



Sustainability Approach

2023

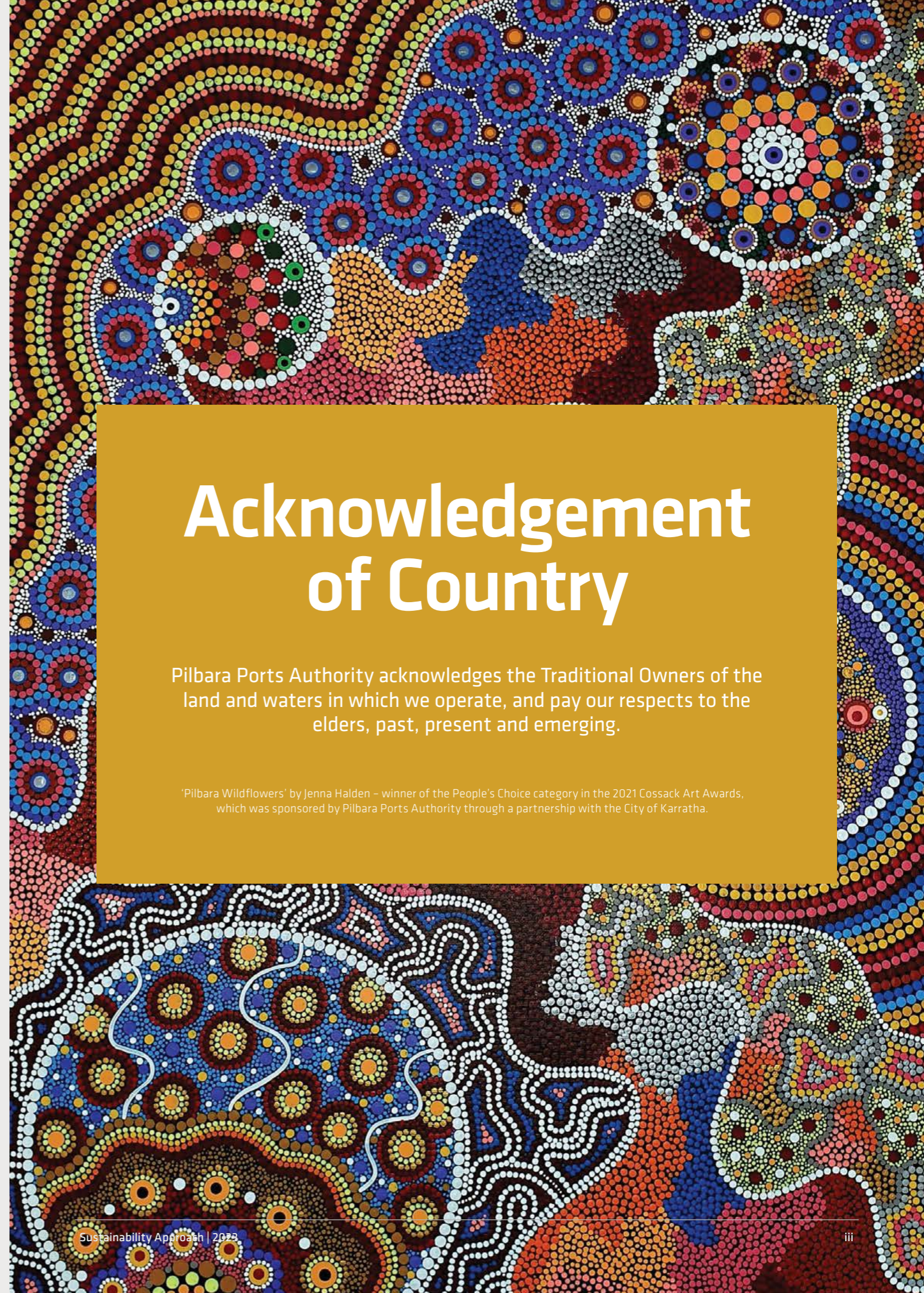
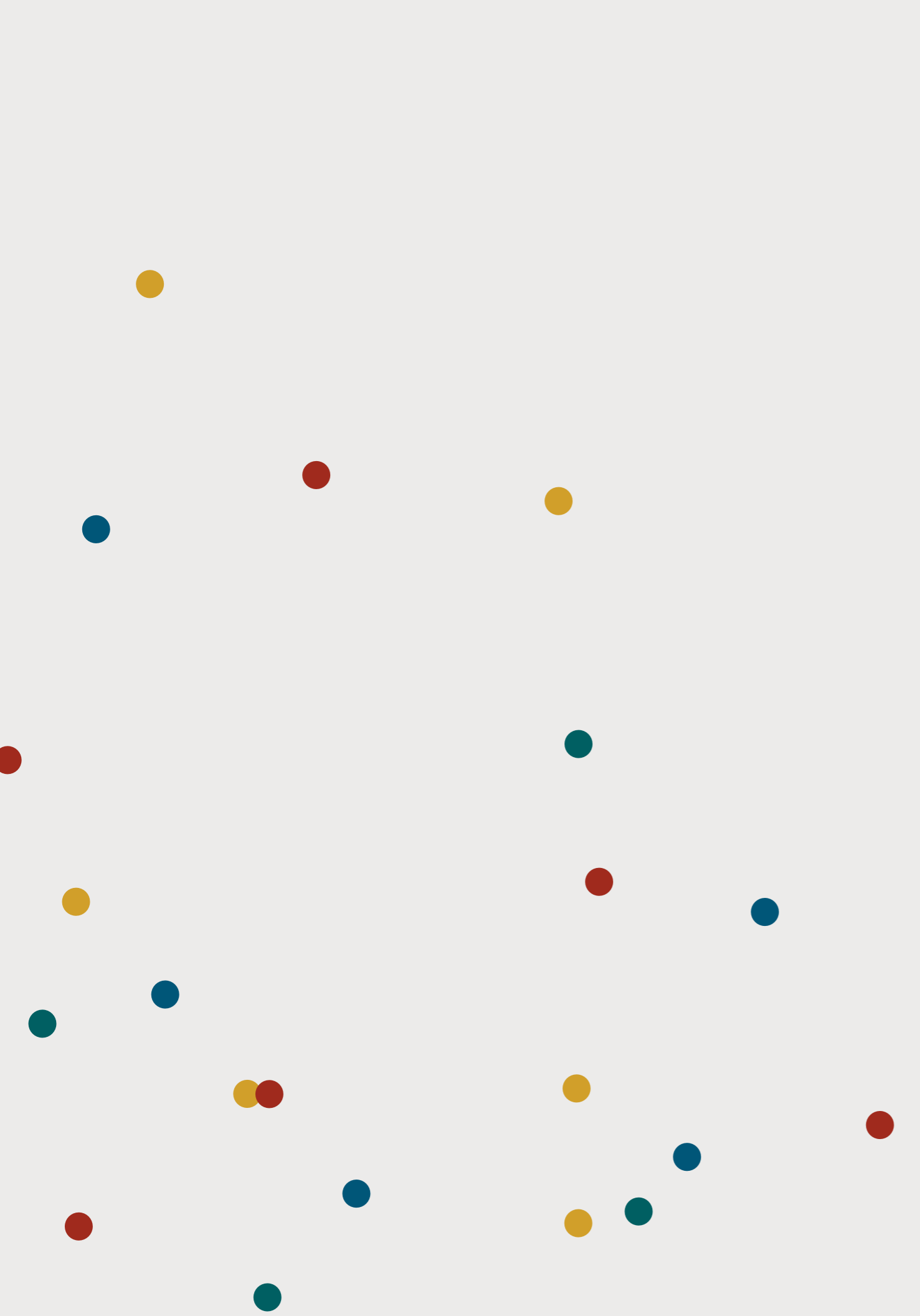


