



Sustainability Report 2024

Extract from 2024 Annual Report

**Coal. Energy. Agriculture.
Responsibly. Reliably.**

Sustainability Report

We strive to operate responsibly and to transparently disclose our economic, environmental and social impacts and performance in response to stakeholder interest, as well as regulatory requirements.

This Sustainability Report (and all references to 'this year') applies to the 1 August 2023 to 31 July 2024 reporting period, unless specifically noted otherwise.

Our Sustainability Report has been prepared with reference to the Global Reporting Initiative (GRI) standards. To see where we address each applicable disclosure, refer to our GRI Index table at newhopegroup.com.au/results-and-reports.

We have considered a number of additional performance benchmarks in developing this Sustainability Report. This year, we undertook a self-assessment of performance against sustainability topics recommended by the internationally recognised Towards Sustainable Mining framework, as an additional internal benchmarking exercise. We also undertook a gap analysis against the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD) as we recognise increasing stakeholder interest in our nature-related impacts, and are currently considering opportunities to incorporate the Locate, Evaluate, Assess and Prepare approach to identify and assess nature-related issues proposed by the TNFD framework into our future disclosures.

At the date of this Annual Report, a mandatory climate-related financial disclosure regime was being finalised in Australia, set to apply to New Hope Group from the 2026 financial year. This disclosure regime has been informed by the International Financial Reporting Standards, which have incorporated the recommendations from the Taskforce on Climate-related Financial Disclosures (TCFD). While we are focused on aligning future disclosures to this upcoming regime, we recognise stakeholder interest in our position and response to climate-related matters and thus continue to address these in this year's Sustainability Report.

Due to the materiality of our coal mining operations at the Bengalla and New Acland Mines relative to the other parts of our business, as well as the relative greater significance of their actual and potential sustainability impacts and

opportunities, disclosures within this Sustainability Report predominantly focus on the performance of our coal mining operations, with references to our non-mining operations where relevant and by exception. Group-level disclosures include all New Hope Group operational subsidiaries listed below.

Unless otherwise specified, entities referenced in this Sustainability Report are as follows:

- **'New Hope'** refers to New Hope Corporation Limited and **'New Hope Group'** (or **'the Group'**) refers to New Hope and its controlled entities.
- **'Bengalla'** refers to Bengalla Mine, operated by Bengalla Mining Company Pty Ltd, in which New Hope holds an 80 per cent interest in joint venture with Taipower Bengalla Pty Ltd. For the purposes of this Sustainability Report, data relating to Bengalla is reported on an operational control (or 100 per cent) basis, unless otherwise stated.
- **'New Acland'** refers to New Acland Mine and its operator, New Acland Coal Pty Ltd.
- **'QBH'** refers to the Queensland Bulk Handling facility and its operator, Queensland Bulk Handling Pty Ltd.
- **'Bridgeport'** refers to Bridgeport Energy Pty Ltd and its subsidiary entities.
- **'Jeebropilly'** refers to the former Jeebropilly Mine, operated by Jeebropilly Collieries Pty Ltd.¹
- **'Acland Pastoral Company'** refers to Acland Pastoral Company Pty Ltd.
- **'Bengalla Agricultural Company'** refers to Bengalla Agricultural Company Pty Ltd.
- **'Agricultural operations'** refers to Acland Pastoral Company and Bengalla Agricultural Company collectively.

This Sustainability Report seeks to provide a balanced, accurate and relevant view of our performance. The New Hope Group Board has reviewed the Sustainability Report and approved its publication. All content within this Sustainability Report is based on

information available prior to the date of publication. The content has not been independently verified, but has been subject to detailed internal review using all reasonable care to state accurate facts and reasonable opinions. The content includes some forward-looking statements, which by their nature involve factors that are uncertain and may change, and no representation or warranty is made as to the fairness, accuracy or completeness of the information and opinions contained in this Sustainability Report.

Questions, requests for clarification or feedback can be directed to cosec@newhopegroup.com.au.

Approach to sustainability

Our aim is to continue creating value for our stakeholders by safely, responsibly and efficiently operating our coal assets. Locally, this means we strive to responsibly manage the impacts on our people, communities and the environment in carrying out our activities and in meeting our domestic coal supply obligations. In a global context, we produce coal for those countries that use coal to provide secure and reliable energy.

Sustainability governance

As detailed in the Company's [Corporate Governance Statement 2024](#), New Hope's Board oversees and is responsible for monitoring performance against our business objectives, purpose and values. This responsibility is delegated where appropriate through the Group's risk management and governance mechanisms.

The Board recognises that risk management and internal controls are fundamental to sound management and that oversight of such matters is a key responsibility of the Board. The Board's role in relation to risk is to oversee and review the Group's Risk Appetite Statement and its Enterprise Risk Management Framework. This allows management to facilitate the effective identification, management and mitigation of any significant risks to which the Group is exposed.

1. New Hope Group divested Jeebropilly Mine in August 2024, shortly after the end of the reporting period. Data for the reporting period is available in the data tables at newhopegroup.com.au/results-and-reports, and is otherwise referenced by exception throughout this Sustainability Report.



The Board has identified the Executive General Manager and Company Secretary, who reports directly to the CEO, as the senior role in the Group responsible for risk and accountable for developing, maintaining and governing the Enterprise Risk Management Framework.

The Sustainability Committee assists the Board in meeting its responsibilities in relation to health, safety, wellbeing, environment, climate, community and people matters. The Sustainability Committee has primary responsibility for the management of the risks associated with these responsibility areas and is responsible for reporting and updating the Board about climate change and sustainability matters. The Sustainability Committee, in conjunction with the Audit and Risk Committee and in consultation with responsible Executives and employees, reviews the Group's risk register and Enterprise Risk Management Framework at least annually for the relevant risks and agrees the allocation of responsibility by respective Committee per identified risk. See the [Sustainability Committee Charter](#) for further details.

Stakeholder engagement

We believe that a fundamental aspect to operating responsibly is listening to, understanding and valuing the interests, objectives and concerns of our key stakeholders. This approach helps us to understand the impacts of our operations on different stakeholder groups and helps inform our operational and strategic decisions.

Key stakeholder groups include employees and contractors, local communities, Traditional Owners, neighbouring landholders, customers, suppliers, shareholders and joint venture partners, financiers and insurers, government agencies and regulators and industry associations.

We identify specific stakeholders primarily through ongoing, direct (one-to-one) engagement, documented in internal stakeholder engagement plans, and prioritise engagement with those most directly impacted by our operations.

We aim to engage meaningfully and support respectful and considerate two-way communication through various channels, from one-to-one interaction to wide-reaching channels such as our website and social media. During the year, we refreshed our website to further improve how stakeholders can access information about our business and operations, including sustainability-related matters. We also increased our direct engagement with current and prospective investors in Australia and abroad, and undertook a perception study to better understand investor and analyst sentiment. As detailed below, a materiality assessment contributed to our understanding of our stakeholder interests.

Material sustainability topics

We seek to understand and report the issues of interest to our stakeholders as well as where we have a significant economic, environmental or social impact. This year we have again used the coal sector specific GRI Standard GRI-12 to guide our approach. In addition, we have considered the Oil and Gas, and Agriculture, Aquaculture and Fishing Standards GRI-11 and GRI-13 respectively. As noted earlier, this Sustainability Report focuses on our coal operations and the data tables at newhopegroup.com.au/results-reports provide further detail.

This year we engaged an independent consultant to undertake a materiality assessment, which included qualitative interviews with internal stakeholders, and an online survey completed by employees and external stakeholders including community members, near neighbours, investors, industry representatives and suppliers. Through this process, we identified social and economic topics to be relatively more material. We also considered feedback provided via other channels, including direct engagement and external ESG assessments, and the corporate risk register.

The sustainability topics identified as material for disclosure were reviewed and approved by the Sustainability Committee and Board and are as follows.

Our people

- Health, safety and wellbeing
- Employment practices
- Attracting and retaining a diverse workforce
- Workplace behaviours and raising concerns

Communities

- Our approach to community engagement
- Economic and social impact
- First Nations engagement
- Amenity impacts

Environment

- Greenhouse gas emissions
- Closure and rehabilitation
- Water use
- Biodiversity and land use
- Cultural heritage management
- Air quality
- Waste management

Climate, transition and resilience

- Our strategy
- Climate-related risks and opportunities
- Metrics and targets
- Governance

Responsible business conduct

- Forced labour and modern slavery
- Anti-bribery and corruption
- Payments to government
- Public policy and political donations
- Privacy and cyber security
- Compliance

Our people

We aim to foster a culture that reflects our core values of integrity, respect, responsibility, wellbeing, resilience and collaboration. We focus on creating safe workplaces where everyone feels included, is treated fairly and with respect, and is supported to succeed.

During the year, our total workforce¹ increased by 18 per cent to 1,084, primarily reflecting increased recruitment at New Acland.

Our two mines are residential, with around 88 per cent of employees living local to our mining operations.² For detailed performance data, see the data tables at newhopegroup.com.au/results-and-reports.

Health, safety and wellbeing

Ours is a high-risk industry and we continue to improve our systems, process and culture focusing on providing and maintaining a safe working environment. This includes engaging our workforce through a range of formal and informal mechanisms to ensure the way we work is fit-for-purpose, supported by an occupational health and safety management system that covers all employees and site-based contractors.

Our approach is based on the complementary Plan, Do, Check, Act model and High Reliability Organisation principles, which focus on proactively mitigating risk by analysing and avoiding high potential events and hazards.

Work-related health and safety hazards are identified through a range of methods including the New Hope Group Risk Management Process, site risk assessments, audits, inspections, safety interactions and industry alerts. Site-specific Broad-Brush Risk Assessments (BBRAs) outline the risks across our businesses and controls required to mitigate these risks. This process is supported by critical risk management programs at our mine sites.

In addition to reporting statutory high potential incidents, we monitor and analyse high potential events and high potential hazards. Any events or hazards in these categories are investigated, with actions developed to prevent contributing factors from recurring.

This year we revised the [New Hope Group Safety and Wellbeing Policy](#) with reference to ISO Standard 45001:2018 Occupational Health and Safety Management Systems.



1. Workforce is defined as all employees including Directors of New Hope and its controlled entities.
2. Local to Bengalla Mine is defined as employees or suppliers based in the following Local Government Areas: Muswellbrook, Upper Hunter, Singleton. Local to New Acland Mine is defined as employees or suppliers based in the following Local Government Areas: Toowoomba, Western Downs, South Burnett, Lockyer Valley, Southern Downs.

We further updated this policy to incorporate our commitment to eliminating psychological harm, respect and behaviours, and speaking out without fear of retribution. We also updated our Group Contractor Management Standard to ensure contractors, service providers and consultants meet our expectations around managing health, safety and environment risks.

