



SUSTAINABILITY REPORT

For the year ended 31 July 2022

Extract from 2022 Annual Report

Since our first Sustainability Report was published within our 2017 Annual Report, we have worked to improve the quality of our sustainability reporting each year, endeavouring to provide further transparency about the environmental, social and governance matters which are most relevant to our stakeholders.

In recent years we published a standalone Sustainability Report, however, in 2022 we are again including our Sustainability Report within our Annual Report. This will allow the Sustainability Report to reach our shareholders at the same time as our core published reporting.

All content within this Sustainability Report is subject to a detailed internal review and approval process involving subject matter experts and relevant executives. The Board reviews the disclosures to satisfy itself that the Sustainability Report provides a balanced, accurate and relevant view of our sustainability performance and approves its publication.

As with the rest of our Annual Report, this Sustainability Report applies to the 1 August 2021 to 31 July 2022 reporting period.

OUR APPROACH TO SUSTAINABILITY

Each year, we review and identify the environmental, social and governance (ESG) issues which are material to the decisions of our stakeholders, communities and the long-term sustainability of our business.

This process is informed by the following frameworks:

- ▶ The United Nations Sustainable Development Goals (UN SDGs)
- ▶ Global Reporting Initiative (GRI) Standards (including the GRI's latest impact materiality guidance)
- ▶ Taskforce on Climate-related Financial Disclosures (TCFD) (through separate reporting).
- ▶ Group Risk Management Framework and guidance provided by key bodies, including the International Council on Mining and Metals (ICMM).

While our reporting on sustainability is continually being refined, we have strived to align our approach with disclosure of sustainability metrics and outcomes in accordance with industry specific GRI Standards (GRI-12), which link to UNSDGs. For a full listing of sustainability issues and the associated links to the reporting frameworks, refer to the Sustainability section of our website.

The material topics which have been included within this Sustainability Report following this review are:

ENVIRONMENT

- ▶ Rehabilitation
- ▶ Waste and recycling management
- ▶ Water stewardship
- ▶ Emissions

COMMUNITIES

- ▶ Community engagement
- ▶ Economic development of local and regional communities

OUR PEOPLE

- ▶ Health, safety, and wellbeing
- ▶ Mental health and wellbeing
- ▶ Diversity of board and workforce

Beyond the scope of this report, more extensive data and information about our approach to sustainability will be progressively added to the Sustainability section of our website to provide readily accessible information to our stakeholders.

We intend to continue to review the materiality of specific sustainability related issues to ensure we respond to evolving stakeholder and business priorities and expectations.

OPERATIONS WITHIN THE SCOPE OF THIS REPORT

Unless otherwise specified, the following operations are included within the scope of information provided in this report:

- ▶ Bengalla Mine – Coal mining and rehabilitation and coal marketing^{1,2}
- ▶ New Acland Mine – Coal mining and rehabilitation and coal marketing (currently in care and maintenance)¹
- ▶ West Moreton Operations (Jeebropilly, New Oakleigh and Chuwar) – Rehabilitation
- ▶ North Surat – Exploration and potential future development
- ▶ Queensland Bulk Handling – Port facility
- ▶ Bridgeport Energy – Oil and gas exploration and production
- ▶ Acland Pastoral Company and Bengalla Agricultural Company – Agriculture.

Data tables in the Sustainability Report will report at a Group level, unless specific assets are explicitly called out.

During the reporting period, New Hope divested its 90 per cent interest in the Lenton/Burton development project. Accordingly, Lenton/Burton is not included in this report or in data relating to prior comparative periods.

ENTITIES REFERRED TO IN THIS REPORT

In this report:

- ▶ **“New Hope”** or the **“Company”** refers to New Hope Corporation Limited and, as the context requires, New Hope’s subsidiary entities.
- ▶ **“Bengalla”** refers to the Bengalla Mine and also refers to its operator, the Bengalla Mining Company Pty Ltd, in which a wholly-owned New Hope subsidiary holds an 80 per cent interest.
- ▶ **“Bridgeport”** refers to Bridgeport Energy Pty Ltd and its subsidiary entities. Bridgeport is a wholly-owned subsidiary of New Hope.
- ▶ **“New Acland”** refers the New Acland Mine and also refers to its operator, New Acland Coal Pty Ltd, which is a wholly-owned subsidiary of New Hope.
- ▶ **“QBH”** refers to the Queensland Bulk Handling facility and also refers to its operator, Queensland Bulk Handling Pty Ltd. QBH is a wholly-owned subsidiary of New Hope.

1 KEY SITE: Due to the scale of Bengalla and New Acland relative to the other parts of our business, the disclosures within this report largely focuses on the performance of these two operations, with references to other assets’ performance by exception.

2 New Hope subsidiaries manage the Bengalla Mine and hold an 80 per cent interest in the mine through the Bengalla Joint Venture. For the purposes of this report, data relating to the Bengalla Mine is reported on an operational control (or 100 per cent) basis, rather than based on New Hope’s effective 80 per cent interest, unless otherwise stated.

GOVERNANCE

New Hope's Board oversees and is responsible for sustainability performance against our business objectives, purpose, and values.

The Sustainability and People Committee (SPC), which comprises three members of the New Hope Board, oversees, monitors and reviews the Company's practices and governance in the area of sustainability, environment, climate change, social performance and human rights and security. The charter for the SPC is available on the Company's website.

