



ORICA'S VISION AND VALUES

OUR VISION

CLEVER RESOURCEFUL SOLUTIONS

Clever (*adjective*) skillful; talented; adroit; ingenious; quick to understand & learn
Resourceful (*adjective*) full of resource; ingenious; skillful in overcoming difficulties

OUR VALUES

NO ACCIDENTS TODAY

**SUCCEED THROUGH
COLLABORATION**

FIND VALUABLE SOLUTIONS

IT'S OUR BUSINESS

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ABOUT ORICA

A GLOBAL LEADER

Orica is committed to developing tomorrow's technologies and solving today's challenges for its customers. The Company has built a proud tradition of leadership, innovation, quality and safety. Today, Orica is a truly global company with a diverse workforce of over 15,000 people from more than 130 nationalities.

Orica is the largest provider of commercial explosives and blasting systems to the mining and infrastructure markets, the global leader in the provision of ground support in mining and tunnelling, and the leading supplier of sodium cyanide for gold extraction. Orica also supplies and manufactures chemicals across a diverse range of markets, including agriculture, building and construction, food and beverage, pharmaceutical and personal care, plastics, pulp and paper and water treatment industries.

Orica has a strong portfolio of manufacturing and distribution assets strategically located across Australia, New Zealand, Asia, Latin America, Africa and Europe which enables the Company to provide valuable supply chain capabilities for its customers. Orica has operations in more than 50 countries with customers in more than 100.

Headquartered in Melbourne, Australia, Orica is listed on the Australian Securities Exchange (ASX). Sales revenue from continuing operations in 2012 was \$6.674B and total capitalisation was \$9.1B.

AWARDS AND RECOGNITION

Orica is a member of the Dow Jones Sustainability Index (DJSI), the Australian SAM Sustainability Index (AuSSI) and the FTSE4Good Index. These Indexes provide a benchmark for the performance of investments in sustainable companies and funds.

AWARDS AND RECOGNITION RECEIVED IN 2012 INCLUDE:

- Systematic Safety Seal of Approval (German Social Accident Insurance Institution for the Raw Materials and Chemical Industry, BG RCI) – Awarded to Minova CarboTech in Essen for safety systems and performance
- Pinnacle Award for Chemical Transportation Safety (Union Pacific Railroad) – Awarded to Orica USA for best practice in hazardous materials transit
- Green Ribbon Award (American Water Works Association) – Awarded to Watercare for the second year in a row for environmental initiatives
- Best design or technology initiative (The New Zealand Health and Safety Awards) – Awarded to Orica New Zealand for the CoDé System®
- Business and Technology Category Award (Australian International Design Awards) – Awarded to Orica New Zealand for the CoDé System®
- Leader in integrated reporting approach (Association of Chartered Certified Accountants and Net Balance Foundation) – Recognition for governance and stakeholder disclosures in Orica Ltd's 2011 Sustainability Report
- Best Graduate Development Program – Finalist (Australian Association of Graduate Employers) – Recognition for Orica's global graduate program
- Injured Worker Achievement Award, Serious Injury – Finalist (Q-Comp Return to Work Awards – Queensland) – Recognition for Orica Australia employee Jason Nielsen.

ORICA IS A PROUD MEMBER OF



MESSAGE FROM THE MANAGING DIRECTOR

AT ORICA, SUSTAINABILITY MEANS DELIVERING VALUE TO STAKEHOLDERS IN THE KEY AREAS OF:

- GOVERNANCE
- SAFETY, HEALTH AND ENVIRONMENT (SH&E);
- PRODUCT STEWARDSHIP;
- PEOPLE AND COMMUNITY, AND
- ENGAGEMENT AND COMMUNICATION

Social responsibility is the foundation of the Orica business model. The integrity of Orica's actions, its relationships and its reputation as a well regarded and respected company form the basis of its social licence to operate in the communities which host Orica's operations.

2012 has been a year of change and growth at Orica in which a significant investment has commenced to ensure Orica becomes an exemplar and an innovator in safety, health, the environment and community.

A significant organisational restructure, key senior executive appointments and initiation of a number of critical projects reflect the Company's renewed focus on sustainability leadership.

Orica's Executive Global Head Corporate Affairs and Social Responsibility leads our activities in this area. In 2012 Orica initiated Project Sustain, a global review of the Company's systems and structures for sustainability performance. The project will also develop an organisational approach to a more detailed risk assessment process.

Our goal is to strengthen our relations with community and government, demonstrate our commitment to sustainability and socially responsible operations and earn the respect of all of our stakeholder groups.

Orica is a leader in the global mining services sector. It is uniquely positioned to use its technical expertise and commitment to innovation to develop new technologies and techniques that reduce the environmental footprint of mining operations and improve worker safety and health outcomes. Declining ore grades, increasing strip ratios and ore-body complexity and a sector-wide focus on efficiency and productivity is driving demand for game-changing technology, products and services.

The Company's focus on research and development (R&D) is set to further increase with the appointment of Orica's Executive Global Head R&D in 2012. Orica again demonstrated its leadership in R&D for sustainable outcomes this year, with the establishment of our Mineral Carbonation International (MCI) joint venture, international recognition for Watercare's MIEIX® technology and Chemicals New Zealand's CoDé System®.

The resumption of production at Orica's ammonia facility at Kooragang Island, Australia this year was an important step in recovering from the events of 2011. While significant steps have been taken to rebuild community relations, ultimately, it will be the community who determines when the relationship is properly restored. Orica continues to strive towards this outcome.

This Report sets out a number of improvements that the Company has achieved in reducing the number and severity of workplace accidents, but the tragic fatality at our EHM Antofagasta operation in Chile this year serves as a solemn reminder of our obligation to deliver our value of 'No Accidents Today'. An investigation into the accident has concluded and details, including learnings for the wider business, have been shared across the entire company.

Orica's sustainability performance is summarised in the adjacent table and further details are provided throughout this Report. Now in our ninth year of reporting, I would like to thank Orica's employees for their ongoing commitment to the sustainability initiatives set out in this Report. Orica has much to be proud of, but more to do.

Ian Smith
Managing Director & CEO



SUSTAINABILITY PERFORMANCE SCORECARD

KEY CHALLENGES ¹	TARGET OR MEASURE	2012 RESULT	2012 PERFORMANCE HIGHLIGHTS
GOVERNANCE Read more on page 4			
The ability to maintain investor, community and government support and a positive reputation.	Orica's policies and practices shall maintain compliance with the Australian Securities Exchange (ASX) Corporate Governance Council Principles and Recommendations.	The Board believes that compliance was maintained in 2012.	<ul style="list-style-type: none"> ✓ Inclusion in the 2012 Dow Jones Sustainability Index (Chemicals sector) and the FTSE4Good Index • Continued female representation on the Orica Board since 1998 • Orica's Executive Committee includes two female executives • Project Sustain launched to review Orica's sustainability systems, structures and risk assessment processes.
ENGAGEMENT AND COMMUNICATION Read more on page 6			
The impact of ineffective and insufficiently proactive communication with stakeholders.	Orica aims to build the trust and support of employees, customers, business partners, shareholders and the communities where the Company operates.	Ongoing activity	<ul style="list-style-type: none"> ➤ Intranet page and regular internal communications about the Company restructure processes • Mining Services Global Feedback Database implementation completed • Shareholders' sustainability queries addressed at the Annual General Meeting and at half-year and end-of-year road show meetings • Site-specific programs for community contact, information sharing and community contributions and consultation.
SAFETY, HEALTH AND ENVIRONMENT Read more on page 7			
SH&E incident on an Orica site.	Zero fatalities Reduce All Worker Recordable Case Rate to <0.5 ² Reduce Severity Index Ratio by 50% ² Reduce High Potential Incidents by 50% ² No fatigue related incidents ² Reduce greenhouse gas emissions by 50% per tonne of production ² Reduce water consumption by 50% per tonne of production ² .	1 fatality 0.47 3.85 148 incidents 5 incidents 0.50 tCO ₂ e per tonne of production 1.91 kL per tonne of production	<ul style="list-style-type: none"> ✗ Equalled Orica's best ever all worker recordable case rate of 0.47 ✓ 11% reduction in Orica Severity Index Ratio ➤ 55% reduction in fatigue related incidents ➤ 1,105 million litres of treated water supplied by Orica Botany's Groundwater Treatment Plant ➤ Greenhouse gas abatement technology installed at four Nitric Acid Plants.
PRODUCT STEWARDSHIP Read more on page 15			
SH&E incident at a customer site or in product transit.	Reduce number of Category 2+ product related incidents by 50% ² Reduce number of Category 2+ distribution incidents under Orica control by 50% ² .	23 incidents 33 incidents	<ul style="list-style-type: none"> ✗ Check point audits introduced for Orica's Supply Chain Global Transportation Standards ✗ 53 basic life cycle risk assessments were completed on Orica products • Lights On at All Times (LOAT) Policy adopted by Mining Services to enhance vehicle visibility • Global review of Orica's product stewardship model procedures.
PEOPLE AND COMMUNITY Read more on page 19			
The impact of sustainability-related events or incidents that result in a lack of support from the community or increased scrutiny by regulators.	Women to occupy 15% of senior management roles ³ Employees of nationality other than Australian or New Zealander to occupy 50% of senior management roles ³ Employee engagement survey conducted annually All major sites to have a designated community liaison officer.	15.9% 46.5% No Survey in 2012 In Progress	<ul style="list-style-type: none"> ✓ 15.9% of senior managers are female ➤ Global Indigenous Strategy launched in three regions • 121 participants in Orica's global Graduate Development Program • Community engagement activities at major sites ✗ Ongoing support and engagement with local communities around Orica sites.

¹ Read more about how Orica assesses key sustainability impacts, risks and opportunities in the Risk Management section on page 5.

² By 2015, from 2010 baseline year. ³ By 2012, from 2009 baseline year.

✓ ACHIEVED
 ➤ PROGRESS MADE
 ✗ NOT ACHIEVED

GOVERNANCE AND ENGAGEMENT

GOVERNANCE

Orica's directors and management are committed to conducting the Company's business ethically and in accordance with the highest standards of corporate governance. Orica believes that good corporate governance practices protect and enhance long-term shareholder value.

BOARD COMPOSITION AND INDEPENDENCE

The primary role of the Orica Limited Board is the protection and enhancement of long-term shareholder value. Orica considers the successful management of safety, health and environment matters as a vital issue for the Company's employees, customers, communities and business success. The Board receives regular reports and presentations in relation to safety, health and environment issues and performance in the group. In addition, a Safety, Health and Environment (SH&E) Committee exists to assist the Board in the effective discharge of its safety, health and environmental responsibilities.

The Board consists of nine members. Seven are independent non-executive members, including the Chairman, three are members of the SH&E Committee. The Chairman and all non-executive directors are independent of executive management and free of any business or other relationship that could materially interfere with the exercise of unfettered and independent judgement or compromise their ability to act in the best interests of the Company. *Read more about processes for Board selection, and to avoid conflicts of interest, in the Corporate Governance Statement at www.orica.com.*

One Board member is a woman. Orica's Board has had continued female representation since 1998. The two most recently appointed non-executive directors have extensive international business experience and are domiciled outside Australia.

