

The logo for GeelongPort, featuring the text "GeelongPort" in a bold, dark blue font, set against a teal, rounded rectangular background with a white diagonal line.

GeelongPort Sustainability Report 2022



LEADERS IN SUSTAINABILITY

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Acknowledgement of Country

Djilang Port nyatne-bengadak Wadawurrung kinkinbil murrup-bengordinganak Wadawurrung dja-iyu baa gobata dja, ngubitj, yaluk baa warree. Nyatne-bengadak ngarrwa-bil, Kilik munya mirriyu baa Kiliyn munya.

GeelongPort thanks the Wadawurrung People, their connection to Wadawurrung Country and waters, continuing care of land, waters, rivers and sea. We thank the Elders past, present and future.

Wadawurrung Dja muyni Koriayo. Nganyaki-i-beek wurdi Wadawurrung gerrupa-tjarra dja.

Nyatne-ngadak karingalabil Bunjil, meerree-ak beek, ngubitj baa warri Wadawurrung Dja.

Nyatne-ngadak Wadawurrung kinkinbil gobata-tanang dja, baa wurdi beek getjawil detetj gupma-bul moorooop-a baa ngarrwa.

Coriyo is part of Wadawurrung Country. A small part of land that's connected to the larger Country of Wadawurrung. We thank Bunjil the creator spirit, he watches over the lands, waters and coast of Wadawurrung Country. We thank the Wadawurrung People who take care of Country, and the spiritual connection and knowledge they hold with the lands.

©Billy-Jay O'Toole, Wadawurrung, Dja (Country), 2021.
By Dreamtime Art Creative Consultancy.



01.
About
GeelongPort

Year in review



Operating over 96 hectares of land



15 berths



12 million tonnes of cargo



600 vessel visits



\$7 billion of trade



Supporting 1,800 jobs across Victoria

Operating over 96 hectares of land, across 15 berths and managing close to 12 million tonnes of cargo and 600 vessel visits per year, GeelongPort, located on the shores of Corio Bay is Victoria's second largest port and Victoria's premier bulk port.

Through these vessel visits, GeelongPort facilitates more than \$7 billion of trade annually and supports the agriculture, construction, energy and tourism sectors. Supporting more than 1,800 jobs across the state, we are a major driver of Victoria's economic growth.

Our location is significant for Victoria, providing easy access to logistics routes through critical road, rail, air and channel connections for Geelong and South-West Victoria's supply chains.

Connections to the bay

For thousands of generations, Corio Bay was nurtured by Wadawarrung Traditional Owners who fished, gathered shellfish and respected the resources they needed from the freshwater creek to the salt water.

From when the first ship arrived in Corio Bay in 1836, the Port became a source of employment and prosperity for the people and city of Geelong, providing a gateway for major industries in the wider region.

Throughout recent history, the Port has remained an integral part of the cultural, economic and social fabric of the Geelong community and landscape.

Future focused

As the Port continues to grow and deliver into the future, we continue to be guided by our key values – safety, sustainability, people and teamwork, and customer.

It is our vision to become the most sustainable port in Australia.

To achieve this goal, we are committed to conducting business activities in a responsible way that protects the environment, prevents pollution, minimises adverse environmental impacts and delivers continual improvement in sustainability performance.

Safety and environmental responsibility remains at the core of our business approach.

Our Operations

While GeelongPort manages wharf and land-side infrastructure, we work closely with Ports Victoria who is responsible for channel management and navigation of commercial waters in and around Geelong.

It is our vision to become the **most sustainable port** in Australia.

Refinery Pier

Refinery Pier handles crude oil, petroleum, aviation gas and chemicals.

Corio Quay Precinct

The Corio Quay precinct consists of Corio Quay South, now known as Spirit of Tasmania Quay, and Corio Quay North. Corio Quay North handles project breakbulk cargo and the export of woodchip.

Bulk Grain Pier

Bulk Grain Pier is located near Corio Quay and is currently leased to towage services which support vessels navigating the Geelong channel.

Lascelles Precinct

The Lascelles precinct is used for project cargo, fertiliser, soybean meal, clinker and other dry bulk commodities. A highlight of the precinct is Boral's new \$130 million clinker plant, which connects directly with the port via a conveyor.

Point Henry Pier

Located in Moolap, Point Henry Pier consists of one berth and is available for ship lay up temporary berthing.

Services

GeelongPort has extensive experience and capabilities to provide superior service meet the supply chain needs of our port customers.

Infrastructure Support

We support our customers to achieve their growth objectives. This includes providing access to port infrastructure that can be best integrated into supply chains now and into the future.

Logistics Support

We are at the heart of critical supply chains. Our customers have access to specialised port infrastructure and services including warehousing, transport, specialised equipment and laydown areas.

Customer Service Support

We work closely with our customers to deliver a seamless experience. Our team comes to work every day driven to deliver safe, reliable and efficient supply chain solutions, supporting the vast trade networks across the region.

Industries we serve

GeelongPort has a long history of collaborating with both import and export companies. Our dedicated team can help customers design and deliver solutions that meet their needs.

Supporting the agriculture, construction, energy and tourism sectors, the commodities include:



Agriproducts – Fertilisers, Grain, Soybean Meal, Woodchips.



Building/Construction – Cement clinker, Gypsum, Calcite, steel and timber.



Energy – Crude oil, petroleum products, chemicals, wind turbines.


Customers

GeelongPort's major customers include Spirit of Tasmania, Viva Energy, Boral, Incitec Pivot, Midway, Riordan Grain Services, Ameropa, Omya Minerals and Quantem.

Supply Chain

To keep GeelongPort running we rely on an efficient and effective supply chain of approximately 300 active tier-one suppliers working predominantly across consulting and professional services, and products and services for capital maintenance.

Suppliers are both contractual and non-contractual depending on the size of spend and goods or services provided. They include consultants, brokers (for example, insurance), contractors (for example, capital maintenance works) and retailers (for example, provide goods for infrastructure up-keep) across a broad range of functions. The majority of GeelongPort suppliers are Australian-based however some asset-specific parts are sourced overseas.



We work closely with our customers to deliver a **seamless** experience.

Message from the CEO

In a momentous step in GeelongPort's history, I am proud to release our first sustainability report.

At GeelongPort, our values drive our business, and our people drive our values. We are passionate about sustainability and committed to delivering on our purpose **to become Australia's most sustainable port.**

We strive to be a caring neighbour, a connected community member and a supportive employer. We have learned the incredible value of collaboration and the importance of authentic and transparent engagement through relationships and partnerships with our stakeholders.

We released our first Environment Strategy in 2019, and since then, we have embarked on a new era of environmental commitment. Accomplishments since 2019 include becoming the first port in Australia to have a science-based emissions reduction target recognised by the Science Based Targets initiative and receiving a five-star rating in the 2021 GRESB Infrastructure Asset Assessment.

This inaugural report represents another major milestone in our sustainability journey. It reflects our commitment to transparency regarding our environmental, social and governance (ESG) efforts and reconfirms our intent to focus on four key areas:

- Minimising resource use
- Eliminating waste and emissions
- Nurturing our port land
- Supporting an appealing and healthy Corio Bay and environs.

Over the past year we were a finalist in the 33rd Banksia National Sustainability Awards in the Small and Medium Enterprise Transformation category. We also released plans to explore building a green hydrogen hub and launched our first Reconciliation Action Plan.

As we work towards our ambition of being a leader in sustainability, we have introduced targets and actions that address the social and governance elements of ESG. By aligning our strategy to the UN Sustainable Development Goals, we can demonstrate how our role locally addresses sustainable development on a global scale.

As port land managers, we know and understand our responsibility to support the community in which we operate - and we take this responsibility seriously. We are proud to call Geelong home and we know our success is critical to the economy of Geelong and regional Victoria. Hence, it is incumbent upon us to be responsible business managers.

Our project to bring Spirit of Tasmania to GeelongPort from October 2022 is one way we have provided significant economic value to the region. This project alone has the potential to increase tourism spending in Geelong by \$57.3 million and in Victoria by \$174.1 million before 2029-30.

Our people are critical to our business. They are passionate environmental advocates with incredible knowledge of our industry and region. They are committed to our safety value - home safely every day - and proud of our safety record. Our people understand

that because of the nature of our business, safety must be our number one priority.

We are committed to a culture of belonging and inclusion and have set goals for the next three years to cement GeelongPort as a safe workplace with a diverse and empowered workforce.

We take governance seriously and have transitioned our IT systems in-house to improve data management and increase cyber-security.

We have achieved all this with the added challenge of a global pandemic, labour shortages and a supply chain industry under more pressure than ever before.

As we work to address the challenges of our time, we commit to delivering positive outcomes for our community, our people and our environment.



Chief Executive Officer



FY22 Sustainability Highlights



GRESB
5 Star rating



Launched Reflect
Reconciliation Action Plan



No significant incidents -
home safely every day



Achieved a 10% reduction
in electricity consumption



Supported six
community groups



2021 Daily Cargo News
Australian Shipping and
Maritime Industry Award -
Environment Award Winner



Finalist in the Banksia
National Sustainability
Awards in the Small to
Medium Enterprise category



02.

Sustainability
at GeelongPort

GeelongPort acknowledges the environmental, cultural, social and economic importance of delivering our services and activities in a sustainable and responsible manner. We are committed to driving the principles of sustainability throughout our operations, organisational culture, and the way we engage with our customers and community.

Sustainability is a key priority for GeelongPort and is reflected in our organisational values.

To drive towards our vision to be Australia's most sustainable port, GeelongPort has four key focus areas:



• Minimising resource use

Our focus starts with what we use. Resources – whether derived from water, forestry, fossil fuels and/or mineral sources – are rapidly becoming less abundant. A key focus is to reduce our operational demand for what is extracted from our precious planet.



• Eliminating waste and emissions

Our business is utterly dependent on, and directly interfaces with, the highly valued ecosystem of Corio Bay. For this reason, we are committed to eliminating waste and emissions from our operational sites to the environment.

Similarly, we are focused on reducing the volume of waste from our operational activities currently directed to landfill, including the emission of dust and noise from our sites, and reducing our contribution to greenhouse gas generation.



• Nurturing our port land

We're proud of the improvement in our land, biodiversity and cultural heritage management practices over the years. Our forward commitment is to understand the values and impacts of GeelongPort landholdings. We have also committed to undertake necessary actions required to responsibly manage these parcels of land.



• Supporting an appealing and healthy Corio Bay and environs

We acknowledge there are few businesses better placed than us to advocate for the health of Corio Bay because our strong leadership profile positions us well to leverage the community and our industry partners in acting and championing a better, healthier bay.

These focus areas lay the foundation for our approach to sustainability and guide the actions we undertake in pursuit of achieving our vision. They reflect our operational impact profile, our professional influencing potential and the industries and community we exist to support.

To find out more about our strategy click [here](#)

What Matters

Materiality shapes the way we determine what matters to our stakeholders. It refers to the economic, environmental and social impacts and issues that are important to GeelongPort's stakeholders. Determining the issues that matter to stakeholders and addressing them is considered best practice in sustainability management.

In December 2020, we undertook a materiality assessment to understand the ESG issues that matter most to our stakeholders. This review was undertaken by third party consultants, Nation Partners.

A materiality long-list was developed from a review of 27 internal and external documents to determine potential ESG issues. Documents included internal policies and registers and best practice sustainability reports for similar types of operations. Using the GRESB ESG issue classification, the prevalence and importance of issues mentioned in the documents were recorded. This information, along with the grouping of similar issues, and internal discussion, was used to condense the long-list into a short-list of 22 ESG issues for further interrogation through stakeholder engagement. Of these issues, 50% were related to environment, 36% social and 14% governance. The scope of ESG issues were considered generally and time impacts were not defined. This will, however, be considered in our next materiality review.

A preliminary list of external stakeholders was developed, including port users, customers, local community, statutory bodies and key government agencies.

The most relevant stakeholders were identified as:

- Those GeelongPort has legal, financial or operational responsibilities to
- People affected by GeelongPort's operations
- Those likely to influence GeelongPort's performance.

Internal stakeholders represented a cross-section of the business across administration and operational roles.



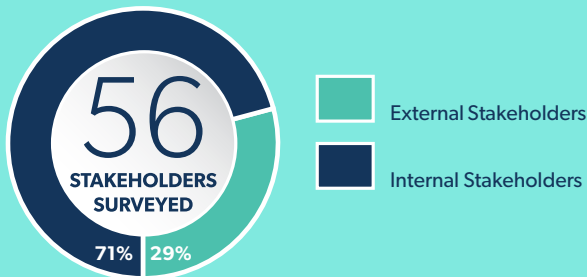
This report addresses our approach and the actions taken on the topics that **matter most**.

To identify the potential and actual negative and positive economic, environmental and social impacts of GeelongPort (including human rights), an online survey was conducted with 56 stakeholders participating.

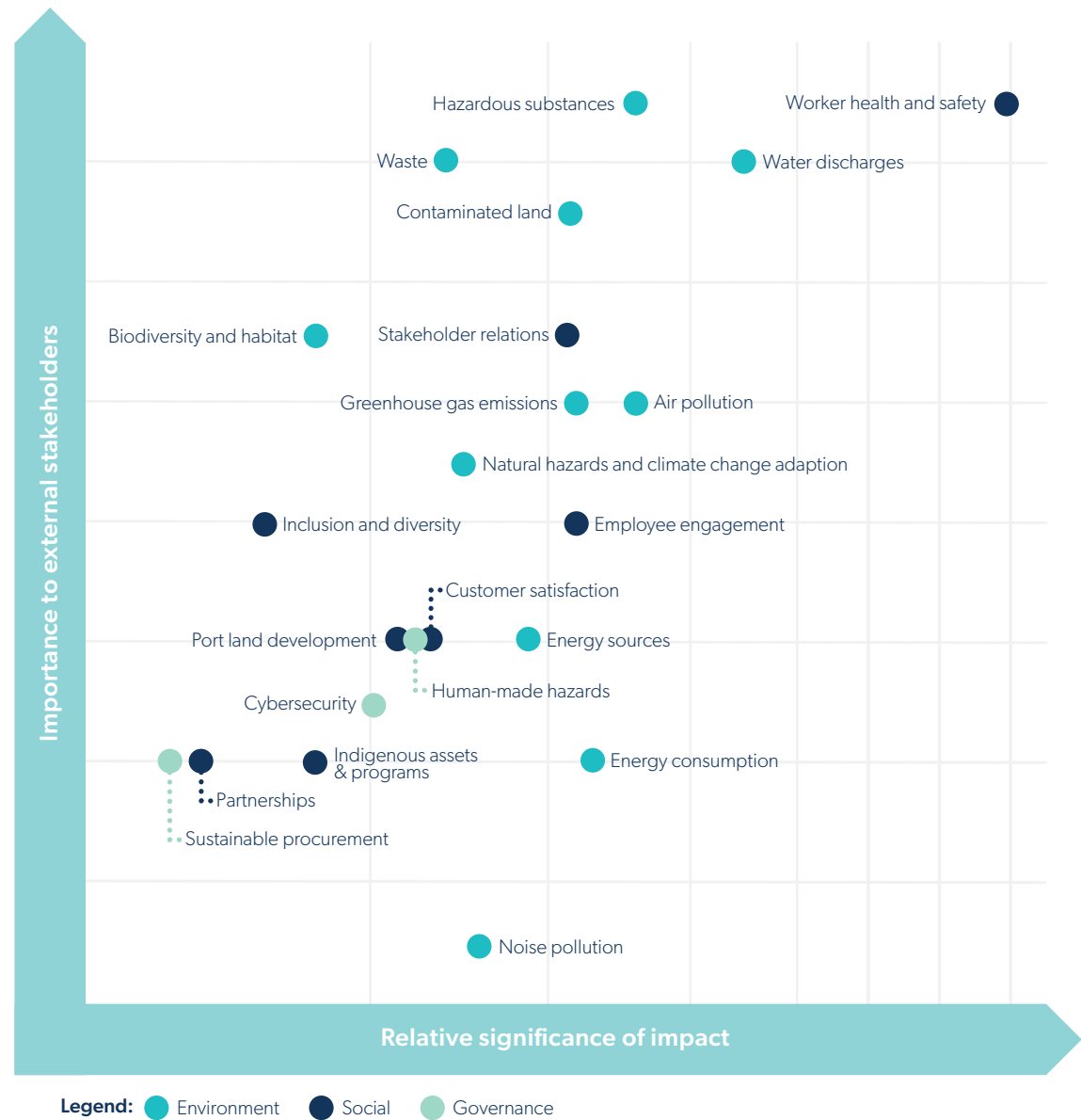
The online survey model was selected due to COVID-19 restrictions as well as reducing time constraints on stakeholders and engaging a broader and more diverse range of participants.

Stakeholders were asked to rate the 22 ESG topics on importance of the topic from their perspective and our performance in relation to the topic.

A materiality matrix was developed with importance to external stakeholders on the Y-axis and relative significance of impact on the X-axis. The 22 ESG topics were mapped as shown in **Materiality Topics**.



Materiality Topics



Our material topics include all topics above the median value for importance to external stakeholders and relative significance of impact.

There were eight topics identified as material¹ which inform the areas of focus for GeelongPort:



Worker health and safety

Providing a safe working environment at the port.



Water discharges

Water discharges and outflows to waterways (incl Corio Bay).



Air pollution

Creation of air pollution (i.e. dust) and the reduction of air quality and amenity.



Hazardous substances

Management of hazardous substances (chemicals and cargo).



Employee engagement

Employee engagement and training.



Greenhouse gas emissions

Creation and release of greenhouse gas emissions.



Contaminated land

Management of legacy and contemporary contamination on land and the seabed.



Stakeholder relations

Keeping stakeholders informed and considering their views when making decisions.

These material topics represent the significant actual and potential impacts that GeelongPort's operations may have on our local community, and these are discussed specifically in more detail throughout this report.

