.

GRI index

IPL's 2023 Sustainability Report was prepared in alignment with the Global Reporting Initiative Universal Standards 2021. To view IPL's 2023 Sustainability Report [click here](#).

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
GRI 2: GENERAL DISCLOSURES 2021		
THE ORGANISATION AND ITS REPORTING PRACTICES		
GRI 2-1	Legal name of the organisation	Incitec Pivot Limited (IPL). ABN 42 004 080 264.
	Nature of ownership and legal form	Incitec Pivot Limited (IPL) is an Australian Securities Exchange (ASX) listed company. See the 2023 IPL Annual Report , page 132.
	Location of headquarters	IPL's head office is located at Level 8, 28 Freshwater Place, Southbank, Victoria, Australia. See also the Contact Us section of our website.
	Countries of operation	2023 IPL Annual Report , pages 6-7.
GRI 2-2	Entities included in sustainability reporting	The entities included in our sustainability reporting are those wholly owned and operated by IPL during the reporting period. See the 2023 IPL Annual Report , page 107.
GRI 2-3	Reporting period, frequency and contact point	See About This Report, on the inside cover of the 2023 IPL Sustainability Report .
GRI 2-4	Restatements of information	See 'About the Data' on page 28 of this document.
GRI 2-5	External assurance	See 'About the Data' on page 28 of this document.
ACTIVITIES AND WORKERS		
GRI 2-6	Activities, products, services, markets served	See the About Incitec Pivot section on our website.
	Supply chain	See the 2022 Modern Slavery Statement , page 10. For risk management strategies associated with gas supply and price risk see the 2023 IPL Annual Report , page 31 under 'Manufacturing'.
	Downstream entities	The entities downstream of IPL include mining, quarry and construction, and farming customers to whom we provide explosives products and services and fertilisers. See 'Our Revenues by Business and Sector' on page 2 of the 2023 IPL Climate Change Report .
	Significant changes since previous report	See 'About the Data' on page 28 of this document.
GRI 2-7	Employees	See 'Relevant Data' on page 28 of this document.
GRI 2-8	Workers who are not employees	The most common type of IPL worker who is not an employee is a contractor. While IPL tracks contractor hours worked and contractor incidents and injuries, our data systems do not presently allow for the reporting of other information on contractors, such as accurate breakdowns of contractors by contractor type or contractors by region. Workers who are legally recognised as 'self-employed' do not perform a substantial proportion of IPL's work. Individuals other than employees or supervised workers, including employees and supervised workers of contractors, do not perform a substantial proportion of IPL's work.
GOVERNANCE		
GRI 2-9	Governance structure and composition	See the 2023 IPL Corporate Governance Statement pages 3-9.
GRI 2-10	Nomination and selection of the highest governance body	See the IPL 'Charter for the Nominations Committee' .
GRI 2-11	Chair of the highest governance body	See the 2023 IPL Corporate Governance Statement , page 6.

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
GRI 2-12	Describe the role of the highest governance body and of senior executives in developing, approving and updating the organisation's purpose, value or mission statements, strategies, policies and goals related to sustainable development.	See the 2023 IPL Sustainability Report , pages 7-9. See the 2023 IPL Climate Change Report , pages 10-15. See the 2023 IPL Corporate Governance Statement , pages 3, 5 and 13-14.
	Describe the role of the highest governance body in overseeing the organisation's due diligence and other processes to identify and manage the organisation's impacts on the economy, environment and people.	See 2023 Sustainability Report, pages 7-9. See the 2023 IPL Climate Change Report , pages 10-15. See the 2023 IPL Corporate Governance Statement , pages 3, 5 and 13-14. The Board met regularly during the year to review the effectiveness of the organisation's strategy, business plans and processes with respect to its impacts on the economy, environment and people, including holding its annual strategic business review. The Board regularly considers and provides opportunities for investor feedback through its investor relations program, which includes both regular investor roadshows in Australia, Asia, North America and Europe, and ad hoc investor meetings and conference calls with institutional investors, private investors and sell-side analysts. Feedback from investors is regularly considered at Board meetings. In addition, the Audit and Risk Management Committee of the Board received briefings during 2023 on IPL's identified ESG risks and provided direction and feedback to management regarding the management of these ESG risks.
GRI 2-13	Delegation of responsibility for managing impacts: Senior executives	The Board has delegated the day-to-day management of IPL, and the implementation of approved business plans and corporate strategies, including those to manage impacts, to the CEO, who in turn may further delegate to senior management. Relevant senior executives include the Chief Strategy and Sustainability Officer, the Chief Technology Officer, the Chief Financial Officer, the Chief HSE and Operations Excellence Officer and the Chief People Officer. See the 2023 IPL Annual Report , pages 54-55. See also the 2023 IPL Climate Change Report , pages 11-14.
	Delegation of responsibility for managing impacts: Other employees	See IPL 2023 Sustainability Report, pages 10-11. See also the 2023 IPL Climate Change Report , pages 10-15.
	Process and frequency for senior executives or other employees to report back to the highest governance body	See the 2023 Sustainability Report , pages 10-11. See also the 2023 IPL Corporate Governance Statement , pages 9 and 12-15. See also the 2023 IPL Climate Change Report , pages 10-15.
GRI 2-14	Role of the highest governance body in sustainability reporting, including identification of material topics	See 2023 Sustainability Report, pages 10-11. The Board, supported by each of its Committees, including its Health, Safety, Environment and Communities (HSEC) Committee and Audit and Risk Management Committee, has an annual work plan which includes the review of material topics and oversight of sustainability-related matters.
GRI 2-15	Conflicts of interest, including processes for prevention and mitigation and whether conflicts of interest are disclosed to stakeholders, including those relating to cross-board membership, cross-shareholding with suppliers and other stakeholders, the existence of controlling shareholders and related parties, their relationships, transactions, and outstanding balances.	As referenced in the IPL Code of Conduct on pages 18-19, we have a Global Conflicts of Interest Policy which applies to all IPL Group employees and full-time contractors engaged for a term of at least six months. Directors of IPL must comply with the IPL Code of Conduct and the terms of their letter of appointment which includes obligations in relation to conflicts and ongoing disclosure of interests. Directors are also bound by Corporations Act requirements in relation to conflicts of interest and duty. Once identified, the conflict and relevant controls must be recorded in the IPL Conflicts of Interest Register. Controls may include segregation of duties, separation of supervision, control of information, refusal of gifts and entertainment, or refusal of business dealing. Conflicts of interest relating to the following are disclosed to shareholders: i. other board membership; ii. interest or shareholding in suppliers and other stakeholder organisations; iii. the existence of controlling shareholders; and iv. related parties, the nature of their relationships, the kind of transactions, and whether the arrangement is ongoing.

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
GRI 2-16	Describe how critical concerns are communicated to the highest governance body. Critical concerns include concerns about the organisation's potential and actual negative impacts on stakeholders raised through grievance mechanisms and other processes. They also include concerns identified through other mechanisms about the organisation's business conduct in its operations and its business relationships.	<p>Critical concerns as defined by the GRI include concerns about the organisation's potential and actual negative impacts on stakeholders raised through grievance mechanisms and other processes. They also include concerns identified through other mechanisms about the organisation's business conduct in its operations and its business relationships.</p> <p>The Chief Executive Officer through the CEO's Report provides an update at Board meetings on critical concerns. The Chief HSE and Ops Excellence Officer provides an update on health and safety, environmental and community issues to the Health, Safety, Environment and Community Committee of the Board, which meets four times per year, at each of its meetings. The Health, Safety, Environment and Community Committee reports on the conduct of its proceedings at the following Board meeting to the Board. The IPL Group General Counsel provides an update on Whistleblower issues to the Audit and Risk Management Committee of the Board, which meets five times per year, at each of its meetings. The Audit and Risk Management Committee reports on the conduct of its proceedings at the following Board meeting to the Board.</p>
	Report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.	During the year, 31 critical concerns were communicated to the IPL Board. Of these, two were related to safety incidents and 23 were notifications through our third-party Whistleblower system, with allegations of inappropriate behaviour being received from a number of the jurisdictions in which we operate. In total, eight whistleblower reports were substantiated or partially substantiated in 2023. Reports received included allegations relating to unsafe work practices; discrimination; potential fraud; conflicts of interest; theft; employee relations issues; bullying; and policy issues. Where allegations were substantiated, targeted and specific actions were taken to address the issues highlighted, including formal written warnings and terminations.
GRI 2-17	Measures taken to advance the collective knowledge, skills and experience of the highest governance body on sustainable development.	<p>See the 2023 IPL Corporate Governance Statement page 7 under 'Director induction, training and continuing education' and page 5 under 'Board skills and experience'. The Board received a number of external presentations through the year and held its annual strategic review which was externally facilitated and examined existing and emerging sustainability megatrends.</p> <p>See also the 2023 IPL Climate Change Report, page 11, where it is reported that the IPL Board has taken a number of measures to ensure that its decisions are informed by climate change science and by expert advisors.</p>
GRI 2-18	Evaluation of the performance of the highest governance body.	See the 2023 IPL Corporate Governance Statement page 8.
GRI 2-19	Remuneration Policies including fixed pay and variable pay; sign-on bonuses or recruitment incentive payments; termination payments; clawbacks; and retirement benefits.	<p>See the 2023 IPL Corporate Governance Statement page 8.</p> <p>See also IPL's 2023 Remuneration Report located in the 2023 IPL Annual Report, pages 63-82.</p>
	How the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organisation's impacts on the economy, environment and people.	See IPL's 2023 Remuneration Report located in the 2023 IPL Annual Report , pages 63-82.
GRI 2-20	The process for designing its remuneration policies and for determining remuneration, including:	See the 2023 IPL Corporate Governance Statement page 8 under 'Remuneration of Directors and senior executives' and page 9 under 'Remuneration Committee'
	i. whether independent highest governance body members or an independent remuneration committee oversee the process for determining remuneration;	
	ii. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration;	The IPL Annual General Meeting includes resolutions put to a shareholder vote regarding adoption of the annual Remuneration Report and the granting of performance rights to the CEO. <u>The outcomes of these resolutions are notified to the Australian Stock Exchange.</u>
	iii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organisation, its highest governance body and senior executives.	<p>See the 2023 Remuneration Report located in the 2023 IPL Annual Report, on page 72 under 3.3 Executive remuneration governance where it is stated that 'The remuneration of the Executives is set by the Board, having regard to recommendations from the Remuneration Committee. Where appropriate, the Remuneration Committee of the Board engages external advisors to provide input into the process of reviewing Executive and Non-executive Director remuneration. For the 2023 financial year, the Remuneration Committee received market and benchmarking data from various sources, but this information did not constitute a remuneration recommendation for the purposes of the <i>Corporations Act 2001</i> (Cth).'</p> <p>Further information in relation to the Board and the Remuneration Committee can be found in the 2023 IPL Corporate Governance Statement on page 8 under 'Remuneration of Directors and senior executives' and page 9 under 'Remuneration Committee'.</p>
	The results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.	The IPL Annual General Meeting includes resolutions put to a shareholder vote regarding adoption of the annual Remuneration Report and the granting of performance rights to the Managing Director and CEO. <u>The outcomes of these resolutions are notified to the Australian Stock Exchange.</u>