● People

● Planet

● Prosperity

● Partnerships



Acknowledgement of Country

Pilbara Ports Authority acknowledges the Traditional Owners of the land and waters in which we operate, and pay our respects to the elders, past, present and emerging.

'Pilbara Wildflowers' by Jenna Halden - winner of the People's Choice category in the 2021 Cossack Art Awards, which was sponsored by Pilbara Ports Authority through a partnership with the City of Karratha.



Engineers Lizeth de la Hoz and Svetlana Khaykina at the Port of Port Hedland.

Contents

- Acknowledgement of Country iii
- Message from the CEO 3
- Sustainability Framework..... 4
 - Sustainability Themes 4
- Developing our Sustainability Strategy 6
- People**..... 9
 - PPA welcomes first ever female marine cadets 10
 - Youth opportunities at PPA 11
- Planet** 13
 - Carbon offsetting for PPA's fleet 14
 - Joint study assess the future of ammonia bunkering 15
- Prosperity**..... 17
 - Port of Port Hedland efficiencies 18
- Partnerships** 21
 - Helping combat graffiti at Murujuga..... 22
 - Supporting local communities 23

Sustainability at Pilbara Ports Authority means:

- facilitating trade and contributing to the economy;
- being a good corporate citizen;
- driving efficiency and productivity; and
- looking after our people, communities and the environments in which we operate.



Aerial photo of the Port of Dampier

Message from the CEO



I'm pleased to present Pilbara Ports Authority's (PPA) approach to sustainability. This document outlines the framework PPA has followed to identify issues that are important to both our communities and our stakeholders.

