

## Performance highlights

### PEOPLE

#### Females represent

**4.7**

TRIFR,  
a 13% improvement

**17.3%**

of employees,  
up from 15.3%

**14.1%**

of leadership roles,  
up from 10.6%

**10.5%**

of workforce identify  
as Aboriginal and/or  
Torres Strait Islander people

**5%**

increase in  
workforce  
engagement

### ENVIRONMENT

**Zero**

environmental  
enforcement actions,  
down from four

**1.17 mt CO<sub>2</sub>-e**

Scope 1 emissions

**~100%**

Scope 2 emissions  
offset

**35%**

of water used  
was recycled water

**107 ha**

of land rehabilitated

### COMMUNITIES

**~75%**

of workforce based  
in local communities  
surrounding  
our operations

**\$357m**

spent with local  
regional suppliers

**\$14.4m**

spent with  
16 Aboriginal and  
Torres Strait Islander  
businesses, up 65%

**\$4.35m**

in corporate  
community  
partnerships  
and donations

**\$1.65b**

in taxes and royalties  
paid or payable for FY23