¹A list of the material topics and which GRI Standards 2021 they link to can be found at the end of the report

Management of material topics

GeelongPort manages all topics identified as material to stakeholders. To track the effectiveness of actions taken to manage material topics the Leadership Team develop objectives and targets which are tracked monthly and reported to the Board quarterly.

An annual management review by the Leadership Team measures the effectiveness of the objectives and targets set and how GeelongPort has tracked towards meeting them. This annual review also provides the opportunity to reflect on lessons learned from the achievement or otherwise of the targets and to adjust for the future year accordingly.

There are a number of specific ways in which we track actions, for example:

- Corrective actions relating to Health, Safety and Environmental (HSE) incidents are tracked in Noggin
- The Environmental Aspects and Impacts Register tracks actions to reduce risks and impacts posed to the environment
- The Reconciliation Action Plan (RAP) actions are tracked monthly through our MS Planner page
- An annual Environment Strategy Action Plan (ESAP) has been developed to help progress towards our long-term objectives.

SDG Mapping

The UN Sustainable Development Goals (SDGs) are a universal call to action to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere.²

GeelongPort has identified 10 SDGs we can make a meaningful contribution towards:



Progressing our sustainability actions in line with our ultimate vision of becoming Australia's most sustainable port will make a positive contribution to the SDGs both directly through our own operations, as well as indirectly via our sphere of influence.

²The Sustainable Development Agenda - United Nations Sustainable Development

Awards and Achievements



Banksia Sustainability Awards attendees from left to right: Elias Anastasiou, Ian McIntosh, Dr Lisa Mills, Samantha English, Brett Winter, Jaclyn Masters, Blake Celebi and Nicole Sexton.



Daily Cargo News Australian Shipping and Maritime Industry Awards attended by Brett Winter and Dr Lisa Mills.



GRESB

GeelongPort achieved a 5-star GRESB rating out of a possible five stars in 2021. This was only our second year of participation in the international infrastructure asset benchmarking program. When compared against industry peers, GeelongPort ranked third out of 22 port company participants globally.



Daily Cargo News Australian Shipping and Maritime Industry Awards 2021 - Environment Awards

GeelongPort won the Environmental Award category at the 2021 Daily Cargo News (DCN) Australian Shipping and Maritime Industry Awards. This award recognises initiatives, operating systems or company policies that have led to sustainable outcomes which have reduced marine pollution and contributed to the protection of the natural environment with regard to the movement of freight.



2022 Banksia Sustainability Awards

GeelongPort was a finalist in the 33rd Banksia National Sustainability Awards in the Small and Medium Enterprise Transformation category. The submission, "Because we live here too – GeelongPort Environment Strategy: A Success Story" highlighted what we have achieved since implementing our strategy in 2019.



03.

Environment

Environmental Standards

In line with the new *Environment Protection Act 2017* (Vic) introduced on 1 July 2021, we introduced nine environmental standards to help provide information, instruction, supervision and training to our workforce:

- Water use
- Wastewater management
- Stormwater management
- Environmental noise
- Air emissions management
- Waste management
- Soil contamination
- Dry bulk cargo handling
- Environmental management plans.

They define the minimum operating standard accepted by GeelongPort and have been developed to meet legislative compliance obligations as well as the outcomes and objectives in our Environment Strategy. These standards set out clearly our commitments to addressing the management of our material environmental topics.

Through our Environmental Standards we aim to ensure that activities undertaken on GeelongPort facilities, are planned and conducted in a manner that:

- Minimises the generation of emissions
- Prevents harm to human health or the environment
- Complies with all applicable legal and other requirements
- Promotes the use of best available technology
- Does not adversely impact the visual amenity of third parties
- Does not contaminate the products or operational areas of other port users
- Does not reduce the useful life of buildings, structures, property and materials
- Minimises uncontrolled surface water runoff and discharge from the site
- Minimises risks to the beneficial uses of receiving waters
- Minimises the generation of waste
- Minimises water use.

We introduced **nine environmental standards** to help provide **information, instruction, supervision and training** to our workforce.



Environmental Aspect and Impact Register

All risks and impacts relating to GeelongPort's environmental aspects and impacts are documented in the Environmental Aspect and Impact Register. This includes the material environmental topics identified in the materiality assessment. The register is maintained as part of our ISO14001:2015 Environmental Management System certification and uses a risk-based approach aligned with the ISO31000:2018 Risk Management Standard.

This comprehensive register captures the actions taken to prevent or mitigate potential impacts. It also captures actions to manage actual and potential positive impacts related to the environment. Significant environmental aspects are assigned risk owners from within the business and key control measures are documented and implemented.

These aspects and impacts are reviewed quarterly by a team of leadership representatives and subject matter experts. This review provides the opportunity to consider the effectiveness of actions taken, progress towards objectives and targets, and the lessons learned, which is then incorporated into operational policies and procedures.



Water

Water discharges from operational sites into Corio Bay and other waterways are deemed to be a material issue for GeelongPort. This is due to the potential negative impacts that are associated with the location and nature of work undertaken by our business and the importance we place on minimising resource use, nurturing our port land and supporting an appealing and healthy Corio Bay and environs.

Potential negative impacts to environmental resources and stakeholders could have long-term and short-term effects and are likely related to individual incidents connected to water consumption and water discharge through GeelongPort and port user operations.

The use of alternate sources of water such as recycled water from Barwon Water's reticulation system or rainwater harvesting is included as a long-term objective in our Environment Strategy. In the long-term, these alternate sources can make a positive impact to the environment and our community.

Currently all of our water needs are met through the use of potable water provided through the Barwon Water reticulation system. During FY22 we consumed a total of 18.2 megalitres of potable freshwater.

Activities consuming water through our operations include:

- Potable water to vessels berthed at GeelongPort
- Potable water to tenants located at GeelongPort for use in their operational processes
- Cleaning of cargo handling equipment
- Amenities including kitchen and bathroom facilities.

According to the World Resources Institute's Water Risk Atlas tool *Aqueduct*, GeelongPort is located in an area of high water stress. However, the potable water used is obtained from surface water in catchments located in an area of low-medium water stress and transported by the local water retailer to supply the asset. As such, zero withdrawals from high water stress areas occur, despite the asset being located in an area of high water stress.

Our long-term objective is to **use alternative water sources** such as harvested rainwater and recycled water.





Our water targets

Key Performance Indicators (KPIs) and Annual Targets are developed to encourage continuous improvement.



WATER CONSUMPTION

TARGET

5% reduction in potable water use intensity by 30 June 2022 from a FY19 Base Year – 4.37 litres/tonne of dry bulk cargo handled

FY22 ACTUAL

5.15 litres/tonne of dry bulk cargo handled

COMMENTARY

Significant burst water main in April 2022 resulting in a loss of approximately 4.8 megalitres of potable water.

While burst water mains are unable to be eliminated, the installation of smart water meters during FY22 will assist in early detection of any future leaks.



WATER DISCHARGE

TARGET

Zero wastewater discharged to Corio Bay

FY22 ACTUAL

<100 litres

COMMENTARY

Equipment washdown wastewater was released to Corio Bay as a one-off incident.

Actions taken to mitigate future recurrences included implementing a structured engagement program, reviewing bunding requirements at Lascelles Wharf and improving the change management process.

GeelongPort implemented the following water reduction measures:

- Installed trigger nozzles on all hoses
- Installed seven smart water meters (see case study)
- Purchased a hot pressure washing unit for equipment cleaning
- Provided five metered standpipes to port users to meter portable potable water use.

GeelongPort's objective is to not discharge any effluent to the receiving environment. Wastewater is either captured in tanks and disposed of to a lawful place or discharged to sewer under a Trade Waste Agreement with Barwon Water. In FY22 GeelongPort discharged one megalitre to third-party re-use and 9.1 megalitres to third-party treatment.



Barwon Water General Manager Customers, Community and Strategy Laura Kendall and GeelongPort CEO Brett Winter demonstrate the smart water meters.



CASE STUDY: Saving Water

During FY22 GeelongPort was the recipient of a Barwon Water Business Water Saving Grant.

Through this grant GeelongPort purchased seven smart water meters which were installed across the Corio Quay and Lascelles Wharf precincts. These meters provide real-time data into a cloud-based portal, enabling our staff to review water usage profiles and detect leaks in a timely manner.

GeelongPort's Environment Specialist, Nelson Taylor, said the installation of smart water meters had led to great results.

"This process has helped us locate and repair four large leaks over the past 12 months, some of which may have run unnoticed in underground pipes for extended periods of time had the smart water meters not been installed," he said.

"With the meters providing real-time data and alerts, unusual consumption is noticed immediately and investigated."

"The data from the meters is also matched with ship and operational movements to understand how water is being used, resulting in efficiency improvements with our general water consumption."

This data is also used to report on water efficiency performance indicators and goals.

Contaminated Land

Contaminated land was deemed a material issue in the 2020 materiality assessment due to potential historic, legacy contamination. Much of GeelongPort sits on reclaimed land – areas that were once part of Corio Bay but were backfilled with either dredge spoil or imported fill material to create new areas of land. These activities occurred between 1947 and 1966 before environmental protection legislation was introduced in Victoria. There has been the potential for this fill material to introduce a range of contaminants into our landholdings.

As part of the port privatisation which occurred in 1996, GeelongPort also acquired the Shire of Corio Oyster Cove Landfill. The landfill was in operation from the late 1960s to the mid-1970s and was subject to uncontrolled filling with residential, commercial and industrial waste. This area of GeelongPort has not been used since the landfill was closed.

In order to meet our duties under the *Environment Protection Act 2017 (Vic)*, GeelongPort conducts an annual risk-based land and groundwater monitoring program to understand impacts from historic land use. GeelongPort is conducting a robust assessment program, based upon risk over a three-year period and during FY22 we completed an assessment of high-risk sites within our landholdings.



Contaminated land targets

KPIs and Annual Targets are developed to encourage continuous improvement:



HAZARDOUS CHEMICALS

TARGET

Zero spills greater than 20 litres

FY22 ACTUAL

0

COMMENTARY

No spills greater than 20 litres.



CONTAMINATED LAND

TARGET

Assessment of High Risk Sites

FY22 ACTUAL

Complete

COMMENTARY

Assessment program completed according to annual schedule.



Our biodiversity targets

KPIs and Annual Targets are developed to encourage continuous improvement:



BIODIVERSITY

TARGET

Zero wildlife fatalities

FY22 ACTUAL

0

COMMENTARY

Wildlife fatalities are the unintended death of any animal as a result of GeelongPort operations.

GeelongPort manages 95 hectares of landholdings with the Refinery Pier bulk liquid precinct approximately 1.8 kilometres southwest of the Point Wilson/Limeburners Bay component of the Port Phillip Bay (Western Shoreline) and Bellarine Peninsula Ramsar Site.

Ramsar sites are wetlands of international importance listed under the Ramsar Convention on Wetlands, an intergovernmental environmental treaty established in 1971 by United Nations Educational, Scientific and Cultural Organisation (UNESCO) to provide national action and international cooperation on the conservation of wetlands.

This site is close to GeelongPort includes freshwater wetlands, estuaries, inter-tidal shorelines, sub-tidal beds and inland saline wetlands. Extensive areas of coastal saltmarsh and seagrass are also present. The site is under the management control of local and state government and supports one ecological community and 12 fauna species listed under the *Environment Protection and Biodiversity Conservation Act (Cth) (EPBC Act)* and/or the International Union for Conservation of Nature (IUCN) Red List.

GeelongPort recognises the importance of this significant site on our doorstep and is excited to use it as the home of our Citizen Science Project, outlined on the following page, so that more people can learn about its significance and work towards protecting it.

Moorpanyal Park

In October GeelongPort, in partnership with the City of Greater Geelong, assisted in the enhancement of 1.2 hectares of habitat across Moorpanyal Park, which is located between our Lascelles and Corio Quay precincts. This two-year partnership involved the planting of 3,000 indigenous plants throughout the park. Not only did this re-vegetation project help to beautify the walking trail along the waterfront, but it provided a valuable habitat for a variety of wildlife including many native birds such as the Crested Tern.





CASE STUDY: Citizen Science

In 2022, we launched our Citizen Science Program in partnership with Deakin University's Blue Carbon Lab.

The Corio Bay area surrounding GeelongPort and Corio Bay has a wealth of blue carbon ecosystems that are important for mitigating climate change. These saltmarshes, mangroves and seagrass beds serve as natural carbon sinks and biodiversity hotspots.

Our two-year Citizen Science Program aims to:

- Educate our community and raise awareness of sustainability practices
- Collect publishable data on the ability of Australian coastal wetlands to mitigate climate change
- Positively contribute to health, wellbeing and team-bonding of GeelongPort staff.

Over three days, 57 participants including employees, neighbouring industry, community liaison group members, community environmental groups and Deakin University Marine Science students joined Deakin scientists in a field campaign

throughout Corio Bay to learn about coastal wetlands also known as blue carbon ecosystems and how to monitor their carbon stores and climate mitigation potential.

Data collection included surveying saltmarsh species, collecting soil samples for carbon stocks analysis, measuring greenhouse gas fluxes, and recording saltmarsh elevation.

Results from this program will be used by Blue Carbon Lab to quantify the gains from saltmarsh restoration and build the case for the restoration and protection of coastal wetlands for blue carbon offsets in Victoria.

For more information:

GeelongPort citizen science - Blue Carbon Lab

I'VE JOINED THE
#BlueCarbonArmy
geelongport.com.au

geelongport





CASE STUDY:

Marine Mammal Foundation Partnership



As part of our Environment Strategy, we have made a commitment to support an appealing and healthy Corio Bay and environs. Two of the key outcomes are that Corio Bay ecosystems are thriving, and biodiversity and cultural heritage values are acknowledged and respected.

With this thinking at the forefront, we have entered a partnership with the Marine Mammal Foundation (MMF) to better understand the presence of Burrunan dolphin populations in Corio Bay through the *Underwater Eavesdropping: Burrunan dolphins of Corio Bay Project*.



The Burrunan dolphin is a **newly described and endangered** species that was identified in 2011.

The Burrunan dolphin is a newly described and endangered species that was identified in 2011 and is unique to Port Phillip Bay and the Gippsland Lakes. Limited surveys and citizen science reports indicate that Corio Bay is significant to this dolphin population, but we know little about how regularly it visits the area and its behaviours in the habitat.

Through the partnership MMF will monitor Corio Bay using passive acoustic monitoring (PAM) to capture marine soundscape data that will assist in identifying Burrunan dolphin presence in Corio Bay and identify areas of high biological importance.

Two PAM devices will be deployed to periodically collect acoustic data over a two-year period and this will be used to inform the behaviour patterns of any Burrunan dolphin populations in the Corio Bay area.

The results of this project may potentially inform state and national conservation management directives.

Emissions and Climate Change



GeelongPort is aware of the role it plays in contributing to and mitigating climate change. Given the nature of our business and our geographic location on the shores of Corio Bay, it is imperative that we ensure our asset infrastructure is resilient to climate risks both now and into the future.

Air pollution and greenhouse gas emissions were identified as topics that matter in the materiality assessment due to potential negative impacts associated with the work undertaken at GeelongPort and the importance we place on eliminating waste and emissions, minimising resource use, nurturing our port land and supporting an appealing and healthy Corio Bay and environs.

Potential negative impacts could have long-term and short-term impacts and are likely related to individual incidents. These impacts could negatively affect environmental resources and stakeholders. All emissions-related risks and impacts are documented in the Environmental Aspect and Impact Register.

GeelongPort was the first port in Australia to have a Science Based Target commitment approved by the Science Based Targets initiative. We have committed to reduce Scope 1 and Scope 2 greenhouse gas emissions by 50% by 2030, and to measure and reduce Scope 3 emissions. This reduction target is in line with a 1.5°C warming scenario. 2018 was selected as our base year for greenhouse gas reporting as it aligns with the SBTi requirements for small and medium-sized enterprises using the Target-Setting Letter commitment.

GeelongPort has aligned climate change reporting to the Task Force on Climate-related Financial Disclosures (TCFD) framework. The TCFD was originally formed to develop a voluntary framework designed to facilitate the clear, consistent and relevant disclosure of climate-related information in organisation’s financial reporting. However, since the publication of its Final Report in 2017, the TCFD recommendations have become the common standard for reporting on climate-related issues.

We have committed to **reduce** Scope 1 and Scope 2 **greenhouse gas emissions by 50% by 2030.**

TCFD reporting is broken into four categories:

Governance	Risk management
Strategy	Metrics and targets

As a GRESB Participant Member, GeelongPort can access a Task Force on Climate-Related Financial Disclosures (TCFD) Alignment Report based upon our GRESB reporting information. Our first TCFD Alignment Report indicated that on a scale of A to E, GeelongPort was rated at a TCFD alignment level B. The GRESB average alignment was rated C, as was our industry peer group of “Port Companies: Bulk Goods Port” indicating that our efforts in addressing climate-related risks are further progressed than our peers.

Task Force on Climate-related Financial Disclosures Reporting (TCFD): Governance

During FY22 the GeelongPort Board received quarterly progress updates relating to our Environment Strategy, including an ESG Scorecard which tracks performance against annual targets for greenhouse gas emissions and energy consumption and progress towards climate change adaptation initiatives. The annual GRESB Infrastructure Asset Benchmark Report is also made available to the GeelongPort Board and this includes physical and transition risk identification and impact assessment.

GeelongPort Board

Oversees GeelongPort's approach to ESG and monitors performance.

GeelongPort Leadership Team

The CEO and GeelongPort Leadership Team are responsible for management decisions and oversight in relation to GeelongPort's Environment Strategy and Climate Change initiatives.

This team reviews and approves metrics and targets.

Environment and Sustainability Manager Environment Specialist

Organisational climate risk subject matter experts.

Monitoring climate-related issues which is shared with management as required in risk review meetings.

Environmental Risk Management Forums

This group identifies, assesses, and monitors environmental risks (including climate-related risks and opportunities) likely to impact GeelongPort's business. Updates are provided to the GeelongPort Leadership Team on risk status and management actions.