Over the last two years, we have restructured our approach to sustainability. This has involved conducting extensive consultation with external and internal stakeholders to identify the key themes and issues that are seen as important to a sustainable business. This resulted in 10 material issues being identified across the themes of People, Planet, Prosperity and Partnership.

Our approach to sustainability forms a core part of how PPA operates. The themes and material issues feed into our strategic and business planning processes. Our strategic plan aligns with the themes identified in our sustainability framework, with the material issues and initiatives identified forming part of our strategic business plans.

People are undeniably our most important asset. Every one of our workers has a unique skill set and experience, and they help shape the future direction of the organisation. This is recognised through the inclusion of workplace health and safety, employee wellbeing and attraction and retention initiatives in our sustainability approach.

The planet is essential to all activities we undertake, with PPA committed to delivering our services in an environmentally sustainable and responsible manner. We are also committed to ensuring we have the infrastructure and services in place to help enable our customers to achieve their climate change goals.

Prosperity is key to helping facilitate and expand trade in the Pilbara. In 2021/22, more than \$165 billion dollars worth of commodities passed through our ports, with the Pilbara the engine room of the State. Through strategic planning, PPA is well positioned to not only cater for emerging export markets such as battery minerals, lithium, hydrogen and urea but also to facilitate the import of plant and equipment to support the development of renewable power generation. We also intend to continue to develop our biosecurity facilities to enable us to facilitate the receipt of direct shipments, reducing cost, time and impacts to the environment.

We are proud to partner with stakeholders, including government, industry, indigenous groups and local communities to create better outcomes. We value being part of the Pilbara community, with our Pilbara-based workforce all working and living locally and our strong track record of engaging Pilbara based businesses and contractors. PPA also contributes to a range of community organisations and initiatives through our Community Support Initiative.

I look forward to building a more sustainable and prosperous future for our port users and the communities in which we operate.

