

2024

SUSTAINABILITY REPORT





ABOUT THIS REPORT

Port of Newcastle (PON) is committed to annual sustainability reporting and has reported the information cited in the 2021 GRI content index for the period 1 January to 31 December 2024 with reference to the GRI Standards.

This Report relates to Port of Newcastle's operational performance within the Port of Newcastle Lease Area for the 2024 calendar year and contains Standard Disclosures from the GRI Sustainability Reporting Guidelines. There have been no significant changes in the material topics and report boundaries from previous reporting periods. The most recent previous report, published in 2024, was prepared for the 2023 calendar year.

Scope 1 and 2 emissions data for 2024 has been subject to limited assurance provided by ERM CVS. To view the Limited Assurance Report, [click here](#).

This report has been independently reviewed against the GRI standards by ERM CVS. To view the GRI content index, [click here](#).

Headquarters: Level 4 251 Wharf Road Newcastle NSW 2300

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ACKNOWLEDGING OUR ABORIGINAL HERITAGE

We acknowledge the Traditional Custodians of the land and waters on which the Port of Newcastle operates, the Awabakal and Worimi People, and pay our respects to all Elders past, present and emerging.

For those reading our 2024 Sustainability Report from other areas, we also pay tribute to the Traditional Custodians of the lands on which they read this from, their Elders past, present and emerging. As part of the Port's Reconciliation plan, we have and will continue to engage with our local Aboriginal Land Councils on the lands that Port of Newcastle supports through its operations to build relationships and meet the needs of the Traditional Owners and their communities. We are committed to working with education providers at all

levels, including schools, TAFE and the University of Newcastle, to set our region's future Aboriginal and/or Torres Strait Islander leaders to provide opportunity for meaningful and long-lasting impact.

Port of Newcastle operates within the Muloobinba area. This name comes from a local plant and means 'the place of sea ferns'. Daily, commercial vessels visiting the Port pass by Whibayganba (Nobby's Headland) and travel along the Coquun (Hunter River) to their berth destination.



CRAIG CARMODY CEO



It is with pride that I present Port of Newcastle's 2024 Sustainability Report, which highlights our unwavering commitment to environmental stewardship, social responsibility, sustainable business practices, and our community.

TRADE RESULTS AND DIVERSIFICATION

Our trade results were encouraging, with overall trade up almost 3% to just over 158 million tonnes.

In 2024, diversified trade represented 5% of our exports, with strong performance in wheat, meals, and grains exports, as well as increased roll-on-roll-off, and fuel and project cargo, including clean energy components.

Port of Newcastle's Clean Energy Precinct (CEP) is a key part of our vision to become Australia's most diversified port. The CEP reached a major milestone in October, signing agreements for studies critical to the Precinct's progression. Once fully developed, the CEP will contribute \$4.2 billion and is estimated to generate thousands of new jobs to the Hunter Region by 2040.

I am incredibly proud of our diversification efforts throughout this review period and I look forward to our continued momentum in this space in 2025.

SUSTAINABILITY

As a global corporation and leader in our industry, we strive to set a benchmark for sustainability within the Australian ports sector.

In 2024, we reached another remarkable milestone in our sustainability journey, maintaining our 5-star GRESB rating for the fourth consecutive year and achieving a score of 97 out of 100.

Notably, we received a perfect score of 100% in climate change reporting, scenario analysis, and risk and opportunity identification. This achievement underscores our dedication to transparency and proactive management of environmental risks.

We also celebrated our five-year partnership with Greenfleet, through which we have been able to offset 861 tonnes of business-related CO2 emissions and contribute to the regeneration of nine native forest projects across NSW and Victoria.

Our commitment to decarbonisation also remains steadfast, with significant strides in this direction during 2024 through:

- Reducing our Scope 1 and 2 emissions by 45% from our 2018 baseline;
- Establishing a Port Decarbonisation Group to work in collaboration with our tenants to reduce carbon emissions across our value chain; and
- Commencing electrification works on our two hybrid mobile harbour cranes, which will help to further reduce our Scope 1 emissions.

WELLBEING AND RECONCILIATION

In 2024, we continued our Reconciliation Action Plan (RAP) efforts, with the endorsement from Reconciliation Australia of our Innovate RAP. We hope that this plan, which outlines our strategies for strengthening our cultural understanding, will result in meaningful, impactful reconciliation. It includes measurable actions that reflect our commitment to creating an inclusive and supportive workplace.

Port of Newcastle's status as an employer of choice in our region is underpinned by our commitment to supporting and investing in our people and their wellbeing. In 2024, we were re-endorsed by WORK180 as one of the top 101 employers for women in Australia, reflecting our continued efforts to create a workplace that supports and empowers women. We have also expanded our flexible work arrangements and career development opportunities for all employees.

As we progress towards our goal of Net Zero emissions by 2040, we remain dedicated to our role as custodians of this critical regional asset. We will continue to strive for a safe, sustainable, and environmentally and socially responsible port that serves our community and contributes to a strong future for our region.

I thank all our Port of Newcastle employees, partners, and stakeholders for their ongoing support and partnership in our sustainability journey, and I look forward to continuing to share our achievements.

2024 HIGHLIGHTS

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

45%

from 2018 baseline.



Increased gender diversity with

35%

female employees



Port of Newcastle recognised in the

TOP 101

workplaces for women in Australia for the second year in a row



97

GRESB rating achieving
★★★★★
for the 4th year in a row



PON achieved certification to Work, Health & Safety ISO 45001:201

3 GOOD HEALTH AND WELL-BEING



Sustainability Advantage Gold Membership



RAP

Innovate RAP endorsed by Reconciliation Australia











158.4

million tonnes of trade in 2024



PERFORMANCE AND TARGETS

	UN SDG ALIGNMENT	TARGET	PERFORMANCE
GREENHOUSE GAS EMISSIONS AND ENERGY MANAGEMENT		Reduce absolute Scope 1 and 2 greenhouse gas (GHG) emissions in line with our Science Based Targets Initiative (SBTi) approved target (1.5°C, 2030 scenario)	Scope 1 and 2 GHG emissions have reduced by 45% since the 2018 baseline was set and PON is on track to achieve its 2030 target.
		Measure and reduce Scope 3 emissions to meet approved SBTi target	SBTi aligned target of a 50% reduction in Scope 3 emissions (from 2018 baseline) by 2040 has been Board approved. Currently on track to achieve this target.
		Transition entire vehicle fleet to electric	The majority of the PON vehicle fleet is now electric with the remaining to be transitioned in the coming years.
		Achieve Net Zero by 2040	The Net Zero target by 2040 has been approved by the Board and PON is on track to achieve this target.
		Measure and quantify the climate related risks and report using internationally recognised framework	Climate related risks and quantification of risks undertaken in line with Taskforce for Climate-Related Financial Disclosures (TCFD) framework (see climate change section of this report).
		Measure and quantify nature-related risks and opportunities for PON using the TNFD framework	Taskforce for Nature-Related Financial Disclosures (TNFD) road map has been developed. Located phase of TNFD guidance has been undertaken and the TNFD report will be published in 2025.
EMPLOYEE HEALTH AND SAFETY		Total Recordable Injury Frequency Rate (TRIFR /d) 12 month rolling total of below 6	TRFR score for 2024 was 0.
		Offer at least 12 mental health first aid courses to PON employees. Set and maintain minimum ratios of accredited employees for each division	In 2024, the Port of Newcastle provided 17 Mental Health First Aid courses to its employees and achieved the ratio commitments for accredited first aiders in each business division.
DIVERSITY AND INCLUSION		Increase percentage of women employees to 40% by 2031 (2023 target of 32.3%)	Currently 35% women employees for 2024, indicating PON is on track to achieve its long-term target.
		Increase percentage of Aboriginal and Torres Strait Islanders to >4% by 2031	Currently 3.8% Aboriginal and Torres Strait Islanders employees, indicating PON is on track to achieve its long-term target.
		Provide a minimum of two Aboriginal or Torres Strait Islanders internship opportunities	Two internships were completed in 2024 under PON's Aboriginal and Torres Strait Islander internship.
		Endorsement of the Innovate RAP	The PON Innovate RAP has been endorsed by Reconciliation Australia.

	UN SDG ALIGNMENT	TARGET	PERFORMANCE
PROCUREMENT		Continue to screen 100% of our suppliers for Modern Slavery Risk	PON has subscribed to Fair Supply and has screened 100% of its current suppliers for Modern Slavery Risk.
		Engagement of Indigenous suppliers in alignment with our Innovate RAP	This action was identified during the preparation of the Innovate RAP and we will seek to increase Indigenous procurement. Staff attended NSWICC events throughout the year to gain further insights into the local Indigenous businesses and procurement strategy.
DEVELOPMENT		100% employee completion of cultural awareness training by 31 December 2024	Cultural Awareness training is now offered as a part of PON's on-boarding procedure.
		100% employee completion of the ESG training suite by 31 December 2024	As at December 2024, 95% of the staff have completed the ESG training suite.
BUSINESS TRANSITION	  	Increase percentage of diversified trade revenue to reduce the percentage of revenue from coal to 50% by 2030 (2024 target 69%)	Share of revenue from coal in CY24 was 71.69%, up from 68.14% in CY23. This increase was driven by the change in pricing structure for the CY24 and was not due to an increase in coal volumes.
RESOURCE MANAGEMENT		Measure and report on percentage of waste to landfill	Percentage of waste to landfill is measured and reported in the Sustainability Report.
		Measure and report on percentage of waste recycled	Percentage of waste recycled is measured and reported in the Sustainability Report.
		Measure and report on percentage of potable water consumed to be able to set a baseline and target for reduction in 2024	Potable water consumption is measured. Target setting for reduction is currently on hold.
		The development of a Water Strategy, setting defined goals and targets	The Water Strategy is due to be developed over the next five years.
PARTNERSHIPS		Our corporate funding commitments will continue to focus on the following areas: <ul style="list-style-type: none"> Our Planet projects Community projects Our Industry Our Partnerships 	Funding for 2024 was allocated to our focus areas: <ul style="list-style-type: none"> Our Planet projects Community projects Our Industry Our Partnerships
		Grow staff participation in our workplace giving program to match PON co-contribution commitment of up to \$5,000 per charity	PON co-contribution commitment continues to grow as staff are encouraged to participate in the workplace giving program. The total amount contributed in 2024 was \$16,689. This figure was slightly below PON's goal. PON continues to promote this initiative with staff to increase the total each year.
		Maintain Gold Partnership recognition under the NSW Government Sustainability Advantage Program	PON maintained Gold partnership with Sustainability Advantage in 2024 and is currently working towards Platinum partnership which it will be eligible for in 2026.



**COMPANY
OVERVIEW**

COMPANY OVERVIEW

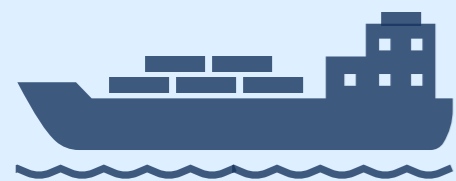
Port of Newcastle is the largest port on the East Coast of Australia. As a global trade gateway for more than 220 years, we deliver safe, sustainable and efficient logistics solutions for its customers.

Port of Newcastle Operations Pty Ltd is an Australian private company located and solely operating in Newcastle, NSW Australia. PON has a significant portion of its land tenanted by private terminal operators and is responsible for a number of common user berths and the maintenance of channel depths to enable the safe passage of commercial vessels. With a deepwater shipping channel, capacity to double trade volumes, available portside land, and berth side connections

to the heavy rail network, few Australian ports can match the unique capabilities of Port of Newcastle.

As custodians of its regions' most critical asset, PON is striving every day to create a safe, sustainable, and environmentally and socially responsible Port for the future.

In 2024, with trade throughput worth billions to the national economy, PON continues to enable Australian businesses to successfully compete in international markets.



158.4 MILLION
TONNES OF CARGO 

2,267

VESSEL VISITS



4,140 SHIP
MOVEMENTS



POWERED BY
100%

RENEWABLE ENERGY

\$48B

WORTH OF TRADE TO THE
NATIONAL ECONOMY

EACH YEAR

3 MILLION
TONNES

OF AGRICULTURE PRODUCE
EXPORTED THROUGH THE PORT

150 MILLION
TONNES

OF COAL SHIPPED TO
DESTINATIONS SUCH AS
JAPAN, TAIWAN
MALAYSIA, SOUTH KOREA
MAINLAND CHINA & INDIA

IMPORTS FROM

77

PORTS IN

31

DESTINATIONS

SUPPLY CHAIN
PARTNERS

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

KEY
EXPORTERS

MINERS, FARMERS
LOCAL MANUFACTURERS

KEY IMPORT CUSTOMERS
PRIMARILY BASED IN NSW

FOOD DISTRIBUTORS, ALUMINIUM PRODUCERS
CEMENT COMPANIES, FERTILISER MANUFACTURERS
STEEL PRODUCERS AND TRADERS
MINING COMPANIES RAIL CONTRACTORS WIND FARM DEVELOPERS

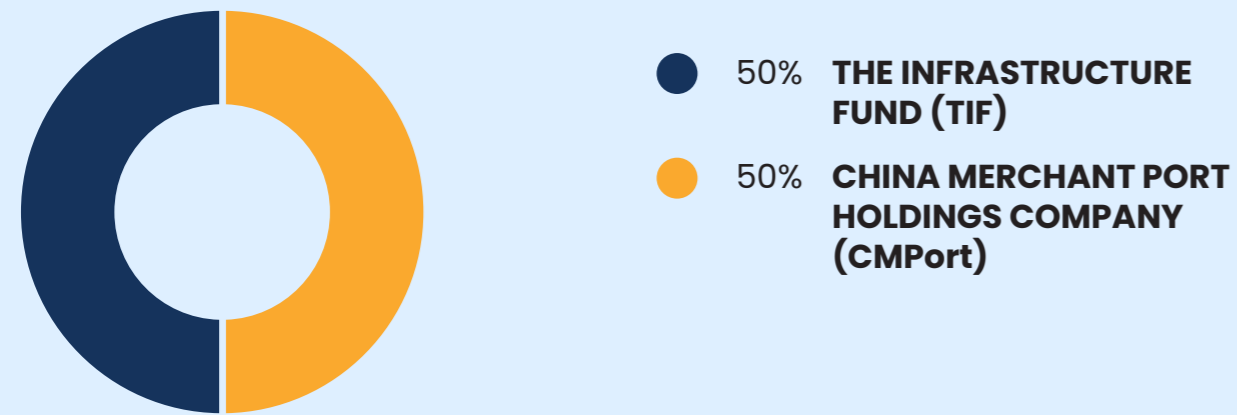
KEY EXPORT
CUSTOMERS

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

PON GOVERNANCE

PON SHAREHOLDERS

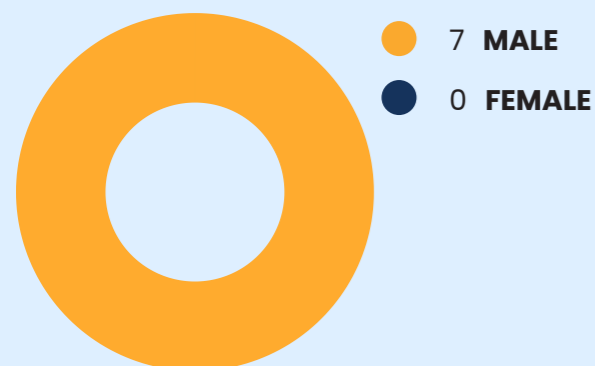
Our shareholders have a strong global history in managing large infrastructure assets.



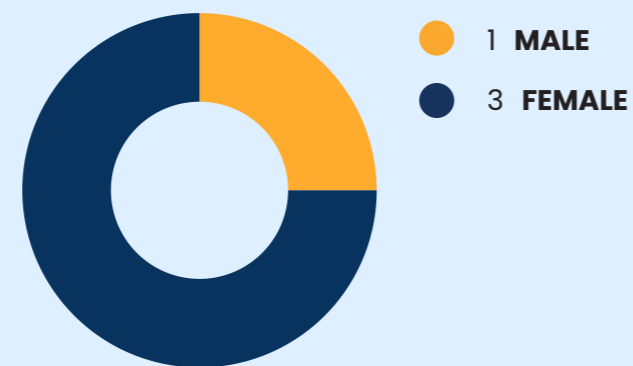
PON DIRECTOR DEMOGRAPHICS

PON's Board of Directors comprises representatives from both shareholder groups.

PON CORPORATE TRUST



PON PROPERTY TRUST



PROFESSOR ROY GREEN CHAIRPERSON

Professor Green has worked in universities, business and government in Australia and overseas, including most recently as Dean of the UTS Business School at the University of Technology Sydney.



HUGH FITZSIMONS (MAM) BOARD ESG CHAMPION

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

The Board determines and monitors the strategic direction of the business to ensure the port meets its legal and social responsibilities.