TCFD: Strategy

In our Environment Strategy we committed to eliminating waste and emissions and reducing our contribution to greenhouse gas generation, and in turn, climate change. Given the nature of our business and our geographic location on the shores of Corio Bay, resilient asset infrastructure is critical to mitigating current and future climate risk.

The GeelongPort Climate Change Risk Assessment documents the potential physical, social and transition risks that could impact our business and operations. Potential negative impacts could have long-term impacts and are likely related to systemic practices that could negatively affect environmental resources and stakeholders.

In our Environment Strategy we **committed to eliminating waste and emissions** and reducing our contribution to greenhouse gas generation.

We developed the GeelongPort Climate Change Risk Assessment in accordance with methodology and guidance outlined in AS 5334:2013 *Climate Change Adaptation for Settlements and Infrastructure – A risk based approach*. Scenario analysis has been used to understand how these risks may impact GeelongPort over the short, medium and long term. Physical and social risks are assessed for 2030, 2050 and 2090 time horizons and transition risks have been assessed on a 0-5 and >5 year time horizon. These were chosen based upon the climate projection data available for the Barwon Region.

In FY22 we completed the following activity to address the impacts of climate change:

- Incorporating climate change mitigation and management into the GeelongPort organisational strategy
- Negotiating a 10-year virtual Power Purchase Agreement to supply GeelongPort with 100% renewable, zero emissions electricity
- Decommissioning two large shore cranes that had passed useful service life at Lascelles Wharf in October 2021.

GeelongPort climate scenarios – Physical and Social Risk

Scenario 1

IPCC RCP2.6

Science Based Target Scenario in line with a 1.5°C warming scenario

Emissions decrease to net zero by 2050

Zero emissions, renewable electricity

Scenario 2

IPCC RCP8.5

High emissions/BAU scenario

Emissions continue to increase

Global electricity generation driven by fossil fuels

TCFD: Risk Management

There are three types of risk associated with climate change: physical, transition and social. Physical risks can be acute such as increased severity of storm events, or chronic such as long-term sea level rise. Physical risks have the potential to damage our infrastructure, affect our supply chain and disrupt services to our customers. Transition risks are related to the transition to low carbon economy, or the failure to achieve the transition and can arise from associated policy, legal, technology, market and reputational changes. Social risks predominately relate to the health and safety of employees and port users.

Physical and Social Risk

Current Resilience

Our operations are currently resilient to physical and social risks in the following areas under a RCP2.6 scenario:

- Due to the embayment that GeelongPort operates within, the operations have been assessed as being resilient to infrastructure damage from storm surge events
- Berthing limits (tonnage, vessel size)
- Impact on our supply chain due to bushfires.

Strategic Future Response

GeelongPort infrastructure assets must be functional under future climate scenarios.

The GeelongPort Asset Management Strategy is aligned to ISO55000. A review of this strategy is planned for FY23 to better integrate climate risk into the strategy.

Transition Risk

Current Resilience

GeelongPort is working to diversify its trade portfolio away from reliance on bulk liquid trades. The relocation of the Spirit of Tasmania to Corio Quay is one such example of this. The construction of the bespoke facility continued during FY22, with operations commencing in October 2022.

Strategic Future Response

Work has commenced on a new organisational strategy, supported by a PESTLE (Political, Economic, Social, Technological, Legal and Environmental) analysis to inform strategic planning. The review continues to focus on pursuing diversification into emerging markets.

GeelongPort continues to refine its emission reduction strategy and renewable onshore power will be a key component of this strategy.

Resilience of GeelongPort Strategy to climate related risks and opportunities

Climate change has had a strong influence on GeelongPort's decision making processes, particularly regarding our Science Based Target commitment to limit climate change to 1.5°C of warming.

Renewable energy projects such as the Barwon Renewable Energy Partnership and Geelong Region Hydrogen Hub are important components for GeelongPort's transition to a low-carbon economy.

The annual review of climate change risk assessments will include new information, scientific data, technology and markets, and this will feed into ongoing business strategy reviews to ultimately build GeelongPort's resilience to climate change.

TCFD: Physical and Social Risks

GeelongPort has identified 40 physical and social risks requiring mitigation and management. The table below provides a snapshot of our physical and social risk profiles across both scenarios for the 2030 time horizon. Material financial impacts have been defined as any financial consequence rated moderate or higher.

KEY



Yes



No



High



Medium













Low

Risk variable	Risk summary	Impact	Material financial impact	RCP2.6	RCP8.5
				2030	2030
Extreme rainfall and storm surge events	Wave overtopping, flooding and inundation	Disruption to cargo loading and unloading			
Extreme rainfall and storm surge events	Wave overtopping, flooding and inundation	Environmental pollution from cargo products			
Extreme rainfall and storm surge events	Wave overtopping, flooding and inundation	Flooding of substation, power supply disruption			
Extreme rainfall and storm surge events	Wave overtopping, flooding and inundation	Damage to buildings, equipment or stored cargo			
Intense storms	More regular high wind speeds	Vessel delays due to wait time at Port Phillip Heads or delayed departure			
Intense storms	More regular high wind speeds	Inability to operate cranes and ship loaders			
Intense storms	More regular high wind speeds	Berthing limits			
Intense storms	More regular high wind speed	Safety impacts to workers – mooring line snap back			
Sea surface temperature	Increases in sea surface temperature	Increase in invasive species and outbreaks			
Temperature increases	Increased frequency and intensity of heatwaves	Deterioration of pavements and roads			
Temperature increases	Increased frequency and intensity of heatwaves	Safety impacts to workers			

TCFD: GeelongPort Climate Scenarios - Transition Risk

GeelongPort has identified 25 transition risks requiring mitigation and management. The table below provides a snapshot of our transition risk profile across both short and medium term time horizons.

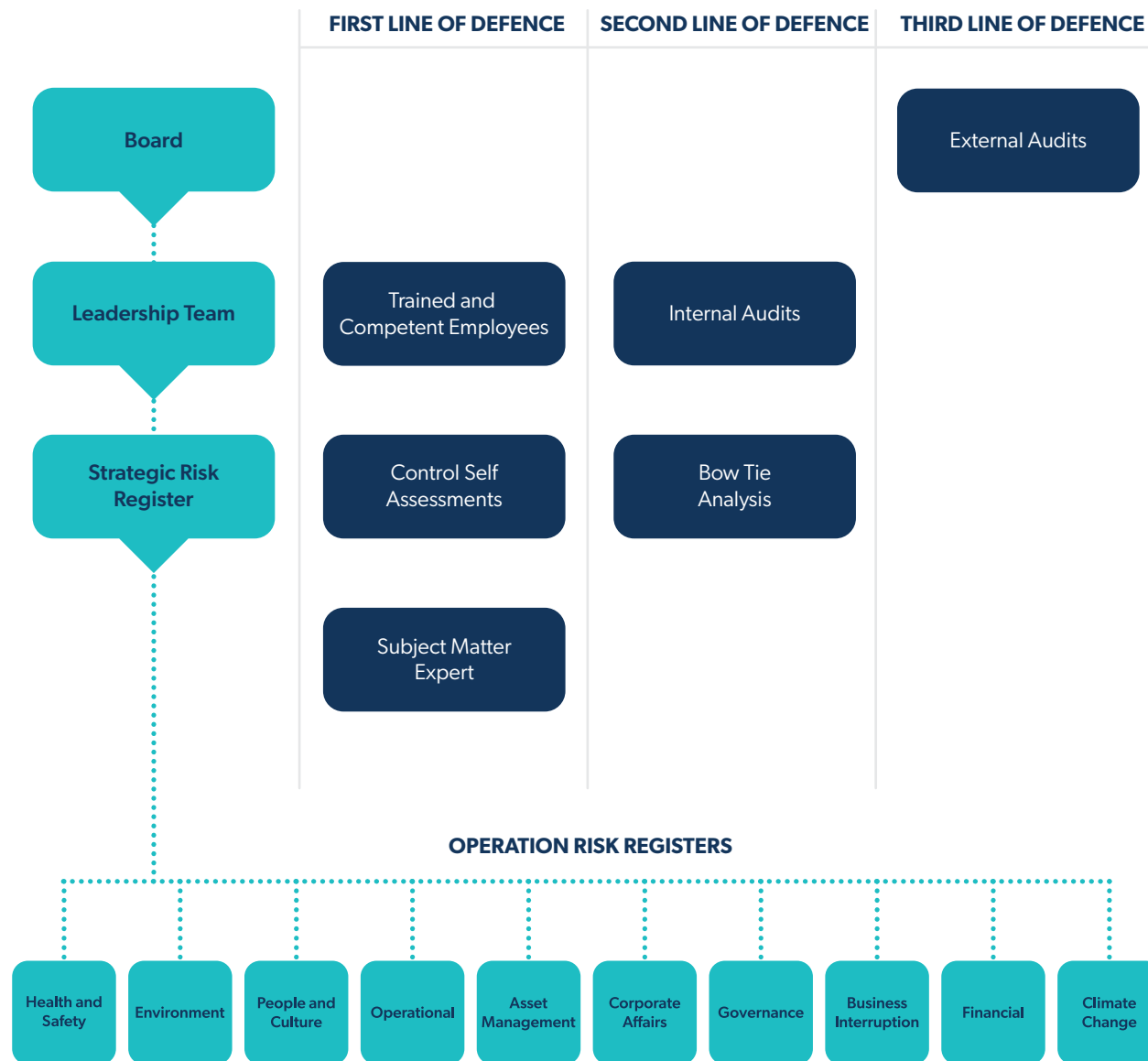
<p>Risk variable: Policy and Legal</p> <hr/> <p>Risk summary: Introduction of policy phasing out fossil fuel powered vehicles leading to reduced demand for fuels.</p> <hr/> <p>Impact: Reduced import of bulk liquids impacting revenue.</p>		<p>Risk variable: Policy and Legal</p> <hr/> <p>Risk summary: Increase in insurance premiums.</p> <hr/> <p>Impact: Reduced profitability of operations.</p>		<p>Risk variable: Technology</p> <hr/> <p>Risk summary: Increased demand for electric and renewable onshore power for customers.</p> <hr/> <p>Impact: Reduced utilisation of GeelongPort facilities if unable to support this demand.</p>		<p>Risk variable: Markets</p> <hr/> <p>Risk summary: Greater uptake of electric vehicles reducing demand for fuel.</p> <hr/> <p>Impact: Reduced import of bulk liquids.</p>		<p>Risk variable: Reputation</p> <hr/> <p>Risk summary: Increased stakeholder concern or negative stakeholder feedback.</p> <hr/> <p>Impact: Reputational impacts.</p>	
<p>0-5 years:</p>  <p>High</p>	<p>>5 years:</p>  <p>Very High</p>	<p>0-5 years</p>  <p>Medium</p>	<p>>5 years</p>  <p>High</p>	<p>0-5 years</p>  <p>High</p>	<p>>5 years</p>  <p>Very High</p>	<p>0-5 years</p>  <p>High</p>	<p>>5 years</p>  <p>Low</p>	<p>0-5 years</p>  <p>Very Low</p>	<p>>5 years</p>  <p>Very Low</p>

Climate risks are identified, analysed, evaluated and treated in the same way as other business risks. The GeelongPort risk management framework has been developed in accordance with the international standard ISO31000:2018 – Risk Management and uses the risk management model identified on the following page.

As per all business risks, GeelongPort maintains a Climate Change Risk and Opportunities register which undergoes an annual review. Identified risks are risk rated

based upon likelihood and consequence of the risk occurring. Risks are assessed without control measures (inherent risk) and with controls in place (residual risk). The residual risk rating is compared with GeelongPort's risk tolerance requirements. Risks rated very high require GeelongPort Board approval to continue and any risk rated high needs CEO approval to continue.

TCFD: Risk Management and Metrics and Targets



Risks are assigned to a risk owner who has the accountability for managing the risk. The annual budget planning cycle is used to obtain funding to support control measures as required. As the organisation-wide risk management framework is used for climate risk assessments, the risks can be compared in magnitude with other organisational risks. Material climate risks are defined as those with moderate or higher financial impacts to the business.

Periodic ESG materiality assessments involve a survey of internal and external stakeholders. The intent of these assessments is to identify material issues for GeelongPort which are of significance from an importance and impact perspective. In the 2021 materiality assessment “Natural hazards and climate change adaptation” was rated outside of the top issues to stakeholders, however “Greenhouse gas emissions” was rated number six and GeelongPort is committed to report on Scope 1 and 2 emissions. A materiality assessment will be undertaken in FY23 to reassess what matters to stakeholders.

Metrics and Targets

GeelongPort was the first port in Australia to have a Science Based Target commitment approved by the Science Based Targets initiative. We have committed to reduce Scope 1 and Scope 2 greenhouse gas emissions by 50% by 2030, and to measure and reduce Scope 3 emissions. This reduction target is in line with a 1.5°C warming scenario. 2018 was selected as our base year for greenhouse gas reporting as it aligns with the SBTi requirements for Small and Medium-sized enterprises using the Target-Setting Letter commitment.



Our emissions and climate change targets

Key Performance Indicators (KPIs) and Annual Targets are developed to encourage continuous improvement.



GREENHOUSE GAS EMISSIONS

(ABSOLUTE)

TARGET

Scope 1 = 281 t CO₂e

Scope 2 = 1950 t CO₂e

TOTAL = 2231 t CO₂e

FY22 ACTUAL

Scope 1 = 336 t CO₂e

Scope 2 = 1684 t CO₂e

TOTAL = 2020 t CO₂e

COMMENTARY

Scope 1 emissions were above target due to an increase of diesel used in mobile equipment onsite.

The decrease in Scope 2 emissions related to the reduction in energy consumption at Corio Quay South due to cessation of operations for the Spirit of Tasmania terminal development project.



RENEWABLE ELECTRICITY

TARGET

10% of electricity needs met by renewable sources by 30 June 2022

FY22 ACTUAL

10%

COMMENTARY

Sourced through green power provided by retailer.



RENEWABLE ELECTRICITY

TARGET

100 % of electricity needs met by renewable sources by 2023

FY22 ACTUAL

On track

COMMENTARY

Power Purchase Agreement executed in FY22 to deliver 100% renewable electricity commencing 1 Dec 2022.



ENERGY

TARGET

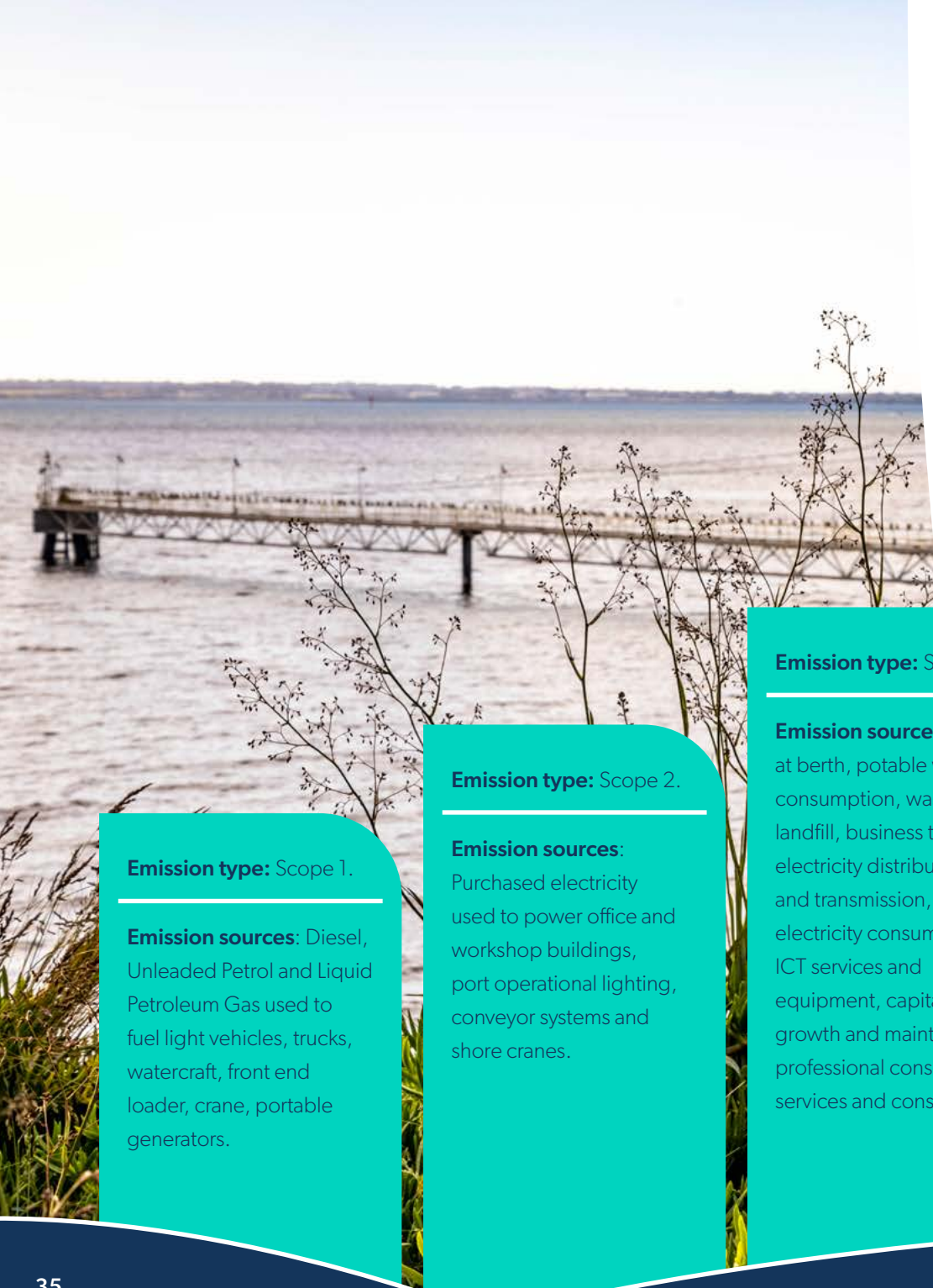
10% reduction in electricity consumption by 30 June 2022 from a FY19 base year – 1989 MWhr

FY22 ACTUAL

1,851 MWh

COMMENTARY

This reduction was achieved by the decommissioning of the figee cranes at Lascelles Wharf and the infrastructure at Corio Quay South and West in preparation for the Spirit of Tasmania development.