Roger Johnston
Chief Executive Officer
Pilbara Ports Authority

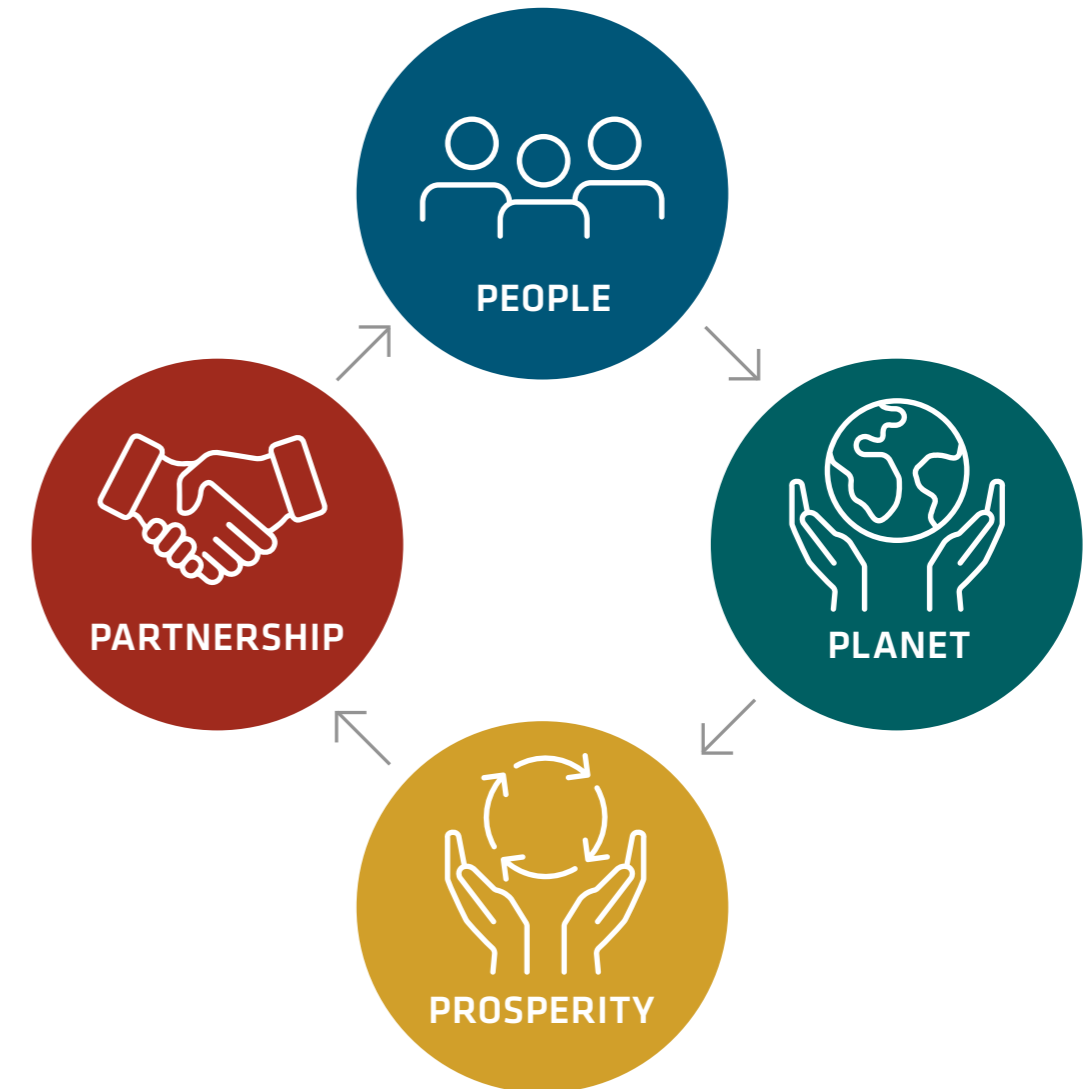
Sustainability Framework

Sustainability Themes

The first step in PPA's sustainability framework involved the identification of key themes that help ensure PPA remains a sustainable business. It was important to align the themes with the United Nations' Sustainable Development Goals. The Sustainable Development Goals are used as a common vocabulary tool for describing and reporting progress on sustainability initiatives globally.



PPA has identified four sustainability themes:



● People

Ensure that all people can fulfil their potential with dignity and equality and in a healthy environment.

● Planet

Protect the planet from degradation, including through sustainable consumption and production, sustainably managing its natural resources and taking action on climate change consistent with the WA Government's Climate Policy.

● Prosperity

Ensure that all people can enjoy prosperous and fulfilling lives and that economic, social and technological progress occurs through the inclusion of environmental considerations into all aspects of its decision-making processes and port operations.

● Partnerships

Develop and strengthen partnerships for sustainable development, based on a spirit of strengthened solidarity, focused in particular on the needs of communities in which PPA operates, with the participation of all stakeholders and all people.

Developing our Sustainability Strategy

A four-step method was followed to develop PPA's Sustainability Strategy. This is consistent with Ports Australia's guidelines for leading practice in developing a port's Sustainability Strategy.



Strategic Gap Analysis

Assess current work and preliminary opportunities. Detailed interviews and reviews of corporate strategies, policies and general governance processes to determine strategy and policy gaps.

1

Step 1: Strategic Gap Analysis

A strategic gap analysis was completed by interviewing a cross section of PPA employees to understand the current work that PPA is undertaking regarding sustainability and future opportunities. A review of internal documents was also undertaken to identify existing sustainability initiatives or processes within PPA.

After completing the strategic gap analysis, a list of preliminary opportunities was identified to progress to the materiality assessment.



Materiality Assessment

Defines what really matters to both internal and external PPA stakeholders. It is used to capture stakeholder views on the most important issues for PPA to consider in its sustainability strategy and framework and in corporate reporting.

2

Step 2: Materiality Assessment

A materiality assessment was undertaken to compare external stakeholders' views against internal organisational views to prioritise the key issues to include in a Sustainability Strategy.

This was conducted through an online survey that asked stakeholders to vote on the importance of each material issue using a scale from one to 10.

The data from the completed surveys was collated to create a list of the top 10 material issues that are most important to both internal and external stakeholders.

The 10 material issues identified were, in no particular order:

1. Workplace health and safety
2. Employee wellbeing
3. Attraction and retention
4. Cyber security
5. Stakeholder engagement
6. Biodiversity and habitat protection
7. Biosecurity
8. Climate change
9. Port efficiency
10. Robust governance and risk management



Strategy Development

Develop key themes and sustainability development goal opportunities, including the sustainability vision for the organisation.

3

Step 3: Strategy Development

Over 100 meetings were held with internal and external stakeholders to identify and develop initiatives for each material issue. This included a series of workshops, where 75 initiatives were identified across the 10 material issues.

For each material issue, a Sustainability Working Group has been formed, with a senior stakeholder assigned for each material issue to act as a steward to progress all of the identified initiatives. Each Working Group meets quarterly, with members providing an update on progress in implementing the identified initiatives. This progress is reported to PPA's Executive Committee quarterly, with a full year review to be provided annually.

The 10 material issues which form the foundation of the Sustainability Strategy will be revisited with stakeholders in line with our strategy and business planning processes to ensure material issues are still relevant to our stakeholders. The initiatives identified for each material issue feed into business planning to ensure they are adequately resourced and funded.



Communication

Develop a communication plan for the release of the strategy, assisting with organisational implementation and reporting.