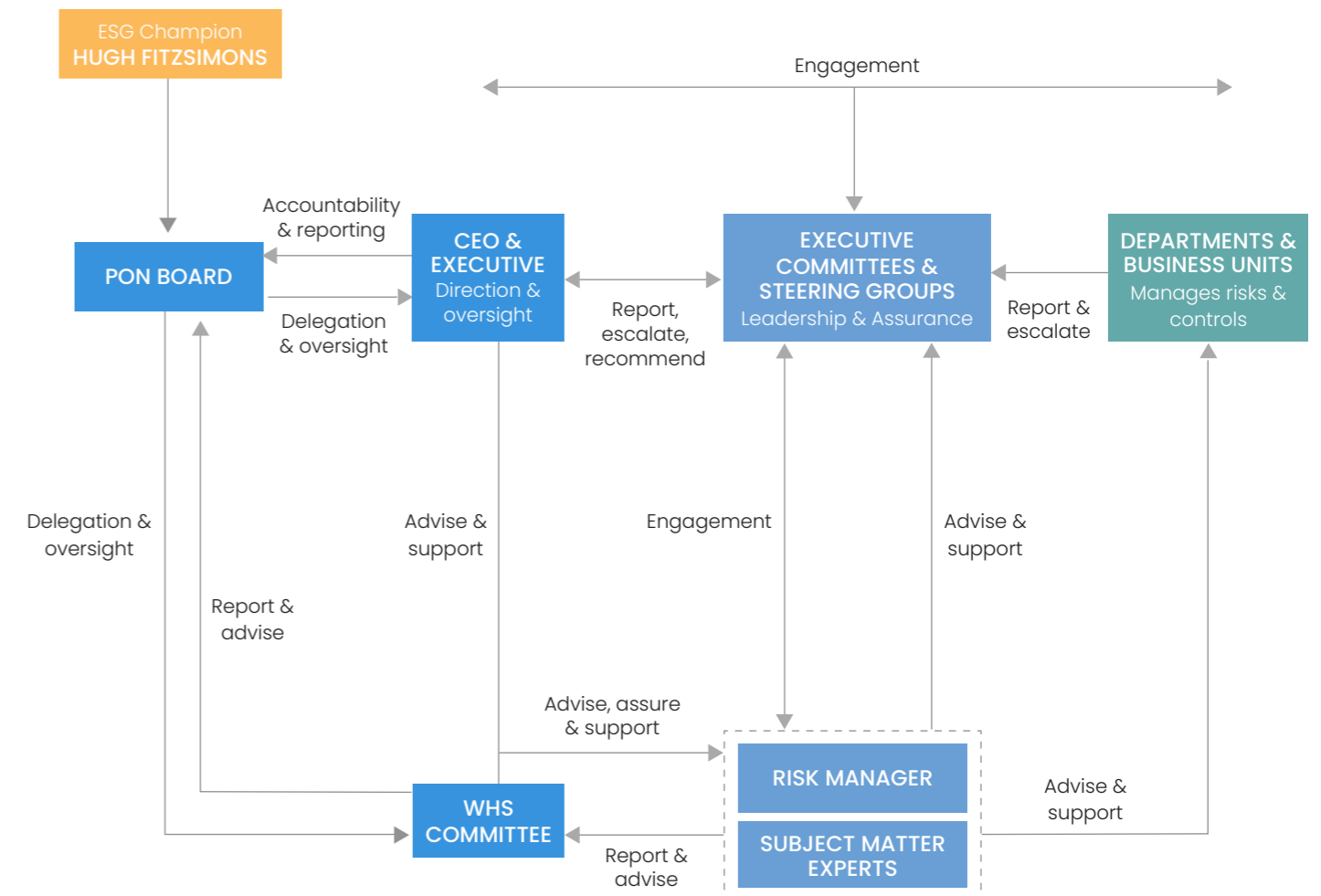
The Board meets five times per year and is provided an ESG quarterly update which includes climate-related issues. The Board is kept informed on the progress against the ESG targets and strategy at these meetings.

The Board and Executive both play a central role in assessing and managing risks, including climate-related risks and opportunities. They integrate climate considerations into strategic planning, conduct thorough risk assessments, and champion a sustainability culture throughout the organisation. This proactive approach underscores PON's commitment to responsibly navigating the challenges and opportunities posed by climate change.

PON SHAREHOLDERS

PON has in place a robust governance framework to ensure that it operates its business in a responsible manner. Its framework includes management systems and processes

aligned with international standards. To further support and enhance PON's responsible management practice, our Board of Directors provide a key role in overseeing this approach.



FRAUD & CORRUPTION

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

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

THE POLICY IS DESIGNED TO HELP PON WITH:

- **Planning and resourcing in relation to fraud, bribery and corruption**
- **Implementation of fraud, bribery and corruption prevention measures**
- **Implementation of fraud, bribery and corruption detection measures**
- **Implementation of procedures for responding to detected fraud, bribery and corruption**

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

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

Managers, employees and contractors are obliged to report suspected fraudulent conduct engaged in, or reported by, employees, in accordance with this Policy. Further, Managers are responsible for ensuring that their departments adhere to any relevant internal controls applicable in their areas. No instances of fraud, corruption or bribery were reported in 2024.

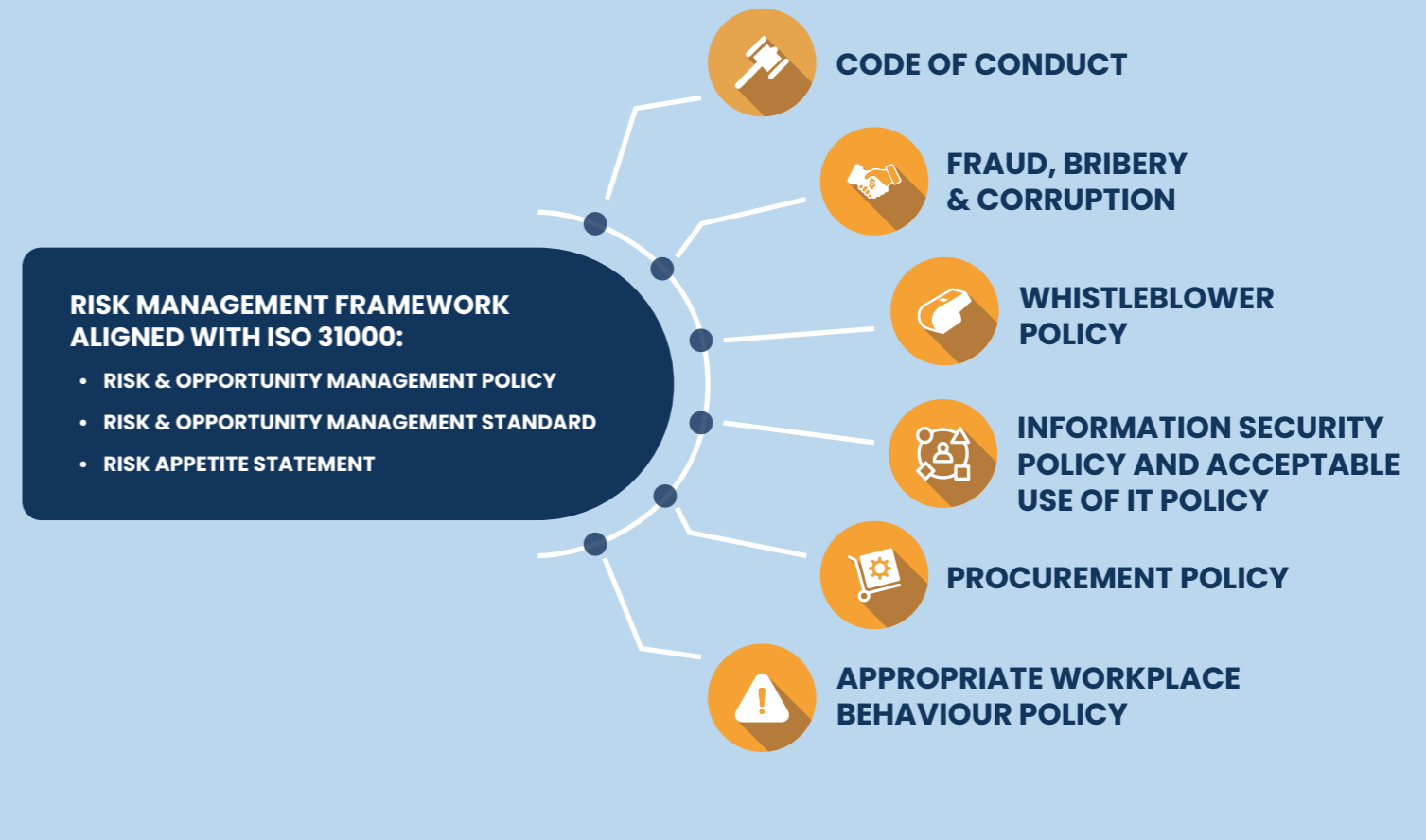
PON's governance and risk management framework underpins its operating performance and is designed to meet and exceed legislative, regulatory and contractual requirements in order to uphold PON's values of integrity and community.

At PON, employees are supported and encouraged to raise concerns about unethical or unlawful behaviour.

PON is committed to ensuring such concerns are dealt with efficiently and transparently through its policy frameworks.

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

In 2025, PON will undertake a comprehensive review of its Fraud, Bribery & Corruption and Risk Management policies and framework. This review aims to ensure that best practice principles, processes, and supporting procedures are in place, holistically supporting PON's commitment to maintaining high standards of ethical and accountable conduct.



ZERO TOLERANCE FOR DISCRIMINATION

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

Relevant policies PON uses to address discrimination:

- **Human Rights Policy**
- **Diversity, Equity and Inclusion Policy**
- **Code of Conduct**



APPROPRIATE WORKPLACE BEHAVIOUR POLICY



DIVERSITY, EQUITY & INCLUSION POLICY



MANAGING WORKPLACE GRIEVANCES POLICY

Communication of PON's expectations and policies is provided to all its people through the onboarding program at the commencement of their employment. Refresher training and ongoing communication around these material aspects is provided regularly.

In 2024, there were no incidents or legal actions in relation to corruption, discrimination and non-compliance with laws and regulations in the social and economic area.

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

0 ZERO INCIDENTS OF CORRUPTION

STAKEHOLDER ENGAGEMENT

Port of Newcastle has a stakeholder engagement framework to create an environment where stakeholders feel valued and considered in all elements of our business. The framework has been developed in accordance with the International Association of Public

Participation (IAP2) Quality Assurance Standard. As well as the Quality Assurance Standard process, this framework is also guided by the IAP2 Spectrum of Public Participation. Port of Newcastle is also developing an Indigenous Stakeholder Engagement Plan.



INTERNAL STAKEHOLDERS
Employees, shareholders and board members



EXTERNAL STAKEHOLDERS
Those stakeholders that affect or are affected by our business activities

PON STAKEHOLDERS

PON regularly engages with its identified key stakeholders and recognises they are critical to the existence and activity of the port. PON works with the community to instil confidence in contributing to a better future

Engagement with PON's customers is imperative. We want to lead and unite, assist tenants, co-create efficiencies, secure long-term gains, and to provide secure access to a superior supply chain to ensure prosperity for our buyers and producers.

To PON's owners, there is a commitment to maintaining a reliable, winning investment, and as long-term custodians of the Port, to work with the government to ensure stewardship of this critical asset for the benefit of everyone.

PON is committed to engaging with port users on sustainability matters through initiatives such as sharing knowledge to support port users in their efforts to improve their operations. As part of the framework, there are a number of mechanisms for engaging with stakeholders, these include quarterly meetings with the port Community Liaison Group and port user working groups, stakeholder engagement surveys and project specific engagement.

FORUMS THAT PON PARTICIPATED IN 2024

Group	Representatives
Ports Australia Environment, Planning and Sustainability	National Ports and Port Users
PON Community Liaison Group (CLG)	Community, business, industry and government
Newcastle Port User Group (NPUG)	Representatives from PON and the users of port land
Port Management Committee	
Port Security Committee	
Newcastle Coastal Planning Working Group	Run by the City of Newcastle. PON are part of the coastal management plan process
Port Decarbonisation Group	Port representatives and tenants

MATERIALITY

PON's Stakeholders have also been key in developing our ESG strategy. To understand what was important and material to PON and its stakeholders, in terms of developing sustainably, a formal materiality assessment was undertaken in 2021 to increase the understanding of the key material topics for the Port of Newcastle from our stakeholders' perspective. This was refreshed again in 2023, and captures stakeholders' views on some of the

significant changes to business and climate that had taken place since 2021.

PON's ESG strategy seeks to address each of the material topics identified as priority by its stakeholder groups. The highest materiality in each sector— people, planet, prosperity and partnerships, are listed below.

PEOPLE

- Safety
- Business ethics
- Leadership
- Health & Wellbeing
- Diversity & Inclusion

PROSPERITY

- Diversification
- Infrastructure / asset management
- Security
- Growth











PLANET

- Waste
- Pollution / contamination
- Water
- Decarbonisation – Scope 1 & 2

PARTNERSHIPS

- Collaboration
- Social Licence

OUR COMMITMENTS

	SUSTAINABILITY ADVANTAGE	Achieved Gold Partner status in 2023. PON commits to achieving Platinum status in 2026.
	ECOPORTS	First port in Australia or New Zealand to become a member of the International EcoPorts network and to be certified under the program.
	INTERNATIONAL ORGANISATION FOR STANDARDISATION (ISO 14001)	In addition to having EcoPorts certification, PONs Environmental Management System (EMS) is substantially aligned with the ISO 14001 standard. PON is committed to becoming ISO accredited and is currently working towards obtaining this accreditation.
	GLOBAL REAL ESTATE SUSTAINABILITY BENCHMARK (GRESB)	In 2024, PON participated in its sixth GRESB assessment scoring 97/100.
	AS/NZS 4801:2001/ISO 45001	In 2024, our Work Health and Safety (WHS) Management System achieved certification against the ISO 45001 standard. Our WHS management system is also aligned with the Australian Standard AS/NZS 4801:2001.
	AUSTRALIAN INSTITUTE OF HEALTH AND SAFETY (AIHS)	As a member of the AIHS, PON incorporates and promotes world-class practices through its Work Health and Safety Management System.
	UNITED NATIONS GLOBAL COMPACT	PON is committed to the UN Global Compact in support of the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption.
	COMMUNITY CONTRIBUTIONS	PON contributes at least \$1 million annually to the Community Contribution fund. The Community Contributions fund supports suitable projects that enhance or maintain landside infrastructure and community amenity around the port.
	SUSTAINABLE DEVELOPMENT GOALS (SDGs)	PON continues to integrate the SDGs into our organisation through including them in our project management stage gate processes.
	TASKFORCE ON NATURE-RELATED FINANCIAL DISCLOSURES (TNFD)	PON has signed up as an early adopter demonstrating our intention to start making disclosures aligned with the TNFD Recommendations in our corporate reporting by 2025.



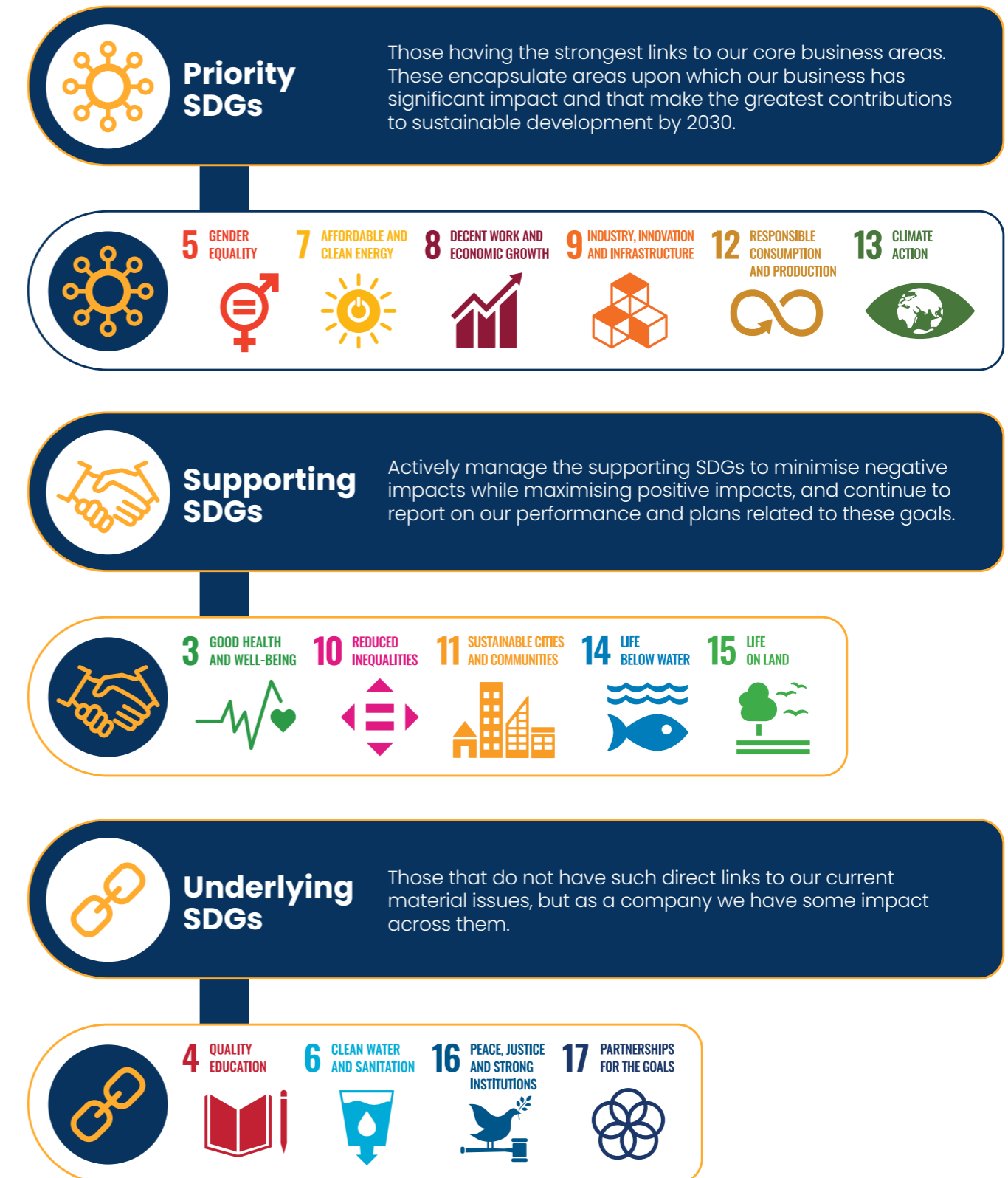
SUSTAINABLE DEVELOPMENT GOALS

SUSTAINABLE DEVELOPMENT GOALS

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

Having aligned with the SDGs in 2020 as part of its membership with the NSW Government Sustainability

Advantage Program, in 2024 Port of Newcastle continued to embrace the goals as it sets about pursuing initiatives and integrating them into business-as-usual operations to make a sustainable impact.