In 2012, a second female was appointed to the Orica Executive Committee.

MECHANISMS FOR EMPLOYEE AND SHAREHOLDER COMMUNICATION

The Board encourages full participation of shareholders at the annual general meeting. Important issues are presented to the shareholders as individual resolutions. The external auditor attends annual general meetings to answer any questions concerning the audit and the content of the auditor's report.

While there are no formal mechanisms for employees to provide recommendations to the Orica Board, forums are provided where they can be heard. These include the Orica Speak Up Line and direct communication with the Executive Committee. *Read more in Stakeholder Engagement.*

PERFORMANCE EVALUATION AND REMUNERATION

Orica has a range of processes in place to evaluate the performance of the Board, Board Committees, individual directors and executives. *Read more in the 'Board and Executive Performance' section of the Corporate Governance Statement at www.orica.com.*

Executive Key Management Personnel short-term incentives are paid annually in cash and are linked to overall performance measures for Orica, as well as specific measures for businesses in the areas of financial performance (economic profit and cash flow) and SH&E performance, diversity and some specific other projects. *Read more in Orica's 2012 Remuneration Report. (See 2012 Orica Limited Annual Report at www.orica.com).*

CODE OF CONDUCT

Orica has adopted a Code of Conduct (entitled: *Your Guide To How We Do Business*) which applies to all countries in which Orica operates. The Code of Conduct sets out the standards of business conduct required of all employees and contractors of the Company. It is aimed at ensuring the Company maintains its good reputation and that its business is conducted with integrity and in an environment of openness. Orica's Code of Conduct is communicated to employees when they join the Company and is available at www.orica.com.

ORICA'S SPEAK UP LINE

Orica's integrity hotline, the Speak Up Line and associated website and email facility enables employees to anonymously report breaches of the Code of Conduct. If a report is made, it is escalated as appropriate for investigation and action. An independent third party operates the Speak Up Line.

In 2012, the Speak Up Line received 100 reported incidents, an increase from 39 in 2011. The most common incidents reported were general misconduct (54), bullying/harassment (27), and safety breaches (10); 32 percent of reports were received from the Australia/Pacific region, 25 percent from Asia, 13 percent from Latin America, 17 percent from North America, nine percent from Europe/Middle East/Africa and four percent were not specified.

RISK MANAGEMENT

Orica aims to maintain a consistent and effective organisation-wide approach to the management of risks. The Company's Risk Management Framework provides a transparent approach to managing risk across Orica, consistent with the principles of ISO31000:2009, including regular reporting to management and the Board of risks for the Company. *Read more about Orica's approach to risk identification and management in the Corporate Governance Statement on www.orica.com.*

ASSESSING KEY SUSTAINABILITY IMPACTS, RISKS AND OPPORTUNITIES

Orica's risk management methodology is used to identify and assess material sustainability impacts, risks and opportunities. These challenges may be actual or potential, and consider both the Company's circumstances and global trends.

The views of key stakeholders, including employees and contractors, shareholders, local communities, customers and government, are also considered. Stakeholders across the Company participate in an annual workshop to discuss and rank issues relevant to Orica's sustainability framework and emerging trends. The resulting challenges for 2012 are described in the Table on page 3.

In 2012 Orica launched Project Sustain, a global initiative to review the Company's Safety, Health, Environment and Community (SHEC) systems and structures for sustainability performance and to develop a more detailed risk assessment process. When finalised, this approach will be adopted in future assessments of the Company's key sustainability challenges.

RISK MANAGEMENT IN OPERATIONAL PLANNING, THE DEVELOPMENT AND INTRODUCTION OF NEW PRODUCTS

A Country Entry Paper is prepared and approved where Orica is planning to establish operations in, or commence trade into, a new country. The procedure:

- Supports the expansion and growth of operations into new countries and regions in a manner that is consistent with Orica's business strategy; and
- Identifies key risks involved with entry into new countries and regions, and outlines controls that will be implemented to address those risks.

Before developing or introducing a new product, attention is given to determine the physical, chemical and biological properties and assessing the potential risks to people and the environment. *Read more about Orica's approach in the Product Stewardship section of this Report.*

BRIBERY AND CORRUPTION RISK

The Company has a range of policies dealing with appropriate standards of conduct by employees, contractors and service providers including specific policies relating to bribery, corruption, financial inducements, facilitation payments, conflicts of interest, gifting, hospitality and entertainment. The Company conducts awareness and training programs in relation to the Code of Conduct and its associated policies.

Internal control systems are in place to monitor the performance of business units against the Company's Code of Conduct.

In 2012, corruption was included as a risk factor in assessments for all business units, including country and regional risk assessments.

POLITICAL CONTRIBUTIONS AND ACTIVITIES

Orica does not contribute funds to any political party or candidate for election. It is sometimes necessary to participate in the political process to advance the Company's views on public policy in the best interests of value creation for Orica.



REBUILDING COMMUNITY TRUST AT KOORAGANG ISLAND

Orica continues to work closely with the Stockton and wider Newcastle and Hunter Valley community to rebuild trust around its Kooragang Island operations following the environmental incidents of 2011. The Company is committed to meeting the community's expectations and has been working with the Orica Kooragang Island Community Reference Group (CRG) to develop improved engagement practices. Orica has undertaken a range of engagement activities with the local community and regulators this year:

- Five community information sessions, five site tours and 14 CRG meetings were held in 2012. Newcastle Council's Local Emergency Management Officer attended regular CRG meetings;
- Nineteen email and SMS updates about the start up of the ammonia plant were provided to all registered community members;
- Emergency response briefings were held for sensitive groups such as childcare centres, schools, aged and residential care facilities;
- Orica worked with the CRG, the Stockton Community Action Group and the Environment Protection Agency (EPA) to install air quality monitoring equipment in Stockton. Orica visited 17 households adjacent to the proposed location to seek residents feedback about the location and the design of the monitoring station, which will monitor air quality impacts from Orica and other local industries;
- Kooragang Island's website is being updated to provide accurate, timely and easy to understand information about site activities; and
- The distribution area for the Community Newsletter has been widened to include 22,783 residents on the southern side of the Hunter River.

Orica is committed to re-building trust by upholding the highest safety standards, communicating extensively and responding to community feedback. The Kooragang Island incident has been an important learning experience for Orica and has informed how the Company will broaden its approach to community engagement and management generally. The Company's engagement efforts will continue in 2013 and beyond.

Read more at www.oricaki.com.au.

GOVERNANCE AND ENGAGEMENT

STAKEHOLDER ENGAGEMENT

Orica understands that effective engagement and communication is a key enabler to improving the Company's sustainability performance. Through engagement, Orica aims to build the trust and support of employees, customers, business partners, shareholders and the communities where the Company operates.

Orica's approach to stakeholder identification, planning and conducting engagement opportunities and responding and measuring is outlined in the Group Safety, Health and Environment (SH&E) Standard GS 3 Communication and Consultation.

Key stakeholders are identified in Orica's SH&E Policy and reviewed annually as part of the Company's assessment of sustainability impacts, risks and opportunities. They are:

- Employees and contractors;
- Customers;
- Shareholders and the investment community;
- The community; and
- Governments.

Information about Orica's approach to sustainability and general operations is communicated through the Company's website www.orica.com, annual general meeting (and webcast), annual Company reports (Annual Report and Sustainability Report) and disclosures to the Australian Securities Exchange.

Internal stakeholder grievances and concerns can be raised anonymously through Orica's Speak Up Line. Stakeholders can also contact the Company directly. The following table provides an overview of Orica's engagement with key stakeholders in 2012.

STAKEHOLDER GROUP	TYPICAL CONCERNS & INTERESTS	ENGAGEMENT ACTIVITIES
Employees and contractors	Career and development opportunities, performance management and senior leadership.	Intranet page and regular internal communications about the Company restructure processes; The Orica Speak Up Line; Direct communication with the Executive Committee; Orica Update, the Company's monthly newsletter, is published in 13 languages; Two sustainability workshops, 35 SH&E workshops, conferences and intranet materials.
Customers	Sustainability impacts of Orica products and services, cost and reliability of supply.	Mining Services completed the roll-out of its Global Feedback Database; Chemicals offered free and paid training options to support safe handling and use of Orica products on customer sites.
Shareholders and the investment community	Company performance and governance, climate change exposure and opportunities.	Orica engages and responds to shareholders' sustainability queries at the annual general meeting and at half-year and end-of-year road show meetings; The Investor Relations function accepts calls and meets with shareholders, and where appropriate, provides feedback to the Board; Orica's sustainability performance is disclosed in the Dow Jones Sustainability Index (Chemicals sector), FTSE4Good Index and the Carbon Disclosure Project.
Local Interest Groups	Local operational impacts (i.e. noise, odour and contamination) and employment opportunities.	Site-specific programs for community contact, information sharing and community contributions; Consultation with Indigenous groups; Response to community complaints.
Government	Regulatory compliance, local jobs and investment, research and development opportunities and Orica's ability to maintain positive relationships with local communities.	Orica engages actively with relevant public agencies in all countries where the Company operates.
Industry and Professional Associations	Collaboration and sharing of ideas for the benefit of the industry.	Ongoing participation with various groups including: <ul style="list-style-type: none"> • The International Council of Chemical Associations (ICCA) • Plastics and Chemicals Industries Association (PACIA) • SAFEX Global Ammonium Nitrate Industry Working Group • International Cyanide Management Institute (ICMI)

SAFETY, HEALTH AND ENVIRONMENT

ORICA BELIEVES THAT ALL WORK RELATED INJURIES, ILLNESSES AND ENVIRONMENTAL INCIDENTS ARE PREVENTABLE. THE COMPANY'S SAFETY VALUE IS 'NO ACCIDENTS TODAY', MEANING THAT IF ORICA CAN ACHIEVE 'NO ACCIDENTS' TODAY THEN IT CAN BE ACHIEVED TOMORROW AND EVERY DAY.

ONE FATALITY AT ORICA'S CHILEAN OPERATIONS

ONE

REDUCTION IN ORICA'S SEVERITY INDEX RATIO

11%

REDUCTION IN FATIGUE RELATED INCIDENTS

55%

LITRES OF TREATED WATER SUPPLIED BY ORICA BOTANY'S GROUNDWATER TREATMENT PLANT

1,105 MILLION

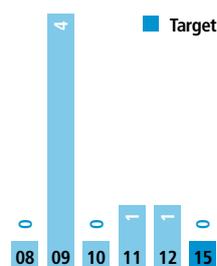
EQUALLED ORICA'S BEST EVER ALL WORKER RECORDABLE CASE RATE BASED ON 200,000 HOURS WORKED

0.47

NUMBER OF NITRIC ACID PLANTS WHERE GREENHOUSE GAS ABATEMENT TECHNOLOGY HAS BEEN INSTALLED

FOUR





OUR APPROACH

Orica believes that all work related injuries, illnesses and environmental incidents are preventable. The Company's safety value is 'No Accidents Today', meaning that if Orica can achieve 'no accidents' today then it can be achieved tomorrow and every day.

