



# GRI Index and Data Supplement 2024

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## ABOUT THIS GRI INDEX AND DATA SUPPLEMENT

This IPL Global Reporting Initiative (GRI) Index and Data Supplement is an appendix to our [2024 Sustainability Report](#), which has been prepared in accordance with the GRI Universal Standards 2021. The GRI Index indicates the sections of our 2024 Sustainability Report, [2024 Annual Report](#), [2024 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 27-31.

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

# GRI index

IPL's 2024 Sustainability Report was prepared in alignment with the Global Reporting Initiative Universal Standards 2021. To view IPL's 2024 Sustainability Report [click here](#).

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
<b>GRI 2: GENERAL DISCLOSURES 2021</b>		
<b>THE ORGANISATION AND ITS REPORTING PRACTICES</b>		
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 <a href="#">2024 IPL Annual Report</a> , page 135.
	Location of headquarters	IPL's head office is located at Level 8, 28 Freshwater Place, Southbank, Victoria, Australia. See also the <a href="#">Contact Us</a> section of our website.
	Countries of operation	<a href="#">2024 IPL Annual Report</a> , 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 <a href="#">2024 IPL Annual Report</a> , page 108.
GRI 2-3	Reporting period, frequency and contact point	See About This Report, on the inside cover of the <a href="#">2024 IPL Sustainability Report</a> .
GRI 2-4	Restatements of information	See 'About the Data' on page 33 of this document.
GRI 2-5	External assurance	See 'About the Data' on page 33 of this document.
<b>ACTIVITIES AND WORKERS</b>		
GRI 2-6	Activities, products, services, markets served	See the <a href="#">About Incitec Pivot</a> section on our website.
	Supply chain	See the <a href="#">2023 Modern Slavery Statement</a> , page 10. For risk management strategies associated with gas supply see the <a href="#">2024 IPL Annual Report</a> , page 31 under 'Gas Supply'.
	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 4 of the <a href="#">2024 IPL Climate Change Report</a> .
	Significant changes since previous report	See 'About the Data' on page 33 of this document.
GRI 2-7	Employees	See 'Relevant data' on page 16 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.
<b>GOVERNANCE</b>		
GRI 2-9	Governance structure and composition	See the <a href="#">2024 IPL Corporate Governance Statement</a> pages 3-9.
GRI 2-10	Nomination and selection of the highest governance body	See the IPL <a href="#">'Charter for the Nominations Committee'</a> .
GRI 2-11	Chair of the highest governance body	See the <a href="#">2024 IPL Corporate Governance Statement</a> , 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 <a href="#">2024 IPL Sustainability Report</a> , pages 10-12. See the <a href="#">2024 IPL Climate Change Report</a> , pages 12-15. See the <a href="#">2024 IPL Corporate Governance Statement</a> , pages 3, 5 and 14-15.
	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 <a href="#">2024 Sustainability Report</a> , pages 10-12. See the <a href="#">2024 IPL Climate Change Report</a> , pages 12-15. See the <a href="#">2024 IPL Corporate Governance Statement</a> , pages 3, 5 and 14-15. 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 2024 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 Chief Executive Officer and Managing Director (CEO & MD), who in turn may further delegate to senior management. Relevant senior executives during the 2024 reporting period included the Chief Development 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 <a href="#">2024 IPL Annual Report</a> , pages 52-53. See also the <a href="#">2024 IPL Climate Change Report</a> , pages 12-15.
	Delegation of responsibility for managing impacts: Other employees	See the <a href="#">IPL 2024 Sustainability Report</a> , pages 10-11. See also the <a href="#">2024 IPL Climate Change Report</a> , pages 12-15.
	Process and frequency for senior executives or other employees to report back to the highest governance body.	See the <a href="#">2024 Sustainability Report</a> , pages 10-11. See also the <a href="#">2024 IPL Corporate Governance Statement</a> , pages 9 and 13-16. See also the <a href="#">2024 IPL Climate Change Report</a> , pages 12-15.
GRI 2-14	Role of the highest governance body in sustainability reporting, including identification of material topics.	See the <a href="#">2024 Sustainability Report</a> , 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 <a href="#">IPL Code of Conduct</a> 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 CEO &amp; MD, through the CEO &amp; MD'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 Chief Risk and Insurance Officer provides an update on Whistleblower issues to the Audit and Risk Management Committee of the Board twice a year. 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, 28 critical concerns were communicated to the IPL Board. Of these, one was a fatality on a public road and 26 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, ten whistleblower reports were substantiated or partially substantiated in 2024. Reports received included allegations relating to employee relations issues; wage/hour issues; bullying; substance abuse; sexual harassment; 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 <a href="#">2024 IPL Corporate Governance Statement</a> 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, during which it examined existing and emerging sustainability megatrends.</p> <p>See also the <a href="#">2024 IPL Climate Change Report</a>, Section 1.1.1 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 <a href="#">2024 IPL Corporate Governance Statement</a> 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 <a href="#">2024 IPL Corporate Governance Statement</a> page 8.</p> <p>See also IPL's 2024 Remuneration Report located in the <a href="#">2024 IPL Annual Report</a>, pages 62-81.</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 2024 Remuneration Report located in the <a href="#">2024 IPL Annual Report</a> , pages 64-69.
GRI 2-20	The process for designing its remuneration policies and for determining remuneration, including:	See the <a href="#">2024 IPL Corporate Governance Statement</a> page 8 under 'Remuneration of Directors and senior executives' and page 9 under 'People and 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 & MD. <b><u>The outcomes of these resolutions are notified to the Australian Stock Exchange.</u></b>
	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 2024 Remuneration Report located in the <a href="#">2024 IPL Annual Report</a>, on page 70 under 3.2 Executive remuneration governance where it is stated that 'The remuneration of the Executives is set by the Board, having regard to recommendations from the People and Remuneration Committee. Where appropriate, the People and Remuneration Committee of the Board engages external advisors to provide input into the process of reviewing Executive and Non-executive Director remuneration. For the 2024 financial year, the People and 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)'. Further information in relation to the Board and the People and Remuneration Committee can be found in the <a href="#">2024 IPL Corporate Governance Statement</a> on page 8 under 'Remuneration of Directors and senior executives' and page 9 under 'People and 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 CEO & MD. <b><u>The outcomes of these resolutions are notified to the Australian Stock Exchange.</u></b>

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
GRI 2-21	Annual total compensation ratio	See 'Annual Total Compensation Ratio' on page 16 of this document.
GRI 2-22	Statement from most senior executive	See the <a href="#">2024 IPL Sustainability Report</a> , page 5.
GRI 2-23	Policy Commitments	<p>Many of IPL's policy commitments are available for download on our <a href="#">Corporate Governance</a> and <a href="#">Sustainability in Action</a> 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 <a href="#">IPL Human Rights Policy</a> 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 CEO &amp; MD. 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 <a href="#">2024 IPL Climate Change Report</a>, our <a href="#">CDP responses</a>, and our <a href="#">Annual Reports</a> 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"> <li>i. how it allocates responsibility to implement the commitments across different levels within the organisation;</li> <li>ii. how it integrates the commitments into organisational strategies, operational policies, and operational procedures;</li> <li>iii. how it implements its commitments with and through its business relationships; and</li> <li>iv. training that the organisation provides on implementing the commitments.</li> </ul>	<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 CEO &amp; MD, who in turn may further delegate to his direct reports, who form the Executive Leadership 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 Chief Legal and Corporate Affairs Officer. The Chief Legal and Corporate Affairs Officer 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 People and 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 Chief Legal and Corporate Affairs Officer, IPL's Chief Risk and Insurance Officer, IPL's Ethics Committee and on an anonymous basis through its Whistleblower reporting system. The <u>Group Whistleblower Protection Policy</u> and <u>Australian Whistleblower Protection Policy</u> 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 <u>2024 IPL Sustainability Report</u> , pages 64 and 87. See the <u>Annual Report</u> , pages 57-58 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 <u>2024 IPL Climate Change Report</u> on pages 76-80.
GRI 2-29	Approach to stakeholder engagement	See 'Our stakeholders and engagement strategies' on page 26 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 16 of this document.  All employees' minimum working conditions and terms of employment are set by the relevant legislation including applicable Awards. Where a collective bargaining agreement exists, those terms and conditions are applied to the employees covered by that agreement. Employees who are not covered by collective bargaining agreements are governed by the terms and conditions of their employment contract, the terms and conditions of which are based on individual negotiations with regard to market conditions. See the <u>IPL Human Rights Policy</u> , under 'Labour relations' and 'Freedom of Association and Collective Bargaining'.

#### MATERIAL ISSUE: NAVIGATING THE DECARBONISATION TRANSITION AND REDUCING GHG

GRI 103-1	Explanation of the material topic and its boundary	<u>2024 IPL Sustainability Report</u> , pages 46-53.
GRI 103-2	Management approach and its components	<u>2024 IPL Sustainability Report</u> , pages 46-53. <u>2024 IPL Climate Change Report</u>
GRI 103-3	Evaluation of the management approach	<u>2024 IPL Sustainability Report</u> , pages 46-53. <u>2024 IPL Climate Change Report</u>

#### GRI 201: ECONOMIC PERFORMANCE 2016 STANDARD

GRI 201-1	Direct economic value generated and distributed	See under 'Relevant data' on page 16 of this document. For external assurance statement see the <u>2024 IPL Annual Report</u> , pages 82 and 126-129.
GRI 201-2	Financial implications and other risks and opportunities due to climate change	<u>2024 IPL Climate Change Report</u> <u>2024 IPL Annual Report</u> , page 30-32. <u>IPL CDP Reports</u>

**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 28 of this document. <a href="#">2024 IPL Climate Change Report</a> , Appendix 3. Energy and GHG data. <a href="#">IPL CDP Reports</a>
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 61,090,442 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 17 of this document.
GRI 302-4	Reduction of energy consumption	<a href="#">IPL CDP Reports</a>
GRI 302-5	Reductions in energy requirements of products and services	See the <a href="#">2024 IPL Sustainability Report</a> , page 66 under 'Products that reduce GHG emissions' and page 74 under 'Drill to Mill customer partnership meets triple bottom line of sustainability'. See also the Case Study on DeltaE on page 54 of the <a href="#">2024 Climate Change Report</a> .