OUR PEOPLE

OUR PEOPLE

PON is a values driven organisation. The port's employees led the identification of the four values that best reflect the culture of the organisation (Community, Wellbeing, Integrity, Curiosity). These values influence everything the organisation

does — how it develops its strategy, how performance is measured, how people treat each other and how work is approached at PON.



COMMUNITY



WELLBEING



INTEGRITY



CURIOSITY

During 2024, the organisation continued to implement a number of initiatives which speak to its commitment to these values.

DIVERSITY, EQUITY & INCLUSION

PON maintained the Work180 endorsement, ranking in the top 101 Employers for Women in Australia. PON has also been endorsed by Reconciliation Australia, with the current Reconciliation Action Plan in its "Innovate" stage. Two students completed an Internship under PON's Aboriginal and Torres Strait Islander Internship program.

EVERYONE HAS A STORY

For the second time, PON acted as primary supporter of a regional mental health initiative, with two employees choosing to share their own stories at the annual event.

WORKFORCE ENGAGEMENT

PON finalised its 3-year workforce engagement strategy in partnership with Curtin University.

Building upon the values-based initiatives above, in concert with its employees, unions and community partners, the

organisation continues to plan for the future of work. This focuses on the following key areas:



CULTURE AND ENGAGEMENT



ATTRACTION AND RETENTION



WORKFORCE SYSTEMS



INDUSTRIAL RELATIONS



ORGANISATIONAL DESIGN



WORKFORCE GOVERNANCE

These initiatives will continuously improve PON's workforce policies, systems and practices (our value of curiosity). These actions involve collaboration with our staff and regional

partners (our value of community) to further invest in our people (our values of wellbeing and integrity).

DURING 2024 PON REVIEWED AND UPGRADED THE FOLLOWING POLICIES

- Agile Working
- Code of Conduct
- Corporate Clothing Program
- Employee Relations
- Leave Management
- Managing Poor Performance and Misconduct
- Managing Workplace Grievances
- Recruitment and Selection
- Time in Lieu
- Training & Professional Development

PON ALSO IMPLEMENTED THE FOLLOWING NEW WORKFORCE POLICIES

- Change Management
- Staff Recognition





OUR EMPLOYEES

The PON workforce comprises personnel who fall within two categories: professional and technicians / trade.

Our professional employees apply knowledge and experience in performing analytical, conceptual, and creative tasks.

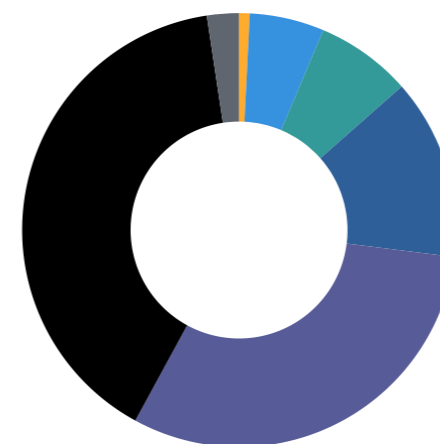
Our technicians and trade employees apply broad or in-depth technical, trade or industry-specific knowledge in performing skilled tasks, often to support activities in our Marine and Operations department.

Contractors carry out a significant proportion of the organisation's activities and their work includes consultancy, maintenance of assets and project management.

Port of Newcastle maintains employee data confidentially and securely on an employee's electronic file and as part of its payroll system. This data has been used to generate the 2024 report.

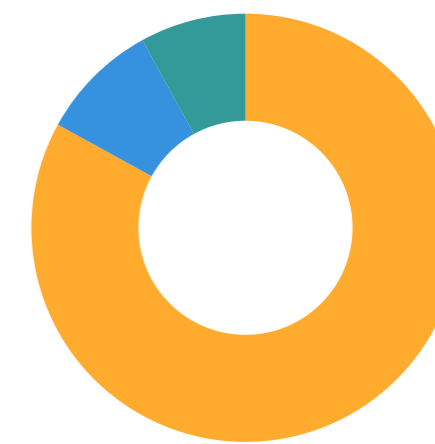
- ✓ **126** employees (as at 31 Dec 2024)
- ✓ **FTE** (excl casuals) **112.35**
- ✓ **81%** covered by our Enterprise Agreement
- ✓ Average **5.6** years of service
- ✓ **42** years longest service – **Robert Collison**

TOTAL EMPLOYEES BY EMPLOYMENT TYPE



- 1 CEO
- 7 EXECUTIVE MANAGER
- 9 SENIOR MANAGER
- 17 MANAGER
- 39 PROFESSIONALS
- 50 TECHNICIANS & TRADE
- 3 CLERICAL & ADMINISTRATIVE

WORKFORCE BREAKDOWN



- 83% FULL TIME
- 9% PART-TIME
- 8% CASUAL

LEAVE

4,720 HOURS PERSONAL LEAVE

\$1,497,773 ANNUAL LEAVE LIABILITY

WORKFORCE

	Managers		Non-Managers	
	Male	Female	Male	Female
Permanent full-time employees	20	12	42	23
Permanent part-time employees	0	0	7	4
Fixed-term contract full-time employees	2	0	4	2
Fixed-term contract part-time employees	0	0	0	0
Casual	0	0	9	1

DIVERSITY, EQUITY AND INCLUSION

SDA ALIGNMENT – #5 GENDER EQUALITY

During 2024, Port of Newcastle updated its Diversity, Equity & Inclusion strategy that sets out clear priorities across seven areas:



Port of Newcastle exceeded its 2024 target of 32.3% female employees, greater than 3% of Aboriginal and Torres Strait Islander employees and the continuation of its Indigenous internship program.

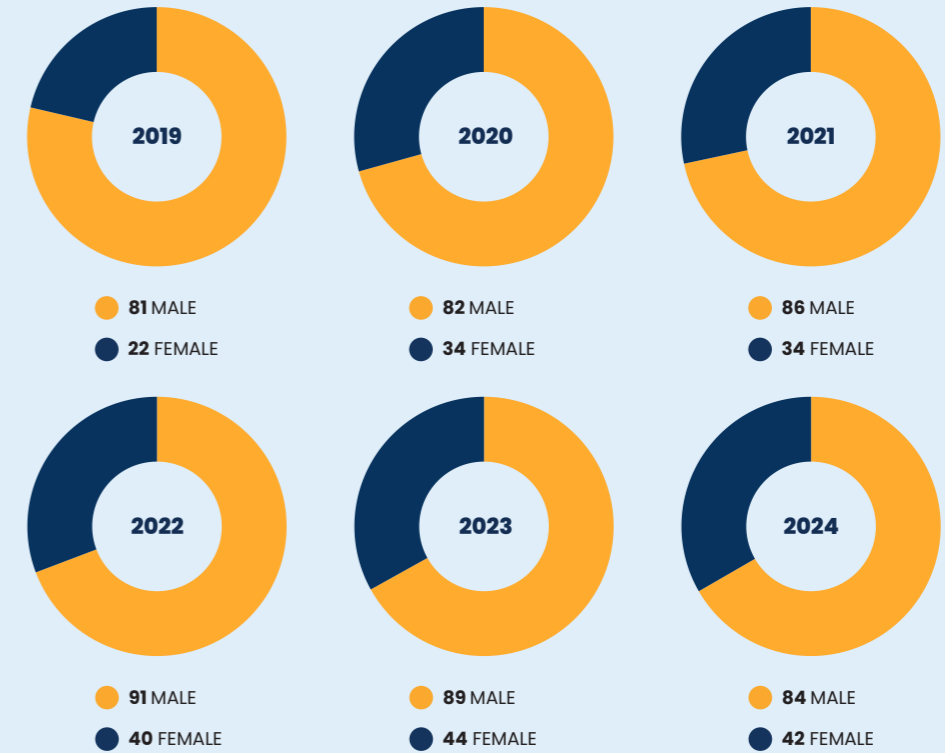
35% FEMALE
65% MALE
BASED ON FULL-TIME EQUIVALENT (FTE)

12 FEMALE MANAGERS
22 MALE MANAGERS

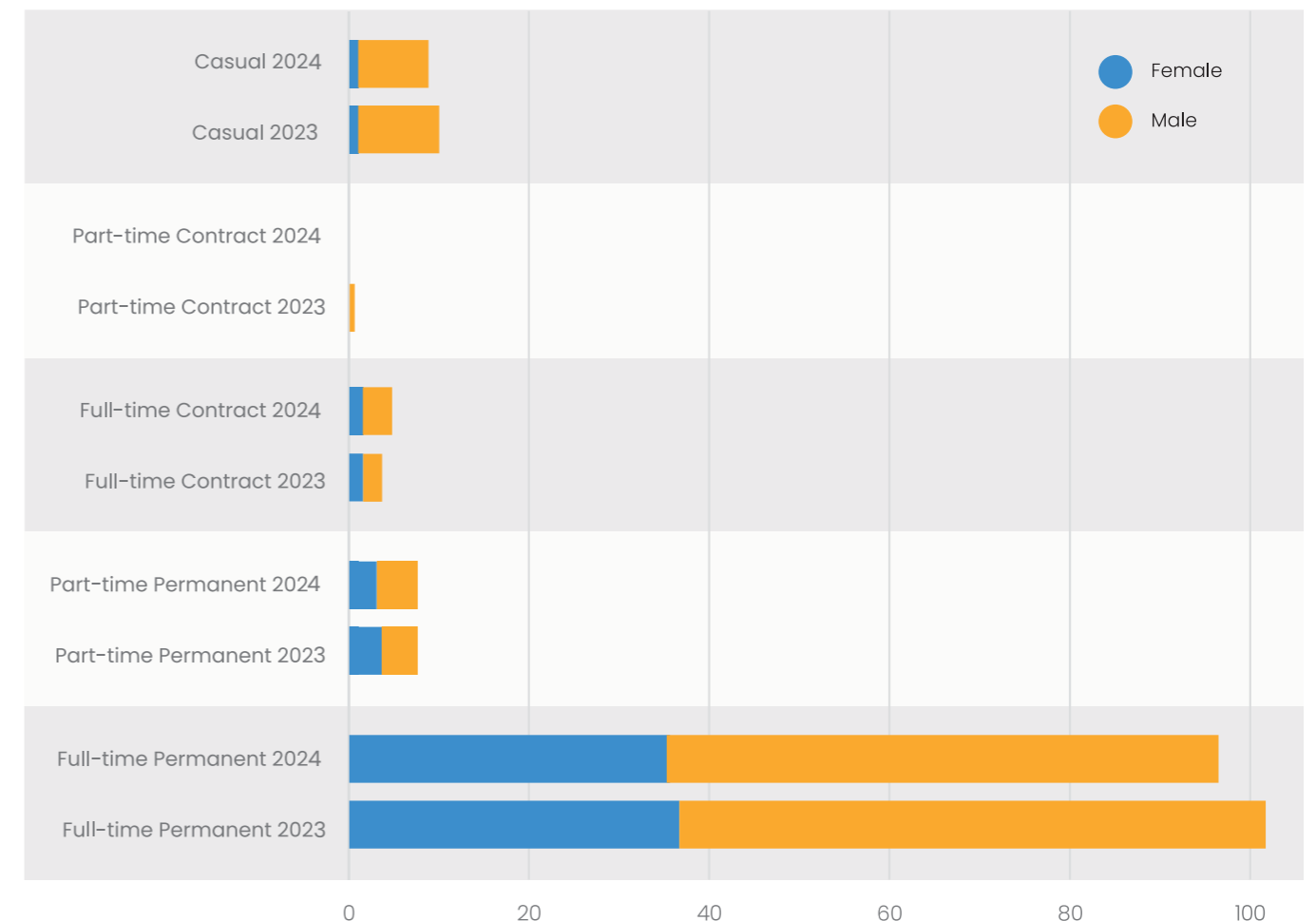
3.8% ABORIGINAL & TORRES STRAIT ISLANDER DEMOGRAPHIC

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

WORKFORCE GENDER SPLIT BY YEAR



WORKFORCE GENDER SPLIT



GENDER PAY EQUALITY

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

Port of Newcastle is making significant strides in promoting remuneration equity, as highlighted in its latest annual Workplace Gender Equality Agency (WGEA) report for 2024. The report underscores PON's achievement in maintaining remuneration equity, revealing a median total remuneration pay gap of 3.4% and a median base salary pay gap of -3.5%. In stark contrast, the industry average for these statistics stands at 17.2% and 15.4%, respectively. To ensure that we are continuously improving in this space, and to help prevent a pay gap from occurring, Port of Newcastle utilises a number of methods and tools to help address and prevent gender inequity occurring.

These include:

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

	2020-21	2021-22	2022-23	2023-24
Median total remuneration	12.2%	3.2%	1.7%	3.4%
Median base salary	12.2%	5.7%	0.1%	(3.5%)

COMPENSATION

In adherence to the Global Reporting Initiative (GRI) Standards, PON discloses its Annual Total Compensation and Ratio for the calendar year ending December 31, 2024. The Annual Total Compensation Ratio is a key indicator of our commitment to transparency and equitable compensation practices within the organisation.

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

For the calendar year 2024: Annual Total Compensation Ratio stands at 7.3:1.

This ratio reflects the company's approach to aligning executive compensation with the broader workforce

and maintaining fairness and equity across all levels of employment.

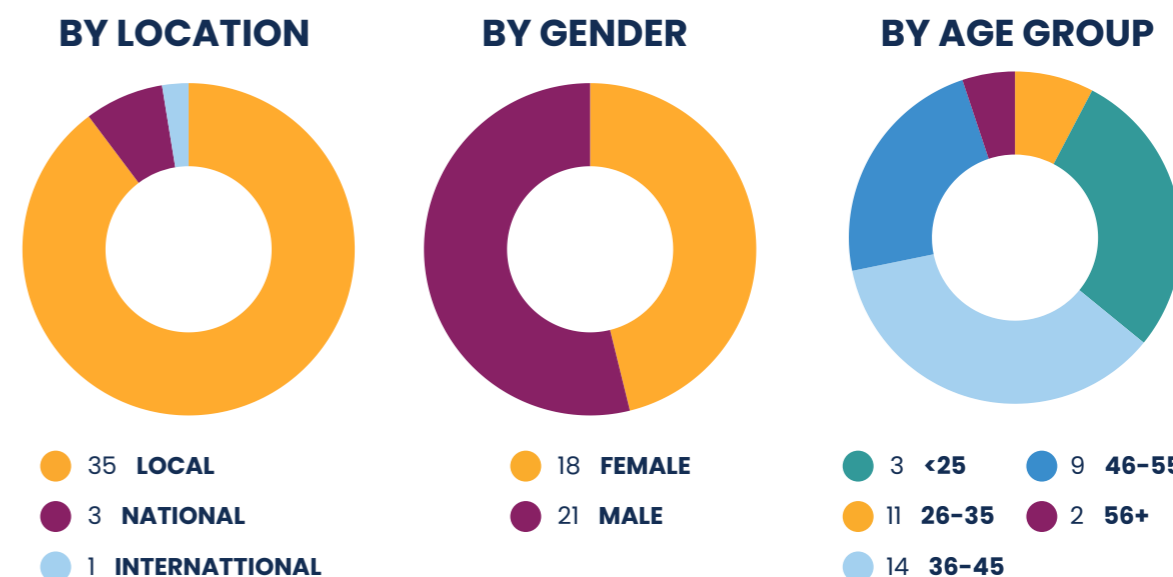
The percentage increase in annual total compensation for the organisation's highest-paid individual to the median percentage increase in annual total compensation for all employees stands at -1.0% for the calendar year 2024.

Disclosing this ratio fosters accountability and provides stakeholders with valuable insights into PON's compensation practices. The organisation remains committed to regularly assessing and refining its compensation strategies to ensure alignment with its values and stakeholders' expectations.

Through ongoing dialogue and engagement with employees, shareholders, and other stakeholders, PON will continue to uphold high standards of corporate governance and social responsibility.

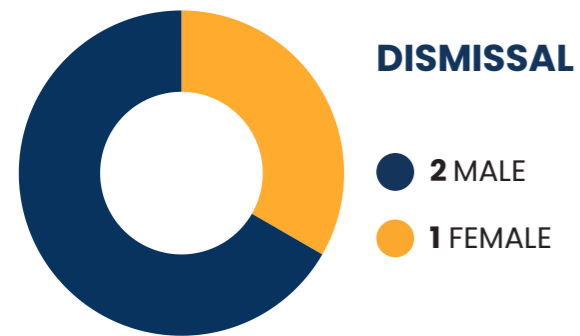
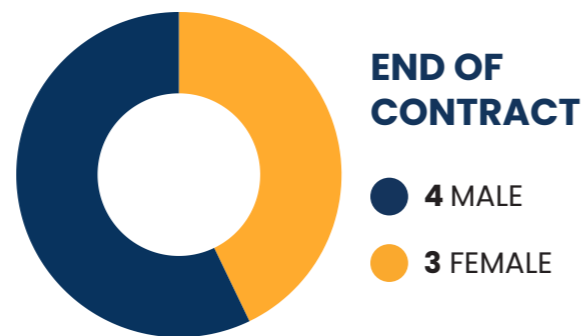
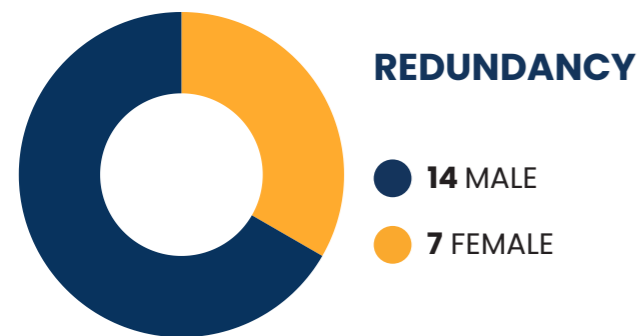
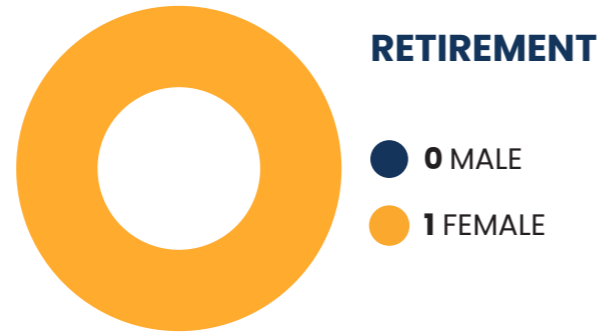
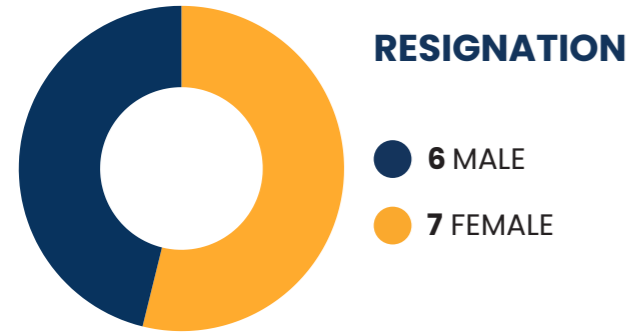
NEW EMPLOYEE HIRES

During 2024, Port of Newcastle's new employee hire rate was 29.9%. PON hired 39 new employees, sourced locally, nationally and internationally. Of those new hires, 46 per cent were women, with most hires sitting in the 26-35 and 36-45 age groups.

