GRI INDEX AND DATA SUPPLEMENT **2021**

Incitec Pivot Limited

DYNO Dyno Nobel

Incitec Pivot Fertilisers

INNOVATION ON THE GROUND

CONTENTS

ABOUT THIS GRI INDEX AND DATA SUPPLEMENT

This IPL Global Reporting Initiative (GRI) Index and Data document supplements our **2021 Sustainability Report**, which has been prepared in accordance with the GRI Standards: Core option. The GRI Index indicates the sections of our 2021 Sustainability Report, 2021 Annual Report, 2021 Corporate Governance Statement and other public disclosures that specifically address our disclosure against the GRI Standards.

A SASB indicators table is also included on page 18.
Data relevant to these disclosures is also included in this document.

GRI INDEX

IPL's 2021 Sustainability Report was prepared in alignment with the Global Reporting Initiative Standards (2016), Core option.
To view IPL's Sustainability Report, **click here**.

KEY

● Disclosure required for GRI 'Core' Reporting

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION OF DISCLOSURE / DISCLOSURE
GRI 102: GENERAL DISCLOSURES 2016 STANDARD		
ORGANISATIONAL PROFILE		●
102-1	Name of the organisation	Incitec Pivot Limited.
102-2	Activities, brands, products and services	See **Our Businesses**.
102-3	Location of headquarters	Incitec Pivot Limited's head office is located at Level 8, 28 Freshwater Place, Southbank, Victoria, Australia. See also the **Contact Us** section of our website.
102-4	Location of operations	2021 IPL Annual Report, pages 6-7.
102-5	Ownership and legal form	Incitec Pivot is an Australian Securities Exchange (ASX) listed company. **2021 IPL Annual Report**, page 132.
102-6	Markets served	See **About Incitec Pivot**.
102-7	Scale of the organisation	2021 IPL Sustainability Report, page 4. Our net revenue is reported in 'Relevant Data' on page 8 of this document (see GRI 201-1: Direct economic value generated).
102-8	Information on employees and other workers	See 'Relevant Data' on page 8 of this document.
102-9	Supply chain	**2021 Modern Slavery Statement**, pages 10-11. For risk management strategies associated with gas supply and price risk see **2021 IPL Annual Report** on page 33.
102-10	Significant changes to the organisation and its supply chain	There were no significant changes to the organisational structure or size of the Company during the reporting period.
102-11	Precautionary Principle or approach	The Precautionary Principle provides advice on what to do when an activity raises threats of harm to the environment or human health. Precautionary measures should be taken even if some cause-and-effect relationships are not fully established scientifically. IPL recognises that there are risks and opportunities associated with climate change, and our risk management procedures associated with these are reported in the **IPL Climate Change Report (2021)**, our **CDP responses**, our **Annual Reports** under Principal Risks, and under Governance on page 5 of the 2021 IPL Sustainability Report.
102-12	External initiatives	IPL has not officially endorsed any externally developed economic, environmental or social charters, principles or other initiatives.
102-13	Membership of associations	See 'Membership and 2021 Climate Review of Industry Associations' on page 14 of this document.
STRATEGY AND ANALYSIS		●
102-14	Statement from senior decision maker	2021 IPL Sustainability Report, page 2.
ETHICS AND INTEGRITY		●
102-16	Values, principles, standards and norms of behaviour	2021 IPL Sustainability Report, page 4. See also '**Corporate Governance**'.
102-17	Mechanisms for advice and concerns about ethics	2021 IPL Sustainability Report, page 24. See also page 8 of this document. **IPL Global Whistleblower Policy**. **IPL Australian Whistleblower Policy**.
GOVERNANCE		●
102-18	Governance structure	**2021 IPL Corporate Governance Statement**. **2021 IPL Annual Report**, pages 52-56. 2021 IPL Sustainability Report, page 5.

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● Disclosure required for GRI 'Core' Reporting

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION OF DISCLOSURE / DISCLOSURE	
GRI 102: GENERAL DISCLOSURES 2016 STANDARD			
STAKEHOLDER ENGAGEMENT			●
102-40	List of stakeholder groups	See 'Our Stakeholders and Engagement Strategies' on page 13 of this document.	
102-41	Collective bargaining agreements	See 'Relevant Data' on page 8 of this document.	
102-42	Identifying and selecting stakeholders	Stakeholders are identified/reviewed during our biennial materiality assessment and are identified as organisations and groups which may be affected by IPL's activities, or whose activities may impact on IPL.	
102-43	Approach to stakeholder engagement	2021 IPL Sustainability Report, pages 6-7. See 'Our Stakeholders and Engagement Strategies' on page 13 of this document. **2021 IPL Corporate Governance Statement**, under 'Engaging with Shareholders and Investors' page 17.	
102-44	Key topics and concerns raised	2021 IPL Sustainability Report, pages 6-7. See 'Our Stakeholders and Engagement Strategies' on page 13 of this document.	
REPORTING PRACTICE			●
102-45	Entities included in the consolidated financial statements	**2021 IPL Annual Report**, page 10. All subsidiaries have been included in our Sustainability Reporting as they are controlled by the Group.	
102-46	Defining report content and topic boundaries	2021 IPL Sustainability Report, pages 6-7.	
102-47	List of material topics	2021 IPL Sustainability Report, pages 6-7.	
102-48	Restatements of information	See 'About the data' on page 22 of this document.	
102-49	Changes in reporting	2021 IPL Sustainability Report, pages 6-7.	
102-50	Reporting period	2021 IPL Sustainability Report, About this report (see inside cover).	
102-51	Date of most recent report	2021 IPL Sustainability Report, About this report (see inside cover).	
102-52	Reporting cycle	2021 IPL Sustainability Report, About this report (see inside cover).	
102-53	Contact point for questions regarding the report	2021 IPL Sustainability Report, About this report (see inside cover).	
102-54	Claims of reporting in accordance with GRI Standards	2021 IPL Sustainability Report, About this report (see inside cover).	
102-55	GRI Content Index	This table.	
102-56	External assurance	See 'About the data' on page 22 of this document.	
MATERIAL ISSUE: NAVIGATING THE DECARBONISATION TRANSITION			
103-1	Explanation of the material topic and its boundary	2021 IPL Sustainability Report, page 15.	●
103-2	Management approach and its components	2021 IPL Sustainability Report, page 15. **IPL Climate Change Report (2021).**	●
103-3	Evaluation of the management approach	2021 IPL Sustainability Report, page 15. **IPL Climate Change Report (2021).**	●
GRI 302: ECONOMIC PERFORMANCE 2016 STANDARD			
201-1	Direct economic value generated and distributed	See 'Relevant Data' on page 8 of this document. For external assurance statement see the 2021 IPL Annual Report, page 125-129.	
201-2	Financial implications and other risks and opportunities due to climate change	**IPL Climate Change Report (2021)** Chapter 4. **2021 IPL Annual Report**, pages 31-32. **IPL CDP Reports**.	●

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION OF DISCLOSURE / DISCLOSURE	
MATERIAL ISSUE: NAVIGATING THE DECARBONISATION TRANSITION (CONTINUED)			
GRI 302: ENERGY 2016 STANDARD			
302-1	Energy consumption within the organisation	IPL 2021 Sustainability Report, page 16. **IPL Climate Change Report (2021).** **IPL CDP Reports**.	●
GRI 305: EMISSIONS 2016 STANDARD			
305-1	Direct (Scope 1) GHG Emissions	IPL 2021 Sustainability Report, pages 15-16. **IPL Climate Change Report (2021).** **IPL CDP Reports**.	●
305-2	Energy indirect (Scope 2) GHG Emissions	IPL 2021 Sustainability Report, pages 15-16. **IPL Climate Change Report (2021).** **IPL CDP Reports**.	●
305-3	Other indirect (Scope 3) GHG Emissions	IPL 2021 Sustainability Report, page 16. **IPL Climate Change Report (2021).** **IPL CDP Reports**.	●
305-7	NOx, SOx, and other significant air emissions	IPL 2021 Sustainability Report, page 17.	
MATERIAL ISSUE: REGULATORY RISK MANAGEMENT			
103-1	Explanation of the material topic and its boundary	2021 IPL Sustainability Report, page 24.	●
103-2	Management approach and its components	2021 IPL Sustainability Report, pages 24-25.	●
103-3	Evaluation of the management approach	2021 IPL Sustainability Report, pages 24-25.	●
GRI 307: ENVIRONMENTAL COMPLIANCE 2016 STANDARD			
307-1	Non-compliance with environmental laws and regulations	2021 IPL Sustainability Report, page 25.	●
MATERIAL ISSUE: INNOVATION IN RESPONSIBLE AND SUSTAINABLE PRODUCTS AND SERVICES			
103-1	Explanation of the material topic and its boundary	2021 IPL Sustainability Report, page 27.	●
103-2	Management approach and its components	2021 IPL Sustainability Report, pages 27-28.	●
103-3	Evaluation of the management approach	2021 IPL Sustainability Report, pages 27-28.	●
GRI 416: CUSTOMER HEALTH AND SAFETY 2016 STANDARD			
416-1	Assessment of the health and safety impacts of product and service categories	100% of our product categories have been assessed for health and safety impacts. New or modified explosives products are typically developed by our research and development team in conjunction with specific customers as directed by the North America and Asia Pacific Product Management Teams. As such, the life cycle stages in which health and safety impacts of those products are assessed are dependent upon the customers' requirements. For explosives products, typically this would be focused on the impact of product use, with the assessment included in trials. Dyno Nobel's product development protocol requires all products to be blasted at our R&D test sites prior to being fired in the ground. Minimum booster testing and Velocity of Detonation (VoD) measurement provide important information on the performance of the explosive product and blast chamber testing can be conducted at our R&D test facility in the US to verify the gas components generated.	●