Emission type: Scope 1.

Emission sources: Diesel, Unleaded Petrol and Liquid Petroleum Gas used to fuel light vehicles, trucks, watercraft, front end loader, crane, portable generators.

Emission type: Scope 2.

Emission sources: Purchased electricity used to power office and workshop buildings, port operational lighting, conveyor systems and shore cranes.

Emission type: Scope 3.

Emission sources: Ships at berth, potable water consumption, waste to landfill, business travel, electricity distribution and transmission, tenant electricity consumption, ICT services and equipment, capital growth and maintenance, professional consulting services and construction.

Our emissions footprint:

We prepared our carbon inventory using an operational control approach in accordance with The Greenhouse Gas Protocol and the National Greenhouse Accounts.

Our inventory includes the seven gases reported under the Kyoto Protocol:

Kyoto Protocol Greenhouse Gas Inventory	Global Warming Potential (GWP)
Carbon dioxide (CO ₂)	1
Methane (CH ₄)	28
Nitrous Oxide (N ₂ O)	265
Hydrofluorocarbons (HFCs)	Ranges between 116 for CH ₃ F ₂ to 12,400 for CHF ₃
Perfluorocarbons (PFCs – CF ₄)	6,630
Sulphur hexafluoride (SF ₆)	23,500
Nitrogen trifluoride (NF ₃)	16,600

These gases are expressed in carbon dioxide equivalents (CO₂e), providing the ability to present greenhouse gas emissions as one unit. GeelongPort does not emit any biogenic carbon dioxide emissions.

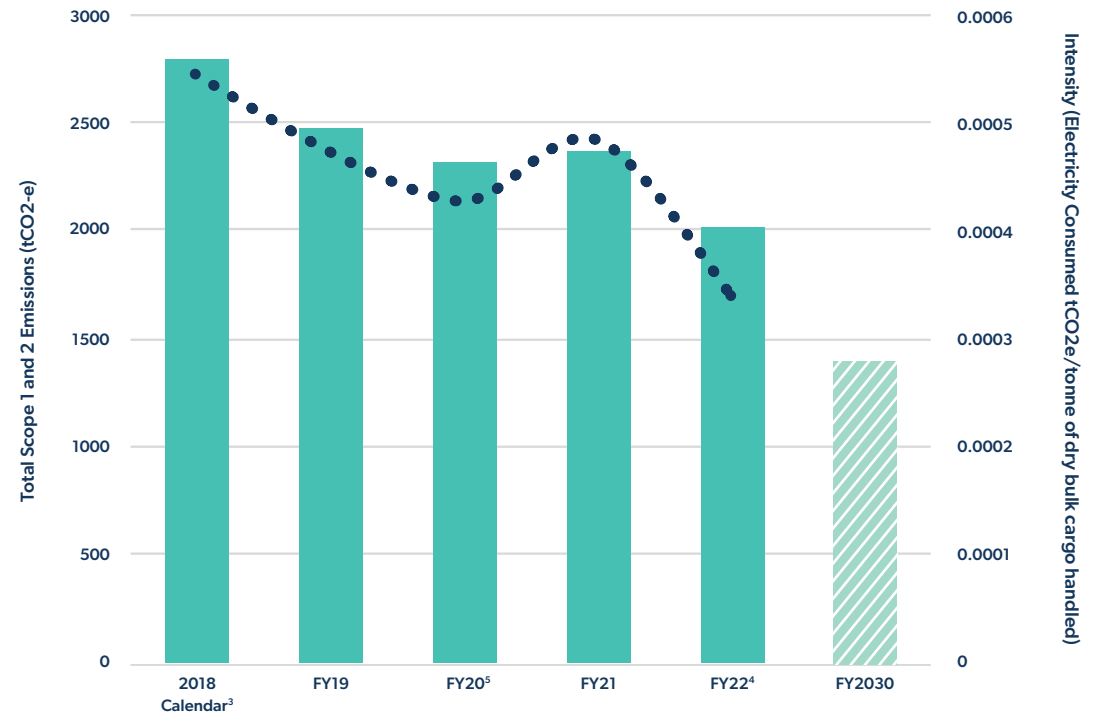
Our emissions footprint

GHG Emissions	2018 Baseline (tCO2e)	FY22 Quantity (tCO2e) (gross)
Scope 1 GHG emissions.	367	336
Scope 2 GHG emissions – location-based accounting.	2,530	1,684

GHG Emission Intensity	Intensity Ratio (tCO2e/tonne)
Purchased electricity emissions per tonne of dry bulk cargo handled.	0.000387

GHG Emission Reduction	%
Scope 1 + 2 emissions reduction from 2018 baseline.	27.6

Scope 1 & 2 Emissions Reduction Journey



- Total Emissions
- Intensity (Electricity Consumed tCO2e/tonne of dry bulk cargo handled)

³ 2018 base line emissions recorded over calendar year
All subsequent emissions recorded over financial year

⁴ Limited assurance on FY22 emissions data undertaken by GHD

⁵ Lower emissions in FY20 can be attributed to COVID-19

Scope 3 emissions


Category	Description	Scope 3 GHG emission quantity (tCO ₂ e) (gross)
Cat 1	Purchased goods and services	1,396
Cat 2	Capital goods	18,016
Cat 3	Fuel and energy-related emissions	221
Cat 4	Upstream transportation and distribution	61,510
Cat 5	Waste generated in operations	1,185
Cat 6	Business travel	3
Cat 7	Employee commuting	130
Cat 8	Upstream leased assets*	-
Cat 9	Downstream transportation and distribution*	-
Cat 10	Processing of sold products*	-
Cat 11	Use of sold products*	-
Cat 12	End-of-life treatment of sold products*	-
Cat 13	Downstream leased assets*	-
Cat 14	Franchises*	-
Cat 15	Investments*	-
Total		82,461

Other things we are doing to reduce emissions include:

- Partnering with Barwon Water and Barwon Health to form the Barwon Region Renewable Energy Partnership (BREP) to transition towards 100% renewable electricity and zero net emissions through the implementation of a virtual Power Purchase Agreement
- Installing shore power infrastructure capability for Spirit of Tasmania's new vessels, to enable these vessels to reduce engine usage when at berth
- Being the first port in Australia to make a voluntary commitment to the Science-based Targets Initiative (SBTi) to reduce Scope 1 and 2 emissions by 50% by 2030 and to measure and reduce Scope 3 emissions
- Completing an energy, water and carbon audit of GeelongPort
- Installing seven data loggers on major water meters at our facilities
- Replacing virgin office paper with 100% recycled paper, moving toward paperless-office operations and enhancing our digital technology capabilities.

GeelongPort voluntarily retired carbon credits to the sum of 63,567 tonnes of CO₂e in FY21 for future years reporting. These have been allocated towards the FY22 inventory.

Through the Barwon Renewable Energy Project (BREP), GeelongPort will transition towards **100% renewable** electricity and zero net emissions.



Green hydrogen will be produced at the Geelong Hydrogen Hub and **infrastructure will be developed to enable its distribution.**



CASE STUDY:

Geelong Hydrogen Hub

GeelongPort is expanding its current operations to establish a Hydrogen Hub, to produce and distribute Green Hydrogen and help accelerate Victoria's transition to a clean energy future.

We recognise that climate change is one of the biggest challenges of our times, and we need to do everything we can to respond and minimise the impact that climate change will have on our lives and communities.

As a port operator and critical regional gateway for Victoria's supply chains, we need to proactively respond to the impacts of climate change to ensure continued sustainability and resilience of businesses and communities that rely on us so heavily.

Green hydrogen will be produced at the Geelong Hydrogen Hub and infrastructure will be developed to enable its distribution to businesses that need it for energy supply, including energy retailers, for medium to large scale use.

When the hub is fully developed, it will have the ability to handle green ammonia that can be converted to generate green hydrogen for commercial and domestic use.



04. Social



Our social targets

KPIs and Annual Targets are developed to encourage continuous improvement:



HEALTH AND SAFETY SIGNIFICANT INCIDENTS

TARGET

Actual incidents = 0
Potential incidents = < 2

ACTUAL

Actual incidents = 1
Potential incidents = 0

COMMENTARY

An injury led to more than 1 week off work (Lost Time Injury – LTI).

Manual handling training and ergonomic assessment undertaken.



ZERO HIGH RISK CHEMICALS USED ON SITE

TARGET

Zero high risk chemicals used on site

ACTUAL

0

COMMENTARY

High risk chemicals are those rated with a high health hazard in ChemAlert and have no alternate substitute.



REPORTABLE REGULATORY INCIDENTS

TARGET

0

ACTUAL

1

COMMENTARY

WorkSafe Provisional Improvement Notice (PIN) issued to address safe walkway access to vessel at Lascelles Berth 1.

Installed removable handrail system for when ship is at berth.



VERIFIED CUSTOMER COMPLAINTS

TARGET

0

ACTUAL

2

COMMENTARY

Customer complaints relating to application of environmental controls and impact from adjacent operations.

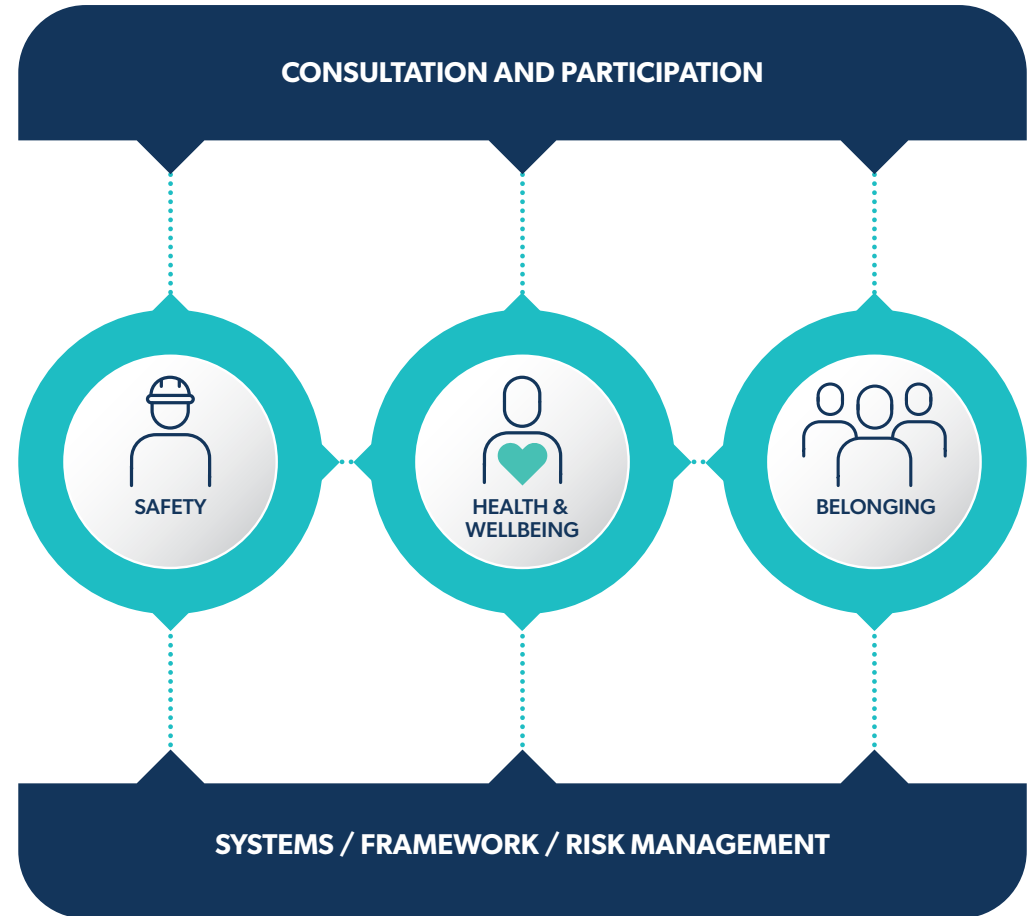
Continuous improvement processes were used to identify root cause and implement interim containment and long term corrective actions.

Our People

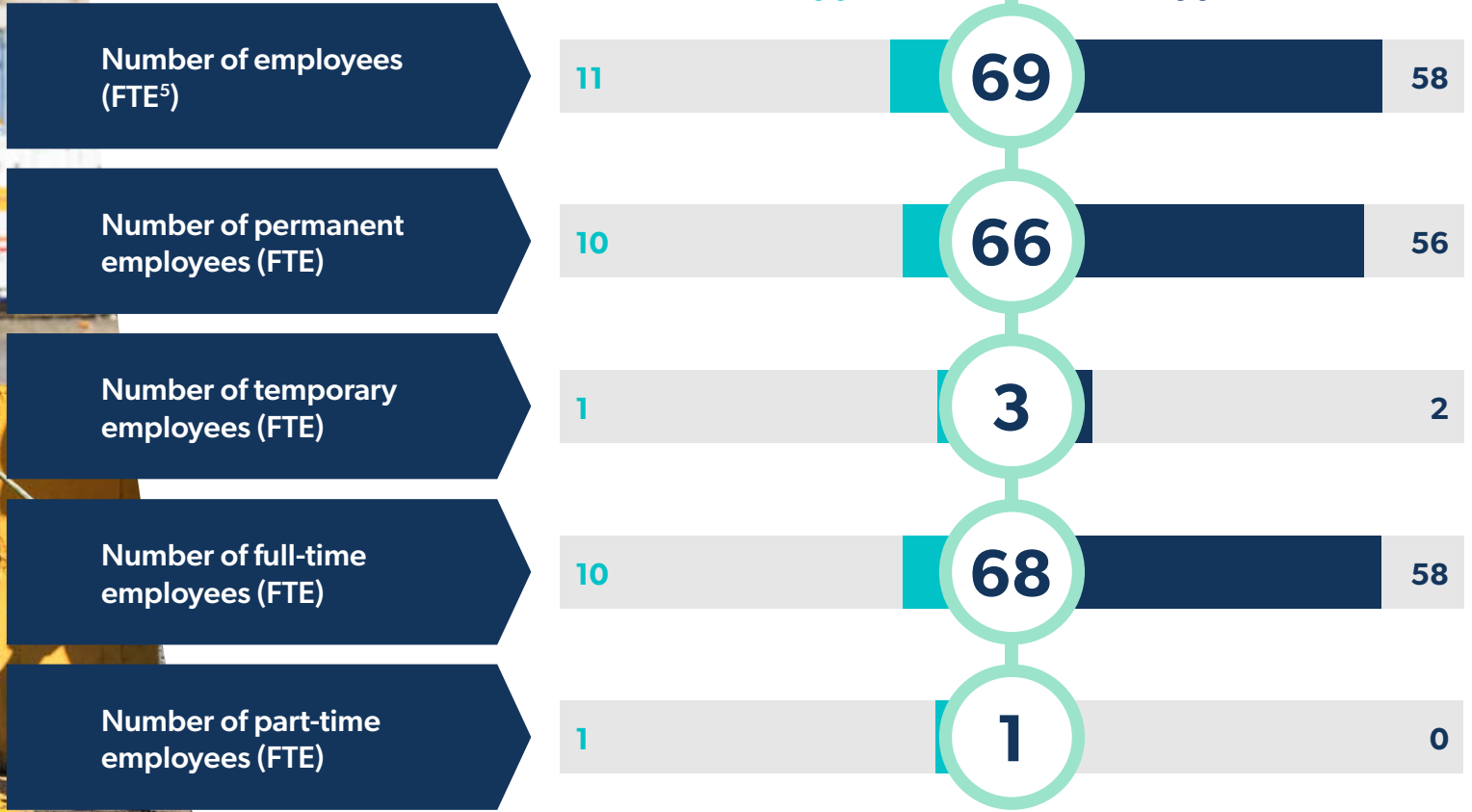
Our team is made up of operational and support staff who keep the port running 24 hours a day, 365 days a year. We are proud of the way they provide integrated port assets to meet the needs of our customers and design services to deliver seamless trade solutions.

Due to the key role employees play, employee engagement is deemed to be an issue that matters for GeelongPort. Our success has the potential to have both positive and negative impacts on people; by creating a prosperous, safe and stable business we can contribute to the local economy, employ locally and provide good working conditions.

We are committed to providing a work environment that is safe from harm, supports the health and wellbeing of our employees and fosters a culture of belonging. Consultation and participation are vital to creating this environment. This holistic focus is underpinned by systems, frameworks and risk management to ensure that our people go home safely every day. These systems help mitigate potential negative impacts of GeelongPort activities or activities through our business relationships.