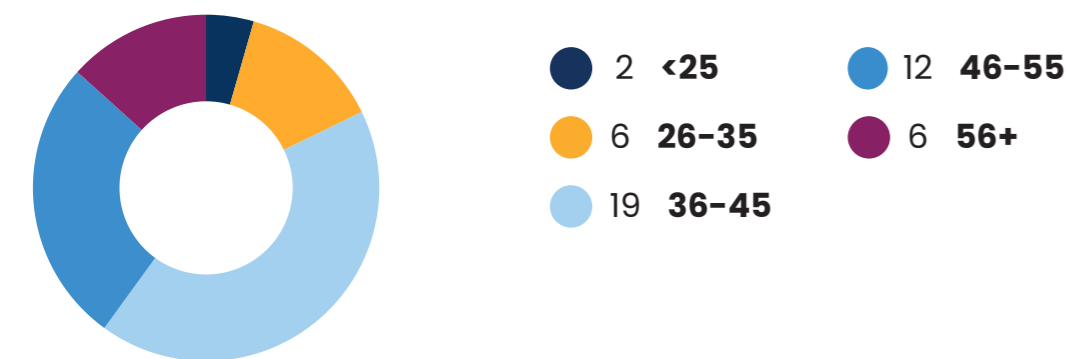


EMPLOYEE TURNOVER BY GENDER

During 2024, PON's turnover rate was 34.8%, with a 10.7% voluntary turnover rate. A total of 45 employees departed the organisation. Of those 45, 26 were male and 19 were female. The highest number of departures were from the 36-45 age group.



EMPLOYEE TURNOVER BY AGE GROUP



WOMEN IN PON

WORK180

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

In 2024, Port of Newcastle maintained the WORK180 endorsement as an employer of choice for all women.

Our Diversity, Equity & Inclusion Strategy sets out clear priorities for increasing representations of both women and Indigenous peoples within our workforce and in 2024 we continue to work towards these goals and advocate for initiatives that make the workplace better for women. This resulted in an overall improvement by 10% in the Port of Newcastle's DEI Assessment score, increasing from 57% in 2022 to 67% in 2024.

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

CASE STUDY - WOMEN ON WATER



Port of Newcastle partnered with Svitzer, Port Authority of NSW and Keolis Downer to bring a St Pius X student initiative to life, aimed at attracting more women to the maritime industry. The Women on Water (WoW) program was the winning project from St Pius X year 9 and 10 students as part of the Sustainnovation Challenge, focused on ports of the future and Port of Newcastle's role in Australia's maritime trade and emerging renewable energy sectors. Nineteen students from four schools across the Hunter Region toured the port, participated in hands-on experiences, and heard from women in Newcastle's maritime industry who shared their decades of experiences across various roles. This opportunity provided the students with valuable insights into the diverse professions available in the industry, with the goal of encouraging greater female participation in the future.

"Raising awareness and interest among young women in our industry is critical to developing the maritime workforce required to keep up with the growing economy and the port's diversified future. We are proud to be an employer of choice for women by Work180, which ranks us in the top 101 employers for women in Australia, but there is more work to do. Port of Newcastle has a target in place to reach 40% women in the workforce by 2031, and the WoW program is a wonderful initiative to proactively work towards these targets and raise awareness of career opportunities with emerging talent" – Marie Omark, Chief People and Information Officer





ENGAGING WITH OUR PEOPLE

In 2024, Port of Newcastle finalised implementation of its three-year Workforce Engagement Strategy.

The strategy followed the comprehensive evidence based 'Thrive' methodology which encompasses mitigating illness, preventing harm and promoting thriving. The initial theme for Port of Newcastle was the focus on 'Working Smarter' in 2022-2023, moving to the 2023-2024 focus of 'Thinking Well'. Both these themes aligned with Port of Newcastle's values of Curiosity and Wellbeing.

The Think Well Project was implemented throughout 2023-2024 in partnership with Ataraxy. The Project included a series of tailored workshops for all staff, as well as opportunity for one-on-one coaching and access to online resources, to help build mental fitness, emotional intelligence, and improved experience of life, resulting in:



REDUCED BURNOUT AND MORE CONSISTENT PERFORMANCE

The results of Port of Newcastle's workforce engagement survey showed steady continuous improvement across all areas. The survey showed that Port of Newcastle is particularly strong at providing a clear and positive direction for the



REDUCED SENSE OF OVERWHELM AND WORKLOAD PRESSURE

organisation, providing support among colleagues and by managers, and that PON provides interesting work where staff have the opportunity to learn during their work.



IMPROVED CLARITY, CONFIDENCE AND CONNECTION

DEVELOPING OUR PEOPLE

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

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

In addition to a suite of online training modules provided to employees, Port of Newcastle also provides opportunities for staff to complete face-to-face training throughout the year. In 2024, this included a Speaking Under Pressure workshop and Management Essentials training.

Port of Newcastle is committed to providing ESG awareness. Completion of the ESG training package is a requirement for all current and new employees. As of 31 December 2024, 90 per cent of PON's employees had completed all 6 modules.

1. **Introduction to ESG**
2. **The United Nations Sustainable Development Goals**
3. **Diversity and Inclusion**
4. **Understanding Modern Slavery**
5. **Net Zero Pathway**
6. **Climate Risk and Opportunity**
7. **Cultural Awareness Training**

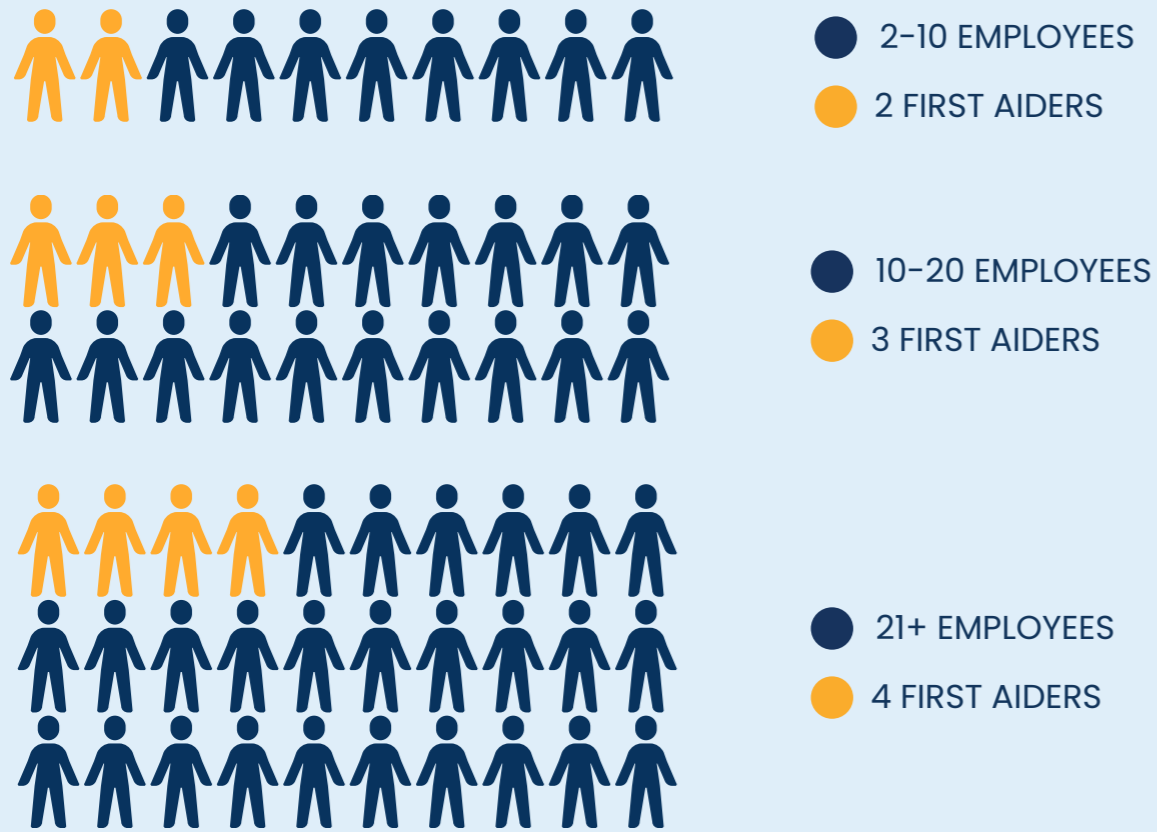
The organisation has continued to provide mental health first aid training opportunities to its employees, in line with its sustainable financing commitments.

A total of 17 courses were completed during 2024, bringing the total number of mental health first aiders in the organisation at the end of 2024 to 36, which is 28.5 per cent of the workforce. Additional mental health first aid course opportunities will be provided to our employees in 2025. We are also committed to maintaining nominated ratios of mental health first aiders across each of our divisions and in 2024 achieved or exceeded the minimum number in each department.

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



MINIMUM NUMBER OF REQUIRED MENTAL HEALTH FIRST AIDERS



EMPLOYEE MENTAL HEALTH FIRST AID ACCREDITATION AGAINST SUSTAINABILITY LINKED LOAN TARGET

BUSINESS DIVISION	Legal	Business Development	Corporate Affairs	People & Information	Finance & Commercial	Infrastructure Services	Marine & Operations
Minimum No. Mental Health First Aiders as per PON April 2021 SLL	3	2	2	3	3	3	4
Number in team	12	5	4	17	13	14	59
No. currently accredited	3	3	2	6	5	4	12

CASE STUDY – EVERYONE HAS A STORY

Everyone Has A Story (EHAS) is a local mental health initiative, with the goal to reduce the stigma around speaking about mental health issues. It provides a platform for participants to speak openly about their mental health journeys, to normalise vulnerability and encourage everyone to seek help if they need it.

In 2024, EHAS celebrated its fifth anniversary since inception. This culminated in a large event, bringing together participating organisations to view the stories of those who

have experienced mental health issues themselves and those who have supported others. Guest speakers specialising in mental health donated their time to speak, and two PON employees volunteered to share their own stories as part of the event. Port of Newcastle was again a major sponsor of EHAS and was intrinsically involved in the coordination of this event.



MODERN SLAVERY

PON has developed a Human Rights Policy to support its Modern Slavery statement and to align with the UN Global Compact. The organisation is committed to assessing all its registered suppliers for modern slavery risk. To achieve this, PON has adopted online platform Fair Supply, and all suppliers are screened for modern slavery risks. To date, education on the new polices has been delivered to the organisations

through a series of staff stand up engagements and through system training delivered by the Fair Supply team. A compulsory modern slavery training program has been rolled out for all staff as part of the ESG training suite.

SUPPORTING OUR PEOPLE

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



1. EXECUTIVE TEAM ONBOARDING

The Executive Team meet personally with new staff to discuss the goals and culture of the organisation.



2. FLEXIBLE WORKING

Agile working policy, through to structured and formalised flexible working policy arrangements which are agreed on an individual basis.



3. REGULAR INDIVIDUAL DEVELOPMENT REVIEWS

Annual objective setting, informal feedback and monthly conversations, formal half-yearly and annual reviews.



4. TRAINING

Self-directed learning – on-line and on or off-site. In addition, Port of Newcastle provides employees with a range of opportunities to undertake study and attend a wide range of professional industry forums to support professional development and innovation.



5. HEALTH AND WELLBEING SUPPORT

An Employee Assistance Program is available to all staff. In addition, PON has introduced a Life Leave entitlement for all permanent employees, who are able to access this leave for up to 3 days per year. Life Leave is intended to support employees when they face unexpected circumstances in their personal life. The leave may be used to attend health checks; manage symptoms of menstruation or menopause; for mental health related purposes; or for other personal reasons.



6. SOCIAL SUPPORT

Employee Engagement Forum and social events throughout the year.



7. CAREER DEVELOPMENT

Biannual process for reviewing career opportunities.



8. COACHING AND MENTORING PROGRAMS

With jointly selected external coaches provided to support professional development.



9. WORKFORCE ENGAGEMENT

Monitoring of workforce engagement levels and focused initiatives to sustain positive engagement, in partnership with external organisations.



10. RECOGNITION AND REWARD PROGRAM

Newly established annual Service Awards celebration, and discretionary reward and recognition in circumstances of extraordinary performance or contribution to PON.



11. PARENTAL LEAVE SUPPORT

Gender-neutral Parental Leave policy entitling employees to 26 weeks paid primary carers leave, 2 weeks secondary carers leave, ability to take leave at half pay, ability to return to work part time whilst taking paid parental leave, Parents@Work coaching program, plus additional paid entitlements for parents who experience loss of pregnancy (with paid leave available to either parent).



TOTAL NUMBER OF EMPLOYEES RETURNING TO WORK AFTER PARENTAL LEAVE



TOTAL NUMBER OF EMPLOYEES DUE TO RETURN TO WORK AFTER TAKING PARENTAL LEAVE

26 PRIMARY CARER WEEKS PARENTAL LEAVE

79 STAFF ENROLLED IN FITNESS PROGRAM

ADDITIONAL 2 PER CENT SUPER CO-CONTRIBUTION FOR EMPLOYEES COVERED BY THE PORT OF NEWCASTLE ENTERPRISE AGREEMENTS

WORKPLACE GIVING PROGRAM HIGHLIGHTING 4 LOCAL CHARITIES CHOSEN BY OUR EMPLOYEES, WITH DONATION MATCHING BY PORT OF NEWCASTLE

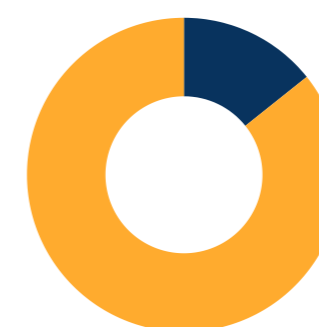
3 DAYS LIFE LEAVE ENTITLEMENT PER YEAR

TOTAL NUMBER OF EMPLOYEES ENTITLED TO PARENTAL LEAVE



28 FEMALE
69 MALE

TOTAL NUMBER OF EMPLOYEES THAT TOOK PARENTAL LEAVE



6 FEMALE
1 MALE

TOTAL NUMBER OF EMPLOYEES RETURNED TO WORK IN THE REPORTING PERIOD AFTER PARENTAL LEAVE ENDED



3 FEMALE
1 MALE

Of the 10 employees that returned to work after parental leave ended in 2023, 7 were still employed 12 months after their return to work.

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

Gender	Female	Male
Returned to work in 2023	3	7
Returned to work and stayed >12 months	5	2

WORKPLACE GIVING

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

Employees were responsible for nominating the four charities that represent the areas of environment, caring for people, mental health, and diversity.



JENNY'S PLACE



HUNTER WILDLIFE



BEYOND BLUE



AWABAKAL

\$16,689 DONATED IN 2024

OUR APPROACH TO WORKPLACE HEALTH AND SAFETY

Port of Newcastle is committed to improving organisational safety culture and performance across its operations. As custodians of the port, we have the ultimate responsibility for the safe operation across our sites. During 2024, PON's WHS management system covered the work and workplace of 126 PON employees and 31 contractors.

PON conducts external reviews and audits every three years which informs PON's Safety Strategy. In 2024 PON achieved certification to ISO 45001:2018 which was a key commitment within the Safety Strategy. Our employee health program supports the wellbeing of our staff, monitoring the health of all our employees before and throughout their employment.

PON RISK IDENTIFICATION AND HAZARD MITIGATION PROCESS



5 STEPS TO SAFETY HAZARD IDENTIFICATION



SAFE WORK METHOD STATEMENTS (SWMS)



FORMAL RISK ASSESSMENT



WHS RISK AND OPPORTUNITY REGISTER

We use several tools for communicating WHS matters such as our formal incident reporting system, MYOSH, and informal

systems such as brief information sessions, Toolbox talks and weekly at our Staff Update.



SAFETY STRATEGY

In 2024 PON completed a number of Safety Strategy Actions which included:

- **Certification to ISO 45001:2018**
- **Develop concept for new WHS Policy Framework PortSAFE. Increasing management involvement in WHS activities**
- **Conduct review and update of PON Fatal and Severe Risks and Critical Control Auditing Templates**
- **Implementation of mental health strategy**

In 2024, there were zero fatalities resulting from workplace injuries or work-related ill health. There was also zero lost time injuries or medical treatment injuries.