Additionally, we implemented a new workforce management system at our coal mines, QBH and offices to connect and protect information about our people and their training and medical information as required by state regulators, whilst maintaining strong cyber security and governance. This streamlined system helps ensure employees, contractors and others visiting our sites are compliant, qualified and authorised to do so.

At our agricultural operations, we revised our health and safety management system and undertook BBRA's.

Recognising the connection between occupational health and hygiene, work-

related injuries, fitness for work and overall wellbeing, we have both preventative and mitigating controls built into the way we operate and manage health and wellbeing. Key controls include medical assessments to detect and intervene in occupational diseases, hygiene monitoring, facilitating early return to work with reasonable adjustments where possible, and wellbeing awareness and education programs.

We continue to use technology to better analyse risk and standardise our health, safety and wellbeing procedures and tools to improve effectiveness and collaboration across the Group.

Our key operational safety metric is the All-Injury Frequency Rate (AIFR), which provides a holistic measure of minor and more serious injury outcomes. The 12-month moving average AIFR to 31 July 2024 was 32.60, up from 27.10 as at 31 July 2023. The majority of all injuries are minor first aid cases, not severe injuries or near misses – which potentially also indicates our people may be more willing to report incidents, which we have been encouraging.

The Total Recordable Injury Frequency Rate (TRIFR) increased from 2.12 to 5.32 in the year to 31 July 2024.

This increase in both AIFR and TRIFR has been influenced by the ramp-up of operations at New Acland, with new people on new equipment contributing to more recordable injuries. There have also been more first aid cases and reportable injuries at Bengalla and QBH.

An analysis of injuries indicates some of our recordable injuries are musculo-skeletal; however, the majority of all injuries are hand injuries. Hand injuries have been prevalent across the industry in recent years, and we have undertaken hand injury awareness training at our operations and examined how work could be done differently to reduce hand injury exposure risk.

We continue to take steps to address this trend, including reviewing our training and fitness for work criteria, the quality of our leading indicators, and increasing health, safety and wellbeing resourcing.

New Hope Group health and safety performance

Indicator	Year to 31 July 2024	Year to 31 July 2023	Year to 31 July 2022
Fatalities	0	0	0
Total recordable injuries	16	5	5
Rate of recordable work-related injuries (TRIFR)	5.32	2.12	2.61
All-injury frequency rate (AIFR)	32.60	27.10	29.70
Number of first aid incidents	81	59	52
Number of medically treated incidents	8	2	2
Number of lost-time incidents (LTI) (including disabling and restricted)	8	3	3

Note: Data reported includes employees and contractors at a Group level including Bengalla Mine on a 100 per cent basis.

Our people continued

Workplace hygiene

We value and seek a safe work environment where the risk to harmful exposures such as dust, noise and vibration is eliminated or mitigated as far as reasonably practicable.

We monitor and manage workplace hygiene through programs that identify health hazards and then reduce and prevent harmful exposures, developed by qualified hygienists.

Personal protective equipment is provided to ensure exposure to hazards is kept to a minimum.

We also offer free annual influenza vaccinations and skin cancer checks for our employees.

Subsequent to the reporting period, we have recruited a new role, Specialist – Injury Management, Health and Hygiene, to increase our capability and knowledge in these areas and support our operations to implement appropriate controls.

Wellbeing

Mental health and wellbeing are key contributors to physical health, and this year we continued our Healthy Body and Mind program that provides science-based information and services to help our people and their families set and achieve healthy lifestyle goals. We encourage our people to take advantage of these resources that may benefit them personally as well as professionally, during work hours.

We also offer training programs to help our people identify psychosocial hazards in the workplace as well as a free and confidential Employee Assistance Program, which helps our people, and their families address mental health and wellbeing concerns with experienced, independent specialists.

To further reduce a barrier for people to improve their fitness and thereby help reduce injuries, we introduced a new fitness subsidy available to all employees and specifically designed to be accessible for those in regional areas near our operations. We also partner with multiple private health insurance providers to offer discounted coverage to our people, building on a program that was already in place at Bengalla, and 15 per cent of eligible employees have taken advantage of the offer so far.

Former Brisbane Broncos captain and mental health advocate, Darius Boyd visited New Acland Mine as part of Mental Health Awareness Week.

[Read more](#)



This year we unveiled a new truck tray at Bengalla in support of mental health charity Where There's A Will, which helps young people in the Upper Hunter build resilience.



Employment practices

Our workforce comprises 98 per cent full-time employees. Our full-time and part-time employees have the same entitlements.

Our turnover rate in the year to 31 July 2024 was 11 per cent, a further improvement on the prior year, and below the mining industry average of 17.6 per cent.¹

Although the majority of our workforce comprises permanent employees, we do employ a contractor workforce as it allows us flexibility to maintain operations during cyclical downturns and to build

up capability before we bring people on in permanent positions. We continue to convert contractors to permanent employees where suitable.

Regarding remuneration and benefits, last year we undertook a Group-wide review of fixed remuneration and implemented the outcomes this year. A key component was increasing salaries in many roles to reflect an increase in fixed remuneration above the Australian coal industry average, to remain competitive. We provide superannuation payments to all employees as required by Australian law, and offer paid parental and secondary carer leave in addition to government-funded parental leave.

1. Aon MIE report, April 2024.



Freedom of association and collective bargaining

All employees have the right to form or join a trade union, to bargain collectively and to engage in trade union activities.

Under Australia's industrial relations framework, enterprise agreements (EAs) are negotiated on a collective basis with employees and their bargaining and union representatives. New EAs are usually negotiated every three or four years and final agreements are approved by and registered with the Fair Work Commission and made publicly available. This year we renegotiated EAs with employees and unions at QBH and New Acland, providing our employees with increases in wages.

EAs are in place across all of our major operations, with a total of 65 per cent of the employed workforce currently covered by a registered EA.

During the year, a range of significant industrial relations reforms came into effect in Australia, including around casual and contractor engagement. New Hope outlined its position in a submission to the Education and Employment Legislation Committee on the [Fair Work Legislation Amendment \(Closing Loopholes\) Bill 2023](#), available on the [Parliament of Australia website](#).

A 'same job, same pay' claim related to employees of labour hire companies working at Bengalla was lodged in July 2024, and is set to be heard by the Fair Work Commission in the 2025 financial year.

14 remarkable Bengalla employees have been celebrated for their resilience, passion and service at two Recognition of Service Awards ceremonies.

[Read more](#)



Attracting and retaining a diverse workforce

We value our people and the differences and similarities each individual contributes, and we are dedicated to building a fair and dynamic workplace. We also recognise our role in providing stable and rewarding employment in regional areas.

We offer training opportunities to support professional development and career ambitions and aim to fill new roles through internal promotions where possible. We also encourage our people

to explore career pathways across the Group, including through secondments that provide leadership development opportunities and build experience across corporate and operational roles.

Sustainability Report continued

Our people continued

Through our Study Assistance Policy we provide partial financial support to employees seeking to study to attain formal qualifications, with eight people supported this year.

We also encourage and support our people to gain exposure and experience beyond our business through participation in industry events and initiatives, and training and mentorship opportunities. This year, two employees participated in the APCC Emerging Leaders program, four were mentors and one was a mentee

in the Women in Mining and Resources Queensland Mentoring Program, and two participated in the Women in Mining (WIMnet) New South Wales mentoring program.

We participate in industry-wide efforts to attract people to our industry. This year our head office and New Acland teams partnered with the Australian Resources and Energy Employer Association to sponsor the Bright Future STEM Program. The Program showcases Science, Technology, Engineering and Maths

and the diversity of career opportunities within the resources and energy industries, and a number of our team participated in the program at schools throughout Toowoomba, Oakey and Brisbane.

We continue to provide additional benefits to our people, this year launching a new platform that provides access to discounts on essential goods such as groceries and fuel. This year, around 25 per cent of our employees were regularly using this platform.

Diversity

We acknowledge that better business outcomes and innovations are achieved when ideas and opinions are developed from within diverse teams, recognising the difference individuals bring from their own backgrounds, values, perspectives, and experience.

Our commitment is detailed in our [Diversity and Inclusion Statement](#), supported by a Diversity and Inclusion Framework. These guide our efforts to create a more consistent approach to increasing diversity of thought and experience across our business. The Diversity and Inclusion Framework targets five key enablers to drive practical action: physical environment; education programs; leadership, values and behaviours; mentorship and development; and employment pathways.

At 31 July 2024, total female workforce participation was 16 per cent, compared to 17 per cent last year and 15 per cent in the 2022 financial year. We know there is more to do to increase the proportion of women in our workforce.

We are committed to a fair and equitable process, where the most suitable candidate is appointed, and appreciate the power of recruitment practices in increasing the diversity of our workforce. In 2022 we set a target for new employee recruitment to comprise 40 per cent women, 40 per cent men and 20 per cent any gender.

Bengalla's Sara Spokes named as a NSW Women in Mining Awards finalist.

[Read more](#)



In early 2024, we joined forces with AREEA to help facilitate the Bright Future STEM Program at Sunnybank State School, south of Brisbane.

The program is designed to engage primary school students in Years 5-6 in the wonders of Science, Technology, Engineering and Maths education and careers – and our New Hope teammates had a brilliant time interacting with students and inspiring the next generation of STEM enthusiasts.



New Hope Group workforce composition

Indicator	As at 31 July 2024	As at 31 July 2023	As at 31 July 2022
Number of employees	1,084	915	690
Employees by gender			
Female	178 (16%)	152 (17%)	103 (15%)
Male	906 (84%)	763 (83%)	587 (85%)
Undisclosed	Not disclosed	Not disclosed	Not disclosed
Employees by location			
QLD	335 (31%)	229 (25%)	114 (17%)
NSW	749 (69%)	679 (74%)	576 (83%)
Other	0 (0%)	7 (1%)	0 (0%)
Employee turnover rate			
Female	11%	13%	26%
Male	16%	14%	20%
Male	9%	12%	27%
Recruitment by gender¹			
Female	18%	21%	Not reported
Male	82%	79%	Not reported

Note: All employee figures include Directors of New Hope and its controlled entities.

1. Recruitment data presented for the year to 31 July.

Recruitment this year focused on experienced returning employees and the local employment pool at New Acland; as a result, the proportion of female recruits dropped slightly to 18 per cent. We have seen more of a gender balance amongst candidates for entry-level operator roles towards the end of the reporting period and into the 2025 financial year.

This year we also reviewed the language in our advertising, and are developing a Group recruitment guideline to continue to remove bias from the process. We remain committed to implementing and monitoring initiatives to support the 40:40:20 recruitment target.

We actively review remuneration to understand and remove any actual gender pay gap, including through the Group-wide review noted earlier and our cyclical and recruitment-related remuneration reviews. We recognise job roles, and seniority, also influence potential gender pay gaps, and are working to increase women in leadership roles. A key lever to do so is through internal promotion, and of the 56 people promoted during the year, 44 per cent were women.