The SPC also provides input into our annual materiality assessment of ESG issues and receives an update on findings of external reviews to validate the priority material sustainability topics. The implementation of our sustainability priorities is carried out by senior management.

The Company seeks to adopt leading practice and contemporary governance standards, and apply these in a manner consistent with our culture and values. Further information about the governance of the Company is provided in the Company's Corporate Governance Statement which is available in the Corporate Governance section of our website.

The Company's governance framework guides our people and partners to uphold our expectation to act fairly, ethically and in accordance with the law. The framework includes a 'Speak Up' Policy (Whistleblower Policy) to encourage the reporting of potential misconduct, an Anti-Bribery and Corruption Policy, a Modern Slavery Policy and a range of other policies to ensure that our commitment to uphold the highest ethical business practices is fulfilled.

ENVIRONMENT

REHABILITATION

Through our mining activities, the most visible interaction we have with the environment is land disturbance. As part of our commitment to being a responsible operator and in line with our environmental licences, we undertake progressive rehabilitation of our mined land. To achieve this, we have developed a range of practical, achievable solutions which ensure responsible rehabilitation practices are implemented throughout the mine life cycle.

We work to restore and improve land features including contours and vegetation, to optimise water drainage and maximise productive soil characteristics of the disturbed land to support long-term environmental resilience. We take a precautionary approach to environmental management and comply with all relevant environmental laws and regulations. We recognise our operations exist in a broader ecosystem, and therefore also support the preservation and enhancement of nearby ecosystems through funding contributions and volunteering of time.

DEVELOPMENT OF A KOALA HABITAT CORRIDOR AT NEW ACLAND

In the reporting period, through an Enforceable Undertaking agreement with the Queensland Department of Environment and Science (DES), relating to a dispute over the authorisation of mining in West Pit, New Hope committed to invest \$2 million into the development of a koala habitat corridor at the New Acland site. The project will increase rehabilitation outcomes from previously mined areas, and connect and substantially expand existing koala habitats from Lagoon Creek to native vegetation north of Acland town. 100 hectares of land will be planted with eucalyptus, paper bark and other refuge trees, designed to support koala habitat and enhance the standard of rehabilitation post-mining. Bottle Tree Hill, which is an existing conservation area, will also be protected in perpetuity.

Having moved into a care and maintenance phase, planned rehabilitation activities continued as planned at New Acland during the reporting period.

ESTABLISHING HIGH-DENSITY WOODY VEGETATION AT BENGALLA

At Bengalla, New Hope progressively rehabilitates land at a rate consistent with the rate of mine site development. This ensures the area of disturbed land is minimised during the active life of the mine. In the reporting period, 27 hectares were rehabilitated, which is slightly greater than in previous years. Consistent with the environmental licence, rehabilitation activities include establishment of high-density woody vegetation areas, which were not present immediately prior to mining operations. This provides an enhanced and nature-positive outcome. To date, approximately 56 hectares of high-density woody vegetation have been established, improving visual amenity for the towns of Muswellbrook and Denman, and supporting habitat corridors for native fauna as the stands mature. Compared with pastoral grassland, high-density woody vegetation supports greater ecosystem biodiversity and resilience. A total area of 308 hectares has been rehabilitated to pastoral and high-density woody vegetated land at Bengalla since 2005.

As a responsible operator, we believe in the importance of supporting the resilience of the land on which we operate, and the broader natural environment. Recognising this, Bengalla has supported a trial seed mulching program to rehabilitate land surrounding Lake Liddell, with \$21,575 donated to the program through the Bengalla Community Development Fund. This initiative supports biodiversity and resilience of the local ecosystem.

DISTURBED AND REHABILITATED LAND¹

INDICATORS	GROUP TOTAL	NEW ACLAND	BENGALLA	WEST MORETON	BRIDGEPORT
Total cumulative land disturbed (ha)	<4,128	1,524	963	1,441	<200
Total land rehabilitated during the reporting year (ha)	27	–	27	–	–
Total cumulative land rehabilitated (ha)	2,024	690.2	308	1,008	18

¹ Only sites remaining under New Hope control are shown. Land is counted as rehabilitated based on certification processes applying for the relevant site, meaning rehabilitation activities may be ongoing without necessarily being certified during the reporting period.

WASTE COLLECTION AND RECYCLING (WASTE REMOVED FROM SITE)

INDICATOR	YEAR TO 31 JULY 2022	YEAR TO 31 JULY 2021
Total hazardous and non-hazardous waste (tonnes)	3,301	3,709
Total hazardous waste (tonnes)	617	1,014
Total non-hazardous waste (tonnes)	2,684	2,695
Total waste recycled (tonnes)	1,470	1,295
Total hazardous waste recycled (tonnes)	568	522
Total non-hazardous waste recycled (tonnes)	902	773
Percentage of total waste recycled	45%	35%

**WASTE AND RECYCLING
MANAGEMENT**

New Hope adopts a responsible approach to the management of both regulated and non-regulated waste. Our sites have environmental management plans (EMPs) that detail requirements for disposal, tracking, and reporting of mineral and non-mineral wastes. We continue to focus on effective waste stream segregation to maximise recycling and reuse, and ensure compliance with relevant legislative requirements and regulations.