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● Disclosure required for GRI 'Core' Reporting

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION OF DISCLOSURE / DISCLOSURE	
MATERIAL ISSUE: CUSTOMER PARTNERSHIPS			
103-1	Explanation of the material topic and its boundary	2021 IPL Sustainability Report, page 30.	●
103-2	Management approach and its components	2021 IPL Sustainability Report, page 30.	●
103-3	Evaluation of the management approach	2021 IPL Sustainability Report, page 30.	●
GRI 203: INDIRECT ECONOMIC IMPACTS 2016 STANDARD			
203-2	Significant indirect economic impacts	2021 IPL Sustainability Report, page 17.	●
GRI 417: MARKETING AND LABELING 2016 STANDARD			
417-1	Requirements for product and service information and labeling	Our Australian labeling complies with the requirements of the SafeWork Australia Code of Practice for Labeling of Workplace Hazardous Chemicals and our Australian SDS comply with the requirements of SafeWork Australia. Our North American labeling meets the requirements of the Globally Harmonized System of Classification and Labeling of Chemicals (GHS) and our North American SDS comply with the Mine Safety and Health Administration (MSHA) for products destined for the mining industry. We provide support to our explosives customers to assist them in choosing the right product and blast plan to minimise environmental impacts and our Dyno Consult team regularly conduct audits at customer sites to ensure that drill and blast procedures, standards and product application are safe and follow best practices. In addition to providing information about the technical aspects of the use of our explosives products, our technical support teams and our Dyno Consult business provide documentation and advice to our customers about: • Product content, particularly with regard to substances that might produce an environmental or social impact; • Safe use, storage and handling of the product; and • Disposal of the product as required by applicable law. This advice is supplied on our websites, on the product label, in the Safety Data Sheet (SDS) or directly to the customer via training sessions. Our Australian fertiliser products comply with Fertilizer Australia Codes of Practice, including the National Code of Practice for Fertilizer Description and Labeling. This code of practice aims to achieve uniform description and labeling of fertilisers across Australia. The label provides advice on the product's nutrient content, and the maximum concentration of impurities that may impact on soil concentrations of the element, plant growth, the health of grazing animals, food safety, and the marketability of farm produce. Our fertiliser SDS are available for all products and include advice on the safe use, storage and handling of the product, and its disposal. Labels are attached to the package, or the Delivery Docket for bulk deliveries. Label information and SDS can also be accessed on the Incitec Pivot Fertilisers website, along with other technical information, including advice on Farm Safety when handling Bulk Bags and storing fertiliser in silos, information on product density and sizing, and the Company's Quality Policy, which is included for use in our farming customers' Quality Assurance programs. 100% of our significant product or service categories are covered by and assessed for compliance with the above.	●

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION OF DISCLOSURE / DISCLOSURE	
MATERIAL ISSUE: COMMUNITY SAFETY, SUPPORT AND CONNECTION			
103-2	Explanation of the material topic and its boundary	2021 IPL Sustainability Report, pages 33-34.	●
306-1	Management approach and its components	2021 IPL Sustainability Report, pages 33-35.	●
306-2	Evaluation of the management approach	2021 IPL Sustainability Report, pages 33-35.	●
GRI 413: LOCAL COMMUNITIES 2016 STANDARD			
413-2	Operations with significant actual and potential negative impacts on local communities	2021 IPL Sustainability Report, page 34.	●
MATERIAL ISSUE: TECHNOLOGY AS AN ENABLER AND DISRUPTER			
103-1	Explanation of the material topic and its boundary	2021 IPL Sustainability Report, page 22.	●
103-2	Management approach and its components	2021 IPL Sustainability Report, pages 22-23.	●
103-3	Evaluation of the management approach	2021 IPL Sustainability Report, pages 22-23.	●
GRI 203: INDIRECT ECONOMIC IMPACTS 2016 STANDARD			
203-2	Significant indirect economic impacts	2021 IPL Sustainability Report, pages 22 and 30.	●
MATERIAL ISSUE: SUSTAINABLE PLANT-NUTRITION SOLUTIONS			
103-1	Explanation of the material topic and its boundary	2021 IPL Sustainability Report, page 17. Sustainable plant-nutrition solutions seek to improve soil health, including restoring soil carbon levels, soil nutrient levels and the biodiversity of soil species, where these have been depleted in soils on land managed by our farming customers.	●
103-2	Management approach and its components	2021 IPL Sustainability Report, page 17.	●
103-3	Evaluation of the management approach	2021 IPL Sustainability Report, page 17.	●
GRI 203: BIODIVERSITY 2016 STANDARD			
304-2	Significant impacts of activities, products and services on biodiversity	The excessive use of mineral fertilisers can reduce soil biodiversity, which is the number and variety of species which exist within soil. A teaspoon of healthy topsoil typically contains a vast range of different species and up to **6 billion micro-organisms**. Soil species include microbes, such as algae and cyanobacteria, micro-fauna, including amoebas and fungi, mesofauna, such as mites and other tiny insects, and macrofauna such as earth worms, ants, termites, and other insects which are large enough to be identified. These organisms are part of a vast food web that ensures the cycling of energy and nutrients within soils, promoting plant growth and soil productivity, and helps sustain organisms living above ground. **Soil biodiversity is essential to both the environment and to agricultural industries** because soil organisms cycle nutrients, making them available to plants, improve water entry and storage, provide resistance to erosion, aid in carbon capture and break down organic matter. IPL recognises that sustainable soil health includes restoring soil biodiversity in farmland soils where it has been reduced over time. See 'Sustainable plant nutrition solutions' on page 17 of the 2021 IPL Sustainability Report for our investments in Australian Bio-ferts and our new Soil Health Package, and page 29 for our new Trigger humic acid product and our Nutrient Advantage Decision Support System. This system provides highly customised fertiliser product recommendations to apply only what is needed, avoiding excess costs and nutrient imbalances which can impact on soil biodiversity. Our soil and plant testing services (page 17) also provide farmers and agronomists with high quality analytical results to support sustainable fertiliser application recommendations.	●

Relevant Data
Our Commitment to Zero Harm
Our Stakeholders and Engagement Strategies
Membership and 2021 Climate Review of Industry Associations
List of Research Organisations Funded
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About the Data

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● Disclosure required for GRI 'Core' Reporting

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION OF DISCLOSURE / DISCLOSURE	
MATERIAL ISSUE: SUSTAINABLE SUPPLY CHAINS			
103-1	Explanation of the material topic and its boundary	2021 IPL Sustainability Report, page 31.	●
103-2	Management approach and its components, including grievance mechanisms relating to human rights	2021 IPL Sustainability Report, page 31. See also page 8 of this document.	●
103-3	Evaluation of the management approach	2021 IPL Sustainability Report, page 31.	●
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016 STANDARD			
308-1	New suppliers that were screened using environmental criteria	81% of new contract-based suppliers were screened during the sourcing process using environmental criteria. This is 4.3% of total new suppliers.	●
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016 STANDARD			
411-1	Incidents of violations involving rights of Indigenous peoples	No incidents of violations involving rights of Indigenous peoples were identified in our operations or supply chains.	
GRI 412: HUMAN RIGHTS ASSESSMENT 2016 STANDARD			
412-2	Employee training on human rights policies or procedures	101 employees have completed the IPL online Modern Slavery Training Module. This is equivalent to 25.5 training hours and 2% of global employees. This is expected to increase in 2022. For more information, see the 2021 **IPL Modern Slavery Statement**.	●
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016			
414-1	New suppliers that were screened using social criteria	85% of new contract-based suppliers were screened during the sourcing process using social criteria. This is 4.5% of total new suppliers.	●
414-2	Negative social impacts in the supply chain and actions taken	**2021 IPL Modern Slavery Statement**, pages 17-22.	
MATERIAL ISSUE: INDUSTRY AND GOVERNMENT COLLABORATION ON GREEN TECHNOLOGIES TOWARDS NET ZERO			
103-1	Explanation of the material topic and its boundary	2021 IPL Sustainability Report, page 21.	●
103-2	Management approach and its components	2021 IPL Sustainability Report, pages 21-22.	●
103-3	Evaluation of the management approach	2021 IPL Sustainability Report, pages 21-22.	●
MATERIAL ISSUE: ACTIVE ENGAGEMENT IN ESG ISSUES			
103-1	Explanation of the material topic and its boundary	2021 IPL Sustainability Report, page 24.	●
103-2	Management approach and its components	2021 IPL Sustainability Report, page 24.	●
103-3	Evaluation of the management approach	2021 IPL Sustainability Report, page 24.	●
GRI 205: ANTI-CORRUPTION 2016 STANDARD			
205-3	Confirmed incidents of corruption and actions taken	There have been 0 incidents of corruption during the reporting period.	●
GRI 415: PUBLIC POLICY 2016 STANDARD			
415-1	Political contributions	The total monetary value of financial and in-kind political contributions made directly and indirectly by IPL in 2021 is zero. The IPL Political Engagement and Donations Policy, which was amended by the Board on 17 December 2015, prohibits the Group making any political donations, whether in cash or in kind, to: • any political party or organisation, party official; • individual politicians; • any political candidate for public office; or • any third party organisation that may make political donations (collectively referred to in the policy as 'political persons') in any country.	●
MATERIAL ISSUE: IPL ZERO HARM AMBITION – SAFETY AND WELLBEING			
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018 STANDARD			
403-1	Occupational health and safety management system	2021 IPL Sustainability Report, page 11. See 'Our Commitment to Zero Harm' on page 12 of this document.	●
403-2	Hazard identification, risk assessment and incident investigation	2021 IPL Sustainability Report, page 11. See 'Our Commitment to Zero Harm' on page 12 of this document.	●
403-3	Occupational health services	2020 IPL Sustainability Report, pages 11-12.	●