TOTAL INJURIES **NIL** **20** CRITICAL CONTROL SELF ASSURANCE AUDITS

35 EMPLOYEES TRAINED IN MENTAL HEALTH FIRST AID 

NUMBER OF HOURS WORKED
237,335

TOTAL RECORDABLE INJURY FREQUENCY RATE
ZERO (PER ONE MILLION HOURS)


ZERO FATALITIES FROM WORK RELATED INJURIES

1,168 
SAFETY CONVERSATION ENGAGEMENTS


40 FLU SHOTS


0 FATALITIES FROM WORK RELATED ILL HEALTH

LOST TIME INJURY FREQUENCY RATE

PON 
EMPLOYEE ASSISTANCE PROGRAM (EAP) SESSIONS

ZERO 
(PER ONE MILLION HOURS) FOR EMPLOYEES AND CONTRACTORS

OCCUPATIONAL HEALTH SERVICES THAT PON PROVIDED IN 2024

- Hearing protection devices and respirators that meet required Australian Standards
- Alcohol and Other Drug Testing that is compliant with Australian Standards for testing
- Appropriate injury management and return to work functions that meets regulatory requirements for employees
- Employee Assistance Program through a recognised provider
- Flu vaccinations annually that meet recognised medical requirements
- Corporate fitness program
- Training of employees in Mental Health First Aid Training through a recognised provider
- Ergonomic assessments for employee workstations
- Asbestos management plan utilising the services of a qualified Occupational Hygienist

2024 PON WELLNESS INITIATIVES

- RUOK Day BBQ for employees and contractors
- Guest mental health speakers for morning tea
- Mental Health First Aid Training
- Facilitation of Everyone Has a Story initiative.





OUR PLANET

OUR PLANET

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

ACTIVE ENVIRONMENTAL MANAGEMENT

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



MANAGING OUR ENVIRONMENTAL FOOTPRINT

“PON is dedicated to minimizing the environmental impact of our operations and fostering sustainable development of the port.”



BEYOND OUR BOUNDARIES

“PON actively contributes to managing local environmental initiatives.”



COMMITTED STEWARDS

“PON is a dedicated steward of the port, committed to its responsible management and sustainable growth for future generations.”



OUR SYSTEMS AND SUPPORT

“PON’s systems enable compliant and efficient operations, and Port of Newcastle is dedicated to embracing sustainable practices”.



PORT-CITY RELATIONS

“Fostering positive synergies within and beyond the port area not only generates new opportunities for growth and collaboration but also plays a crucial role in enhancing the resilience and sustainability of the city’s assets. By building strong partnerships, promoting innovation, and integrating sustainable practices, these synergies contribute to the long-term economic vitality, environmental health, and social well-being of the community. This approach ensures that the port remains a valuable and enduring resource, supporting the city’s development while safeguarding its future”.

PON ACTIVELY MANAGES ITS ENVIRONMENTAL FOOTPRINT BY

- Promoting sustainability awareness, preventing pollution, and fostering a genuine respect for environmental protection among employees through training and information programs
- Integrating environmental, social, and economic considerations into the procurement of goods and services
- Ensuring the responsible consumption and disposal of resources
- Investing in infrastructure to mitigate environmental impacts

PON IS A COMMITTED STEWARD BY

- Complying with all applicable legal and other requirements
- Sustainable management of our heritage assets
- Incorporating sustainable design principles into new developments
- Measuring, understanding and minimising environmental impacts

0 REPORTABLE ENVIRONMENTAL INCIDENTS IN 2024

0 NON-COMPLIANCES RESULTING IN REGULATORY ACTION IN 2024

Port of Newcastle operates within an EcoPorts certified Environmental Management System (EMS). The EMS ensures a high level of leadership commitment to environmental performance and provides the framework for implementation across the business. PON has committed to commencing works to obtain certification against the ISO 14001 standard.

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

PON has identified and evaluated the environmental aspects

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

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



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

-Dr Chris Woolldridge, EcoSLC



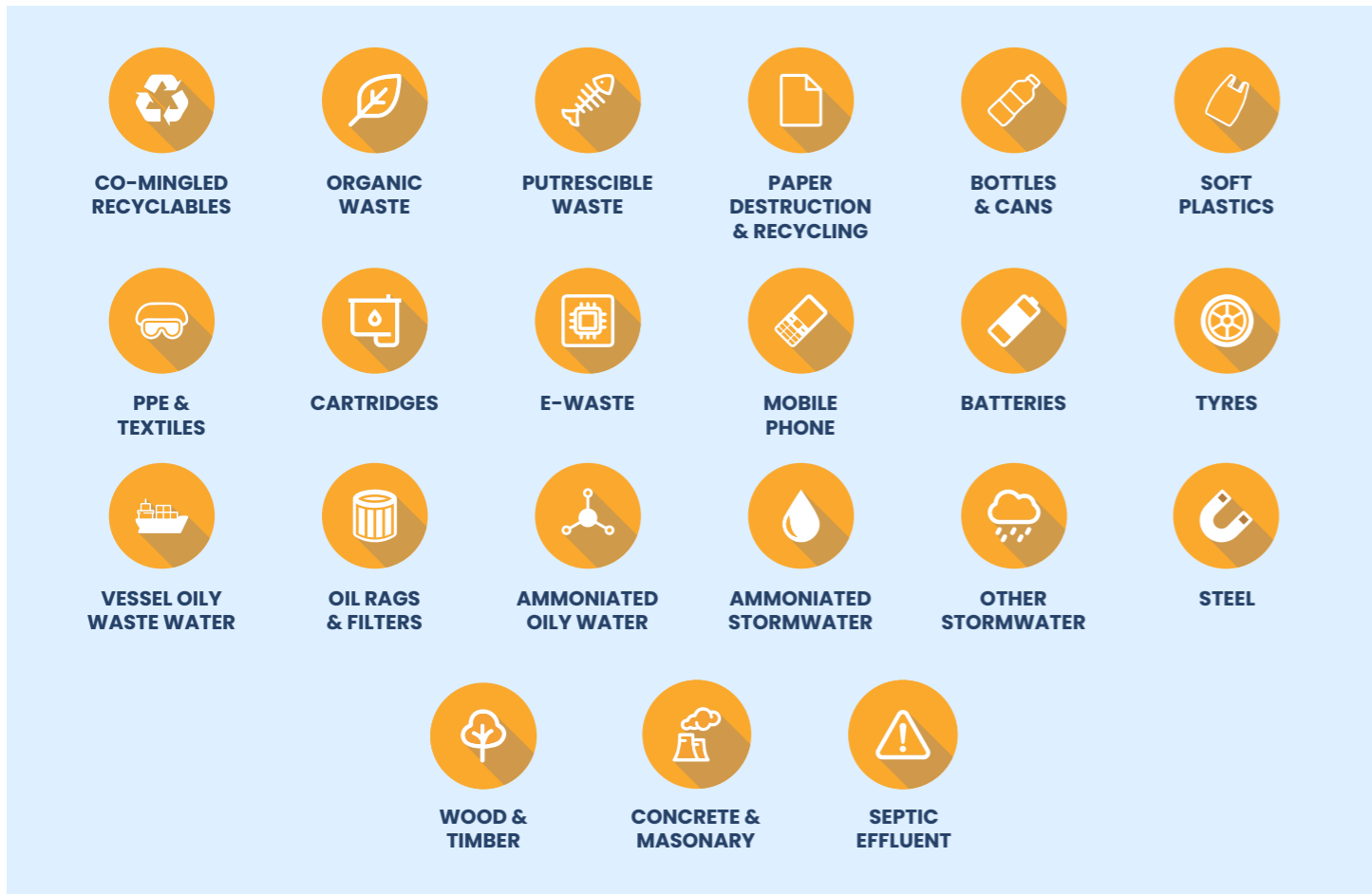
WASTE MANAGEMENT

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

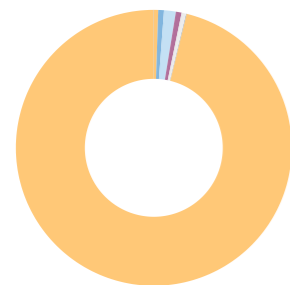
To achieve this, PON implements a waste management procedure and framework to guide performance and ensure compliance with relevant legislation.

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

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



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



PON SOLID WASTE SEPARATION 2024

- 0.23 Co-Mingled recyclables
- 0.30 Organic Waste
- 0.62 Paper recycling
- 0.30 Bottles & Cans
- 0.00 Soft Plastics
- 0.25 PPE, Textiles, Signage
- 0.02 Cartridges
- 43.03 E-waste
- 0.01 Mobile Phone

In 2024, PON's largest solid waste stream was E-Waste as we underwent an IT migration and updated our hardware. This E-waste was either donated to ZOLO as e-waste or donated

to The Reconnect Project for repair and reuse, resulting in 96 recovered devices and 43,033 kg being diverted from landfill.



PON SOLID WASTE - LANDFILL

Total of 4.3 tonnes of solid waste was diverted from landfill in 2024. Total of 354 tonnes of liquid waste was sent for treatment and recycling

- Solid Waste diverted from Landfill
- Solid Waste sent to Landfill

Substance	Fate	Quantity (t)				
		2020	2021	2022	2023	2024
Co-Mingled Recyclables	Recycling	0.01	0.14	0.20	0.20	0.23
Organic Waste	Recycling, composting	0.32	0.20	0.27	0.29	0.30
Putrescible Waste	Landfill	38.50	34.60	36.10	41.59	36.20
Paper Destruction	Recycling	0.66	0.57	0.13	0.62	0.62
Bottles & Cans	Recycling	0.00	0.00	0.02	0.02	0.30
Soft Plastic	Recycling	0.17	0.09	0.07	0.00	0.00
PPE, Textiles, Signage	Recycling	0.15	0.00	0.06	0.03	0.25
Cartridges	Reuse	0.01	0.03	0.02	0.02	0.02
E-Waste	Reuse, repair or recycling	0.00	0.28	0.00	0.09	43.03
Mobile Phones	Reuse, repair or recycling	0.00	0.00	0.00	0.00	0.01
Batteries	Recycling	0.00	0.00	0.01	0.01	0.00
Tyres (Forklift Tyres)	Special waste	0.00	0.02	0.00	0.00	0.72
Vessel Oily Water (Hazardous Waste)	Recycling	14.60	16.20	22.80	19.40	22.80
Ammoniated Oily Water	Treatment	15.20	52.30	0.05	23.80	48.20
Ammoniated Stormwater	Treatment	45.10	14.00	14.0	48.30	25.14
Other Stormwater	Treatment	19.80	29.40	29.4	18.90	18.10
Construction & Maintenance - concrete/ masonry	Recycling	Not recorded	Not recorded	Not recorded	1740	Not recorded
Construction & Maintenance - steel	Recycling	Not recorded	Not recorded	Not recorded	14.90	Not recorded
Construction & Maintenance - timber	Recycling	Not recorded	Not recorded	Not recorded	0.00	Not recorded

PON have begun recording construction waste recycling as of 2023. Density for oily water was used to convert litres to tonnes. Assumed hard hat weight 400g.lkg.* AFFF and PFAS substances are prohibited at PON sites.

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

PAPER CONSUMPTION

Year	Paper (no. pages)	Solid waste / year (kg)
2020	148,984	7,449
2021	121,435	6,072
2022	110,297	5,515
2023	125,492	6,275
2024	128,470	4,419

CASE STUDY – THE RECONNECT PROJECT

In 2024, Port of Newcastle partnered with the Reconnect Project, a social enterprise dedicated to bridging the digital divide and offering a sustainable solution to the growing issue of e-waste from mobile devices. The Reconnect Project repairs and refurbishes preloved devices, redistributing them to individuals in need. Recipients include marginalised groups such as refugees, women in shelters and participants in youth outreach programs. The Reconnect Project also supports

people with disabilities by creating employment opportunities and offering mentoring to neurodiverse individuals.

Partnering with the Reconnect Project allows Port of Newcastle to achieve our goal of reducing waste to landfill, while supporting people with disabilities. In 2024, Port of Newcastle donated 30 laptops to the Reconnect Project preventing these devices from being discarded as e-waste.

SUSTAINABLE SEDIMENT MANAGEMENT

PON perform continuous dredging of the channel of the channel with PON's trailing suction dredger, the David Allan, to remove sand and silt material deposited from the river to maintain channel depth and ensure the safe navigational passage of vessels. Since 2022, PON has also utilised the sweeper vessel Lydia to redistribute peaks in sediment on the harbour floor. The volume of sedimentation varies each year depending upon the frequency and severity of weather events and processes of siltation. If a significant flood event (freshwater event occurs), excess material can be produced in the harbour.

The sediment is deposited at an approved offshore placement area under PON's Maintenance Sea Dumping Permit 2022–2032 with DCCEEW. The Sea Dumping Permit is supported by a comprehensive Long-Term Monitoring and Management Plan available on the PON website. PON has entered into a Deed of Agreement under Section 19(9) of the Environment Protection (Sea Dumping) Act with DCCEEW. Under this Deed PON is required to establish and implement a program of research and monitoring relating to the impacts on the marine environment from the dumping of Maintenance Dredged Material at sea.

PON is committed to working in collaboration with the lead agencies, City of Newcastle and the NSW Government, to assist in the beneficial reuse of any suitable material. PON also operates a Technical Advisory Consultative Committee (TACC) to facilitate collaboration between parties interested in PON's dredging operations. TACC members include various federal and state government agencies, the City of Newcastle and community representatives. The TACC meets on a quarterly basis.

For many years PON has removed suitable sand material from the channel entrance and relocated it to a nearshore site that supports the renourishment of Stockton Beach. In 2022, PON's regulatory approval for the placement of clean dredged sand material off Stockton Beach expired due to the applicable legislation being repealed. A new approval is being procured by the relevant public authority. It is anticipated that beach renourishment activities will recommence when the required approvals are obtained by the relevant public authority.



CLIMATE CHANGE

UN SDG ALIGNMENT – CLIMATE ACTION

Climate change is a strategically significant issue for the Port of Newcastle. Our Board of Directors oversees climate-related risks and opportunities and reviews our broader sustainability goals. A senior decision maker, Hugh FitzSimons, has been nominated from the Board of Directors to oversee and monitor our ESG Strategy and comment on the implementation of ongoing and new initiatives. A dedicated team responsible for implementing ESG objectives reports on progress to the Board of Directors quarterly. Our Executive Leadership Team are responsible for ensuring climate risks are incorporated into financial and operational decisions.

PON completed a climate scenario analysis in line with the

TCFD recommendations and the Climate Measurement Standards Initiative (CMSI) in 2021. This will be refreshed on an annual basis and will be used to assess the climate-related risks and opportunities for the Port of Newcastle. PON is also committed to reporting against the Taskforce for Nature-Related Financial Disclosure (TNFD) guidelines in 2025 and has undertaken an assessment of the risks and opportunities to nature.

The most recent climate scenario analysis resulted in two distinct scenarios being used to assess PONs risks and opportunities against a 2030- and 2040-time horizon.

SCENARIO 1

Continuation of announced policies, change driven by market forces only, no regional adjustment policies.

SCENARIO 2

Surge in policy and investment enhances market forces (may include trade barriers for emitters), regional adjustment policies developed and implemented.

SUMMARY OF CLIMATE AND NATURE PHYSICAL AND TRANSITIONAL RISKS TO PORT OF NEWCASTLE

Type	Risk	Timeframe	Potential impacts to business	Mitigation Measures
Physical Risks	Increase in or prolonged high temperatures and extreme weather events Acceleration of climate change impacts	Short to long term	Influx of fresh water and silt potentially reducing vessel movements via Port Authority restrictions Increased need or tempo for dredging due to increased siltation Lost time on site, damage to assets and increases in insurance premiums Drought will impact the exporting of commodities such as wheat and grains Water security and long-term drought impacts	Regular / ongoing consultation with port users, Port Authority NSW and harbour master Increase vegetated areas to aid infiltration of water and up-grade stormwater management systems Optimised recovery following a disruption event. Introduction of a new dredge with low emissions technology Investment in up-stream bank stabilisation
	Sea level rise – 27 cm by 2050	Long-term	Increase in operational, maintenance and insurance costs	PON strategic development plan includes high level flood mapping. Construction of rock revetments, break walls and maintenance planning to protect land areas
	Negative impacts to biodiversity	Short to long term	Inability to meet environmental obligations in respect of threatened species Habitat loss to threatened species	Continue partnerships with GGBF monitoring and maintenance program. Report against TNFD to map risks and opportunities for nature.
	Biosecurity risks	Short to medium term	Increase in invasive species Diseases being imported through the port	Continue working with government departments to monitor and assess for biosecurity risks
Transitional Risks	Dependence on coal trade volumes	Medium to long term	Loss of tenants / tenancy revenue and underutilisation of land assets caused by reduced coal exports. Overall reduction in profitability to the organisation. Impact to the resilience of global supply chains	PON diversification strategy plans to grow non-coal revenue streams and develop new ones such as clean energy facilities, container trade and RoRo operations.
	Regulatory requirements, climate targets and shareholder drivers	Medium to long term	Increasing / tightening regulatory landscape Government applies tighter conditions or restrictions to grant funding Climate targets get shifted sooner / increasingly higher or difficult KPIs Inability to access finance or increased cost of finance Increased shareholder activism Inability to adopt new technologies / technologies not readily available	PON to maintain engagement with shareholder / board and executive level, industry bodies, levels of government. Compliance with mandatory reporting guidelines to increase transparency to stakeholders.



KEY BUSINESS RISKS AND OPPORTUNITIES

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

increase due to a transition risk for the company's association with fossil fuels.

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

TCFD SCENARIOS

TCFD Scenarios	Impact
Trade Volumes – 5%	(5.9%)
Trade Volumes – 10%	(11.8%)
Trade Volumes – 15%	(17.7%)
Opex +5%	(3.1%)
+200bps Debt Margins	(6.6%)
+350bps Debt Margins	(11.6%)
+500bps Debt Margins	(16.6%)
TCFD – All (Low)	(15.7%)
TCFD –All (High)	(37.6%)*

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

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

PON has considered the key business risks and opportunities regarding climate change, biodiversity, social governance and sustainability. At the Port, we are fully aware of the upsides and downsides resulting from our current exposure to fossil fuels and both physical and transitional risks and the world transitions towards a Net Zero economy. Consequently, our business strategy emphasises our long-term focus

on improving our overall sustainability, accelerating the diversification of trade through the port, and exploring the opportunities presented by embracing green initiatives. Our ESG strategy, integrated through the business also looks to mitigate and respond to our material ESG impacts.