**GRI 305: EMISSIONS 2016 STANDARD**

GRI 305-1	Direct (Scope 1) GHG emissions	See under 'SASB Index' on page 28 of this document. <a href="#">2024 IPL Climate Change Report</a> , Appendix 3. Energy and GHG data. <a href="#">IPL CDP Reports</a>
GRI 305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">2024 IPL Climate Change Report</a> , Appendix 3. Energy and GHG data. <a href="#">IPL CDP Reports</a>
GRI 305-3	Other indirect (Scope 3) GHG emissions	<a href="#">2024 IPL Climate Change Report</a> , section 2.4.2.5 Our Scope 3 GHG and reduction strategy and Appendices 3. Energy and GHG data and 4. Scope 3 emissions calculation methodology. <a href="#">IPL CDP Reports</a>
GRI 305-4	GHG emissions intensity	GHG per tonne of ammonia manufactured is reported on page 17 of this document. The calculation includes Scope 1 and 2 emissions of all relevant GHG, including CO <sub>2</sub> , CH <sub>4</sub> and N <sub>2</sub> O from the burning of fuels, and tiny amounts of SF <sub>6</sub> leakage at two sites which use SF <sub>6</sub> in on-site gas-fired power plant switch gear as an insulation gas.
GRI 305-5	Reduction of GHG emissions	<a href="#">IPL CDP Reports</a>
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 17 of this document.

**MATERIAL ISSUE: REGULATORY RISK MANAGEMENT**

GRI 103-1	Explanation of the material topic and its boundary	<a href="#">2024 IPL Sustainability Report</a> , pages 61-64 and 85-87.
GRI 103-2	Management approach and its components	<a href="#">2024 IPL Sustainability Report</a> , pages 61-64 and 85-87.
GRI 103-3	Evaluation of the management approach	<a href="#">2024 IPL Sustainability Report</a> , pages 61-64 and 85-87.

**MATERIAL ISSUE: INNOVATION IN RESPONSIBLE AND SUSTAINABLE PRODUCTS AND SERVICES**

GRI 103-1	Explanation of the material topic and its boundary	<a href="#">2024 IPL Sustainability Report</a> , pages 7-9, 14, 53, 64-68, 73-75, 88-90 and 96.
GRI 103-2	Management approach and its components	<a href="#">2024 IPL Sustainability Report</a> , pages 53, 64-68, 73-75, 88-90 and 96.
GRI 103-3	Evaluation of the management approach	<a href="#">2024 IPL Sustainability Report</a> , pages 16-17, 53, 64-68, 73-75, 88-90 and 96.
GRI 307-1	Non-compliance with environmental laws and regulations	<a href="#">2024 IPL Sustainability Report</a> , pages 64 and 87. See also GRI 416-2 on page 9 of this document.



DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
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**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.
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 the 2024 reporting period in the Americas, there were three transportation related inspections that resulted in violations with monetary fines and one explosives storage inspection that resulted in a formal warning conference for Dyno Nobel in the United States. These were as follows:</p> <ol style="list-style-type: none"> <li>1. Lincoln, CA – Pipeline and Hazardous Material Safety Agency (PHMSA) inspection. Violation for transporting a hazardous material in non-specification bulk packaging. Fine: US\$6,525.00</li> <li>2. Biwabik, MN – Federal Railroad Administration (FRA) inspection. Violation for unsecured closures (BOV caps less than tool tight) on three ANSOL residue railcars. Fine: US\$4,000.00</li> <li>3. St Helens, OR – Federal Railroad Administration (FRA) inspection. Violation for unsecured closures (three threaded plugs less than tool tight) on ammonia residue tank car. Fine: US\$5,000.00.</li> <li>4. Graham, KY – Bureau of Alcohol, Tobacco, Firearms &amp; Explosives (ATF) inspection. Violation for one instance of unlawful storage of an explosive material and four instances of failure to timely/accurately record all inventory and quantity information in a daily summary magazine transaction (DSMT) record. This resulted in a licence warning conference.</li> </ol> <p>During 2024, there were five incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services in our Asia Pacific Dyno Nobel business.</p> <p>There was one incident of non-compliance with regulations which resulted in warnings, three notices to investigate incidents and one notice to take direct action. In Queensland, our Dyno Nobel business received three remediation notices from the Resource Safety and Health Queensland Regulators for contraventions of the Explosives Act 1999. The contraventions related to an early initiation of explosives during the firing stage.</p> <p>Also in Queensland, Dyno Nobel received three Notices for the Authority Holder from the Queensland Resources Safety and Health Queensland to investigate incidents pursuant to Section 58 of the Explosives Act 1999. These contraventions related to an early initiation of explosives, an explosives product that differed from its original composition, and an incident regarding a stock discrepancy from an overseas manufacturer. A report was provided for each event to the Department.</p> <p>Further, a Notice to take direct action was received pursuant to section 102 relating to an explosive product that differed from its original composition.</p> <p>There were no incidents related to our IPF business.</p>

**MATERIAL ISSUE: CUSTOMER PARTNERSHIPS**

GRI 103-1	Explanation of the material topic and its boundary	<a href="#">2024 IPL Sustainability Report</a> , pages 6-9, 72-77 and 94-98.
GRI 103-2	Management approach and its components	<a href="#">2024 IPL Sustainability Report</a> , pages 72-77 and 94-98.
GRI 103-3	Evaluation of the management approach	<a href="#">2024 IPL Sustainability Report</a> , pages 72-77 and 94-98.

**GRI 203: INDIRECT ECONOMIC IMPACTS 2016 STANDARD**

GRI 203-2	Significant indirect economic impacts	<a href="#">2024 IPL Sustainability Report</a> , pages 72-77 and 94-98.
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DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
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**GRI 417: MARKETING AND LABELING 2016 STANDARD**

GRI 417-1	Requirements for product and service information and labelling	<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"> <li>• Product content, particularly with regard to substances that might produce an environmental or social impact;</li> <li>• Safe use, storage and handling of the product; and</li> <li>• Disposal of the product as required by applicable law.</li> </ul> <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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**MATERIAL ISSUE: COMMUNITY SAFETY, RELATIONSHIPS THAT BUILD TRUST AND RESILIENCE**

GRI 103-1	Explanation of the material topic and its boundary	<a href="#">2024 IPL Sustainability Report</a> , pages 6-9, 14 and 40-45.
GRI 103-2	Management approach and its components	<a href="#">2024 IPL Sustainability Report</a> , pages 40-45.
GRI 103-3	Evaluation of the management approach	<a href="#">2024 IPL Sustainability Report</a> , pages 16 and 40-45.

**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 <a href="#">2024 IPL Sustainability Report</a>, pages 40-45. As described, the IPL Community Investment Framework and the <a href="#">IPL HSEC Management System</a> 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. We have 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"> <li>• 74% of sites give time and/or financial support to local schools or charities (50% regularly and 24% occasionally).</li> <li>• 32% of sites have a specific community engagement budget.</li> <li>• 12% of sites have a formal committee which oversees their community engagement plan.</li> <li>• 12% of sites have a formal (written or annually reviewed) community engagement plan and 44% have an informal community engagement plan.</li> <li>• Of the 56% of sites with a formal or informal community engagement plan:             <ul style="list-style-type: none"> <li>• no sites conducted social impact assessment, but 68% discussed and considered the social issues in their local communities when planning their community engagement activities;</li> <li>• 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</li> <li>• 5% of sites formally mapped their stakeholders.</li> </ul> </li> </ul> <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>
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DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
GRI 413-2	Percentage of operations with significant actual and potential negative impacts on local communities	<a href="#">2024 IPL Annual Report</a> , page 46 under 'Keeping our communities safe'

#### MATERIAL ISSUE: SUSTAINABLE PLANT-NUTRITION SOLUTIONS

GRI 103-1	Explanation of the material topic and its boundary	<a href="#">2024 IPL Sustainability Report</a> , pages 86 and 88-90. 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	<a href="#">2024 IPL Sustainability Report</a> , pages 86 and 88-90.
GRI 103-3	Evaluation of the management approach	<a href="#">2024 IPL Sustainability Report</a> , pages 86 and 88-90.

#### 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 assessment, which included an assessment of the impacts of our operations, products and services on biodiversity. The full assessment has been released this year as the <a href="#">IPF TNFD Supplement</a> to the 2024 Sustainability Report. 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 'Leveraging our expert knowledge to support sustainable soil health for increased productivity' on page 89 of the <a href="#">2024 Sustainability Report</a>, and pages 4, 13 and 18 of the <a href="#">IPF TNFD Supplement</a>.</p> <p>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	<a href="#">2024 IPL Sustainability Report</a> , pages 21-22, 76 and 97-98.
GRI 103-2	Management approach and its components, including grievance mechanisms relating to human rights	<a href="#">2024 IPL Sustainability Report</a> , pages 21-22, 76 and 97-98. See also the <a href="#">IPL Modern Slavery Statements</a> and GRI 2-25 and GRI 413-1 in this document.
GRI 103-3	Evaluation of the management approach	<a href="#">2024 IPL Sustainability Report</a> , pages 16, 21-22, 76 and 97-98.

#### GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016 STANDARD

GRI 308-1	New suppliers that were screened using environmental criteria	During 2024, 100% (341) of new suppliers to our Dyno Nobel business and 53% (143) of new suppliers to our IPF business were screened during the sourcing process using environmental criteria.
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DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
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>We track the environmental performance of our suppliers in the delivery of their products and services to us. Our supply chain functions continue to work with shipping suppliers to reduce the energy use and GHG generated by shipping contractors in the delivery of their services to us. Both of our businesses use the RightShip system to enable selection of higher efficiency vessels with lower GHG emissions, and have eliminated the use of any poor performers (those rated 'E' under the updated Rightship ratings). During 2024, we have supported ship owners through planning for slightly longer delivery times to lower their fuel consumption, and therefore GHG emissions.</p> <p>We worked with a number of other suppliers on opportunities to reduce their potential and actual environmental impacts during 2024. Examples of actions included:</p> <ul style="list-style-type: none"> <li>• Successful engagement with our packaging supplier to secure IPF fertiliser bags with a 30% recycled content.</li> <li>• Working with our suppliers of sulphate of ammonia to increase the hardness of their product to reduce dust during unloading.</li> <li>• Completion of a new contractor product storage shed, securing approval for a new IPF shed, close to ports to minimise road transport distances during unloading.</li> <li>• Working to access to berths closer to our operations at several other ports.</li> <li>• Reducing road movement of IPF product between sheds at different addresses through advance planning when discharging ships.</li> <li>• Negotiating changes to port procedures which will allow faster unloading of ships, reducing costs and saving 6 tonnes of shipping fuel per day while each ship waited to unload.</li> <li>• Negotiating a new road freight contract to decrease vehicle trips by 20% and improve fuel economy by 15% annually compared to the current model - see 'Working with freight contractors to reduce scope 3 GHG' on page 53 of the 2024 Sustainability Report.</li> <li>• Work has begun to validate moving imports and exports for our Moranbah site out of the Port of Gladstone instead of Brisbane, which will reduce contractor truck distances by ~16,000km a month as of early 2025.</li> <li>• Finally, Scope 3 GHG questionnaires have been sent to our major suppliers to engage with them on reducing their GHG.</li> </ul>

**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.
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**GRI 412: HUMAN RIGHTS ASSESSMENT 2016 STANDARD**

GRI 412-1	Operations that have been subject to human rights reviews or impact assessments, by country	The IPL Human Rights Working Group has been 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 initially conducted a desktop-based ESG (including aspects of human rights) risk assessment and segmentation exercise in 2023 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). Internal auditing of some of these sites is planned for 2025.
GRI 412-2	Employee training on human rights policies or procedures	535 employees completed the IPL online Modern Slavery Training Module in 2024. This is equivalent to 178 training hours and 9.4% of global employees.
GRI 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	In 2024, no significant investment agreements came before the Board. There were three significant customer contracts which contained human rights clauses.

**GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016**

GRI 414-1	New suppliers that were screened using social criteria	During 2024, 100% (341) of new suppliers to our Dyno Nobel business and 53% (143) of new 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	<a href="#">2023 Modern Slavery Statement</a>

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
<b>MATERIAL ISSUE: DECARBONISING OUR PORTFOLIO AND GREEN AMMONIA &amp; HYDROGEN STRATEGY</b>		
GRI 103-1	Explanation of the material topic and its boundary	<a href="#">2024 IPL Sustainability Report</a> , pages 14-17 and 46-53.
GRI 103-2	Management approach and its components	<a href="#">2024 IPL Sustainability Report</a> , pages 14-17 and 46-53.
GRI 103-3	Evaluation of the management approach	<a href="#">2024 IPL Sustainability Report</a> , pages 14-17 and 46-53.
<b>MATERIAL ISSUE: ENSURING ETHICAL CONDUCT AND BUSINESS PRACTICES</b>		
GRI 103-1	Explanation of the material topic and its boundary	<a href="#">2024 IPL Sustainability Report</a> , pages 14-17 and 19-23.
GRI 103-2	Management approach and its components	<a href="#">2024 IPL Sustainability Report</a> , pages 16 and 19-23.
GRI 103-3	Evaluation of the management approach	<a href="#">2024 IPL Sustainability Report</a> , pages 16 and 19-23.
<b>GRI 205: ANTI-CORRUPTION 2016 STANDARD</b>		
GRI 205-3	Confirmed incidents of corruption and actions taken	There were three incidents of minor fraud by employees identified during 2024. These were related to the misappropriation of items of value for personal gain and were identified through the processes we have in place relating to financial reporting and auditing. Appropriate actions were taken following identification of each of those issues, including introduction of additional controls as required, and in all cases the employee involved was dismissed.
<b>GRI 415: PUBLIC POLICY 2016 STANDARD</b>		
GRI 415-1	Political contributions	The total monetary value of financial and in-kind political contributions made directly and indirectly by IPL in 2024 was zero. The IPL Political Engagement and Donations Policy, prohibits the Group making any political donations, whether in cash or in kind, to: <ul style="list-style-type: none"> <li>• any political party or organisation, party official;</li> <li>• individual politicians;</li> <li>• any political candidate for public office; or</li> <li>• any third-party organisation that may make political donations, (collectively referred to in the policy as 'political persons') in any country.</li> </ul>
<b>MATERIAL ISSUE: IPL ZERO HARM AMBITION – SAFETY AND WELLBEING</b>		
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018</b>		
GRI 403-1	Occupational health and safety management system	<a href="#">2024 IPL Sustainability Report</a> , page 24-31. See 'Our commitment to zero harm' on pages 21-25 of this document.
GRI 403-2	Hazard identification, risk assessment and incident investigation	<a href="#">2024 IPL Sustainability Report</a> , pages 24-27. See also under 'GRI 403-2 Hazard identification, risk assessment and incident investigation' on page 21 of this document.
GRI 403-3	Occupational health services	See pages 21-23 of this document.
GRI 403-4	Worker participation, consultation and communication on occupational health and safety	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. In addition, Significant Event lessons learned bulletins and hazard alerts are distributed locally, regionally and globally, depending on the nature of the incident. Monthly site safety meeting packs are distributed across each Business Unit.
GRI 403-5	Worker training on occupational health and safety	<a href="#">2024 IPL Sustainability Report</a> , page 31. See also 'Our commitment to zero harm' on pages 21-24 of this document.
GRI 403-6	Promotion of worker health	See page 23 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.	<a href="#">2024 IPL Sustainability Report</a> , pages 24-31. See also 'Our commitment to zero harm' on pages 20-24 of this document and the disclosures in this table under GRI 416: Customer Health and Safety and GRI 417: Marketing and Labelling.

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
GRI 403-8	Workers covered by an occupational health and safety management system	100% of our workers and contractors are covered by our HSEC Management System (HSECMS). A global layered assurance process is applied. Self assessment, functional assurance and internal audits assess Company compliance towards HSEC management system standards.  Where a customer site is operating under their own HSECMS, then mapping is conducted to ensure that the minimum requirements of the IPL HSECMS are covered. The Dyno Nobel Explosives Training (DET) program covers off on minimum requirements. Critical control verification (CCV) and quality audits are conducted at a business unit level – layer one. Layer two and three HSECMS auditing is conducted by Corporate HSEC and Internal Audit functions respectively. The HSECMS auditing in DNAP is tracked monthly at the DNAP Leadership Team (T5) Zero Harm Council (ZHC) meeting, which reviews HSE performance and metrics.
GRI 403-9	Work-related injuries	See page 24 of this document.
GRI 403-10	Work-related ill health	See page 25 of this document.

**MATERIAL ISSUE: SAFE, INCLUSIVE AND HIGH PERFORMANCE CULTURE**

GRI 103-1	Explanation of the material topic and its boundary	<a href="#">2024 IPL Sustainability Report</a> , pages 32-39.
GRI 103-2	Management approach and its components	<a href="#">2024 IPL Sustainability Report</a> , pages 32-39.
GRI 103-3	Evaluation of the management approach	<a href="#">2024 IPL Sustainability Report</a> , pages 16 and 32-39.

**GRI 401: EMPLOYMENT 2016 STANDARD**

GRI 401-1	New employee hires and employee turnover	See page 17 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. There are no benefits provided to full-time employees that are not provided to temporary or part-time employees. There is an exception in the Americas region, where, 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 page 18 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 eight weeks. The minimum amount of fully paid secondary parental leave offered is three 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 page 18 of this document.
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	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.  Due to the unique skillsets required across our blasting and manufacturing operations we seek to redeploy employees to continue employability. This is facilitated by our talent and recruitment teams and involves role matching for individuals or groups where employees may require internal transition assistance. We also partner externally with providers where appropriate to offer an Exit Outplacement Service which supports 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.
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	See page 18 of this document. The gender pay ratios reported have not been adjusted.

DISCLOSURE	DISCLOSURE TITLE	LOCATION OF DISCLOSURE/DISCLOSURE
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016 STANDARD</b>		
GRI 405-1	Diversity of governance bodies and employees	See page 19 of this document.
GRI 405-2	Ratio of basic salary and remuneration of women to men	See page 19 of this document.
<b>GRI 406: NON-DISCRIMINATION 2016</b>		
GRI 406-1	Incidents of discrimination and corrective actions taken	IPL received and investigated eight complaints of alleged discrimination during the reporting period. Seven complaints were not substantiated and one complaint is still under investigation.
<b>MATERIAL ISSUE: SUSTAINABLE USE OF WATER</b>		
GRI 103-1	Explanation of the material topic and its boundary	<a href="#">2024 IPL Sustainability Report</a> , pages 69, 71, 91 and 93.
GRI 103-2	Management approach and its components	<a href="#">2024 IPL Sustainability Report</a> , pages 69, 71, 91 and 93.
GRI 103-3	Evaluation of the management approach	<a href="#">2024 IPL Sustainability Report</a> , pages 16, 69, 71, 91 and 93.
<b>GRI 303: WATER AND EFFLUENTS 2018 STANDARD</b>		
GRI 303-1	Interactions with water as a shared resource	<a href="#">2024 IPL Sustainability Report</a> , pages 69, 71, 91 and 93. <a href="#">IPL CDP Water Security Reports</a>
GRI 303-2	Management of water discharge-related impacts	<a href="#">2024 IPL Sustainability Report</a> , pages 69, 71, 91 and 93. <a href="#">IPL CDP Water Security Reports</a>
GRI 303-3	Water withdrawal	<a href="#">2024 IPL Sustainability Report</a> , pages 69, 71, 91 and 93. <a href="#">IPL CDP Water Security Reports</a>
GRI 303-4	Water discharge	<a href="#">2024 IPL Sustainability Report</a> , pages 69, 71, 91 and 93. <a href="#">IPL CDP Water Security Reports</a>
GRI 303-5	Water consumption	<a href="#">2024 IPL Sustainability Report</a> , pages 69, 71, 91 and 93. <a href="#">IPL CDP Water Security Reports</a>

# Relevant data

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

EMPLOYEES BY GENDER (% female)	2022	2023	2024
<b>Total Global Workforce</b>	<b>18.5%</b>	<b>18.6%</b>	<b>19.2%</b>
Board <sup>1</sup>	42.9%	25.0%	28.6%
Executive Leadership Team <sup>1</sup>	30.0%	22.2%	20.0%
Senior Management	21.0%	21.3%	21.6%
Professional Roles	23.7%	23.7%	24.3%

<sup>1</sup> The CEO & MD is included in both Board and Executive Leadership Team numbers.