We identify and collect environmentally hazardous (mainly effluents and waste oils) and non-hazardous waste (including scrap steel, mixed solid waste, and timber) and recycle where possible through reliable and regulated third-party providers. Non-mineral waste generated at our sites that cannot be recycled and is considered non-hazardous is disposed of at appropriate landfill facilities by responsible and trusted third-party providers. Hazardous non-mineral waste that cannot be re-used or recycled is collected and removed from site for treatment and specialised disposal.

BENGALLA'S TAILINGS MANAGEMENT

The Bengalla Mine site does not have a tailings dam. Instead, fine reject material is treated, dewatered, and combined with other coarse reject streams generated from the product processing (overburden and rock waste) and conveyed to reject bins. Haul trucks load the reject material for co-disposal with overburden and rock waste, forming the base layer of rehabilitated land. This method reduces void size and removes legacy environmental and safety risks relating to effluent seepage associated with tailings dam management. Processing water is recovered and reused in site operations through dewatering. Additionally, by not operating tailings dams, there is a significant reduction in land disturbance and ongoing rehabilitation requirements at the site.

**DECREASE IN WASTE AND INCREASING
RECYCLING AT OUR OTHER MINE SITES**

With New Acland moving into care and maintenance while we await approvals to resume operations, waste generated at our other sites has remained relatively constant or has decreased since the last reporting period.

WASTE MANAGEMENT INCIDENTS

In the last reporting period, no incidents of waste management non-compliance have been reported.

ENVIRONMENT (CONTINUED)



Before



After

WEST MORETON (CHUWAR) REHABILITATION SITE SURRENDERED

The site of Chuwar was an open cut mine in the 1980s, located in the Ipswich coal fields, less than an hour's drive from the centre of Brisbane. In the reporting period, Chuwar became the first open cut coal mine in Queensland to relinquish its Environmental Authority (EA), and after the reporting period the associated Mining Leases were also surrendered. The Queensland Government critically assessed the project and concluded that all rehabilitation requirements had been met in full, deeming the site safe, stable, non-polluting, and able to support grazing. The rehabilitation work at Chuwar is a clear and practical demonstration of the successful and responsible completion of the full life cycle of a mining project.

WATER STEWARDSHIP

Water is a critical resource in our operations that is also a valuable resource shared with our communities. Recognising this, our sites have individual, tailored water management plans in place which are reviewed on an ongoing basis to ensure that we sustainably manage water resources and manage potential impacts to the environment and other water users.

BENGALLA

The main clean water source at Bengalla is the Hunter River accessed under water licences. Other sources of water include sediment water runoff from disturbed and rehabilitated areas and water from the mine including groundwater inflow.

Water is pumped to dams or collected in sediment traps and settling dams and directed to storage dams for re-use onsite where appropriate.

We also recycle water from both the bathhouse and the vehicle wash bay through the wastewater treatment plant for reuse onsite.

Where reasonable and feasible clean water is redirected away from disturbed areas. To manage above average rainfall our discharge dam provides 700ML of capacity to manage excess water in support of our site water management system. During the reporting period, 840ML was discharged under the Hunter River Salinity Trading Scheme to the Hunter River.

Bengalla also holds credits to discharge water into the Hunter River during periods of high flow and flood flow under the Hunter River Salinity Trading Scheme.

NEW ACLAND

At New Acland, we minimise our impact on the groundwater system by utilising a purpose built 45-kilometre pipeline to transfer recycled wastewater from the city of Toowoomba. The recycled water purchased from Toowoomba city is sufficient for all production activities at the New Acland site, and also services our neighbouring pastoral operations for crop irrigation and stock water. The ability to draw on recycled water provides the mine with significant resilience in periods of drought when the mine is in full operation, eliminates draw from natural waterways and provides a valuable revenue stream for Toowoomba Regional Council from its produced water.

New Acland also makes use of runoff water for dust suppression and in the coal handling and preparation plant.

Groundwater is only used for potable water supply and for bathrooms. No groundwater is used with production activities at the New Acland site.

WATER WITHDRAWAL BY CATEGORY – MINING OPERATIONS¹

CATEGORY	BENGALLA		NEW ACLAND	
	FY21	CY20	FY22	FY21
Surface water captured (ML)	1,969	1,326	1920	1200
Groundwater drawn (ML) ²	139	113	116	339
River water sourced (Bengalla only) (ML)	768	1,147	NA	NA
Recycled water sourced (New Acland only) (ML)	NA	NA	292	428

1 For operating mines for the most recently reported period and prior corresponding period. Bengalla's information is reported on calendar year (CY) basis.

2 Groundwater drawn Includes water drawn into open cut pits, and water drawn for potable use at New Acland. Bengalla groundwater drawn figures shown are for the most recent calendar year.

EMISSIONS

New Hope reports on emissions, energy consumption and energy production to the Clean Energy Regulator annually, in accordance with the National Greenhouse and Energy Report (NGER) scheme legislation. This includes recording and disclosing our Scope 1 and Scope 2 emissions on an operational control basis.

As a site which emits over 100,000 tonnes in Scope 1 emissions, Bengalla is also subject to the Safeguard Mechanism under the National Greenhouse and Energy Reporting Act 2007, which requires net emissions from operations to be kept below applicable baseline limits.

The tables below set out emissions and energy related data across our operations, reflecting data reported through the NGER reporting scheme. Due to timing requirements for reporting data to the Clean Energy Regulator under the NGER reporting scheme after the release of our Annual Report, analysis presented is for the Australian financial year ending 30 June 2021.