Orica aspires to become a business that does no harm to people and the environment, in a commercially responsible way. This means becoming:

- Carbon neutral – No net generation of greenhouse gases to the atmosphere;
- Water neutral – No net consumption of potable water;
- Zero waste – No net generation of waste to landfill and requires innovative ways to prevent, reduce, reuse and recycle by-product streams; and
- Environmentally friendly operations, products and services – No unintended consequences to the environment and the community;

SAFETY, HEALTH AND ENVIRONMENT (SH&E) MANAGEMENT SYSTEM

Orica's Safety, Health and Environment (SH&E) Management System has been developed to manage the interaction between people and the environment. This includes:

- SH&E Policy – describes Orica's commitment to people and the environment;
- SH&E Standards – 19 Group SH&E Standards provide the benchmark for Company performance;
- SH&E Model Procedures – provide further detail on how the SH&E Standards must be applied;
- Local Operating Procedures – assist employees and contractors to carry out their tasks safely and are supported by competency-based training programs.

Orica managers, employees and key contractors are signatories to the Company's SH&E Charter, which details what is expected of them and also what they can expect from Orica in providing a safe and environmentally responsible workplace.

REVIEW AND IMPROVEMENT

Orica's SH&E Management System is updated to reflect improved knowledge on SH&E risk matters, with reference to industry standards and practices, changes in reference documents and legislation, lessons learned from incidents (both within and external to Orica), benchmarking studies, employee feedback and management reviews.

In 2012 Orica completed the second stage roll-out of a major upgrade project to simplify and globalise the SH&E Model Procedures while retaining their underlying intent.

KEY SH&E PROCESSES

RISK MANAGEMENT

Processes are in place to facilitate the ongoing systematic identification, assessment and management of SH&E risks associated with the Company's activities, products and services. This includes new facilities and equipment, physical security, new products and services, job design and unusual activities and performance of individual tasks.

Orica's six-stage Hazard Study process ensures inherent safety is designed into new process plants. The approach considers projects' safety requirements from feasibility stage through to commissioning and final operation. Periodic Hazard Studies are also conducted every five years to evaluate process safety hazards over the operating life of Orica process plants.

Orica aims to identify and focus attention on critical risk control measures that will protect against major incidents. These measures include design verification, training, scheduled inspection, testing and/or replacement, auditing and management of change.

Orica businesses are required to take a risk-based approach to prioritising their implementation of the SH&E Model Procedures, so that the highest risks are addressed first.

SH&E LEADERSHIP TRAINING

A program is in place to enable staff in leadership positions to complete Orica's SH&E Leadership course every four years, with the program allowing for all new managers to complete the course within the first year of appointment. This year 35 SH&E Leadership sessions were conducted across the globe. The program enables site managers to receive periodic training in a facilitated Site Manager's SH&E Competency Development activity, including preparation of a development plan. Site Managers also receive ongoing coaching and mentoring support through the program.

INCIDENT MANAGEMENT

Orica has processes in place for the response to, classification, investigation and reporting of SH&E and physical security incidents.

New employee induction training is conducted based upon employee location and role responsibilities, covering their responsibility for reporting incidents, injuries and illnesses. As appropriate, employees also receive training covering statutory requirements. Sufficient people are trained in root cause analysis to participate in incident investigation teams.

The Company's global incident reporting database contains investigation reports, root cause analyses and a system for creating and managing corrective actions.

SH&E AUDIT

Orica's corporate SH&E auditors assess the effectiveness of Company sites' SH&E Management Systems, compliance with the SH&E Model Procedure key requirements, management of significant risks and potential environmental legacy issues. The audit findings are reported to the site teams, Group General Managers and the Corporate SH&E Manager. Each audit is accompanied by a series of recommendations for prioritisation for action by the site and business management teams.

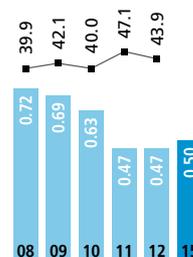
RECORDABLE CASES – SOURCE OF INJURY

- Manual Handling/Ergonomic (13.6%) 14
- Other (5.8%) 6
- High Pressure (2.9%) 3
- Falling/Moving Object (15.5%) 16
- Machine Guard (1.0%) 1
- Chemical/Explosion (9.7%) 10
- Moving Vehicle (4.9%) 5
- Hand Tool/Pinch Point (27.2%) 28
- Slips, Trips & Falls (19.4%) 20



ALL WORKER RECORDABLE CASE RATE

- AWRCR
- Million hours worked
- Target



SAFETY

PERSONAL SAFETY

Personal Safety is protection of the individual from death or physical injury caused by undertaking an activity. Personal Safety incidents include slips, trips and falls, manual handling injuries, cuts, crushes and electric shocks.

FATALITIES

Sadly there was one fatality at the Company's EHM Antofagasta operation in Chile this year. Orica expresses its sincerest condolences to the employee's family, friends and fellow employees. A thorough investigation was undertaken. The investigation made a number of recommendations including: enhanced management and employee training, revised processes for verification of Work Instructions with operator involvement, increased interaction between management and operators at the site and ongoing reviews of the site risk registers.

Orica will continue to work towards the Company value of 'No Accidents Today'.

COMPLIANCE

The Minova Charlestown site in the United States was fined US\$5,600 by the Federal Railroad Administration regulatory authority under the Hazardous Materials Regulations in relation to unsecured manway bolts on four empty, yet placarded, Orica railcars following a November 2011 inspection.

INJURIES & ILLNESSES

In 2012 Orica's All Worker Recordable Case Rate (AWRCR) was 0.47 compared to 0.47 in 2011. The AWRCR is the number of recordable cases (using Occupational Safety and Health Administration (USA) guidelines) per 200,000 hours worked by employees and contractors.

The Company's rate is commendable when benchmarked with other global companies across the mining, oil and gas, and chemicals sector. However, while Orica continues to incur fatalities this lag indicator is not as high a priority for the Company.

Orica's Lost Workday Case Rate (LWCR) was 0.16 compared to 0.18 in 2011. LWCR is a sub-set of the Company's AWRCR and measures the number of lost work day cases per 200,000 hours worked by employees and contractors.

The AWRCR has been trending downwards in recent years, however, the overall type of incidents sustained has remained fairly consistent. There have been recent reductions in manual handling related incidents but increasing numbers of injuries from falling/moving objects.



INSPIRING RETURN TO WORK AFTER SERIOUS INJURY

Orica employee Jason Nielsen has successfully returned to work after serious injury.

In September 2010 while working as Team Leader at the Foxleigh/German Creek Mine Site in Queensland Australia, Jason suffered amputation of his right thumb and index finger as well as other crush injuries when his hand was dragged into a rotating auger during a cleaning procedure.

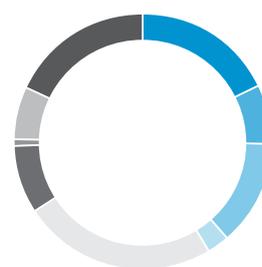
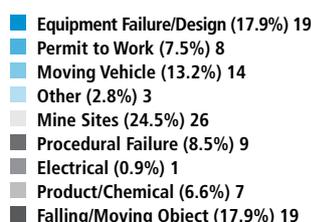
The Mine Emergency Response team assisted in the initial removal of Jason's hand from the auger. He was then transported by ambulance and air to Brisbane Hospital for surgery. After several operations and skin grafts to his injured hand, Jason returned home to Mackay (nearly 1000 kilometres away) nine weeks later. He then commuted to Brisbane regularly for treatment and rehabilitation with the treating surgeon and hand therapist, over the next year.

In January 2011 Jason passed his driving assessment and commenced modified duties in Field Training in the Orica Mackay Office. The role gave Jason the flexibility to travel to Brisbane as required for further surgery, treatment and rehabilitation.

In May 2012 Jason undertook a Functional Capacity Evaluation, Worksite Assessment and Driving Evaluation to assess his suitability for his pre-injury position as Team Leader/Mobile Manufacturing Unit (MMU) Operator. Jason passed this assessment and was offered his current position at the South Walker Creek Site.

WorkCover Queensland ensured that Jason's Case Manager was experienced in Serious Injury Management to ensure optimum results in his rehabilitation. This also involved arranging all his travel arrangements to and from Brisbane and seeking appropriate medical providers to assist in Jason's recovery.

As a result of the incident, all MMUs onsite were promptly inspected to ensure they had correctly fitted guards in place. The incident reinforces the importance of ensuring that fundamental safety systems are in place and are audited regularly.



SEVERITY RATIO INDEX

The use of AWRCR as a safety metric is limited by its inability to differentiate between injury severities. Orica's Severity Index Ratio is an internal metric that weights all recordable injuries on a scale of 1–100 and so significant injuries such as lost workday cases are allocated a greater score than a lesser injury that just requires medical attention. The internal metric assists the Company to focus on the more serious injury events to reduce the likelihood of recurrences. In 2012 the Orica Severity Index Ratio was 3.85, compared to 4.32 in 2011.

PROCESS SAFETY

Process Safety is management of the "chemical process" and hazardous materials to prevent fires, explosions and toxic releases. Process Safety incidents have the potential to result in multiple injuries or fatalities, major equipment damage or impact to local communities or the environment.

Process Safety is most relevant to Orica's major manufacturing operations where the Company operates a number of chemical process plants. Business units have process safety adviser roles in place, reporting to the respective group SH&E/Sustainability Manager. The Company's larger sites also have specialist engineers, often with a process or risk focus, in place.

HIGH POTENTIAL INCIDENTS

High Potential Incidents (HPI) are near miss and actual events, which in the absence of any further safeguards, could have resulted in a fatality. Orica sites are required to summarise HPI events and key learnings in a report which is then shared across the Company.

In 2012, Orica reported 148 HPI, compared with 159 in 2011.

A Process Safety incident is one that would typically involve the failure of a key control measure that may lead to an actual, or potential, major consequence event such as a loss of containment, environmental discharge or significant injury.

Fifty-eight significant Process Safety-related incidents were recorded in 2012, compared with 70 in 2011. Notable 2012 incidents were:

- Two persons off-site exposed to ammonia vapours at Kooragang Island, New South Wales, Australia when a relief valve lifted on an ammonia storage vessel;
- A commissioning engineer at Bontang, Indonesia suffered severe burns and hospitalisation from a high pressure steam discharge from a nitric acid plant relief valve; and
- A nitric acid fume cloud was generated in the PETN nitration plant which left the Lorena, Brazil site.

EXPERT PANELS

Orica's Expert Panels manage the Company's most critical Process Safety risks. The Panels play an important role in providing technical safety oversight and expertise for the explosives and chemicals technologies.

Nine Panels are in place for Ammonia, Ammonium Nitrate (including nitric acid), ChlorAlkali (i.e. chlorine), Cyanide, Explosives, Initiating Systems (IS), Surface Mining Applications, Underground Safety, and Transport.