4

Step 4: Communication

PPA's approach to sustainability will be communicated to internal and external stakeholders, demonstrating our commitment to stakeholders that sustainability is critical to the business.

Alongside this document, PPA has developed a Sustainability Policy which is available on PPA's website.

This policy complements PPA's suite of documents, including but not limited to:

- Annual Report
- Modern Slavery Statement
- Environment and Cultural Heritage Policy
- People and Culture Policy
- Occupational Safety and Health Policy
- Information Security Policy
- Diversity and Inclusion Plan
- Procurement Policy
- Business Resilience Policy
- Community Support Policy
- Corporate Governance Policy
- Quality Policy
- Stakeholder Engagement and Communications Policy



3 GOOD HEALTH AND WELL-BEING 4 QUALITY EDUCATION 8 DECENT WORK AND ECONOMIC GROWTH 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Administration Officer Sue Armstrong and Mechanical Supervisor Matthew Newett at Utah Point Bulk Handling Facility.

THEME

People

| MATERIAL ISSUES | GOALS |
|---|---|
| <p>ISSUE #1</p> <p>Workplace Health and Safety</p> | <p>PPA values the physical safety and social and mental health of employees and port users. We foster a culture that encourages people to speak up and report hazards and incidents.</p> |
| <p>ISSUE #2</p> <p>Employee Wellbeing</p> | <p>Developing maturity within PPA in regards to fitness for work, mental health and wellbeing through conversations and communication.</p> |
| <p>ISSUE #3</p> <p>Attraction and Retention</p> | <p>PPA's people are the key to the organisation's current and future success. PPA is committed to providing an environment of diversity and inclusion and is a strong supporter of training and professional development.</p> |



Marine cadets Katelyn Arnold and Jeri Ingleton.

PPA welcomes first ever female marine cadets

PPA has welcomed its first ever female marine cadets, Karratha locals Katelyn Arnold and Jeri Ingleton. The cadets began their marine cadetship with PPA in March 2021 and will spend three years completing their Maritime Operations (Watchkeeper Deck) Diploma.

PPA is the first in Australia to offer a marine cadet program which gives school leavers experience on international trade routes. This helps young people secure the time at sea required to earn marine qualifications, which is becoming increasingly difficult as the number of Australian-registered ships reduces.

The program involves a blend of shore-based learning and on-board training. The sea voyages, which are up to six months at a time, enable the cadets to get experience on different vessels. Skills learnt throughout the cadetship include navigational watchkeeping, celestial and coastal navigation, proficiency in equipment, leadership and teamwork, cargo operations, ship stability and medical and emergency preparedness.

There are currently five cadets in the program, with one cadet recently graduating. PPA is proud to develop talent locally to support the industry, with cadets the future leaders of the maritime industry.

Youth opportunities at PPA

PPA's Youth Training Strategy was developed to improve regional prosperity by providing training opportunities and career pathways for young people in the Pilbara.

It's envisioned this will help address the skills shortage in the maritime sector, with PPA recognising the need to develop talent locally to support the industry both now and into the future.

PPA's Youth Training Strategy includes a range of traineeships, apprenticeships, graduate roles and unique marine cadetships, aiming to draw young locals into careers that are in demand in the Pilbara.

Traineeships are available to young people based in the Pilbara, with tailored options for school-based trainees, Indigenous Australians and full-time trainees.

Apprenticeships currently being undertaken include heavy fabrication, electrical and mechanical.

Graduate programs are also a part of the Youth Training Strategy and offer recent university graduates an entry point into the workforce as well as an opportunity to gain practical experience.

PPA has also recently implemented an internship for Indigenous law students.

The success of the strategy has seen the number of people aged 25 or under working at PPA increase from two in 2015 to 25 in 2022, accounting for 8.4 per cent of the total workforce.



Heavy Fabrication Apprentice Kent Villas at the Port of Port Hedland.



Environmental Advisor Andrew Stanley conducts water monitoring at the Spoilbank site.

THEME

Planet

MATERIAL ISSUES

GOALS

ISSUE #4

Biodiversity and Habitat Protection

Effectively managing risks to biodiversity and habitat values from PPA operations, marine services and planning, and seek opportunities to understand and protect and/or enhance these values.

ISSUE #5

Biosecurity

Effectively manage PPA biosecurity risks including regulatory requirements to facilitate current and future trade and support efforts by all levels of government to prevent pests and diseases that threaten our people, environment and economy.

ISSUE #6

Climate Change

Work in partnership with our proponents and stakeholders to support climate change opportunities, develop resilience against the physical and social impacts of climate change and reduce our scope 1 and 2 emissions to net zero by 2050.



Mangrove Mates Rehabilitation Program.