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION OF DISCLOSURE / DISCLOSURE	
MATERIAL ISSUE: IPL ZERO HARM AMBITION – SAFETY AND WELLBEING (CONTINUED)			
403-4	Worker participation, consultation and communication on occupational health and safety	See 'Our Commitment to Zero Harm' on page 12 of this document.	●
403-5	Worker training on occupational health and safety	2021 IPL Sustainability Report, pages 11-12.	●
403-6	Promotion of worker health	2021 IPL Sustainability Report, pages 11-12.	●
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2021 IPL Sustainability Report, pages 11-12.	●
403-9	Work-related injuries	2021 IPL Sustainability Report, page 11. See 'Relevant Data' on page 10 of this document.	●
MATERIAL ISSUE: CULTURAL RENEWAL FOR A FIT FOR PURPOSE BUSINESS			
103-1	Explanation of the material topic and its boundary	2021 IPL Sustainability Report, page 13.	●
103-2	Management approach and its components	2021 IPL Sustainability Report, page 13.	●
103-3	Evaluation of the management approach	2021 IPL Sustainability Report, page 13.	●
GRI 401: EMPLOYMENT 2016 STANDARD			
401-1	New employee hires and employee turnover	See 'Relevant Data' on page 10 of this document.	●
GRI 404: TRAINING AND DEVELOPMENT 2016 STANDARD			
404-3	Percentage of employees receiving regular performance and career development reviews	See 'Relevant Data' on page 11 of this document.	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016 STANDARD			
405-1	Diversity of governance bodies and employees	See 'Relevant Data' on page 11 of this document.	
405-2	Ratio of basic salary and remuneration of women to men	See 'Relevant Data' on page 11 of this document.	
MATERIAL ISSUE: SUSTAINABLE USE OF WATER			
GRI 303: WATER AND EFFLUENTS 2018 STANDARD			
303-1	Interactions with water as a shared resource	2021 IPL Sustainability Report, pages 18-19. See 'Relevant Data' on page 9 of this document. **IPL CDP Water Security Reports**.	●
303-2	Management of water discharge related impacts	2021 IPL Sustainability Report, pages 18-19. **IPL CDP Water Security Reports**.	●
303-3	Water withdrawal	2021 IPL Sustainability Report, page 18. **IPL CDP Water Security Reports**.	
303-4	Water discharge	2021 IPL Sustainability Report, page 18. **IPL CDP Water Security Reports**.	
303-5	Water consumption	2021 IPL Sustainability Report, page 18. **IPL CDP Water Security Reports**.	

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RELEVANT DATA

GRI 102-8: Information on employees and other workers by location, employment status and gender

WORKFORCE BY LOCATION (EXCLUDING CONTRACTORS)	2019	2020	2021
Total Global Workforce	4,820	4,888	5,078
Americas	2,527	2,569	2,721
Asia Pacific	2,067	2,105	2,128
Europe	226	214	229

TOTAL WORKFORCE BY EMPLOYMENT STATUS AND GENDER (PERMANENT VERSUS TEMPORARY, EXCLUDING CONTRACTORS)	2019	2020	2021
Male – permanent	99.4%	99.0%	99.2%
Female – permanent	98.1%	97.9%	98.2%

TOTAL WORKFORCE BY EMPLOYMENT STATUS AND LOCATION (PERMANENT VERSUS TEMPORARY, EXCLUDING CONTRACTORS)	2020	2021
Americas – permanent	100%	100%
Asia Pacific – permanent	97.3%	97.6%
Europe – permanent	100%	100%

IPL's data systems do not currently allow for the reporting and breakdown of all supervised workers. IPL's data systems do not currently allow for accurate breakdowns of contractors by contractor types.

Workers who are legally recognised as self employed do not perform a substantial proportion of IPL's work. Individuals other than employees or supervised workers, including employees and supervised workers of contractors, do not perform a substantial proportion of IPL's work.

WORKFORCE BY GENDER (% FEMALE)	2019	2020	2021
Total Workforce	**17.2%**	**17.6%**	**17.7%**
Board[1]	50.0%	50.0%	42.9%
Executive Team[1]	30.0%	20.0%	37.5%
Senior Management	22.0%	20.2%	20.5%
Professional/Management	19.5%	20.1%	21.1%

1. The IPL CEO&MD is a Board Member and an Executive Team Member.

GRI 102-17: Mechanisms for advice and concerns about ethics and human rights

During the year, IPL received almost 40 notifications through our third party whistleblower system, with allegations of inappropriate behaviour. This was a 23% increase on the number of notifications received in FY20.

In total, 41% of these reports were substantiated in 2021. Benchmarking of our whistleblower process in 2021 showed that this substantiation rate is on par with a global benchmark for the substantiation of such reports (which is 42%). Reports received included allegations relating to unsafe work practices, potential fraud, conflicts of interest, employee relations issues, discrimination, bullying and policy issues. Where allegations were substantiated, specific actions were taken to address the issues highlighted.

GRI 102-41: Percentage of total employees covered by collective bargaining agreements

COLLECTIVE BARGAINING AGREEMENTS	2019	2020	2021
% Total Workforce Covered by Collective Bargaining Agreements	24.1%	22.6%	22.1%

GRI 201-1: Direct economic value generated and distributed

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED	2019	2020	2021
A. Direct economic value generated (AUD$Mil) Revenues	**3,975.1**	**3,976.1**	**4,390.7**
B. Economic value distributed	**4,171.7**	**4,089.8**	**4.496.9**
Operating costs including payments to suppliers, non-strategic investments and royalties	3,180.4	3,147.2	3,563.1
Employee wages and benefits: total monetary outflows for employees (current payments)	682.0	719.8	700.5
Payment to providers of capital, including dividends and interest	127.6	54.6	19.4
Government taxes (income tax, payroll tax, Australian GST and FT and fringe benefits tax)	180.8	167.7	213.5
Voluntary community investments	0.9	0.5	0.4
C. Economic value retained (A-B)	**(180.3)**	**(196.6)**	**(106.2)**

GOVERNMENT TAXES PAID PER COUNTRY	2019	2020	2021
Australia[2]	85.3	92.4	110.3
United States	39.5	30.5	33.0
Mexico	3.8	3.9	2.4
Canada	28.5	29.4	54.3
Chile	8.0	3.0	5.5
Hong Kong	3.1	0.2	0.1
Turkey	4.7	2.9	4.0
Indonesia	5.5	4.3	2.7
Papua New Guinea	2.3	1.1	1.2

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

GRI 303-1: Interactions with water as a shared resource

Management strategies where water is a material issue

Cheyenne in Wyoming, USA

At our ammonia manufacturing site at Laramie County, Cheyenne, Wyoming, USA, water resources are of particular concern and management involves multiple stakeholders. The site is located in a semi-arid area which the WRI Water Tool has identified as an area of high baseline water stress[1].

Water for the site is drawn from an underground aquifer which is recharged each year by precipitation, including snowmelt. We engage with key stakeholders including the Wyoming State Engineer's Office (SEO) which manages stakeholder access to the aquifer and maintains databases for ground water levels, along with the Ground Water Division of the US. Geological Survey, and our Cheyenne site monitors wells through totalising flowmeters and water level measurements and reports to the SEO annually.

Water saving initiatives at the site include:

- The monitoring and maintenance of steam traps and condensate systems to reduce water loss.
- Operation of a brine concentrator unit which recycles approximately 100 gallons of water per minute.
- A new reverse osmosis water treatment unit was purchased last year and in 2021 and a total of 209,786 kL of waste water was recycled for reuse via the RO unit and a vapour recompression unit.
- Communication to personnel through daily reports to watch for, and prevent, excess water from running.
- Visual management board for water reduction projects and efforts.
- The position of Focused Improvement Engineer to implement an overall strategy of increasing the recycling of waste water streams and reducing waste water volumes.

Phosphate Hill in Queensland, Australia

Located in the Georgina Basin, our Phosphate Hill manufacturing site produces ammonium phosphate fertiliser in remote North West Queensland where a natural phosphate deposit is located. While the WRI Water Tool identifies this site as being at 'low-to-medium' overall water risk, it is identified as being in an area of high inter-annual variability of rainfall. To ensure supply, groundwater is drawn under licence from the phosphate orebody, which is porous and contains an aquifer called the Duchess Embayment Aquifer (DEA).

The many aquifers in the Georgina Basin are naturally recharged by rainfall during the summer wet season and were identified as a renewable (annually replenished) groundwater resource with high groundwater development potential (over 100 GL/yr) by a recent inquiry into the development of northern Australia by the CSIRO.

Although wet season rainfall varies annually, ongoing model prediction and quarterly monitoring conducted using 39 monitoring bores across the embayment indicate that adequate supply to the site is currently being maintained. In addition to monitoring for potential changes in the embayment, the Phosphate Hill site submits an annual Borefield Performance Report to the Queensland Government Department of Natural Resources and Mines (DNRM) each year in September and completes an Annual Aquifer Review in December each year.