In 2012 Orica's Explosives Expert Panel updated a number of global standards to reduce risks associated with pumping explosive materials and aluminium dust explosion hazards during manufacturing. A new Packaged Explosives Plant layout standard was also launched this year.

LEARNING INCIDENTS

Orica recognises the importance of learning from incidents to prevent them occurring again, elsewhere or again with a worse outcome. The Company fosters a culture of incident reporting and investigation, with emphasis on 'near miss' events that represent opportunities to learn and improve Orica's SH&E performance.

There were 106 major learning incidents across the Company in 2012, compared with 100 in 2011.

PRODUCT SAFETY

The SH&E performance of Orica's products is also a key focus for the Company. Orica has product safety programs in place, including making Safety Data Sheets available for all Orica's purchased products. *Read more in the Product Stewardship section of this Report.*

OCCUPATIONAL HEALTH

Orica aims to control exposure to hazardous agents in the Company's working and surrounding environments, ensure fitness for work and support employees' health and wellbeing.

FITNESS FOR WORK

Orica's Fitness For Work program offers a range of measures to ensure employees' ongoing fitness for work, including:

- Health surveillance and monitoring programs;
- Pre-placement and work transfer medical reviews;
- Fatigue management;
- Drugs and alcohol management; and
- Recording, analysis and management of absences and sick leave.

FATIGUE RELATED INCIDENTS

Fatigue has been identified as one of Orica's key health hazards. The Company is currently reviewing new measures that can assist employees to avoid fatigue related incidents.

In 2012 there were five fatigue related incidents, compared to eleven in 2011. Four of the incidents reported this year related to driving. Several businesses have introduced fatigue risk calculators. For example, Minova has developed a smart phone 'application' to assist employees identify situations where they could be at risk of fatigue.

HEALTH PROMOTION

Orica's health promotion activities take into account health issues in different countries, the size and nature of sites and businesses, individual needs and the needs of work groups. The Company's intranet provides employees with access to health information from reputable sources.

Education, training, counselling, prevention and risk-control programs are in place regarding serious diseases. For example:

- Ongoing free HIV Aids testing and education is offered to Orica employees in Zimbabwe;
- Bone screening is offered to Orica employees at Bacong, Philippines. The free service is also offered to nearby Barangay residents through coordination with local pharmaceutical companies;
- Enhanced safety rules and advice is provided for travelling employees;
- Immunization programs and free worker health checks are offered in some regions.

PSYCHOLOGICAL HEALTH

Orica offers a number of services to assist managers and employees to reduce stress and address issues that employees may have in balancing work, social activities and commitments. Where Employee Assistance Programs are available, free access is provided to employees and their immediate family members.

REHABILITATION

Orica's rehabilitation programs minimise disability through early intervention. The Company offers close cooperation between treating practitioners, the employee and rehabilitation staff to progressively increase work and non-work related activities consistent with a person's physical and mental capacity. Rehabilitation is undertaken not just for work related injuries or illnesses, but also for non-work related medical problems wherever practicable.

HEALTH ASSESSMENT PROGRAMS

Orica's health assessment programs are targeted to specific jobs and potential exposures. Over 8,300 health assessments were conducted across the Company's operations in 2012.

HYGIENE MONITORING

Orica's risk-based occupational hygiene monitoring program monitors employee exposure to noise, solvents and other chemicals and dusts. The approach is periodically reviewed to ensure it reflects workplace hazards and to enable prompt modification where required. Overall, compliance with the relevant occupational exposure standards was 98.2 percent compared with 98.6 percent in 2011. In 91.3 percent of cases, exposure control was achieved by use of engineering and other means. Personal protective equipment (PPE) was required for the control of exposure in 6.9 percent of cases.

NET ENERGY CONSUMPTION



ENVIRONMENT

COMPLIANCE

A number of Orica's sites are specifically regulated by environmental legislation, manufacturing licences and environmental consents. Orica aims to manage its environmental responsibilities in consultation with local environmental regulatory authorities.

During the reporting period, environmental regulatory authorities in New South Wales and Queensland (Australia) filed charges alleging breaches of environmental laws by Orica Australia Pty Ltd in relation to environmental incidents that occurred at the Yarwun and Kooragang Island sites.

The Kooragang Island charges are currently before the Courts. The Yarwun related charges have been dealt with by the Court. A fine of \$180,000 was imposed and Orica ordered to pay \$250,000 pursuant to a public benefit order to three environmental projects in the Gladstone area. No convictions were recorded in those proceedings.

SPILLS AND EMISSIONS

There were nine significant (Category 2+) site losses of containment recorded at Orica operations in 2012, compared with 15 in 2011. Incident investigations were undertaken in each case and appropriate corrective actions implemented to prevent further recurrence. Sites also record and investigate minor leaks or spills of product that are quickly brought under control.

Of the nine incidents, six involved the loss of containment to either bundled (contained) areas or to the ground, two resulted in loss to stormwater or waterways, and one resulted in emission to atmosphere. Four of the incidents occurred in Australia, two in North America and one each in Asia, Europe and Latin America.

Orica reports chemical releases from many of its global operations in accordance with Australia's National Pollutant Inventory (NPI) program. The data is available at www.órica.com.au/sustainability/files/Chemical-Releases-2007-2012.pdf. As per the NPI program, Orica's reporting of chemical releases covers the period 1 July 2011 to 30 June 2012.

LEGACY SITES

Orica manages legacy issues associated with historical operations at a number of Company sites around the world. Orica is committed to responsibly managing the legacy of contamination from historical activities, and works with local site communities and regulators to achieve this.

Orica stores hexachlorobenzene (HCB) waste at the Botany Industrial Park in New South Wales, Australia. The HCB waste continues to be stored safely and securely at Botany while commercially proven and safe methods for its destruction are investigated.

An improved approach to the mercury remediation project at Botany has been developed this year. Remediation plans have been discussed with the community and work is expected to commence in 2013. The area continues to be enclosed within a sealed shed to contain any vapours.

Orica's Groundwater Treatment Plant at Botany is operating well. Remediation of over 90,000 tonnes of contaminated soil under a car park was completed this year. This was one of Australia's larger remediation tasks and was completed safely without any disruption to neighbours. *Read more about the Botany site at www.óricabotanytransformation.com.*

Planning approval has been granted to allow Orica to commence treatment of contaminated soils at Villawood, New South Wales, Australia and it is expected that treatment will commence in 2013. Community information sessions are held regularly.

In Victoria, Australia, demolition and clean-up of the Company's Deer Park and Yarraville sites are well advanced. The demolition, investigation and clean-up at Orica's site in Seneca, United States, is proceeding.

The clean-up of two sites in Norway, Gullaug and Engene, is advancing with removal of old equipment and the disposal of contaminated soils. Investigations and remediation activity are continuing in the warmer months each year.

ENERGY USE

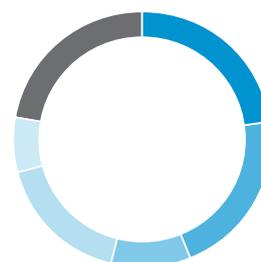
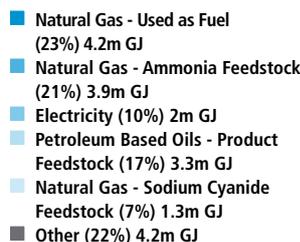
In 2012 Orica consumed 18.9 million gigajoules (GJ) of energy, predominantly purchased natural gas and electricity. This represents a five percent decrease from 2011.

Orica's net energy intensity (4.11 GJ per tonne of production) further decreased in 2012 and was mainly attributable to the prolonged shutdown of the Kooragang Island Ammonia Plant. Ammonia is Orica's most energy intensive product to manufacture. It is not anticipated that the decrease in energy intensity for Orica in 2012 will be maintained in 2013 with a full year of ammonia production.

Orica consumes various forms of energy to power a manufacturing process or as a raw material in product manufacture. Some forms of energy, such as natural gas and diesel oil, are used for both purposes. Natural gas makes up 51 percent of the energy Orica consumes. This energy source is used as an ammonia feedstock, as a fuel, and as a cyanide feedstock.

Only a minor amount of energy consumed by Orica is from renewable energy sources. Implemented recommendations from an audit of steam, energy and lighting use at the Chemicals Deer Park site, Australia has returned savings of over \$20,000 and about 175 tonnes of carbon dioxide equivalent (tCO₂e) greenhouse gas emissions per year.

ENERGY CONSUMPTION BY MATERIAL



NET GREENHOUSE GAS EMISSIONS

- Scope 1 CO₂ + Scope 2 CO₂e emissions (million tCO₂e)
- N₂O Emissions (million tCO₂e)
- Greenhouse Gas Emissions Intensity (tCO₂e per tonne)
- Target



GREENHOUSE GAS EMISSIONS

In 2012 Orica emitted 1,801,000 tonnes of carbon dioxide equivalent (tCO₂e) as direct (Scope 1) greenhouse gas emissions and 520,000 tCO₂e as indirect (Scope 2) emissions. Scope 1 emissions arise from energy combusted onsite such as natural gas and diesel oil, as well as direct process emissions such as nitrous oxide. Scope 2 emissions arise from energy produced offsite such as electricity and steam.

Similar to energy use, Orica's net greenhouse gas intensity (0.5 tCO₂e per tonne of production) decreased in 2012, predominantly due to the prolonged shutdown of the Kooragang Island Ammonia plant. Total greenhouse gas emissions reduced by 12 percent from 2011.

Nitrous oxide (N₂O) is a by-product from the manufacture of nitric acid and forms the majority of Orica's greenhouse gas profile. Orica operates five nitric acid facilities; Kooragang Island and Yarwun (Australia), Carseland (Canada), Bacong (Philippines), and Bontang (Indonesia) that began operating in October 2011. In 2012, emissions of nitrous oxide comprised 61 percent of Orica's total Scope 1 and 2 emissions.

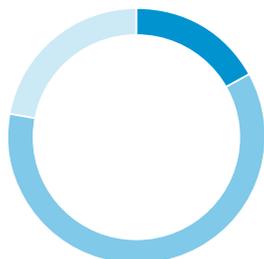
Technology exists that can abate N₂O emissions generated during nitric acid manufacture, essentially breaking down the N₂O molecule into harmless nitrogen and oxygen.

N₂O abatement technology has been in place at Carseland's Nitric Acid Plant (NAP) 1, at Bacong and at Yarwun's NAP 3 since 2008, 2009 and 2010 respectively, achieving significant reductions in greenhouse gas emissions. Installation of additional N₂O abatement technology in Australian nitric acid plants has begun. An estimated reduction of over 390,000 tonnes of carbon dioxide equivalent per year is expected from new abatement in four of Orica's Australian nitric acid plants, equivalent to the removal of 150,000 cars from the road. New abatement was also installed in NAP 2 at Carseland, Canada in March 2012 and has already achieved a reduction of over 63,000 tonnes of carbon dioxide equivalent in less than seven months.

The majority of Scope 1 CO₂ emissions evolve from the production of ammonia at Kooragang Island. Trace amounts of methane and sulfahexafluoride are also emitted from Company operations.