Our employees⁴ as at 30 June 2022

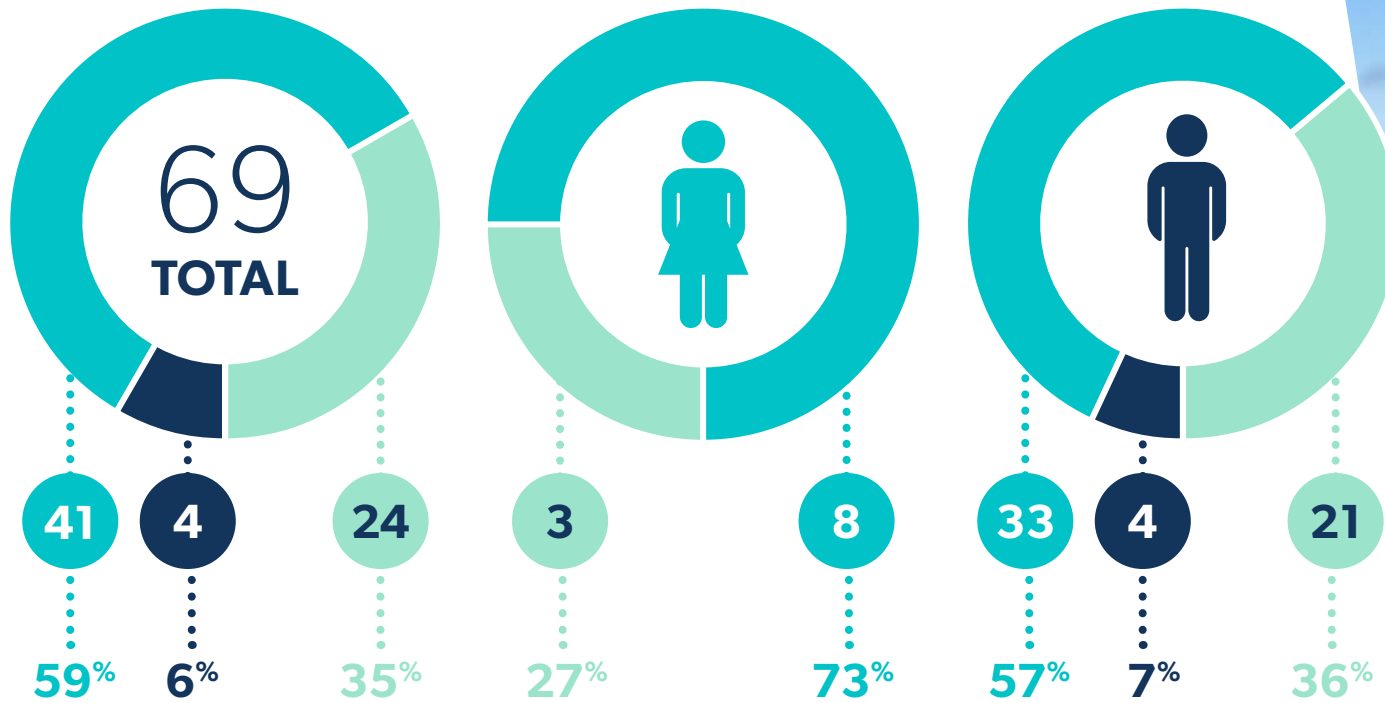


⁴Gender as specified by the employees themselves. No employees recorded as "other" or "not disclosed".

⁵FTE calculated at 40 hrs per week multiplied by 48 weeks per year at the end of the reporting period.

Our Employees as at 30 June 2022 (FTE*)

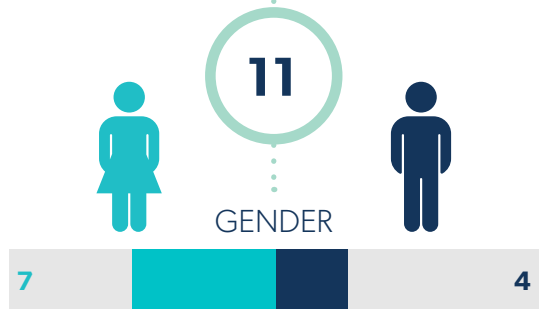
● UNDER 30
 ● 30 TO 50
 ● OVER 50 YEARS OF AGE



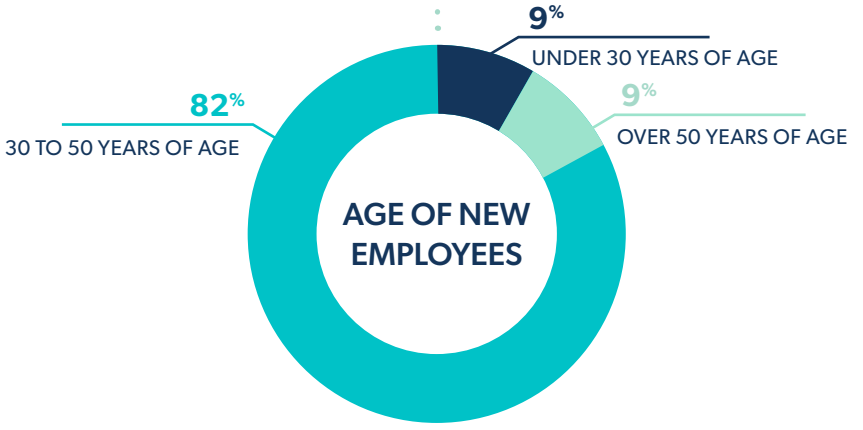
*FTE calculated at 40 hrs per week multiplied by 48 weeks per year at the end of the reporting period.

Our People

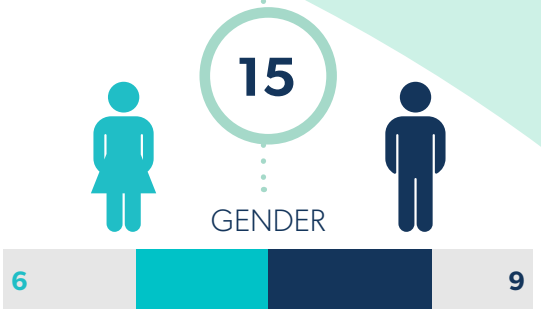
Number of new employees



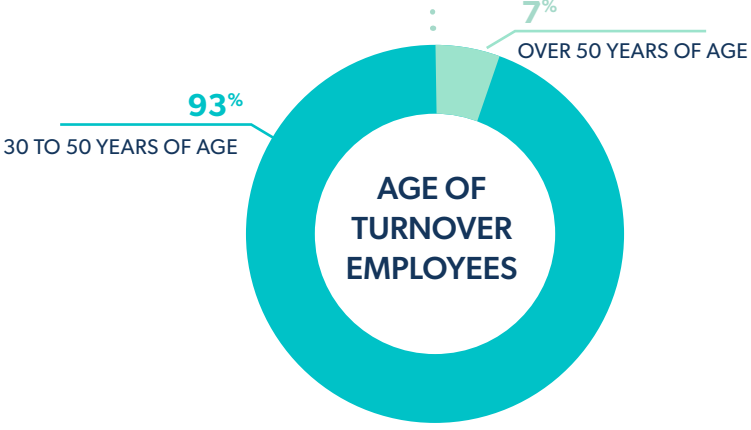
EMPLOYMENT TYPE



Employee Turnover



EMPLOYMENT TYPE



In FY22 four contract roles were provided to the port by employment agencies and employed in the following capacity:

- One full-time electrical apprentice
- One part-time 12 month finance role
- One full-time 12 month finance role
- One part-time 12 month corporate communications role.

Day-to-day running of port operations was further supported by 38 Full-Time Equivalent (FTE) contractors⁶ providing specialist services such as plumbing, gardening, mobile plant servicing, cleaning, waste management, berth sweeping, specialist equipment servicing and specific project work for restoration or new works. These services are managed based on the frequency and type of work (risk). All contractors are fully inducted and managed via GeelongPort's detailed and comprehensive contractor management process by nominated contractor supervisors.

There were no significant changes to overall FTE during FY22 which demonstrates a stable workforce. During the year there were several milestone Years of Service awarded including one employee who celebrated 35 years, three employees who celebrated 15 years and five employees who celebrated 10 years of service. While there was no overall change to FTE, GeelongPort did experience growth in its Information Technology (IT), Corporate Affairs and Health, Safety, Environment and Quality (HSEQ) teams which reflects a response to evolving priorities and the future direction of the organisation.

⁶Contractors are calculated at 30 June 2022 based on FTE equivalent of 40 hrs per week multiplied by 48 weeks per year.

During the year there were several milestone Years of Service awarded including **one employee who celebrated 35 years**, three employees who celebrated 15 years and five employees who celebrated 10 years of service.





Safe and Healthy People

GeelongPort is committed to a learning organisational culture, which includes workplace safety, health and wellbeing. Key components of our Health, Safety and Environment (HSE) Excellence strategic pillar include how we manage critical risk, and a focus on overall health and wellbeing.

Worker health and safety was GeelongPort's highest-rated issue that mattered in the most recent materiality assessment. This is due to the potential negative impacts that are associated with the nature of work undertaken at GeelongPort and the importance we place on a safe and healthy workforce. Potential negative impacts could have long-term and short-term impacts and can be systemic or related to individual incidents.

Operational risk is always present at all locations including Corio Quay, Lascelles, Point Henry and Refinery Pier. From maintenance to ensure the uptime of port equipment, to operational support for port users, our personnel face potential personal risks daily.

We are focused on preventing harm towards our people, with our biggest priority being the prevention of permanently disabling injuries and fatalities. We developed our Critical Risk Controls (CRCs) after a review of permanent incapacity injuries and potentially fatal incidents across industry.

GeelongPort is **committed** to a learning organisational culture, which includes **workplace safety, health and wellbeing.**

The CRCs represent minimum controls for eight key risks that can result in fatality and permanent disabling injury:

- Confined spaces
- Working at height
- Hazardous chemicals
- Lifting
- Energy isolation
- Traffic management
- Mobile plant
- Maintenance and inspection

As well as the listed CRCs, we also consider the below items when assessing ongoing operational risk:

- Biosecurity
- COVID-19
- Contractor management
- Diving
- Environment
- Excavation and penetration
- Security
- Cyber Security
- Ergonomics
- Hygiene factors

GeelongPort is proud of its safety record and commitment to ensuring everyone goes home safely every day. In FY22, our employees worked 119,765 hours and contractors worked 72,580 hours with no work-related fatalities or high consequence work-related injuries. There was one injury recorded due to one instance of ill-health (musculo-skeletal) resulting in a Lost Time Injury.

To avoid similar injuries, GeelongPort is conducting further manual handling training and reviewing the ergonomic set up of offices such as desk locations and training room layout and furniture.

Hazardous Chemicals

In 2018, we implemented a Critical Risk Control Program to review all hazardous chemicals that may be a critical health and safety risk to our employees and the environment. In order to manage this risk, all new chemicals undergo a thorough risk assessment process by the Health and Safety and Environmental teams prior to purchase. When we receive a new chemical, our Service Delivery team conducts one final risk assessment before developing a Job Safety and Environmental Analysis (JSEA). Any chemicals which fall into the categories of carcinogenic, mutagenic, endocrine disruptors, reproductive toxins or sensitisers are not approved for use on site.



In FY22, our employees worked **119,765 hours** and contractors worked **72,580 hours** with **no work-related fatalities** or high consequence work-related injuries.



CASE STUDY:

Oil Store Upgrade

“The process upgrade worked because of good buy-in and planning from the team to make it happen.

We could see the benefits we would receive from making the changes.”

Angelo Pititto, Maintenance Planner

GeelongPort uses a range of oils, lubricants and hydraulic fluids. As equipment is decommissioned and replaced, the storage of oils has over time become messy and unmanageable. During a recent audit, our staff identified many different types and brands of oil in various sized containers filled to different levels.

After reviewing the oils in storage, team members from the Maintenance department worked together to consolidate the oils and improve the system of storage and use. They identified that four main oils would cover 90% of equipment use cases.

Our team achieved the following benefits through this change in process:

- Reduced container waste – instead of having a range of different oils in different sized containers four main oils are stored in 200 litre drums and decanted in 20 litre, 5 litre and 2 litre reusable containers
- Improved ergonomics when filling or accessing the oil by placing the waste oil tank at waist height
- Reduced waste – waste oil was previously tipped into 200 litre drums and as these became full others would be added leading to a build up over time. A new waste tank is used to collect waste oil

- Improved efficiencies by introducing a pump and decanter system to save approximately four hours in changeovers
- Reduced risk of contamination through improved labelling, Safety Data Sheets (SDS) and less product being used
- Updated oil change process – previously oil was changed annually regardless of need but now it is sampled every twelve months to check if a change is needed. As a result, oil is being changed less frequently, sometimes only once every three years reducing the amount of waste.

According to our Maintenance Planner, Angelo Pititto, “The process upgrade worked because of good buy-in and planning from the team to make it happen. We could see the benefits we would receive from making the changes.”

Health and Wellbeing

Health and Wellbeing is a priority at GeelongPort as the many pressures in today's modern society can affect people at work, and work pressures can also contribute to poor outcomes. We seek a culture where health and wellbeing are actively discussed and managed in an inclusive, safe, and supportive way.

Some health and wellbeing initiatives include:

- Free flu vaccinations at work with 74% take-up by all employees this past year
- Free medicals offered to personnel in company time, including skin checks for those wanting it
- Wellbeing activities acknowledging key mental health awareness events such as R U OK? day, which can include guest speakers, dedicated webinars, lunches and discussion groups

- Bimonthly team lunches for all employees to acknowledge birthdays, get to know each other better, and introduce new employees
- Trained mental health first aiders to assist personnel where needed
- An Employee Assistance Program (EAP) which provides free assistance to all employees and members of their family should they wish to speak to someone for direction and help.

GeelongPort provides a range of occupational health services to help identify and minimise health-related risks.

These services include:

- Auditory monitoring
- Respiratory monitoring
- Skin checks.

These services are provided by qualified health professionals. All employees' health information is stored securely by medical providers to maintain confidentiality, and the collection of health-related information is only used for monitoring and protection purposes.

COVID-19 has provided unique challenges to all in the community, no less than at a busy port like ours. From the beginning of the pandemic, GeelongPort initiated a Pandemic Response Team (PRT) to stay ahead of the regularly changing landscape. It was critical to keep employees and other port users safe by providing clear guidelines and communications about the appropriate control measures in place to reduce the risk of infection.

We continue to actively support workers through the continually changing COVID-19 restrictions. By supporting contractors, port users and employees, along with providing clear plans to minimise COVID-19 spread, GeelongPort and our partners have continued to operate at normal business levels.

Some health and wellbeing initiatives include:

- ✓ **Free flu vaccinations**
- ✓ **Wellbeing activities**
- ✓ **Free medicals**



CASE STUDY: R U OK? Day

GeelongPort recognises R U OK? Day annually, a day to remind us to check in on ourselves and those around us.

In September 2021, R U OK? Day provided an opportunity to highlight and promote our EAP. The EAP through Assure, provides independent and confidential support to all employees. Employees can access various services including confidential counselling, wellbeing coaching and holistic support. Immediate phone support is available for urgent matters 24 hours a day, seven days a week, 365 days a year.

With a renewed focus on mental wellbeing, GeelongPort also launched a new Health and Wellbeing Portal as part of the day. This portal is available free to employees, and their family members as well, and has extensive resources relating to mindfulness and managing stress and anxiety.

To acknowledge the challenging times faced by employees during the COVID-19 lockdowns and to recognise the hard work, understanding and adaptability shown by employees on R U OK? Day, in 2021 all staff were provided with a \$200 home delivery meal voucher.



On R U OK? Day in 2021, to recognise the hard work, understanding and adaptability shown by employees, all staff were provided with a **\$200 home delivery meal voucher.**



Belonging

People are vital to the success of GeelongPort. We actively work towards building a culture of inclusion and belonging. In 2021 we engaged Workplace Edit to assist in the development of our first diversity and inclusion roadmap to guide our approach. We held two sessions with 30 employees to understand how GeelongPort supports diversity and inclusion in the business. With this data and external research, goals have been set for the next three years to cement GeelongPort as a safe place to work and belong for a diverse and empowered workforce.

During the reporting period GeelongPort undertook an Employee Engagement Survey (EES). Employees were asked for feedback, ideas and opinions on what working at GeelongPort meant to them. The EES is an annual survey conducted to get a pulse check on how employees are feeling about their role and working at the port. The net promoter score (NPS) from the survey is used as an indicator to assist with tracking progress against our actions. GeelongPort aims to maintain or improve the NPS yearly.

As a result of the 2020 survey, the business implemented an Onboarding Leadership Program for all new employees and launched the Health at Work portal to support personal development of our employees.

Key priorities from the 2021 survey were:

- Developing the GeelongPort Career Development Program, which is currently being co-designed with representatives across the business
- Creating opportunities to connect and celebrate through bimonthly lunches
- Streamlining the uniform purchasing process
- Providing suitable corporate uniform and PPE options for female team members.

Remuneration

GeelongPort aims to attract, retain and reward the best talent while building a performance-oriented culture.

The Remuneration Policy sets out principles and processes that drive a culture where financial rewards are directly linked to employee contribution and performance related to our impacts on the economy, environment and people. The Policy underpins the Remuneration Framework which is used to determine the remuneration for all common law employees.

We benchmark our remuneration structures against external markets and are committed to ensuring our approach is inclusive and competitive. Remuneration is reviewed on an annual basis for all common law employees. The review is based on individual performance, market rates and compa-ratio (current pay rates as a percentage of range mid-points) within the position's banding framework. Remuneration is determined by the role and is approved by the CEO. The CEO remuneration is determined and approved by the GeelongPort Board.

All common law employees (permanent) are eligible to participate in the Short Term Incentive Plan (STIP) after a qualifying period of six months, including when on parental leave. This plan is made up of financial, safety and environment, customer and personal targets. The board approves all incentive payments depending on achievement of annual targets.

Employees covered by the GeelongPort Enterprise Agreement receive salary increases as per the agreement.

Consultation and Participation

GeelongPort is committed to employee consultation in all matters and has several mechanisms in place to help facilitate open dialogue, including committees, working groups and peer review sessions.

To ensure employees feel comfortable to engage fully in health and safety, the GeelongPort Health and Safety Policy, Grievance Resolution Policy and resulting processes support employees to remove themselves from work situations that they believe could cause injury or ill-health and protects them from any reprisals.

All employees participate in developing, implementing and evaluating the occupational health and safety management system via formal and casual engagement, including daily toolbox meetings, communications via intranet and OHS Noticeboard, and formally through the Occupational Health and Safety (OHS) committee.

OHS committee meetings are attended by Health and Safety Representatives from across the business including operations and head office, as well management representatives. By holding these meetings at a minimum quarterly, and encouraging engagement at other departmental meetings, we seek to meet our obligations under the *OHS Act* and ensure employees have genuine input in managing the risks and opportunities in the safety space.

The role of the OHS committee is to be the escalation point for safety and health issues that need a joint decision or agreement on actions. Nobody knows the work our employees do as well as them, and often the best solutions come from our employees.