Further detail is available in our reporting to the Workplace Gender Equality Agency, available on our [website](#), as well as in the sustainability [data tables](#).

Workplace behaviours and raising concerns

New Hope Group does not tolerate or accept any forms of inappropriate behaviour, as outlined in the Code of Conduct, Appropriate Workplace Behaviours Policy, and Diversity and Inclusion Statement.

Our Issue Resolution Procedure provides clear guidance to employees to raise and address issues related to harassment, bullying, discrimination or other inappropriate behaviours.

This year we undertook sexual assault and sexual harassment risk assessments across our corporate office, agricultural operations and QBH, and at Bengalla shortly after the reporting period. A risk assessment will be undertaken at New Acland in the coming year. We are concurrently progressing a range of measures to reduce the risk of sexual assault, harassment and discrimination in our workplaces.

We are also working to eliminate psychosocial hazards. This year we piloted a psychosocial survey to understand job demands, resources and potential psychological distress in our corporate office. We conducted multiple focus groups to further understand the results and contribute to a related action plan to address identified hazards.

Our Issue Resolution Procedure provides clear guidance to employees to raise and address issues related to harassment, bullying, discrimination or other inappropriate behaviours.

Following this trial, we are also educating our operational teams on the process and outcomes.

Combined, these actions demonstrate our continued focus on ensuring appropriate workplace behaviours, policy and procedural fairness, maintaining positive physical work environments and creating a greater understanding of these matters amongst our workforce.

This coming year, we will conduct training on the Code of Conduct, active bystander and psychosocial hazard awareness to ensure our people understand our expectations for workplace behaviours and are equipped to respond appropriately.

Communities

We invest significant resources to ensure we are a responsible neighbour and make a positive contribution to our communities in the Upper Hunter in New South Wales and Darling Downs in Queensland.¹

We are open, transparent and engage respectfully, seeking to build enduring relationships based on mutual respect and long-term commitment.

We seek to sustain and increase the positive impacts of our operations, while monitoring and managing the at-times unavoidable amenity impacts of our operations.

During the year, production ramped up at New Acland and substantial growth activities were completed at Bengalla. We also acquired the West Muswellbrook Assessment Lease (AL19) and started exploration drilling at Exploration Lease 9431, both to the west of Bengalla. These production and exploration activities have contributed to an increase in community interactions, as well as investment and engagement.

Our agricultural operations near our mines are managed to ensure productive and long-term sustainable land use, and further our positive contribution to those communities. To that end, this year we invested in further maintenance at both of our agricultural operations, as well as new equipment to improve efficiencies and yields. We are also working closely with Toowoomba Regional Council to manage feral pigs and wild dogs in the broader region where our New Acland and Acland Pastoral Company are located.

Our approach to community engagement

We proactively engage with a range of stakeholders relevant to our operations including Traditional Owners in the areas where our operations are located, First Nations community members, local landholders, near neighbours, community groups, local industry, and government bodies.

We work to ensure local community access to grievance mechanisms and

other remediation processes to facilitate meaningful engagement, and seek to understand and address any actual or potential negative impacts from our activities.

Our operational impacts are outlined in impact assessments, which form part of our approvals. Our activities are governed by authorities and management plans approved and monitored by the respective bodies in New South Wales and Queensland, available at newhopegroup.com.au/general-reporting. These plans form the foundations of our stakeholder engagement planning, which are reviewed regularly and adjusted to incorporate responses from the community provided through stakeholder impact surveys and ongoing informal feedback.

Community members can learn about our operations, share feedback and raise concerns through a range of formal and informal channels. These include:

- Bengalla's Community Consultative Committee (CCC), comprising community representatives, a First Nations representative and Muswellbrook Shire Council (Council). CCC members meet quarterly, and meeting minutes are available on our website.
- New Acland's Community Reference Group, an advisory body comprising local residents representing different parts of the community including health, education, landholders and local government.
- Community information sessions, newsletters, local advertising, local media and social media.
- Scheduled mine tours for community members, school groups and careers advisers.
- In person at our New Acland Community Information Centre – which, following its reopening in June 2023, now accounts for around half of New Acland's community interactions.
- 24-hour complaints phone hotlines for both mines.
- Online feedback forms at newhopegroup.com.au.

Our export terminal operations at QBH similarly maintains a complaint response process and are represented on the Port of Brisbane CCC, which provides a direct link to stakeholders and local communities and provides funding to local projects.

Our teams frequently participate in a range of local events, enabling community members to directly ask questions or provide feedback.

We work closely with local government and are active in local business communities, with senior representatives from both New Acland and Bengalla participating in the Oakey Chamber of Commerce and Muswellbrook Chambers of Commerce and Industry respectively.

Reflecting the ramp-up in operations at New Acland, this year community interactions more than doubled compared to the 2023 financial year. We have adjusted our approach to engagement based on feedback, including by establishing new quarterly New Acland Community Catch Ups to share project updates and employment opportunities to the communities of Kulpi, Jondaryan, Goombungee and Oakey.

In addition to its ongoing and longstanding community engagement activities, in October 2024 Bengalla will host its bi-annual Community Open Day, offering the public an opportunity to visit and learn about the mine.

We have extensive landholdings, mostly near our mining operations. We regularly engage with landholders and tenants, both within and adjacent to our landholdings, on matters including land access, environmental monitoring, road closures and operational updates. At New Acland, we have seen increased interaction with landholders during the year, with inquiries largely relating to pit progression and production ramp-up. Near Bengalla, we have started to engage with landholders and other near neighbours in relation to the West Muswellbrook Assessment Lease area and have developed an initial Community Consultation Strategy for the newly-acquired asset.

1. For the purpose of this Sustainability Report, local to Bengalla is defined as employees or suppliers based in the following Local Government Areas: Muswellbrook, Upper Hunter, Singleton. Local to New Acland is defined as employees or suppliers based in the following Local Government Areas: Toowoomba, Western Downs, South Burnett, Lockyer Valley, Southern Downs. See the sustainability data tables for more detail.

Economic and social impact

We provide reliable local employment, training and procurement opportunities and invest in the social and economic development of our communities.

Around 88 per cent of employees live in areas local to our mining operations in New South Wales and Queensland. In total, New Hope Group paid \$221.3 million in wages and salaries for the year, with much of this paid to regional area employees.

We value local small and medium enterprises, and encourage our operations to support local suppliers where they can competitively offer quality goods and services. In this way, we contribute to and support supplier development and provide opportunities for local employment. This enhances purchasing power in the community and therefore stimulates local businesses and indirectly encourages further infrastructure investment.

In total, 24 per cent of New Hope's procurement spend this year was with suppliers local to our active mining and agricultural operations.¹ New Hope Group pays mining and oil royalties to state governments each year, further contributing to services and infrastructure in Queensland and New South Wales. See the Tax Transparency Report 2024, within the Annual Report 2024, for more detail.

More than a dozen local businesses played an essential role in building the \$5 million Lagoon Creek Crossing, which allows for all-weather access to Willeroo Pit, facilitating the expansion of New Acland Mine Stage 3.

[Read more](#)



1. This year, we worked to further refine our definition of 'local supplier' across the Group, making use of new systems across the business to develop a more robust process. For further detail on the definition and performance, see the data tables at newhopegroup.com.au/results-and-reports.

Communities continued

Community investment

We contribute to a range of community initiatives, focusing on skills, training and employability, health, environment, and social development in the local community – both at a mine site and at a Group level, and both financially and in-kind.

Community groups local to our mine operations have multiple formal pathways to seek financial and in-kind support. Community members participate in awarding funding, ensuring investments respond to community needs.

In addition to annual funding opportunities, we have a range of longstanding partnerships in the areas around our operations, supporting events and initiatives that are central to our communities.

This year, Bengalla donated \$557,264 (80 per cent basis) supporting 74 community organisations, events and programs and also scholarship opportunities.

We are working to ensure investments from Bengalla continue to be in the areas of most relevance. This year, we commissioned a social baseline study, which identified socio-economic trends expected to impact the area in the coming years, including the closure of several coal mines in the Upper Hunter. Following completion of the study, we will commence a community needs assessment.

We also contribute to local infrastructure in New South Wales, with Bengalla and the Council working together to identify opportunities for infrastructure development. In the year to 31 July 2024, Bengalla paid more than \$800,000 (100 per cent basis) to the Council via Voluntary Planning Agreement contributions. In recent years, this funding has contributed to projects including the construction of Council's Tertiary Education Centre, and the restoration of Loxton House, both of which form part of a major initiative aimed at supporting education and innovation.

In Queensland, we donated almost \$400,000 to 54 community groups, a significant increase on the prior year enabled by the restart of operations at New Acland. We also updated our sponsorship and donations process to better understand the community benefits of our investments, and inform our investment approach. We are now undertaking a community needs analysis to inform social impact management, planning and investment.

The team at QBH has a proud history of working with the Bulimba Creek Catchment Coordinating Committee, contributing to the restoration and protection of the Bulimba Creek catchment in Brisbane.

[Read more](#)



Goombungee's stunning Jacaranda Day will bloom again thanks to a two-year, \$20,000 donation from New Acland Coal.

[Read more](#)



Bengalla welcomed 11 new apprentices to the team in November 2024, and they spent their first week completing a community project at St Joseph's High School, Aberdeen.

[Read more](#)



Skills development

We support local skills development and employment through our apprenticeship, work experience and scholarship programs.

This year at Bengalla, our apprenticeship program provided opportunities for 11 new apprentices to start their trade career – our biggest intake ever, bringing the total number of apprentices on site to 25. Additionally, 11 students from local schools and vocational education institutions gained exposure to a real-world work environment through our work experience program.

Since 2000, we have supported local students through our scholarship program. This year Bengalla supported eight local students entering university through the undergraduate scholarship scheme. In addition, six scholarships were awarded to students undertaking a mining-related degree. These students complete vacation work on site with the aim to move into a graduate role at the end of their studies.

At New Acland, we have increased our engagement with schools in our region. This year, three students completed work experience at the mine, and one student completed work experience at our agricultural operations. We have also welcomed a trainee stationhand at our agricultural operations.

We are exploring potential traineeship, apprenticeship and scholarship opportunities with local education providers, aligned with potential future employment needs and pathways in our industries.

We continue to offer tours to local students, including in partnership with industry associations, to build understanding of our operations and our role in the community. This year, Bengalla hosted 102 students and teachers from four schools, as well as 13 careers advisers, and New Acland welcomed 140 students and teachers, as well as 122 other community members, on seven mine tours.

New Acland's \$20,000 donation to Quinalow Prep-10 State School will allow the expansion of the school's agriculture-science program.

[Read more](#)



In early 2024, we welcomed 74 students from Downlands College in Toowoomba to New Acland Mine to learn about the mining and rehabilitation processes, as well as career pathways in our industry.