ENERGY USAGE

PON's energy usage includes:

- Electricity predominantly for its head office location, operational lighting around the port, common user berth operational areas and navigational lighting. PON is responsible for three embedded networks, located at the Kooragang, Carrington and Mayfield precincts, that accommodates operational electricity usage for PON and several of its tenants.
- Fuel – predominantly low sulphur diesel and some ULP to support its fleet of vessels, a small number of vehicles, mobile harbour cranes, some small plant equipment including a forklift and small generators and two hoppers used for discharging cargo.
- PON no longer has a use for gas in any of its operations, having transitioned its LPG vehicle to electric.

2018 has been set as the baseline year for the organisation's energy and emissions reporting. The selection of the baseline

year was chosen in accordance with the SBTi requirements and was based on the availability of comprehensive data.

FUEL CONSUMPTION (GJ)*

Source	2018	2019	2020	2021	2022	2023	2024
Diesel	33,270	36,222	23,697	32,784	36,978	32,461	28,792
ULP	306.5	191	175	239	296	299	64
LPG	53	56	8	0	0	0	0

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

ELECTRICITY CONSUMPTION (GJ)

	2018	2019	2020	2021	2023	2023	2024
Non-renewable electricity – grid purchases via Energy Retailers	6,145	4,878	3,415	0	0	0	0
Renewable energy portion of grid purchases via energy retailers in line with Australia's Renewable Energy Target	0	0	664	4,698	3,122	3,752	4,424

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

ENERGY PERFORMANCE METRIC

	2018	2019	2020	2021	2023	2023	2024
Total Energy Consumption – Fuel and Electricity (GJ)	39,775	41,347	27,958	34,321	37,275	36,520	33,216
Volume dredge material removed (m3)	389,750	364,541	151,903	237,865	115,809	304,309	226,836
GJ/t dredge material removed	0.10	0.12	0.17	0.16	0.32	0.12	0.15



CASE STUDY - LED LIGHT INSTALLATION

Port of Newcastle began an upgrade of the lighting infrastructure around the port in 2021 and completed these works in 2024. The project involved the replacement of the ageing lighting infrastructure mounted in and on PON's assets. In addition to the LEDs, the Northern Breakwall lighting was replaced with lights that are solar powered with no grid connectivity. In addition to the major lighting upgrade works, Port of Newcastle also upgraded the lighting at the 92 Hill Street office building to LED in 2024, resulting in an estimated power reduction of 377 kWh per year. This lighting project will contribute towards PON's SBTi 1.5 degrees trajectory and the net zero by 2040 plan.

LOCATION BASED GHG EMISSIONS (tCO₂e)

Source	2018	2019	2020	2021	2022	2023	2024
Scope 1 GHG emissions	2,381	2,579	1,589*	2,286	2,582	2,387	2,099
Scope 2 GHG emissions	1,400	1,180	915	1,037	685	757	823
Total CO₂e	3,781	3,755	2,504	3,323	3,267	3,144	2,922

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

CARBON FOOTPRINT

Scope 1. Emissions that result from owned and operated vessels, vehicles, plant and equipment

Scope 2. Emissions that result from consumption of electricity

Scope 3. Emissions which are indirect emissions resulting from our value chain

PON has used the operational control method for to establish the organisational boundary for emissions in accordance with the GHG protocol. Scope 1 and 2 emissions have been calculated using the emissions and energy content factors defined in the National Greenhouse Accounts Factors. Excludes refrigerants due to only a small number of domestic fridge appliances being used and thresholds for reporting below requirements. For scope 2 emissions, PON has also adopted market-based emissions accounting as defined in the GHG Protocol scope 2 guidance.

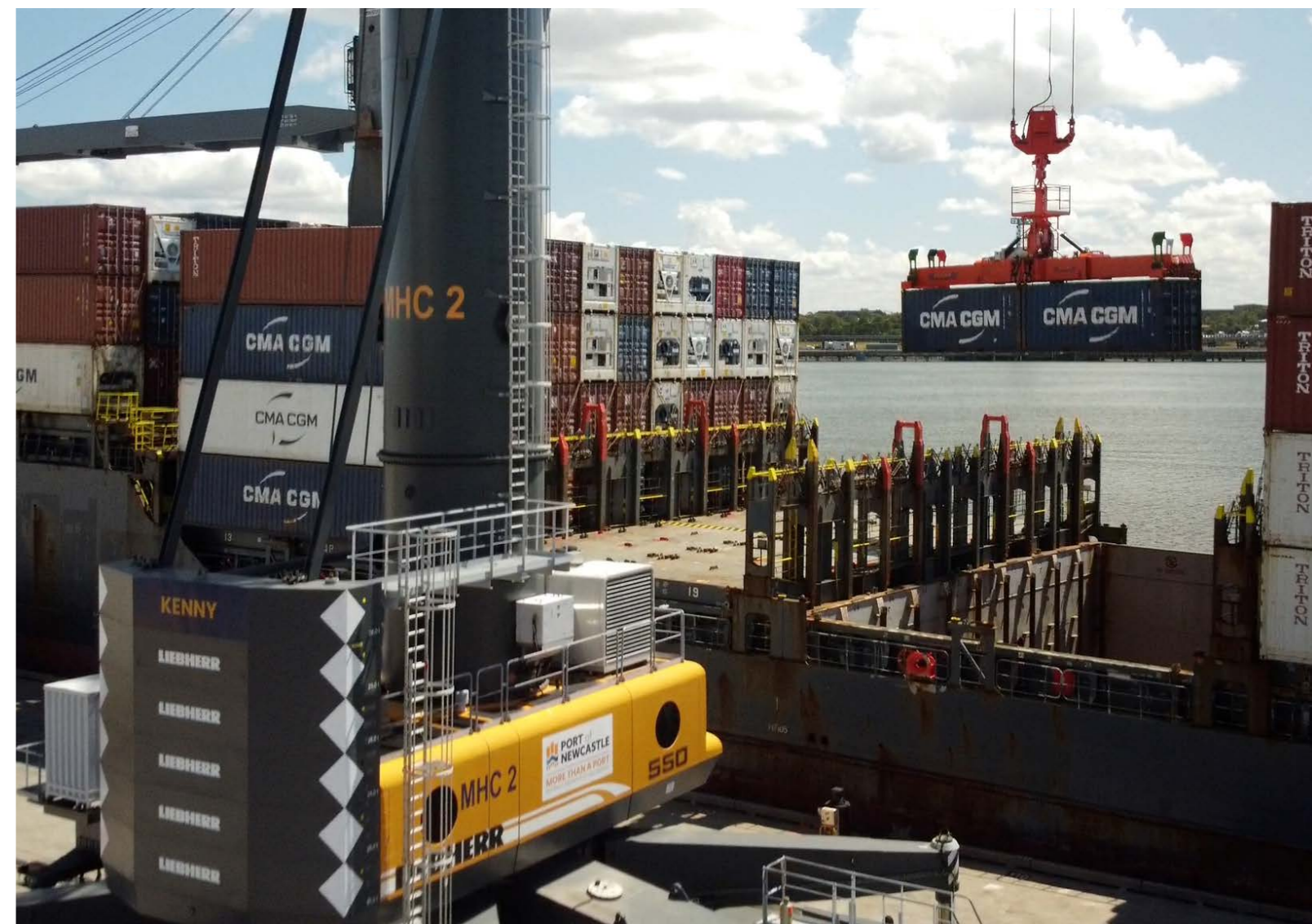
Port of Newcastle traditionally reported its emissions in line with NGER and the Greenhouse Gas Protocol using location-based emissions accounting, emissions included in the calculation of Scope 1 include CO₂, CH₄ and N₂O. Scope 2 and Scope 3 emissions from electricity purchases are accounted for using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

In October 2020, PON subscribed to a five-year renewable energy contract with energy retailer Iberdrola for its three embedded networks. The renewable energy contract has direct linkage with the Bodangora wind farm, located in Wellington NSW. As of 2022, the renewable energy contract was extended to secure additional Large-scale Generation

Certificates (LGCs) to cover electricity for our head office location, operational lighting around the port, common user berth operational areas and navigational lighting. This was backdated to January 2021 resulting in 100% renewable electricity usage since 2021. In addition to reducing PONs Scope 2 emissions this project has also supported our tenants operating within those embedded networks in reducing emissions arising from their operations, which reduces our Scope 3 emissions. PON has committed to securing 100% of energy from renewable sources and, as such, will be looking to renegotiate the PPA when the contract expires in 2025.

PON has separated its purchases of renewable electricity, which is accounted for as zero emissions and non-renewable electricity that is deemed to be derived from fossil fuels, where

5,322 TONNES CO₂ EQUIVALENT REDUCTION IN TENANT EMISSIONS IN 2024



MARKET BASED EMISSIONS (tCO₂E)

Source	2018	2019	2020	2021	2022	2023	2024
Scope 1 GHG emissions	2,381	2,579	1,671	2,286	2,582	2,387	2,099
Scope 2 market based GHG emissions comprising:	1,400	966	973	0	0	0	0
Electricity – renewable purchases accounted using a source-based emissions factor supported by an energy attribute certificate	0	0	0	0	0	0	0
Electricity – grid purchases accounted using grid residual emissions factors	1,400	966	973	0	0	0	0

The dredge was fully operational during 2024. The Lydia sweeper vessel began operations to support the maintenance dredging operations in July 2022. The reduction in emissions from the dredge in 2024 can be attributed in part to the Lydia sweeper vessel operations, and to the reduction in dredging hours during the year.

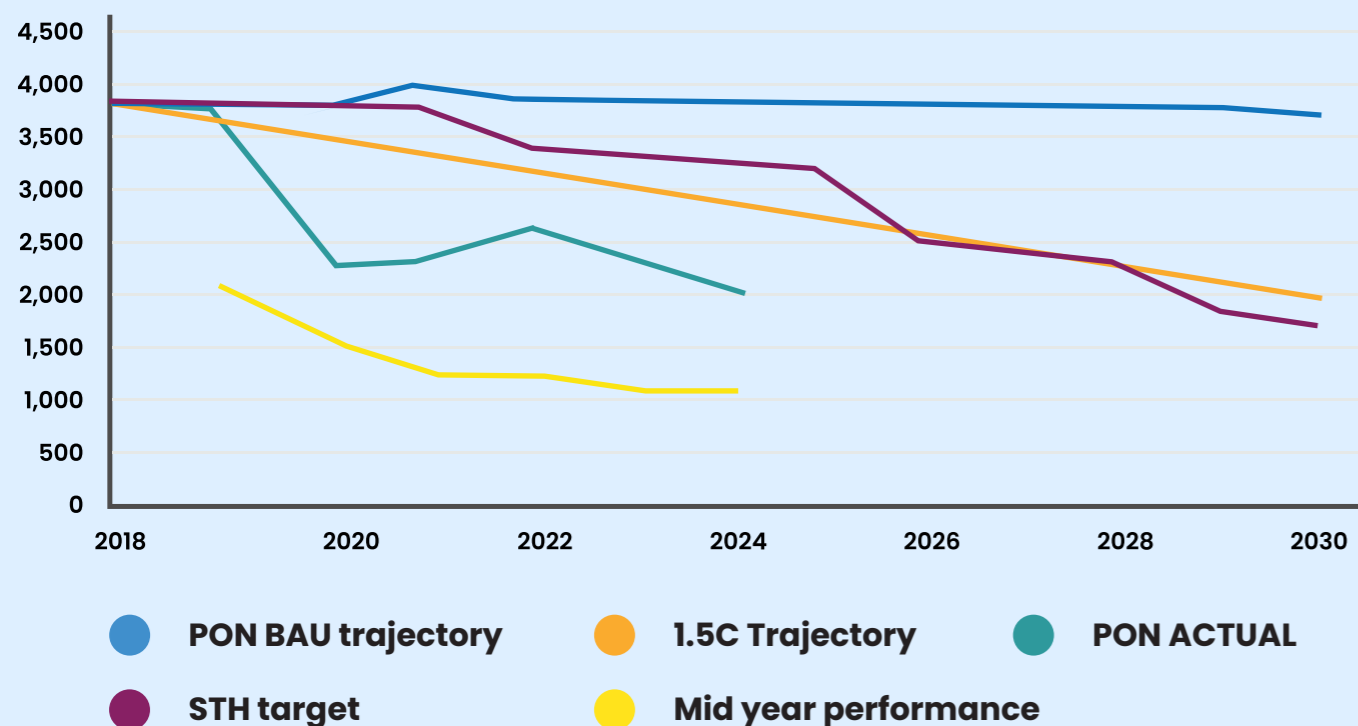
As part of PONs decarbonisation strategy and to address operational efficiency, safety and environmental management, PON invested \$35 million in a new electric

gantry unloader for the Newcastle Bulk Terminal (NBT). Commissioning commenced in Q4 2022 and, with the completion of commissioning expected in 2025, will remove reliance on diesel powered hoppers. There will be a slight increase in energy usage resulting from its electricity consumption, however, due to its electricity being renewably sourced there will be no resultant increase in Scope 2 carbon emissions.

SBTI TARGET PERFORMANCE:

As of 2024, Scope 1 and 2 emissions remain well below the 1.5-degree SBTi target set in 2022.

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



PON has a threshold of 5% for base year emissions recalculation in accordance with the SBTi methodology.

NET ZERO

Port of Newcastle has committed to achieving Net Zero for Scope 1 and 2 emissions and selected Scope 3 emissions by 2040. A net zero pathway is established and reviewed on an annual basis to ensure decarbonisation initiatives are included within the budget.

PORT OF NEWCASTLE WILL ACHIEVE NET ZERO THROUGH THE FOLLOWING INITIATIVES:

- **100% electric vehicle fleet.** To date, ten of the thirteen vehicles have been converted to electric with the remainder scheduled for replacement.
- **Lighting efficiency upgrade to LED across the port (completed in 2024).**
- **Renewable PPA contract from 2020 to 2025.** This will be re-negotiated from October 2025.
- **Replacement of vessel fleet with cleaner technology**
- **Mobile harbour crane electrification.** The electrification works are currently being undertaken.
- **Electrification or low carbon liquid fuels options for our vessel fleet.** Feasibility studies are currently being undertaken.
- **Carbon offsets to be purchased and surrendered for remaining or hard to abatement emissions.**

GHG EMISSIONS INTENSITY*

	2018	2019	2020	2021	2022	2023	2024
Total Scope 2 tCO₂e per employee	15.00	11.34	5.32	0	0	0	0
100% reduction in total Scope 2 emissions (from 2018 baseline year)							
Head office Scope 2 tCO₂e / m²	0.30	0.17	0.04	0	0	0	0
NBT Total Tonnes CO₂e**	457.62	297.40	222.71	96.11	92.69	84.77	110.52

*Emissions intensity for Scope 2 has been restated for 2020 from the previous sustainability report due to the use of market-based values now being reported.
**Emissions for the NBT are calculated using Scope 1 and 2 outputs.

SCOPE 3 EMISSIONS

Scope 3 emissions are those that are derived from our value chain, the scope 1 and 2 emissions from suppliers. Scope 3 emissions are difficult to measure, monitor and manage due to the limited control an organisation has over them. Port of Newcastle has set a baseline for scope 3 emissions at 2018 and aligned the Scope 3 emissions reduction target with SBTi, with a target of 50% reduction by 2040. The GHG protocol was used in measuring scope 3 emissions. It is noted that there were some assumptions made for 2024 where data was not available for downstream leased assets. In this case, the most recent emissions data were used. This applied to 11% of the total downstream leased assets emissions. During 2022 Port of

Newcastle continued its commitment to measure and refine the boundary for its Scope 3 emissions. Climate consultants, Energetics, advised on how to align PON's Scope 3 ambitions with the SBTi requirements.