Against the prior financial year, the period to 30 June 2021 saw a reduction in New Hope's overall emissions and energy consumption. Contributions to this reduction included the end of mining at Jeebropilly, reducing operations at New Acland, and temporarily reduced operations at Bengalla due to a major scheduled dragline shutdown.

TOTAL EMISSIONS AND ENERGY USE – YEAR ON YEAR

INDICATORS	FY21	FY20
Total Scope 1 and Scope 2 Emissions (tCO ₂ -e)	569,233	702,779
Total energy consumed (Gigajoules (GJ))	3,678,311	3,938,219

The following table shows a breakdown of emissions, emissions intensity, and energy consumed by our operations for the year to 30 June 2021.

OPERATIONAL EMISSIONS AND ENERGY CONSUMPTION – YEAR TO 30 JUNE 2021

INDICATOR	UNIT OF MEASUREMENT	BENGALLA (100% BASIS)	NEW ACLAND	BRIDGEPORT	QBH	OTHER
Total Scope 1 and Scope 2 greenhouse gas emissions	tCO ₂ -e	503,093	40,760	19,072	4,681	1,617
Operational throughput	Tonnes/bbl/tonnes processed	12,277,354 (ROM tonnes)	3,963,215 (ROM tonnes)	258,614 (bbl produced)	4,054,889 (tonnes throughput)	N/A
GHG emissions intensity	tCO ₂ -e/t	0.0410 per ROM tonne	0.0103 per ROM tonne	0.0737 per bbl	0.0012 per tonne throughput	N/A
Total energy consumed	Gigajoules (GJ)	2,808,053	461,832	354,760	33,301	20,365



HYDROGEN AT KENMORE

The Bridgeport Kenmore field produces approximately 3.5ML per year of water associated with oil production. Whilst part of this water is used for stock watering under an authorised beneficial use agreement with the state and local landowners, Bridgeport is in the feasibility stage of a hydrogen generation project from this water. A flash distillation unit (delivered and undergoing testing) driven by a solar array at Kenmore will make distilled water from the produced water and feed an electrolyser sited at Eromanga. The concept is to provide truck and aircraft refuelling capability in the Quilpie Council area by installing solar panels to power a 1MW demonstration electrolyser at Eromanga to generate hydrogen from the produced water. As part of this project a further 4MW of power and 0.5MW of battery storage for the community and industrial users in this remote community area is being considered which can potentially reduce reliance on the national electricity grid by Eromanga residents and reduce their power costs.

ENVIRONMENT (CONTINUED)

EMISSIONS ANALYSIS AND ABATEMENT OPPORTUNITIES

Given the increasing regulatory and community focus on the issue of carbon emissions and the likelihood of lower baseline targets, in 2022 substantial work was carried out to better understand our emissions footprint at our largest operation, Bengalla.

The table below shows the key sources of the mine's Scope 1 and Scope 2 emissions. Approximately 10 per cent of the mine's emissions come from electricity consumption (Scope 2), while 55 per cent is from fugitive emissions (Scope 1) and the balance is from the consumption of fuel in vehicles used on site (also Scope 1).

The 2022 emissions study also identified opportunities for future emissions abatement, with a number of specific potential projects for future emissions reductions identified.

Achievable emissions abatement opportunities with positive value will be the first to be considered for implementation.

In the longer term, opportunities for abatement exist through a decarbonised electricity grid, on-site solar, investment in off-site renewable energy projects, and the potential electrification of our fleet of haul trucks and other heavy equipment. To varying degrees, these opportunities are contingent on technological developments and the federal and state policy environment.

Over time we expect that the learnings from activities carried out at Bengalla will support future abatement work across our other operations.

REGULATORY COMPLIANCE

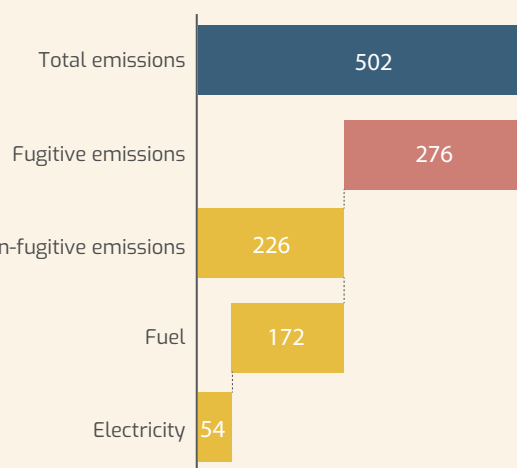
We work closely with our stakeholders, including state and federal government agencies, traditional custodians and our communities, to ensure appropriate business systems and processes are in place to manage compliance with environmental regulatory approvals. We undertake stringent internal compliance auditing on an ongoing basis to measure compliance against environmental obligations and relevant standards.