Carbon offsetting for PPA's fleet



Since 2004, PPA has offset carbon emissions for our entire fleet, including vehicles, trucks, mobile plants and pilot boats through a partnership with Carbon Neutral.

Carbon Neutral is an organisation that helps businesses measure, reduce and offset greenhouse gas emission by planting native trees throughout the state.

Carbon Neutral is undertaking a large-scale reforestation of the Yarra Yarra Biodiversity Corridor in WA's Mid-West Wheatbelt. The goal is to create a 200 kilometre long green corridor from inland all the way to the coast, reconnecting remnant vegetation with 12 nature reserves across a 10,000km² area.

PPA is proud to have surrendered more than 14,440 tonnes of carbon emissions for offsetting fuel emissions and contributed to the establishment of 1,259 native trees and shrubs in the Yarra Yarra Biodiversity Corridor.

Joint study assess the future of ammonia bunkering

PPA and Yara Clean Ammonia have signed a Collaboration Agreement to undertake a feasibility study into ammonia bunkering in the Pilbara.

This feasibility study is an important step on the path towards a net zero shipping industry and will assess potential demand, feasibility, infrastructure requirements and safety considerations.

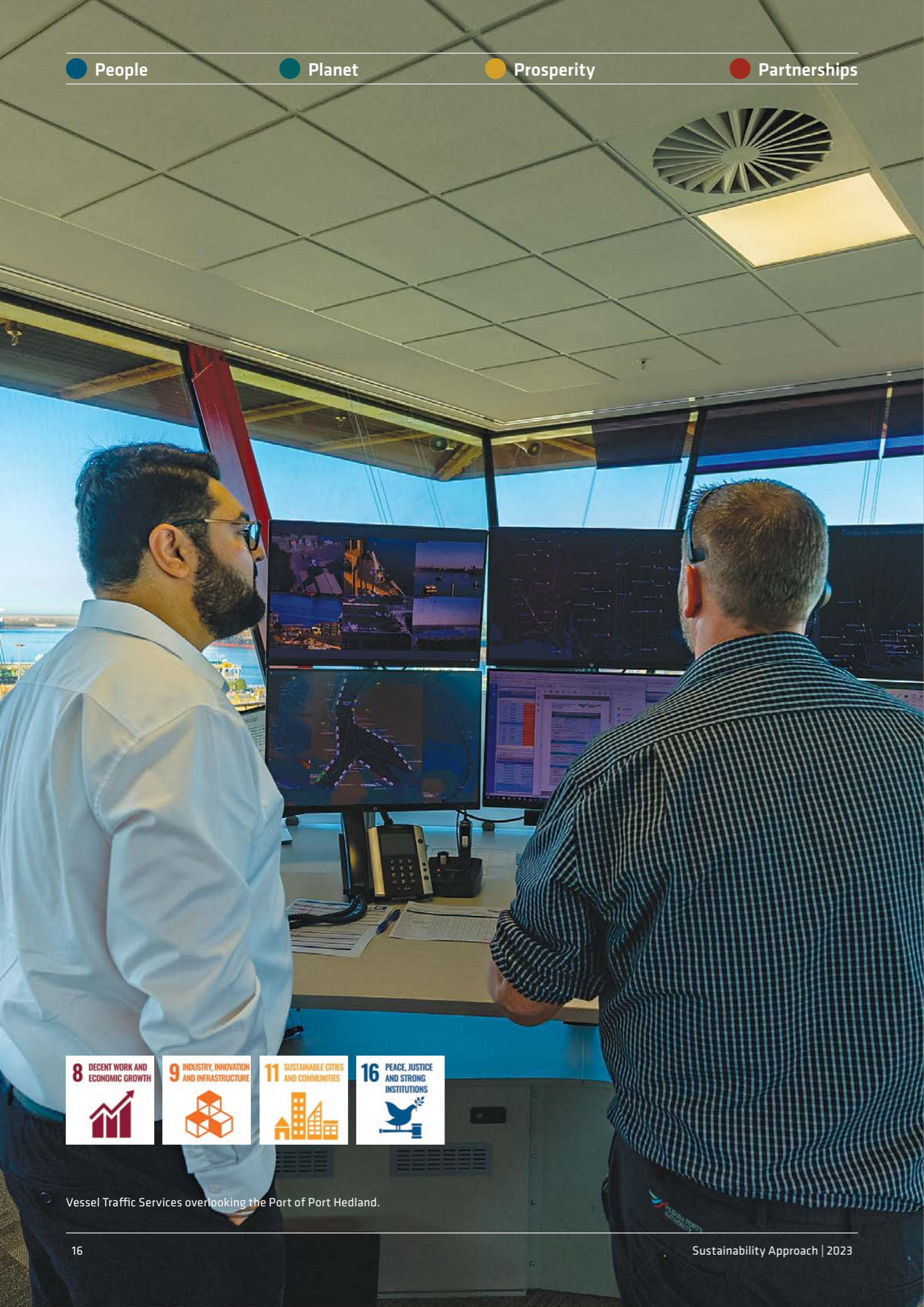
The agreement will also ensure safe ammonia bunker operations within PPA ports through a collaborative safety analysis and the creation of transparent ammonia bunkering guidelines.