Sustainability Report continued

Communities continued

FY24 Regional impact – NSW



\$550,000+

donated to **74** community groups and scholarship recipients



722

employees, **86%** local, at Bengalla



\$120.7m

in wages and salaries at Bengalla



\$185.6m

spent with **260** suppliers local to Bengalla

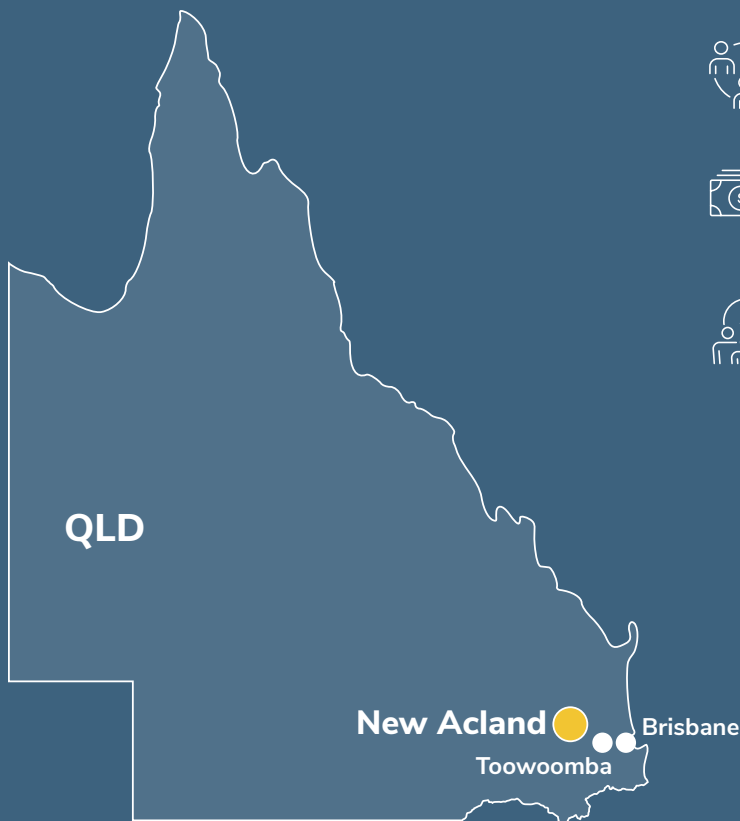


\$122.7m

in coal royalties paid to the NSW Government

Note: Local to Bengalla is defined as employees or suppliers based in the following Local Government Areas: Muswellbrook, Upper Hunter, Singleton. Monetary figures reflect New Hope's 80 per cent interest in Bengalla.

FY24 Regional impact – QLD



~\$400,000

donated to **54** community groups



195

employees, **97%** local, at New Acland



\$29.8m

in wages and salaries at New Acland



\$36.9m

spent with **169** suppliers local to New Acland

Note: Local to New Acland is defined as employees or suppliers based in the following Local Government Areas: Toowoomba, Western Downs, South Burnett, Lockyer Valley, Southern Downs.



NAC
New Hope Group
Please ring bell if the desk is unattended.

Communities continued

First Nations engagement

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, we work to obtain the consent of Traditional Owners for activities associated with our operations.

We work with Traditional Owners of the areas around our mine sites with regard to cultural heritage management, including the Wanaruah Local Aboriginal Land Council for Bengalla and the Western Wakka Wakka People and their endorsed parties for New Acland. Find out more in the Environment chapter of this report.

The majority of land where Bridgeport operates is subject to recognised Native Title, and Bridgeport's activities are governed under relevant agreements and processes including Right to Negotiate Agreements, Cultural Heritage Management Plans, Indigenous Land Use Agreements, and Ancillary Agreements. Groups include the Bidjara People, Bigambul People, Boonthamurra People, Kullilli People, Mandandanji People, Mardigan People, Mithaka People and Wongkumara People. These areas where Bridgeport operates cross numerous regions in Queensland but are predominantly in southwest Queensland where most operations occur. We do not have Native Title or Indigenous Land Use Agreements associated with our mining or agricultural operations, or QBH, as these operations are not subject to native title claims.

We have respectful relationships with First Nations communities around our operations, and work to ensure they have the opportunity to benefit from our operations.

We have established a First Nations Engagement Framework to further guide our efforts to increase opportunities for First Nations and First Nations businesses in our Group, with the initial focus on opportunities at New Acland. Priority areas include education and training, employment, cultural heritage, land management partnerships, and contributing to programs that support community development and wellbeing. We have partnered with an First Nations engagement and employment service provider to help implement the framework, and are working to recruit a community liaison role at New Acland with a special focus on First Nations engagement to further develop and implement relevant initiatives.

This year marks the first of New Hope Group's three-year partnership with the Clontarf Foundation, which exists to improve the education, discipline, self-esteem, life skills and employment prospects of young Aboriginal and Torres Strait Islander men through its academies based at schools across the country. We are contributing \$150,000 per annum, with funding focused on the Darling Downs region. In November 2023, we welcomed Clontarf students to our Brisbane office, and offered insights into our industry as well as interview tips at an employment forum. We are working with Clontarf to develop further engagement opportunities.

We continue to work with the Indigenous Business Connector Program, through the Toowoomba and Surat Basin Enterprise organisation, to identify procurement opportunities in Queensland. This year we established a new partnership with an First Nations-owned and operated property services business, to provide maintenance services at our New Acland. We have also implemented a new supplier onboarding management tool that will

allow us to better understand our level of engagement with First Nations businesses across the Group.

Through our partnership with the PCYC Oakey Youth Connect Program, we support efforts to help students re-engage with schooling. During the year, the team has built educational capacity to ensure positive long-term outcomes for young people. The team works with service providers and community leaders across education, healthcare, law enforcement, business and support services to enhance the wellbeing of young people in Oakey and surrounding communities.

Bengalla supports the Polly Farmer Foundation Muswellbrook 'Follow the Dream' program, which delivers academic enrichment programs to empower and support Muswellbrook High School students in their post-school pathways. This year, the team at Bengalla worked with Dreampath for the first time, welcoming six trainees who have started a two-year Certificate 3 in Surface Vehicle Extraction. This partnership offers First Nations people a pathway into the mining industry.

At Bengalla, we're excited to partner with Dreampath to welcome new trainees to our team, continuing our strong tradition of local employment.



To kick off our new partnership with the Clontarf Foundation, in November 2023 Year 12 Clontarf Academy students visited New Hope Group's head office in Brisbane, delivered a presentation and networked with the entire team, including CEO Rob Bishop and Executive General Manager and Company Secretary Dominic O'Brien.



Environment

Our primary objective is to manage our mining tenements and our agricultural land responsibly, as outlined in our [Environment Policy](#). Core to our approach is our practice of progressive rehabilitation of mining land, working alongside other measures to minimise our operational impacts. Our agricultural operations enhance our land management opportunities by enabling grazing and farming to occur consistent with surrounding areas, as well as on rehabilitated mining land.

Our mines are subject to strict environmental assessment, approval, monitoring, reporting and auditing requirements – both at a state and a federal level.

During the year, we bolstered resourcing to support increased production activity.

As part of our new First Nations Engagement Framework, we are working with First Nations people to seek to increase the business and employment opportunities at our mining and agricultural operations, including for land management.

For detailed environmental performance data, including across sites and over time, see the [data tables](#).

Greenhouse gas emissions

New Hope reports on emissions, energy consumption and energy production to the Clean Energy Regulator (CER) annually, in accordance with, and using the methodology set out under, the National Greenhouse and Energy Reporting (NGER) Scheme. This reporting includes recording and disclosing Scope 1 and Scope 2 greenhouse gas (GHG) emissions on an operational control basis.

We are committed to improving our understanding of our emissions profile and to reduce emissions where reasonable and feasible.

This year we undertook gas drilling at New Acland, with results confirming it is a low-emitting operation due to the low presence of fugitive gases. Drilling and analysis to be conducted during the 2025 financial year will inform an updated gas model for the life of the Bengalla.

This section sets out emissions and energy related data across our operations, as reported through the NGER Scheme. Reflecting the timing of reporting requirements under the NGER Scheme, data presented is for the year to 30 June 2023.

We are working towards meeting the requirements of the mandatory climate-related financial disclosure regime, set to apply to New Hope Group from the 2026 financial year.

Scope 1 and 2 emissions

New Hope Group's total operational Scope 1 and 2 emissions were 653,440 tonnes of carbon dioxide equivalent (tCO₂-e) for the year to 30 June 2023, a 21 per cent reduction compared to the prior year.

Factors impacting the Group's emissions included the following:

- Whilst there was slightly increased activity at New Acland, there was no coal produced.
- The coal seams mined at Bengalla had fewer fugitive emissions than those mined in the previous reporting year.
- Steady operations and slightly decreased emissions and energy use at Bridgeport and QBH.

For further detail, including Scope 1 and 2 emissions by site over time, see the [data tables](#).



New Hope Group emissions and energy use, year on year

Indicator	Unit of measurement	Year to 30 June 2023	Year to 30 June 2022	Year to 30 June 2021
Total Scope 1 and Scope 2 GHG emissions	tCO ₂ -e	653,440	823,733	569,223
Scope 1 GHG emissions	tCO ₂ -e	595,100	753,651	500,309
Scope 2 GHG emissions	tCO ₂ -e	58,456	70,082	68,914
Total energy use	Gigajoules (GJ)	3,254,412	3,155,801	3,678,311

Note: Bengalla Mine reported on a 100 per cent basis.

Operational GHG emissions intensity

	Unit of measurement	Year to 30 June 2023	Year to 30 June 2022	Year to 30 June 2021
Bengalla Mine	tCO ₂ -e/ROMt	0.0545	0.0654	0.0409
New Acland Mine	tCO ₂ -e/ROMt	0 ¹	0.0140	0.0103
Bridgeport	tCO ₂ -e/bbl	0.0630	0.0786	0.0737
QBH	tCO ₂ -e/tonnes throughput	0.0013	0.0012	0.0012

1. No coal was produced at New Acland Mine during this period.

Note: Bengalla Mine reported on a 100 per cent basis. Jeebropilly Mine is not reported above as it has been under rehabilitation since the 2020 financial year. Emissions intensity includes Scope 1 and Scope 2 emissions.

Scope 3 emissions

Our major sources of Scope 3 emissions relate to the use of our coal in power stations and other industrial facilities. These downstream Scope 3 emissions represent our customer facilities' Scope 1 emissions.

Over the past two years, we have worked with third-party experts to build our emissions profiles across our facilities, in order to provide meaningful and reasonable estimates.

For the year to 30 June 2023, total Scope 3 emissions for the Group are estimated at 27,406,003t CO₂-e as shown below,

with 'use of sold products' accounting for 98 per cent of the total.