EMPLOYEES BY LOCATION	2022	2023	2024
<b>Total Global Workforce</b>	<b>5,822</b>	<b>5,814</b>	<b>5,672</b>
Americas	2,828	2,845	2,742
Asia Pacific	2,331	2,285	2,245
Europe	625	627	629
Africa	38	57	56

PERCENTAGE OF PERMANENT EMPLOYEES BY GENDER	2022	2023	2024
Male – % permanent	98.6%	99.1%	98.5%
Female – % permanent	95.1%	98.0%	98.3%
Non-binary – % permanent	100.0%	100.0%	0.0%

PERCENTAGE OF PERMANENT EMPLOYEES BY LOCATION	2022	2023	2024
Americas – % permanent	100.0%	95.5%	99.0%
Asia Pacific – % permanent	95.3%	97.9%	98.9%
Europe – % permanent	100.0%	100.0%	95.4%
Africa – % permanent	76.3%	99.4%	87.5%

PERCENTAGE OF PART-TIME EMPLOYEES BY GENDER	2022	2023	2024
Male – % part-time	0.5%	0.4%	0.4%
Female – % part-time	5.7%	7.0%	6.1%
Non-binary – % part-time	0.0%	0.0%	0.0%

PERCENTAGE OF PART-TIME EMPLOYEES BY LOCATION	2022	2023	2024
Americas – % part-time	0.0%	0.0%	0.0%
Asia Pacific – % part-time	3.1%	3.8%	3.5%
Europe – % part-time	1.9%	1.4%	1.1%
Africa – % part-time	0.0%	0.0%	0.0%

## GRI 2-21: Annual total compensation ratios

TOTAL COMPENSATION RATIOS <sup>2</sup>	2022	2023	2024
CEO: Median employee	1:32	1:12	1:12
Highest Paid Employee: Median employee <sup>3</sup>	1:29	1:32	1:20
Highest paid employee % increase: Median employee % increase <sup>3</sup>	2:1	6:1	19:1

<sup>2</sup> Includes bonus payments made within the actual reporting period.

<sup>3</sup> Median employee figures were calculated excluding the highest earner.

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

COLLECTIVE BARGAINING AGREEMENTS (CBAs)	2022	2023	2024
% Total Workforce Covered by CBAs	30.6%	33.2%	34.2%

## GRI 201-1: Direct economic value generated and distributed

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED	2022	2023	2024
<b>A. Direct economic value generated (A\$Mil)</b>	<b>6,315.3</b>	<b>6,008.1</b>	<b>5,364.9</b>
Revenues			
<b>B. Economic value distributed</b>	<b>5,878.6</b>	<b>6,553.4</b>	<b>6,848.1</b>
Operating costs	4,362.6	4,517.8	5,217.6
Employee wages and benefits	786.6	918.9	975.1
Payment to providers of capital	355.4	524.4	378.2
Government taxes	373.3	591.4	276.3
Voluntary community investments	0.7	0.9	0.9
<b>C. Economic value retained (A-B)</b>	<b>479.3</b>	<b>(472.4)</b>	<b>(1,406.3)</b>

GOVERNMENT TAXES PAID PER COUNTRY	2022	2023	2024
Australia <sup>4</sup>	262.6	330.9	2.6
United States	46.6	132.3	232.1
Mexico	1.0	0.4	0.8
Canada	45.1	68.8	31.3
Chile	5.0	14.8	0.4
Hong Kong <sup>6</sup>	0.1	0.4	–
Turkey	7.1	7.7	4.7
Indonesia	4.5	5.8	2.6
Papua New Guinea	1.3	1.5	0.5
Benin <sup>5</sup>	–	0.1	–
Cameroon <sup>5</sup>	–	0.1	–
France <sup>5</sup>	–	22.9	0.3
New Caledonia <sup>5</sup>	–	3.8	0.2
Senegal <sup>5</sup>	–	1.9	0.3
Singapore <sup>6</sup>	–	–	0.5

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

<sup>5</sup> Part of our Titanobel business which was purchased in 2022.

<sup>6</sup> Due to relocation of Hong Kong fertilisers trading operations to Singapore.



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

INTENSITY PER TONNE NH <sub>3</sub>	2022	2023	2024
Energy use <sup>1</sup> per tonne NH <sub>3</sub> (GJ)	43.2	39.8	46.2
GHG per tonne NH <sub>3</sub> (tCO <sub>2</sub> e)	1.97	1.91	2.09

<sup>1</sup> 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. Increases in 2024 are due to the sale of the very efficient Waggaman, Louisiana ammonia plant.

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

EMISSIONS TO AIR <sup>2</sup>	2022	2023	2024
NOx	2,346	1,587	4,163
SOx	26,938	19,129	22,612
VOCs	205	188	106
HAPs	63	81	49

<sup>2</sup> 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	2022	2023	2024
<b>Total Workforce</b>	<b>25.7%</b>	<b>18.9%</b>	<b>16.0%</b>
<b>% Rate of New Hires by Age Group</b>			
Employees under 30	58.0%	44.2%	30.4%
Employees 30-50	25.5%	17.7%	13.9%
Employees 50+	12.2%	9.2%	13.1%
<b>% Rate of New Hires by Gender</b>			
Male	24.2%	18.8%	15.2%
Female	32.4%	19.0%	19.2%
<b>% Rate of New Hires by Region</b>			
Americas	26.7%	18.6%	15.6%
Asia Pacific	24.6%	18.2%	17.0%
Europe	24.6%	20.9%	13.9%
Africa	21.1%	37.9%	15.9%

The terms '2022', '2023' and '2024' refer to the IPL financial year ending 30 September in each year.

% Rate of New Hires for 2024 has been calculated by dividing the total number of new hires in each category by the total average headcount for 2023 and 2024 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	2022	2023	2024
Open positions filled by internal candidates (%)	34.8%	42.8%	44.0%
Promotions filled by women (%)	Reported for the first time in 2023	24.0%	21.0%
Average hiring cost/FTE (AUD)	\$2,968	\$3,040	\$2,913
Total number of employee hires	1,403	1,097	918

TOTAL TURNOVER RATE	2022	2023	2024
<b>Total Global Turnover Rate</b>	18.2%	21.9%	18.9%
Male Global Turnover Rate	Reported for the first time in 2023	22.0%	19.0%
Female Global Turnover Rate	Reported for the first time in 2023	20.2%	18.6%

VOLUNTARY TURNOVER RATES	2022	2023	2024
<b>Total Workforce</b>	<b>13.7%</b>	<b>10.7%</b>	<b>11.2%</b>
<b>% Voluntary Turnover Rates by Age Group</b>			
Employees under 30	17.8%	22.2%	13.3%
Employees 30-50	14.1%	11.5%	10.2%
Employees 50+	11.1%	9.8%	12.2%
<b>% Voluntary Turnover Rates by Gender</b>			
Male	13.2%	12.2%	10.8%
Female	15.6%	13.0%	13.0%
<b>% Voluntary Turnover Rates by Region</b>			
Americas	12.9%	10.6%	11.1%
Asia Pacific	14.1%	13.2%	12.8%
Europe	16.9%	15.7%	6.2%
Africa	5.3%	29.5%	12.4%

The terms '2022', '2023' and '2024' refer to the IPL financial year ending 30 September in each year.

% Voluntary Turnover for 2024 has been calculated by dividing the total resignations for each category by the total average headcount for 2023 and 2024 for each category as at 30 September each year. Previous years have been calculated using the same methodology.

HUMAN CAPITAL RETURN ON INVESTMENT	2022	2023	2024
HC ROI	2.32	2.01 <sup>1</sup>	1.08

<sup>1</sup> Restated in 2024 due to correction of a calculation error.

HC ROI is calculated as (Total revenue – (Total operating expenses – Total employee-related expenses)) / Total employee related expenses. This is not considered a reliable indicator due to year-on-year changes in revenue which are influenced by a range of variables including shifts in global commodities prices and the impact of weather on fertiliser demand.

INVOLUNTARY TURNOVER RATES	2022	2023	2024
<b>Total Workforce</b>	4.6%	9.9%	7.7%
<b>% Involuntary Turnover Rates by Age Group</b>			
Employees under 30	5.0%	13.5%	8.6%
Employees 30-50	4.6%	7.4%	7.5%
Employees 50+	4.4%	10.7%	7.6%
<b>% Involuntary Turnover Rates by Gender</b>			
Males	4.5%	9.8%	8.1%
Females	4.9%	7.6%	5.6%
<b>% Involuntary Turnover Rates by Region</b>			
Americas	6.2%	9.9%	9.5%
Asia Pacific	2.4%	8.5%	5.8%
Europe	5.2%	9.1%	6.5%
Africa	0.0%	12.6%	5.3%

The terms '2022', '2023' and '2024' refer to the IPL financial year ending 30 September in each year.

% Involuntary Turnover rates for 2024 have been calculated by dividing the total terminations for each category by the total average headcount for 2023 and 2024 for each category as at 30 September each year. Previous years have been calculated using the same methodology.