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
GRI 2-21	Annual total compensation ratio	See 'Annual Total Compensation Ratio' on page 14 of this document.
GRI 2-22	Statement from most senior executive	See the 2023 IPL Sustainability Report , page 6.
GRI 2-23	Policy Commitments	<p>Many of IPL's policy commitments are available for download on our Corporate Governance and Sustainability in Action web pages. Each policy references the relevant intergovernmental instruments and states the principles by which its actions are to be governed, including due diligence where required. For example, the IPL Human Rights Policy articulates the fundamental elements of the Group's approach to human rights and how the Group demonstrates its commitment to respect human rights in line with the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. It describes other IPL policies and procedures in which our commitments to human rights are integrated, and IPL's commitment to the use of due diligence as a means to identify and prevent human rights risks to people in our business and supply chain, and to undertaking audits as a means of checking compliance with human rights requirements. Specific categories of stakeholders are included, as well as guidance and means of reporting for employees. The policy is signed by the MD&CEO and approved by the Board. While the policy does not reference the precautionary principle, a statement is made regarding this principle below.</p> <p>Statement on the Precautionary Principle</p> <p>The Precautionary Principle provides advice on what to do when an activity raises threats of harm to the environment or human health. Precautionary measures should be taken even if some cause-and-effect relationships are not fully established scientifically. IPL recognises that there are risks and opportunities associated with climate change, and our risk management procedures associated with these are reported in the 2023 IPL Climate Change Report, our CDP responses, and our Annual Reports under 'Principal Risks'.</p>
GRI 2-24	<p>How IPL embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:</p> <ul style="list-style-type: none"> i. how it allocates responsibility to implement the commitments across different levels within the organisation; ii. how it integrates the commitments into organisational strategies, operational policies, and operational procedures; iii. how it implements its commitments with and through its business relationships; and iv. training that the organisation provides on implementing the commitments. 	<p>The most senior level with oversight of, or accountability for, the implementation of IPL's policy commitments is the Board. The Board has delegated the day-to-day management of IPL, including the day-to-day responsibility for implementing each of its policy commitments, to the Managing Director and CEO, who in turn may further delegate to her direct reports, who form the Executive Team, and who are responsible for the implementation of policies relating to their role.</p> <p>As a values-based organisation, IPL's values and policies are reflected in its strategic decision making, business plans, procedures and processes consistent with its values and policies. These commitments are integrated into its business relationships through IPL's Code of Conduct and Supplier Code of Conduct as well as through various due diligence measures and regular risk assessments.</p> <p>Regular training is provided to IPL's employees and some contractors and suppliers on its Codes of Conduct, Zero Harm, health and safety, modern slavery, equal opportunity, discrimination and harassment, as well as role-specific training.</p>
GRI 2-25	Our commitments to provide for, or cooperate in, the remediation of negative impacts that we identify as having caused or contributed to, including approach to identifying and addressing grievances, how stakeholders are involved in the design, review, operation and improvement of these mechanisms, how we track the effectiveness of the grievance mechanisms and other remediation processes, and an example of their effectiveness, including stakeholder feedback.	<p>IPL has a range of internal grievance mechanisms including those in its collective Enterprise Agreements, identified in a range of its policies such as health and safety, harassment or discrimination, modern slavery, anti-bribery and corruption, IPL's Code of Conduct and IPL's Supplier Code of Conduct. IPL has established an Ethics Committee which receives grievances and complaints in addition to the Whistleblower system and Group General Counsel. The Group General Counsel manages investigations subject to whistleblower protections or legal professional privilege. The Ethics Committee meets as needed and is empowered to assess and authorise investigation of complaints or grievances and receive reports to determine whether they are substantiated. Where allegations are substantiated, targeted and specific actions are taken to address the issues highlighted, including disciplinary action up to and including termination of employment or in the case of a contractor or supplier, termination of contract. Where practicable and feasible in those circumstances, IPL will work with affected stakeholders to remediate the negative impacts of the conduct.</p> <p>Where grievances are reported to external bodies, such as courts or tribunals like the Human Rights and Equal Opportunity Commission, IPL follows the procedures set down by that judicial body and in the event of an adverse finding against it, acts to prevent a similar occurrence and provides restitution to the individual or organisation that raised the grievance. IPL's policies, procedures and processes are developed through a process of stakeholder engagement and consultation which enables input to their design, operation and improvement. This process is also followed for policies, procedures and processes review. IPL's collective Enterprise Agreements provide processes for consultation with employees regarding substantive changes to working conditions, including the implementation of policies, processes and procedures. In addition, IPL has change management procedures that include consultation and change management communications throughout the change process which provide avenues for employees to raise any concerns they may have in relation to the proposed changes.</p> <p>IPL maintains records of each grievance, its outcome, any actions taken to address the subject of the grievance and progress against those actions. It provides reports on these instances to the Audit and Risk Management Committee, Health, Safety, Environment and Community Committee or Remuneration Committee of the Board as determined by the respective committee's terms of reference. Individual instances may also be the subject of specific Board papers.</p>

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
GRI 2-26	Mechanisms for seeking advice and raising concerns regarding business conduct.	IPL is committed to a culture of compliance, ethical behaviour and good corporate governance that encourages the reporting of improper, illegal and unethical behaviour. Employees are encouraged to raise any concerns, including those arising out of activities or behaviour that may not be in accordance with IPL's Code of Conduct, any of its other policies, or any other regulatory requirements, with management, the human resources team or the legal and compliance team. Employees can also raise concerns about breaches of the Company's regulatory obligations or internal policies or procedures with their Line Management, IPL's Group General Counsel, IPL's Chief Risk Officer, IPL's Ethics Committee and on an anonymous basis through its Whistleblower reporting system. The Group Whistleblower Protection Policy and Australian Whistleblower Protection Policy both provide protection for employees who raise concerns about suspected breaches of IPL's Code of Conduct, policies or the law. Reports on the operation of the Whistleblower system and any material incidents reported under the Whistleblower Policy are made to the Audit and Risk Management Committee. See GRI 2-16 above.
GRI 2-27	Non-compliance with laws and regulations, including fines, non-monetary sanctions, significant instances of non-compliance and how these were determined.	See the 2023 IPL Sustainability Report , pages 53 and 87. See the Annual Report , pages 59-60 under 'Environmental regulation and performance.' See also indicator GRI 416-2 in this table.
GRI 2-28	Memberships of Associations	See 'Membership and Climate Review of Industry Associations' in the 2023 IPL Climate Change Report on pages 76-80.
GRI 2-29	Approach to stakeholder engagement	See 'Our Stakeholders and Engagement Strategies' on page 22 of this document.
GRI 2-30	Percentage of employees covered by collective bargaining agreements. For employees not covered by collective bargaining agreements, report whether the organisation determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organisations.	See under 'Relevant Data' on page 14 of this document. The working conditions and terms of employment for employees that are not covered by collective bargaining are not influenced or determined based on other collective bargaining agreements. See the IPL Human Rights Policy , under 'Labour relations' and 'Freedom of Association and Collective Bargaining'. IPL is committed to compensation that, at the very least, meets the legal minimum wage.

MATERIAL ISSUE: NAVIGATING THE DECARBONISATION TRANSITION AND REDUCING GHG

GRI 103-1	Explanation of the material topic and its boundary	2023 IPL Sustainability Report , pages 37-40, 64 and 85.
GRI 103-2	Management approach and its components	2023 IPL Sustainability Report , pages 37-40, 64 and 85. 2023 IPL Climate Change Report
GRI 103-3	Evaluation of the management approach	2023 IPL Sustainability Report , pages 16, 37-40, 64 and 85. 2023 IPL Climate Change Report

GRI 201: ECONOMIC PERFORMANCE 2016 STANDARD

GRI 201-1	Direct economic value generated and distributed	See under 'Relevant Data' on page 14 of this document. For external assurance statement see the 2023 IPL Annual Report , pages 125-128.
GRI 201-2	Financial implications and other risks and opportunities due to climate change	2023 IPL Climate Change Report , Section 4. 2023 IPL Annual Report , page 30. IPL CDP Reports

DISCLOSURE DISCLOSURE TITLE LOCATION OF DISCLOSURE/DISCLOSURE

GRI 302: ENERGY 2016 STANDARD

GRI 302-1	Energy consumption within the organisation	See under 'SASB Index' on page 24 of this document. 2023 IPL Climate Change Report , page 67. IPL CDP Reports
GRI 302-2	Energy consumption outside of the organisation (i.e. energy consumption related to upstream and downstream activities in the supply chain).	IPL's energy consumption outside of the organisation is estimated to be 42,351,292 GJ. This figure was estimated using a back calculation of energy use from the cradle to gate Scope 3 GHG emission factors used for purchased products. Since our explosives and fertiliser products are consumed during their use, no energy has been included for sold products.
GRI 302-3	Energy Intensity	See under 'Relevant Data' on page 15 of this document.
GRI 302-4	Reduction of energy consumption	IPL CDP Reports
GRI 302-5	Reductions in energy requirements of products and services	See the 2023 IPL Sustainability Report , page 38 under 'DeltaE'. See also the Case Study on DeltaE on page 30 of the 2023 Climate Change Report .

GRI 305: EMISSIONS 2016 STANDARD

GRI 305-1	Direct (Scope 1) GHG emissions	See under 'SASB Index' on page 24 of this document. 2023 IPL Climate Change Report , page 67. IPL CDP Reports
GRI 305-2	Energy indirect (Scope 2) GHG emissions	2023 IPL Climate Change Report , page 67. IPL CDP Reports
GRI 305-3	Other indirect (Scope 3) GHG emissions	2023 IPL Climate Change Report , pages 24-29 and 67-73. IPL CDP Reports
GRI 305-4	GHG emissions intensity	GHG per tonne of ammonia manufactured is reported on page 15 of this document. The calculation includes Scope 1 and 2 emissions of all relevant GHG, including CO ₂ , CH ₄ , and N ₂ O from the burning of fuels, and tiny amounts of SF ₆ leakage at two sites which use SF ₆ in on-site gas-fired power plant switch gear as an insulation gas.
GRI 305-5	Reduction of GHG emissions	IPL CDP Reports
GRI 305-6	Production, imports and exports of ODS in metric tonnes of CFC-11 (trichlorofluoromethane) equivalent.	IPL does not produce, import or export ozone depleting substances (ODS).
GRI 305-7	NOx, SOx, and other significant air emissions	See under 'Relevant Data' on page 15 of this document.

MATERIAL ISSUE: REGULATORY RISK MANAGEMENT

GRI 103-1	Explanation of the material topic and its boundary	2023 IPL Sustainability Report , pages 52 and 86-87.
GRI 103-2	Management approach and its components	2023 IPL Sustainability Report , pages 6 and 7-9.
GRI 103-3	Evaluation of the management approach	2023 IPL Sustainability Report , pages 16, 52, 65 and 86-87.

MATERIAL ISSUE: INNOVATION IN RESPONSIBLE AND SUSTAINABLE PRODUCTS AND SERVICES

GRI 103-1	Explanation of the material topic and its boundary	2023 IPL Sustainability Report , pages 45-46, 63 and 79.
GRI 103-2	Management approach and its components	2023 IPL Sustainability Report , pages 45-46, 63 and 79.
GRI 103-3	Evaluation of the management approach	2023 IPL Sustainability Report , pages 16, 45-46, 63 and 79.
GRI 307-1	Non-compliance with environmental laws and regulations	2023 IPL Sustainability Report , pages 53 and 87.

GRI 416: CUSTOMER HEALTH AND SAFETY 2016 STANDARD

GRI 416-1	Assessment of the health and safety impacts of product and service categories	100% of our product categories have been assessed for health and safety impacts. New or modified explosives products are typically developed by our research and development team in conjunction with specific customers as directed by the North America and Asia Pacific Product Management Teams. As such, the life cycle stages in which health and safety impacts of those products are assessed are dependent upon the customers' requirements. For explosives products, typically this would be focused on the impact of product use, with the assessment included in trials. Dyno Nobel's product development protocol requires all products to be blasted at our R&D test sites prior to being fired in the ground. Minimum booster testing and Velocity of Detonation (VoD) measurement provide important information on the performance of the explosive product and blast chamber testing can be conducted at our R&D test facility in the US to verify the gas components generated.
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DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
GRI 416-2	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services	<p>During 2023, there were seven incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services.</p> <p>There were three incidents of non-compliance with regulations resulting in fines. In the US, our Dyno Nobel business received a US\$20,000 fine from the Federal Railroad Administration for a leak of ANSOL due to missing gaskets on manway covers and an unsecured bottom outlet cap for site Cheyenne WY; a US\$1,520 fine from the State of Ohio for a shipping paper displaying the incorrect identification number and the incorrect proper shipping name for our Graham KY facility; and a notice of violation was received, with a fine pending, from the Federal Railroad Administration for a release of ammonium nitrate from a railcar while it was in transit in Cheyenne WY.</p> <p>There were four incidents of non-compliance with regulations which resulted in warnings. In Western Australia, our Dyno Nobel business received three remediation notices from the Western Australian Department of Mines, Industry Regulation and Safety for contraventions of the Dangerous Goods Safety Act 2004 following a series of inspections. The contraventions related to HAZCHEM placards, inadequate flex pipe and flanges, minor leaks, inadequate manifests, inadequate weather protection for bagged product and inadequate compliance checks. In Queensland, Dyno Nobel also received a Notice for the Authority Holder from the Queensland Resources Safety and Health Queensland to investigate and report to the Department regarding an Explosives Incident pursuant to Section 58 of the Explosives Act 1999.</p>

MATERIAL ISSUE: CUSTOMER PARTNERSHIPS

GRI 103-1	Explanation of the material topic and its boundary	2023 IPL Sustainability Report , pages 43 and 79.
GRI 103-2	Management approach and its components	2023 IPL Sustainability Report , pages 43 and 79.
GRI 103-3	Evaluation of the management approach	2023 IPL Sustainability Report , pages 16, 43 and 79.

GRI 203: INDIRECT ECONOMIC IMPACTS 2016 STANDARD

GRI 203-2	Significant indirect economic impacts	2023 IPL Sustainability Report , pages 28, 31, 45, 47, 48, 55, 61, 63, 79-83.
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GRI 417: MARKETING AND LABELING 2016 STANDARD

GRI 417-1	Requirements for product and service information and labeling	<p>Our Australian Safety Data Sheets (SDS) comply with the requirements of Globally Harmonized System of Classification and Labelling of Chemicals (GHS 7). The Globally Harmonised System (GHS) of Classification and Labelling of Chemicals is used in Australia to classify chemicals based on defined criteria.</p> <p>Dyno Nobel and Incitec Pivot Fertilisers (IPF) are importers, suppliers and manufacturers of chemicals. SDS are available for all products and raw materials that are hazardous and non-hazardous and include advice on the safe use, storage and handling of the product, and its disposal.</p> <p>Dyno Nobel and IPF provide training and education to employees, contractors and customers to enhance their awareness and understanding of occupational health and safety risks of chemicals, raw materials and products. A robust product development process is utilised that follows a management of change process, including risk assessments for manufacture and end use.</p> <p>Our North American labelling meets the requirements of the Globally Harmonized System of Classification and Labelling of Chemicals (GHS) and our North American SDS comply with the Mine Safety and Health Administration (MSHA) for products destined for the mining industry.</p> <p>We provide support to our explosives customers to assist them in choosing the right product and blast plan to minimise environmental impacts and our Dyno Consult team regularly conduct audits at customer sites to ensure that drill and blast procedures, standards and product application are safe and follow best practices. In addition to providing information about the technical aspects of the use of our explosives products, our technical support teams and our Dyno Consult business provide documentation and advice to our customers about:</p> <ul style="list-style-type: none"> – Product content, particularly with regard to substances that might produce an environmental or social impact; – Safe use, storage and handling of the product; and – Disposal of the product as required by applicable law. <p>This advice is supplied on our websites, on the product label, in the Safety Data Sheet (SDS) or directly to the customer via training sessions.</p>
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DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
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MATERIAL ISSUE: COMMUNITY SAFETY, SUPPORT AND CONNECTION		
GRI 103-1	Explanation of the material topic and its boundary	2023 IPL Sustainability Report , pages 47-49 and 82-83.
GRI 103-2	Management approach and its components	2023 IPL Sustainability Report , pages 47-49 and 82-83.
GRI 103-3	Evaluation of the management approach	2023 IPL Sustainability Report , pages 16, 47-49 and 82-83.