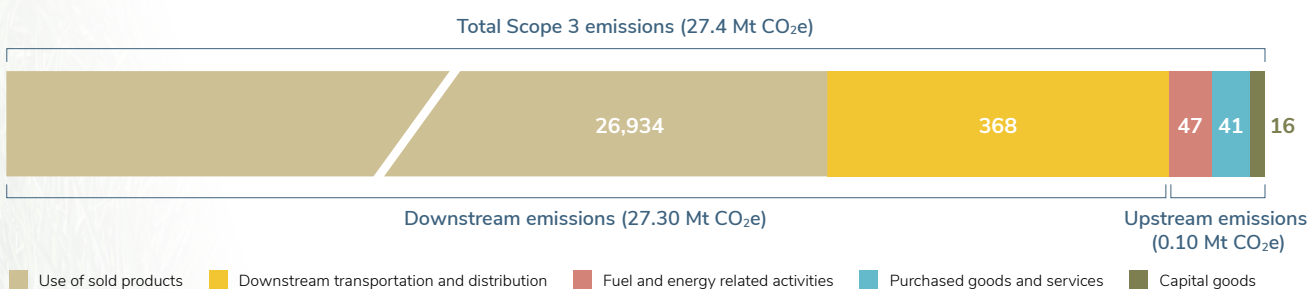
This estimate has been prepared using five of the [Greenhouse Gas Protocol's](#) (GHG Protocol) 15 categories of Scope 3 emissions, which we determined to be most material to our business based on a significance test.

Given the challenges of obtaining complete direct measurements of emissions that are outside of our operational control, for each reported Scope 3 category we have relied on a calculation methodology based on activity data and an applicable emissions factor.

For the 'use of sold products' category, emissions factors and methods for non-transport purposes from the [National Greenhouse and Energy Reporting \(Measurement\) Determination 2008](#) have been used. Coal has been assumed to be bituminous coal and combusted as fuel, with energy content of 27 GJ/tonne and emission factor of 90.24 kg CO₂-e/GJ.

We intend to refine our approach to the collection and reporting of Scope 3 data in future years, including to align with Australian Sustainability Reporting Standards that are expected to require reporting of Scope 3 emissions across all 15 categories of the [Greenhouse Gas Protocol](#).

Estimated composition of New Hope Group Scope 3 emissions (ktCO₂e), year to 30 June 2023



Environment continued

Reducing GHG emissions

As part of its Nationally Determined Contribution under the Paris Agreement, the Australian Government has targeted a 43 per cent reduction in GHG emissions below 2005 levels by 2030 and net zero by 2050.

Certain high-emitting facilities are required to progressively reduce Scope 1 emissions by 4.9 per cent per annum to 2030 under the Australian Government's Safeguard Mechanism. Australian Carbon Credit Units (ACCU), currently capped at \$75 per unit, and Safeguard Mechanism Credit units (tradeable credits generated when facilities reduce emissions below baselines) can be used to meet these obligations, with conditions.

From 1 July 2023, under the Safeguard Mechanism, Bengalla has been required to progressively reduce and/or offset Scope 1 emissions against a determined baseline by 4.9 per cent per annum to 2030.

This year we lodged an application for a Facility-Specific Emissions-Intensity Determination for Bengalla to reflect revised methodology released by the Australian Government, as well as updated emissions modelling. This application was accepted after the reporting period and will be used to determine emissions reduction requirements based on actual Run-of-mine coal production each year.

New Acland is below the current Safeguard Mechanism threshold. Based on current data and modelling, we expect that New Acland's Scope 1 emissions will continue to remain below the current threshold, even as production expands, due to its GHG emissions profile.

GHG reduction initiatives

Operational decarbonisation presents a significant challenge for our business.

While some incremental emissions reduction initiatives can be implemented, large-scale emission reductions will be more difficult to achieve. As both of our operating mines currently have scheduled lives into the mid to late 2030s, returns of potential emissions reduction investments (both financial and avoided emissions) are limited.

Our emissions reduction trajectory is unlikely to be linear, reflecting the time and investment required to plan and implement large-scale emissions reduction initiatives, and that some measures will require sectoral or industry changes that are beyond New Hope's control.

We continue to investigate potential initiatives at our mines to develop a decarbonisation plan. Our planning and assessment include understanding the financial, social and environmental costs and benefits for employing both proven and new or emerging emission reduction methods.

Due to New Acland's GHG emissions profile, we focus our GHG reduction initiatives on opportunities most applicable to Bengalla.

Fuel emissions

Mining operations are reliant on heavy equipment, including haul trucks, excavators, loaders, graders, water trucks and other equipment. Diesel emissions represented around 31 per cent of Bengalla's Scope 1 emissions and 100 per cent of New Acland's Scope 1 emissions in the year to 30 June 2023 (as there was no coal produced at New Acland during this period).

We continuously review and update the mine schedule to maximise production and improve efficiency at our mine sites, including to reduce our fuel use and emissions.

At Bengalla, we use a fuel management system to understand, analyse and adjust our vehicle movements and maintenance schedule to improve efficiency. In recent years we have implemented initiatives to reduce fuel use, such as truck tray upgrades and changing mine layouts and roadways.

We have also investigated trolley-assist haulage and in-put crushing and conveying, and have determined these to be unsuitable for our operations due to the layout of Bengalla, notwithstanding changes made to reduce fuel usage.

At present, we have determined there is no alternative-fuelled fleet solution currently commercially available at the scale required to operate Bengalla efficiently, particularly as the existing fleet is relatively new. Nonetheless, we continue to work with equipment manufacturers to understand the feasibility of using alternative fuels for the mining fleet and other equipment on site.

Fugitive emissions

Fugitive emissions occur when coal is exposed during the mining process, releasing CO₂ and methane inherent in the coal seam. The nature and volume of emissions depend on both the coal resource properties and the mining method.

At about 63 per cent, fugitive emissions are by far the largest source of Bengalla's Scope 1 emissions. New Acland's coal seams have much lower levels than Bengalla, and no coal was produced during the reporting period, so fugitive emissions only represented about 0.001 per cent of its Scope 1 emissions in the year to 30 June 2023.

Capturing fugitive emissions is particularly challenging at an open-cut coal mine, where the emissions are diffuse, compared to an underground mine. Even if they can be feasibly implemented, emissions capture projects generally require a medium or long-term time horizon¹ to be delivered, given the scale of activity required to design, seek approval for, construct and implement the relevant infrastructure and systems for the drainage, collection and treatment of mine gases.

1. We define time horizons as follows: short-term (up to three years on a rolling basis), medium-term (up to 15 years, approximately reflecting our remaining mine lives under current plans) and long-term (more than 15 years, beyond our current mine plans).

This year at Bengalla, we completed a conceptual study on the potential for recovering fugitive emissions that would involve drilling vertical wells to enable fugitive gas extraction. We are now undertaking pre-feasibility assessments. We are also in the early stages of investigating another approach that involves a horizontal in-pit drilling technique used in underground coal mining, with gas extracted at a remote vertical well.

Any future fugitive emissions capture project at Bengalla would require regulatory review and approval.

New Acland's GHG emissions profile further limits opportunities for feasible emissions capture projects. Nevertheless, we keep a watching brief on opportunities to reduce Scope 1 and 2 emissions, and regularly undertake assessments of carbon sequestration projects and energy efficiency opportunities that may one day be feasible, based on their cost and suitability to the mine.

Electricity use

We continue to investigate alternative on-site generation projects, and note we expect our Scope 2 GHG emissions from electricity use to decrease as the overall electricity grid decarbonises.

At Bengalla, detailed engineering design is now underway for a modest scale solar PV and battery storage project, to meet on-site power requirements. The available locations within the mining boundary limit the potential to use our land to generate renewable electricity to feed into the grid.

Among other factors, any project approved for implementation will be subject to a suitable economic and environmental return, footprint availability and approvals.

Work continues on investigations into developing a large-scale, alternate energy facility on land owned by New Hope near New Acland comprising a pumped hydro complex, including on-site solar and wind generation that would take advantage of the site's topography and location within the Southern Queensland Renewable Energy Zone.

It is envisaged the complex would operate alongside mining operations, and continue post-mining to support long-term value creation and local employment opportunities.

This year, prefeasibility studies focused on engineering, geotechnical and equipment selection were progressed and are now undergoing peer review. Assuming the conclusions from the initial studies are confirmed, it is anticipated that investigations will progress to conducting a detailed feasibility study and developing scenarios for commercial structuring and financing opportunities.

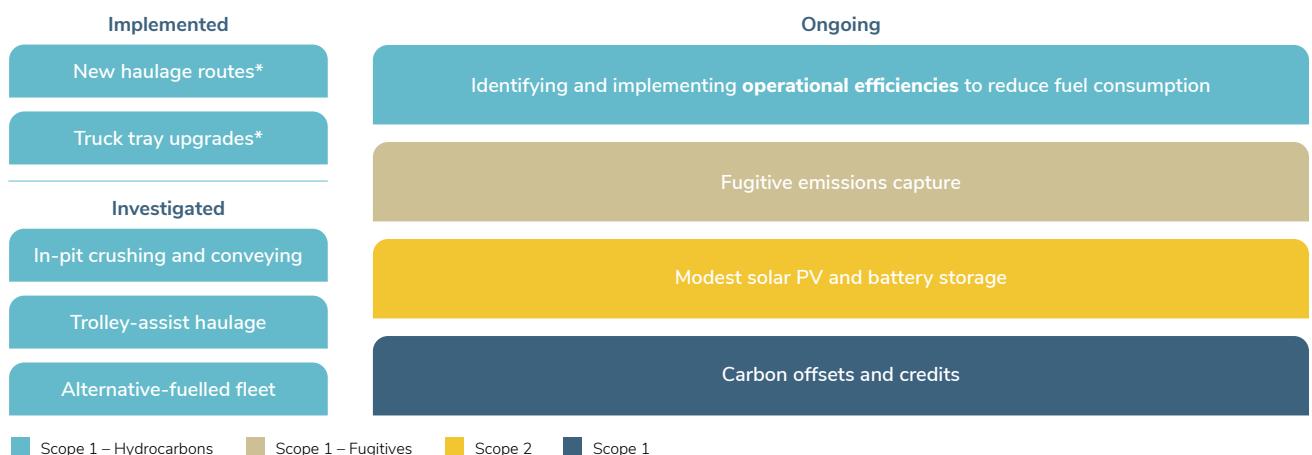
Carbon offsets and credits

We have developed a carbon credit strategy for the Group as part of the suite of actions to meet Safeguard Mechanism obligations. The strategy incorporates purchasing ACCUs and considers acquisitions of existing projects and the generation of ACCUs on our existing land.

As detailed above, we are investigating a range of initiatives to reduce emissions; however, the timing and viability of realising potential reductions is uncertain. During the year, we purchased ACCUs to satisfy our immediate short-term obligations under the Safeguard Mechanism, which are available for surrender if required.