Our Phosphate Hill site is committed to reducing water usage wherever possible through continuous improvements and water recycling strategies. These presently include multiple re-uses of cooling water (our major use) and reclamation of water from waste gypsum stacks, as well as the reuse of process water to allow both the recapture of phosphates and the reduction of fresh groundwater extraction.

Geelong in Victoria, Australia

The Geelong site manufactures single super phosphate fertilisers, a process which requires much less water than ammonia manufacture. However, the site has been identified by the WRI Water Tool as being in a water catchment subject to high baseline water stress[1] and of medium-to-high risk regarding overall water risk. The site obtains its water from the State government managed Barwon Region Water Corporation, Victoria's largest regional urban water management body. Barwon water is predominantly sourced from forested catchments on the upper Barwon and Moorabool rivers, but during periods of prolonged drought water is sourced from underground aquifers via the Barwon Downs and Anglesea bore fields. In extreme drought, the water management body can also access supply from the water grid of the City of Melbourne via the Melbourne to Geelong Pipeline, a 59 kilometre underground pipeline which is part of the State's long-term plan to secure the region's water supply into the future.

Water saving strategies at the site include the on-site capture, treatment and reuse of large volumes of stormwater, with 37,430 kL being treated and re-used in 2021. The site recently completed a site-wide water balance to identify potential water savings and opportunities to better manage waste water and stormwater. This project initiated the use of rainfall prediction models at the site to more closely manage levels and capacities of water storage ponds.

The collection of rooftop rainwater has been identified as an option to reduce reliance on municipal water supplies and increase the amount of stormwater collected and recycled. During 2021, capital expenditure was approved to build a storage pond for rooftop rain water in 2022, and licensing approval is being sought. This could offset up to 7,000 kL per year in municipal water use.

Mt Isa in Queensland, Australia

With an estimated population of 22,000, the mining town of Mt Isa is the administrative, commercial and industrial centre for the State's vast north-western region. Our Mt Isa site manufactures sulphuric acid using waste sulphur obtained from a nearby metal ore smelter. This process also uses less water than ammonia manufacture, however steam is also used at the site in the process of generating electricity from waste heat captured from the sulphuric acid making process.

Water for the site is obtained through the Mt Isa Water Board which is responsible for the sustainable management of water supplies in the region. Although identified by the WRI Water Tool as being located in a catchment where overall water risk is 'low-to-medium' and baseline water stress is 'low' (due to the small population), it is also identified as an area of extremely high interannual variability, and the local Water Board manages supply using two man-made lakes. Water is drawn mostly from Lake Moondarra (owned by a metal ore mining company, but transported by the Mt Isa Water Board) 13 kilometres downstream of Mt Isa, and pumped 60 kilometres up from Lake Julius in times of extreme drought to ensure supply is maintained.

Water saving strategies at the site include the condensing of all steam used in our on-site electricity generation turbine and the returning of any blow down water from our cooling towers to the nearby metal ore mine as process water. While total rainfall is expected to increase across the north of Australia due to climate change, our risk bowtie analysis to manage climate-related issues at the site identified that pre-emptive actions to secure access to water in advance of potential future water restrictions should be investigated and implemented as a control.

1. The WRI Aqueduct Water Tool identifies 'Baseline water stress' by measuring the ratio of total annual water withdrawals to total available annual renewable supply, accounting for upstream consumptive use. Higher ratings indicate more competition among users, with 'High' being 40-80%.

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

RATE OF NEW EMPLOYEE HIRES	2019	2020	2021
Total Workforce	**15.8%**	**15.9%**	**20.5%**
% Rate of New Hires by Age Group			
Employees under 30	39.1%	27.4%	48.6%
Employees 30-50	15.1%	16.5%	19.2%
Employees 50+	7.0%	10.3%	11.3%
% Rate of New Hires by Gender			
Males	14.3%	14.7%	19.1%
Female	23.2%	21.4%	26.7%
% Rate of New Hires by Region			
Americas	16.3%	16.1%	22.2%
Asia Pacific	15.0%	16.7%	18.7%
Europe	18.0%	5.5%	17.2%

The terms '2019', '2020' and '2021' refer to the IPL financial year ending September 30 in each year. Data excludes Mexico (93% of global employees included).

% Rate of New Hires for 2021 has been calculated by dividing the total number of new hires in each category by the total average headcount for 2020 and 2021 for each category (excluding Mexico) as at September 30 each year. Previous years have been calculated using the same methodology.

TOTAL TURNOVER RATES	2019	2020	2021
Total Global Turnover Rate	14.4%	15.1%	18.1%
VOLUNTARY TURNOVER RATES	**2019**	**2020**	**2021**
Total Workforce	**8.6%**	**8.8%**	**11.7%**
% Voluntary Turnover Rates by Age Group			
Employees under 30	11.0%	10.6%	14.0%
Employees 30-50	8.4%	6.9%	10.4%
Employees 50+	7.8%	9.0%	10.2%
% Voluntary Turnover Rates by Gender			
Males	9.0%	8.1%	10.9%
Female	10.9%	11.8%	15.3%
% Voluntary Turnover Rates by Region			
Americas	9.4%	9.8%	12.0%
Asia Pacific	9.9%	8.7%	11.7%
Europe	15.5%	4.5%	7.7%

The terms '2019', '2020' and '2021' refer to the IPL financial year ending September 30 in each year. Data excludes Mexico (93% of global employees included).

% Voluntary Turnover for 2021 has been calculated by dividing the total resignations for each category by the total average headcount for 2020 and 2021 for each category (excluding Mexico) as at September 30 each year. Previous years have been calculated using the same methodology.

INVOLUNTARY TURNOVER RATES	2019	2020	2021
Total Workforce	**5.9%**	**7.7%**	**6.4%**
% Involuntary Turnover Rates by Age Group			
Employees under 30	9.9%	10.8%	7.1%
Employees 30-50	5.9%	7.1%	5.4%
Employees 50+	4.0%	5.6%	6.4%
% Involuntary Turnover Rates by Gender			
Males	6.7%	7.8%	6.5%
Female	4.7%	7.4%	6.2%
% Involuntary Turnover Rates by Region			
Americas	5.7%	7.3%	8.0%
Asia Pacific	6.4%	9.0%	5.2%
Europe	19.2%	5.5%	1.4%

The terms '2019', 2020' and '2021' refer to the IPL financial year ending September 30 in each year. Data excludes Mexico.

% Involuntary Turnover rates for 2021 have been calculated by dividing the total terminations for each category by the total average headcount for 2020 and 2021 for each category (excluding Mexico) as at September 30 each year. Previous years have been calculated using the same methodology.

GRI 403-9: Work related injuries (TRIFR by region, by gender, and by employee and contractor categories)

TRIFR[1] BY REGION (INCLUDES CONTRACTORS)	2019	2020	2021
Australia	0.92	0.83[2]	0.82
North and South America	0.83	0.42	1.03
Canada	1.25	0.81	1.21
Turkey	0.71	0	0.37
Indonesia	0	0.26	0
Papua New Guinea	0	0	0
TRIFR[1] BY GENDER (INCLUDES CONTRACTORS	**2019**	**2020**	**2021**
Male	0.78	0.59	0.98
Female	0.88	0.43	0.62
TRIFR[1] BY EMPLOYEE AND CONTRACTOR	**2019**	**2020**	**2021**
Employee	0.80	0.57	0.91
Contractor	0.82	0.632[4]	0.73
All Worker	0.80	0.582[4]	0.87
LTIFR[3] BY EMPLOYEE AND CONTRACTOR	**2019**	**2020**	**2021**
Employee	1.23	1.23[4]	1.28
Contractor	0.97	0.57	1.30
FATALITIES BY EMPLOYEE AND CONTRACTOR	**2019**	**2020**	**2021**
Employee	0	1	0
Contractor	0	0	0

1. TRIFR is the number of recordable incidents per 200,000 hours worked.
2. Restated due to late classification of recordable injury.
3. LTIFR is the number of lost time incidents per one million hours worked.
4. Restated due to injury escalation during 2021.

The 2020 Australian TRIFR (including contractors) has been restated due to the late classification of a recordable injury.

The 2020 Contractor and All Worker TRIFR have been restated due to injury escalation during 2021.

The Employee LTIFR has been restated due to injury escalation during 2021.

GRI 404-3: Percentage of employees receiving regular performance and career development reviews by gender and by employee level

PERFORMANCE REVIEWS BY GENDER	2019	2020	2021
% Employees Receiving Performance Reviews			
Total Workforce	80.2%	78.6%	76.1%
Total Male employees	77.2%	76.7%	73.9%
Total Female employees	94.8%	87.7%	86.3%
% Board Receiving Performance Reviews			
Male	100.0%	100.0%	100.0%
Female	100.0%	100.0%	100.0%
% Executive Team Receiving Performance Reviews			
Male	100.0%	100.0%	100.0%
Female	100.0%	100.0%	100.0%
% Management Receiving Performance Reviews			
Male	100.0%	100.0%	95.4%
Female	100.0%	100.0%	93.0%
% Non-management Receiving Performance Reviews			
Male	75.8%	75.4%	71.9%
Female	95.4%	87.6%	85.7%

PERFORMANCE REVIEWS BY STATUS	2019	2020	2021
% Full-time and Part-time Employees Receiving Performance Reviews			
Total Workforce	80.2%	78.6%	76.1%
Full-time Employees	80.0%	78.6%	76.1%
Part-time Employees	93.2%	78.9%	77.8%

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

GRI 405:2 Equal remuneration for women and men

SALARY EQUITY (MALE : FEMALE)	2019	2020	2021
Executive Team Level	1 : 0.57	1 : 0.68	1 : 0.66
Management Level	1 : 0.95	1 : 0.98	1 : 0.93
All other levels	1 : 0.98	1 : 0.98	1 : 0.96

All salaries converted to AUD at spot rate (at 30 September for each year). It is important to note that because salary levels and gender percentages differ significantly in different regions, this may skew average salary ratios by level.