GRI 413: LOCAL COMMUNITIES 2016 STANDARD

GRI 413-1	Operations with local community engagement, impact assessments and development programs, including the use of social impact assessments, environmental impact assessments, local community development programs based on local communities’ needs, stakeholder engagement plans based on stakeholder mapping, community consultation committees, works councils, occupational health and safety committees, other worker representation bodies to deal with impacts and formal local community grievance processes.	<p>See the 2023 IPL Sustainability Report, pages 47-49 and 82-83. As described, the IPL Community Investment Framework and the IPL HSEC Management System delegate responsibility for community engagement to the Operations Manager at each of our sites, as local site managers best understand their community needs and concerns. For this reason, there are a large and diverse number of community engagement approaches and plans across our global operations. During 2023, we surveyed all sites with more than 30 employees as part of a review to assess both the effectiveness of our Community Investment Framework and the criteria used in this indicator. The survey found that:</p> <ul style="list-style-type: none"> – 74% of sites give time and/or financial support to local schools or charities (50% regularly and 24% occasionally). – 32% of sites have a specific community engagement budget. – 12% of sites have a formal committee which oversees their community engagement plan. – 12% of sites have a formal (written or annually reviewed) community engagement plan and 44% have an informal community engagement plan. – Of the 56% of sites with a formal or informal community engagement plan: <ul style="list-style-type: none"> • no sites conducted social impact statements, but 68% discussed and considered the social issues in their local communities when planning their community engagement activities; • 5% of sites conducted a formal environmental impact assessment and an additional 47% of sites discussed environmental issues in their local area when planning their community engagement activities; and • 5% of sites formally mapped their stakeholders. <p>See GRI 2-16, 2-25 and 2-26 for information on our Whistleblower Hotline and grievance mechanisms available to the community.</p> <p>See GRI 413-2 for the percentage of sites which engage with their communities on safety.</p>
GRI 413-2	Percentage of operations with significant actual and potential negative impacts on local communities.	2023 IPL Annual Report , page 46 under ‘Keeping our communities safe’.

MATERIAL ISSUE: TECHNOLOGY AS AN ENABLER AND DISRUPTOR

GRI 103-1	Explanation of the material topic and its boundary	2023 IPL Sustainability Report , pages 52 and 86.
GRI 103-2	Management approach and its components	2023 IPL Sustainability Report , pages 46, 52 and 86.
GRI 103-3	Evaluation of the management approach	2023 IPL Sustainability Report , pages 16, 52 and 86.

GRI 203: INDIRECT ECONOMIC IMPACTS 2016 STANDARD

GRI 203-2	Significant indirect economic impacts	2023 IPL Sustainability Report , pages 28, 31, 45, 47, 48, 55, 61, 63, 79-83.
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DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
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MATERIAL ISSUE: SUSTAINABLE PLANT-NUTRITION SOLUTIONS

GRI 103-1	Explanation of the material topic and its boundary	2023 IPL Sustainability Report , pages 63-64. Sustainable plant-nutrition solutions seek to improve soil health, including restoring soil carbon levels, soil nutrient levels and the biodiversity of soil species, where these have been depleted in soils on land managed by our farming customers.
GRI 103-2	Management approach and its components	2023 IPL Sustainability Report , pages 63-64, 70, 73, 79.
GRI 103-3	Evaluation of the management approach	2023 IPL Sustainability Report , pages 16, 63-64, 70, 73, 79.

GRI 304: BIODIVERSITY 2016 STANDARD

GRI 304-2	Significant impacts of activities, products and services on biodiversity	<p>In 2023, we conducted an initial TNFD LEAP assessment, which included an assessment of the impacts of our operations, products and services on biodiversity. See the 2023 IPL Sustainability Report, pages 68-77.</p> <p>Soil biodiversity is of particular importance to our farming customers.</p> <p>The excessive use of mineral fertilisers can reduce soil biodiversity, which is the number and variety of species which exist within soil. A teaspoon of healthy topsoil typically contains a vast range of different species and up to 6 billion micro-organisms. Soil species include microbes, such as algae and cyanobacteria, micro-fauna, including amoebas and fungi, mesofauna, such as mites and other tiny insects, and macrofauna such as earth worms, ants, termites, and other insects which are large enough to be identified. These organisms are part of a vast food web that ensures the cycling of energy and nutrients within soils, promoting plant growth and soil productivity, and helps sustain organisms living above ground.</p> <p>Soil biodiversity is essential to both the environment and to agricultural industries because soil organisms cycle nutrients, making them available to plants; improve water entry and storage; provide resistance to erosion, aid in carbon capture and break down organic matter.</p> <p>IPL recognises that sustainable soil health includes restoring soil biodiversity in farmland soils where it has been reduced over time. See under 'soil health and biodiversity' on page 61, and in the TNFD LEAP assessment on pages 76-77, both in the 2023 IPL Sustainability Report. Our Nutrient Advantage Decision Support System provides highly customised fertiliser product recommendations to apply only what is needed, avoiding excess costs and nutrient imbalances which can impact on soil biodiversity. Our soil and plant testing services also provide farmers and agronomists with high-quality analytical results to support sustainable fertiliser application recommendations.</p>
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MATERIAL ISSUE: SUSTAINABLE SUPPLY CHAINS

GRI 103-1	Explanation of the material topic and its boundary	2023 IPL Sustainability Report , pages 47 and 80-81.
GRI 103-2	Management approach and its components, including grievance mechanisms relating to human rights	2023 IPL Sustainability Report , pages 47 and 80-81. See also the IPL Modern Slavery Statements and GRI 2-25 on page 4, and GRI 413-1 on page 8 of this document.
GRI 103-3	Evaluation of the management approach	2023 IPL Sustainability Report , pages 16, 47 and 80-81.

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016 STANDARD		
GRI 308-1	New suppliers that were screened using environmental criteria	During 2023, 13% of new contract-based suppliers to our Dyno Nobel business and 35% of new contract based suppliers to our IPF business were screened during the sourcing process using environmental criteria.
GRI 308-2	Negative environmental impacts in the supply chain and actions taken, including the number of suppliers assessed for environmental impacts, those identified as having significant actual and potential negative environmental impacts, those with which improvements were agreed upon as a result of assessment, and any relationships terminated.	<p>During 2023, over 100 new contract-based suppliers were screened during the sourcing process using environmental criteria.</p> <p>We track the environmental performance of our suppliers in the delivery of their products and services to us. During 2023, our supply chain function continued to work with shipping suppliers to reduce the energy use and GHG generated by shipping contractors in the delivery of their services to us. We use the RightShip system to enable selection of higher efficiency vessels with lower GHG emissions, and to eliminate the use of any poor performers rated 'F' or 'G', as well as continuing discussions to work through an emissions reduction plan.</p> <p>We worked with a number of suppliers on opportunities to reduce the risk of potential environmental impacts during 2023. Examples of actions included:</p> <ul style="list-style-type: none"> – Ongoing discussions to facilitate direct conveyor feed of product from ship to shed at several locations to eliminate the use of contractor trucks, minimising the risk of spills and road tracking of product. These discussions resulted in an agreement for a contractor to build a new product storage shed for IPL which is closer to berth to minimise or eliminate to contract road transport during unloading of our product from ships. – Requesting and implementing access to berths closer to our operations at several ports to minimise contract road transport distances during unloading of product from ships. – Ongoing discussions with two third-party contractors to purchase and upgrade hoppers to bring them up to IPL environmental specifications and reduce the risk of product spills to the environment. – The transfer of sulphur transport from road to rail, which removed 38 road train trucks from public roads and reduced supplier GHG emissions by 68tCO₂e annually. – Initiation of discussions regarding the potential purchase of packaging with a recycled content.
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016 STANDARD		
GRI 411-1	Incidents of violations involving rights of Indigenous peoples	No incidents of violations involving rights of Indigenous peoples were identified in our operations or supply chains. The Department of Climate Change, Energy, the Environment and Water has received applications under sections 9 and 10 of the <i>Aboriginal and Torres Strait Islander Heritage Protection Act 1984</i> (Cth). The applications seek protection of an area in the vicinity of Phosphate Hill Mine operated by IPL. The Yulluna Aboriginal Corporation and IPL have been identified as interested parties. IPL and the Yulluna People are parties to a Cultural Heritage Management Plan registered under the <i>Aboriginal Cultural Heritage Act 2003</i> (Qld) in respect of IPL's Phosphate Hill Operations. IPL highly values its longstanding working relationships with relevant traditional owner groups in the context of its Phosphate Hill operations, and will continue to engage with all relevant parties as part of our commitment to meeting regulatory requirements and community expectations.
GRI 412: HUMAN RIGHTS ASSESSMENT 2016 STANDARD		
GRI 412-1	Operations that have been subject to human rights reviews or impact assessments, by country	<p>During the previous reporting period, the IPL Human Rights Working Group was established to collaborate across the business to manage human rights issues, increase awareness of our human rights commitments and encourage better representation from different departments across the business. Facilitated by consultants, we conducted a desktop-based ESG (including aspects of human rights) risk assessment and segmentation exercise covering 171 of our Dyno Nobel operations, including Dyno Nobel contractor teams located on customer mine sites in some cases (51 in the US, 42 in Canada, 52 in Australia, 10 in Chile, eight in Indonesia, six in Turkey and two in Mexico) and 40 of our IPF sites (all in Australia).</p> <p>During 2023 we worked on the development of a formal plan to conduct modern slavery related due diligence on our own operations using a risk-based approach aligned with the outputs of the desktop-based risk assessment.</p>
GRI 412-2	Employee training on human rights policies or procedures	353 employees completed the IPL online Modern Slavery Training Module in 2023. This is equivalent to 67 training hours and 4.6% of global employees.
GRI 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	In 2023, there were two significant investment contracts and both contained human rights clauses.

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016		
GRI 414-1	New suppliers that were screened using social criteria	During 2023, 13% of new contract-based suppliers to our Dyno Nobel business and 35% of new contract based suppliers to our IPF business were screened during the sourcing process using social criteria.
GRI 414-2	Negative social impacts in the supply chain and actions taken	2023 IPL Modern Slavery Statement .
MATERIAL ISSUE: INDUSTRY AND GOVERNMENT COLLABORATION ON GREEN TECHNOLOGIES TOWARDS NET ZERO		
GRI 103-1	Explanation of the material topic and its boundary	2023 IPL Sustainability Report , pages 52 and 85-86.
GRI 103-2	Management approach and its components	2023 IPL Sustainability Report , pages 52 and 85-86.
GRI 103-3	Evaluation of the management approach	2023 IPL Sustainability Report , pages 16, 52 and 85-86.
MATERIAL ISSUE: ACTIVE ENGAGEMENT IN ESG ISSUES		
GRI 103-1	Explanation of the material topic and its boundary	2023 IPL Sustainability Report , pages 52 and 86.
GRI 103-2	Management approach and its components	2023 IPL Sustainability Report , pages 7, 52 and 86.
GRI 103-3	Evaluation of the management approach	2023 IPL Sustainability Report , pages 16, 52 and 86.
GRI 205: ANTI-CORRUPTION 2016 STANDARD		
GRI 205-3	Confirmed incidents of corruption and actions taken	There have been 0 incidents of corruption during the reporting period.
GRI 415: PUBLIC POLICY 2016 STANDARD		
GRI 415-1	Political contributions	<p>The total monetary value of financial and in-kind political contributions made directly and indirectly by IPL in 2022 was zero.</p> <p>The IPL Political Engagement and Donations Policy, which was amended by the Board on 17 December 2015, prohibits the Group making any political donations, whether in cash or in kind, to:</p> <ul style="list-style-type: none"> – any political party or organisation, party official; – individual politicians; – any political candidate for public office; or – any third-party organisation that may make political donations, (collectively referred to in the policy as ‘political persons’) in any country.
MATERIAL ISSUE: IPL ZERO HARM AMBITION – SAFETY AND WELLBEING		
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		
GRI 403-1	Occupational health and safety management system	2023 IPL Sustainability Report , page 19. See ‘Our commitment to zero harm’ on page 18 of this document.
GRI 403-2	Hazard identification, risk assessment and incident investigation	2023 IPL Sustainability Report , page 18. See also under ‘Main Hazards contributing to injury’ and ‘Main Hazards contributing to ill health’ on pages 18-19 of this document.
GRI 403-3	Occupational health services	See page 19 of this document.
GRI 403-4	Worker participation, consultation and communication on occupational health and safety	See ‘Our commitment to zero harm’ on page 18 of this document.
GRI 403-5	Worker training on occupational health and safety	2023 IPL Sustainability Report , pages 19-20. See also ‘Our Commitment to Zero Harm’ on pages 18-19 of this document.
GRI 403-6	Promotion of worker health	See page 19 of this document.
GRI 403-7	Approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services.	2023 IPL Sustainability Report , pages 19-22. See also ‘Our Commitment to zero harm’ on pages 18-21 of this document and the disclosures in this table under GRI 416: Customer Health and Safety and GRI 417: Marketing and Labeling.