GREENHOUSE GAS EMISSIONS BY SCOPE AND GAS

- Scope 1: CO₂ (17%) 0.4m tCO₂e
- Scope 1: N₂O as CO₂e (61%) 1.4m tCO₂e
- Scope 2: CO₂e (22%) 0.5m tCO₂e



MIEX® AN ENVIRONMENTAL WINNER IN NORTH AMERICA

Orica's MIEX® technology helps municipalities to meet water quality regulations and achieve new standards in water quality. MIEX® is a cost effective, environmentally friendly process for removing dissolved organic carbon (DOC) in drinking water. DOC influences the odour, taste and appearance of water, supports bacterial growth and reduces the effectiveness of water treatment systems.

Traditional DOC removal methods are complex, costly and chemical intensive. By comparison, MIEX® significantly reduces chemical and energy use, and associated greenhouse gas emissions. The cost of MIEX® plant infrastructure is often offset by the reduction in chemical use. Sludge and waste production also decreases, reducing the frequency of membrane cleaning and maintenance and water use for flushing out the distribution system.

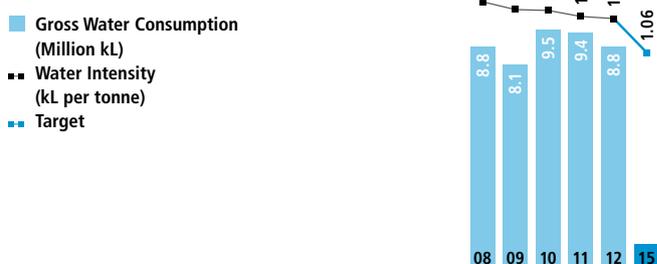
The MIEX® (i.e. Magnetic Ion Exchange) process was developed by Watercare using magnetically charged MIEX® resins. When the resin comes into contact with water, negatively charged DOCs adhere to the resin surface and are removed from the water by a reversed ion exchange reaction into a concentrated brine solution.

Across North America 33 MIEX® plants are in operation and many more around the world including Australia, the United Kingdom, New Zealand, and France. In Palm Beach County, Florida, USA, MIEX® technology helps treat 16.4 million gallons per day (MGD). Since the introduction of the Orica technology in March 2012, DOC in the Palm Beach system has reduced by 80 percent and finished drinking water colour has reduced from a measure of nine to five. Treatment plant capacity has increased by 1.9 MGD and chemical use has decreased significantly. An ozone treatment process has been eliminated and overall electrical demand has decreased by 345 kW or 250,000 kWh per month, saving US\$20,000 per month at 10 MGD.

Building on their recognition in 2011, Watercare again won a Green Ribbon Award at the American Water Works Association Annual Conference this year for their dedication to sustainability.

SAFETY, HEALTH AND ENVIRONMENT

GROSS WATER CONSUMPTION



WATER MANAGEMENT

Orica consumes water for use in cooling towers, as a raw material for product manufacture, washing equipment and process areas, for safety showers and eye wash stations and employee amenities.

Orica's gross water consumption for the period was 8.8 million kilolitres (m kL); 5.4m kL of potable water, 1.9m kL of groundwater, 1.4m kL of surface water and 0.1m kL of recycled or waste water. This represents a decrease of 6.5 percent from 2011.

The decrease is mainly attributable to the Kooragang Island Ammonia Plant shutdown. The effects of the shutdown resulted in a decrease of 476,000 kL of water consumed at the Kooragang Island site from 2011. This site however is still the Company's most water intensive, consuming 27 percent of Orica's total water for use in manufacturing processes.

The site continues to work with New South Wales water authority, Hunter Water, to progress an opportunity to consume recycled water rather than potable water.

In 2012 Orica Botany's Groundwater Treatment Plant supplied 1,105 million litres of treated water to its ChlorAlkali Plant and third party users in the Botany Industrial Park, reducing reliance on potable water supply.

Orica's overall water use intensity (1.91 kL per tonne of production) decreased slightly in 2012.

WASTE MANAGEMENT

Orica works to minimise the amount of waste generated at its operations, prioritising activities to eliminate or minimise waste streams, then opportunities for reuse and recycling, and then treatment and disposal where other options are not practicable.

In 2012 Orica generated 16,500 tonnes of waste. 42 percent was classified as hazardous and 58 percent was classified as non hazardous. Waste generation per tonne of production for 2012 was 3.60, 30 percent higher than 2011. This is predominately due to a large increase in waste reported as a result of decommissioning and dismantling activities at the Monclova, Mexico site. Additionally, the waste reported at Kooragang Island has increased notably and is a combination of effluent being taken offsite as well as construction waste. In 2012, 37 percent of Orica's total waste was sent to landfill, 45 percent was recycled, 8 percent was reused, and 10 percent was destroyed or treated onsite. The percentage of Orica's total waste either being recycled or reused has increased by eight percent from 2011. Recycled waste includes building rubble, oils/lubricants, scrap metal and other domestic waste. Clean wood pallets are the most common form of waste reused.

PRODUCT STEWARDSHIP

AT ORICA, PRODUCT STEWARDSHIP MEANS ADOPTING LIFE CYCLE THINKING IN THE CREATION AND DELIVERY OF ORICA PRODUCTS AND SERVICES. THE COMPANY AIMS TO ENSURE THAT THE SH&E IMPACT OF ITS PRODUCTS, PRODUCT PACKAGING AND SERVICES ARE CONSIDERED AND MANAGED RESPONSIBLY AND ETHICALLY AT EACH STAGE OF THE PRODUCT'S DEVELOPMENT, MANUFACTURE, RAW MATERIAL SOURCING, DISTRIBUTION, USE AND DISPOSAL.

NEW INTRODUCTION FOR ORICA'S SUPPLY CHAIN GLOBAL TRANSPORTATION STANDARDS

CHECK POINT AUDITS

NUMBER OF BASIC LIFE CYCLE RISK ASSESSMENTS COMPLETED ON ORICA PRODUCTS

53

POLICY ADOPTED BY MINING SERVICES TO ENHANCE VEHICLE VISIBILITY

LIGHTS ON AT ALL TIMES

ORICA'S PRODUCT STEWARDSHIP MODEL PROCEDURES HAD A

GLOBAL REVIEW

ORICA'S EMERGENCY RESPONSE SERVICE (ERS) RESPONDED TO

2,171 EMERGENCIES

MANAGEMENT APPROACH

At Orica, product stewardship means adopting life cycle thinking in the creation and delivery of Orica products and services. The Company aims to ensure that the safety, health and environmental (SH&E) impact of its products, product packaging and services are considered and managed responsibly and ethically at each stage of the product's development, manufacture, raw material sourcing, distribution, use and disposal.

Orica's approach is based on the International Chemical Council's Responsible Care® Product Stewardship Code of Practice and is embedded by Product Stewardship coordinators in each Orica business. Key elements of Orica's approach are:

RESEARCH AND DEVELOPMENT

Before developing or introducing a new product, considerable attention is given to determine the physical, chemical and biological properties and assessing the potential risks to people and the environment. Various chemical control regimes in the different jurisdictions in which the Company operates regulate research and development. Lifecycle assessments have been conducted on some of Orica's major products, including chlorine and ammonium nitrate, in accordance with ISO Standards. In 2012, fifty-three basic lifecycle risk assessments were completed on Bronson & Jacobs, Watercare and Chemicals (Australia and Latin America) products.

MANUFACTURE

Before a new product is manufactured or a new process is commissioned on a plant, a number of specifically designed Hazard Studies are used to assess and eliminate or control associated hazards. Processes are optimised to maximise efficiency and process safety and to minimise waste.

Following on from a review of secondary containment infrastructure (bundling) at various sites across Australia, New Zealand, Fiji, Chile and Peru, a number of bundling improvements were made in 2012.

DISTRIBUTION

SH&E performance is an important factor when selecting transport companies for the distribution of products, warehouses for the storage of products, and ports for the import and export of raw materials and finished goods. Orica's transport drivers are trained to identify and avert potential SH&E risks at customer sites and other facilities. Desktop emergency exercises are conducted with transport companies, customers and emergency authorities.

In 2012 Orica's Transportation Expert Panel implemented check point audits to measure and benchmark compliance to Orica's Supply Chain Global Transportation Standards.

For certain inland transportation by road, the Company conducts route risk assessments to identify potential hazards and provides guidance to both contracted and private carriers. Mining Services and Chemicals conducts port audits where dangerous goods are imported and exported, and shipping managers are required to approve all vessels prior to loading through a vetting process. In addition, a monthly safety communication is distributed through the marine and truck transportation networks, highlighting relevant issues and risk mitigation actions. In 2012 Mining Services adopted a Lights On at All Times (LOAT) Policy to enhance vehicle visibility and reduce risks during the movement of Company product.

The Chemicals business updated their Product Introduction approval process to include a more detailed review of labelling, packaging and customs compliance. Controls for chemicals of potential security concern have been reviewed and strengthened.

Orica aims to prevent accidents arising from the use of vehicles by employees or contractors. The Company stipulates a range of mandatory requirements including the provision and use of seat belts, driver safety training and the registration, licensing, insurance and road-worthiness of all Company vehicles.

USE AND DISPOSAL

When products leave Orica's direct control and are distributed, sold and used by customers, the Company aims to influence the responsible storage, use and eventual consumption or disposal of the product.

Orica's product label and the Safety Data Sheet (SDS) are the primary sources of information to users of the Company's products. Orica's Emergency Response Service, and stewardship programs such as Ammsafe for ammonia, Chlorine Safeguard for chlorine and Solvent Care for chlorinated solvents, also support and inform customers. Advice includes the safe disposal of Orica products where appropriate.

In 2012 a cross-business Stewardship Group completed an international review of the Company suite of product stewardship model procedures which will see a new Company-wide model procedure published.

VALUE CHAIN ENGAGEMENT

RESEARCH AND DEVELOPMENT

Orica invests in research and development (R&D) at the Company's own sites and through collaborative research and development arrangements with over a dozen universities and research bodies internationally.

The Company's R&D approach provides clear market leadership in product development and services and continues to improve the efficiency, productivity and safety of customers' operations. For example, the Company's approach to blast modelling and measurement, combined with the development of new innovative products and systems, allows Orica to develop new blast and mining methods.

Orica operates R&D centres in North America, Sweden, Germany, Poland, Africa, India and Australia. The Company is looking to expand its research network into Latin America and Asia in 2013.

CUSTOMERS

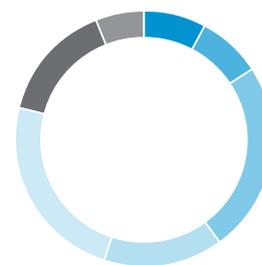
Orica works with customers to minimise the SH&E impacts of the Company's products during distribution, storage, use, recycling and disposal where practicable.

The approach taken varies by customer across the globe, reflecting the different risks and opportunities inherent in each of Orica's businesses. For example, Orica works with mine sites to minimise the volume of its product that is not consumed in blasting. For safety reasons, all efforts are made to retrieve and neutralise misfired product.