During the reporting period, there were two environment-related regulatory actions involving New Hope sites:

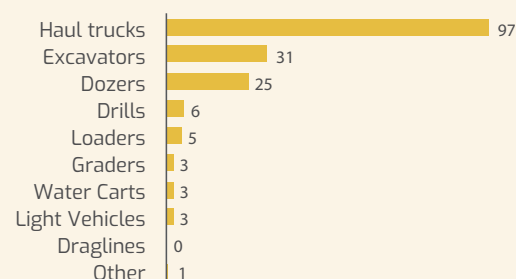
- In April 2022, the Queensland Department of Environment and Science (DES) issued an infringement notice to Bridgeport (Surat Basin) Pty Ltd in relation to an unintentional hydrocarbon release from a flowline at the Moonie field. A penalty of \$13,785 was imposed with the notice.
- In June 2022, New Acland Coal Pty Ltd (NAC) entered into an enforceable undertaking with DES in respect of alleged unauthorised mining in the area known as West Pit, and part of South Pit, at New Acland. Pursuant to the enforceable undertaking, NAC will invest \$2 million into a rehabilitation project to develop a koala habitat.

BENGALLA SCOPE 1 AND 2 EMISSIONS ANALYSIS

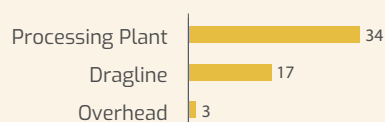
FY21 TOTAL EMISSIONS (SCOPE 1 AND 2) (kt CO₂-e)



FY21 FUEL EMISSIONS (kt CO₂-e)



FY21 ELECTRICITY EMISSIONS (kt CO₂-e)



CCUS AT MOONIE

Bridgeport's Moonie Oil Field is the oldest continuously producing oilfield in Queensland. After 60 years of primary production, the Moonie field reservoir provides an ideal opportunity for tertiary oil recovery by re-pressurising the reservoir with injected CO₂ to flush the remaining oil and at the same time capturing and sequestering the CO₂ as a carbon capture utilisation and storage (CCUS) outcome. The technology of enhanced oil recovery (EOR) by this method is not new, with many fields in North America having used this tertiary recovery and storage technique for decades. CCUS is one of the priority low emissions technologies set out in the Australian Government's "Technology Investment Roadmap".

The Moonie CCUS- EOR project, which is undergoing environmental regulatory approval via an Environmental Impact Statement (EIS) process, will take CO₂ captured by the Carbon Transport and Storage Company (CTSCo) from the nearby Millmerran Power Station and utilise it in the Moonie reservoir. The CO₂ injection will allow enhanced recovery of the remaining oil in the field, while permanently trapping waste CO₂ which would have otherwise been released to the atmosphere from a thermal coal fired power plant. Once the tertiary oil recovery stage of the project is completed, then the site has the potential to be re-purposed purely as a carbon capture and storage (CCS) facility. Learning from the project will also contribute to the knowledge base of the industry to advance deployment of the technology at scale.

COMMUNITIES

Our operations play an important role in the communities in which we operate. Our role as a responsible and sustainable corporate citizen is to support and promote broad economic and social benefits for the communities in which we operate. As a sustainable operator, we have a duty to continue developing long-term, meaningful, and mutually beneficial relationships in our communities, creating a positive social impact.

COMMUNITY ENGAGEMENT

New Hope's approach to sustainability is highly dependent upon the strength of our relationships with our broad range of stakeholders. Our stakeholders are any group or individual who influences or is impacted by our business and our constructive and transparent engagement with them is the foundation of our approach to sustainability.

As a long-standing member of the communities in which we operate, we proactively engage with a wide variety of stakeholders including First Nations peoples, local landholders, near neighbours, community groups, employees, and government bodies. We work to ensure local community access to decision making processes, grievance mechanisms, and other remediation processes to increase engagement and help address any actual or potential negative impacts from our activities.

BENGALLA IN THE UPPER HUNTER COMMUNITY

Bengalla employees consider themselves embedded in the fabric of the Upper Hunter community.

The Community Consultative Committee (CCC) provides a forum for community discussion and contains representation from Bengalla, Muswellbrook Shire Council, Wanaruah Local Aboriginal Land Council, and three representatives from the local community.

Bengalla also engages with local community business leaders via the Muswellbrook Chamber of Commerce (MCC), with the mine's General Manager a Director on the MCC Board.

Through annual Voluntary Planning Agreement (VPA) meetings, Bengalla and the Muswellbrook Shire Council collaborate to identify community priorities and opportunities for local infrastructure development. In the last reporting period, Bengalla provided \$832,978.75 in support to the Muswellbrook Shire Council via VPA contributions.

Bengalla also engages with local community groups through promotion and support of community programs and events. These initiatives provide opportunities to communicate with local groups, and develop a sense of community and local network.

Through long-standing relationships, Bengalla provides annual support to select community groups and programs, including:

- ▶ The Bengalla Cup Race Day
- ▶ The Muswellbrook Chamber of Commerce and Industry Business Awards
- ▶ The Muswellbrook Art Prize
- ▶ The Blue Heeler Film Festival
- ▶ The Upper Hunter Show
- ▶ The Upper Hunter Education Fund
- ▶ PCYC Muswellbrook
- ▶ Warbirds over Scone

Community groups seek Bengalla's support through a Community Development Fund application process, which also helps Bengalla identify and prioritise areas of community need.

SUPPORTING THE LOCAL COMMUNITY – NEW ACLAND

As an enduring member of the Darling Downs region, New Acland continues to support employability and skills development opportunities for the next generation workforce. The mine also continued to support local community organisations through donations, such as \$360,000 for Oakey PCYC Youth Connect Program.