The most recent enterprise agreement was certified in February 2021. Following this process, we were asked to implement an improved consultation structure and framework. If there are any potential positive or negative impacts regarding labour relations, GeelongPort actively engages the employee group and consults with them to ensure any actions are in line with expectations. As an example, we regularly consult with employees regarding the engagement of contractors.

Parental Leave

All permanent employees with a minimum of 12 months service are eligible to receive 12 weeks paid parental leave for the primary care giver and one week paid parental leave for the secondary care giver. Parental leave is provided pro rata for permanent part-time employees.

In November 2021 we updated the Parental Leave Policy to **ensure Superannuation Guarantee Contributions** continued for the period of unpaid parental leave for a period up to 12 months.



Systems, Frameworks and Risk Management

GeelongPort's Safety, Health and Wellbeing program is underpinned by the ISO 45001 – Occupational and Safety Management System standard and supported by the ISO 9001 - Quality Management System. These certifications cover all employees and workers who are not employees whose workplace is controlled by GeelongPort. The certifications are independently audited annually and re-certified every three years, to ensure we continually improve systems and processes.

GeelongPort has a Safety and Environmental Safety Plan (SEMP) which is a requirement of Part 6A of the *Victorian Port Management Act 1995 (PMA)*. The purpose of the SEMP is to provide a comprehensive, risk-based approach to safety and environment management by port managers. The SEMP is intended to complement existing documentation by bringing a “whole of port” perspective to the management of safety and environment within the port.

The plan has been prepared in accordance with the requirements of the PMA and the Ministerial Guidelines: Port Safety and Environment Management Plans (November 2012) and considers the range of activities carried out by GeelongPort with a view to enabling the hazards and risks to be identified and controlled by the responsible parties. The SEMP ensures we respond to the significant hazards and risks in a coordinated, effective and practical way.

Other port users and contractors, including land lease holders near GeelongPort, work within their own health and safety systems on site. As a requirement to undertake work, other ports users and lease holders

must hold a licence or contractual agreement with clear stipulated Health, Safety and Environmental requirements that must be met. For example, having safe systems of work, reporting any incidents resulting in injury or property damage and ensuring GeelongPort's minimum standards are followed as set out in GeelongPort Standards Procedure Manual.

As a multi-user port GeelongPort requests a copy of users' Safety and Environmental Plans and may undertake audits and/or interventions as required to ensure port users, contractors and lease holders, are performing in line with plans and to standards. GeelongPort always seeks to work collaboratively with other ports users, contractors and lease holders to ensure they improve where gaps are identified.

GeelongPort complies with its legal obligation under the *OHS Act* with respect to policy and workplace commitments. Listed below are policy examples in place to set out our commitment to social and ethical responsibilities in providing a safe place to work:

- Health and Safety Policy
- Threat of Violence Policy
- Non-Smoking Policy
- Drugs and Alcohol at Work Policy
- Fatigue Management Policy
- Family Violence Policy
- Grievance Resolution Policy
- Prevention of Bullying and Harassment Policy
- Positive Work Environment Policy
- Diversity and Inclusion Policy.

Mitigating health and safety risks

Hazard identification, risk assessment and incident investigation are critical to the safety of GeelongPort employees, contractors and Port Users. There are several processes to identify work-related hazards and assess risks on a routine and non-routine basis:



Critical Risk Controls

Program to prevent permanently disabling injury and fatalities.



Life saving rules

A set of matching rules to each CRC that insists that we “don’t walk by” non-compliance.



JSEA

Job Safety and Environmental Analysis (JSEA) to identify steps to complete task safely that are subject to change.



SWI

Safe Work Instruction (SWI) identifies steps to complete a task safely. This is for tasks that do not change and that are repeatable.



Risk assessment

Risk assessment is the process used to assess the risk of each step, or process, and identify, or improve the controls to reduce or eliminate risk. GeelongPort follows the ISO 31000 Risk Management Standard.



Ergonomic assessments

Ergonomics specialist providing individual employee desk, office and workplace assessments.



Authority to Commence Work

Contractors must satisfy a strict criterion with appropriate insurances, licences, and permits, and identify all relevant risk before they can commence work.



Incident Management Platform

Incidents, hazards or opportunities for improvement are logged and include specific actions and investigations with required timelines for completion.

All employees have access to the reporting system and are actively encouraged to report incidents, hazards, and opportunities as they arise.



BowTies

Identify all the controls (barriers) to prevent the threat and consequence from occurring. With the hazard, risk, threats and consequences identified, the controls (barriers) to prevent them occurring are added and tested for suitability.



Incident investigation

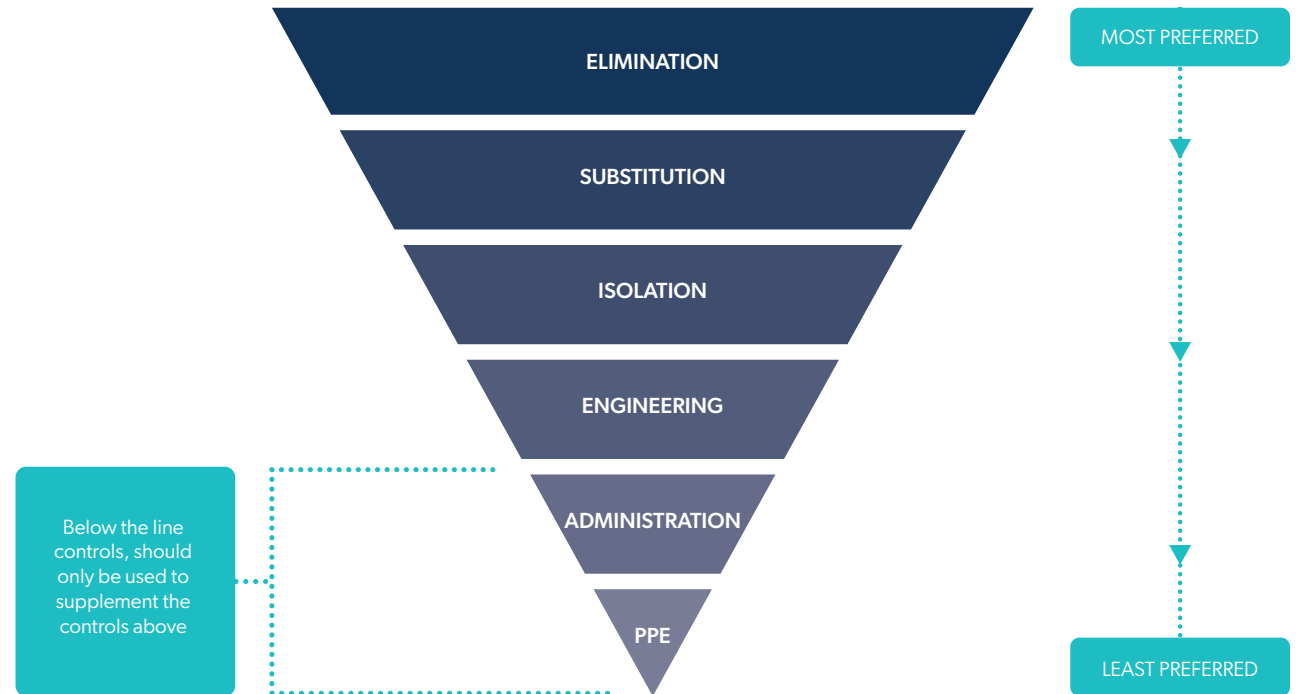
Investigations are initiated for any incident where an actual or potential risk was assessed as moderate or above. However, the local manager, senior managers, or the HSEQ team may initiate an investigation for lower risk incidents, for example, if there had been multiple events of a similar incident.

The investigation process identifies any corrective actions required and if (and what) improvements can be made to the management system to mitigate risks going forward.

Corrective actions identified following investigation of a hazard or incident apply the hierarchy of controls to seek continuous improvement of safety systems and thereby minimise risk, or eliminate if possible.



GeelongPort follows the ISO 31000 Risk Management process where the business seeks to implement the highest level of control for critical risk, often referred to as the Hierarchy of Control.



We always seek to have more than simply administrative and PPE controls. Our preference is to eliminate the risk or substitute the risk for a lesser risk.

Through our ISO 45001 and ISO 9001 accreditation we ensure the quality of processes and the competency of those who carry them out.

Training

When an employee joins the team we conduct a Training Needs Analysis based on their role. This is documented in our electronic Learning Management System (LMS). Training is assessed either with follow up activities, questions or on the job assessment, depending on the type and level of training being provided. Records, completion and currency of training is tracked in the LMS.

GeelongPort ensures the required training occurs for relevant tasks, whether this is a legislative requirement, or additional Verification Of Competency (VOC) related training. For example, driving a Franna Crane requires a specific high-risk licence. As part of GeelongPort's Critical Risk Control program, we run a VOC program over and above legislative requirements to verify competency by a qualified trainer / assessor. While an employee may have obtained a state based or national licence, for example, driving a crane, the employee is still required to demonstrate competency under this VOC program using the specific equipment at GeelongPort.

Other specific training includes the following:

- Hazard Identification, Risk Assessment and Control (HIRAC) training (process how to raise a hazard, document and risk assess)
- GeelongPort Environmental Standards Training (interpreting legislative requirements into day-to-day port activities)
- Hazardous Chemical Awareness training
- BowTie Risk Management Awareness
- Biosecurity Awareness course
- Warden Emergency Training course
- First Aid and CPR Refreshers courses
- New employee HSEQ Induction course
- Health and Safety Representative course
- Contractor Supervisor course.

The HSEQ team conducts periodic reviews of training material and outcomes. These reviews include assessing employee feedback and subject matter expertise, conducting further training and environmental scans, determining areas for improvement, and ensuring training is current and relevant. All training is provided free of charge to employees and is carried out on company time.





CASE STUDY:

Improving hazard identification using the BowTie tool

GeelongPort is always looking for ways to improve hazard and risk identification and mitigation.

Introducing BowTie, a risk management tool, has helped team members to identify risks not considered previously which can lead to improved safety outcomes.

It was used to identify specific risks when erecting under wharf scaffolding out of a work boat to conduct berth related repairs. The team identified the working conditions and location as a threat and suggested controls or barriers, to keep this work area safe.

The BowTie tool helped the team to visually represent risks and assess the number and level of controls and the appropriateness of controls to minimise or eliminate risk. This systematic approach firstly identified the hazard and unwanted event. The potential causes or threats that would lead to the unwanted event occurring are listed on the left and the consequence that could happen if the unwanted event did occur appear on the right. With the hazard, unwanted event, threats and consequences identified, we then add the controls or barriers that are in place to prevent the event occurring or that would mitigate the potential consequence.

Once the BowTie was mapped out, it was clear who, how and what communications were to take place. After identifying that a wave wake could cause a major injury to workers under the wharf, the team identified that Marine Controllers need to be notified about works to ensure there were no passing boats to induce a wave wake.

The process of mapping the risks led to good discussions and the team broadened their list of critical stakeholders.





05.

Our Stakeholders

Our Stakeholders

Stakeholder relations is a material issue for GeelongPort due to the nature and location of our operations.

GeelongPort has a responsibility to build strong relationships with both internal and external stakeholders and work with them to keep them informed of activities that may affect them.

Our stakeholders include neighbours, community members, customers, contractors, employees, media and other businesses.

We identify our stakeholders through a thorough stakeholder mapping process, which considers all areas of the business and individuals or groups engaged or impacted.

Potential negative impacts can occur due to the actions of our staff or GeelongPort contractors and users. They may have long-term and short-term effects likely related to individual incidents.

While stakeholder engagement is delegated by the Board to senior management and delivered by the Corporate Affairs team, all team members are encouraged to communicate and engage with their stakeholders. All formal stakeholder engagement is reported to the Board via an update in the quarterly Board report.

GeelongPort employees must build stakeholder engagement in all business projects, from minor maintenance works to large-scale construction projects.

Stakeholder engagement is supported by various policies and commitments, including:

- Stakeholder and Community Engagement Policy
- Complaints Compliments Handling Policy
- GeelongPort Communications Procedure.

To ensure meaningful consultation with stakeholders, we use the IAP2 stakeholder engagement model to tailor engagement for each individual and group - from informing to empowering them.

We track the effectiveness of our stakeholder engagement via a Corporate Affairs Risk Register and monitor the effectiveness of actions, including progress toward the goals and targets against our overall GeelongPort stakeholder engagement strategy. Lessons learned are reviewed annually and incorporated into our operational policies and procedures.



Engagement happens in a variety of formal and informal ways. One way GeelongPort stays connected is via our Community Liaison Group (CLG). Our CLG provides a forum for dialogue between GeelongPort, the community, business, industry, and government on port-related matters.

Members include representatives of the Greater Geelong community, community groups and organisations that have a strong interest in the port and our growth projects. Members must attend at least four meetings a year and share information about GeelongPort's projects and engagement activities with the broader community.

This group provides essential feedback on how our operations impact the community and whether this is perceived positively or negatively.

In 2021-22, the CLG received regular environment updates and learned about the positive economic impact the new Spirit of Tasmania terminal would have on the local community.


Through our online Engage hub, the wider community can access information and provide feedback on initiatives that benefit the region. The online hub was a successful engagement tool for our Spirit of Tasmania construction project. Stakeholder insights help us design how we manage material topics and understand the effectiveness of our actions.

Other engagement tools include the GeelongPort website, the media, and social media.



Stakeholder engagement

Our approach varies depending on the topic and stakeholder, as outlined in the table below:

Stakeholder Group	Engagement methodology	Key Engagement Topics	Stakeholder Group	Engagement methodology	Key Engagement Topics
 Employees	<ul style="list-style-type: none"> Engagement survey Performance reviews Onboarding and leadership development programs Port Outlook quarterly team meetings Bi-monthly engagement sessions Health and wellbeing portal Daily and monthly Tool Box Port Pulse newsletter Email 	<ul style="list-style-type: none"> Business strategy and operations Operational performance Health and wellbeing Workplace culture and belonging Community engagement Environmental management 	 Shareholders	<ul style="list-style-type: none"> Quarterly Board meetings Directors' updates Project steering committees 	<ul style="list-style-type: none"> Business performance Corporate strategy and operations Project governance Workplace culture Health and wellbeing
 First Nations and Local Communities	<ul style="list-style-type: none"> Community Liaison Group quarterly meetings North Shore Residents Group monthly meetings Project related consultation sessions Reconciliation Working Group meetings and education sessions Sponsorships and in-kind support 	<ul style="list-style-type: none"> Port operations Port development Trade and economic impact Community support Sustainability programs 	 Industry Peers	<ul style="list-style-type: none"> Ports Australia working groups Representation on various government port and freight working groups 	<ul style="list-style-type: none"> Port development Supply chain management Freight and logistics networks Environment and sustainability management Port safety and security
 Customers	<ul style="list-style-type: none"> Regular meetings Annual engagement survey Email Website Social media 	<ul style="list-style-type: none"> Port performance Business development Port operations and infrastructure Port Security Environmental management Works notifications 	 Regulators	<ul style="list-style-type: none"> Regular feedback and information sharing through enquiries and other reporting obligations 	<ul style="list-style-type: none"> Regulatory compliance
			 Media	<ul style="list-style-type: none"> Relationships maintained through Corporate Affairs function 	<ul style="list-style-type: none"> Proactive media reporting Reactive media reporting



CASE STUDY:



Bringing the Spirit of Tasmania project to life through stakeholder engagement

GeelongPort worked closely with stakeholders and the community to deliver genuine collaboration during the planning and delivery of the new Spirit of Tasmania terminal.

Local community members, the North Shore Residents Group (NSRG), were highly interested in the relocation of Spirit of Tasmania to Geelong as they live, work and play in close proximity to the new terminal.

The group was concerned about what the operation of the new Spirit of Tasmania terminal would mean

for traffic, parking and amenities in the local area. GeelongPort conducted monthly online meetings between October 2020 and October 2022 and provided multiple opportunities for the NSRG to influence decisions about the project.

The group helped shape the construction methodology and terminal precinct design, including input into the design of safety treatments along the new shared user path to improve safety for pedestrians and cyclists, feedback on the need for infrastructure to support a

future shore power connection at the terminal and guidance on how GeelongPort should communicate with the broader community.

GeelongPort also closely engaged with local traditional owners, the Wadawurrung Traditional Owners Aboriginal Corporation (WTOAC), throughout the project. With their support we incorporated Indigenous landscape design and local Indigenous art and themes into the terminal design.

Reconciliation

GeelongPort launched its first Reflect Reconciliation Action Plan (RAP) in November 2021. We are committed to being an active participant and making meaningful contributions to Australia's reconciliation journey. We recognise and value the special place that First Nations peoples have in the history of our nation and to all that inhabit it.

Our RAP comprises four key components – relationships, respect, opportunities and governance.

Relationships is focused on building networks and connections with other like-minded organisations and individuals. GeelongPort has established a relationship with Wadawurrung Traditional Owners Aboriginal Corporation and is exploring opportunities with other organisations that have RAPs to collaborate with, learn from and share experiences.

Respect includes building our individual knowledge and understanding of the Wadawurrung Traditional Owners of the lands and waters on which we operate and to increase our understanding of the purpose and significance behind cultural protocols. To do this our employees have participated in cultural awareness sessions as well as celebrating NAIDOC Week and National Reconciliation Week.

We are also focusing on building confidence in acknowledging Traditional Owners and have provided employees with training to upskill in this area.

Opportunities is about creating opportunities for First Nations peoples, whether as individuals or businesses, where we can work together and provide support.

As part of the Reflect RAP GeelongPort is exploring opportunities to support First Nations employment and beginning to embed processes that will ensure Indigenous owned businesses are considered as part of the procurement process.

Governance is the framework and structures that support our reconciliation journey. This includes having buy-in from senior management and understanding and providing the resources required to successfully execute the Reflect RAP.



CASE STUDY: GeelongPort Reconciliation Action Plan Launch



Artwork Story

'This artwork represents Dja (Country). It depicts Bunjil, our Creator as we see him fly over Wadawurrung Country.