In 2012 Mining Services completed the roll out of its Global Feedback Database, a formal mechanism for capturing complaints and compliments relating to Mining Services products and services. This year the Chemicals business continued to conduct bulk delivery safety inspections at customer sites where hazardous substances are delivered.

TYPES OF EMERGENCY CALLS RECEIVED BY ORICA'S ERS

- Human Exposure (8%)
- Emergency Simulations (8%)
- Security Incidents (24%)
- Site Incident Advice (15%)
- Site Loss of Containment (24%)
- Distribution Incidents (15%)
- Other (6%)



SUPPLIERS

Major suppliers of goods and raw materials are assessed on the merits of their SH&E performance alongside commercial terms. Packaging options are assessed with the aim of ensuring the security of the product and minimising transport handling, safety and environmental issues.

In 2012 the Chemicals business tightened their audit processes to monitor supplier and toll manufacturer's compliance with legal requirements and Orica procedures. Mining Services worked closely with local contracting partners during the commissioning of a new emulsion plant in the Pilbara, Western Australia, to improve their safety standards and achieve zero recordable injuries during the project.

PRODUCT SAFETY

Orica is committed to providing safe and effective products and services. All Orica products are appropriately labelled and supplied with safe handling and use information. The Company has processes in place to respond to emergency situations, monitors product and distribution related incidents and strives to continuously improve its supply approach.

SAFETY DATA SHEETS

Safety Data Sheets (SDS), formerly Material Safety Data Sheets (MSDS), provide critical information about the exposure hazards and safe use of chemicals and blast related products.

Orica complies with European Union Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) standards regarding expanded SDS information requirements for products made, or imported into, the European Union. In 2012, work was completed on Orica's SDS system to prepare for the impending introduction of the international Globally Harmonised System (GHS) classification system. As of October 2012, Orica Australia authors SDS that meet the requirements of the GHS. Latin American and other selected foreign language SDS have been loaded on the Chemical Data System.

EMERGENCY RESPONSE SERVICE

Orica's Emergency Response Service (ERS) provides telephone advice and assistance to Orica customers, the public, emergency services and others on incidents relating to the transport, storage and use of chemical products and raw materials in emergency situations. The ERS operates 24 hours a day, seven days a week and has over 30 years of experience in the provision of emergency response services in relation to Orica products across Australia and New Zealand. Outside of these regions, Orica businesses take direct responsibility for their emergency response relating to the transport, storage and use of chemical products and raw materials. In 2012 the ERS responded to 2,171 emergencies, with over 90 percent of these calls relating to the products and facilities of subscribing client companies. 167 phone calls were related to Orica products and sites in the Australasian region, compared with 178 calls in 2011.



CORRECT CHEMICAL DELIVERIES WITH CoDé System®

An incorrect delivery of bulk chemical fluids can result in disastrous consequences such as violent chemical reactions which place human lives and commercial infrastructure at risk. Chemicals New Zealand's CoDé System® prevents incorrect delivery of chemicals by tracking the contents of an Orica trailer from the point of supply to the delivery point.

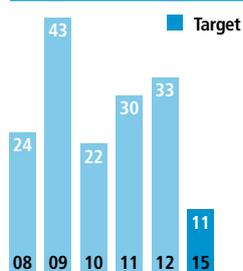
Working with design company Intellidesign, a cross-functional team of Orica New Zealand employees developed the technology following an incident at a customer site. CoDé System® prevents accidents by using wireless radio-frequency identification (RFID) technology to monitor the compatibility of chemicals at source and destination points including all conduit interconnections.

Many Chemicals products are distributed in tankers that contain multiple trailer compartments. Each compartment can contain a different product, so ensuring the right product is delivered to the right tank at the customer site is extremely important. The CoDé System® works by comparing the contents in the trailer compartments with the contents held in the delivery point tank. If they match then a delivery can occur. If they do not match, the trailer is locked out and the delivery will not be allowed.

In 2012 the CoDé System® was recognised as the 'best use of design to eliminate or isolate a hazard' in the 2012 New Zealand Health & Safety Awards. The System also received an Australian International Design Award (Business and Technology category). All Chemicals New Zealand tanker drivers have been trained in the new System, their tankers fitted with the System when training was complete and regular audits take place.

The implementation of the CoDé System® is being assessed in other regions of operation. While the New Zealand delivery fleet is owned and operated by Orica, the additional costs and complexities of outsourcing requires further investigation.

Chemicals has a determined commitment to continuously improving safety, both at its own sites and in the safe distribution and delivery of its products. The CoDé System® is all about making the Correct Delivery, every time.



PRODUCT INCIDENTS

Orica defines a product incident as a consumer and post consumer incident with SH&E implications that involves a Company product after delivery, including at Toll Manufacturer or Contract Packer premises.

Twenty-three significant (Category 2+) product incidents were reported in 2012 compared with 20 in 2011. Of these, twelve were the result of equipment failure when using Orica product, five occurred during transport from toll manufacturers by rail and one by customer helicopter, three incidents related to product damage and/or loss upon arrival at customer sites, one was at a customer mine site after a blasting event and one involved a supplier sample being shipped with incorrect documentation. In all instances, Orica worked with the customer to resolve the product issue and recommended, advised and/or implemented process or procedural improvements to mitigate the risk of reoccurrence.

Of the product incidents reported, seven occurred in North America, five in Australia, six in New Zealand, three in Asia, and one each in Latin America and Europe.

In 2012 Minova trialled the use of polypropylene packaging for the transport of rock bolts, resin capsules and anchor bolts into the characteristically wet conditions of South African mines. Originally designed for the delivery of chilled fish and meat, CoolSeal SA's polypropylene box is 100 percent moisture resistant and readily recyclable.

DISTRIBUTION INCIDENTS

Orica defines a distribution incident as one that does not occur on a Company site. It arises from the transport or storage of raw materials, products, intermediates or wastes owned by Orica or prior to delivery to the customer.

Thirty-three significant (Category 2+) distribution incidents were recorded in 2012, compared to 30 in 2011. Eight involved vehicle roll overs, five were product losses of containment from ships, railcars or trucks, seventeen were related to unloading product at customer sites, two were vehicles incidents and one was a vehicle collision on public roads. There were also two fatalities to members of the public who ran out onto major roads and into the path of an oncoming Company vehicle in separate incidents across the globe.

Examples of specific distribution incidents in 2012 include:

- Three cases of PowerPro explosives were lost from the back of a vehicle during delivery to a customer site in Terrace, Canada. Police recovered one carton.
- A truck en route to a customer site carrying 15 tonnes of customer-owned packaged explosives was hijacked on the highway 30 kilometres from Orica's site in Gomia, India. The vehicle and all contents were safely recovered 70 kilometres from Gomia.

Of the distribution incidents reported, eleven occurred in Australia, eight in North America, five in Latin America, seven in New Zealand, and one each in Asia and Africa.

Following reviews of recent distribution incidents, testing has been undertaken in Mining Services cab video systems and driver training has been refreshed in Latin America. Mining Services has also introduced check point audits and a Lights On at All Times (LOAT) Policy.

PARTICIPATION AND COMMITMENTS

Orica's participation in key industry programs and associations helps improve the Company's sustainability approach through collaboration and sharing of ideas. These include:

- The International Council of Chemical Associations (ICCA) – Orica is a signatory to the ICCA Global Charter and has adopted their Responsible Care® program in Australia, New Zealand and Latin America.
- Plastics and Chemicals Industries Association (PACIA) – Orica is a member of PACIA and the Company's Australian operations are signatories of PACIA's Sustainability Leadership Framework.
- SAFEX Global Ammonium Nitrate Industry Working Group – Orica is a member of the global Explosives Safety Group, SAFEX. Mining Services is also active in regional explosives safety organisations, among them the Australian Explosives Industry and Safety Group (AEISG), the Institute of Makers of Explosives in the United States, the Federation of European Explosives Manufacturers and the Canadian Explosives Safety Group.
- International Cyanide Management Institute (ICMI) – Orica is a signatory to the voluntary International Cyanide Management Code for the Manufacture, Transport and Use of Cyanide in the Production of Gold. Orica Mining Chemicals is classed as a "consignor", recognising the business' close relationship and active management of its carriers in the safe handling of the product.
- Water Industry Associations – Watercare is an active member of the Australian Water Association, the Australian Water Industry Operators Association and five cooperative research centres with relevance to the Australian water industry.
- Australian Mines and Metal Association (AMMA) – Orica's Managing Director, Ian Smith, is AMMA's President.
- Business Council of Australia (BCA) – Orica is a member of BCA.

Orica is also committed to achieving the Security Sensitive Ammonium Nitrate (SSAN) Principles – Orica's ammonium nitrate prill and all emulsion products are designated as security sensitive ammonium nitrate (SSAN) and are subject to Council of Australian Governments (COAG) Principles and legislative requirements. Orica believes that the mining and construction sectors need to take a leadership role in diligently managing the handling and storage of SSAN.

PEOPLE

ORICA AIMS TO FOSTER A DIVERSE, TALENTED WORKFORCE. THE COMPANY EMPLOYS MORE THAN 15,000 PEOPLE WITH OPERATIONS IN OVER 50 DIFFERENT COUNTRIES AND SERVICING CUSTOMERS IN TWICE THAT NUMBER.

PERCENTAGE OF FEMALE SENIOR MANAGERS

15.9%

GLOBAL INDIGENOUS STRATEGY LAUNCHED ACROSS

3 REGIONS

PARTICIPANTS IN ORICA'S GLOBAL GRADUATE DEVELOPMENT PROGRAM

121



PEOPLE

EMPLOYEES BY REGION AND GENDER

- Australia, New Zealand & Pacific 21%
(around 2,900 males, 830 females)
- Europe Middle East & Africa 20%
(around 2,800 males, 710 females)
- Latin America 24%
(around 3,700 males, 460 females)
- North America 14%
(around 1,900 males, 510 females)
- Asia 21% (around 3,400 males, 340 females)



MANAGEMENT APPROACH

Orica aims to foster a diverse, talented workforce.

The Company employs more than 15,000 people with operations in over 50 different countries and servicing customers in twice that number. Much of the Company's growth has come from geographic expansion, resulting in a rich diversity of languages, culture, background and experience in the Company.

Orica's social performance is a critical component of the Company's licence to operate in all regions of the world and ability to attract and retain the best employees.

EQUAL EMPLOYMENT OPPORTUNITIES

Orica supports the principles of Equal Employment Opportunity (EEO) and recruits staff purely on a merit basis. The Company does not tolerate discrimination, harassment and/or bullying of its employees, contractors or members of the general public and appropriate action is taken if its Anti-Harassment Policy is breached.

Employees are encouraged to raise issues with their direct manager. Orica's integrity hotline, the Speak Up Line, and associated website and email facility also enables employees to anonymously report breaches of the Code of Conduct. If a report is made, it is escalated as appropriate for investigation and action.

During the reporting period there were three allegations of discrimination made to the Speak Up Line by employees. Full investigations were completed for two of these allegations in the period. The third was still under investigation at the end of the reporting period.