COMMUNITY SUPPORT

INDICATOR	YEAR ENDING 31 JULY 2022	YEAR ENDING 31 JULY 2021
Total number of community support recipients	79	78
Sponsorships and partnerships	\$1,032,763	\$337,000
Development contributions (VPA)	\$832,979	\$713,627

PRESERVING ABORIGINAL HERITAGE

New Hope aims to work in partnership with the traditional custodians of the land where our projects are located to ensure sites of cultural significance are identified and protected.

We respect and acknowledge the UN Declaration on the Rights of Indigenous Peoples and the human rights principles it embodies, including the principle of free, prior and informed consent. In alignment with the principles of the International Council on Mining and Metals (ICMM), we work to obtain the consent of traditional custodians for activities located on their traditional lands.

We are committed to work hand in hand with our traditional custodians to ensure Aboriginal heritage is managed sustainably and responsibly.



NEW ACLAND AND YOUTH CONNECT

The PCYC Youth Connect Program supports young people between 12 and 24 to develop necessary life skills, training, and pathways to employment.

After applications to local, state and federal government for funding for the Youth Connect Program were unsuccessful, PCYC Toowoomba approached New Hope to develop a partnership for support of the program operating in Oakey. Our partnership with PCYC saw New Hope commit \$360,000 over a two-year period to fund vital PCYC community services.

Our funding support contributed to employment of one full-time PCYC Youth Services Project Manager, one full-time PCYC Youth Worker, the delivery of youth-focused community development activities, and the operational costs of the program for a two-year period.

This program reinforces New Hope's commitment to supporting local economies through employment, and the development of skills in the communities of our operations.



Warbirds over Scone



Where There's a Will branded truck tray

COMMUNITIES (CONTINUED)

AIR QUALITY AND NOISE

We recognise that dust, noise and other impacts of our operations have an effect on members of the community who live near our sites.

Both Bengalla and New Acland maintain offsite dust and noise monitoring equipment which provides real time data to inform their operations.

The sites operate environmental hotline for community issues relating to their operations. In all cases, we attempt to respectfully respond to and resolve any stakeholder complaints in a timely manner and to the best of our abilities. Complaints received in the last reporting period are provided below.

Noise complaints decreased from 22 to 11 compared to the prior reporting period, falling at both New Acland and Bengalla.

Dust complaints also decreased from the prior reporting period, and are substantially lower than earlier years, assisted by wetter climatic conditions.

Our sites provide regular reporting on their environmental monitoring at: <https://newhopegroup.com.au/general-reporting>.

Detailed registers of complaints received and how they were actioned are available at: <https://newhopegroup.com.au/complaints-incidents-registers>

COMPLAINTS RECEIVED BY CATEGORY (ALL SITES)

INDICATOR	YEAR ENDING 31 JULY 2022	YEAR ENDING 31 JULY 2021
Noise complaints	11	22
Air quality complaints	1	8
Blasting complaints (overpressure, vibration, fume)	31	42
Visual complaints (light)	0	3
Other complaints	2	4
Total complaints	45	79

ECONOMIC DEVELOPMENT OF LOCAL AND REGIONAL ECONOMIES

Our operations are an important source of employment, investment, and income for local communities. Through local procurement of goods and services, our operations contribute to and support supplier development, and deliver considerable local employment. This enhances purchasing power in the community and therefore stimulates local businesses, and indirectly encourages further infrastructure investment.

New Hope operations procured \$182.4 million in local services and materials and paid \$147.2 million in total salaries and wages, and \$625.9 million in taxes and royalties in the last reporting period, as detailed in the Tax Contribution Report. We recognise that payment of tax is an important element of our commitment to ensure communities benefit from our operations. We strive for full and timely compliance with the letter and intent of the prevailing tax law and we seek strong, collaborative working relationships with all relevant revenue authorities. We are committed to transparency across all aspects of our business, including in relation to our tax obligations.

Indirect economic benefits to the regions include championing local education, skills development, and employment. We support local skills development and employment through our annual apprenticeship, work experience, and scholarship programs. In the last reporting period, our:

- ▶ Apprenticeship program provided opportunities for 5 apprentices to start their trade career. Bengalla currently hosts 16 apprentices across the 1st to 4th year of their trade.
- ▶ Work experience program/work placement/vacation work program provided 10 school students and undergraduates with opportunities to further develop their experience and gain exposure to a real-world work environment.

New Hope also provides ongoing stimulus and employment to the local economy and agricultural industry generally through our pastoral companies.



Bengalla apprentices 2021



Tarni Pereira, Engineering Scholarship recipient 2021, with some of the Bengalla Team

BENGALLA SUPPORTS LOCAL EMPLOYABILITY

90 per cent of Bengalla's workforce resides within the Muswellbrook, Singleton, and Upper Hunter shires, ensuring ongoing and valuable economic contributions to the local economy. Bengalla's ongoing apprenticeship, work experience and education support programs help foster the next generation of workers in the region.

Bengalla has over a long period of time maintained relationships with local schools. Bengalla has awarded one engineering and eight undergraduate scholarships per year since 2000, fostering local education and providing career pathways for students. Last reporting period, Bengalla awarded an additional engineering scholarship to a student local to the Muswellbrook area. As part of the engineering scholarship, Bengalla offers practical experience through on-site vacation work, providing opportunities for participants to develop their skills, and partner with industry experts at the Bengalla Mine.