**GRI 401-3: Parental Leave**

PARENTAL LEAVE	2022	2023	2024
Minimum primary parental leave offered <sup>1</sup>	Reported for the first time in 2023	8 weeks	8 weeks
Minimum secondary parental leave offered <sup>1</sup>	Reported for the first time in 2023	3 days	3 days
Males entitled to parental leave	Reported for the first time in 2023	3,969	4,341
Females entitled to parental leave	Reported for the first time in 2023	902	951
Males who took parental leave	100	112	95
Females who took parental leave	27	43	46
Males who returned from parental leave	100	112	93
Females who returned from parental leave	25	43	42
Males return to work rate	100%	100%	98%
Females return to work rate	93%	100%	91%
Retention Rate for males 12 months following leave	85%	82%	84%
Retention Rate for females 12 months following leave	93%	89%	89%

<sup>1</sup> In some jurisdictions, the parental leave entitlements are mandated by the government and there is no IPL policy for parental leave. Paid parental leave entitlement is dependent on the country in which we operate, considering legislation and market practices. The entitlement listed above reflects the minimum entitlement across our major locations globally.

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

AVERAGE HOURS OF TRAINING PER FULL-TIME EMPLOYEE	2022	2023	2024
<b>Total Global Workforce<sup>1</sup></b>	<b>308</b>	<b>334</b>	<b>333</b>
Male (permanent)	331	366	364
Female (permanent)	205	192	199
Non-binary (permanent)	–	366	1
Board <sup>2</sup>	–	106	95
Executive Leadership Team <sup>2</sup>	–	7	10
Senior Management	19	18	30
Professional/Management	30	47.5	29.5
Non-management	–	373	386
Average cost of training and development per FTE	\$1,000.00	\$1,105.66	\$1,081.71

<sup>1</sup> 2022 figures do not include training hours for Titanobel.  
<sup>2</sup> 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	2022	2023	2024
<b>% Employees Receiving Performance Reviews</b>			
Total Workforce	72.0%	70.1%	71.7%
Total Male Employees	69.9%	67.6%	68.4%
Total Female Employees	81.2%	80.9%	85.4%
<b>% Board Receiving Reviews</b>			
Male	100.0%	100.0%	100.0%
Female	100.0%	100.0%	100.0%
<b>% Management Receiving Performance Reviews</b>			
Male	89.8%	95.0%	98.2%
Female	86.8%	86.4%	86.4%
<b>% Non-Management Receiving Performance Reviews</b>			
Male	67.9%	65.1%	65.6%
Female	80.5%	80.3%	84.0%
Non-binary	100.0%	100.0%	NA

PERFORMANCE REVIEWS BY STATUS	2022	2023	2024
<b>% Full-time and Part-time Receiving Performance Reviews</b>			
Total Workforce	72.0%	70.1%	71.7%
Full-time Employees	72.0%	70.1%	71.5%
Part-time Employees	70.6%	68.4%	83.7%

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	2022	2023	2024
<b>Gender diversity (% female)</b>			
Board <sup>1</sup>	42.9%	25.0%	28.6%
Executive Leadership Team <sup>1</sup>	30.0%	22.2%	20.0%
Senior Management <sup>2</sup>	21.0%	21.3%	21.6%
Global	18.5%	18.6%	19.2%
<b>Gender Diversity by Management Level (% female)</b>			
All Management <sup>3</sup>	20.1%	20.3%	18.8%
Junior Management <sup>4</sup>	15.5%	19.8%	18.1%
Middle Management <sup>5</sup>	16.6%	17.8%	18.2%
Top Management <sup>6</sup>	25.7%	21.1%	28.4%
Women in non-managerial positions	18.7%	18.7%	19.3%
Revenue Generating Management <sup>7</sup>	0.0%	2.0%	0.0%
STEM positions <sup>8</sup>	18.2%	20.0%	26.1%
IT/Engineering	Reported for the first time in 2023	14.5%	23.5%
<b>First Nations Australians<sup>9</sup> (% Australian workforce)</b>	2.9%	2.9%	3.1%
<b>Percentage of US employees by race</b>			
Percentage of US employees as they choose to identify by ethnicity and race as a percentage of total US workforce			
Asian	1.8%	1.7%	1.7%
African American	4.9%	5.1%	4.7%
Hispanic or Latino	7.6%	8.5%	8.4%
European/Caucasian	83.7%	82.2%	79.5%
Indigenous or Native American	0.9%	0.9%	0.8%
Employees who identify as two or more races	1.1%	1.6%	1.6%
Employees who choose not to disclose their race	Reported for the first time in 2024	Reported for the first time in 2024	3.4%
<b>Age Diversity: Total Workforce</b>			
% employees under 30	14.2%	14.6%	13.8%
% employees 30-50	53.8%	54.3%	54.4%
% employees 50+	32.0%	31.1%	31.9%
<b>Age Diversity: Board</b>			
% employees under 30	0.0%	0.0%	0.0%
% employees 30-50	0.0%	12.5%	14.3%
% employees 50+	100.0%	87.5%	85.7%
<b>Age Diversity: Executive Leadership Team</b>			
% employees under 30	0.0%	0.0%	0.0%
% employees 30-50	20.0%	44.4%	30.0%
% employees 50+	80.0%	55.6%	70.0%
<b>Age Diversity: Management<sup>10</sup></b>			
% employees under 30	1.9%	0.7%	0.7%
% employees 30-50	56.5%	58.9%	55.7%
% employees 50+	41.6%	40.4%	43.6%

**Age Diversity: Non-management**

% employees under 30	15.5%	15.9%	15.1%
% employees 30-50	53.7%	54.2%	54.5%
% employees 50+	30.8%	29.9%	30.4%

- CEO & MD is included in both Board and Executive Leadership Team.
- Defined as senior roles which are 1-2 levels below the Executive Leadership Team.
- Percentage of women in all management positions, including junior, middle and top management (as % of total management positions). This has been restated in 2024 to incorporate middle management, which has been missing in previous years.
- Percentage of women in junior management positions, i.e. first level of management (as % of total junior management positions).
- Percentage of women in middle management positions, i.e. leaders of leaders who are at least 2 levels below the Executive Leadership Team, plus individual contributors above a defined hay level (as a percentage of total middle 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.
- Percentage of women in roles relating to science, technology, engineering and mathematics.
- Due to our commitment to First Nations Australians employment in Australia, Australian-based employees may voluntarily identify themselves as Aboriginal-and/or Torres Strait Islander. IPL does not currently store broader ethnicity data in the HR Information System in Australia.
- Management is defined here as all employees above a defined pay level.

**GRI 405-2: Equal remuneration for women and men**

The gender pay ratios reported below have not been adjusted.

SALARY EQUITY (MALE:FEMALE)	2022 <sup>1</sup>	2023	2024
<b>Total Workforce</b>	Reported for the first time in 2023	1:0.99	1:1.01
Full-time Employees	Reported for the first time in 2023	1:1	1:1
Part-time Employees	Reported for the first time in 2023	1:0.82	1:1.02
Executive level (base salary only)	1:0.68	1:0.67	1:0.66
Executive level (base salary + other cash incentives)	Reported for the first time in 2023	1:0.69	1:0.59
Management level <sup>2</sup> (base salary only)	1:1.06	1:0.93	1:0.96
Management level (base salary + other cash incentives)	Reported for the first time in 2023	1:0.88	1:0.92
Non-management level (base salary only)	1:0.93	1:0.99	1:1.02

- 2022 salary equity data does not include Titanobel, which was purchased during 2022.
  - Management is defined here as all employees above a defined hay level.
- 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

The organisation's Diversity, Equity and Inclusion (DEI) strategy has a focus on increasing diversity in leadership positions and targets have been set to support this. Targets related to increasing representation of women in leadership positions are as follows:

- **Executive leaders:** Gender balance (no less than 40% female and 40% male) by 2028
- **Senior Management:** Year on year (YOY) improvement

### Time-bound action plan with targets to increase the representation of women in leadership positions

To meet the targets, the organisation has established DEI action plans across the organisation's three key focus areas:

1. **People:** Increasing diverse representation through deliberate, fit for purpose actions that enhance recruitment and retention outcomes.
2. **Leaders:** Equipping our leaders to lead DEI by having clear expectations, holding them accountable for outcomes and building their capability.
3. **Culture:** Leveraging the diversity of our workforce through an equitable and inclusive culture where we align behaviours, systems of work and symbols.

### Targets and time-bound action plan with targets to increase the representation of women in the company

The organisation has set time-bound targets to increase the representation of women across the company for both Business Units and Functions as set out below:

- **Business Units:** Target 2% YOY improvement | Stretch 4% YOY improvement.
- **Functions:** Maintain gender balance (no less than 40% female and 40% male).

To meet the targets, leaders have established Diversity, Equity, and Inclusion (DEI) action plans for their teams across the organisation's three key focus areas:

1. **People:** Increasing diverse representation through deliberate, fit for purpose actions that enhance recruitment and retention outcomes.
2. **Leaders:** Equipping our leaders to lead DEI by having clear expectations, holding them accountable for outcomes and building their capability.
3. **Culture:** Leveraging the diversity of our workforce through an equitable and inclusive culture where we align behaviours, systems of work and symbols.

### 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. What the review does find, however, is that there is disproportionately lower female representation at higher paid senior levels of the organisation.

The organisation has set targets to increase female representation at the senior levels of the organisation, which is anticipated to reduce the gender pay gap. The targets related to increasing representation at the senior level are as follows:

- **Executive leaders:** Gender balance (no less than 40% female and 40% male) by 2028
- **Senior Management:** Year on year (YOY) improvement

A range of initiatives are underway to support these goals, including targeted talent and succession planning and a development program designed specifically for women to progress through the organisation.

### 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 has a global DEI steerco focused on tracking progress on targets and actions related to recruitment and retention of diversity, including women. The Company also has an Employee Resource Group (ERG) for women in the Americas region, which provides a forum to support women's growth and development, the removal of barriers and the escalation of improvements.

### 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.

## Programs to manage labour practices

In line with our values, IPL is committed to upholding high labour standards. We have established comprehensive programs and policies to manage key areas of labour practices, ensuring fair wages, reasonable working hours, and meaningful engagement with employees.