PON'S SCOPE 3 REPORTING BOUNDARY

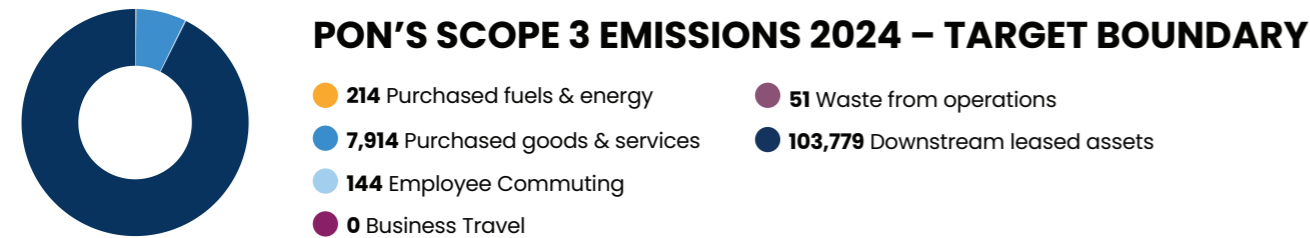
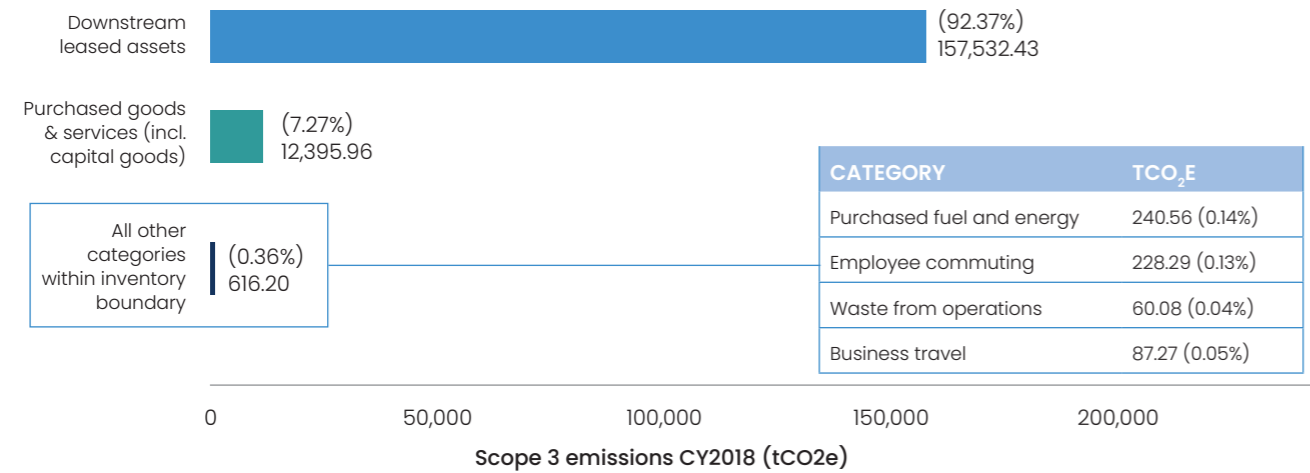
- Vessels at berth and all categories within target setting boundary

PON'S SCOPE 3 TARGET SETTING BOUNDARY

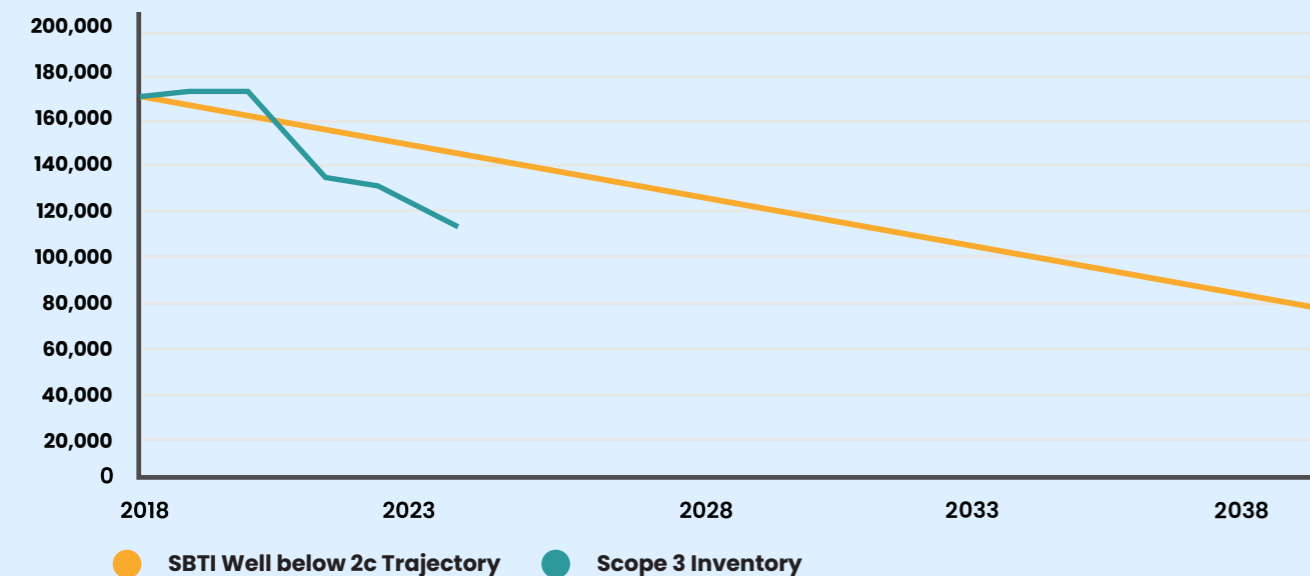
- Purchase goods and services
- Purchased fuels & energy
- Waste from operations
- Business travel
- Employee commuting
- Downstream leased assets

PON'S SCOPE 3 BASELINE EMISSIONS

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



PON PERFORMANCE AGAINST SBTI ALIGNED TARGET (SCOPE 3)

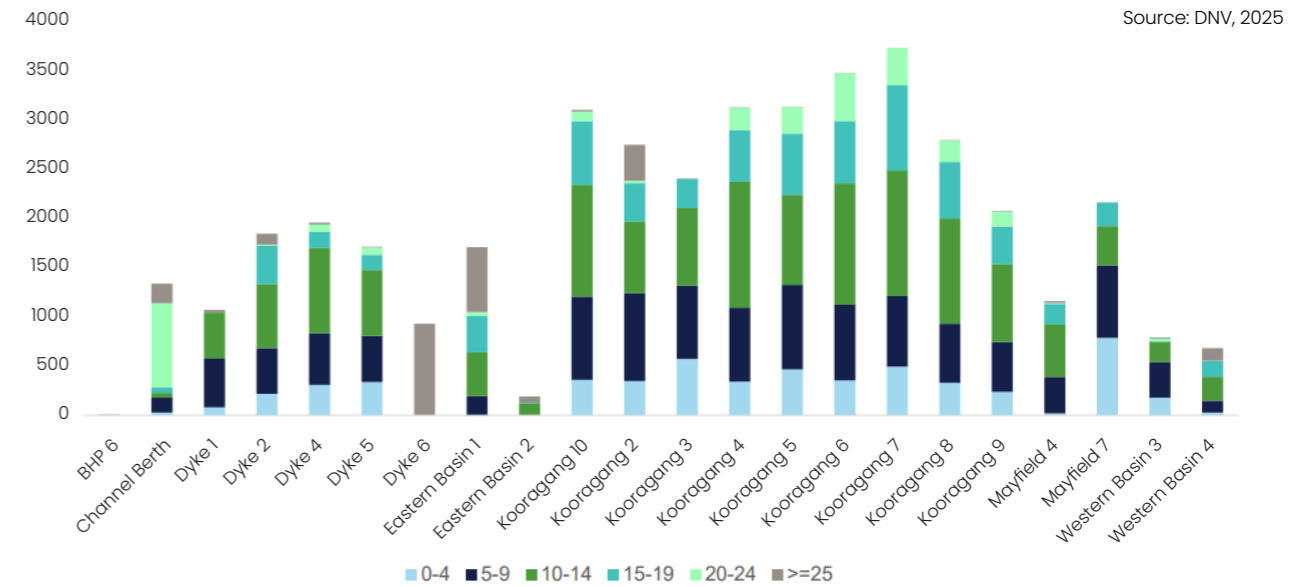


SCOPE 3 REPORTING BOUNDARY

Port of Newcastle's scope 3 reporting boundary includes all emissions from the target setting boundary plus emissions from vessel at berth. Emissions from vessels at berth have been excluded from the target setting boundary due to the limited ability PON has on influencing the vessels that arrive at the port. This will be reviewed in future years as the maritime

industry continues to decarbonise in line with the IMO targets. DNV were engaged to calculate the emissions from vessels at berth in 2024. DNV extracted data from an AIS database for the calendar year 2024 and estimated emissions for all vessels calling at PON. The total emissions calculation for 2024 was 41,870 tCO₂e.

CO₂ EMISSION STATISTICS FOR 2024 SORTED BY BERTH & VESSEL AGE



	2018	2019	2020	2021	2022	2023	2024
Total Scope 3 – target boundary (tCO₂e)	170,544	171,474	170,468	152,407	131,790	128,491	112,112
Total Scope 3 – reporting boundary (tCO₂e)	243,499	225,995	223,809	205,747	185,130	165,965	153,972

PON continued its commitment through our partnership with Greenfleet to offset carbon emissions from all our corporate flights as part of efforts to reduce our impact on

the environment and create a more sustainable port. The total amount of Scope 3 emissions associated with corporate flights for 2024 was 352.71 tCO₂e.



CASE STUDY- PORT DECARBONISATION GROUP

The Port of Newcastle's downstream leased assets make up the largest of our Scope 3 categories. As such, we have commenced regular engagement with our tenants and formed a decarbonisation group to collaborate and look for opportunities to reduce our emissions. This will help to ensure we meet our annual Scope 3 emissions target.

Throughout 2024, the Port Decarbonisation Group (PDG) brought together key stakeholders from the port to collaborate on reducing emissions throughout port operations. These included hosting guest speaker sessions featuring experts on topics like renewable energy integration, operational efficiencies and circular economy. These sessions provided valuable insights into the latest innovations and best practices for decarbonisation. Workshops and collaborative discussions

further helped the group identify actionable steps. The final group meeting involved a tour of the facilities with research scientists from Trailblazers for Recycling and Clean Energy (TRACE) to identify additional opportunities for research and collaboration.

The group are focusing on an action plan that will help to solve some of the current challenges and hard to abate emissions. Moving forward, continued collaboration and investment in innovation will be crucial for achieving the group's decarbonisation goals.

WATER USAGE

As a port, a key environmental aspect is water, including both water withdrawal and water discharge. Port of Newcastle are provided potable and fire water from the Hunter Water network. Water is used for a variety of operational purposes including:

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

All Port activities are managed via task specific risk assessments that take into consideration where there are possible alternative methods to reduce water usage.

Alternatives include sweeping, use of high-pressure water blasting equipment, sealing of unsealed areas to manage dust related impacts, and use of timers on irrigation systems.

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

- Roll-out of a network of smart water meters to provide improved and transparent usage data across the port and to enable analysis of usage profiles, network leakage and identification of main breaks. We are committed to further improving the usage profile breakdown with a focus on water consumption from commercial vessels visiting the port.
- The implementation of reduction measures to meet water restriction requirements and ongoing reduction measures in consultation with Hunter Water.
- The progression of the Bulk Precinct Services Project to enable a collaborative precinct wide approach to services provision with tenants, neighbouring businesses and the Utility Authorities, incorporating sustainable design principles that ensure flexible, robust and resilient infrastructure is delivered that provides efficient and effective water, wastewater and stormwater management while improving environmental outcomes.

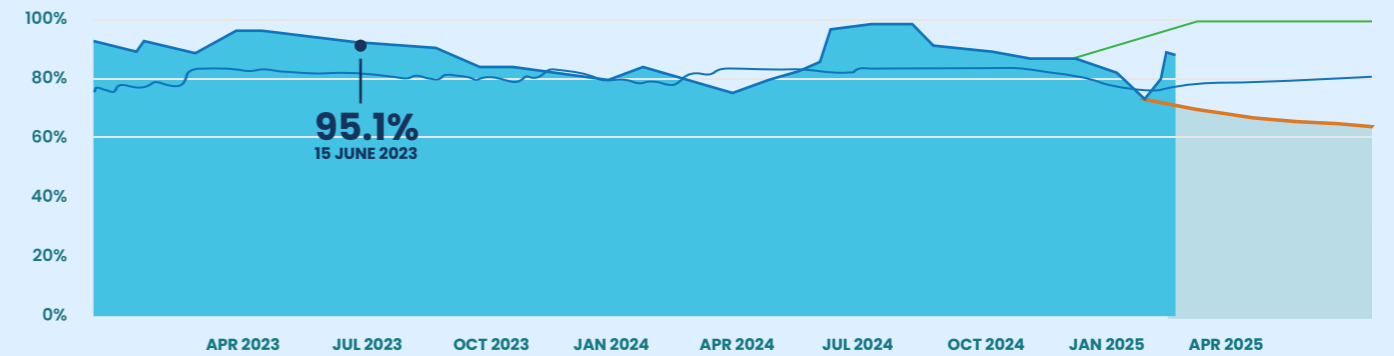
The use of alternative sources of water including recycled and desalinated water will be investigated in 2024 as part of the development of the Water Strategy, Water Efficiency Management Plans, Clean Energy and Services Projects.

The Port is responsible for a series of private network which capture the Port's operational needs and some of our tenants. The total third-party water consumption for 2024 was 69.6 ML and includes overall usage from the networks.

Source	Fresh Water ML ($\leq 1000\text{mg/L TDS}$)	Other Water ML
Surface Water	0	0
Ground Water	0	0
Seawater	0	0
Produced Water	0	0
Third-Party Water	69.60	0
Total	69.60	0

During the 2024 reporting period, the Hunter Water storages that supply PON's operations were not in water stress, however it is noted that storage levels have decreased throughout the year.

HISTORIC WATER STORAGE LEVELS



Source: www.waterstorage.hunterwater.com.au

2024 WATER CONSUMPTION

	Quantity ML	Measurement Type
PON Operations	58.5	Metered Data
Tenant Operations	11.1	Metered Data
Total	69.6	Metered Data

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

PON currently measures stormwater quality in accordance with compliance requirements defined in our common user berth Environment Protection Licences (EPLs). EPL 1967 applies to berths K2 and K3 and stormwater monitoring is conducted monthly during discharge with results published on our public website. EPL 13181 applies to Mayfield berth 4 and only requires stormwater monitoring during the first discharge event following a loose bulk cargo operation. In 2024, only one loose bulk cargo operation was conducted at Mayfield berth 4.

Monitoring results for monitoring undertaken under the EPLs are available on the Port of Newcastle website: Environmental Protection Monitoring - Port of Newcastle

Over many years, PON has worked with the NSW Environment Protection Authority and made significant investments

to improve environmental outcomes through a series of pollution reduction programs, including water quality monitoring, treatment initiatives, infrastructure upgrades, end of pipe treatment investigations and improvements to operational practices. In 2025, PON expects to undertake practical completion of commissioning a new ship unloader. Following this the EPA requires PON, under Condition U1 of EPL 1967, to undertake a review of stormwater discharge quality over a twelve-month period to assess whether infrastructure improvements at K2/K3 have resulted in improvements to the discharge of stormwater quality.

BIODIVERSITY

The Port of Newcastle is located south of the Hunter Wetlands National Park and Tilligerry State Conservation Area (TSCA) which are RAMSAR and state protected areas respectively. The Hunter River is at the heart of the port and is an artery for one of two major catchments providing water that sustains the region. Saltmarshes play an important role in the aquatic food web, delivering nutrients to coastal waters and supporting terrestrial animals such as shore birds. In NSW, the saltmarsh is listed as an endangered ecological community under the Biodiversity Conservation Act, 2016. To satisfy the conditions of a Capital Dredging Permit (SSI 10_0203) held by PON, PON engages consultants to conduct annual saltmarsh monitoring that provides valuable data on the status and health of coastal saltmarsh in the Hunter Region. PON has been undertaking this monitoring since 2017 and has a well-established dataset relating to coastal saltmarsh along the South Arm of the Hunter River. Following eight years of monitoring it has been found that there are no identifiable impacts to the coastal saltmarsh of the South Arm sites attributable to PON capital dredging activities. Health

and coverage has seen an overall improvement since 2016, however there is a strong increase in mangrove numbers as observed across many saltmarsh environments.

Under the Port Lease, the organisation is responsible for the management of 777 ha of port side land. Approximately 350 ha of land is currently underutilised. In November 2023, the Department of Planning, Housing and Infrastructure (then known as the Department of Planning and Environment) granted a further extension to PON's use of the temporary General Cargo Handling Facility at the Mayfield 4 Berth until November 2028. This extension of time enables PON's ongoing use of the hardstand area and mobile harbour cranes to facilitate the handling of shipping containers (amongst other cargo) at the Mayfield 4 Berth. This approval is essential to developing PON's trade component of its diversification strategy.



PORT PRECINCT	ECOSYSTEM	PROXIMITY
GENERAL CARGO & MARINE SERVICES PRECINCT	Hunter Wetlands National Park	Located around 3.8 km from the northernmost portion of the precinct area to the wetlands. The southernmost portion of the precinct area is located 4.8 km from the wetlands
	Tilligerry State Conservation Area	Located around 11.5km from the precinct northernmost borders to TSCA. The southernmost portion of the precinct area is located 13.1km from the wetlands.
ENERGY PRECINCT	Hunter Wetlands National Park	Located within 50 m as Kooragang Precinct borders the wetlands. Regarding the tenants, Port Waratah Coal Services borders the wetlands and Newcastle Coal Infrastructure Group is located in land from the wetlands around 750 m away
	Tilligerry State Conservation Area	Located around 7.5 km from the precinct borders and around 8.5 km from Newcastle Coal Infrastructure Group
	Green and Golden Bell Frog Population	Located within the western end of the precinct. This land was transferred to PON from HCCDC in 2024.
NEWCASTLE DEEPWATER CONTAINER TERMINAL	Hunter Wetlands National Park	Located around 1.8 km from the northern most boundary of the Mayfield Precinct to the wetlands. Port Waratah Coal Services which is located on the south eastern portion of the precinct is around 3.5km from the wetlands. All other tenants are located around 2km away from the wetlands.
	Tilligerry State Conservation Area	Located around 9.4 km from the northernmost boundary of the Mayfield Precinct to TSCA. Port Waratah Coal Services which is lo-cated on the south eastern portion of the precinct is around 10.8 km from the wetlands. All other tenants are located around 2km away from the wetlands
BULK PRECINCT	Hunter Wetlands National Park	Located within 50 m as Walsh Point borders the wetlands. Ameropa Australia Pty Ltd is located within 50m of the wetlands. All other tenants are located at a minimum 400 m away. Furthest tenants are located 2km away
	Tilligerry State Conservation Area	Located around 8.8 km from the northernmost precinct borders to Tilligerry State Conservation Area. The southernmost portion of the precinct is located around 10.8 km away from the TSCA.

BIODIVERSITY

Port of Newcastle continues its industry alliance with Port Waratah Coal Services and Newcastle Coal Infrastructure Group (NCIG) to jointly fund a Green and Golden Bell Frog (GGBF), *Litoria aurea*, monitoring program across Kooragang Island. The University of Newcastle is engaged to undertake the monitoring program for its expertise and proactive input into management and protection of the threatened GGBF population on PON land. The results of the monitoring program are shared with a wider collaborative group which includes both federal and state government agencies. The combined involvement of industry and government, along with the identified surveyed areas of high biodiversity value, show a strong commitment to retaining high biodiversity value. The survey program provides valuable insight into the status of the local population and informs management of the species across a national scale.

Population growths for GGBF are strongly dependent on climate conditions, especially rainfall. Significant rainfall events are required at a certain time of year to facilitate large breeding events for the GGBF. However, significant rainfall can also increase tadpole predation from mosquitofish (*Gambusia*) and encourage the spread of chytrid fungus.

The population estimate at the completion of the FY23/24 monitoring program, estimated under 1,000 individual large juveniles, subadults and adults. This is the lowest population level seen in the 10 years since 2014.