Bengalla, through its Community Strategic Plan, has identified the opportunity to assist local charities in the hospitality sector. Last year Bengalla supported the Scone Neighbourhood Resource Centre through a sponsorship to assist with establishing the Made in Scone Café. This will be a training environment for individuals experiencing barriers to long term employment and to develop skills and gain work experience. Bengalla also provided \$35,000 to the Polly Farmer Foundation's Follow the Dream Program. This is an after-school enrichment program for Aboriginal students in years 7-12, which supports students to develop their talents, so they can successfully complete their secondary education and reach their potential.

SUPPORTING NEW ACLAND'S LOCAL WORKFORCE

With the New Acland Mine entering care and maintenance until the remaining approvals are finalised, our focus has been on ensuring our employees are supported during the transition process. Over the past two years, departing employees have undergone additional training, been awarded nationally accredited skills certifications, received résumé and interview coaching, and had their pre-employment medical examinations updated.

Our rehabilitation program supports ongoing and productive land use beyond the life of the mine. Rehabilitation and post mining agricultural activities provide sustainable employment opportunities to the region. The Acland Pastoral Company (APC) was established to conduct agricultural operations on rehabilitated land. APC operations support three full-time employees and include grazing of 2,000 head of cattle and 2,400 hectares of crops which are sold in the Darling Downs region, providing stimulus to the local community and agricultural industry. Through our rehabilitation and agricultural activities, we have been able to support 25 people in transitioning to a post-mining environment.

QUEENSLAND AND NEW SOUTH WALES FLOOD APPEAL

In early 2022, tens of thousands of people in parts of Queensland and New South Wales experienced weeks of intense rainfall and flash flooding.

Many of the communities we work closely with, including some of our own team members, were directly impacted by the recent flood events. To support communities and help with rebuilding, New Hope donated \$100,000 to the Queensland and New South Wales Flood Appeal.

The donation was made to GIVIT, an organisation that partnered with the New South Wales and Queensland governments to ensure that 100 per cent of public-donated funds reached the communities impacted by recent storms and flooding.

We hope that our contribution can help those communities and people who may still be struggling long after the waters have receded.

LOCAL DEVELOPMENT AND INVESTMENT

INDICATOR	YEAR ENDING 31 JULY 2022	YEAR ENDING 31 JULY 2021
EMPLOYABILITY		
Scholarships	10	9
Apprenticeships	16	16
Work experience/ trainees	10	25
Wages and salaries (including on-costs) ¹	\$147.2M	\$164.5M
NUMBER OF LOCAL SUPPLIERS		
New South Wales	281	358
Queensland	304	363
PAYMENTS TO LOCAL SUPPLIERS AND CONTRACTORS		
New South Wales	\$91.9M	\$141.6M
Queensland	\$90.5M	\$156.0M

¹ Across whole of Group, with Bengalla shown on an 80 per cent basis.

OUR PEOPLE

HEALTH, SAFETY, AND WELLBEING

The health, safety, and wellbeing of our employees is a major priority for our business. We see our employees as our greatest asset and strive to promote a work culture that reflects our commitment to health, safety, and wellbeing. New Hope recognises that work-related injuries, ill health or fatalities are still prevalent in the coal sector. Because of this, we continue to review operations and processes in an effort to provide a work environment that is both safe and healthy.

Our Health and Safety Plan is based around the principles of Plan, Do, Check, and Act and is aimed at proactively mitigating the risk of avoidable injuries. We are constantly investigating ways to improve our identification, management, and monitoring of health and safety risks. To ensure consistency across our sites, we use standardised risk management tools outlined in our Environmental Health and Safety Management System. During the reporting period, the system was audited to review the quality of the tools used to manage risk, and the results of the audits were used to improve procedural and supporting systems and their operational application. For all mine site personnel, New Hope provides statutory health and safety training.

During the reporting period, new health and safety metrics were introduced across the New Hope business in response to recommendations made by the Brady Review into fatalities in coal mining. Our focus in the last year has been to work towards understanding and implementing these recommendations. Emphasis has been placed on refining our hazard identification and near miss recording capabilities, and recording new metrics including All Injury Frequency Rate, and Hazard/Near Miss Frequency. In conjunction with these changes, New Hope's Standard for Event Reporting Investigation and Analysis was also reviewed. The revised Incident Reporting Standard was published in the last quarter of the reporting period. Finally, revised metric reporting templates were developed and introduced to our sites to standardise reporting processes, thereby improving our visibility and monitoring of our health and safety performance across all sites.

Additional changes in the last reporting period include the review of the Group Risk Management Framework. This Group-level change has triggered a review of the Health, Safety and Environment Risk Management Procedure, which involved further development of training modules, and updating the Health, Safety & Environment Risk matrix.



WORKPLACE BEHAVIOURS AND RAISING CONCERNS

In the reporting period, we developed a Sexual Assault and Sexual Harassment (SASH) action plan and commenced implementation, which included training delivered to senior leaders and discussions with employees about SASH risks and the expected standards of behaviour. SASH actions will continue to be progressed.

In support of the SASH action plan, we developed and released a new Appropriate Workplace Behaviours Policy and enhanced the workplace expectations sections of our Code of Conduct.

A key focus of the SASH action plan has been to help our team members understand the role they can play as active bystanders, whether in relation to sexual harassment, bullying, discrimination or other inappropriate behaviours. A new Issues Resolution Procedure provides a road map for team members in dealing with these behaviours, including guidance on how to resolve workplace-related issues and what to expect when raising a concern.