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
GRI 403-8	Workers covered by an occupational health and safety management system	See 'Our Health, Safety, Environment and Community Management System' on page 18 of this document.
GRI 403-9	Work-related injuries	See page 20 of this document.
GRI 403-10	Work-related ill health	See pages 20-21 of this document.

MATERIAL ISSUE: SAFE, INCLUSIVE AND HIGH PERFORMANCE CULTURE

GRI 103-1	Explanation of the material topic and its boundary	<u>2023 IPL Sustainability Report</u> , pages 25-29.
GRI 103-2	Management approach and its components	<u>2023 IPL Sustainability Report</u> , pages 25-29.
GRI 103-3	Evaluation of the management approach	<u>2023 IPL Sustainability Report</u> , pages 16, 25-29.

GRI 401: EMPLOYMENT 2016 STANDARD

GRI 401-1	New employee hires and employee turnover	See 'Relevant data' on page 15 of this document.
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Any difference in benefits provided to full-time employees that are not provided to temporary or part-time employees is done so in accordance with legislation. In Australia, there are no benefits provided to full-time employees that are not provided to temporary or part-time employees. In the Americas region, subject to legislative requirements, part time employees are not eligible for the health and welfare benefits program, parental leave or vacation.
GRI 401-3	Parental leave	See 'Relevant data' on page 16 of this document. IPL does not have a global standard for parental leave. At a minimum, IPL provides paid parental leave in accordance with the legal requirements of the countries in which it operates. The minimum amount of fully paid primary parental leave offered is 8 weeks. The minimum amount of fully paid secondary parental leave offered is two days.

GRI 404: TRAINING AND DEVELOPMENT 2016 STANDARD

GRI 404-1	Average hours of training per year per employee, by gender and employee category	See 'Relevant data' on page 16 of this document.
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	<p>Training and Development for upgrading skills across the organisation falls under a number of programs targeting compliance and job skills, professional development and leadership. Every employee is assigned the specific job-based curricula relevant to their role, and has access to development planning tools, activities and programs to support their development goals. There are over 1,800 job-based curricula designed for each role's unique requirements across the Company.</p> <p>Due to the unique skillsets required across our blasting and manufacturing operations we have a formal internal redeployment process, facilitated by our talent and recruitment teams, involving role matching for individuals or groups where employees may require internal transition assistance. We also partner externally with providers to offer an Exit Outplacement Service which supports all aspects relating to an employee's external career transition where required. We also provide access to our Company Employee Assistance Program provider for Mental Health and Wellbeing support.</p>
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	See 'Relevant data' on page 17 of this document. The gender pay ratios reported have not been adjusted.

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016 STANDARD		
GRI 405-1	Diversity of governance bodies and employees	See 'Relevant data' on page 17 of this document. IPL has a Diversity, Equity and Inclusion (DEI) strategy, which has a particular focus on leaders. There is an action plan in support of the strategy, along with a year on year improvement target for female representation at the senior management level.
GRI 405-2	Ratio of basic salary and remuneration of women to men	See 'Relevant data' on page 17 of this document.
GRI 406: NON-DISCRIMINATION 2016		
GRI 406-1	Incidents of discrimination and corrective actions taken	IPL received and investigated 13 complaints of alleged discrimination during the reporting period. It was determined that, on the balance of probabilities, 4 complaints were substantiated. Three employees were issued written warnings, one of whom was also required to undertake training on workplace harassment. A fourth employee received coaching as an outcome. Findings are pending for 2 of the 13 incidents.
MATERIAL ISSUE: SUSTAINABLE USE OF WATER		
GRI 103-1	Explanation of the material topic and its boundary	2023 IPL Sustainability Report , pages 40-41 and 64-66.
GRI 103-2	Management approach and its components	2023 IPL Sustainability Report , pages 40-41 and 64-66.
GRI 103-3	Evaluation of the management approach	2023 IPL Sustainability Report , pages 16, 40-41, 43 and 64-66.
GRI 303: WATER AND EFFLUENTS 2018 STANDARD		
GRI 303-1	Interactions with water as a shared resource	2023 IPL Sustainability Report , pages 40-41 and 64-66. IPL CDP Water Security Reports
GRI 303-2	Management of water discharge related impacts	2023 IPL Sustainability Report , pages 40-41, 43 and 64-66. IPL CDP Water Security Reports
GRI 303-3	Water withdrawal	2023 IPL Sustainability Report , pages 41, 43 and 66. IPL CDP Water Security Reports
GRI 303-4	Water discharge	2023 IPL Sustainability Report , pages 41, 43 and 66. IPL CDP Water Security Reports
GRI 303-5	Water consumption	2023 IPL Sustainability Report , pages 41, 43 and 66. IPL CDP Water Security Reports

Relevant data

GRI 2-7: Information on employees by gender, region and employee status

EMPLOYEES BY GENDER (% female)	2021	2022	2023
Total Global Workforce	17.7%	18.5%	18.6%
Board ¹	42.9%	42.9%	25.0%
Executive Team ¹	37.5%	30.0%	22.2%
Senior Management	20.5%	21.0%	21.3%
Professional Roles	21.1%	23.7%	23.7%

¹ The Interim CEO has been included as an Executive Team Member only.

EMPLOYEES BY LOCATION	2021	2022	2023
Total Global Workforce	5,078	5,822	5,814
Americas	2,721	2,828	2,845
Asia Pacific	2,128	2,331	2,285
Europe	229	625	627
Africa	0	38	57

PERCENTAGE OF PERMANENT EMPLOYEES BY GENDER	2021	2022	2023
Male – % permanent	99.2%	98.6%	99.1%
Female – % permanent	98.2%	95.1%	98.0%
Non-binary – % permanent	–	100.0%	100.0%

PERCENTAGE OF PERMANENT EMPLOYEES BY LOCATION	2021	2022	2023
Americas – % permanent	100.0%	100.0%	95.5%
Asia Pacific – % permanent	97.6%	95.3%	97.9%
Europe – % permanent	100.0%	100.0%	100.0%
Africa – % permanent	NA	76.3%	99.4%

PERCENTAGE OF PART-TIME EMPLOYEES BY GENDER (Reported for the first time in 2022)	2022	2023
Male – % part time	0.5%	0.4%
Female – % part time	5.7%	7.0%
Non-binary – % part time	0.0%	0.0%

PERCENTAGE OF PART-TIME EMPLOYEES BY LOCATION (Reported for the first time in 2022)	2022	2023
Americas – % part time	0.0%	0.0%
Asia Pacific – % part time	3.1%	3.8%
Europe – % part time	1.9%	1.4%
Africa – % part time	0.0%	0.0%

GRI 2-21: Annual total compensation ratio

TOTAL COMPENSATION RATIOS	2021	2022	2023
CEO: Median employee ²	1:30	1:32	1:12
CEO % Increase:	31:1	2:1	6:1
Median employee % increase ³			

² Calculated using the Interim CEO's salary, as the Interim CEO held this position as at 30 September 2023. Median employee figures exclude the Interim CEO. Annual Total Compensation now includes bonus payments made within the actual reporting period. Previous salary ratios have been corrected to account for this new reporting practice.

³ Calculated using the previous CEO's salary, as the CEO held this position at the time of salary increases. Median employee figures exclude the CEO.

GRI 2-30: Percentage of total employees covered by collective bargaining agreements

COLLECTIVE BARGAINING AGREEMENTS (CBAs)	2021	2022	2023
% Total Workforce Covered by CBAs	22.1%	30.6%	33.2%

GRI 201-1: Direct economic value generated and distributed

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED	2021	2022	2023
A. Direct economic value generated (A\$Mil)	4,390.7	6,357.9	6,008.1
Revenues			
B. Economic value distributed	4,496.9	5,878.6	6,553.4
Operating costs	3,563.1	4,362.6	4,517.8
Employee wages and benefits	700.5	786.6	918.9
Payment to providers of capital	19.4	355.4	524.4
Government taxes	213.5	373.3	591.4
Voluntary community investments	0.4	0.7	0.9
C. Economic value retained (A-B)	(106.2)	479.3	(472.4)

GOVERNMENT TAXES PAID PER COUNTRY	2021	2022	2023
Australia ⁴	110.3	262.6	330.9
United States	33.0	46.6	132.3
Mexico	2.4	1.0	0.4
Canada	54.3	45.1	68.8
Chile	5.5	5.0	14.8
Hong Kong	0.1	0.1	0.4
Turkey	4.0	7.1	7.7
Indonesia	2.7	4.5	5.8
Papua New Guinea	1.2	1.3	1.5
Benin ⁵	–	–	0.1
Cameroon ⁵	–	–	0.1
France ⁵	–	–	22.9
New Caledonia ⁵	–	–	3.8
Senegal ⁵	–	–	1.9
South Africa ⁵	–	–	–
Switzerland ⁵	–	–	–

⁴ Volatility in Australian taxes paid year-on-year is due to changes in IPL's Australian business earnings.

⁵ Part of our Titanobel business which was purchased in 2022.

GRI 302-3: Energy Intensity and GRI 305-4 GHG intensity per tonne ammonia manufactured

INTENSITY PER TONNE NH ₃	2021	2022	2023
Energy use ¹ per tonne NH ₃ (GJ)	45.2	43.2	39.8
GHG per tonne NH ₃ (tCO ₂ e)	2.03	1.97	1.91

¹ Includes all energy consumed at IPL ammonia manufacturing sites (including natural gas, purchased kWh and purchased steam), including at ammonia manufacturing sites where ammonia is not the only product produced.

GRI 305-7: NOx, SOx, and other significant air emissions

EMISSIONS TO AIR ²	2021	2022	2023
NOx	2,399	2,346	1,587
SOx	21,548	26,938	19,129
VOCs	144	205	187.73
HAPs	53	63	80.64

² Derived from calculations based on site-specific data including those used to report to the National Pollution Inventory (NPI) in Australia, and to USEPA Emissions Inventory in the US. IPL manufactures inorganic chemicals including ammonia, ammonium nitrate, ammonium phosphate and single super phosphate. For this reason, its operations do not release material amounts of Persistent Organic Pollutants (POPs).

GRI 401-1: New employee hires and employee turnover rates by age group, gender and region

RATE OF NEW EMPLOYEE HIRES	2021	2022	2023
Total Workforce	20.5%	25.7%	18.9%
% Rate of New Hires by Age Group			
Employees under 30	48.6%	58.0%	44.2%
Employees 30-50	19.2%	25.5%	17.7%
Employees 50+	11.3%	12.2%	9.2%
% Rate of New Hires by Gender			
Male	19.1%	24.2%	18.8%
Female	26.7%	32.4%	19.0%
% Rate of New Hires by Region			
Americas	22.2%	26.7%	18.6%
Asia Pacific	18.7%	24.6%	18.2%
Europe	17.2%	24.6%	20.9%
Africa	NA	21.1%	37.9%

The terms '2021', '2022' and '2023' refer to the IPL financial year ending September 30 in each year.

% Rate of New Hires for 2023 has been calculated by dividing the total number of new hires in each category by the total average headcount for 2022 and 2023 for each category as at September 30 each year. Previous years have been calculated using the same methodology. Note that an average headcount could not be calculated for Africa in 2022, and therefore the 2022 headcount was used in the calculation for the 2022 percentage of 21.1%.

HIRING AND PROMOTIONS	2021	2022	2023
Open positions filled by internal candidates (%)	28.8%	34.8%	42.8%
Promotions filled by women (%)	Reported for the first time in 2023		24.0%
Average hiring cost/FTE (AUD)	\$2,862	\$2,968	\$3,040
Total number of employee hires	1,037	1,403	1,097

TOTAL TURNOVER RATE	2021	2022	2023
Total Global Turnover Rate	18.1%	18.2%	21.9%
Male Global Turnover Rate	Reported for the first time in 2023		22.0%
Female Global Turnover Rate	Reported for the first time in 2023		20.2%

VOLUNTARY TURNOVER RATES	2021	2022	2023
Total Workforce	11.7%	13.7%	10.7%
% Voluntary Turnover Rates by Age Group			
Employees under 30	14.0%	17.8%	22.2%
Employees 30-50	10.4%	14.1%	11.5%
Employees 50+	10.2%	11.1%	9.8%

% Voluntary Turnover Rates by Gender			
Male	10.9%	13.2%	12.2%
Female	15.3%	15.6%	13.0%

% Voluntary Turnover Rates by Region			
Americas	12.0%	12.9%	10.6%
Asia Pacific	11.7%	14.1%	13.2%
Europe	7.7%	16.9%	15.7%
Africa	NA	5.3%	29.5%

The terms '2021', '2022' and '2023' refer to the IPL financial year ending September 30 in each year.

% Voluntary Turnover for 2022 has been calculated by dividing the total resignations for each category by the total average headcount for 2022 and 2023 for each category as at September 30 each year. Previous years have been calculated using the same methodology.

INVOLUNTARY TURNOVER RATES	2021	2022	2023
Total Workforce	6.4%	4.6%	9.9%
% Involuntary Turnover Rates by Age Group			
Employees under 30	7.1%	5.0%	13.5%
Employees 30-50	5.4%	4.6%	7.4%
Employees 50+	6.4%	4.4%	10.7%
% Involuntary Turnover Rates by Gender			
Males	6.5%	4.5%	9.8%
Females	6.2%	4.9%	7.6%
% Involuntary Turnover Rates by Region			
Americas	8.0%	6.2%	9.9%
Asia Pacific	5.2%	2.4%	8.5%
Europe	1.4%	5.2%	9.1%
Africa	NA	0.0%	12.6%

The terms '2021', '2022' and '2023' refer to the IPL financial year ending 30 September in each year.