Read more about Orica's Speak Up Line in the Governance and Engagement section of this Report.

EMPLOYEE STATISTICS

Orica employs more than 15,000 people around the world, in over 50 countries. 18 percent of the Company's employees are female. 97 percent of employees (around 14,300 males and 2,600 females) are hired on a full-time basis, with the remaining 3 percent (around 250 males and 200 females) hired part-time. 96 percent of employees (around 12,400 males and 2,600 females) are hired on a permanent contract basis, with the remaining 4 percent (around 1900 males and 460 females) hired on a fixed term basis.

NEW HIRES AND EMPLOYEE TURNOVER BY AGE GROUP, GENDER AND REGION

CATEGORY	NEW HIRES		EMPLOYEE TURNOVER	
	TOTAL NUMBER	RATE (%) ¹	TOTAL NUMBER	RATE (%) ¹
AGE				
<30	985	NR ²	478	NR ²
31-50	1,398	NR ²	951	NR ²
>50	159	NR ²	215	NR ²
GENDER				
Male	2,130	15%	1,382	9%
Female	412	14%	262	9%
REGION				
Australia, New Zealand & Pacific	660	18%	377	10%
Asia	418	11%	283	8%
Latin America	1,042	-5%	610	15%
North America	213	9%	53	2%
Europe, Middle East & Africa	219	6%	321	9%

¹ Rate calculated using indicative total employee numbers per category at the end of the reporting period.

² Not reported in 2012.

WORKFORCE CONSULTATION AND COMMUNICATION

Orica employees are free to join unions and other associations. Company work sites range from completely non-unionised to entirely unionised. Around 36 percent of Orica employees are covered by collective bargaining agreements. All Orica contractors are subject to the same opportunities and employment conditions as Orica staff. Upon offer of employment, new staff are required to adhere to Orica's Code of Conduct and sign the Orica SH&E Charter, which commits them to engaging in safe and environmentally responsible work practices.

Orica has adopted a consultative approach to advising employees about operational changes that affect them. While the minimum notice period varies between business units and various modernised awards, the Company as a whole aims to inform employees about relevant changes as soon as practicable. Where collective bargaining agreements are in place, the notice period and provisions for consultation and negotiation are specified in the agreements. The Company's SH&E Model Procedures require that all employees are represented in formal SH&E committees.

DIVERSITY

Orica has a long history of supporting diversity, as shown by being a foundation member of the Diversity Council of Australia since 1986. The business case to further embrace diversity within a global context is supported by the employee base being spread across more than 50 countries. Orica's Diversity Strategy has three-year targets for gender, internationalisation and employee engagement.

GENDER AND INTERNATIONALISATION

Over the past three years, improvement targets have been set for both gender and internationalisation at senior management levels. These targets, in conjunction with specific diversity initiatives, have seen the representation of women in senior management ranks increase from five percent in 2009 to 16 percent in 2012. The Company has an aspiration to increase the percentage of women in senior management positions to greater than 20 percent (Orica has an employee population of over 15,000 and approximately 18 percent of the population are women). The proportion of non-Australian/New Zealand senior managers has increased from 40 percent in 2009 to 47 percent in 2012. For the purposes of the Diversity targets, senior management is defined as the top 3 percent of the Company. *Read more about Orica's diversity at the Board and Executive level in the Governance and Engagement section of this Report.*

In 2011, the Orica Women in Leadership network was introduced. The network aims to embrace diversity to drive sustainable global growth. In 2012 the network was extended to other Regions and now includes two additional groups of Emerging and Senior Female Leaders from a wide range of nationalities and professional backgrounds. In late 2012 a Latin American group was also launched.

Orica has 121 graduates in its global development program, of which 26 percent are female. With graduate programs now being run in Australia, New Zealand, Asia, Latin America and North America, the Company's pipeline of international talent is also increasing. Six graduates were offered international twelve-month assignments this year in Mexico, Brazil, Chile, Colombia and Australia. Orica also offers scholarships to university students in Australia, New Zealand, Asia and Latin America.

Remuneration has been analysed across the Company for senior management roles and found no disparity between male and female salary patterns.

ENGAGEMENT

The Orica Global Employee Survey enables effective stakeholder engagement at all levels of the organisation. Two annual surveys have been conducted in 2010 and 2011 and it is the Company's intention to continue to conduct the survey on a regular basis in the future. No survey was conducted in 2012 due to major restructuring across the organisation. The next survey will be an important measure for how employees feel about the changes and will be conducted again in 2013 when the restructure has been completed.



ORICA'S GLOBAL GRADUATE DEVELOPMENT PROGRAM

Orica's global Graduate Development Program aims to attract and retain top graduates from around the world, increasing the quality, diversity and sustainability of Orica's technical, functional and leadership pipelines. This year the program was recognised as an award finalist by the Australian Association of Graduate Employers.

The three-year rotational program allows graduates to experience three different job roles in three different locations and typically across at least two of the Company's business platforms. The graduates also participate in a three-year development program, building their technical capability and leadership skills aligned to the profile of some of Orica's most successful leaders.

Active in Australia, New Zealand, Asia, Latin America and North America, the program currently has 121 participating graduates and is expecting to grow to nearly 180 graduates in 2013.

Recent developments to the program have seen international rotations become available for high potential graduates in their last year of the program.

Orica's Graduate Sustainability Committee provides another forum to further develop graduate's leadership skills, increase Orica's involvement with local communities and positively contribute to Orica's brand as an employer of choice in the graduate market.

The Committee organised a range of initiatives in 2012, including a food drive across 20 Orica sites, a major tree-planting exercise with Landcare Australia, participation in Clean Up Australia Day, blood donation campaigns, mobile phone and battery recycling, energy saving and recycling campaigns, composting, carbon neutral paper use, sports team sponsorship, and participation in community events such as Ecofest in Gladstone, Queensland, Australia.

The Committee began in the Australia/New Zealand region and will be rolled out in other regions in 2013.

GLOBAL INDIGENOUS STRATEGY

Orica introduced its Global Indigenous Strategy in 2011. Led by Orica's Indigenous Advisory Council, the Strategy focuses on increasing cultural awareness, building relationships with local communities and creating sustainable opportunities.

Orica's Global Indigenous Council is currently assessing local environmental conditions to tailor action plans to regional needs, particularly in Canada and Latin America. This year, Orica Canada implemented the Global Indigenous People Strategy that was formed in June 2011. Efforts to develop long term, meaningful relationships with First Nation Groups has seen a joint-venture agreement signed for the supply of explosives and blasting services for any new developments in the Haisla territories, maximising social and economic benefits for the Haisla Nation through opportunities such as employment and training.

During 2012, Orica's Australian Indigenous Council drafted a Reconciliation Action Plan (RAP), to be circulated for discussion and further formalisation. The Company's Local Indigenous Councils (in Australia) have started rolling out Cultural Awareness workshops. The workshops are facilitated by Aboriginal organisations.

WORKPLACE FLEXIBILITY

Orica values its people and is committed to providing and maintaining a flexible work environment. The Company's Flexible Work Practice Policy covers part-time employment, job sharing arrangements, flexible working arrangements, flexible return from family leave, flexible arrangements for ongoing care, phased retirement and working from home. Orica offers family leave in line with legislative frameworks around the world.

TRAINING AND DEVELOPMENT

Orica aims to resource the right capabilities and provides support through professional development and talent management programs.

Orica provides ongoing skills and technical training to employees, from the induction stage and throughout their employment, with mandatory annual or biennial refresher training in many competency areas. Orica is reviewing its induction process to ensure a consistent approach to induction training is applied throughout the Company. In addition to job or role specific (technical) competency and skills training, Orica also provides leadership development programs at frontline/supervisory, managerial and strategic leadership levels.

All employees in managerial/supervisory, professional, technical and administrative roles participate in the Company's annual performance management process, which incorporates individual career development planning as part of the mid-year review process. The vast majority of these employees also participate in a Short Term Incentive scheme, in which additional financial incentives are awarded to staff based on Company and individual performance.

Orica provides outplacement support to employees who are leaving the Company due to restructuring or reorganisation.

Job vacancies within Orica are listed on the Company intranet.

HUMAN RIGHTS

Increasingly, Orica businesses are operating in more remote regions. It is critical that the Company succeeds in promoting its core values to customers and employees in these regions, while remaining responsive to their concerns about the future of the environment and the communities in which they live.

Orica does not employ child, forced or compulsory labour and takes all reasonable steps to ensure that it does not engage suppliers who employ child, forced or compulsory labour. Orica's Code of Conduct requires that the Company "complies with the letter and spirit of the laws affecting Orica's businesses".

Orica has consistent policies in place globally to ensure reasonable working hours and conditions and minimum age for employment. In 2012 the Company did not receive any reports of child, forced or compulsory labour.

COMMUNITY

ORICA'S STANDING IN THE COMMUNITY IS A CRITICAL COMPONENT OF THE COMPANY'S SOCIAL LICENCE TO OPERATE IN ALL REGIONS OF THE WORLD, AND ABILITY TO ATTRACT AND RETAIN THE BEST EMPLOYEES. THE COMPANY AIMS TO BUILD STRONG AND ENDURING RELATIONSHIPS WITH COMMUNITY STAKEHOLDERS.

IN PLACE AT MAJOR SITES

COMMUNITY ENGAGEMENT ACTIVITIES

CORPORATE DONATIONS TO THE EQUIVALENT OF DIVIDENDS PAYABLE ON A SHAREHOLDING OF

0.5% OF ORDINARY ORICA SHARES

LOCAL COMMUNITIES AROUND COMPANY SITES HAVE ORICA'S

ONGOING SUPPORT AND ENGAGEMENT

MANAGEMENT APPROACH

Orica's standing in the community is a critical component of the Company's social licence to operate in all regions of the world, and ability to attract and retain the best employees. The Company aims to build strong and enduring relationships with community stakeholders.

COMMUNITY ENGAGEMENT

Orica is committed to effective engagement with local communities. The Company is a signatory to the Responsible Care® Community Right to Know Code of Practice. Requirements of the Code have been incorporated in the Company's SH&E Management System. This system is adopted by all Orica operations. In addition, all major sites have a designated community liaison officer who establishes and maintains relationships with the local community. A range of engagement activities were undertaken by Orica's major sites in 2012:

- Botany site (New South Wales, Australia) has a number of community plans in place for specific remediation projects. The plans include consideration for groups such as local schools and people from non-English speaking backgrounds. Stakeholders have been identified through over ten years of engagement with local community groups including schools, businesses, government, residents and local non-government organisations. Eleven community meetings and five site tours were conducted during the year. Four community newsletters were issued and the site provides information each month for publishing in a local newspaper;
- Carseland site (Alberta, Canada) meets with local residents in the rural community every two years. Carseland representatives meet half the local residential population in their homes each year. One community newsletter was distributed during the neighbourhood meetings. Stakeholders are identified through regular contact with local businesses and residents in the area;
- Kooragang Island site's (New South Wales, Australia) Community Engagement Plan includes sensitive groups such as aged care facilities, schools and child care centres as well as the broader community and other stakeholders such as community groups, government and businesses. Stakeholder identification commenced in 2005 through interviews with key community, government and business groups and is reviewed regularly. Fourteen meetings were held with the site's Community Reference Group, five community information sessions and five site tours were conducted during the year. Six community newsletters were issued. *Read more about the site's engagement activities in the case study on page 5.*
- Bacong site's (Philippines) Community Program is managed by a cross-functional team from different departments. Past activities include Community Open Days and partnerships with health agencies for community support. Some planned activities for 2012 were delayed due to plant shutdown.