Forming a clear understanding of the required bunker infrastructure and safe ammonia bunker guidelines will accelerate the effective uptake of clean ammonia as a fuel.

This study is an important first step on the path towards providing an alternative to fossil fuels – and ultimately decarbonising the maritime industry, alongside other green fuels like hydrogen.



CEO Roger Johnston and Yara Clean Ammonia SVP and Commercial Head Murali Srinivasan sign the collaboration agreement.



Vessel Traffic Services overlooking the Port of Port Hedland.

THEME

Prosperity

MATERIAL ISSUES

GOALS

ISSUE #7

Cyber Security

To prevent all cyber breaches, detect and record any breach of PPA's systems, build capabilities to respond and mitigate against breaches and to ensure adequate recovery capability in the event of a breach.

ISSUE #8

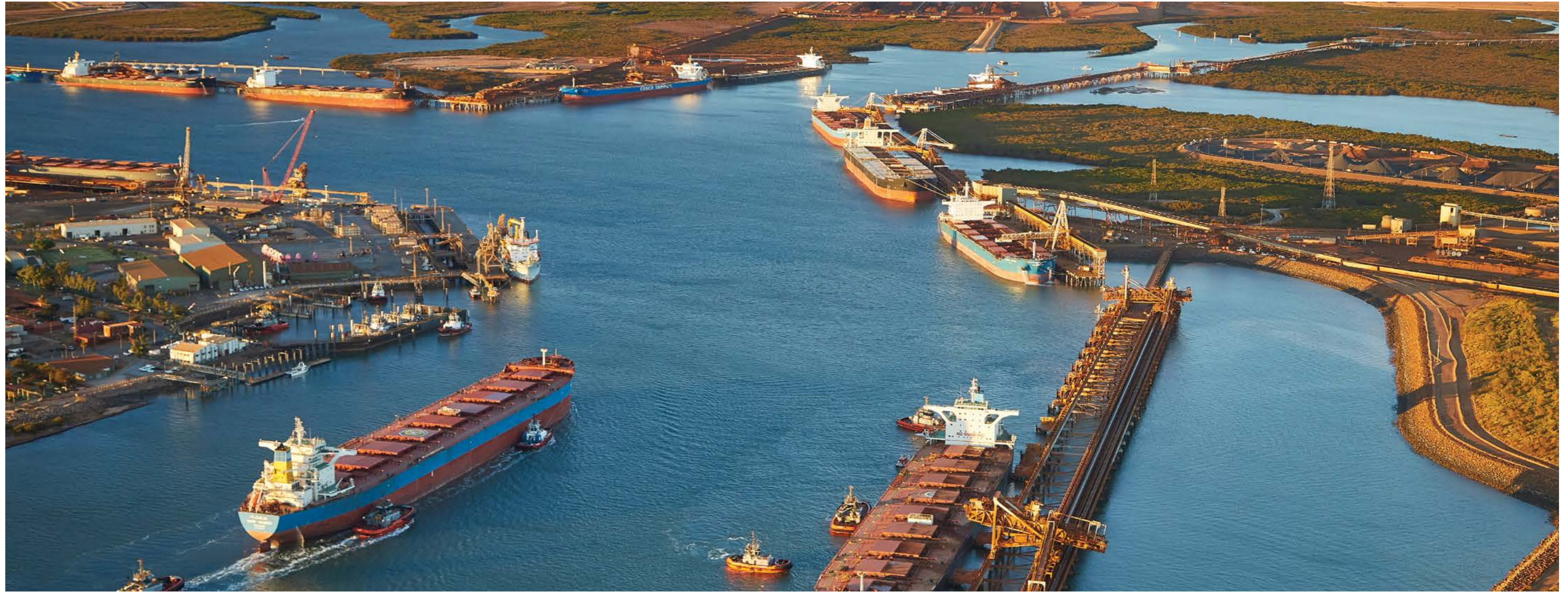
Port Efficiency

Continue to manage and develop safe, efficient, integrated and economically sustainable ports that connect Western Australia to the world. This is achieved by focusing on the needs of port users but still balancing the needs of the communities in which the port operates, the natural environment, cultural heritage and other stakeholders.

ISSUE #9

Robust Governance and Risk Management

Our risk and governance processes help us achieve our long-term strategies and short-term goals by empowering our people to take accountability and make effective and timely decisions.