Wadawurrung Country consists of two bodies of water, saltwater and freshwater. Our waterways are lined with river red gums following the creek to the open waters. The landscape consists of river red gums and eucalypt leaves for peace on Country.

When on Country, we hear Parwang (the Magpie) and Waa (the Crow) talking together on Country. During morning walks along the waters, you will hear the sound of Parwang as the sun rises over the waters. The sound of Waa calling echoes through the land and Kunuwarra (the black swan) flies over the saltwater now known as Corio Bay.

Saltwater country is where we spend time gathering and collecting. It is the place where we find nourishment in seafood. There are plenty of fish and seafood species in the water that Wadawurrung people fished and collected for food. As people we connect to creeks and rivers. The water of the bay and creeks that flow is the home of the shell foods that Wadawurrung people lived on and the shells collected by women for jewelry.



Our inland, the mountain country is a place of resources for tool making, medicines, foods and fibres. The sand and cliffs is a place of gathering to sit around fire cooking fresh seafood. Sitting along the sandy cliffs, collecting along the shoreline of the waters. The You Yangs provided hardwood for tool making. We always burnt line markings indicating our presence into wooden implements.

The footsteps depicts our Ancestors walking on Country, and today the coming together through the Reconciliation Journey sitting down together. It is the visual embodiment of Wadawurrung and GeelongPort developing this Reconciliation Action Plan together. The handprints stamping the commitment to reconciliation by both parties. Today, many people walk the Karndoor-Kapa Track which means follow the Norlane Corio track.'

Bj O'Toole

This artwork was specifically commissioned for GeelongPort under the management of Dreamtime Art Creative Consultancy. The original painting hangs proudly in the GeelongPort head office.

Community engagement and support

To achieve our ambition of being Australia's most sustainable port, GeelongPort seeks initiatives to contribute positively to the local community.

We achieve this by maintaining open and transparent dialogue with the Traditional Owners of the lands and waters where we operate, residents and community groups and building partnerships through our sponsorship program.

GeelongPort currently supports a range of organisations and events. Our focus is on supporting organisations that add value by:

- Demonstrating community benefit
- Being active or located in the Geelong region
- Having an environmental focus
- Focusing on community wellbeing.



Ocean Mind

Using a simple mix of surfing, mentoring and fun, Ocean Mind provides therapeutic surf programs for young people who are experiencing mental health challenges, social isolation and disabilities. They create a therapeutic environment for young people to challenge themselves, learn new skills and flourish.

GOFC Football Coaching

GOFC is a local organisation with a vision to deliver outstanding coaching to develop young soccer players in our community and provide them with the support to reach their full potential.

Through our sponsorship, local kids can proudly represent their clubs and the Geelong region at the Country Leagues Football Association Junior Championships.

Mission to Seafarers

Mission to Seafarers is an international mission of the Anglican Church that cares for the practical and spiritual welfare of seafarers of all nationalities and faiths.

The Mission to Seafarers ship visiting program supports crew who do not receive shore leave and is a vital service to ensure these crew have the provisions and support they require. Each year we provide Christmas gifts for crew aboard visiting ships.

Surf Coast Trek

A 40km fundraising walk from Aireys Inlet to Torquay, the primary aim of Surf Coast Trek is to raise funds for Give Where You Live and the Kids Plus Foundation. Both organisations provide important services to the Greater Geelong community.

GeelongPort sponsors the general lunch stop for trekkers at Point Addis located between Anglesea and Torquay.

In 2022, GeelongPort entered a team in the fundraising walk who fundraised \$5,269 for the charities.

North Shore Football and Netball Club

Through our sponsorship of the North Shore Football and Netball Club, we aim to support families in the northern suburbs of Geelong and increase children's participation in sport, encourage physical activity, build community capacity and improve social connection.

The Corio Little Athletics Centre

Comprising five clubs - Bell Park, Corio South, Corio West, Golden Plains and Lara – the Corio Little Athletics Centre brings children aged between 5 and 15 years together to compete at the Avalon Airport Athletics Arena in Corio on Saturday mornings.

Through GeelongPort's sponsorship we aim to make it easier and more affordable for local families to participate.



CASE STUDY: Ocean Mind

GeelongPort has been a sponsor of Ocean Mind for the past five years and we are proud to support their programs to help young people experiencing mental health challenges, social isolation and disabilities.

Our journey with Ocean Mind began in early 2018 when one of our employees shared the benefits of the Ocean Mind program. The value Ocean Mind provides through its therapeutic surf courses is immense, helping young people who are experiencing challenges in their lives.

GeelongPort plays a key role in helping Ocean Mind maximise the reach of programs, ensuring they help more and more young people each year.

GeelongPort's sponsorship has helped Ocean Mind purchase one of the two Ocean Mind vans that are key to the delivery of their programs.

Founder and CEO Rachael Parker said the partnership provides critical benefits to young people.

"GeelongPort have been a great supporter of Ocean Mind. For the last three years they've supported us to have a van and have all the equipment that we need to run our programs independently of surf schools.

"This has meant we've been able to grow the amount of support places there are for young people. And now this year we've been able to offer one hundred places to young people which is astronomical."





06.
Governance



Our governance targets

KPIs and Annual Targets are developed to encourage continuous improvement:

8 DECENT WORK AND ECONOMIC GROWTH



CYBERSECURITY EMPLOYEE TRAINING

TARGET

100%

ACTUAL

100%

COMMENTARY

All staff received cybersecurity training.



STAFF TRAINED IN ABC AND CODE OF CONDUCT

TARGET

100%

ACTUAL

100%

COMMENTARY

Due to extended leave, not all employees completed the training within the timeframe.



Overview of governance structure

GeelongPort is governed by a Board of Directors representing joint venture partner owners Linx Cargo Care Pty Ltd (a wholly owned subsidiary of Brookfield Pty Ltd) and SAS Trustee Corporation, Australia.

The Board currently comprises four non-executive Directors. Appointments are made pursuant to clause 6.2 of the GeelongPort Constitution adopted on 28 October 2005, and the remuneration of Directors is per clause 6.5.

GeelongPort Board:

Vincent Tremaine AM (Chair)

Independent Director
Appointed: 10/08/2021

Mr. Tremaine has extensive experience in infrastructure, transport and ports, as well as manufacturing, printing and publishing industries. He has a track record in nonexecutive director and chair positions, and was the CEO of Flinders Ports Holdings for 16 years.

Mr Tremaine also has a background in strategy and business development, governance/audit, commercial and manufacturing, and financial analysis.

Scot Taylor

Independent Director
Appointed: 10/08/2021

Mr. Taylor is an experienced commercial, financial and strategic advisor across public and private sectors.

Mr. Taylor has extensive experience in the freight, port, rail and logistics sectors in operational and strategic roles spanning sales, strategy, commercial, marketing and operations. Over the past 12 years this experience has been applied in assisting government agencies, associations, infrastructure and super funds, and private enterprises to develop and implement strategic initiatives and to complete investment opportunities with a focus on understanding the potential of the underlying freight infrastructure assets.

Ray Neill

Managing Director, Brookfield
Appointed: 16/08/2021

Mr. Neill is a Managing Director in Brookfield's Infrastructure Group, responsible for leading business development and transaction execution in Australia and India.

Mr. Neill joined Brookfield in 2010, following Brookfield's acquisition of the Australian-listed company, Prime Infrastructure, where he worked as an investment analyst. Mr. Neill serves as a Board member on several of Brookfield's operating companies including Arc Infrastructure, Dalrymple Bay Coal Terminal and Patrick Corporation. Previously, Mr. Neill worked in the transport group of the strategy consulting firm Booz and Co.

Mr. Neill holds a bachelor's degree, with honours, in engineering from the University of Queensland and a Graduate Diploma in Applied Finance from the Securities Institute of Australia.

Jonathon Sellar

Managing Director, Brookfield
Appointed: 01/01/2019

Mr. Sellar is a Managing Director and Chief Operating Officer for Australia in Brookfield's Infrastructure Group, responsible for the asset management function in Australia.

Mr. Sellar joined Brookfield in 2010, following Brookfield's acquisition of the Australian Listed company, Prime Infrastructure, where he served as the Chief Financial Officer since 2002. Previously, he held senior roles at InterGen Australia and at PricewaterhouseCoopers.

Mr. Sellar holds a Bachelor of Business (Accountancy) from the Queensland University of Technology and has been a member of the Institute of Chartered Accountants in Australia since 1996.

Overview of governance structure

Vincent Tremaine is the current Chair of the Board and is independent to the management of GeelongPort. The Chair rotates annually between the shareholders as per the shareholding agreement.

The Board is aware of broader risks related to GeelongPort's impacts on the economy, environment and people. The Board reviews the most significant risks identified in the Port's master risk register prior to every quarterly Board meeting and can provide feedback accordingly. The Board has decision making power for all decisions that sit within their delegation and through this process considers the outcomes of impacts and approves key projects.

Key impacts on economy, environment and people (such as Critical Risk Controls and customer NPS) are monitored by the management team and communicated to the Board via the quarterly Board reporting process. Any critical impacts are conveyed immediately to the Board informally by Management. Through this monitoring and reporting, the Board has the opportunity to review the effectiveness of GeelongPort's processes to manage the impacts it has on the economy, environment and people.

The Board is responsible for reviewing quarterly reports on sustainability and has reviewed GeelongPort's most recent materiality assessment. Directors are required to review and approve sustainability initiatives when they sit within the Boards' delegation. To date, most sustainability initiatives haven't exceeded the amount needed to meet the threshold for Board approval but they are presented for review.

Board Committees

The Board may from time to time establish and delegate powers to committees, in accordance with GeelongPort's Constitution, to assist in the discharge of its responsibilities.

GeelongPort had one Board committee in FY22, which was the Project Spirit steering committee, established for the development of the Spirit of Tasmania terminal project. Due to the size of the organisation, committees are only established for significant projects to endorse decisions.

Delegation to the CEO and Management

The Board delegated authority for the day-to-day management of GeelongPort to the CEO and management, who manage GeelongPort according to the strategy, budgets, policies and delegations approved by the Board.

Through the instrument of delegation the CEO and Leadership Team manage the business operations including the development and updating of GeelongPort's purpose, values and mission statement, strategies, policies and goals related to sustainability which is then approved by the Board. The most recent delegation framework was approved by the Board on 18 August 2022.

The Leadership Team is also responsible for managing GeelongPort's impacts on the economy, environment and people and this responsibility is delegated to employees across the business who take a shared responsibility for impact which is reflected in individual performance plans.

The CEO provides quarterly reports to the Board to ensure it is fully informed of all material matters. The Board monitors the decisions and actions of the CEO and the performance of the business as a whole.



Managing Risk

GeelongPort takes a proactive approach to managing risk by assessing opportunities and threats associated with the local, regional and global economic, social, political, cultural, legal, environmental, regulatory and competitive environments.

Assessment of risk is undertaken with the expectations of key stakeholders front of mind and with consideration to our capabilities, goals, objectives, strengths and weaknesses.

We commit to cooperating in the remediation of negative impacts that we may cause, or contribute to, through functional areas of the business.

Some GeelongPort policies that relate to the remediation of impacts include:

- Complaints and Compliments Handling Policy
- Grievance Resolution Policy
- Health and Safety Policy
- Environmental Policy.

GeelongPort aims to eliminate the risk of a grievance arising in the first place by identifying and controlling our highest material risks as a priority. Where a grievance or concern may arise, we cooperate fully in the remediation process to address any perceived or actual negative impacts.

GeelongPort engages a number of different processes to address negative impacts that may be raised by stakeholders including, but not limited to, reporting incidents; conducting investigations; identifying relevant causal factors; resolving problems and grievances promptly, sensitively and confidentially; and taking action to prevent recurrence.

GeelongPort is committed to an environment where open, honest communications are the expectation, not the exception. Employees, port users, customers and local community are encouraged to have an open dialogue about any grievances or concerns. However, where this is not possible individuals can contact the GeelongPort anonymous and confidential whistleblower hotline to raise concerns about GeelongPort's conduct or report any instances where they believe a violation of policies or standards has occurred. GeelongPort facilitates regular review meetings with key customers and port users which enables operational and service-related issues to be raised and discussed.



This process has proven effective in identifying issues and developing a mutually agreed resolution before they escalate.

Local community can make complaints via email, phone, website and our *Engage* project engagement site. These complaints are recorded in our Corporate Affairs Risk Register and we assess and monitor them against our complaints flowchart process.

During the construction of the Spirit of Tasmania terminal we maintained an enquiries and complaints register. All complaints were addressed following our enquiries and complaints procedure and feedback was used to shape the construction methodology and terminal precinct design, including input into the design of safety treatments along the new shared user path to improve safety for pedestrians and cyclists.

GeelongPort uses the customer satisfaction survey, employee engagement survey and annual management review to inform whether grievance mechanisms are effective.



Case Study:

Supporting charities through our IT transition

During our IT transition in FY22, we partnered with Pony Up for Good to divert 95% of equipment from landfill and donate 862 meals to SecondBite.

In the first phase of our IT transition, we enhanced our technology services to implement additional information security controls, address evolving cybersecurity risks and support the needs of existing and new port users.

We identified that existing equipment needed to be retired, and in line with our focus on sustainability, we partnered with social enterprise Pony Up for Good to collect 367kg of technology.

56.4% of the equipment was reused and the remainder was recycled with a 95% diversion from landfill.

In line with Pony Up for Good's purpose, the re-marketing of the technology enabled GeelongPort to donate 862 meals to SecondBite.

The packaging from new equipment was also recycled where possible.



Responsible Business

GeelongPort values human rights and is committed to ensuring that all business is conducted according to ethical, professional and legal standards in a fair, honest and open manner.

This commitment is supported by the following policies which have been developed to cover all GeelongPort activities and business relationships:

- Code of Conduct (Conflict of Interest)
- Anti-Slavery and Human Trafficking
- Anti-Bribery and Corruption
- Sustainability
- Procurement
- Email and Internet Use (Cyber Security and Data Protection and Privacy)
- Equal Employment Opportunity
- Prevention of Bullying, Harassment and Discrimination Policy
- Family Violence
- Environmental Standards.

The Code of Conduct and Anti-Bribery and Corruption Policy have been approved by the Board and all other policies have been approved by the CEO with delegated authority from the Board.

These policies apply to all GeelongPort Directors, officers and employees and are communicated to all business partners, contractors and suppliers who are also expected to comply. The Leadership Team are responsible for oversight of policy adherence for their functional area of the business.

Responsibility for implementation is allocated to all employees in a number of ways including through position descriptions and inclusion in annual personal performance goals.

Subject matter experts have responsibility for writing the strategies and policies related to their areas of expertise and this is cascaded to teams to be applied as appropriate. The CEO has delegated authority for the introduction, management, review and approval of policies.

While these policies are not publicly available, they are communicated with all relevant stakeholders such as port users and customers as required, and employees are trained regularly including as part of the on-boarding and induction processes. Where there are compliance obligations or items that are deemed to be of material risk, training is mandatory and conducted on an annual basis.

As part of the GeelongPort procurement and contractor management process evaluation, criteria are set prior to going out to tender and non-conformance mechanisms are built in to contracts so that business relationships can be managed appropriately if contractors do not adhere to policies.

Modern Slavery

In October 2021, GeelongPort introduced its Anti-Slavery and Human Trafficking policy as part of its commitment to respect human rights, with particular focus on modern slavery throughout its supply chain. This policy was developed in alignment with the *Modern Slavery Act 2018* (Cth) to protect the rights of vulnerable workers and children.

GeelongPort is not yet legally required to submit a Modern Slavery Statement but has established a working group to begin addressing the risk of modern slavery with our supply chain as it recognises the role we play and the responsibility it has as a critical link in the transport supply chain.

Conflicts of Interest

Directors have an ongoing obligation to disclose to the Board immediately any actual, potential or perceived conflicts of interest which may exist, as soon as they become aware of the issue. A Notice of Directors Interest is submitted by each director prior to each Board meeting. Directors are required to disclose a potential conflict of interest in relation to a specific decision and to abstain from voting where appropriate.

Conflicts of interest are not disclosed publicly but Directors disclose potential conflicts to shareholders via the Board. The GeelongPort Code of Conduct and Anti-Bribery and Corruption Policy has specific provisions in relation to conflicts of interest, which requires employees and directors to declare all perceived or actual conflicts of interest and avoid situations in which an employee or Director's personal interests conflict with the interests of the company or others as clients of the company.



07.

About this Report

About this Report

This is GeelongPort's inaugural sustainability report and covers the period 1 July 2021 to 30 June 2022. Sustainability reporting will occur annually at the conclusion of each financial year, aligned to financial reporting.

The reported information has been reviewed and approved by the CEO. The FY22 Sustainability Report was developed by an internal working group made up of representatives from different functions from across the business. It was led by the HSEQ team and reviewed by the Legal team to provide reasonable assurance regarding the achievement of its objectives. The material topics were determined from the materiality assessment and approved for inclusion in this report by the CEO.

This report was published on 28 February 2023.

GeelongPort has not made any restatements of information in the reporting period.

GeelongPort Pty Limited (GeelongPort) is a 50:50 joint venture between Linx Cargo Care Pty Ltd and SAS Trustee Corporation, Australia. GeelongPort Pty Limited operates and maintains selected Port of Geelong assets on behalf of the asset owners, Ports Pty Limited.

GeelongPort Pty Limited is the entity included in this report. The Port of Geelong Unit Trust is a passive unit trust and therefore does not report for sustainability purposes. GeelongPort Pty Limited is the operator of the assets owned by the Port of Geelong Unit Trust (operated under an operating agreement between the entities).

The Port of Geelong Unit Trust is the owner of the majority of the Ports' assets.





Industry Memberships and Associations

GeelongPort is a member of the following organisations:

- G21 Geelong Region Alliance
- Geelong Manufacturing Council
- Ports Australia
- Enterprise Geelong
- Australian Logistics Council
- Geelong Chamber of Commerce
- Committee for Geelong
- Geelong Defence Alliance.