We are also considering carbon sequestration and ACCU generation at our agricultural operations. In particular, we are investigating opportunities to adjust our land management practices at Bengalla Agricultural Company, to potentially increase productivity, as well as soil carbon levels. As part of this project, this year we commenced soil carbon testing. Preliminary results indicate good potential for our land to support a soil carbon sequestration project, and we are undertaking further financial, legal and science-based analysis of such a project. Pending further analysis, we may explore the scalability of these types of projects to additional agricultural land within the Group.

Decarbonisation initiatives at Bengalla Mine



* Initiatives implemented during the 2023 financial year.

Sustainability Report continued

Environment continued

Contributing to research and development

We continue to support research and development through [Low Emission Technology Australia](#) (LETA), which invests in technologies to reduce GHG emissions. Contributions to LETA for the 2024 financial year exceeded \$660,000 (inclusive of Bengalla's contribution on a 100 per cent basis).

In June 2024, the Queensland Government prohibited carbon capture and storage projects in the Great Artesian Basin. As a result, Bridgeport's Moonie CO₂ Enhanced Oil Recovery Project has been suspended indefinitely. Read more about the project and Bridgeport's view on the impacts of this policy change on the [Bridgeport website](#).

Closure and rehabilitation

We progressively rehabilitate mined land towards final land uses outlined in closure and rehabilitation plans approved by relevant government authorities.

We work to restore disturbed land and to improve rehabilitation and post-mining land use outcomes by planting vegetation, optimising water drainage and generating productive soil on rehabilitated land.

At Bengalla, our rehabilitation efforts are aimed at restoring the land to a combination of pastoral grassland and high-density woody vegetated land, with a total of 328 hectares rehabilitated at Bengalla, including 20 hectares completed this year.

High-density woody vegetation continues to be established, in accordance with the approved final landform and rehabilitation objectives, to improve visual amenity for local communities and provide habitat corridors for native fauna as plantings mature.

At New Acland, our rehabilitation program returns land to both agricultural and conservation uses, contributing to the region's agribusiness industry and re-establishing native species.

Generally, the areas where mining occurred during New Acland Stages 1 and 2 are being returned to a combination of grazing land and enhanced rehabilitation bio-diverse areas. Stage 3 mining areas will mostly be rehabilitated to grazing and farming land uses. While rehabilitation work continued during care and maintenance, this year we prioritised the restart of operations. Rehabilitation will continue in the coming years as areas become available.

Overall, the proportion of land disturbed for mining that has been rehabilitated was 46 per cent as at 31 July 2024.

At New Acland, 43 per cent of land disturbed for mining has been rehabilitated, exceeding the Queensland thermal coal mine average of 36 per cent.¹ At Bengalla, this ratio was 28 per cent, below the Upper Hunter average of 39 per cent,² reflecting the mine's current stage of operations.

Disturbed and rehabilitated land as at 31 July 2024

	Mine site total	Bengalla	New Acland	Jeebropilly ¹
Land disturbed for mining activities (ha)	3,921	1,154	1,612	1,155
Land rehabilitated in the year to 31 July 2024 (ha)	20	20	0	0
Cumulative land rehabilitated (ha)	1,812	328	698	786
Proportion of land disturbed for mining that has been rehabilitated (%)	46%	28%	43%	68%

1. New Hope Group divested Jeebropilly Mine in August 2024, shortly after the end of the reporting period.

Watch a short video on the rehabilitation underway at New Acland.



1. Queensland Mine Rehabilitation Commissioner 2022-23 Annual Report, pp. 20, available at https://www.qmrc.qld.gov.au/_data/assets/pdf_file/0023/326570/qmrc-2022-23-annual-report.pdf.
2. Upper Hunter Mining Dialogue, Rehabilitation 2022, available at <https://miningdialogue.com.au/project/rehab/results/2022-results>.

Water use

Water is a critical resource for our operations and our communities. Our operations have site-specific water management plans that are reviewed and implemented on an ongoing basis to ensure we responsibly manage water. We continue to monitor our water consumption and needs and look for water efficiency improvements.

At Bengalla the main water source is the Hunter River, with the volume of water available to be extracted from the river controlled by water licences. Other sources of water include sediment water run-off from disturbed and rehabilitated areas, water from the mine, including groundwater inflow, and recycled water from the on-site wastewater treatment plant.

Where reasonable and feasible, clean water from the undisturbed catchment area is directed away from disturbed areas. To manage rainfall and other inflows to the Bengalla water management system, our main mine water storage and discharge dam provides 700ML of capacity. We hold credits to discharge water into the Hunter River during periods of high flow and flood flow under the Hunter River Salinity Trading Scheme and did not discharge any water under the Scheme in the reporting period.

The main water source for Bengalla Agricultural Company is also extraction from the Hunter River, with water licences shared with the mine. Water is used for cropping, stock watering and general pasture management.

At New Acland, the main surface water source is rainfall captured in on-site dams. A purpose-built, 45km pipeline also transfers recycled wastewater purchased

from Toowoomba Regional Council. This third-party recycled water is used for all production activities, including in the coal handling and preparation plant, and services our neighbouring pastoral operations for crop irrigation and stock water. Acland Pastoral Company also uses this recycled water from Toowoomba Regional Council, and collects rainwater run-off.

The ability to draw on recycled water provides the mine with resilience in periods of drought, eliminates the need to draw from natural water sources and provides a revenue stream for the Council.

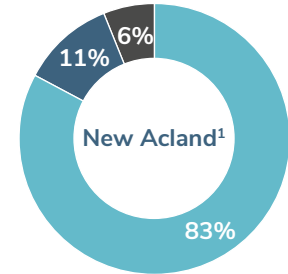
Groundwater is only used for potable water supply and for bathrooms; no groundwater is used for production activities at New Acland.

New Acland is authorised to release water via Spring Creek and Lagoon Creek during periods when there is natural flow. No water was released during the year to 31 July 2024. The mine is also authorised to use excess water stored on site for beneficial agricultural purposes at properties adjoining the mine, as long as water quality requirements are met.

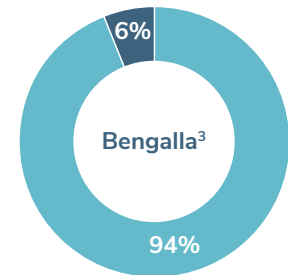
Given the increased rainfall last year and the existing water reserves on site (including rainfall collected during care and maintenance), it is presently anticipated there are sufficient water reserves stored on the New Acland lease to meet mining and agricultural needs for the coming years.

Our Bridgeport oil and gas operations produce a significant amount of water as part of the oil extraction process. The team has undertaken a feasibility study to reuse this water to generate hydrogen alongside its operations at Kenmore in southwest Queensland. [Read more here.](#)

Water withdrawal by category



Surface water	1,933ML
Groundwater	246ML
Third-party water ²	139ML



Surface water	2,567ML
Groundwater	175ML

1. Year to 31 July 2024.
2. Recycled water purchased from Toowoomba Regional Council.
3. Year to 31 December 2023.



Environment continued

Biodiversity and land use

Our landholdings are used for a range of purposes in addition to mining.

Our agricultural operations adjacent to both Bengalla and New Acland Mines are used for cropping and cattle grazing, and dairy farming in the case of Bengalla. These productive agricultural businesses also act as a physical separation, to provide a buffer from our operations for our near neighbours.

We also own and manage land for biodiversity purposes, to offset ecological disturbance at our mines under both federal and state government requirements. The management of the offset properties is outlined in plans approved by the relevant government bodies. Activities on these properties include managing weed and pest species, maintenance on fencing, controlled burns to manage bushfire risk and ecological surveys to monitor targeted flora and fauna.

During the year, we secured new areas to offset the impacts of mining now underway at New Acland Stage 3, as required under our environmental authorities. These areas were to offset impacts on agricultural land and biodiversity.

New Acland also manages several conservation zones in areas that will not be disturbed by mining. Like biodiversity offsets, these areas are managed under strict regulatory conditions. At the Bottle Tree Hill conservation zone, we are working towards re-establishing native tree species.¹

This year we also started work on a major project within the Lagoon Creek conservation zone, which will see the vegetation corridor along Lagoon Creek widened and more than 3,000 native trees planted in the next decade. Read more on the New Hope [website](#).

A 120-year-old bottle tree has found new roots at the entrance of New Acland

Read more



Watch a short video on how we are enhancing biodiversity at the Lagoon Creek Conservation Zone.



Cultural heritage management

We partner with the traditional custodians of the land where we operate to identify and protect sites of cultural significance.

At Bengalla, we have a strong relationship with the Wanaruah Local Aboriginal Land Council (WLALC), with a representative of the WLALC sitting on the Bengalla CCC. We manage cultural heritage in accordance with the approved Aboriginal Cultural Heritage Management Plan. We periodically undertake cultural heritage surveys to ensure accurate information when undertaking ground disturbance

activities on both the mining and exploration leases, as well as fulfilling annual reporting requirements.

At New Acland, we work with the Western Wakka Wakka People and their endorsed parties to manage cultural heritage, in accordance with the approved Aboriginal Cultural Heritage Management Plan and our First Nations Engagement Framework, detailed in the Communities chapter. While most areas of proposed disturbance within the Stage 3 Project's boundaries were completed in prior years, our work in this space continues with the assistance of the Western Wakka Wakka People.

1. This activity at Bottle Tree Hill is pursuant to an Enforceable Undertaking with the Queensland Department of Environment, Science and Innovation.



Air quality

We monitor air emissions in accordance with Air Quality Management Plans for each coal operation, which reflect state-based legislative and approval requirements. Air emissions are also disclosed through the Australian Government's [National Pollutant Inventory](#).

See the Communities chapter for information about how we manage amenity impacts such as noise and dust.

Waste management

We work to responsibly manage both regulated and non-regulated waste.

This year, we recycled 50 per cent of total waste at our mine sites and QBH, consistent with the prior year.

Our sites have management plans that detail requirements for disposal, tracking and reporting of mineral and non-mineral wastes. Where practicable, we seek 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) for recycling with 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 third-party providers. Hazardous non-mineral waste that cannot be reused or recycled is collected and removed for treatment and specialised disposal.

Bengalla has an on-site bioremediation facility to treat hydrocarbon contaminated material, reducing the amount of waste that is disposed off site. We also continue to engage with Tyre Stewardship Australia to investigate industry-wide initiatives to recycle tyres.

Tailings management

At Bengalla, fine reject material is treated, dewatered and placed in specifically identified and engineered locations called 'reject cells' within the overburden emplacement area. At Bengalla we do not have any tailings dams or major tailings storage facilities.

At New Acland we have in-pit tailings dams, which pose less risk to the environment and community than out-of-pit facilities. We manage the in-pit facilities in accordance with our strict approval requirements.