The Kooragang Island Waste Emplacement Facility (KIWEF) site contains habitat critical to the GGBF Kooragang Island population. Following completion of remediation of the site by HCCDC, control of the KIWEF was transferred from HCCDC to PON in 2024. HCCDC's remediation design was sympathetic to the local GGBF population and completed in consultation with advice from the GGBF experts present within UoN. PON intends to repurpose the highly contaminated site for use as a Clean Energy Precinct (CEP). This Precinct will position Newcastle and the Hunter Region as a leading production, storage, and export hub for future clean energy products and technologies including hydrogen and green ammonia. At PON we take our role as custodians of the GGBF Kooragang Island population very seriously. We recognise the ecological importance and unique status of this species. PON's goal is to minimise impacts on the GGBF while exploring opportunities to support their long-term wellbeing.



BIOSECURITY

PON shares responsibility for facilitating international trade, which brings with it biosecurity risks. Biosecurity incident response and prevention processes have been developed in consultation with the Australian Government Department of Agriculture, Fisheries and Forestry's (DAFF) biosecurity division. The procedures assist in preventing the introduction and reduce impacts from invasive alien species on land and water ecosystems. PON has worked closely with DAFF throughout 2024 to best situate our biosecurity marine arrays to quickly detect biosecurity threats in our waters. PON regularly attends checks of the marine arrays and continues to facilitate good relations with DAFF in order to keep our waterways safe and pest free.

PON regularly engages with the local DAFF biosecurity team to manage biosecurity risks around the port, including regular mosquito vector surveys. Surveillance includes the regular monitoring of mosquito traps, capture of immature

mosquitoes for identification, and treatment of water sources to prevent mosquito growth.

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

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

OUR PROSPERITY



OUR PROSPERITY

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

PON provides an efficient supply chain option for importers

and exporters in northern, western, north-western, and far-western NSW

In 2024, we facilitated 158.4 million tonnes of trade through our port, and a total of 2,267 vessel visits. Our total revenue for the calendar-year period was \$220.75 million.

PORT TRADE VOLUME

Year	VESSEL VISITS	TONNES OF TRADE
2018	2,299	165 million tonnes
2019	2,296	171 million tonnes
2020	2,207	164.5 million tonnes
2021	2,266	166.1 million tonnes
2022	2,072	145.2 million tonnes
2023	2,149	153.0 million tonnes
2024	2,267	158.4 million tonnes

PON recognises the need to diversify its trade base and supports a range of alternative options to maintain its vision of becoming Australia's leading energy port. PON has committed to increasing revenues from non-coal trade, sitting at 17% in 2024. This will be achieved through the implementation of the

ambitious diversification strategy, which includes a container terminal and a clean energy precinct. These future capabilities will safeguard PON's position as a global energy port and protect the economic contribution to the local economy.

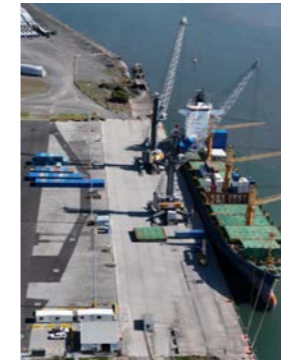
DIVERSIFICATION PROJECTS STATUS UPDATE



MOBILE HARBOUR CRANE ELECTRIFICATION

Port of Newcastle acquired and commissioned the two LHM 550 Mobile Harbour Crane's (MHC) in late 2022. With capacity for each MHC to handle 104t under hook, 2 x twenty-foot equivalent unit (TEU) or 1 x forty-foot equivalent unit (FEU). The MHC's provide a more reliable and efficient alternative to ships gear, with the two MHC's capable of being operated by a single operator for tandem heavy lifts, improving safety of operation and reducing chances of miscommunication between operators.

Port of Newcastle commenced electrification works on the MHCs in 2024. Electrification of the MHC's will reduce diesel consumption and Scope 1 emissions. Final works are scheduled to be complete in early 2025.



MULTIPURPOSE TERMINAL BOLLARD & WATERSIDE WORKS

Port of Newcastle undertook bollard works at Mayfield 4 Berth in 2024. The works allow the berth to safely handle vessels up to 265 LOA, increasing the capability to berth vessels servicing trade, including containers. These works were completed in Q4 2024.

In order to further expand PON's serviceable market for container trade, PON continued its assessment of waterside works to further increase the size of vessels capable of being handled at the Mayfield 4 berth to 300m LOA. Final design and planning works are anticipated to be completed in 2025 and will enable PON to expand the container market that can be currently serviced at Newcastle and open new trade lanes. Larger vessels mean increased container exchange per visit, ability to improve berth utilisation and a reduction in shipping emissions. These works also provide a wider opportunity for PON to support the East Coast container market in times of disruption.



ROLL ON ROLL OFF (RORO) CARGO

Port of Newcastle received approval from the Department of Agriculture, Fisheries and Forestry (DAFF) in October 2024 as a First Point of Entry Port for new passenger vehicles entering Australia. This is in alignment with PON's strategy to grow Roll-on Roll-off (RoRo) trade.

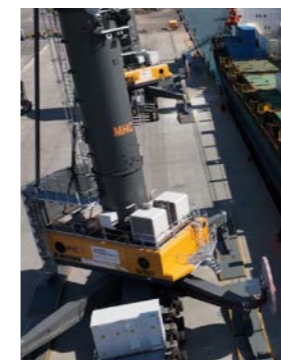
Throughout 2023/2024, PON installed a wash bay and vehicle hoists within the Carrington precinct to meet quarantine requirements to gain the DAFF approval.

PON commenced servicing of RORO vessels in late 2024 through the Carrington precinct (West and East basin) for passenger vehicles and through the Mayfield Multipurpose Terminal for high and heavy cargo.



K2 SHIP UNLOADER

Port of Newcastle completed commissioning its K2 ship unloader. The ship unloader is powered by renewable energy, allowing for vessels that berth at K2 to be unloaded via 100% renewable energy. The new ship unloader is anticipated to reduce vessel unloading times, thus reducing shipping emissions due to the decrease in time at berth. The ship unloader is also anticipated to reduce both landside transport loading times and landside transport emissions.



DYKE 1 & 2 MOORING INFRASTRUCTURE UPDATES

Port of Newcastle commenced upgrading its Dyke 1 and Dyke 2 mooring dolphins in 2024, improving mooring flexibility and vessel safety while moving vessels pass within the channel. The mooring upgrades support Port of Newcastle's diversification by allowing larger vessels (such as container vessels) to safely transit in the channel whilst vessels are moored at Dyke 1 and 2 berths. The upgrades also provide PON the opportunity to remove operating restrictions within channel movements, improving channel capacity. The mooring upgrades works are due for completion in 2025.

CLEAN ENERGY PRECINCT

Port of Newcastle has commenced works for the Clean Energy Precinct (CEP), aided by the \$100 million commitment from the Commonwealth and NSW State Government. The CEP will enable the production, storage, domestic distribution and international export of clean energy such as green hydrogen and green ammonia.

The CEP project supports the NSW Government's objectives to accelerate decarbonisation and clean energy opportunities by increasing renewable energy generation, storage, and investment under the Electricity infrastructure Roadmap (Department of Planning, Industry & Environment (DPIE), 2020). In addition, the project will assist with the Commonwealth targets of reducing emissions to 43% below 2005 levels by 2030.

The CEP project, once fully developed, is anticipated to provide \$4.2 billion in the additional gross regional product and approximately 5,800 new jobs in the Hunter Region

by 2040 while decreasing domestic carbon emissions by approximately 660-kilo tonnes per annum and decreasing export carbon emissions by approximately 1 mega tonne per annum whilst underpinning 1.6 gigawatts in renewable electricity generation.

Currently PON is working on defining the basis of design for the production facility, storage, pipeline alternatives, berth options, electrical and water requirements that will deliver a Class 5 budget by the end of February 2025.



CLEAN ENERGY
PRECINCT

BENEFITS OF THE PORT OF NEWCASTLE TO THE REGION¹:

¹Based on analysis by HoustonKemp from the 2018/2019 financial year

5,800 ACROSS LOWER HUNTER
JOBS & GRP WORTH ALMOST
\$4.2 BILLION

SUSTAINABILITY FINANCING

Port of Newcastle has sustainability targets across 19 KPI's under two sustainability linked loans and one sustainability linked hedge.

Sustainability KPIs focus on;

- Decarbonisation across Scope 1, 2 & 3
- Science based targets
- Share of revenue from coal
- 100% Renewable Energy to be used throughout the Port
- Female representation across the Port
- Mental health first aid
- Indigenous engagement

In the 2024 calendar year, PON successfully met all KPIs with the exception of its share of revenue from coal target. This followed PON moving to a regulatory style pricing model relating to channel charges. This pricing adjustment was

applied equally to all trade types (coal & non-coal), though the revenue impact is skewed toward coal given the volume of throughput.

“ The Port of Newcastle has made significant strides in its diversification efforts over the course of 2024. The removal of the Port Commitment Deed (PCD) and the execution of a \$100 million Funding Deed between the Commonwealth and State Governments mark significant milestones, removing the hurdles faced in enhancing container trade and pushing the Port closer to hydrogen readiness. Additionally, a successful month of vehicle trade in December showcases the Port of Newcastle’s ability to compete in a variety of diversified cargo. Furthermore, the Port has improved its Global Real Estate Sustainability Benchmark (GRESB) score from 96/100 to 97/100 while maintaining its 5-star rating for the fourth consecutive year, underscoring its dedication to sustainability and diversification.

-Nick Livesey, Chief Financial Officer



TOTAL \$2.54 MILLION IN GREEN CAPEX PROJECTS IN 2024

		SDG ALIGNMENT	PROJECT	CAPEX SPENT IN 2024	TOTAL SPEND
GLP/GBP ELIGIBLE CATEGORY	ENERGY EFFICIENCY	13 CLIMATE ACTION	Mobile Harbour Crane Electrification	\$474,000	\$809,000
	ENERGY EFFICIENCY	13 CLIMATE ACTION	Port wide LED lighting upgrade	\$66,000	\$2.58 million
	RENEWABLE ENERGY	7 AFFORDABLE AND CLEAN ENERGY	Clean Energy Precinct (non-grant funded)	\$2.03 million	\$4.24 million

Report Input	Result
Net sales	\$220,747,000
Total Capitalisation (debt and equity)	Total debt: \$1,266,416,000 Total Equity: \$896,921,000
Direct economic value generated: revenues	\$220,747,000
Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments	\$176,533,000
Economic value retained: 'Direct economic value generated' less 'economic value distributed'	44,214,000
Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance	N/A
% Revenue diversified trade	17%



OUR PARTNERSHIPS



OUR PARTNERSHIPS

The Port of Newcastle operates in the heart of the city, and our relationship with our community throughout Newcastle, the Hunter, and Regional NSW is incredibly important to us. The prosperity of the Hunter Region and the Port of Newcastle are inextricably linked, and engagement with our community is key to our success.

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

We are also committed to maintaining strong relations with local education and training providers. We are proud to support the development of our next generation of professionals and build the capacity of our local region to

support employment opportunity, career pathways and jobs of the future.

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

We collaborate with a range of local, state, national, and international organisations on workforce matters, like our partnership with Curtin University that supports our Workforce Engagement Strategy 2022-2025. We also proudly continue our partnership with Work180, since our endorsement with them in 2022, where we are currently ranked first in our industry for paid parental leave.

RECONCILIATION ACTION PLAN

Port of Newcastle is committed to building stronger relationships with its local Aboriginal and Torres Strait Islander communities. Reconciliation to Port of Newcastle means the understanding and recognition of Australia's Traditional Owners in what we have done, what we will do and the role we play in our community.

As a community and industry leader, Port of Newcastle can meaningfully engage stakeholders across the Newcastle/ Hunter region, and the wider NSW regional areas. PON will engage with critical stakeholders in the region to support PON's reconciliation efforts and actions. This includes engagement with education providers at all levels, including schools, TAFE and the University of Newcastle, to provide long-lasting impact to the region's future Indigenous leaders.

PON's first Reflect Reconciliation Action Plan (RAP) was endorsed in 2022 and the Innovate RAP (December 2024 to December 2026) has now been endorsed by Reconciliation Australia. This represents a significant milestone in our journey as an organisation towards meaningful, impactful action.

Innovate RAP:
Dec 2024- Dec 2026



RAP IN ACTION 2024

Throughout 2024 the RAP working group and staff of PON have been involved in several initiatives to increase the understanding of our Indigenous culture and to build relationships with our community.

- Sponsorship of an Awabakal sculpture in Newcastle East. This sculpture is being created by local stonemason and artist Alex Brennan. Alex is collaborating with the Awabakal Local Aboriginal Land Council, Monteath and Powys, Aurecon and Moir Studio to plan, design and deliver a culturally significant sculpture, yarning circle and seating project on Awabakal Land at the eastern end of King Edward Park in The Hill. PON's support will contribute to the cost of compiling a development application, specifically an Aboriginal heritage statement for use of the land.
- Online cultural awareness workshop for all staff
- NAIDOC Week events – PON attended the event at the Newcastle foreshore event and was able to connect with the local Aboriginal and Torres Strait Islander community.
- Commission of the artwork for the Innovate RAP



INDIGENOUS INTERNSHIPS AND STEM SCHOLARSHIP

In partnership with University of Newcastle, PON offer an annual Indigenous STEM scholarship to a university student and two Indigenous internships per year.

Bailey is a proud Gamilaraay woman who grew up in Tamworth before moving with her family to Darkinjung lands. During her primary and high school years, Bailey spent time with Elders, Aunties, Uncles and community members, learning about her culture and contributing to the community through promoting cultural awareness and educating her peers about Australian and Indigenous history.

Bailey is studying Human Resources Management and is excited to begin her career in the Newcastle area. She completed PON's Indigenous Internship in 2024, which provided her with valuable experience in the Human Resources field, exposing her to the business environment and professional activities that await her when she completes her studies, and cementing her desire to move forward with her career plans. Bailey was also pleased to contribute to the Reconciliation Action Plan Working Group during her time at PON.

NEWCASTLE JETS SPONSORSHIP

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

Port of Newcastle CEO, Craig Carmody, said the Port of Newcastle and Newcastle Jets values are closely aligned, with both organisations having strong links to our community.



From the earliest days of commercial ship movements through the Port of Newcastle to the emergence of the Newcastle Jets, our organisations have enjoyed a long and proud history in the region. Through our partnership, we hope to honour our shared history and give back to our community that has proudly supported the Jets and Port of Newcastle for many years.

- Port of Newcastle CEO, Craig Carmody



YOUR PORT, OUR COMMUNITY GRANT FUNDING PROGRAM

Port of Newcastle's community grants program aims to extend financial support to local projects and initiatives that align with the Port's environmental and social values, support community within the Port of Newcastle catchment area, and help to strengthen strong relationships with our community.

The Your Port, Our Community Grant Funding Program adds to the \$1 million the Port provides annually through the Newcastle Port Community Contribution Fund, which is administered by the New South Wales Government.

The 2023 grant program (distributed in 2024) helped deliver projects that give rise to thriving, prosperous communities for generations to come, with funding allocated across the following categories:

- 1. Our People
- 2. Our Planet
- 3. Our Partnerships

2024 SPONSORSHIP PROGRAM ALLOCATIONS

57%

OUR PEOPLE

5%

OUR PLANET

38%

OUR PARTNERSHIPS

THE 14 ORGANISATIONS SUPPORTED THROUGH THE YOUR PORT, OUR COMMUNITY GRANT FUNDING PROGRAM ARE:

HUNTER ADULTS FINANCIAL COLLABORATIVE

To support the delivery of workshops focused on building mind skills and resilience in day-to-day life for disadvantaged adults.

CURIOS LEGENDS

To help purchase a used shipping container for storage during community events.

HUNTER SURF LIFE SAVING

To support a STEM program focusing on engaging females aged 12 to 18 introducing them to STEM within emergency services.

A SPLASH OF COLOUR SWIMMING

To support the delivery of 12-week learn to swim programs for culturally and linguistically diverse women.

SALTWATER VETERANS SAILING PROJECT

To support 100 Newcastle veteran sailor participants on the water in 2024.

THE RECONNECT PROJECT

To obtain used laptops, tablets, and mobile phones, and provide training to people in need.

SHARE THE DIGNITY

To stock a Dignity Vending Machine for two years at Soul Café.

NEWCASTLE PARKINSONS SUPPORT GROUP

To purchase supplies to support artistic skill development for people with Parkinsons disease, leading to an art exhibition of the works. Also to help source an art and choir teacher, and establish a choir.

WHAT WERE YOU WEARING? AUSTRALIA

To assist running Survivor Healing groups to support sexual and domestic violence counselling.

MARINE RESCUE NEWCASTLE

To help acquire equipment and technology to assist with education and training of volunteers and community. establish a choir.

HUNTER BREAST CANCER FOUNDATION

To fund HBCF's Lawn Maintenance and Gardening Care program for locals undergoing breast cancer treatment, and their families.

HEARTBEAT OF FOOTBALL FOUNDATION

To fund four Heart Health Awareness and testing days aimed at First Nation communities.

NEWCASTLE YOUTH ORCHESTRA

To support a concert for the Orchestra, workshop facilitation, artist fees, and to provide a platform for young local musicians.

THE FRIENDS OF SCHOOLMASTERS HOUSE

To support landscaping a formal garden and revegetating the war memorial on Ash Island in the Hunter Wetlands National Park.

Hunter Breast Cancer Foundation (HBCF) used the funding for its Lawn Maintenance and Gardening Care program for people undergoing treatment, and their families.



Our funding from Port of Newcastle ensures that local families navigating a breast cancer diagnosis can continue to receive practical support, like lawn maintenance, to ease the burden during such a challenging time.

These services might seem simple, but they make a huge difference to our clients who are focused on their health and treatment.

Port of Newcastle's support helps us provide these essential services and makes a huge impact on the lives of local families across the Hunter region.

- HBCF General Manager, Abbey McDonnell





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For questions regarding the report or its content please get in touch with
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