Certifications

GeelongPort holds the following certifications:

- ISO 14001, ISO 9001, and ISO 45001 management systems
- ECO SLC Port Environmental Review System (PERS) - The EcoPorts Port Environmental Review System is a program designed to assist ports to implement an environmental management program that aligns with the recommendations of the European Sea Ports Organisation (ESPO), guidelines of other national port associations, guidelines of national governments and of

other international organisations such as the United Nations. PERS incorporates the main generic requirements of ISO14001:2015, to which GeelongPort is certified. However, PERS is adapted to deliver effective and specific port environmental management, and its implementation is independently certified by Lloyd's Register.

GeelongPort undertakes several assurances and audits to support the integrity of its reporting.

While this report has not been assured in its entirety, GeelongPort engaged GHD to undertake an independent Limited Assurance Audit of the total amount of scope 1, scope 2 and scope 3 greenhouse gas emissions (t CO₂-e) under GeelongPort's organisation operational control during FY2022.

View the Assurance Audit letter on pages 78-80.

GRI Content Index – Advanced Service

GeelongPort has engaged the GRI Content Index – Advanced Service to review the report's GRI content index as a whole, covering all disclosures and omissions.

The Content Index - Advanced service covers:

- A complete health check of the GRI Content Index
- A review of the structure and presentation of all disclosures included (covering topics such as materiality assessment, governance as well as the Sector Standards)
- A review of the reasons for omission, to help ensure that these are presented in the best way possible.



Independent Assurance Statement on GeelongPort Pty Ltd's Scope 1, Scope 2 and Scope 3 GHG Emissions Reporting – Sustainability Report 2022

To the Management of GeelongPort Pty Limited (GeelongPort)

We have undertaken a limited assurance engagement of GeelongPort's:

- Total amount of scope 1, scope 2 and scope 3 greenhouse gas emissions (t CO₂-e) under GeelongPort's organisation operational control during the 2021-22 financial year.
- Greenhouse gas (GHG) statement (emission amounts) reported in GeelongPort's Sustainability Report, consisting of the following totals:
 - Scope 1 – 336 tCO₂-e
 - Scope 2 – 1684 tCO₂-e
 - Scope 3 – 82,462 tCO₂-e

The Climate Active Carbon Neutral Standard for Organisations was used as the criteria for the limited assurance engagement.

GeelongPort's responsibility for subject matter

GeelongPort is responsible for preparing the GHG Statement in accordance with the applicable criteria, under the ClimateActive Carbon Neutral Standard for Organisations. This includes the design, implementation and maintenance of internal control relevant to the preparation of a GHG Statement that is free from material misstatement, whether due to fraud or error.

Our independence and quality control

We have complied with the relevant ethical requirements relating to assurance engagements, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. The firm applied Auditing Standard ASQC1 Quality Control for Firms that Perform Audits and Reviews of Financial Reports and Other Financial Information, and Other Assurance Engagements, and accordingly GHD maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our responsibility

Our responsibility is to express an opinion on the GHG Statement based on evidence obtained. We conducted the limited assurance engagement in accordance with Standard ASAE 3000 Assurance Engagements other than Audits or Reviews of Historical Financial Information, the National Greenhouse and Energy Reporting (Audit) Determination 2009, the Clean Energy Regulator's Audit Determination Handbook Chapters 2, 3, 4 and 6, and Climate Active Third-party validation guidance and limited assurance audit procedures for Carbon Neutral Certification Version 2. This requires that we plan and perform the engagement to obtain limited assurance about whether the GHG Statement is free from material misstatement.

A limited assurance engagement involves performing procedures to obtain evidence about the quantification of emissions. The nature, timing and extent of procedures selected depend on the assurance practitioner's judgement, including the assessment of the risks of material misstatement, whether due to fraud or error, in the GHG Statement. In making those risk assessments, GHD considered internal control relevant to GeelongPort's preparation of the subject matter. A limited assurance engagement also includes:

- Assessing the suitability of GeelongPort's use of the reporting criteria for the GHG Statement, as the basis for preparing the GHG statement
- Evaluating the appropriateness of quantification methods and reporting policies used, and the limitedness of estimates made by GeelongPort
- Evaluating the completeness and accuracy of recording, aggregation and transcription of source data

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Summary of Work Performed

The procedures we conducted in our limited assurance engagement included:

- Interviews conducted to gather evidence
- Site visit at GeelongPort premises
- Analysis of procedures the audited body used to gather data
- Testing of calculations the audited body performed
- Identification and testing of assumptions supporting the calculations

Experience and Qualifications of Audit team

Tom Young – Audit team leader, Lead Greenhouse Gas Auditor, RGEA Category 2 (Reg: 0137/2011)

Sue Trahair – Peer reviewer, RGEA Category 2 (Reg: 0007/2010)

Claire Marshall – Audit team member, Senior Environmental Engineer (6+ years 'experience)

Mahlet Desta – Audit team member, Environmental Scientist (5+ years' experience)

Use of our statement

This statement has been prepared for GeelongPort in accordance with our engagement terms dated 17 October 2022. GHD disclaims any assumption of responsibility for any reliance on this statement for any purpose other than that for which it was prepared being the reporting on our limited assurance audit.

Whilst our assurance procedures included reviewing information and calculations behind the data, our opinion does not extend to statements, data or information presented therein. It is noted that greenhouse gas emissions quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Inherent limitations

There are inherent limitations in performing assurance—for example, assurance engagements are based on selective testing of the information being examined—and because of this, it is possible that fraud or error may occur and not be detected. An assurance engagement is not designed to detect all misstatements, as an assurance engagement is not performed continuously throughout the period that is the subject of the engagement and the procedures are performed on a test basis. The opinion expressed in our Independent Assurance Statement has been formed on the above basis.

Further Limitations

This report has been prepared by GHD for GeelongPort Pty Limited and may only be used and relied on by GeelongPort Pty Limited for the purpose of reporting on the GHG Statement presented in GeelongPort's 2022 Sustainability Report.

GHD otherwise disclaims responsibility to any person other than GeelongPort Pty Limited arising in connection with this report. GHD also excludes implied warranties and conditions, to the extent legally permissible.

The services undertaken by GHD in connection with preparing this report were limited to those specifically detailed in the report and are subject to the scope limitations set out in the report.

The opinions, conclusions and any recommendations in this report are based on conditions encountered and information reviewed at the date of preparation of the report. GHD has no responsibility or obligation to update this report to account for events or changes occurring subsequent to the date that the report was prepared.

GHD Assurance Audit Statement

Our opinion

Nothing has come to our attention that would lead us to believe that the GeelongPort's emissions reporting within the Sustainability report is not correct and has not been prepared in all material respects in accordance with the relevant Climate Active Carbon Neutral Standard for Organisations.



Tom Young

Lead Greenhouse Gas Auditor, RGEA Category 2 (Reg: 0137/2011)

GHD Pty Ltd

13 February 2023



For the Content Index - Advanced Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for all disclosures are included correctly and aligned with the appropriate sections in the body of the report.

Statement of use	GeelongPort has reported in accordance with the GRI Standards for the period 1 July 2021 to 30 June 2022
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None applicable

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	p75: About this report c. GeelongPort is headquartered at Corio Quay, North Geelong, Australia d. GeelongPort operates in Australia
	2-2 Entities included in the organization’s sustainability reporting	p75
	2-3 Reporting period, frequency and contact point	p75: About this report p79: Contact information
	2-4 Restatements of information	p75: About this report
	2-5 External assurance	p77: Assurance

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	p6-7: Our operations	2-6d	Not applicable	Inaugural report. No previous reporting.
	2-7 Employees	p42-45: Our people	2-7.b.iii 2-7e	Not applicable	GeelongPort had no non-guaranteed hours employees. There was no fluctuation in the number of employees during the reporting period and between reporting periods.
	2-8 Workers who are not employees	p45: Our people	2-8c	Not applicable	There was no fluctuation in the number of workers who are not employees during the reporting period and between reporting periods.
	2-9 Governance structure and composition	p69-70: Overview of governance structure			
	2-10 Nomination and selection of the highest governance body	p69: Overview of governance structure	2-10b	Confidentiality constraints	GeelongPort is not aware of how criteria is applied.
	2-11 Chair of the highest governance body	p69: Overview of governance structure			
	2-12 Role of the highest governance body in overseeing the management of impacts	p59: Our stakeholders p70: Overview of governance structure			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	p28: TCFD: Governance p70: Overview of governance structure			
	2-14 Role of the highest governance body in sustainability reporting	p28: TCFD: Governance p70: Overview of governance structure p75: About this report	2-14b	Not applicable	The Board is responsible for reviewing and approving reported information.
	2-15 Conflicts of interest	p73: Conflicts of interes			
	2-16 Communication of critical concerns	a. Critical concerns that have regulator involvement are reported immediately to the Board by the CEO. A summary of concerns about GeelongPort's potential and actual negative impacts on stakeholders raised through grievance mechanisms are reported to the Board quarterly. b. Throughout the reporting period five critical concerns were reported and they were a mix of operational, environmental and health and safety impacts.			
	2-17 Collective knowledge of the highest governance body	2-17a. No measures to advance collective knowledge were taken in FY22			
	2-18 Evaluation of the performance of the highest governance body		2-18a, b, c	Information unavailable/incomplete	This information is not currently tracked.
	2-19 Remuneration policies	p51: Remuneration	2-19.a	Not applicable	The Remuneration Policy does not apply to the Board who are engaged by the GeelongPort shareholders.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	p51: Remuneration	2-20a ii, iii 2-20b	Not applicable	GeelongPort does not engage remuneration consultants for remuneration policies and proposals.
	2-21 Annual total compensation ratio		2-21a., b, c.	Confidentiality constraints	As a privately listed company, GeelongPort does not publish this information.
	2-22 Statement on sustainable development strategy	p8: Message from the CEO			
	2-23 Policy commitments	p73: Responsible business	2-23a.iii 2-23.c	Information unavailable/ incomplete	<p>a.i. policy commitments are not currently explicitly linked to authoritative intergovernmental instruments.</p> <p>a.iii. GeelongPort does not currently apply the precautionary principle but will consider adopting in future policy reviews.</p> <p>c. There is no legal or regulatory requirement to make policy commitments publicly available. GeelongPort is planning to make these policies public in the future.</p>

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	p73: Responsible business			
	2-25 Processes to remediate negative impacts	p71: Managing risk	2-25d	Information unavailable/incomplete	This information is not currently tracked.
	2-26 Mechanisms for seeking advice and raising concerns	p71: Managing risk			
	2-27 Compliance with laws and regulations		2-27a-d	Not applicable	GeelongPort had no significant instances of non-compliance with laws and regulations during the reporting period.
	2-28 Membership associations	p76: Industry memberships and associations			
	2-29 Approach to stakeholder engagement	p59: Our stakeholders p61: Stakeholder engagement			
	2-30 Collective bargaining agreements	44% of GeelongPort employees covered by GeelongPort Enterprise Agreement 2020. 56% employees not covered by Enterprise Agreement employee conditions are based on a Common Law Contract - National Employee Standards and GeelongPort Policies.			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	p12: What matters			
	3-2 List of material topics	p79: GeelongPort material topics p14: What matters			
Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	p15: Management of material topics p18: Environmental standards p19: Environmental Aspect and Impact Register p20: Water p21: Our water targets p22: Case Study: Saving Water p23: Contaminated land p73: Responsible business	3-3di	Information unavailable/incomplete	GeelongPort does not currently apply the precautionary principle but will consider adopting in future policy reviews.
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	p20: Water p21: Our water targets p18: Environmental standards			
	303-2 Management of water discharge-related impacts	p21: Our water targets p18: Environmental standards			
	303-3 Water withdrawal	p20: Water	b	Not applicable	Zero withdrawals from high water stress areas occur.
	303-4 Water discharge	p21: Our water targets	di,ii and iii	Not applicable	GeelongPort does not discharge any effluent into the receiving environment.
	303-5 Water consumption	p20: Water	c.	Not applicable	Water storage has not been identified as having a significant water related impact.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	p15: Management of material topics p18: Environmental standards p19: Environmental Aspect and Impact Register p27: Emissions and climate change p29: TCFD: Strategy p33: Metrics and targets p34: Our emissions and climate change targets p35: Our emissions footprint p73: Responsible business	3-3d.ii	Information unavailable/incomplete	We plan to electrify our fleet pending approval for capital expenditure.
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p27: Emissions and climate change p33: Metrics and targets p35: Our emissions footprint	305-1d.iii	Not applicable	No significant changes in emissions to trigger recalculations.
	305-2 Energy indirect (Scope 2) GHG emissions	p27: Emissions and climate change p33: Metrics and targets p35: Our emissions footprint	305-2b	Not applicable	No gross market-based energy indirect GHG emissions.
	305-3 Other indirect (Scope 3) GHG emissions	p27: Emissions and climate change p33: Metrics and targets p35: Our emissions footprint p37: Scope 3 emissions	305-3.e	Information unavailable/incomplete	Baseline calculations for Scope 3 not captured.
	305-4 GHG emissions intensity	p36: Our emissions footprint 305-4.c. Scope 1 and Scope 2 emissions are included in the intensity ratio			
	305-5 Reduction of GHG emissions			Information unavailable/incomplete	We can't quantify emissions reduced as a direct result of a reduction initiative.
	305-6 Emissions of ozone-depleting substances (ODS)			Not applicable	GeelongPort does produce, import or export ODS.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions			Not applicable	GeelongPort is not required to hold an environmental permit for the organisation's operations.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	p15: Management of material topics p40: Our social targets p41: Our people p51: Belonging p52: Consultation and participation p71: Managing risk p73: Responsible business	3-3.b.	Not applicable	GeelongPort was not involved in any negative impacts during FY22.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p42: Our employees			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	a. All employees covered by the GeelongPort Enterprise Agreement 2020 are covered by Income Protection which is fully funded by GeelongPort. GeelongPort Common Law Contract Permanent Employees working more than 15 hours per week are covered by Salary Continuance (Income Protection) which is fully funded by GeelongPort. GeelongPort does not provide life insurance, health care, disability and invalidity coverage, retirement provision or stock ownership to any employees. b. GeelongPort only has one location of operation which covers all employees.			
	401-3 Parental leave	p52: Parental leave b & c d. No employees took parental leave in FY21 and left within 12 months e. 100% return to work and retention rate for employees who took parental leave			

Gender	Parental leave type	Leave Commences	Employee Returns
Female	Primary Care Giver 12 weeks paid	Dec 2021	Sept 2022
Female	Primary Care Giver 12 weeks paid	Feb 2022	Mar 2023
Male	Secondary Care Giver 1 week paid	Aug 2021	Aug 2021

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Labor/management relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	p15: Management of material topics p40: Our social targets p41: Our people p52: Consultation and participation p71: Managing risk p73: Responsible business e. No formal KPI metric or proactive measure regarding labour relations but as it is a material topic any disputes or grievances are reported to the Board. To address any lessons learned we apply a continuous improvement approach. KPIs for this disclosure may be introduced in future.	3-3.b., d.ii.	Not applicable	GeelongPort was not involved in any negative impacts during FY22.
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	a. & b. Under the GeelongPort Enterprise Agreement 2020 - Clause 13 Significant Change may be implemented with 21 days' notice.			
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	p15: Management of material topics p40: Our social targets p41: Our people p46: Safe and healthy people p48: Case Study: Oil store upgrade p49: Health and wellbeing p51: Belonging p52: Consultation and participation p53: Systems, frameworks and risk management p54: Mitigating health and safety risks p56: Training p71: Managing risk p73: Responsible business			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Occupational health and safety (continued)					
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p46: Safe and healthy people p53: Systems, frameworks and risk management p54: Mitigating health and safety risks p76: Certifications			
	403-2 Hazard identification, risk assessment, and incident investigation	p52: Consultation and participation p54: Mitigating health and safety risks p55: Mitigating health and safety risks			
	403-3 Occupational health services	p49: Health and wellbeing			
	403-4 Worker participation, consultation, and communication on occupational health and safety	p52: Consultation and participation			
	403-5 Worker training on occupational health and safety	p56: Training			
	403-6 Promotion of worker health	p49: Health and wellbeing p50: Case Study: RU OK? Day			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p53: Systems, frameworks and risk management			
	403-8 Workers covered by an occupational health and safety management system	p53: Systems, frameworks and risk management b. No workers are excluded from this disclosure			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Occupational health and safety (continued)					
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	p47: Safe and healthy people p54: Mitigating health and safety risks f. No workers are excluded from this disclosure	a.iii., iv. & b.iii, iv c.ii e g	Not applicable	No fatalities or high-consequence work-related injuries occurred therefore the number, rate and type of recordable work-related injuries is not applicable. No worker related hazards caused or contibuted high-consequence injury during the reporting period.
	403-10 Work-related ill health	p47: Safe and healthy people p54: Mitigating health and safety risks d. No workers are excluded from this disclosure			
Local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	p15: Management of material topics p40: Our social targets p41: Our people p59: Our stakeholders p61: Stakeholder engagement p65: Community engagement and support p71: Managing risk p73: Responsible business			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	p52: Consultation and participation p59: Our stakeholders p61: Stakeholder engagement p63: Reconciliation p65: Community engagement and support p71: Managing risk			
	413-2 Operations with significant actual and potential negative impacts on local communities	p5: Year in review p14: What matters			

GeelongPort Material Topics

Aligned GRI Topic Standards



Worker health and safety

GRI 403: Occupational Health and Safety 2018



Hazardous substances



Water discharges

GRI 303: Water and effluents 2018



Air pollution

GRI 305: Emissions 2016



Employee engagement

GRI 401: Employment 2016

GRI 402: Labour/Management Relations 2016



Greenhouse gas emissions

GRI 305: Emissions 2016



Contaminated land

None applicable



Stakeholder relations

GRI 413: Local Communities 2016

List of material topics as reported under 3-2-a in GRI 3: Material Topics 2021.

Contact information

For questions relating to this report or reported information, please contact:

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Sustainability Manager

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