Climate, transition and resilience

Thermal coal remains vital to global economic activity and living standards as the largest single source of electricity generation in the world.¹

We accept the scientific evidence that greenhouse gas (GHG) emissions are contributing to rising global temperatures and climate change. We also acknowledge the commitments of nations under the Paris Agreement to keep global warming well below 2 degrees Celsius above pre-industrial levels, while pursuing efforts to limit the temperature increase to 1.5 degrees Celsius.²

Achieving these decarbonisation ambitions will be immensely challenging. The use of thermal coal to generate electricity will need to decrease in order to achieve these ambitions.

This presents immense risks for our business, but also some opportunities. We acknowledge the interest from shareholders, customers and the community in the role of our business in this complex and evolving landscape.

Our strategy

New Hope Group's overarching business strategy is to safely, responsibly and efficiently operate our low-cost, long-life assets, while focusing on disciplined capital management and providing valuable returns to our shareholders.

Our strategy is underpinned by:

- **Our assessment of future demand:** Despite forecast declining usage over the coming decades, thermal coal is likely to continue to play a significant role in global energy generation, particularly in Asia, for at least the planned life of our existing mining operations.
- **Our expertise and experience:** Coal mining and marketing are at the core of our business and capabilities and have enabled us to generate competitive returns to shareholders.

- **The quality of our products:** We mostly produce coal that is of a high calorific value as demanded by our customers. These products are generally more energy efficient than lower calorific value coals as a lower volume is required to produce the equivalent amount of energy. We expect high calorific value thermal coal will remain in demand longer than other lower calorific value products.
- **Low-cost production:** As relatively low-cost production assets, with low-strip ratios, the profitability of our mines is expected to be relatively resilient even as overall demand for coal reduces.
- **Highly-regulated operating environment:** We operate in accordance with internal environmental management standards and procedures, as well as the strict state and federal regulatory requirements in place in Australia.
- **A prudent approach:** We carry out progressive rehabilitation of our sites, while maintaining balance sheet strength and making provisions for future closure costs and employee entitlements. In assessing new projects and acquisitions, we maintain a disciplined approach to the deployment of capital.

Our strategy allows us to focus on continuing to provide returns to shareholders from our current operations while cautiously assessing the energy landscape for future projects and investments.

Climate-related risks and opportunities

Climate-related risks, especially transition risks relating to the shift to low or zero emitting sources of energy, are very significant to New Hope as an organisation.

There are two key risks fundamental to our future:

- **Risk of demand decline for our product due to moves away from the use of thermal coal in energy generation,** driven by national emissions reduction targets as well as increasing adoption of substitute sources of energy. This is not an immediate short-term risk to our business; however, it is a substantial risk over the longer term beyond the planned life of our existing assets.
- **Risks to our ability to operate, grow and keep supplying our markets,** with substantial public sentiment against thermal coal mining in Australia and national emissions reduction commitments leading to a very challenging legal, policy and approvals landscape.

For example, a challenge is underway in the Queensland Land Court seeking to overturn the state government's approval of New Acland's Associated Water Licence, which is necessary for New Acland to operate. This follows many years of court challenges and delays before the grant of New Acland's Stage 3 mining lease in 2022. While this specific court action is not directly related to climate matters, concerns about climate change contribute to negative sentiment and difficulty obtaining approvals.

Bengalla is required to progressively reduce Scope 1 emissions under the Australian Government's Safeguard Mechanism, resulting in additional costs to pursue direct emissions reductions or acquire offsets. There is an ever-present risk of more onerous conditions being applied.

1. IEA (2024), Coal Mid-Year Update – July 2024, IEA, Paris <https://www.iea.org/reports/coal-mid-year-update-july-2024>, Licence: CC BY 4.0.

2. The Paris Agreement is available at <https://unfccc.int/process-and-meetings/the-paris-agreement>.

Risk and resilience for our current business

In assessing the resilience of our current business model, we cautiously assume that the world is on a pathway towards achieving net zero emissions by 2050 – that is, a pathway that limits the rise in global temperatures to 1.5 degrees Celsius above pre-industrial levels (1.5 degree pathway). While there are multiple potential and varying scenarios to limit warming to 1.5 degrees, a 1.5 degree pathway will most likely entail a significant shift away from the use of thermal coal on a global basis over the period leading up to 2050.³

Assuming a significant shift away from the use of thermal coal, we believe the following factors presently support the resilience of our business strategy:

- While the world will pivot away from the use of thermal coal, demand in Asia as a region is likely to persist longer than in Europe and the US, where emissions reduction actions are further progressed.⁴
- Challenges remain to the adoption of alternative energy sources as a complete replacement for thermal coal in the global energy mix.⁵
- As global demand declines, we expect supply to also be constrained as approvals and funding for mining projects become more difficult, especially in Australia, potentially creating opportunities for suppliers that remain in the market.

- Bengalla and New Acland both presently hold the necessary state and federal approvals to continue mining until in the mid-2030s⁶.
- Bengalla and New Acland are cost effective operations relative to other producers in the global seaborne thermal coal market due to their low strip ratios, and mostly produce higher calorific value coals, meaning on a rational economic assessment they should be among the last mines to exit the market.

Coal demand

As noted by the International Energy Agency (IEA) in July 2024, “coal remains the primary global energy source for electricity generation, and increased demand for electricity continues to fuel global coal demand”.⁷

Global coal demand reached an all-time high in 2023, and is expected to plateau throughout 2024 and 2025, with growth in demand in emerging economies, particularly in Asia, expected to offset declining demand in advanced economies.⁸

As the IEA states, “since 1980...the decline in the share of coal in electricity generation has been slower than the increase in electricity generation, and the output of coal-fired electricity has continued to increase. The global fleet of coal-fired power plants is relatively young, particularly in developing Asia following a surge of capacity additions since the beginning of the century.”⁹

3. The IEA models demand for coal in 2050 under its Stated Policies, Announced Pledges and Net Zero Emissions by 2050 Scenarios, at varying levels. Source: IEA (2024), Accelerating Just Transitions for the Coal Sector, IEA, Paris <https://www.iea.org/reports/accelerating-just-transitions-for-the-coal-sector>. Licence: CC BY 4.0, pp. 17.
4. Demand for coal developing countries including Asia will offset declines in the US and Europe in the short term (IEA (2024), Coal Mid-Year Update – July 2024, IEA, Paris <https://www.iea.org/reports/coal-mid-year-update-july-2024>, Licence: CC BY 4.0). Further, countries in Asia have a range of net zero emissions pledges, with some pledging to reach net zero emissions by 2050 (Japan, Taiwan, South Korea, Vietnam), and others have longer-term horizons towards achieving net zero emissions (China – 2060, Thailand – 2065, India – 2070). Source: IEA Climate Pledges Explorer.
5. International Energy Agency, WEO Special Report: Accelerating Just Transitions for the Coal Sector, March 2024; IEA (2024), COP28 Tripling Renewable Capacity Pledge, IEA, Paris <https://www.iea.org/reports/cop28-tripling-renewable-capacity-pledge>. Licence: CC BY 4.0, pp. 43.
6. As noted above, the grant of a key New Acland approval (its Associated Water Licence) is currently subject to challenge.
7. IEA (2024), Coal Mid-Year Update – July 2024, IEA, Paris <https://www.iea.org/reports/coal-mid-year-update-july-2024>, Licence: CC BY 4.0.
8. IEA (2024), Coal Mid-Year Update – July 2024, IEA, Paris <https://www.iea.org/reports/coal-mid-year-update-july-2024>, Licence: CC BY 4.0.
9. IEA (2024), Accelerating Just Transitions for the Coal Sector, IEA, Paris <https://www.iea.org/reports/accelerating-just-transitions-for-the-coal-sector>, Licence: CC BY 4.0, pp. 15.

Climate, transition and resilience continued

Future projects and investments

In assessing new investments, or in making decisions to expand existing projects or develop new projects, the position we face is increasingly complex and challenging.

The potential for expansion exists at both Bengalla and New Acland, if we can have confidence in future demand and obtain the necessary approvals to pursue such projects.¹ The exploration area at EL9431, and the West Muswellbrook Assessment Lease (AL19), both to the west of Bengalla, are potential growth opportunities with potential synergies with Bengalla.

We expect the case for new or expanded projects will be harder to make as global actions to achieve a 1.5 degree pathway strengthen, and approval conditions on such projects are likely to be increasingly onerous. However, all prospective projects within our existing portfolio are many years away from investment decisions, which will be made in light of our best assessment of demand and prices at the time. In the meantime, we continue to take a prudent approach to investment decisions, seeking to limit capital outlay while maintaining project optionality where possible.

Approach to risk

Our review and management of climate-related risks and opportunities are integrated into our overall Enterprise Risk Management Framework, which provides a holistic overview of risk identification, assessment, management and reporting. Further information regarding our approach to risk management and reporting is set out in our Annual Report and details regarding our Enterprise Risk Management Framework are available in our Corporate Governance Statement.

A climate-related risk assessment process is conducted at least annually, guided by the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD) including consideration of both transitional risks (legal, policy, market, technology and reputational) and physical risks (acute and chronic) to the Group's activities. Risks are considered against time horizons representing our current operating plans in the short term (up to three years on a rolling basis), medium term (up to 15 years, approximately reflecting our remaining mine lives under current plans) and long term (more than 15 years, beyond our current mine plans).

Material climate-related risks are disclosed in the Operating and financial review section of the Directors' Report.

Even though we regularly look at new opportunities, in recent years New Hope has been less active than peers in pursuing expansion through acquisition. This in part is reflective of our caution in taking on the extensive rehabilitation liabilities that come with many legacy assets. Our cautious approach has for now left us with a core portfolio of two established low-cost and stable operating assets.

Nonetheless, we consider strategic acquisitions and opportunities that are consistent with our risk appetite and present value to shareholders. We also consider alternative uses for our landholdings and assets.

One recent investment we have made is of a 19.97 per cent interest in Malabar Resources Limited, which owns the Maxwell Underground Mine near Muswellbrook, currently under development.

1. We also hold a number of undeveloped coal assets in Queensland, including the North Surat Coal Project and the Bee Creek tenement. The North Surat Coal Project was impaired in 2023 as detailed in the [2023 Annual Report](#).





We report on emissions, energy consumption and energy production to the Clean Energy Regulator annually, in accordance with the National Greenhouse and Energy Reporting Scheme, including Scope 1 and Scope 2 GHG emissions on an operational control basis.

The mine has long-dated state and federal approvals and gives us exposure to metallurgical coal, used in steelmaking. The pathway for future returns and resilience is part of the rationale for this investment.

Metrics and targets

We report on emissions, energy consumption and energy production to the Clean Energy Regulator annually, in accordance with the National Greenhouse and Energy Reporting Scheme, including Scope 1 and Scope 2 GHG emissions on an operational control basis.

The Australian Government's Safeguard Mechanism sets statutory limits on, and reduction requirements for, GHG emissions for any facility that emits more than 100,000 tonnes of carbon dioxide equivalent (tCO₂-e) per year. From 1 July 2023, under the Safeguard Mechanism, Bengalla has been required to progressively reduce and/or offset Scope 1 emissions against a determined baseline by 4.9 per cent per annum to 2030.