All team members remain able to raise concerns through our Whistleblower channels and are entitled to protections from reprisal under our Whistleblower Policy.

HELPING HANDS TEAM BUILDING EXERCISE

New Hope has recently engaged with the Helping Hands Program as part of the onboarding and team building exercise program at Bengalla mine. The Helping Hands Program involves participants building prosthetic hands that are then donated to amputee landmine and industrial accident victims throughout the developing world. This activity not only creates real and lasting contributions to people's lives, but reinforces the importance of workplace health and safety in our business. To date, 25 Bengalla employees have participated in the program, building six hands for donation. A further 200 employees are planned to participate in the program over the next 12 months, equating to 50 hands for donation.

WORKPLACE HYGIENE

New Hope undertakes hygiene monitoring across our operational sites and in line with legislated requirements for the jurisdictions in which we operate.

Based on nature of the risks relevant to each site, monitoring is undertaken for a variety of health hazards such as airborne contaminants including respirable quartz, respirable and inhalable coal dust, diesel particulate matter and welding fumes.

Along with airborne contaminants, monitoring for noise and vibration is also undertaken.

Results of monitoring activities are reviewed to ensure that new and existing controls are appropriately implemented and maintained.

COVID-19

COVID-19 prevention and workforce management, for sites and individuals continues to be a major focus. In particular, a pandemic risk assessment was completed in the reporting period to ensure our internal control systems and processes are robust.

Additionally, to improve our employees' understanding of COVID-19, New Hope undertook Group-wide workshops to provide education around the facts and myths associated with the virus.

We are proud of the following achievements:

21% REDUCTION IN
FIRST AID CASES

66% REDUCTION IN
LOST TIME INJURIES

DECREASE IN TOTAL RECORDABLE
INJURY FREQUENCY RATE

QBH 10 YEARS LOST
TIME INJURY FREE

BRIDGEPORT 8 YEARS LOST
TIME INJURY FREE

OUR PEOPLE (CONTINUED)

The table below outlines the Group's performance on key health and safety measures in the reporting period.

HEALTH AND SAFETY PERFORMANCE

INDICATOR	YEAR ENDING 31 JULY 2022	YEAR ENDING 31 JULY 2021	YEAR ENDING 31 JULY 2020
Fatalities (employees and contractors)	0	0	0
Total recordable injuries (employees and contractors)	5	13	8
Number of hours worked (employees and contractors)	1,914,178	2,413,936	2,696,907
Rate of recordable work-related injuries (TRIFR)	2.61	5.39	5.99
New occupational illness cases	0	3	3
Safety interactions (operational mine sites only)	5,717	11,575	11,505
Number of first aid incidents	52	65	55
Number of medically treated incidents	2	10	6
Number of lost-time incidents (LTI) (including disabling and restricted)	3	3	2

MENTAL HEALTH AND WELLBEING

We are focused on promoting and supporting the mental health and wellbeing of all our employees. We see this as particularly important given the regional environment of our operations. We recognise that access to mental health services is substantially more limited in regional communities than in major cities.

Our model for wellness is decentralised, with individual sites targeting what is important to them and their people. Our sites have Health and Safety Committees which promote and champion wellness initiatives, going beyond targeting interventions for occupational exposures.

To support the positive mental health and wellbeing of our workforce, we provide and promote access to our Employee Assistance Program (EAP) which includes provision for counselling, as required. Our focus is raising awareness, proactive identification, and management of mental health issues. Key initiatives that we have supported in the last reporting period include employee training programs for mental health identification through our peer support and mental health first aid programs.

In the last reporting period, over 50 employees and their family members utilised EAP services.

Pre-employment and periodic medical assessments provided by New Hope assist early identification and intervention of employee health risks, further supporting the mental health and wellbeing of our people.

DIVERSITY OF BOARD AND WORKFORCE

During the reporting period, the Sustainability and People Committee set a gender diversity target for recruiting new employees of 40 per cent male:40 per cent female:20 per cent any gender (40:40:20). This target applies to all hires across the Group, including the Board and senior executives, and will be assessed and reported upon on an annual basis commencing in the 2023 financial year.

We have implemented initiatives and practices to support gender diversity, such as educating people involved in recruitment activity about unconscious bias, providing gender diversity training and establishing weekly recruitment reports which include gender diversity statistics (and other diversity statistics more broadly) to enable monitoring of recruitment processes, actions and outcomes. As an industry, we must and can do more to build on our commitment to developing a diverse workforce that is reflective of society and to foster a workplace culture that truly embraces diversity and inclusiveness.

During the reporting period there was a slight increase in the percentage of female workforce participation across the Group, from 13 per cent to 15 per cent.

DIVERSITY OF BOARD AND WORKFORCE

INDICATOR	FY22		FY21	
	FEMALE	MALE	FEMALE	MALE
Board	1 (17%)	5 (83%)	1 (20%)	4 (80%)
Executive	1 (33%)	2 (67%)	0 (0%)	2 (100%)
Senior management	1 (13%)	7 (87%)	1 (9%)	10 (91%)
Management	6 (13%)	39 (87%)	7 (15%)	40 (85%)
Frontline employees	94 (15%)	535 (85%)	83 (13%)	579 (87%)

Note: Table shows employees at the end of the financial year. Excludes site-based contractors.





NEW HOPE
GROUP



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