### Wages

Salaries and salary increases consider relevant benchmarking information to ensure that our employees are compensated at industry and market standards. Benchmarking includes industry, market and cost of living data.

### Working hours and overtime management

We monitor working hours closely to prevent excessive workloads, support the safety of our people, and comply with all relevant labour regulations. Overtime work is managed in line with legislation and our safety standards.

### Engagement and consultation

We seek to engage directly with our people to better understand and respond to employees' needs, as well as to foster a culture of transparency and trust within our organisation. We also liaise with applicable employee representatives as appropriate. Mechanisms for engaging employees and, where applicable, their representatives, are dependent on the relevant cohort, but include direct leader engagement, site consultation committees, enterprise agreement bargaining committees, people surveys, tool box talks and psychosocial risk assessments.

# 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 Leadership 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 Leadership 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 & MD and consisting of all members of the Executive Leadership 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 and new 'SafeLEADERS' 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 businesses. In accordance with Standard 16 of the IPL Global Health, Safety, Environment and Community Management System (HSECMS), all environmental incidents, including near misses, are reported immediately to the Manager of the Site and are investigated; as is any other incident reported.

During 2024, IPL organised our second Global World Environment Day campaign with the theme of 'Our Response Matters' focused on activities to increase awareness around our environmental fundamentals of hazard identification and environmental incident response.

Australian employees complete online environmental awareness training. In addition, those involved with chemical or product handling and storage are trained on the identification of associated risks, and response to potential spills and releases to the environment.

Environmental training across the Americas includes:

- **Asbestos:** Individuals who handle, remove or disturb asbestos-containing materials must receive specific training in accordance with Environmental Protection Agency (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.

## 403-2: Hazard identification, risk assessment, and incident investigation

Each Business Unit and Function assigns accountabilities and responsibilities to manage all hazards and risks for processes and activities at each location. This includes:

- developing and maintaining a risk register for all material risks.
- identifying, managing, and verifying critical controls for all material risks.
- completing regular reviews of the risk register conforming to IPL Risk Management.
- conforming to authority level to accept residual risk as part of the risk escalation process.
- allocating resourcing to conform to IPL Training Needs Analysis (TNA) requirements for HSEC risk training for workers, including hazard identification, tools (Job Step Analysis, Take5, formal risk assessments) and risk escalation.

Line Managers use the HSEC risk management tools and process to identify hazards and control all risks. This includes:

- prioritising, and managing risks for new and existing processes and activities.
- applying the hierarchy of controls to treat risk.
- consulting and communicating information about the risk to workers involved in the process or activity.
- applying effective in-field control management including Permit to Work (PTW), isolation and training competencies for high-risk activities.
- applying control review requirements so controls remain applicable and effective, and risk remains as low as reasonably practicable.

All employees and contractors are empowered to refuse to work or to follow a direction that they feel may be unsafe or may negatively impact on their health and safety, or the health and safety of others, or will breach the IPL Rules to Live By.

IPL reports, investigates and analyses all events to identify the root cause, and corrective and preventative actions, with the aim of preventing the event from recurring. We also share relevant information across the business and industries.

All Business Units and Functions use Cintellate to report and investigate relevant events and/or to comply with local legislation. All workers who identify an event take reasonable action to control the event and report the event to their Line Manager as soon as reasonably practicable.

Line Managers take immediate action to make the scene safe after an incident, control access to the scene and preserve evidence. All actions must comply with local legislation but not prevent or interfere with any local emergency response or the safety of personnel. The Line Manager is also responsible for completing applicable internal, and any required external, notification of an event (or incident), relevant to the type of event. The Line Manager investigates the event based on the type and category of the event.

The Line Manager also identifies investigation training and awareness for workers, relevant to their role, to include in the Business Unit Training Needs Analysis (TNA). All investigations:

- utilise approved IPL Investigation tools and investigation technique.
- identify and prioritise corrective and preventative actions to eliminate or reduce the risk of the incident recurring.
- analyse data to identify key learnings and potential trends.
- include a report and recommendations.
- include a management review of significant events through appropriate forums.
- identify key learnings to share across the business and externally, where relevant and embed learnings back into management systems.

### GRI 403-5: Worker training on occupational health and safety

NUMBER OF WORKERS TRAINED IN SAFETY	2022	2023	2024
Workers trained in safety	9,037	8,332	8,940
Workers receiving general training that includes safety	9,037	8,332	8,940

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

#### Safety Culture Program – SafeTEAMS

The SafeTEAMS program is our global safety behavioural culture program. This program has continued to be delivered to new employees and selected contractors in 2024, with 670 people attending this specific safety training via 58 programs delivered globally.

### IPL Leadership Foundations

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. In 2024 the focus has been on embedding the learning delivered from the program, which includes delivering the program to leaders of leaders to better enable them to coach their team members in the workplace. IPL Leadership Foundations is an integral part of the IPL business controlling psychosocial hazards in the workplace by providing leaders the tools to effectively lead their teams by providing role clarity, safe ground, input into decision making and an understanding why work is assigned.

### Global Safety Campaigns

Our annual World Safety Day campaign was run across the Group with the 2024 theme 'Response Matters'. At its heart, our responses communicate what we value and what is important to us as individuals, team members, leaders, and ultimately, as an organisation. IPL also organised a global memorial recognition to remember the lives lost in the 1994 IPL Porgera incident. This awareness material focused on five key lessons regarding separation, segregation, equipment standards, control of formulations and emergency response. The event helped enshrine the lessons from the past in the way we do things now and into the future.

Our leaders' responses play a vital role in shaping the behaviour of our employees. It's how we respond that demonstrates that we care and builds trust; it's how we respond that ensures our words are translated into action; and it's how we respond that makes it safe for people to speak up if they think there is a better or safer way, as our response determines their level of comfort to report and how invested they are in our organisation's success.

### Operator Training

Training on regionally-specific work-related hazards and risks is embedded into our Dyno Nobel Explosives Training (DET) and Operator and Blaster Training Academy, 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 site-specific hazards and risks, including those relating to storage and handling of products, mobile equipment hazards and emergency procedures.
- Plant and mobile equipment training and competencies such as Confined Space Entry, Working Safely at Heights, Process Isolations Training, Emulsion Plant Operations, Hazardous Material Handling and Mobile Processing Unit Operations.

### Mental Health Training

Training conducted across our DNAP business in 2024 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.

DNA is managing psychosocial risks by building awareness of 'Building on SafeGROUND' through targeted and impactful communications and providing resources. Beginning early in the 2025 financial year, a two-hour training module will be delivered in-person by our Health and Safety and HR Partners. To help understand the current mental health landscape and its impact on our lives inside of work and out, we will be offering 'Navigating and Nurturing Mental Health in the Workplace' training to all employees and leaders. We will also be releasing a SafeGROUND Survey to all DNA employees to help leaders better understand areas for improvement.

## 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 Risk Management:** During 2024 we continued to integrate psychosocial risk management into our current safety and risk systems, with significant work undertaken. Project workstreams have included a Global HSE system update to include a psychosocial category and psychosocial event details, psychosocial safety event investigations, early hazard reporting, documents, risk and assurance integration, and learning and development activity focused on communications and awareness. In addition, ongoing Psychosocial Risk Assessments have been conducted across our Australian businesses.

**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 31 of the [2024 Sustainability Report](#).

**SafeLEADER** is our Company-wide behavioural safety training program for leaders. Designed in 2024, it will be implemented in 2025. SafeLEADER aims to explore, nurture and embed the leadership behaviours and values that make teams safe. The new program connects behaviours and mindsets through defining the role of a safety leader, leading our safety fundamentals and ensuring effective safety conversations to connect and engage.

**R U OK?** Day was promoted this year in September via a month-long campaign across our global business and was focused 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 6% higher than the industry average. We have also engaged with our provider to mobilise on-site rapid response services during critical incidents. This has been invaluable in minimising the psychological impact of such events.

**Mental health promotion and support:** This year's mental health and wellbeing program has focused on a broad range of topics and addressed some key preventative health messages to promote good health and wellbeing across our employees' lifespan. A site-based peer support network continues to operate at our Phosphate Hill site, where our workforce is entirely fly-in-fly-out. Wellbeing checks and support continue to be provided across our other Australian sites by our Mental Health and Wellbeing Manager. This includes response and support to sites, leaders and Human Resources in responding to psychosocial events from a health and safety lens, and provides the opportunity for ongoing knowledge and skill development across our business to build capability.

### 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, and Converge Interge, our holistic EAP provider in Australia. Health and wellbeing topics to promote worker health are developed and distributed through monthly site safety meeting packs.

**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.

**Mental Health Framework:** Developed by the Global Mental Health Steering Committee, the IPL Mental Health Framework known as the 'IPL safe, healthy and thriving people and workplaces framework' is aligned to best practice workplace psychology and provides the basis of our strategy. The framework's elements demonstrate our commitment to Zero Harm and underpins our holistic and collaborative approach to mental health and wellbeing. Work will continue into 2025 and beyond in developing and implementing the actions that support the operationalisation of the framework.

## 403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

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.

During 2024, IPL continued global critical control verification (CCV) Group-wide assurance completion demonstrating critical controls are in place and effective.

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.

Our Dyno Nobel Transportation and Distribution business in North America screens drivers for Obstructive Sleep Apnea (OSA). Dyno Nobel has partnered with Sleep Well to electronically monitor Continuous Positive Airway Pressure (CPAP) compliance.

Dyno Nobel is also 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 America re-certified against the CORESafety standards. 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 non-mining company certified CORESafety.

Dyno Nobel Asia Pacific is quality assured for manufacturing of product (ISO9001). We have an Occupational Hygiene management system which includes qualitative and quantitative risk assessments and risk exposure monitoring across all operations, and is managed by the business' internal occupational hygienist.

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.