% Involuntary Turnover rates for 2023 have been calculated by dividing the total terminations for each category by the total average headcount for 2022 and 2023 for each category as at September 30 each year. Previous years have been calculated using the same methodology.

GRI 401-3: Parental Leave

PARENTAL LEAVE	2021	2022	2023
Males entitled to parental leave	Reported for the first time in 2023		3,969
Females entitled to parental leave	Reported for the first time in 2023		902
Males who took parental leave	78	100	112
Females who took parental leave	24	27	43
Males who returned from parental leave	78	100	112
Females who returned from parental leave	23	25	43
Males return to work rate	100%	100%	100%
Females return to work rate	96%	93%	100%
Retention Rate for males 12 months following leave	84%	85%	82%
Retention Rate for females 12 months following leave	91%	93%	89%

GRI 404-1: Employee training hours by gender and level

AVERAGE HOURS OF TRAINING PER FULL-TIME EMPLOYEE	2021	2022	2023
Total Global Workforce¹	297	308	334
Male (permanent) ²	–	331	366
Female (permanent) ²	–	205	192
Non-binary (permanent)	–	–	366
Board ³	–	–	106
Executive Team ³	–	–	7
Senior Management ²	–	19	18
Professional/Management ²	–	30	47.5
Average cost of training and development per FTE	\$917.58	\$1,000.00	\$1,105.66

- 1 2021 and 2022 figures do not include training hours for Titanobel.
- 2 Reported for the first time in 2022.
- 3 Reported for the first time in 2023.

GRI 404-3: Employee performance and career development reviews by gender, level and status

PERFORMANCE REVIEWS BY GENDER	2021	2022	2023
% Employees Receiving Performance Reviews			
Total Workforce	76.1%	72.0%	70.1%
Total Male Employees	73.9%	69.9%	67.6%
Total Female Employees	86.3%	81.2%	80.9%
% Board Receiving Reviews			
Male	100.0%	100.0%	100.0%
Female	100.0%	100.0%	100.0%
% Management Receiving Performance Reviews			
Male	95.4%	89.8%	95.0%
Female	93.0%	86.8%	86.4%
% Non-Management Receiving Performance Reviews			
Male	71.9%	67.9%	65.1%
Female	85.7%	80.5%	80.3%
Non-binary	–	100.0%	100.0%

PERFORMANCE REVIEWS BY STATUS	2021	2022	2023
% Full-time and Part-time Receiving Performance Reviews			
Total Workforce	76.1%	72.0%	70.1%
Full-time Employees	76.1%	72.0%	70.1%
Part-time Employees	77.8%	70.6%	68.4%

Percentages in the table above were calculated by dividing the number of employees in each category who received an annual performance review by the total number of employees in that category.

Performance reviews are conducted twice a year, with half-year performance and full-year performance reviews conducted against a range of objectives as determined for each employee by the employee's manager in consultation with the employee.

GRI 405-1: Diversity of governance bodies and employees

WORKFORCE DIVERSITY	2021	2022	2023
Gender diversity (% female)			
Board ¹	42.9%	42.9%	25.0%
Executive Team	37.5%	30.0%	22.2%
Senior Management ²	20.5%	21.0%	21.3%
Global	17.7%	18.5%	18.6%
Gender Diversity by Management Level (% female)			
All Management ^{3*}	19.8%	20.1%	20.3%
Junior Management ⁴	17.2%	15.5%	19.8%
Senior Management ⁵	20.5%	25.7%	21.1%
Revenue Generating Management ⁶	10.0%	0.0%	2.0%
STEM positions ⁷	Reported for the first time in 2023		20.0%
IT/Engineering	Reported for the first time in 2023		14.5%
First Nations Australians⁸ (% Australian workforce)	2.5%	2.9%	2.9%
Percentage of US employees by race			
Percentage of US employees as they choose to identify by ethnicity and race as a percentage of total US workforce			
Asian	1.7%	1.8%	1.7%
African American	4.4%	4.9%	5.1%
Hispanic or Latino	6.6%	7.6%	8.5%
European/Caucasian	85.5%	83.7%	82.2%
Indigenous or Native American	0.7%	0.9%	0.9%
Employees who identify as two or more races	1.2%	1.1%	1.6%
Age Diversity: Total Workforce			
% employees under 30	13.7%	14.2%	14.6%
% employees 30-50	53.5%	53.8%	54.3%
% employees 50+	32.7%	32.0%	31.1%
Age Diversity: Board			
% employees under 30	0.0%	0.0%	0.0%
% employees 30-50	0.0%	0.0%	12.5%
% employees 50+	100.0%	100.0%	87.5%
Age Diversity: Executive Team			
% employees under 30	0.0%	0.0%	0.0%
% employees 30-50	37.5%	20.0%	44.4%
% employees 50+	62.5%	80.0%	55.6%
Age Diversity: Management			
% employees under 30	0.9%	1.9%	0.7%
% employees 30-50	54.0%	56.5%	58.9%
% employees 50+	45.1%	41.6%	40.4%
Age Diversity: Non-management			
% employees under 30	15.0%	15.5%	15.9%
% employees 30-50	53.7%	53.7%	54.2%
% employees 50+	31.3%	30.8%	29.9%

- The Interim CEO has been included only in the Executive Team in 2023.
- Defined as roles which are 1-2 levels below the Executive Team.
- Percentage of women in all management positions, including junior, middle and top management (as % of total management positions).
- Percentage of women in junior management positions, i.e. first level of management (as % of total junior management positions).
- Percentage of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions).
- Percentage of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc).
- Percentage of women in roles relating to science, technology, engineering and mathematics.
- IPL does not currently ask Australian employees who identify with particular minority groups to identify themselves. Due to our commitment to Indigenous employment in Australia, employees may choose to identify themselves as Australian Indigenous or Torres Strait Islander persons.

GRI 405-2: Equal remuneration for women and men

The gender pay ratios reported below have not been adjusted.

SALARY EQUITY (MALE:FEMALE)	2021	2022*	2023
Total Workforce	Reported for the first time in 2023		1:0.99
Full-time Employees	Reported for the first time in 2023		1:1
Part-time Employees	Reported for the first time in 2023		1:0.82
Executive level (base salary only)	1:0.66	1:0.68	1:0.67
Executive level (base salary + other cash incentives)	Reported for the first time in 2023		1:0.69
Management level (base salary only)	1:0.93	1:1.06	1:0.93
Management level (base salary + other cash incentives)	Reported for the first time in 2023		1:0.88
Non-management level (base salary only)	1:0.96	1:0.93	1:0.99

* 2022 salary equity data does not include Titanobel, which was purchased during 2022. All salaries converted to AUD at spot rate (at 30 September for each year). It is important to note that because salary levels and gender percentages differ significantly in different regions, this may skew average salary ratios by level.

ADDITIONAL BLOOMBERG GEI INDICATORS

Gender Diversity Targets: IPL's Diversity, Equity and Inclusion (DEI) strategy has a particular focus on leaders. The action plan which supports the strategy includes a year on year improvement target for female representation at the senior management level.

Time-bound action plan to close gender pay gap: IPL's annual audit of gender pay equity has consistently found no systemic gender pay differences exist when comparing like-for-like roles. However, the reviews find a disproportionately lower female representation at higher paid senior levels of the organisation. Increasing female representation at the Senior Leadership level is incorporated in IPL's DEI strategy.

Flexible work policy: IPL's Flexible Work Policy enables collaboration between leaders and employees to determine flexibility that works for the business and the employee. Flexibility can include, but is not limited to, remote work, change to working hours or start and finish times, part-time, job redesign and job share.

Employee resource groups for women: IPL's global DEI Steering Committee is focused on tracking progress on targets and actions related to recruitment and retention of diverse candidates, including women. The Company also has an ERG for women in manufacturing in the Americas region, providing participants with an opportunity to connect with other women in manufacturing.

Unconscious bias training: IPL's 'Respect in the Workplace' training program is provided to all Americas employees and includes training to address unconscious bias. Our 'Upstander' program is currently being rolled out to employees in Australia and includes training on tools and strategies to reduce discriminatory behaviours.

Annual anti-sexual harassment training: IPL requires all employees to complete workplace behaviour training annually, which includes anti-sexual harassment training.

Our commitment to zero harm

Our Health, Safety, Environment and Community Management System

Our Zero Harm ambition is supported by IPL's integrated Health, Safety, Environment and Community Management System (HSECMS). The system includes 18 global HSEC standards, aligned to ISO 14001, OHSAS 18001, ISO 31000 and AS 4801 international standards as well as the American Chemistry Council Responsible Care Management System and Center for Chemical Process Safety. 100% of our workers and contractors are covered by our HSECMS and the disclosures in this section cover 100% of our employees and contractors, with no workers excluded.

To monitor our HSE performance and continuously improve, we use a global reporting system, Cintellate. By recording and investigating incidents, hazards and near misses to establish root causes, we gain insights through this system into the hazards faced by our people and take action based on what we have learned across all sites. A risk register template is included in Cintellate, which supports a uniform approach to risk ranking, management and reporting.

Zero Harm Governance

We have a governance structure in place to ensure a strong Zero Harm focus across the organisation. Data extracted from Cintellate is reported to the Board and Executive Team regularly. The Board's Health, Safety, Environment and Community (HSEC) Committee assists the Board in its oversight of health, safety and environment matters arising out of our activities as they may affect employees, contractors and the local communities in which we operate.

The Chief HSE and Operations Excellence Officer together with the Vice President Corporate Health, Safety and Environment are accountable for advising the CEO and Executive Team on best practice strategies for health, safety and environmental improvement. The Vice President Corporate Health, Safety and Environment supports our organisation in developing and delivering the Zero Harm strategy and works with a Group-wide network of safety and environmental professionals, as well as operational leaders, to achieve our goals and support line management in improving our performance. Regional safety professionals provide advice and support to line management by sharing best practices, and standardising, simplifying, coaching and coordinating health and safety activities across the Group.

100% of our workers and contractors are represented in formal joint management-worker health and safety committees which operate at a site-based level in the organisation. At large sites, these may also operate at a plant level, with monthly all worker meetings.

The Zero Harm Council (ZHC), chaired by our CEO and consisting of all members of the Executive Team and the Vice President Corporate Health, Safety and Environment, is accountable for overseeing the Group's execution of the Zero Harm Strategy and reviewing health, safety and environmental performance.

On a day-to-day operational level, our leaders are expected to consistently demonstrate and communicate high standards of behaviour and operating discipline and promotion of our Zero Harm Value. They must take proactive action to continuously improve our safety performance and use both leading and lagging indicators to monitor that performance. Personal responsibility at all levels is integral to promoting continuous health and safety improvement across the Group. We lead, engage, empower and develop, and expect everyone to be leaders in Zero Harm. We are embedding this culture through specific training, and supplementing this with the use of techniques such as safety observations, personal risk assessments and incident and near miss investigations to share learnings. By creating 'SafeGround' through our SafeTEAMS training, we are driving a culture where everyone feels safe and empowered to speak up and contribute, with the authority to stop work further enabling us to be a learning organisation.

Environmental risk management and training

Our commitment to Zero Harm extends to the environment. Environmental laws, regulations and voluntary binding agreements with regulatory authorities are ever-present in markets across the world and have the potential to impact our fertiliser businesses. In accordance with Standard 16 of the IPL Global Health, Safety, Environment and Community Management System (HSECMS), all incidents, including near misses, are reported immediately to the Manager of the Site and are investigated; as is any other incident reported.

All Australian employees complete online environmental awareness training. Specialist environmental training across our US sites includes:

- Asbestos: Individuals who handle, remove or disturb asbestos-containing materials must receive specific training in accordance with EPA regulations. Asbestos training includes courses on how to identify asbestos-containing materials, how to protect oneself and others from exposure, and how to properly handle and dispose of asbestos materials.
- Hazardous waste: Anyone who handles hazardous waste must be trained on how to properly identify, handle, store and dispose of hazardous waste, as well as how to respond in the event of a spill or an emergency, in accordance with EPA regulations.
- Spill Prevention, Control, and Countermeasure (SPCC): The EPA requires certain facilities, such as oil storage facilities, to develop and implement SPCC plans to prevent oil spills. Individuals who work at these facilities are required to receive training on how to implement the SPCC Plan, as well as how to respond in the event of a spill.
- Stormwater management: The EPA requires certain industries, such as construction and industrial facilities, to implement stormwater management plans to prevent pollution of waterways. Individuals who work in these industries are required to receive training on how to implement stormwater management plans and prevent stormwater pollution.

GRI 403-5 Worker training on occupational health and safety

Our globally distributed training curriculum focuses on Hazard Awareness and Personal Risk Assessment tools including our Take5, Rules to Live By and Risk Management.

In addition to this, the SafeTEAMS program is our global safety behavioural culture program. Supporting our frontline leaders to improve their safety leadership is also a priority for the business. The IPL Leadership Foundations program provides frontline leaders with the tools to effectively lead both safety and business outcomes. SafeTEAMS and IPL Leadership Foundations are both tracking well with the delivery of training to continue into 2024.

Global Safety Campaigns

Our annual World Safety Day campaign was run across the Group with the 2023 theme promoting the importance of powerful conversations to support the 'why' behind the fundamentals of safety.

We also developed and released an awareness campaign focused on 'Line of Fire' hazards, which refers to any potential exposure to injury resulting from the release of energy during planning and execution of work. This campaign was delivered to focus employees on identifying and monitoring controls when planning and executing work, with the aim of targeting injury reduction.