GRI 405-1: Diversity of governance bodies and employees according to gender, age group and minority groups

WORKFORCE DIVERSITY	2019	2020	2021
Gender Diversity (% female)			
Board[1]	50.0%	50.0%	42.9%
Executive Team	30.0%	20.0%	37.5%
Senior Management[2]	22.0%	20.2%	20.5%
Global	17.2%	17.6%	17.7%
Gender Diversity by Management Level (% female)			
All Management[3]	18.5%	14.0%	19.8%
Junior Management[4]	12.2%	12.2%	17.2%
Senior Management[5]	21.5%	21.5%	20.5%
Revenue Generating Management[6]	11.1%	11.1%	10.0%
Indigenous Australians[7] (% Australian workforce)	3.0%	2.7%	2.5%
Age Diversity: Total Workforce			
% employees under 30	13.9%	12.4%	13.7%
% employees 30-50	53.8%	54.5%	53.5%
% employees 50+	32.3%	33.1%	32.7%
Age Diversity: Board			
% employees under 30	0.0%	0.0%	0.0%
% employees 30-50	0.0%	0.0%	0.0%
% employees 50+	100%	100%	100%
Age Diversity: Executive Team			
% employees under 30	0.0%	0.0%	0.0%
% employees 30-50	50.0%	50.0%	37.5%
% employees 50+	50.0%	50.0%	62.5%
Age Diversity: Management			
% employees under 30	0.4%	1.2%	0.9%
% employees 30-50	58.4%	48.8%	54.0%
% employees 50+	41.3%	50.0%	45.1%
Age Diversity: Non-management			
% employees under 30	14.8%	13.2%	15.0%
% employees 30-50	53.6%	54.7%	53.7%
% employees 50+	31.7%	32.2%	31.3%

1. The IPL CEO&MD is a Board member and an Executive Team member.
2. Defined as roles which are 1-2 levels below the Executive Team.
3. Percentage of women in all management positions, including junior, middle and top management (as % of total management positions).
4. Percentage of women in junior management positions, i.e. first level of management (as % of total junior management positions).
5. Percentage of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions).
6. Percentage of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc).
7. IPL does not currently ask Australian employees who identify with particular minority groups to identify themselves. Due to our commitment to Indigenous employment in Australia, Dyno Nobel Asia Pacific employees may choose to identify themselves as Australian Indigenous or Torres Strait Islander persons.

OUR COMMITMENT TO ZERO HARM

Our Health, Safety, Environment and Community Management System

Our Zero Harm ambition is supported by IPL's integrated Health, Safety, Environment and Community Management System (HSECMS). The system includes 18 global standards and safety standards, aligned to ISO 14001, OHSAS 18001, ISO 31000 and AS 4801 international standards as well as the American Chemistry Council Responsible Care Management System and Center for Chemical Process Safety.

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

Zero Harm Governance

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

The Vice President Health, Safety and Environment is accountable for advising the Managing Director & CEO and Executive Team on best practice strategies for health, safety and environmental improvement. This role supports our organisation in developing and delivering the Zero Harm strategy and works with a Group-wide network of safety and environmental professionals, as well as operational leaders, to achieve our goals and support line management in improving our performance.

Regional safety professionals provide advice and support to line management by sharing best practices, and standardising, simplifying, coaching and coordinating health and safety activities across the Group. 100% of our workers and contractors are represented in formal joint management-worker health and safety committees which operate at a site-based level in the organisation. At large sites, these may also operate at a plant level, with monthly all worker meetings.

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

On a day-to-day operational level, our leaders are expected to consistently demonstrate and communicate high standards of behaviour and operating discipline and promotion of our Zero Harm Value. They must take proactive action to continuously improve our safety performance and use both leading and lagging indicators to monitor that performance.

Personal responsibility at all levels is integral to promoting continuous health and safety improvement across the Group. We lead, engage, empower and develop, and expect everyone to be leaders in Zero Harm. We are embedding this culture through specific training, and supplementing this with the use of techniques such as safety observations, and incident and near miss investigations to share learnings. By creating 'Safe Ground' through our Safe Teams training, we are driving a culture where everyone feels safe and empowered to speak up and contribute, further enabling us to be a learning organisation.

Environmental risk management and performance

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

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

Ongoing programs are in place to assess, monitor and control the risk of exposure to chronic hazards such as noise, dust, fluoride and crystalline silica. A reduction in crystalline silica exposure to exploratory drillers and support staff in Australia was noted after changes to drill rig configuration and administrative controls. Programs to reduce fluoride exposure during Single Super Phosphate (SSP) manufacture in Australia, and silica during soil sample milling, are also in progress.

OUR STAKEHOLDERS AND ENGAGEMENT STRATEGIES

STAKEHOLDER GROUP	STAKEHOLDERS	CONCERNS AND INTERESTS	ENGAGEMENT STRATEGIES
Employees and contractors	Our employees and contractors include a wide range of language speakers and cultural groups	Health, safety and working conditions; economic performance of IPL; ethical, environmental and social performance of IPL; career and development opportunities; remuneration; performance management; senior leadership/ corporate strategy.	Direct engagement at IPL sites, including leadership as coaching; direct participation and/or representation on site-based Zero Harm Committees; collective bargaining agreements; real-time 'Safety Alerts' via internal email; 'The Hub' intranet communications, including a range of newsletters, external HSE Alerts and links for employee feedback; interactive/collaborative annual employee performance management process; Indigenous Engagement Strategy (Australia); internal workshops and conferences; global Company-wide employee surveys in 2018, 2019 and 2021 (targeted pulse surveys in 2020).
Customers – mining	Large companies and distributors in the mining, quarrying, seismic and construction industries	Cost; reliability of supply; product quality; access to specialist advice; technical innovation; sustainable products and services; workforce diversity at IPL; climate change; alignment of IPL's sustainability strategy with customers.	Direct engagement at customer sites; collaborative problem solving to meet customer needs; participation in EcoVadis and Inlight customer sustainability questionnaires; customer technical workshops; dedicated Customer Relationship Managers; collaborative product research and development; interviews during materiality assessment.
Customers – fertilisers	Business partners, and agents who distribute IPL's bulk and packaged fertiliser products; agronomists; farmers who receive our products directly and through agents	Cost; efficiency/yield improvement; access to agronomy expertise and customer soils and plant testing; sustainable soil health; social licence to operate; sustainable performance of IPL products in relation to environmental impacts, including leaching and climate change.	Direct engagement with customers; engagement during collaborative tailoring of product use through Nutrient Advantage laboratory soil and plant testing; Nutrient Advantage Advice interactive software and app; monitoring of customer satisfaction through Net Promoter Score software and Fertshed, IPL's online customer transactional portal; collaborative product research and development; online 'Nutrient Advantage' website; in-person Agronomy Community Forums; formal complaint/product feedback process; interviews during materiality assessment.
Suppliers and business partners	From local businesses to large international organisations and joint venture partners	Supply agreements; reliable payment processes; health and safety performance; IPL's social, environmental and governance performance, including modern slavery processes.	Direct engagement; supplier questionnaires; supplier audits; supplier meetings; supplier Performance Scorecards; conditions of contracts; regular meetings with joint venture partners; interviews during materiality assessment.
Shareholders and the investment community	Retail, institutional and individual shareholders	Economic performance of IPL; governance; investor sustainability ratings (CDP, DJSI, FTSE4Good); management of water (Australia); raw materials sourcing; safety; diversity; management of climate change related issues.	ASX announcements; Annual General Meeting; Sustainability Investor Briefings; half-year and end-of-year results presentations and webcasts; direct shareholder engagement including calls and meetings, with feedback to the Board where appropriate; shareholders may also write to the Chairman of the Board; interviews during materiality assessment.
Community and local residents	Individuals and groups local to our operations	Employment opportunities; business development; sponsorship and donations; local operational impacts; Company environmental compliance; cultural heritage; transparency; managing climate change.	Site-specific programs for community contact, information sharing and community investment; employment opportunities via the IPL and Dyno Nobel websites; direct engagement with individuals; systems to register, investigate and promptly respond to community complaints; transparent reporting.
Research partners	University and government research institutions, as well as customers (addressed above)	Mining safety; reducing NOx emissions; reducing GHG emissions; sustainable food production and food security; sustainable soils management; enhanced efficiency fertilisers; climate change.	Direct engagement in collaborative research projects.
Government	Local, State and national regulators and government agencies	Regulatory compliance; energy policy; climate change policy; research and development; local community issues.	Direct engagement with government and regulatory agencies in the countries in which we operate; written submissions regarding regulatory impact either directly or via professional groups or industry associations.
Industry Associations	A range of associations relevant to our industry (see pages 14-16 of this document)	Health and safety; diversity; security; public policy; international trade; agriculture; minerals; energy; transportation; environmental protection; sustainable development; climate change.	Direct engagement with industry associations through policy meetings, industry advocacy, delegations and input into government submissions.