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

WORK-RELATED INJURIES – EMPLOYEES	2022	2023	2024
Number of work-related fatalities	0	0	1
Rate of work-related fatalities <sup>1</sup>	0	0	0.02
Number of high-consequence work-related injuries	2	7	4
Rate of recordable high consequence work-related injuries <sup>1</sup>	0.04	0.12	0.06
Number of recordable work-related injuries	48	54	61
TRIFR <sup>2</sup>	0.85	0.93	0.98
LTIFR <sup>3</sup>	1.42	1.81	2.17
Number of hours worked	11,269,201	11,581,772	12,417,442

TYPES OF WORK-RELATED INJURIES – EMPLOYEES	2022	2023	2024
Amputations and enucleations	2	0	0
Burns	4	5	2
Chemical exposure/poisoning	0	0	1
Contusions/crushing/bruising	4	6	8
Cumulative trauma (CTS)	1	0	0
Foreign body/object	1	0	1
Fractures/broken bones	4	8	8
Heat related	0	2	2
Lacerations and open wounds	8	4	9
Nerve related	1	1	0
Psychological	0	4	1
Rash/skin reaction	1	0	0
Sprains and strains	22	24	28
Respiratory/Inhalation Exposure	0	0	1

WORK-RELATED INJURIES – CONTRACTORS	2022	2023	2024
Number of work-related fatalities	0	0	0
Rate of work-related fatalities <sup>1</sup>	0	0	0
Number of high-consequence work-related injuries	1	3 <sup>4</sup>	1
Rate of recordable high-consequence work-related injuries <sup>1</sup>	0.06	0.2 <sup>4</sup>	0.08
Number of recordable work-related injuries	18	13 <sup>4</sup>	20
TRIFR <sup>2</sup>	1.17	0.88 <sup>4</sup>	1.52
LTIFR <sup>3</sup>	1.30	3.05 <sup>4</sup>	2.28
Number of hours worked	3,084,942	2,954,220	2,635,071

TYPES OF WORK-RELATED INJURIES – CONTRACTORS	2022	2023	2024
Amputations and enucleations	0	0	0
Burns	0	2	0
Chemical exposure/poisoning	1	0	0
Contusions/crushing/bruising	5	2	3
Cumulative trauma (CTS)	0	0	0
Foreign body/object	0	1	3
Fractures/broken bones	3	3	1
Heat related	0	0	0
Lacerations and open wounds	5	4 <sup>4</sup>	6
Nerve related	0	0	0
Psychological	0	1	0
Rash/skin reaction	0	0	0
Sprains and strains	4	0	6
Superficial injuries	0	0	1

#### 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 are 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 implementation of the 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.
- BU 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 one incident that escalated to a lost work day case since 2023 publishing.



## GRI 403-10: Work-related ill health

WORK-RELATED ILL HEALTH – EMPLOYEES <sup>1</sup>	2022	2023	2024
Number of fatalities due to work-related ill health	0	0	0
Number of cases of work-related ill health	2	6	4
Types of work-related ill health	Skin disorder, Cumulative trauma	Heat-related stress, Psychological	Heat-related Stress, Psychological, Respiratory

WORK-RELATED ILL HEALTH – CONTRACTORS	2022	2023	2024
Number of fatalities due to work-related ill health	0	0	0
Number of cases of work-related ill health	0	1	0
Types of work-related ill health	0	Psychological	0

### 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 exposure to corrosive chemicals. These were determined through professional judgement and the mandatory documentation of site Qualitative Exposure Risk Assessments (QERA).

Specific actions taken in 2024 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 2024, the following leading indicators were monitored:
  - 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.
- Continued process development for 'Protecting People When a Toxic or Explosion-With-Warning Event Occurs'.
- Continued 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 300 full-shift personal exposure assessments to chemical and physical hazards were completed in 2024 to ensure exposures are less than the action level. Agents assessed included coal dust/crystalline silica/fluoride/sulphur dioxide/fertiliser dust/chromium VI/welding fume and noise. In addition to air monitoring, biological monitoring is conducted for fluoride and lead. Actions taken to eliminate hazards include: (a) Installation of static monitoring for fluoride and sulphur dioxide to alert personnel to take appropriate action to prevent overexposure (b) Introduction of battery powered pallet stacker to handle off-loading of rock samples which eliminates hazardous manual handling (c) Installation of automated electronic detonator assembly plant which reduces soldering fume exposure.

Across the Americas region, assessment, monitoring and exposure reduction activities continued in 2024 to reduce the exposure of employees and contract workers to long-term (chronic) health risks with over 120 qualitative assessments being completed. Data from these assessments led to personnel samples (Quantitative Samples) being collected at various sites across the business. 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 2024, Industrial Hygiene sampling was completed at various sites for noise, total particulates, respirable particulates, diesel fuel, other hydrocarbons, and ammonia. 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 [2024 Annual Report](#).

# Our stakeholders and engagement strategies

STAKEHOLDER GROUP	STAKEHOLDERS	CONCERNS AND INTERESTS	ENGAGEMENT STRATEGIES
<b>Employees and contractors</b>	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).
<b>Customers – mining</b>	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.
<b>Customers – fertilisers</b>	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.
<b>Suppliers and business partners</b>	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.
<b>Shareholders and the investment community</b>	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.
<b>Community and local residents</b>	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.
<b>Research partners</b>	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.
<b>Government</b>	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.
<b>Industry Associations</b>	A range of associations relevant to our industry (see Appendix 5 of the <a href="#">2024 IPL Climate Change Report</a> )	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 2024

ORGANISATION AND PROJECT FUNDED – IPF	PERIOD OF FUNDING	TOTAL FUNDING COMMITTED
<b>ARC RESEARCH HUB FOR SMART FERTILISERS</b>		
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 – 2026	A\$3.8m
<b>GRAINS RESEARCH AND DEVELOPMENT COUNCIL</b>		
Enhanced efficiency nitrogen fertilisers in the grains industry: an opportunity to reduce GHG emissions and increase nutrient use efficiency (NUE). The lead agency is the Melbourne University, and partners include CSBP, Nutrien, and a range of universities and State agriculture departments.	2024 – 2028	A\$0.4m
<b>UNIVERSITY OF SOUTHERN QUEENSLAND</b>		
Autonomous liquid fertiliser application.	2021 – 2024	A\$0.6m
<b>COTTON SEED DISTRIBUTORS/AMPS AGRIBUSINESS</b>		
In-crop cotton nutrient assessment using Hone technology: development of in-field cotton leaf and petiole scanning for rapid N recommendations.	2024	A\$0.1m
ORGANISATION AND PROJECT FUNDED – DYNO NOBEL	PERIOD OF FUNDING	TOTAL FUNDING COMMITTED
<b>UNIVERSITY OF SYDNEY</b>		
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		
			2022	2023	2024
Greenhouse Gas Emissions	RT-CH-110a.1	Gross global Scope 1 emissions (metric tCO <sub>2</sub> e)	3,550,961 <sup>1</sup>	3,595,407 <sup>1</sup>	2,243,621
		Percentage of global Scope 1 emissions covered under emissions-limiting regulations	40%	35%	38%
	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	<a href="#">2022 IPL Climate Change Report</a>	<a href="#">2023 IPL Climate Change Report</a>	<a href="#">2024 IPL Climate Change Report</a>
Air Quality	RT-CH-120a.1	Air emissions of the following pollutants (metric tonnes): (1) NOx (excludes N <sub>2</sub> O)	2,346	1,587	1,463
		(2) SOx	26,938*	19,129	22,612
		* A major shutdown in 2022 resulted in a decrease in the annual conversion rate of SO <sub>2</sub> .			
		(3) Volatile organic compounds (VOCs)	205	204	106
		(4) Hazardous air pollutants (HAPs)	63	81	49
Energy Management	RT-CH-130a.1	(1) Total energy consumed (GJ)	67,354,920	61,580,676	34,811,846
		(2) Percentage grid electricity	3%	3%	4%
		(3) Percentage renewable	1.5%	1.5%	2%
		(4) Total self-generated energy (GJ)	218,186	211,624	191,723
		The entity shall discuss its efforts to reduce energy consumption and/or improve energy efficiency throughout the production processes.	<a href="#">IPL CDP Reports</a>		
Water Management	RT-CH-140a.1	(1) Total water withdrawn (thousand m <sup>3</sup> )	48,467	44,629	44,061
		(2) Total water consumed (thousand m <sup>3</sup> )	18,819	17,816	18,270
		Percentage of withdrawal in regions with High or Extremely High Baseline Water Stress	3.1%*	1.0%*	0.6%
		Percentage of consumption in regions with High or Extremely High Baseline Water Stress	6%*	1.2%*	0.2%
	* 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 <a href="#">IPL 2024 Sustainability Report</a> on page 65 and the Case study: Future proofing water supplies in Brisbane, Queensland on page 58 of the <a href="#">2024 IPL Climate Change Report</a> .				
	RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	5	3	0
	RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	<a href="#">IPL CDP Water Security Reports</a> <a href="#">2024 Sustainability Report</a> , pages 69, 71, 91 and 93. <a href="#">2024 IPL Climate Change Report</a> , pages 15, 18, 25, 27, 36, 37, 39, 43, 55, 58, 60 and 69.		

TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE OR LOCATION OF DISCLOSURE		
			2022	2023	2024
<b>Hazardous Waste Management</b>	RT-CH-150a.1	Amount of phosphogypsum hazardous waste generated and stockpiled for dewatering and capping (metric tonnes)	2,561,843	3,175,868	3,241,880
		Amount of non-phosphogypsum hazardous waste generated (metric tonnes)	765*	2,500*	969*
		Percentage of non-phosphogypsum hazardous waste recycled	0%*	19%*	18%
		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>* 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.</p> <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"> <li>• <i>Environment Protection Act (2017)</i></li> <li>• <i>Environment Protection Regulations (2021)</i></li> </ul> <p>Western Australia:</p> <ul style="list-style-type: none"> <li>• <i>WA – Environmental Protection Act 1986</i></li> <li>• <i>Environmental Protection (Controlled Waste) Regulations 2004</i></li> <li>• <i>Landfill waste classification and waste definitions 1996</i></li> </ul> <p>Queensland:</p> <ul style="list-style-type: none"> <li>• <i>Environmental Protection Act 1994</i></li> <li>• <i>Environmental Protection Regulation 2019</i></li> <li>• <i>Waste Reduction and Recycling Act 2011</i></li> </ul> <p>New South Wales:</p> <ul style="list-style-type: none"> <li>• <i>Protection of the Environment (Operations) Act 1997</i></li> <li>• <i>Protection of the Environment Operations (Waste) Regulation 2014</i></li> <li>• <i>Waste Avoidance and Resource Recovery Act 2001</i></li> </ul> <p>South Australia:</p> <ul style="list-style-type: none"> <li>• <i>Environment Protection Act 1993</i></li> <li>• <i>Environment Protection (Waste to Resources) Policy 2010</i></li> </ul> <p>Tasmania:</p> <ul style="list-style-type: none"> <li>• <i>Environmental Management and Pollution Control Act 1994</i></li> <li>• <i>Environmental Management and Pollution Control (Waste Management) Regulations 2020</i></li> </ul>		
<b>Community Relations</b>	RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	<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.	<u>2024 Sustainability Report</u> , pages 40-45. <u>IPL 2024 Annual Report</u> , pages 44-45.
<b>Workforce Health and Safety</b>	RT-CH-320a.1	(1) Total recordable incident rate (TRIR, as defined by SASB) for direct employees <sup>2</sup>	0.85	0.93	0.98
		(1) Total recordable incident rate (TRIR, as defined by SASB) for contract employees <sup>2</sup>	1.17	0.88 <sup>1</sup>	1.52
		(2) Fatality rate for direct employees <sup>3</sup>	0	0	0.02
		(2) Fatality rate for contract employees <sup>3</sup>	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 page 24 of this document.		
<b>Product Design for Use-phase Efficiency</b>	RT-CH-410a.1	Revenue from products designed for use-phase resource efficiency	\$27.8m	\$33.5m	\$30.7m

TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE OR LOCATION OF DISCLOSURE		
			2022	2023	2024
<b>Safety and Environmental Stewardship of Chemicals</b>	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	49%*	48%*	42%*
		(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 completed a Group-wide ammonium nitrate (AN) storage assurance activity in 2020 following the explosion at the Port of Beirut. The assurance activity focused on sites that store solid ammonium nitrate (Prill) and calcium ammonium nitrate (CAN) to ensure that risks continue to be properly assessed and effectively managed. Through the development of a global AN/CAN Storage Critical Control Verification (CCV), Group-wide assurance was provided to all stakeholders, demonstrating critical controls are in place and effective. 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>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.</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		
			2022	2023	2024
<b>Genetically Modified Organisms</b>	RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms (GMOs)	0	0	0
<b>Management of the Legal and Regulatory Environment</b>	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. <u>IPL's Health, Safety, Environment and Community Policy</u> 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 <u>IPL 2024 Annual Report</u> and under 'Material Exposure to Environmental or Social Risks' on pages 14-15 in the <u>IPL 2024 Corporate Governance Statement</u> .		
<b>Operational Safety Emergency Preparedness and Response</b>	RT-CH-540a.1	Process Safety Incidents Count (PSIC) <sup>4</sup>	6	2	0
		Process Safety Total Incident Rate (PSTIR) <sup>5</sup>	0.08	0.03	0
		Process Safety Incident Severity Rate (PSISR) <sup>6</sup>	0.81	0.17	0
	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 FY24 Tier 1 Process Safety Incidents.			
	RT-CH-540a.2	Number of transport incidents	0	2	7
		The entity shall describe significant transport incidents, including their root causes, outcomes, and corrective actions implemented in response.	<p>Of the seven incidents reported above, six incidents were in Dyno Nobel and one in IPF.</p> <p>There were three Dyno Nobel transportation incidents in the U.S. requiring a US DOT 5800-1 report:</p> <ol style="list-style-type: none"> <li>DNA Cargo Tank Motor Vehicle (CMTV) rollover accident from our Lebanon, TN site, which resulted in a loss of containment (LOC) of 2,000 lbs. of UN0332 blasting agent (emulsion) and an injury to the driver. A hazardous materials contractor recovered the spilled emulsion.</li> </ol> <p>Root Cause: Operator had an underlying sleep condition, resulting in Fatigue.</p> <p>Actions Taken:</p> <ul style="list-style-type: none"> <li>A refresh on fatigue risk management training was completed for Operators at Lebanon Site and across the region.</li> <li>Atlas My Learning was reviewed to ensure all commercial drivers are assigned the fatigue risk management training.</li> <li>Update of the Fatigue Management Critical Control performance standard to ensure awareness and implementation of the Fatigue Management Procedure is verified.</li> <li>Review and update of the DNA Fatigue Management Procedure to clarify expectation regarding fatigue risk assessment and management of change.</li> </ul> <ol style="list-style-type: none"> <li>A CTMV rollover accident from our Garner, NC site, resulting in an LOC of 2,000 lbs. of UN3375 ammonium nitrate emulsion and injury to the driver. A hazardous materials contractor recovered the spilled emulsion.</li> </ol> <p>Root Cause: Inattention/distraction while driving. Improper position of single hand on steering wheel leading to loss of control.</p> <p>Actions:</p> <ul style="list-style-type: none"> <li>Retraining of the Operator in SMITH Systems – post accident recertification.</li> </ul> <ol style="list-style-type: none"> <li>A DNTI tanker from Barry, IL lost approximately 5,247 lbs. of UN3375 ammonium nitrate emulsion while in transit to a customer site. There were no injuries. The rear manway hatch was unsecured, and the product splashed out of the opening during the 180-mile journey.</li> </ol> <p>Root Cause: Determination made was driver was negligent in his duties to do a proper pre-trip and walk around inspection before traveling on public road. Recorded inspection in OmniTracs Electronic Recording Device was four minutes long. Loader did not follow the SWI 'Emulsion Live Loading'.</p>		

TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE OR LOCATION OF DISCLOSURE		
			2022	2023	2024
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>Actions: Train management on reporting procedures of loss of containment of reportable quantities.</p> <p>The following three transportation incidents related to Dyno Nobel's business in Australia:</p> <p>4. A contractor's sub-contractor AN Tipper experienced a static rollover and LOC of 30 tonnes AN bulk prill while tipping on-site. The spill was rectified in conjunction with customer mine and Department of Energy, Mines, Industry Regulation and Safety (DEMIRS) directives.</p> <p>Root Cause: The investigation highlighted potential contributing factors such as lack of documented preventative maintenance, non-mandated additional controls (inclometer and block) and limited operator experience. However, the investigation could not definitively determine the specific factors that led to this event.</p> <p>Actions:</p> <ul style="list-style-type: none"> <li>• Full review of specifications for contractors' equipment, preventative maintenance systems and inclometers.</li> <li>• Internal/external lessons learnt bulletin.</li> </ul> <p>5. A contractor trailer rollover and loss of containment of 1 x tipper contents en-route to Christmas Creek Mine. LOC of 36,000 tonnes of AN bulk prill occurred. Site was rectified in conjunction with directives from WA Department of Water and Environment.</p> <p>Root Cause: Driver was distracted while driving and the root cause was determined as being a behavioural breach. Video footage was reviewed to determine this cause.</p> <p>Actions:</p> <ul style="list-style-type: none"> <li>• Education programme with all the contractors' drivers using actual video footage of event.</li> <li>• Driver remediated through disciplinary action.</li> </ul> <p>6. A contractor dolly fire and LOC of 31.05 tonnes of AN prill while transporting 81 tonnes of AN prill bags to our Port Hedland Dyno Nobel site. Site was rectified in conjunction with directives from WA Department of Water and Environment.</p> <p>Root Cause: The fire was due to friction resulting from a failed tyre rubbing against a rotating rim and combustible material. The fire spread aggressively under the vehicle when the combination was brought to a stand. Further to this, it had been identified that tyres had been changed on the axle group concerned at the previous service, which may or may not have contributed to the incident. It is also noted that the ambient temperature at the time of the incident would be regarded as extreme.</p> <p>Actions:</p> <ul style="list-style-type: none"> <li>• Immediate audit of all fleet regarding tyre fitting standard.</li> <li>• Communication to all staff regarding tyre monitoring and the procedure refresher for equipment not fitted with Hub early warning systems.</li> <li>• Engagement with the tyre service provider regarding incident awareness and identified shortfalls.</li> </ul> <p>The following transportation incident related to IPF's business in Australia:</p> <p>7. At an off-site location in Queensland, a contractor truck trailer was involved in a rollover incident resulting in a loss of containment of fertiliser.</p> <p>Root Cause: Unidentified crack in the crossmember bracing and driver inexperience with road train combinations.</p> <p>Actions: Compliance audits on critical structural components.</p>		
			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).	3,660,000	2,994,660

1 Restated in 2024 due to escalation of one incident to a lost day case following publishing of the 2023 Report.

2 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 x 200,000) / hours worked.

3 Calculated as: (statistic count x 200,000) / hours worked.

4 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.

5 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.

6 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 2024 is indicated as '2024' in our reporting.

The statistics in our reporting are for global sites wholly owned by IPL during 2024. Subsidiaries are listed on page 108 of our [2024 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 109 of our [2024 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.dcceew.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](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](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 70-76 of the [2024 IPL Climate Change Report](#).

## Restatements

The number of 2023 work-related injuries and TRIFR for contractors, and the total recordable incident rate (TRIR, as defined by SASB) for contract employees have both been restated due to the escalation of one incident to a lost work day case since publishing of the 2023 Report.

The percentage of women in all management positions, including junior, middle and top management (as % of total management positions) has been restated in 2024 to incorporate middle management for the years 2022 and 2023.

The 2023 Human Capital Return on Investment figure was restated in 2024 due to correction of an error in the 2023 calculation.

## 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 provides a limited assurance statement on our annual Australian greenhouse gas emissions, energy consumption and production figures for the NGER period 1 July to 30 June each year. Deloitte is an independent auditor who also audits the Company's financial statements. See pages 82 and 126-129 of the [2024 IPL Annual Report](#). IPL is not currently seeking an extension in the scope of assurance for this annual 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 conditions 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.