Operator Training

Training on regionally-specific work-related hazards and risks is embedded into our Dyno Nobel Explosives Training (DET) and Operator Training System (OTS) as well as our Plant Operations training materials. All employees operating machinery, equipment or plant have specific training requirements assigned to them, relevant to their role and location. This training includes:

- Product awareness, such as Ammonia Awareness and Storage and Handling of Explosives for our Dyno Nobel business, and Ammonia Awareness and Sulphuric Acid Hazard Awareness for our IPF business.
- Site inductions highlight specific site hazards and risks, including Storage and Handling of Products, mobile equipment hazards and emergency procedures.
- Plant and mobile equipment training and competency such as Confined Space Entry, Working Safely at Heights, Process Isolations Training, Emulsion Plant Operations and Mobile Processing Unit Operations.

Blaster Training: The Dyno Nobel Americas (DNA) Nobel Academy has been developed as an industry-recognised education and training system. The Nobel Academy is continuing the roll-out of the 'Day in the Life' and Nobel Academy 'Blaster in Training' programs. The Nobel Academy group is focused on creating additional advanced training to build on the 'Blaster in Training' and the 'Day in the Life' of a Blaster. The Nobel Academy Blaster Assessors completed blaster assessments for all DNA blasters in 2023.

Dyno Nobel Asia Pacific (DNAP) continued work on the establishment of the APAC Nobel Shotfirer Academy Framework and achieved 100% of its 2023 blaster training implementation plan. This framework defines four levels of Blaster Competency and has been aligned to industry best practice and Australian nationally recognised qualifications. The levels extend from Level 1 Blast Crew through to Level 4 Experienced Shotfirer:

- Level 1 Blast Crew Training is well established and is in a mature stage of implementation as part of the Dyno Nobel Explosives Training (DET) Curriculum. This level of the Academy is aligned to the ExMS Support Shotfiring Procedures and Work Instructions. The modular design of the training enables flexibility to meet specific contract training requirements.
- Level 2 Shotfirer Training has been reviewed and mapped against the updated Unit of Competency (UOC) requirements to meet both national accreditation and Queensland regulatory requirements. Two full training courses were delivered through 2023, as well as a number of refresher training sessions. A Verification of Competence (VoC) process has been developed and implemented, to assess and recognise, where practicable, external skills and training reducing the training load on sites.
- Level 3 Shotfirer Mentor and Coach and Level 4 Senior Shotfirer are under development with mapping of behaviour competencies to provide coaching and leadership elements and provide pathways into leadership and management roles. This mapping has enabled the development of a plan outlining the development stages, process and legislative requirements.

Mental health training: Training conducted across our DNAP business in 2023 included mental health awareness training, mental health leader training and Mental Health First Aid training for peer supporters. Training in emotionally intelligent leadership and a workshop for remote workers on strategies for good mental health and wellbeing based on the PERMAH model were also conducted across DNAP.

GRI 403-3 and 403-6: Occupational Health Services and Promotion of Worker Health

Employee Health and Wellness Assessments

Occupational health assessments are offered to employees across the business. The assessments ensure that the controls we have in place are effective in preventing adverse health effects from occupational exposures.

Occupational Health and Hygiene Program

The Global Occupational Health and Hygiene Procedure is implemented and defines the minimum performance requirements for occupational health and hygiene including risk management.

Psychosocial Risk Management

Psychosocial risks assessments have begun across our Australian sites. These include the delivery of training to leaders around the psychosocial risk assessment process. Control plans are currently being developed and rolled out to address the key risks being identified. These will be a focus across our Americas business in 2024.

SafeTEAMS is our Company-wide behavioural safety training program. The focus is on creating a safe culture, nurturing psychological safety and creating 'SafeGround'. Read more about SafeTEAMS on page X of the 2023 Sustainability Report.

R U OK? Day was promoted via a month-long campaign across our global business to focus on our people's mental health and wellbeing. Events were held to promote R U OK? Day, raise suicide risk awareness, and communicate that there are no formal qualifications required when it comes to having a conversation with someone that could save a life.

EAP Services: As always EAP services are available to all employees and the use of these services is continually encouraged. Our annual utilisation remains over 4% higher than the industry average.

Mental health promotion and support: This year's mental health and wellbeing program – Flourish with IPL – is based on the concept of positive psychology and the PERMAH model's six key pillars of positive mental health and wellbeing – Positive emotions, Engagement, Relationships, Meaning, Achievement and Health. The program includes the preparation of monthly mental health and wellbeing topic packs and a lunch-and-learn series for employees and leaders to assist in creating a healthy and thriving workplace and workforce. Site-based peer support networks and Mental Health Councils continued to operate at our Phosphate Hill and Moranbah sites. Wellbeing checks and support continue to be provided across our Australian sites by our Mental Health and Wellbeing Specialist.

Physical Health and Wellbeing

Our six-week Global Health and Wellbeing Team Challenge to encourage increased movement and physical activity was also successfully run through Marquee Health, our health and wellbeing partner in the USA.

Health and wellbeing topics to promote worker health are developed and distributed through monthly site safety meeting packs.

On-site and off-site annual flu vaccination programs were conducted for workers and their families across all business units.

Giving Up Smoking: We promote and run a smoking cessation program in the US that supports employees who wish to quit smoking.

Sleep and Driver Safety: Our Dyno Nobel Transportation and Distribution business in North America screens drivers for Obstructive Sleep Apnoea (OSA) and has partnered with Sleep Well to electronically monitor continuous positive airway pressure (CPAP) compliance for identified employees. In 2023, this included working through the recent CPAP recall.

Promotion of external events and services to support engagement in health and wellbeing activities including mental health.

GRI 403-9: Work-related injuries by employees and contractors

WORK-RELATED INJURIES – EMPLOYEES	2021	2022	2023
Number of work-related fatalities	0	0	0
Rate of work-related fatalities ¹	0	0	0
Number of high-consequence work-related injuries	3	2	7
Rate of recordable high consequence work-related injuries ¹	0.05	0.04	0.12
Number of recordable work-related injuries	52 ⁴	48 ⁴	54
TRIFR ²	0.95 ⁴	0.85 ⁴	0.93
LTIFR ³	1.55	1.42 ⁴	1.81
Number of hours worked	10,940,932 ⁵	11,269,201 ⁵	11,581,772

TYPES OF WORK-RELATED INJURIES – EMPLOYEES (Reported for the first time in 2022)	2022	2023
Amputations and enucleations	2	0
Burns	4	5
Chemical exposure/poisoning	0	0
Contusions/crushing/bruising	4	6
Cumulative trauma (CTS)	1	0
Foreign body/object	1	0
Fractures/broken bones	4	8
Heat related	0	2
Lacerations and open wounds	8	4
Nerve related	1	1
Psychological	0	4
Rash/skin reaction	1	0
Sprains and strains	22	24

WORK-RELATED INJURIES – CONTRACTORS	2021	2022	2023
Number of work-related fatalities	0	0	0
Rate of work-related fatalities ¹	0	0	0
Number of high-consequence work-related injuries	1	1	2
Rate of recordable high-consequence work-related injuries ¹	0.05 ⁴	0.06 ⁴	0.14
Number of recordable work-related injuries	14	18	12
TRIFR ²	0.73 ⁵	1.17	0.81
LTIFR ³	1.30 ⁵	1.32	2.71
Number of hours worked	3,847,647 ⁵	3,084,942 ⁵	2,954,920

TYPES OF WORK-RELATED INJURIES – CONTRACTORS (Reported for the first time in 2022)	2022	2023
Amputations and enucleations	0	0
Burns	0	2
Chemical exposure/poisoning	1	0
Contusions/crushing/bruising	5	2
Cumulative trauma (CTS)	0	0
Foreign body/object	0	1
Fractures/broken bones	3	3
Heat related	0	0
Lacerations and open wounds	5	3
Nerve related	0	0
Psychological	0	1
Rash/skin reaction	0	0
Sprains and strains	4	0

Main Hazards contributing to injury

IPL's 10 Rules to Live By are included in our HSEC Management System and address the most common hazardous risks across our Company. These hazards pose a risk of high-consequence injury. Those which have caused or contributed to high-consequence injuries during the reporting period include falls from heights and line of fire hazards. Line of fire hazards refers to any potential exposure to injury resulting from the release of energy during the operation of plant, equipment or machinery.

These common high hazard activities are identified by the Hazard Identification process for each site/region. IPL uses a comprehensive risk management system and processes to minimise specific high hazard risks including the following:

- Fully visible (online) site-specific hazard registers.
- Contractor management including appropriate reporting, escalation processes and withdrawal of services provided if IPL standards unable to be met.
- Competency standards, including review of these for specific roles post incident.
- A focus on improved reporting of hazards through establishing psychological safety, or SafeGround.
- Operating discipline for investigations of significant events.
- The development and implementation of an updated operations risk management process across our manufacturing assets including continued consequence modelling and emergency pre-planning.
- Identification of critical controls and development of critical control dashboards.
- Critical control verifications (CCVs), bowtie management and standardisation of global CCVs.
- IPL Fatal risk program.
- Continued hazard identification and risk analysis.

1 High-consequence injury refers to a recordable injury with a potential consequence rating of 5 or 6 on IPL's internal six-point scale. Rates have been calculated per 200,000 hours worked.
 2 TRIFR is the number of recordable incidents per 200,000 hours worked.
 3 LTIFR is the number of lost time incidents per one million hours.
 4 Restated due to escalation/reclassification of injuries after publishing and/or review of hours worked (see 5).
 5 Restated due to a review of both employee and contractor hours worked.

GRI 403-10: Work-related ill health

WORK-RELATED ILL HEALTH – EMPLOYEES ¹	2021	2022	2023
Number of fatalities due to work-related ill health	0	0	0
Number of cases of work-related ill health	0	1	16
Types of work-related ill health	0	Skin Disorder	Heat-related Stress, Psychological, Respiratory

WORK-RELATED ILL HEALTH – CONTRACTORS	2021	2022	2023
Number of fatalities due to work-related ill health	0	0	0
Number of cases of work-related ill health	1	0	2
Types of work-related ill health	Heat Stress	0	Psychological, Respiratory

¹ The incidents of work-related ill health have also been included in the work-related injuries data reported at GRI 403-9.

Main Hazards contributing to ill health

The main hazards with the potential to contribute to ill health include occupational noise, dust exposure, heat exposure and chemical skin exposure. These were determined through professional judgement and the mandatory documentation of site Qualitative Exposure Risk Assessments (QERA).

Specific actions taken in 2023 include:

- Examination of learnings from both internal and external events each month at our Global Significant Event Governance Forum. The Forum includes representatives from all parts of the business and uses a global dashboard to understand, share and embed systemic learnings into processes and systems.
- In 2023, the addition of online reporting functionality made the following leading indicators available:
 - Operating Limit Excursions
 - Safe Operating Limit Excursions
 - Safe Design Limit Excursions
- Calibration of consequence severity for material process safety risks.
- Completion of a CCV to verify the critical controls associated with gas-fired equipment.
- Process development for 'Protecting People When a Toxic or Explosion-With-Warning Event Occurs'.
- Piloting of the use of the Velocity EHS-Humantech tool in the US to assess HMT/MSD risks by assessing ergonomics of tasks.
- Mandatory training is provided, including toolbox talks, which emphasise the importance of PPE.

Assessing, monitoring and reducing exposure of employees and contract workers to long-term (chronic) health risks

All key workplace health risk exposures are identified, quantified through personal and workplace monitoring, and risk assessed. Where exposure risks are identified, control management plans are developed, work practices are reviewed and implemented, and all workers are trained to understand the health risks.

In addition to risk management, our occupational exposure management process and program meet local regulatory requirements and are regularly reviewed. A process is in place for managing exceedances, including investigation, corrective actions and regulatory reporting where required. The ultimate aim is to measure and monitor hazardous occupational exposures such that they are managed to levels that are as low as reasonably practicable (ALARP), and to identify those workers in need of health surveillance.

In the Asia Pacific region over 223 full shift personal exposure measurements were conducted during 2023 to assess exposure of employees to long-term chronic health risks such as coal dust/crystalline silica/fluoride/sulphur dioxide/ammonia/nitrous oxide and noise. In addition to air monitoring, biological monitoring is conducted for fluoride and lead. Continuous fluoride air monitoring equipment has been installed at our Phosphate Hill and Geelong operations to assess the effectiveness of engineering controls. A non-toxic dye is being trialled at our Kalgoorlie emulsion manufacturing site to replace AUTOMATE™ red dye.

Across the Americas region, assessment, monitoring and exposure reduction activities continued in 2023 to reduce the exposure of employees and contract workers to long-term (chronic) health risks. At our commercial sites 500 qualitative assessments were completed. Data from these assessments led to personnel samples (Quantitative Samples) being collected at various sites across the business, with a plan to collect additional sampling in 2024. Examples of contaminants sampled for include noise, total particulates, respirable particulates, benzene, toluene, ethylbenzene, xylene and other hydrocarbons, and ammonia. Based on the findings, Occupational Health Risk Management Plans have been developed.

Our Americas manufacturing sites continued to follow each of their tailored Industrial Hygiene monitoring programs. These sites' Industrial Hygiene plans are typically revalidated on a three- or five-year schedule. During 2023, Industrial Hygiene sampling was completed at various sites for noise, ventilation system efficiency, particulate dust, carbon monoxide, nitric acid fumes, respirable dust, and trinitrotoluene (TNT) Skin Absorption. Employee audiometric testing and annual employee physicals were also conducted.