We have not presently adopted targets separate to the Safeguard Mechanism.

For further detail about emissions, metrics and targets, see the Environment chapter of the Sustainability Report 2024.

Governance

New Hope's Board of Directors is the governance body responsible for overseeing impacts of climate-related matters on business objectives and performance. Specific responsibilities regarding climate and environmental risks are delegated to the Sustainability Committee, which considers these risks to business performance and objectives and provides recommendations to the Board on matters including:

- New Hope's compliance requirements with climate and environmental laws and regulations
- the development of Group climate and environmental policies and procedures and alignment with New Hope's business strategy and objectives
- development of New Hope's sustainability initiatives, governance and reporting with reference to the GRI Coal Sector Standard (GRI-12)
- oversight of climate-related disclosure and reporting processes.

The Audit and Risk Committee supplements the climate-related responsibilities of the Sustainability Committee by providing oversight of all enterprise risks and risk management processes, including identification and assessment of New Hope's climate-related risks. The Audit and Risk Committee also provides recommendations to the Board on developing climate-related compliance frameworks that affect the company's financial reporting, audit and assurance and governance obligations.

During the year the Group formed an internal Decarbonisation Working Group, which consists of senior management and specialists across Group functions and divisions. The Decarbonisation Working Group provides a collaborative forum for discussion and development of decarbonisation initiatives and regulatory and compliance developments. Matters discussed within the Decarbonisation Working Group are reported to the Sustainability Committee and Audit and Risk Committee for consideration as appropriate.

The Nomination and Remuneration Committee provides recommendations to the Board regarding the assessment of annual performance measures and remuneration incentives for Key Management Personnel, including performance metrics linked to sustainability measures. Further detail is available in the Remuneration Report, within the Annual Report 2024.

Further detail about the Board's oversight role and responsibilities delegated to its independent Committees is set out in our Corporate Governance Statement.

Responsible business conduct

New Hope Group's policies, codes and charters support the conduct of our business in a responsible and ethical manner.

Our cornerstone policy is our [Code of Conduct](#), which provides our Directors, Executives, employees and relevant contractors and suppliers with a compass to guide daily decisions and actions. Our employees and relevant contractors undertake periodic training on the Code of Conduct and other policies applicable to their roles.

To further enhance our supplier engagement processes and improve our understanding of our supply chain against New Hope's sustainability priorities, this year we introduced a new supplier onboarding management tool. The tool streamlines our diligence processes and requires new suppliers to provide information on their approach to labour practices, First Nations participation, non-discrimination, health and safety, risk management, environment, anti-bribery and corruption and other statutory compliance matters. Existing suppliers are also being progressively reviewed for compliance with these criteria.

We provide mechanisms for our workforce and suppliers to raise concerns about misconduct or other issues without fear of reprisal, dismissal or discriminatory treatment, as outlined in our ['Speak Up' \(Whistleblower\) Policy](#) and reinforced in our [Safety and Wellbeing Policy](#). A key mechanism for raising concerns

is a whistleblower hotline, maintained by an independent third party, Stopline. This hotline offers both phone and online lodgement methods, and allows for anonymous disclosures.

Further detail about our Governance Framework is provided in our Corporate Governance Statement, published annually in accordance with ASX guidelines. New Hope Group's key policies, codes and charters are available on the Corporate Governance section of our website at newhopegroup.com.au/corporate-governance.

Forced labour and modern slavery

Forms of modern slavery, such as forced labour, child labour, debt bondage, servitude, human trafficking and deceptive recruiting for labour or services are a violation of human rights, are not only against Australian law, but also completely at odds with New Hope Group's Core Values.

Our [Modern Slavery Policy](#) is built on a foundation of respecting human rights and outlines our stance on these practices.

Our 'Speak Up' (Whistleblower) Policy also specifically encourages disclosure of any suspected instances of forced labour, human trafficking or slavery-like offences in our operations and supply chains. We obtain contractual assurances and undertakings in relation to our suppliers' labour practices and review suppliers' labour practices as part of

our supplier onboarding process, and undertake thorough due diligence on selected suppliers.

Further detail is available in our [Modern Slavery Statement](#), published annually in accordance with the Modern Slavery Act 2018 (Cth). The next Statement will be released in January 2025.

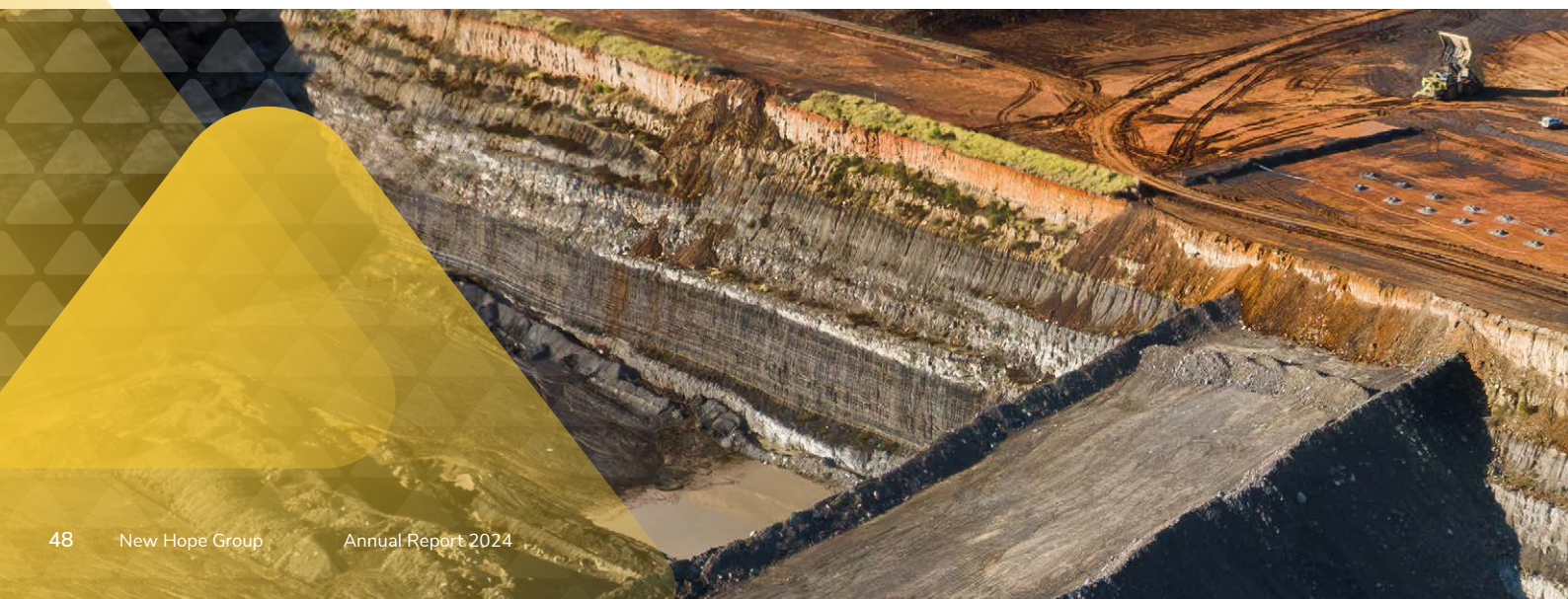
Anti-bribery and corruption

Our [Anti-Bribery and Corruption Policy](#) prohibits members of our workforce and contractors acting on our behalf from giving or receiving money or other benefits to secure improper influence or benefits. There is no exception for transactions commonly known as 'facilitation payments'.

This year, we worked to update our Anti-Bribery and Corruption Policy to reflect strengthened Australian Government foreign bribery reforms that introduced a 'failure to prevent foreign bribery' offence, and conducted an internal review of processes and procedures to identify, address and mitigate foreign bribery risk.

Employees in relevant roles undertake regular training on bribery and corruption and we undertake periodic anti-bribery and corruption risk assessments in relation to our business activities.

Our Code of Conduct also prohibits giving or receiving gifts over a modest threshold value without approval, and requires all conflicts of interest and potential conflicts of interest involving Directors or employees to be formally declared.



There were no confirmed incidents of bribery or corruption involving the Group during the year.

Payments to government

We make a substantial contribution to federal, state and local governments through taxes, royalties and council rates. See our Tax Transparency Report for more detail.

Public policy and political donations

New Hope Group is a full member of the Minerals Council of Australia and the Queensland Resources Council, and this year became a founding member of Coal Australia, a not-for-profit membership organisation that promotes the positive contribution of the Australian coal industry. Bengalla Mining Company is a member of the New South Wales Minerals Council.

These industry bodies advocate on behalf of their members in the minerals and resources sectors. In general, we support the positions put forward by these associations. From time to time, we also directly contribute to policy development through formal government consultation processes.

The New Hope Board must approve any political donations. Any donations are disclosed in line with applicable state and federal requirements. No political donations were made during the year.

Privacy and cyber security

We regularly review our governance and practices to maintain the integrity and security of confidential information and our technology environment. This year, we started a program to further improve information governance, including a process for regular review of identification, classification and retention to ensure our controls are effective and meet evolving legislative requirements.

We work to have appropriate measures in place to detect, respond to and recover from potential attacks or incidents, and ensure our people are aware of and can respond to threats. Our systems and processes include controls to react to third-party incidents.

We provide ongoing security awareness training to ensure our people understand how to manage personal information and other privacy and cyber security matters, including to raise awareness of evolving cyber threats our people may encounter both professionally and personally. We have also increased resourcing to address this evolving area.

We have also developed an Artificial Intelligence (AI) Policy to educate employees and contractors on the risks associated with using AI, and outline our expectations for how AI is used in connection with our activities and operations.

New Hope Group had no reportable privacy data breaches in the year.

Compliance

Our definition of a reportable non-compliance was updated this year to reflect both GRI-12 and our own New Hope Group standards. New Hope Group's definition of a Reportable Non-Compliance is as follows:

Any confirmed breach of a statutory, regulatory or licence obligation which is sanctionable by fine, penalty, cancellation of a licence (or similar authorisation) or order for cessation or rectification by a government, court or statutory authority. Excluded are breaches of a solely administrative nature where fines or penalties are less than \$5,000.

In the reporting year, New Hope Group recorded one reportable non-compliance relating to an administrative oversight resulting in a 10-day late submission of an Estimated Rehabilitation Cost application in November 2023. Consequently, on 6 February 2024, the Queensland Department of Science and Innovation (DESI) issued a breach notice to New Acland Mine as it was determined that New Hope Group failed to comply with section 302(2)(b) of the Act. We responded following this notice and DESI subsequently issued New Acland Mine with a breach on 20 February 2024, which included a Penalty Infringement Notice (a PIN) of \$3,870. This item has since been resolved.