MEMBERSHIP AND 2021 CLIMATE REVIEW OF INDUSTRY ASSOCIATIONS

IPL is a member of a range of industry associations, both at the Group level and through and our subsidiaries, Incitec Pivot Fertilisers (IPF) and Dyno Nobel. Industry associations provide the opportunity to collaborate with other organisations to share best practice across the sectors in which our businesses operate. Sharing knowledge on issues such as technical standards, industry-wide regulations and our number one priority, safety, helps us to become better informed on a wide range of issues that directly impact us, our employees and our customers.

Since industry associations represent a collective group, an industry association's position on a given topic will incorporate a range of members' views. In some cases, this may result in associations holding no position on that topic, or holding a position which may differ to the position held by IPL. For this reason, we communicate our own views through our policies and public statements, including those made in published submissions and executive speeches.

During 2021 we engaged a specialist third party to conduct a review of our memberships of associations focusing on the climate positions of relevant associations. The review forms part of our ongoing industry association monitoring activities and assessed the alignment between the views of these associations and IPL in the following areas:

- The Paris Agreement, and Net Zero by 2050 (which IPL supports);
- Climate Change Policy and position on climate risk (IPL acknowledges, assesses and reports on climate risks in line with TCFD guidelines); and
- Active investigation of, or support for, lower-emissions technologies and other pathways to reducing or offsetting emissions (which IPL is actively engaged in).

Associations were assessed as:

- The Member Association's position is in line with IPL's, or is more progressive than IPL's.
- The Member Association's position is not in line with IPL's but it is also not contrary to IPL's stated position, OR IPL's position is more progressive than its Member Association.
- The Member Association does not have a position in relation to the topic but IPL does, OR IPL's position is significantly more progressive than its Member Association.

INDUSTRY ASSOCIATION	DESCRIPTION	ALIGNMENT WITH IPL ON CLIMATE CHANGE	
Fertilizer Australia	The industry association representing manufacturers, importers and distributors of fertiliser in Australia, and associated service industries. Fertiliser Australia members supply over 95% of the fertilisers used in Australia. IPL holds a board position.	Fertiliser Australia lists climate change as a 'fertiliser issue' on its website. It recognises fertilisers' contribution to global warming via the manufacturing process, transport and logistics. Fertiliser Australia does not have a strong public position on climate policy.	●
International Fertilizer Industry Association	A not-for-profit organisation that represents the global fertiliser industry. IFA member companies represent all activities related to the production, trade, transport and distribution of the nutrients required to help farmers worldwide address the growing need for food, feed, fibre and bio energy. IPL holds a board position.	IFA acknowledges the Paris Agreement and its role in limiting global warming to 1.5 degrees in its 'Estimating and Reporting Fertilizer-Related Greenhouse Emissions guidance'. 'The role of Fertilizers in Climate-Smart Agriculture' which was published in 2016, acknowledges the need to reduce emissions and how fertilisers can play a material role in this process.	●
Australian Explosives Industry and Safety Group	AEISG aims to continuously improve the level of safety in the manufacture, transport, storage, handling and use of precursors and explosives in commercial blasting throughout Australia. Dyno Nobel is a member.	N/A – the AEISG is focused entirely on safety and does not have a public position on climate policy.	●
Minerals Council of Australia	Represents Australia's exploration, mining and minerals processing industry, nationally and internationally, in its contribution to sustainable development and society. MCA member companies produce more than 85% of Australia's annual mineral output. Dyno Nobel is a member.	MCA's 'Climate Action Plan' notes that "MCA and all of its members are taking serious action on climate change and are committed to the Paris Agreement and its goal of net zero emissions." Its 2021 progress report affirmed the industry's ambition to achieve Net Zero by 2050, and continued to advocate for advancement of low-emissions technology as the key driver for this to occur.	●
National Mining Association	The voice of the American mining industry in Washington, D.C., NMA is the only national trade organisation that represents the interests of mining before Congress, the Administration, federal agencies, the judiciary and the media. Dyno Nobel is a member.	The NMA recognises that mining is an energy-intensive industry and that global action is needed to reduce GHG and help mitigate the adverse effects of human impacts on climate change. However, there are differences between the views of the NMA and those of IPL in relation to climate policy.	●
Queensland Resources Council (QRC)	An independent not-for-profit peak industry association representing the commercial developers of Queensland's mineral and energy resources. The QRC works to secure an environment conducive to the long-term sustainability of the minerals and energy sectors in Queensland, Australia. Dyno Nobel is a member.	QRC's statement on Energy and Climate Change supports Australia's participation in global agreements, including the Paris Agreement and its associated 'emissions reductions goals to limit global warming to well below 2 degrees, preferably to 1.5 degrees'.	●
Institute of Makers of Explosives	An association concerned with the safety and security of the commercial explosives industry in the United States and Canada. Dyno Nobel is a member.	N/A – the IME are safety and security focused do not have a public position on climate change.	
International Society of Explosives Engineers	A professional society dedicated to promoting the safety, security and controlled use of explosives. Dyno Nobel is a member.	N/A – the ISEE are safety and security focused and do not have a public position on climate change.	
Canadian Explosives Industry Association	CEAEC is an industry association concerned with the promotion of high standards in the manufacturing, use, transportation and handling of explosives in the interest of worker and public safety. Dyno Nobel is a member.	N/A – CEAEC are safety focused and do not have a public position on climate change.	
The National Sand, Stone and Gravel Association	An association for the aggregates industry in the US, concerned with supporting policies and regulation that promote the safe and environmentally responsible use of aggregates. Dyno Nobel is a member.	NSSGA supports investment into the expansion of renewable and reliable energy sources. It encourages emissions reduction for NSSGA members and provides them with a GHG emissions calculator in order to reduce their footprint.	●
Business Council of Australia	Provides a forum for Australian business leaders to contribute directly to public policy debates. Members determine the work program and policy positions of the Council through their participation in policy committees, special-issue task forces and the BCA Board.	BCA's climate policy supports the Paris Agreement and advocates for integrated energy and climate change policy which focuses on affordability, reliability, emissions reduction and investment in Australia. BCA has outlined a pathway to achieve Net Zero in Australia.	●
Manufacturing Australia (MA)	A CEO-led coalition of some of Australia's largest manufacturers that work with governments, businesses and communities to promote Australia's manufacturing sector to make a significant and sustainable contribution to the nation's economy. IPL holds a Board position.	MA supports Australia's Paris climate accord commitment and agrees that Australia should take action to reduce emissions but does not discuss climate risks in its policy agenda or position statements. It supports a national approach to emission reduction 'based as far as is practicable on market measures' to achieve the lowest-cost pathway.	●
Australian Industry Greenhouse Network	A network of industry associations and individual businesses which contribute to the climate change policy debate and see value in joint industry action on climate change in order to promote sustainable industry development. The network is committed to industry collaboration on equitable global action to reduce greenhouse gas emissions.	AIGN supports the Paris Agreement and Net Zero by 2050. It advocates for climate policy that creates positive short- and long-term outcomes and considers sustainable industrial development and economic growth. Policy principles include promoting investment in 'first-of-a-kind' lo-emissions technologies.	●
Carbon Market Institute	CMI is an independent industry body seeking to: share knowledge, build capacity and catalyse opportunities for businesses leading the transition to a net-zero emissions economy; steward Australia's carbon markets and related policies; and champion the UNFCCC Paris Agreement and TCFD framework of climate and Net Zero emission goals.	CMI supports the Paris Agreement and its 2021 Policy Position Statement outlines its commitment to independent, non-partisan and evidence-based advocacy. CMI's 2020 strategy paper outlines its 2050 vision for a 'prosperous, climate-resilient, Net Zero emissions world', and CMI's commitment to developing and promoting efficient and effective emissions reduction policy.	●
Energy Users Association of Australia	The Energy Users Association of Australia plays a critical role in helping companies navigate uncertainty in energy markets and participate in driving changes in market rules and the way the network is managed, to ensure better outcomes and reduced costs for energy users. It seeks a competitive, reliable and sustainable energy supply for all users.	EUAA policy states that 'climate change policies must be clear in their intent, consistent and fair in their application and always seek to minimise the financial impact on consumers while meeting the government's international commitments' under Paris. It advocates for an integrated response to long-term emission reduction policy.	●
World Coal Association	A global industry association comprising the major international coal producers and stakeholders. Dyno Nobel holds a Board position.	The WCA recognises the objective of the Paris Agreement and supports a pathway to zero emissions 'which starts with high efficiency low emission (HELE) coal technologies and includes carbon capture, use and storage (CCUS).	●
Chemistry Australia	The national body representing Australia's chemistry industry, CA aims to foster a dynamic, globally competitive and highly valued Australian chemistry industry through exceptional advocacy, fostering innovative collaborations and supporting continuous improvement.	CA calls on Australia to honour its commitments under the Paris Agreement in a manner that supports technology-neutral policies and innovation at a national level.	●