Port of Port Hedland.

Port of Port Hedland efficiencies

We are committed to ensuring the Port of Port Hedland operates at optimum capacity to meet the needs of port proponents, while ensuring the safe operation of the port.

Over recent years, this has been achieved by investing in world-leading maritime technologies and infrastructure initiatives, which has seen a 41 per cent increase to modelled capacity over the last decade.

One key initiative is Dynamic Port Capacity Modelling. This modelling is based on the actual throughput of each berth, individual berth operating parameters, measured metocean data and forecasts of ship sizes. The refinement of this modelling enabled port capacity to be increased from 495 million tonnes per annum (Mtpa) in 2012 to 660Mtpa in 2022.

PPA is the only port authority that blends live data from MetOcean arrays into the Under Keel Clearance system. This removes any conservative calculations and optimises vessel draft on departing vessels.

This technology has enabled 71 centimeters of additional Under Keel Clearance to be included in calculations, which is equivalent to approximately 12,000 tonnes of additional cargo on every departing vessel.

We have led the way in developing the Hydroid Lowest Astronomic Tidal Model, which has traditionally been calculated to land/shore-based infrastructure. This was challenged by the then Port Hedland Port Authority and as a result, a more accurate hydroid model was developed to calculate the lowest astronomic tidal.

The use of this model has shown there is an additional depth of 1.6 metres at the end of the Port of Port Hedland channel than previously shown on charts. This world leading use of the Hydroid model has been presented world-wide, with the Royal Australian Navy working to develop a similar model.

These initiatives have been important enablers in ensuring that the Port of Port Hedland could achieve a record-breaking annual throughput of 561.1 million tonnes in the 2021-22 financial year.



4 QUALITY EDUCATION

11 SUSTAINABLE CITIES AND COMMUNITIES

17 PARTNERSHIPS FOR THE GOALS

Local Member for the Pilbara Kevin Michel MLA, Minister for Ports the Hon Rita Saffioti MLA, PPA CEO Roger Johnston, PPA General Manager Charles Kretzmann and MGN Director Guy Schweitzer checking the progress of works at the Spillbank Marina site.

THEME

Partnerships

MATERIAL ISSUES

GOALS

ISSUE #10

Stakeholder Engagement

Communicate courageously and respectfully with all stakeholders.



PPA sponsored the inaugural Port Hedland Ship to Shore Run.



Heritage Specialist Robert Brock runs a workshop, teaching Murujuga Rangers graffiti management techniques.

Helping combat graffiti at Murujuga

PPA has been working to combat graffiti within Murujuga National Park through the delivery of Graffiti Management Training to the local Aboriginal Rangers.

Murujuga National Park, which is adjacent to the Port of Dampier, contains the world's largest collection of rock art, with an estimated one million engravings. The majority of Murujuga National Park and the islands of the Dampier Archipelago are National Heritage Listed and are currently in the process of being considered for World Heritage Listing.

PPA's Heritage Specialist has been delivering the training to the Murujuga Land and Sea Unit's Rangers and the Department of Biodiversity, Conservation and Attractions to help identify, record and manage graffiti.

The training includes techniques to remove different types of graffiti, as well as how to mask scratchings, ensuring it blends in with the natural rock surface using oxide pigments.

This initiative will help protect Murujuga National Park from vandalism and protect the culturally significant artwork for generations to come.

Supporting local communities

PPA is committed to making a positive impact to the communities in which we operate by contributing financial and in-kind support through our Community Support Initiative (CSI) program.

In 2021-22, we contributed more than \$280,000 to a range of initiatives across the Dampier, Karratha, Onslow and Port Hedland communities. This included supporting community events, local groups, sporting and not-for-profit organisations, and partnerships agreements with local governments.

One example of our support is providing game day balls for the North Pilbara Football League, which we have funded since the inception of the CSI.

North Pilbara Football League President Greg Braithwaite said there is a huge cost involved in running a football league in the Pilbara, and the support PPA provides by supplying game day balls goes a long way in making the competition work.



PPA is a proud sponsor of the North Pilbara Football League.

Contact Us

Corporate Office

Level 5/999 Hay St
PERTH WA 6000
Tel: (08) 6217 7112

Port Hedland Office

The Esplanade
PORT HEDLAND WA 6721
Tel: (08) 9173 9000

Dampier Office

Mof Road
Murujuga
DAMPIER WA 6713
Tel: (08) 9159 6555

Visit www.pilbaraports.com.au

Email feedback@pilbaraports.com.au

Follow us on:

LinkedIn: [/company/pilbara-ports-authority/](https://www.linkedin.com/company/pilbara-ports-authority/)