Our commitment to cyber security

Cyber security and resilience is an issue that the IPL Board takes very seriously. The Board maintains a governance role over cyber security through the Audit and Risk Management Committee. The CFO has accountability and oversight over business risk, including cyber security risk. Reporting to the CFO, IPL's Chief Information Officer is accountable for IPL's Information Technology function and Cyber Security program.

IPL takes a range of actions to manage and mitigate the risk of cyber attacks. These include the following:

- Policies, procedures and practices are in place regarding the use of company information, personal and company devices, IT systems, industrial controls systems, and IT security.
- A data breach response plan has been established to respond to, and mitigate, the effects of any instances of sensitive data breaches that may occur.
- A Security Operations Centre, threat intelligence, advanced threat analytics, system/network controls and industry standard cyber frameworks are collectively leveraged for the prevention and detection of, and response against, cyber threats.
- Critical IT systems are configured for resilience, which includes recovery capabilities if impacted by a cyber threat.
- Auditing and security assessments are conducted annually to evaluate controls gaps and vulnerabilities for purposes of remediation.

For more details about the risks and the management actions we are taking, see the Principal Risks section of our 2023 Annual Report.

Our stakeholders and engagement strategies

STAKEHOLDER GROUP	STAKEHOLDERS	CONCERNS AND INTERESTS	ENGAGEMENT STRATEGIES
Employees and contractors	Our employees and contractors include a wide range of language speakers and cultural groups	Health, safety and working conditions; economic performance of IPL; ethical, environmental and social performance of IPL; career and development opportunities; remuneration; performance management; senior leadership/corporate strategy.	Direct engagement at IPL sites, including leadership as coaching; direct participation and/or representation on site-based Zero Harm Committees; collective bargaining agreements; real-time 'Safety Alerts' via internal email; 'The Hub' intranet communications, including a range of newsletters, external HSE Alerts and links for employee feedback; interactive/collaborative annual employee performance management process; Indigenous Engagement Strategy (Australia); internal workshops and conferences; global Company-wide employee surveys in 2018, 2019 and 2021 (targeted pulse surveys in 2020 and 2022).
Customers – mining	Large companies and distributors in the mining, quarrying, seismic and construction industries	Cost; reliability of supply; product quality; access to specialist advice; technical innovation; sustainable products and services; workforce diversity at IPL; climate change; alignment of IPL's sustainability strategy with customers.	Direct engagement at customer sites; collaborative problem solving to meet customer needs; participation in EcoVadis and Inlight customer sustainability questionnaires; customer technical workshops; dedicated Customer Relationship Managers; collaborative product research and development; interviews during materiality assessment.
Customers – fertilisers	Business partners, and agents who distribute IPL's bulk and packaged fertiliser products; agronomists; farmers who receive our products directly and through agents	Cost; efficiency/yield improvement; access to agronomy expertise and customer soils and plant testing; sustainable soil health; social licence to operate; sustainable performance of IPL products in relation to environmental impacts, including leaching and climate change.	Direct engagement with customers; engagement during collaborative tailoring of product use through Nutrient Advantage laboratory soil and plant testing; Nutrient Advantage Advice interactive software and app; monitoring of customer satisfaction through Net Promoter Score software and Fertshed, IPL's online customer transactional portal; collaborative product research and development; online 'Nutrient Advantage' website; in-person Agronomy Community Forums; formal complaint/product feedback process; interviews during materiality assessment.
Suppliers and business partners	From local businesses to large international organisations and joint venture partners	Supply agreements; reliable payment processes; health and safety performance; IPL's social, environmental and governance performance, including modern slavery processes.	Direct engagement; supplier questionnaires; supplier audits; supplier meetings; supplier Performance Scorecards; conditions of contracts; regular meetings with joint venture partners; interviews during materiality assessment.
Shareholders and the investment community	Retail, institutional and individual shareholders	Economic performance of IPL; governance; investor sustainability ratings (CDP, DJSI, FTSE4Good); management of water (Australia); raw materials sourcing; safety; diversity; management of climate change related issues.	ASX announcements; Annual General Meeting; Sustainability Investor Briefings; half-year and end-of-year results presentations and webcasts; direct shareholder engagement including calls and meetings, with feedback to the Board where appropriate; shareholders may also write to the Chairman of the Board; interviews during materiality assessment.
Community and local residents	Individuals and groups local to our operations	Employment opportunities; business development; sponsorship and donations; local operational impacts; Company environmental compliance; cultural heritage; transparency; managing climate change.	Site-specific programs for community contact, IPL Innovative Reconciliation Action Plan, Cultural Heritage Management Plans, information sharing and community investment; employment opportunities via the IPL and Dyno Nobel websites; direct engagement with individuals; systems to register, investigate and promptly respond to community complaints; transparent reporting.
Research partners	University and government research institutions, as well as customers (addressed above)	Mining safety; reducing NOx emissions; reducing GHG emissions; sustainable food production and food security; sustainable soils management; enhanced efficiency fertilisers; climate change.	Direct engagement in collaborative research projects.
Government	Local, State and national regulators and government agencies	Regulatory compliance; energy policy; climate change policy; research and development; local community issues.	Direct engagement with government and regulatory agencies in the countries in which we operate; written submissions regarding regulatory impact either directly or via professional groups or industry associations.
Industry Associations	A range of associations relevant to our industry (see Appendix 5 of the 2023 IPL Climate Change Report)	Health and safety; diversity; security; public policy; international trade; agriculture; minerals; energy; transportation; environmental protection; sustainable development; climate change.	Direct engagement with industry associations through policy meetings, industry advocacy, delegations and input into government submissions.

Research institutions and projects funded during 2023

ORGANISATION AND PROJECT FUNDED – IPF	PERIOD OF FUNDING	TOTAL FUNDING COMMITTED
ARC RESEARCH HUB FOR SMART FERTILISERS		
Funded as the Hub for Innovative Nitrogen Fertilisers and Inhibitors, in partnership with the Australian Research Council, Elders Limited, the University of Melbourne and La Trobe University.	2021 – 2025	A\$3.8m
CSIRO AND UNIVERSITY OF ADELAIDE		
Increasing nitrogen use efficiency with micronutrient coatings for urea fertiliser.	2019 – 2023	A\$0.1m
UNIVERSITY OF SOUTHERN QUEENSLAND		
Autonomous liquid fertiliser application.	2021 – 2023	A\$0.6m
ORGANISATION AND PROJECT FUNDED – DYNO NOBEL		
UNIVERSITY OF SYDNEY		
Emulsion Explosives for Rock Blasting in Extreme Geothermal Environments. Following our 2018-2021 partnership, a new one-year agreement was entered into to design an emulsion explosive for use in hot and reactive ground where the rock temperature is 160°C.	2023	A\$0.2m
Safe Emulsion Explosives for High Temperature Deep Level Mining	2023 – 2026	A\$0.6m

SASB index

Chemicals

Sustainability disclosure topics and accounting metrics

TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE OR LOCATION OF DISCLOSURE		
			2021	2022	2023
Greenhouse Gas Emissions	RT-CH-110a.1	Gross global Scope 1 emissions (metric tCO ₂ e)	3,565,695 ¹	4,050,961 ¹	3,836,192
		Percentage of global Scope 1 emissions covered under emissions-limiting regulations	49%	40%	35%
	RT-CH-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	IPL Climate Change Report (2021)	2022 IPL Climate Change Report	2023 IPL Climate Change Report
Air Quality	RT-CH-120a.1	Air emissions of the following pollutants (metric tonnes):	2,399	2,346	1,587
		(1) NOx (excludes N ₂ O)			
		(2) SOx	21,548	26,938*	19,129
		* A major shutdown in 2022 resulted in a decrease in the annual conversion rate of SO ₂ .			
		(3) Volatile organic compounds (VOCs)	144	205	204
		(4) Hazardous air pollutants (HAPs)	53	63	81
Energy Management	RT-CH-130a.1	(1) Total energy consumed (GJ)	60,629,371	67,354,920	61,580,676
		(2) Percentage grid electricity	3%	3%	3%
		(3) Percentage renewable	1.5%	1.5%	1.5%
		(4) Total self-generated energy (GJ)	245,248	218,186	211,624
		The entity shall discuss its efforts to reduce energy consumption and/or improve energy efficiency throughout the production processes.	IPL CDP Reports		
Water Management	RT-CH-140a.1	(1) Total water withdrawn (thousand m ³)	41,858	48,467	44,629
		(2) Total water consumed (thousand m ³)	16,359	18,819	17,816
		Percentage of withdrawal in regions with High or Extremely High Baseline Water Stress	5.2%	3.1%*	1.0%*
		Percentage of consumption in regions with High or Extremely High Baseline Water Stress	11%	6%*	1.2%*
	* The percentage of withdrawal and the percentage of consumption in regions with High or Extremely High Baseline Water Stress declined in 2022 and 2023 due to IPL's Gibson Island Recycled Water Project and the cessation of natural gas based manufacturing during 2023. See the IPL 2023 Sustainability Report on page 65 and the Case study: Future proofing water supplies in Brisbane, Queensland on page 58 of the 2023 IPL Climate Change Report .				
	RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	2	5	3
	RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	IPL CDP Water Security Reports 2023 Sustainability Report , pages 40-41 and 65. 2023 IPL Climate Change Report , pages 52, 58, 60 and 66.		

TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE OR LOCATION OF DISCLOSURE		
			2021	2022	2023
Hazardous Waste Management	RT-CH-150a.1	Amount of phosphogypsum hazardous waste generated and stockpiled for dewatering and capping (metric tonnes)	3,169,822	2,561,843	3,175,867.75
		Amount of non-phosphogypsum hazardous waste generated (metric tonnes)	1,858	765*	2,500*
		Percentage of non-phosphogypsum hazardous waste recycled	56%	0%*	19%*
			* The tonnes of non-phosphogypsum hazardous waste, and the percentage of non-phosphogypsum hazardous waste recycled varies with the sites at which manufacturing shutdowns held in any year, and therefore the nature of the hazardous waste at those sites.		
		Legal or regulatory framework(s) used to define hazardous waste and recycled hazardous waste, and the amounts of waste defined in accordance with each applicable framework.	<p>For US sites, 'hazardous waste' is defined using the federal regulations under Title 40 CFR Parts 260 through 273. The definitions of hazardous waste and recycled waste are found in 40 CFR Part 261.</p> <p>For Australian sites, these are defined by the State regulations set out below.</p> <p>Victoria:</p> <ul style="list-style-type: none"> – <i>Environment Protection Act (2017)</i> – <i>Environment Protection Regulations (2021)</i> <p>Western Australia:</p> <ul style="list-style-type: none"> – <i>WA – Environmental Protection Act 1986</i> – <i>Environmental Protection (Controlled Waste) Regulations 2004</i> – <i>Landfill waste classification and waste definitions 1996</i> <p>Queensland:</p> <ul style="list-style-type: none"> – <i>Environmental Protection Act 1994</i> – <i>Environmental Protection Regulation 2019</i> <p>New South Wales:</p> <ul style="list-style-type: none"> – <i>Protection of the Environment (Operations) Act 1997</i> – <i>Protection of the Environment Operations (Waste) Regulation 2014</i> – <i>Waste Avoidance and Resource Recovery Act 2001</i> <p>South Australia:</p> <ul style="list-style-type: none"> – <i>Environment Protection Act 1993</i> – <i>Environment Protection (Waste to Resources) Policy 2010</i> <p>Tasmania:</p> <ul style="list-style-type: none"> – <i>Environmental Management and Pollution Control Act 1994</i> – <i>Environmental Management and Pollution Control (Waste Management) Regulations 2020</i> 		
Community Relations	RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	<u>2021 Sustainability Report</u> , pages 32-38	<u>2022 Sustainability Report</u> , pages 36-37 and 62. <u>IPL 2022 Annual Report</u> , page 48.	<u>2023 Sustainability Report</u> , pages 47-49 and 82-83. <u>IPL 2023 Annual Report</u> , pages 46-47.
Workforce Health and Safety	RT-CH-320a.1	(1) Total recordable incident rate (TRIR, as defined by SASB) for direct employees ²	0.95	0.85	0.93
		(1) Total recordable incident rate (TRIR, as defined by SASB) for contract employees ²	0.73	1.17	0.81
		(2) Fatality rate for direct employees ³	0	0	0
		(2) Fatality rate for contract employees ³	0	0	0
	RT-CH-320a.2	Description of efforts to assess, monitor and reduce exposure of employees and contract workers to long-term (chronic) health risks	See 'GRI 403-10 Work-related ill health' on pages 20-21 of this document.		
Product Design for Use-phase Efficiency	RT-CH-410a.1	Revenue from products designed for use-phase resource efficiency	A\$20.1m	A\$27.8m	A\$33.5m

TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE OR LOCATION OF DISCLOSURE		
			2021	2022	2023
Safety and Environmental Stewardship of Chemicals	RT-CH-410b.1	(1) Percentage of products (by revenue) that contain Globally Harmonised System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances	51%*	49%*	48%*
		(2) Percentage of such products that have undergone a hazard assessment	100%	100%	100%
	RT-CH-410b.2	(1) Discussion of strategy to manage chemicals of concern	IPL has identified only one product which contains a substance of concern as listed on the REACH Substances of Very High Concern (SVHC) List and/or REACH Annex XVII: Restricted Substance List. IPL has developed alternatives to this product and has a strategy to increase sales of the newer products which do not contain this chemical.		
		(2) Discussion of strategy to develop alternatives with reduced human and/or environmental impact	IPL has identified only one product which contains a substance of concern as listed on the REACH Substances of Very High Concern (SVHC) List and/or REACH Annex XVII: Restricted Substance List. IPL has developed alternatives to this product and has a strategy to increase sales of the newer products which do not contain this chemical.		
	Additional disclosure: Site and Distribution Security	<p>Many of the explosive products we manufacture, and some of the fertilisers we manufacture and distribute, are classified as security sensitive and/or dangerous goods and as such, their storage, distribution and sale is regulated by Federal, State and sometimes local governments in North America, Europe, Asia Pacific and Australia. We meet our regulatory compliance and licensing obligations surrounding those products, with internal procedures and training in place for our employees. We keep abreast of regulatory developments in this area and are committed to working with government and key stakeholders to ensure ongoing security.</p> <p>IPL continued global critical control verification (CCV) and Group-wide assurance was completed demonstrating critical controls are in place and effective.</p> <p>Our Dyno Nobel business in North America has worked closely with the Institute of Makers of Explosives (IME) on the Safety and Security Guidelines for Ammonium Nitrate, promoting best industry practices for minimising security and safety risk. Our Dyno Nobel business in Asia Pacific is a founding member of the Australian Explosives Industry and Safety Group (AEISG), which is an associate member of the IME. The Group produces Codes of Practice that promote best industry practices regarding safety and security, and has a seat as an NGO at the Committee of Experts on the Transport of Dangerous Goods of the United Nations Economic and Social Council (ECOSOC). Our sites are also managed under our own strict health, safety and environmental management system.</p> <p>The Group produces Codes of Practice that promote best industry practices regarding safety and security, and has a seat as an NGO at the Committee of Experts on the Transport of Dangerous Goods of the United Nations Economic and Social Council (ECOSOC). Our sites are also managed under our own strict health, safety and environmental management system. To further ensure safety when transporting explosives, our Dyno Nobel Transportation and Distribution business in North America screens drivers for Obstructive Sleep Apnoea (OSA). Dyno Nobel has partnered with Sleep Well to electronically monitor CPAP compliance and worked through the recent CPAP recall.</p> <p>Dyno Nobel is a member of SAFEX, which is a group formed by worldwide explosives companies working together to eliminate the harmful effects of explosives on People, Property and the Planet (Environment) by encouraging learnings from each other's experiences. Dyno Nobel Americas also recertified against the CORESafety standards in 2023. CORESafety is a partnership led by the members of the National Mining Association (NMA). It's an approach to mining safety and health to prevent accidents before they happen using a management system that involves leadership, management and assurance. DNA is the only CORESafety certified non-mining company.</p>			

TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE OR LOCATION OF DISCLOSURE		
			2021	2022	2023
Genetically Modified Organisms	RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms (GMOs)	0	0	0
Management of the Legal and Regulatory Environment	RT-CH-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	IPL's business, and that of its customers and suppliers, is subject to environmental laws and regulations that require specific operating licences and impose various requirements and standards. IPL's Health, Safety, Environment and Community Policy sets out the Company's commitment to its values of 'Zero Harm for Everyone, Everywhere' and 'Care for the Community and our Environment' and states that it will conduct its operations in compliance with all relevant environmental licences and regulations. For more detail, see under 'Health Safety, Environment and Community' on page 30 of the IPL 2023 Annual Report and under 'Material Exposure to Environmental or Social Risks' on page 13 in the IPL 2023 Corporate Governance Statement .		
Operational Safety Emergency Preparedness and Response	RT-CH-540a.1	Process Safety Incidents Count (PSIC) ⁴	4	6	2
		Process Safety Total Incident Rate (PSTIR) ⁵	0.05	0.08	0.03
		Process Safety Incident Severity Rate (PSISR) ⁶	0.51	0.81	0.17
	Description of the incidents above with a severity rating of 1 or 2, including their root cause, outcomes, and corrective actions implemented in response.	There were no reported FY23 Tier 1 Process Safety Incidents with a severity rating of 1 or 2 (the two events constituting the PSIC had a severity rating of 9 and 3 respectively).			
	RT-CH-540a.2	Number of transport incidents	0	0	2
Operational Safety Emergency Preparedness and Response (cont).		The entity shall describe significant transport incidents, including their root causes, outcomes, and corrective actions implemented in response.	<p>The first incident in 2023 was a contractor tanker trailer rollover and loss of containment en route to our Port Hedland emulsion manufacturing facility. 36 kL of mineral oil was spilled in the event. The spill site was remediated in conjunction with directives from the WA Department of Water and Environmental Regulation. The root cause was identified through video footage as a driver behavioural breach and disciplinary action was taken. Following the event, an education programme was implemented for all contractor drivers using actual video footage of the event.</p> <p>The second incident in 2023 involved a steer tyre failure on a heavy vehicle loaded with ammonium nitrate (AN). Approximately 80 kilograms of AN UN 1942 was spilt when the truck left the road, damaging a 1.35 tonne AN bulk bag and resulting in a minor loss of containment. The spilt AN was collected and destroyed. The root cause of the tyre failure could not be determined. Inspection of the tyre remnants showed no obvious abnormal wear or damage. Following the event, a Hazard Alert describing the incident was issued for all contractor drivers to ensure the inspection of tyres as a critical part of driver responsibility.</p>		
Production by reportable segment		Production for each of the entity's reportable segments, where products and service segments are determined according to FASB ASC 280-10 (metric tonnes of product manufactured for sale)	3,600,000	3,660,000	3,002,166

- IPL's 2020, 2021 and 2022 Scope 1 GHG emissions have been restated due to improved measurement of nitrous oxide from our Louisiana, Missouri nitric acid plant.
- As per the SASB 'Chemicals Sustainability Accounting Standard' 1.1, TRIR defines an injury or illness as a recordable incident if it results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness. Additionally, a significant injury or illness diagnosed by a physician or other licensed health care professional is considered a recordable incident, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness. This definition is derived from U.S. 29 CFR 1904.7. The rate is calculated as (statistic count × 200,000)/hours worked.
- Calculated as: (statistic count × 200,000)/hours worked.
- Process Safety Incidents Count (PSIC) is defined as the total (annual) count of all incidents that meet the definition of a Tier 1 PSI per ANSI/API RP 754.
- Process Safety Total Incident Rate (PSTIR) is defined as the cumulative (annual) count of incidents normalised by man hours and is calculated as the PSIC multiplied by 200,000 and divided by the total annual hours worked by employees, contractors and subcontractors.
- Process Safety Incident Severity Rate (PSISR) is defined as the cumulative (annual) severity-weighted rate of process safety incidents and is calculated as the Total Severity Score for all Process Safety Incidents multiplied by 200,000 and divided by the total annual hours worked by employees, contractors and subcontractors.

About the Data

Scope

This Report covers wholly owned subsidiaries of Incitec Pivot Limited ABN 42 004 080 264.

The Company is a public company, trading on the Australian Securities Exchange as IPL.

In accordance with Global Reporting Initiative (GRI Standards) Sustainability Reporting Guidelines, our reporting covers all entities that generate significant sustainability impacts (actual and potential) and over which we exercise control or significant influence with regard to financial and operating policies and practices.

The financial year ended 30 September 2023 is indicated as '2023' in our reporting.

The statistics in our reporting are for global sites wholly owned by IPL during 2023. Subsidiaries are listed on page 109 of our [2023 IPL Annual Report](#).

Joint ventures are not covered in our reporting, unless indicated, nor are the activities of suppliers, customers or outsourced operations.

The Company participates in many joint ventures with varying levels of ownership interest. A list is provided on page 110 of our [2023 IPL Annual Report](#).

All financial figures in the Report are in Australian dollars, unless otherwise indicated.

Data measurement and calculations

Financial data: Financial figures are derived from our audited accounts, which are prepared according to the International Financial Reporting Standards (IFRS).

Greenhouse Gas Emissions data: Scope 1 and 2 greenhouse gas emissions are calculated based on the [Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard \(Revised Edition\)](#).

Australian Scope 1 and 2 GHG emissions:

- Australian Government Clean Energy Regulator (2022) *National Greenhouse and Energy Reporting (Measurement) Determination 2008*. <https://www.cleanenergyregulator.gov.au/NGER/Legislation/Measurement-Determination>
- Department of Climate Change, Energy, Environment and Water (2021) *National Greenhouse Accounts (NGA) Factors (2021)*. <https://www.dcccew.gov.au/climate-change/publications/national-greenhouse-accounts-factors-2021>
- Australian Government Clean Energy Regulator (2022) *EERS release 2021–22*. <https://www.cleanenergyregulator.gov.au/OSR/EERS/eers-current-release>

Americas Scope 1 and 2 GHG emissions:

- US Electricity: USEPA (2022) *eGRID2020 Summary Tables*, USEPA eGRID 2020. Retrieved Oct 2022 from <https://www.epa.gov/egrid/summary-data>
- US Fuels: USEPA (2022) *Emission Factors for Greenhouse Gas Inventories*. Retrieved Oct 2022 from https://www.epa.gov/system/files/documents/2022-04/ghg_emission_factors_hub.pdf
- Canada Fuels: USEPA (2022) *Emission Factors for Greenhouse Gas Inventories*, Retrieved Oct 2022 from https://www.epa.gov/system/files/documents/2022-04/ghg_emission_factors_hub.pdf
- Canada Electricity: International Energy Agency (2022) *Canada*. Retrieved Oct 2022 from <https://www.iea.org/countries/canada>
- Mexico Electricity: Institute for Global Environmental Strategies (2022). *List of Grid Emission Factors version 11.0*. Retrieved Oct 2022 from <https://pub.iges.or.jp/pub/iges-list-grid-emission-factors>
- Chile Electricity: Ministry of Energy, Chile (2022) *Emission Factors*. Retrieved Oct 2022 from <http://energiabierta.cl/visualizaciones/factor-de-emision-sic-sing>

European Scope 1 and 2 GHG emissions:

UK Department for Business, Energy and Industrial Strategy (2022) *Greenhouse gas reporting: conversion factors 2022*. Retrieved Oct 2022 from <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2022>

Global Scope 3 GHG emissions:

Our Scope 3 emissions and emissions calculation methodology are reported by category on pages 68-73 of the [2023 IPL Climate Change Report](#).

IPL's 2021 and 2022 employee and contractor hours worked have been restated due to a review conducted in 2023. IPL's number of employee work related injuries, All Worker TRIFR, Employee TRIFR and LTIFR for 2021 and 2022 have been restated due to escalation/reclassification of injuries after publishing and/or the review of hours worked in 2023.

IPL's 2020, 2021 and 2022 Scope 1 GHG emissions have been restated due to improved measurement of nitrous oxide from our Louisiana, Missouri nitric acid plant.

Assurance and data integrity

We aim to ensure that the information we publish is accurate, complete and material and therefore contributes to building trust and credibility with stakeholders. To achieve this, we have improved our internal processes for verifying non-financial management information and for reviewing and approving the content of our reporting.

Deloitte provided a limited assurance statement on our Australian greenhouse gas emissions, energy consumption and production figures for the period 1 July 2020 to 30 June 2022. Deloitte is an independent auditor who also audits the Company's financial statements. See page 83 and 125-128 of the [2023 IPL Annual Report](#). IPL is not currently seeking an extension in the scope of assurance for this annual online Sustainability Report.

Forward looking statements

This Report contains forward looking statements, including, but not limited to: statements regarding trends in commodity prices and supply and demand for commodities; assumed long-term scenarios; potential global responses to climate change; regulatory and policy developments; the development of certain technologies; the potential effect of possible future events on IPL and the plans, strategies and objectives of the organisation. Forward looking statements may be identified by the use of terminology, including, but not limited to, 'intend', 'aim', 'project', 'see', 'anticipate', 'expect', 'estimate', 'plan', 'objective', 'believe', 'may', 'should', 'will', 'would', 'continue', or similar words. These statements refer to future results, asset condition or financial conditions, or provide other forward looking information. The forward looking statements in this Report are based on the information available as at the date of this Report and/or the date of the Group's planning processes or scenario analysis processes.

There are inherent limitations with the use of forward looking statements and in particular where they relate to scenario analysis, and it is difficult to predict which, if any, of the scenarios might eventuate. Scenarios do not constitute definitive outcomes for IPL. Scenario analysis relies on a range of assumptions that may or may not be, or prove to be, correct and may or may not eventuate, and scenarios may be impacted by additional factors to the assumptions disclosed. Additionally, forward looking statements are not guarantees or predictions of future performance, and involve known and unknown risks, uncertainties and other factors, many of which are beyond our control, and which may cause actual results to differ materially from those expressed in the statements contained in this Report. IPL cautions against reliance on any forward looking statements or guidance.

To the extent permissible by law, IPL disclaims all liability to any third party who uses or relies on any forward looking statements or guidance in this Report. For example, future decarbonisation opportunities identified and described in this Report will be based, in part, upon the availability and reliability of alternative and developing technologies, and incentives and support from government bodies and the industry, which may differ from assumptions, estimates and forecasts. These variations may affect the timing or the feasibility of the development of a particular technology or project, and their subsequent adoption and use by IPL or the broader industry more generally.

Except as required by applicable regulations or by law, IPL does not undertake any obligation to publicly update or review any forward looking statements, whether as a result of new information or future events. Forward looking statements are current only as at the earlier of the date of this Report or the date the planning process assumptions or scenario analysis assumptions were adopted, as relevant and applicable. Past performance cannot be relied on as a guide to future performance.

The views expressed in this Report contain information that has been derived from publicly available sources that have not been independently verified. No representation or warranty is made as to the accuracy, completeness or reliability of the information. This Report should not be relied upon as a recommendation or forecast by IPL.