MEMBERSHIP AND 2021 CLIMATE REVIEW OF INDUSTRY ASSOCIATIONS CONTINUED

INDUSTRY ASSOCIATION	DESCRIPTION	ALIGNMENT WITH IPL ON CLIMATE CHANGE
AMMA Australian Resources and Energy Group	The Australian Mines and Metals Association Resources and Energy Group is the representative association for Australia's resources, energy and supply industry employers, assisting with human resources, industrial relations, training, policy and industry networking. Dyno Nobel is a member.	Not included in 2021 review.
American Chamber of Commerce in Australia (AmCham)	AmCham gives members exclusive access to thought leadership, communities of interest, policy advice, business advocacy, information, and relationships with business and government. With roots in America, AMCham serves the business community across Australia and the entire Asia-Pacific, providing assistance to companies in the USA and Australia and promoting trade, commerce and investment to and from Australia.	Not included in 2021 review.
American Australian Business Council (AABC)	The ABCC aims to strengthen the dynamic economic bond between Australia and the United States, founded on a commitment to commerce through the flow of capital, people and ideas, by highlighting the businesses and their leaders who are key to this relationship.	Not included in 2021 review.
Chief Executive Women (CEW)	Representing over 500 of Australia's most senior and distinguished women leaders, CEW strives to educate and influence all levels of Australian business and government on the importance of gender balance through advocacy, targeted programs and scholarships.	Not included in 2021 review.
National Association of Women in Operations	NAWO is the peak Australian body championing women in operations. An incorporated not-for-profit association, NAWO aims to inspire and support women to reach their full potential and achieve their chosen career goals, and to inspire and support organisations to create inclusive workplaces.	Not included in 2021 review.
Resource Industry Network	A peak industry association representing companies engaged in the resource sector and those allied to the sector. It seeks to facilitate effective member-to-member connections, develop & promote innovation and capability, and promote members to the commercial decision makers, peak bodies and government representatives in the resource sector. Dyno Nobel is a member.	Not included in 2021 review.
The Fertilizer Institute	The trade association representing the public policy, communication and statistical needs of producers, manufacturers, retailers and transporters of fertilizer in the US. Issues of interest include security, international trade, energy, transportation, the environment, worker health and safety and farm bill and conservation programs to promote the use of enhanced efficiency fertiliser. Dyno Nobel Americas is a member.	Not included in 2021 review.
Global Explosives Safety Group (SAFEX)	A non-profit organisation of manufacturers of explosives and pyrotechnics which aims to protect people and property against dangers and damage by the sharing of experience in the explosives industry. Dyno Nobel is a member.	Not included in 2021 review.
Ammonium Nitrate Nitric Acid Producers Group	ANNA is an informal international organisation of manufacturers of ammonium nitrate and nitric acid with the goal of promoting networking within the industry through sharing knowledge, technology and experience. Dyno Nobel is a member.	Not included in 2021 review.

LIST OF RESEARCH ORGANISATIONS FUNDED

The research institutions and projects that we funded during 2021 are listed below.

ORGANISATION AND PROJECT FUNDED	PERIOD OF FUNDING	TOTAL FUNDING COMMITTED
ARC RESEARCH HUB FOR SMART FERTILISERS		
Funded as the Hub for Innovative Nitrogen Fertilisers and Inhibitors, in partnership with the ARC, Elders, the University of Melbourne and La Trobe University.	2021 – 2025	$3.8m
CSIRO AND UNIVERSITY OF ADELAIDE		
Increasing nitrogen use efficiency with micronutrient coatings for urea fertiliser.	2019 – 2023	$0.1m
LA TROBE UNIVERSITY		
Research into the mechanisms by which plants uptake phosphorus and deal with phosphorus deficiency.	2017 – 2022	$0.5m
Assessing performance of bio-fertiliser products against existing farmer practice in strawberry runners.		
UNIVERSITY OF SYDNEY		
Emulsion Explosives for Rock Blasting in Extreme Geothermal Environments.	2018 – 2021	$1.7m
UNIVERSITY OF SOUTHERN QUEENSLAND		
Autonomous liquid fertiliser application.	2021 – 2023	$0.6m

SASB INDEX

Chemicals

Sustainability disclosure topics and accounting metrics

TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE OR LOCATION OF DISCLOSURE		
			2019	2020	2021
Greenhouse Gas Emissions	RT-CH-110a.1	Gross global Scope 1 emissions (metric tCO_2e)	3,469,004	3,663,898	3,112,182
		Percentage of global Scope 1 emissions covered under emissions-limiting regulations	42%	41%	49%
	RT-CH-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets		**IPL Climate Change Report (2021)**	
Air Quality	RT-CH-120a.1	Air emissions of the following pollutants (metric tonnes): (1) NOx (excluding N_2O)	2498	2906	2,399
		(2) SOx	14,285	18,852	21,548
		(3) Volatile organic compounds (VOCs)	226	210	144
		(4) Hazardous air pollutants (HAPs)	(Reported for the first time in 2021)		5,288
Energy Management	RT-CH-130a.1	(1) Total energy consumed (GJ)	64,995,630	70,071,149	60,629,371
		(2) Percentage grid electricity	3%	3%	3%
		(3) Percentage renewable	1.2%	1.3%	1.5%
		(4) Total self-generated energy (GJ)	190,936	245,564	245,248
		The entity shall discuss its efforts to reduce energy consumption and/or improve energy efficiency throughout the production processes.		**IPL CDP Reports**	
Water Management	RT-CH-140a.1	(1) Total water withdrawn (thousand m^3)	45,501	43,853	41,858
		(2) total water consumed (thousand m^3)	15,449	14,502	16,359
		Percentage of withdrawal in regions with High or Extremely High Baseline Water Stress	4.5%	4.8%	5.2%
		Percentage of consumption in regions with High or Extremely High Baseline Water Stress	12%	13%	11%
	RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	4	1	2
	RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks		**IPL CDP Water Security Reports** 2021 Sustainability Report, page 18 This 2021 GRI Index and Data Supplement, page 9.	
Hazardous Waste Management	RT-CH-150a.1	Amount of phosphogypsum hazardous waste generated and stockpiled for dewatering and capping (metric tonnes)	1,791,861	2,758,086	3,169,822
		Total amount (solid, liquid and chemical) non-phosphogypsum hazardous waste generated (metric tonnes)	16,152	4,611	1,858
		Percentage of non-phosphogypsum hazardous waste recycled	25%	38%	56%

TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE OR LOCATION OF DISCLOSURE		
			2019	2020	2021
Hazardous Waste Management (continued)		Legal or regulatory framework(s) used to define hazardous waste and recycled hazardous waste, and the amounts of waste defined in accordance with each applicable framework.	For US sites, 'hazardous waste' is defined using the federal regulations under Title 40 CFR parts 260 through 273. The definitions of hazardous waste and recycled waste are found in 40 CFR parts 261. For Australian sites, these are defined by the State regulations set out below. Victoria: • *Environment Protection Act (2017)* • *Environment Protection (Industrial Waste Resource) Regulations 2009* Western Australia: • *WA – Environmental Protection Act 1986* • *Environmental Protection (Controlled Waste) Regulations 2004* • *Landfill waste classification and waste definitions 1996* Queensland: • *Environmental Protection Act 1994* • *Environmental Protection Regulation 2019* New South Wales: • *Protection of the Environment (Operations) Act 1997* • *Protection of the Environment Operations (Waste) Regulation 2014* • *Waste Avoidance and Resource Recovery Act 2001* South Australia: • *Environment Protection Act 1993* • *Environment Protection (Waste to Resources) Policy 2010* Tasmania: • *Environmental Management and Pollution Control Act 1994* • *Environmental Management and Pollution Control (Waste Management) Regulations 2020*		
Community Relations	RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	**2021 Sustainability Report**, pages 32-38		
Workforce Health and Safety	RT-CH-320a.1	(1) Total recordable incident rate (TRIR, as defined by SASB) for direct employees[1]	0.80	0.57	0.91
		(1) Total recordable incident rate (TRIR, as defined by SASB) for contract employees[2]	0.82	0.63	0.73
		(2) Fatality rate for direct employees[3]	0	0.02	0
		(2) Fatality rate for contract employees[4]	0	0	0
	RT-CH-320a.2	Description of efforts to assess, monitor and reduce exposure of employees and contract workers to long-term (chronic) health risks	2021 IPL Sustainability Report, page 21. This 2021 GRI Index and Data supplement, page 12.		
Product Design for Use-phase Efficiency	RT-CH-410a.1	Revenue from products designed for use-phase resource efficiency	AU$19.0m	AU$17.6m	AU$20.1m

1. As per the SASB *'Chemicals Sustainability Accounting Standard'* 1.1, TRIR defines an injury or illness as a recordable incident if it results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness. Additionally, a significant injury or illness diagnosed by a physician or other licensed health care professional is considered a recordable incident, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness. This definition is derived from U.S. 29 CFR 1904.7. The rate is calculated as (statistic count × 200,000)/hours worked.
2. IPL's 2020 Contractor TRIFR has been restated due to the escalation of one injury to a 'recordable' injury.
3. Calculated as (statistic count × 200,000)/hours worked. This represents a single employee fatality on a public road in 2020.
4. Calculated as: (statistic count × 200,000)/hours worked.

TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE OR LOCATION OF DISCLOSURE		
			2019	2020	2021
Safety and Environmental Stewardship of Chemicals	RT-CH-410b.1	(1) Percentage of products (by revenue) that contain Globally Harmonised System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances	This metric is being reported for the first time in 2021. We manufacture ammonia, which is the basis for our ammonium nitrate explosives and some of our fertiliser products, including our ammonium phosphate and liquid nitrogen fertilisers. Ammonia also makes up a large percentage of our industrial chemical sales. Ammonia is listed as a Cat 1&2 chemical due to its flammability (as a gas), its toxicity to aquatic life (in solution) and its potential to cause skin and eye irritation. Some other chemicals in our explosives products, our fertilisers and our industrial chemicals are also listed as Cat 1&2, for similar reasons.		65%
		(2) Percentage of such products that have undergone a hazard assessment	100%	100%	100%
	RT-CH-410b.2	(1) Discussion of strategy to manage chemicals of concern	IPL has identified only one product which contains a substance of concern as listed on the REACH Substances of Very High Concern (SVHC) List and/or REACH Annex XVII: Restricted Substance List. IPL has developed alternatives to this product and has a strategy to increase sales of the newer products which do not contain this chemical.		
		(2) Discussion of strategy to develop alternatives with reduced human and/or environmental impact	IPL has identified only one product which contains a substance of concern as listed on the REACH Substances of Very High Concern (SVHC) List and/or REACH Annex XVII: Restricted Substance List. IPL has developed alternatives to this product and has a strategy to increase sales of the newer products (which do not contain this chemical) in order to phase the older product out in the future.		
		Additional disclosure: Site and Distribution Security	Many of the explosive products we manufacture, and some of the fertilisers we manufacture and distribute, are classified as security sensitive and/or dangerous goods and as such, their storage, distribution and sale is regulated by Federal, State and sometimes local governments in North America, Europe, Asia-Pacific and Australia. We meet our regulatory compliance and licensing obligations surrounding those products, with internal procedures and training in place for our employees. We keep abreast of regulatory developments in this area and are committed to working with government and key stakeholders to ensure ongoing security. IPL completed a Group-wide ammonium nitrate (AN) storage assurance activity in 2020 following the explosion at the Port of Beirut. The assurance activity focused on sites that store solid ammonium nitrate (Prill) and calcium ammonium nitrate (CAN) to ensure that risks continue to be properly assessed and effectively managed. Through the development of a global AN/CAN Storage Critical Control Verification (CCV), Group-wide assurance was provided to all stakeholders, demonstrating critical controls are in place and effective. Our Dyno Nobel business in North America has worked closely with the Institute of Makers of Explosives (IME) on the Safety and Security Guidelines for Ammonium Nitrate, promoting best industry practices for minimising security and safety risk. Our Dyno Nobel business in Asia Pacific is a founding member of the Australian Explosives Industry and Safety Group (AEISG), which is an associate member of the IME. The Group produces Codes of Practice that promote best industry practices regarding safety and security, and has a seat as an NGO at the Committee of Experts on the Transport of Dangerous Goods of the United Nations Economic and Social Council (ECOSOC). Our sites are also managed under our own strict health, safety and environmental management system.		
Genetically Modified Organisms	RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms (GMOs)	0	0	0

TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE OR LOCATION OF DISCLOSURE		
			2019	2020	2021
Management of the Legal and Regulatory Environment	RT-CH-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	IPL's business, and that of its customers and suppliers, is subject to environmental laws and regulations that require specific operating licences and impose various requirements and standards. **IPL's Health, Safety, Environment & Community Policy** sets out the Company's commitment to its values of 'Zero Harm for Everyone, Everywhere' and 'Care for the Community and our Environment' and states that it will conduct its operations in compliance with all relevant environmental licences and regulations. For more detail, see under 'Health Safety, Environment and Community' on page 31 of the **IPL 2021 Annual Report** and under 'Material Exposure to Environmental or Social Risks'' in the **IPL 2021 Corporate Governance Statement.**		
Operational Safety	RT-CH-540a.1	Process Safety Incidents Count (PSIC)[1]	9	3	4
Emergency Preparedness and Response		Process Safety Total Incident Rate (PSTIR)[2]	0.12	0.04	0.05
		Process Safety Incident Severity Rate (PSISR)[3]	(Reported for the first time in 2021)		0.51
		Description of the incidents above with a severity rating of 1 or 2, including their root cause, outcomes, and corrective actions implemented in response.	During 2021, there were two incidents with a severity rating of 1 or 2. (1) During a day of record high temperatures, one of the three-phase current transformers (CTs) which bring power onto the St Helens ammonium nitrate manufacturing facility, failed, causing a power outage. Sparks from the failed transformer caused a small grass fire and the loss of power to the ammonia plant caused an ammonia release to air. The fire was immediately extinguished by employees and the plant was shut down. A root cause analysis identified a structural cause: the copper bus bars that deliver power though the three CTs expand and contract with ambient temperature and include only one structural flex point on each. The high temperatures on the day resulted in expansion of the copper pipes which exceeded the capacity of the single flex point and resulted in stress on the CT, which failed. Two additional flex points are being designed by an external specialist. These will be installed upstream, downstream and near the bushing on each bus bar ensuring three flex points on each instead of one. The learnings have been communicated at the IPL Electrical and Process Controls Communities of Practice. (2) A leak developed on a flash gas line in the Cheyenne ammonia plant during operations. The synthesis loop was immediately taken offline to prevent flow through this pipeline. The root cause was identified as an improper piping support structure which allowed the pipe to vibrate against it, fretting the pipe and resulting in a failure of the pipe wall. A temporary engineered clamp has been applied to seal the leak. A replacement pipe and support structure has been designed and will be installed at the next planned maintenance shutdown. The learnings from the incident were shared across IPL's other ammonia manufacturing sites at the IPL Community of Practice.		
	RT-CH-540a.2	Number of transport incident	(Reported for the first time in 2021)		0
		The entity shall describe significant transport incidents, including their root causes, outcomes, and corrective actions implemented in response.	(Reported for the first time in 2021)		0
Production by reportable segment		Production for each of the entity's reportable segments, where products and service segments are determined according to FASB ASC 280-10 (metric tonnes of product manufactured for sale)	3,500,000	3,800,000	3,600,000

1. Process Safety Incidents Count (PSIC) is defined as the total (annual) count of all incidents that meet the definition of a Tier 1 PSI per ANSI/API RP 754.
2. Process Safety Total Incident Rate (PSTIR) is defined as the cumulative (annual) count of incidents normalised by man hours and is calculated as the PSIC multiplied by 200,000 and divided by the total annual hours worked by employees, contractors, and subcontractors.
3. Process Safety Incident Severity Rate (PSISR) is defined as the cumulative (annual) severity-weighted rate of process safety incidents and is calculated as the Total Severity Score for all Process Safety Incidents multiplied by 200,000 and divided by the total annual hours worked by employees, contractors and subcontractors.

ABOUT THE DATA

Scope

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

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

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

The financial year ending 30 September 2021 is indicated as '2021' in our reporting.

The statistics in our reporting are for global sites wholly owned by IPL during 2021. Joint ventures are not covered in our reporting, unless indicated, nor are the activities of suppliers, customers or outsourced operations.

The Company participates in many joint ventures with varying levels of ownership interest. A list is provided on page 110 of our **2021 IPL Annual Report**.

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

Data measurement and calculations

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

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

Australian Scope 1 and 2 GHG emissions:

- National Greenhouse and Energy Reporting (Measurement) Determination 2008.
- National Greenhouse Accounts (NGA) Factors (2019).

Americas Scope 1 and 2 GHG emissions:

- US Electricity: eGRID2018 Summary Tables, USEPA eGRID, March 2020.
- US Fuels: Emission Factors for Greenhouse Gas Inventories, March 2018 at https://www.epa.gov/sites/production/files/2018-03/documents/emission-factors_mar_2018_0.pdf.
- Canada Fuels: Default CO2 Emission Factors: Environment Canada, National Inventory Report, 1990–2007: Greenhouse Gas Sources and Sinks in Canada (2009), Annex 12: Emission Factors, Table A12-5 (1998–2007 data); Default Heat Content: Statistics Canada, Report on Energy Supply-demand in Canada, 2007 (2009).
- Canada Electricity: Canadian Energy Issues: http://canadianenergyissues.com/ontario-power-stats/).
- Mexico Electricity: Ecometrica Technical Paper: Electricity-specific emission factors for grid electricity (2011) Brander, Sood, Wylie, Haughton, and Lovell at https://ecometrica.com/assets/Electricity-specific-emission-factors-for-grid-electricity.pdf.
- Chile Electricity: Environmental Indicators – GHG emissions factor of the National Electric System (2018), Ministry of Energy, Chile: https://energia.gob.cl/indicadores-ambientales-factor-de-emisiones-gei-del-sistema-electrico-nacional.

European Scope 1 and 2 GHG emissions:

2011 Guidelines to DEFRA/DECC's GHG Conversion Factors for Company Reporting – Produced by AEA for the Department of Energy and Climate Change (DECC) and the Department for Environment, Food and Rural Affairs (DEFRA) in the UK. Version: 1.2.

Global Scope 3 GHG emissions:

Our Scope 3 emissions and emissions calculation methodology are reported by category on pages 51-57 of the **IPL Climate Change Report (2021)**.

Restatements

IPL's 2020 Australian TRIFR (including contractors) has been restated due to the late classification of a recordable injury. IPL's 2020 Contractor and All Worker TRIFRs have been restated due to the escalation of one injury to a 'recordable' injury during 2021. IPL's Employee LTIFR has been restated due to injury escalation during 2021.

Our 2019 and 2020 global energy use has been restated due to improved measurement of natural gas use at our Waggaman Louisiana ammonia manufacturing site.

Our 2019 and 2020 Scope 1 GHG emissions have been restated due to improved measurement of nitrous oxide emissions. Our 2019 and 2020 Scope 3 emissions have been restated to include upstream and downstream emissions associated with Quantum Fertilisers, a wholly owned subsidiary which buys and sells fertilisers.

Assurance and data integrity

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

Deloitte provided a limited assurance statement on our Australian greenhouse gas emissions, energy consumption and production figures for the period 1 July 2020 to 30 June 2021. (Deloitte is an independent auditor who also audits the Company's financial statements. See pages 85 and 125-129 of the **2021 IPL Annual Report.**) IPL is not currently seeking an extension in the scope of assurance for this annual online Sustainability Report.