- Bontang site (Indonesia) partners with local companies to support community relations and development through the Bontang Public Relations Coordination Forum. In 2012 they joined the Bontang government's Bontang Corporate Social Responsibility Forum. The site regularly engages with local groups, particularly in Guntung Village and Loktuan Village, regarding local employment, contractor opportunities and community development projects such as water and sanitation.
- Yarwun site (Queensland, Australia) has recruited a Stakeholder Relations Officer and a formal Community Engagement Plan will be completed in December 2012.

In addition, grievance and complaints mechanisms are in place at all major sites, environmental impact assessments are undertaken and publicly disclosed in accordance with regulatory requirements for new projects, on-going environmental monitoring is undertaken to monitor compliance with site licence requirements, community development programs are in place and health and safety committees are operational.

COMMUNITY CONTRIBUTIONS

Orica's corporate donations program is funded to the equivalent of dividends payable on a shareholding of 0.5 percent of ordinary Orica shares. Orica's contributions focus on three priority areas – the environment, science and engineering and education.

In 2012 Orica supported the following organisations:

- The Nature Conservancy – In 2012, Orica donated \$445,000 as part of the Company's ongoing support of two key programs – Shifting Burning Regimes in Northern Australia, and the Mediterranean Chile Conservation Program;
- The National Youth Science Forum – Orica is a corporate partner of the Forum. In 2012, Orica increased its involvement, sending members of the graduate program along to the camps to discuss the program and graduate opportunities with the students;
- The Australian Academy of Technological Sciences and Engineering – Orica is a major sponsor of the Science and Technology Education Leveraging Relevance project, providing curriculum materials for secondary science courses;
- Internal scholarships – An internal scholarship program funding students around the world in areas of study related to Orica's business; and
- The Australian Science Media Centre.

Orica's employee workplace-giving program matches employee donations up to a certain value across twelve charities selected by Company employees.

Orica has entered into a naming partnership with GreenEDGE, a new team on cycling's Union Cycliste Internationale World Tour. The team is now known as the Orica GreenEDGE team. Orica will be working with GreenEDGE to develop opportunities to take advantage of the partnership within the many local communities where the Company operates around the world.

Seventeen university students were accepted into the Orica Vacation Program in Australia and New Zealand, spending twelve weeks with the Company during December 2011 to February 2012.

In addition to corporate sponsorship, Orica sites around the world supported a range of local and regional initiatives in 2012:

AFRICA

Minova employees assisted in a rhinoceros notching and tagging exercise in the Pilanesberg National Park, South Africa. This exercise deters poachers in the region, who killed more than 400 rhinoceros for their horns last year.

AUSTRALIA

A number of Australian sites participated in Clean Up Australia Day. Held in March, this annual event aims to inspire Australians to clean-up their local communities.

Victorian sites also supported Earth Hour, with information about the event advertised to employees. An audit was undertaken to raise awareness about the importance of turning computers off over the weekend. Orica Head Office also turned off its illuminated Orica logo.

Cross-cultural awareness training has been underway in Western Australia's Mining Services team, with the implementation of an Indigenous Engagement Strategy. This strategy aims to foster indigenous employment within the business by working closely with customers and local community groups, and also educating Orica's existing workforce on Australian Aboriginal culture and heritage.

The Yarwun site in Queensland participated in Ecofest – Central Queensland's largest environmental awareness event. The site also held a fundraiser in support of the Relay for Life charity.

Employees at Kooragang Island, New South Wales, along with contracting and neighbouring companies and members of the Hunter District Cycling Club participated in World Environment Day. The group ran their own Business Clean Up Day, cleaning up the environment around Kooragang Island.

CANADA

Orica Canada implemented the Company's Global Indigenous People Strategy that was formed in June 2011. Efforts to develop long-term meaningful relationships with First Nation Groups has seen a joint-venture agreement signed for the supply of explosives and blasting services for any new developments in the Haisla territories, maximising social and economic benefits for the Haisla Nation through opportunities such as employment and training.

Orica Canada also participated in the annual Miners for Cancer Hockey Challenge in Ontario. This event raises money for cancer research in the region.



30 YEARS OF COMMUNITY SUPPORT AT ORICA BACONG, PHILIPPINES

Since Orica Bacong's ammonium nitrate operation began in the Philippines in 1982, the site has been actively involved in local community development initiatives.

The site's proud support of nearby orphanages has taken a range of forms over the years, including the construction of a nursery, reparation of the mess hall, donation of audio visual materials, chairs and books, and the provision of meals during visits by Bacong employees.

One of the orphanages with which the site has been involved is the Casa Cittadini Foundation, Inc. (CCFI), an orphanage for girls. In 2011, the children from CCFI sang at a fellowship dinner hosted by the site for the Orica Philippines management team.

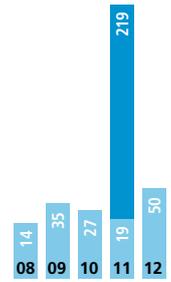
As a result of the Orica Philippines Country Manager's recent recognition as the recipient of the Caring and Sharing Program of Australia, CCFI was awarded \$5,000 for the construction of a new kitchen and the purchase of a laptop computer and overhead projector.

The kitchen is now used to generate income for the wards, as financial support to purchase school supplies and to provide them with an allowance. The Ursuline Sisters of Somasca who are based in the Philippines taught the girls how to work in the kitchen to make chips for sale at local shops. The girls now sell enough chips to earn around Php3,000 per week.

Orica Bacong has been a member of the Provincial Micro Small Medium Enterprise Development Council (SMEDC) since 2009. The site assists in a number of ways, including the development of measures and systems to help improve the skills and competency of the MSME workforce. Orica Bacong has also provided basic safety training to bamboo-furniture makers, machine shop operators, and other beneficiaries identified through the program.

Orica Bacong is proud of its 30 year history of involvement in the community.

■ Directly Attributable to Kooragang Island Incident of 8 August 2011



CHILE

Through the Company’s support of The Nature Conservancy, Orica has provided a donation to support the securing of a new 25,900 hectare National Park in the Los Rios region of Southern Chile. The Park hosts a number of unique and rare species including the Alerce tree – the second-longest living trees in the world, the Magellanic woodpecker, the Pudu deer, and pumas.

INDONESIA

The Company’s Bontang facility is supporting a community health project in Lhoktuan. Wells are being built to provide clean facilities for bathing, washing and for public toilets next to the Orica site. Construction will start in early 2013.

NEW ZEALAND

Chemicals New Zealand employees assisted with the clean-up of Tauranga beaches after the cargo ship MV Rena grounded off the coast. The Company donated 72, decontaminated intermediate bulk containers (IBCs) to support the clean-up effort. Orica employees also provided meals for the volunteers. The Company also donated NZ\$5,000 to the Mount Maunganui and Omanu surf life saving clubs in recognition of their contribution to the Rena clean-up.

PHILIPPINES

Orica’s Bacong site’s apprenticeship program supports local technical school, college and university students. The site has continued its long-standing membership of the Productivity Improvement Circles Association of the Philippines. The Association aims to help its members improve through collaboration in the benchmarking of best practices. *Read more about Orica Bacong’s community activities in the case study on page 25.*

SINGAPORE

The Company sponsored the National University of Singapore’s Annual Global Business Plan Contest. 575 Masters of Business Administration (MBA) teams from over 100 business schools from around the world participated in the challenge.

ZAMBIA

Orica Zambia donated supplies to the Bush Fire Orphanage Ministries, a community group supporting orphans and vulnerable children in the region. Items donated include rice and kitchen utensils. A 10,000 litre water tank donated to the orphanage by Orica was commissioned at the same time, providing the orphanage with continuous water supply.

COMMUNITY COMPLAINTS

Orica welcomes feedback from the community. All sites are required to record, investigate and address community complaints.

The Company received 50 complaints in 2012 that were found to be attributable to Orica activities, compared with 238 in 2011. Of these, 21 complaints related to site plumes/fugitive emissions, including nitrogen oxide plumes and flaring, 15 to odour emissions, ten to noise, and four to site storage or waste concerns.

Of the total complaints, 39 (78 percent) were directly attributable to the Kooragang Island, New South Wales site relating to nitrogen oxide plumes, ammonia odours, stack flares and fugitive emissions.

Orica remains vigilant in the conduct of its global operations. All complaints are investigated, causes are identified and actions taken to minimise further community concern.

ECONOMIC CONTRIBUTIONS

ORICA AIMS TO DELIVER VALUE TO SHAREHOLDERS AND SUPPORT LOCAL ECONOMIES IN A RESPONSIBLE MANNER. THE COMPANY'S PRODUCTS, BRANDS AND SERVICES ARE TRUSTED FOR THEIR RELIABILITY, RANGE AND QUALITY. ORICA'S STRATEGIC POSITIONING WITHIN THE MINING SECTOR ALLOWS THE COMPANY TO MAINTAIN STABILITY THROUGH CONTINUED GLOBAL ECONOMIC UNCERTAINTY.

STATUTORY NET PROFIT AFTER TAX AND INDIVIDUALLY MATERIAL ITEMS

\$402.8MILLION

NET PROFIT AFTER TAX BEFORE INDIVIDUALLY MATERIAL ITEMS

\$650.2MILLION

MINERAL CARBONATION INTERNATIONAL (MCI) JOINT VENTURE TO ASSIST GLOBAL MINING CUSTOMERS TO

**REDUCE
GREENHOUSE
GAS EMISSIONS**



ECONOMIC CONTRIBUTIONS

MANAGEMENT APPROACH

Orica aims to deliver value to shareholders and support local economies in a socially responsible manner. The Company's products, brands and services are trusted for their reliability, range and quality.

Orica's strategic positioning within the mining sector allows the Company to maintain stability through continued global economic uncertainty. The mining and processing segments of the commodities value chain on which Orica focuses are largely influenced by production volumes that demonstrate low volatility, even during times of economic slow-down.

Orica sees its social responsibilities as being complementary to its financial performance and a critical component of the Company's licence to operate in all regions of the world and ability to attract and retain the best employees

Read more about Orica's financial performance in the 2012 Annual Report at orica.com.

ECONOMIC VALUE GENERATED AND DISTRIBUTED

Orica's economic value generated and distributed in 2012 is detailed in the table below.

ECONOMIC VALUE	2012 (\$M)	DEFINITION
DIRECT ECONOMIC VALUE GENERATED		
Revenues	7,155.3	Net sales plus revenues from financial investments and sales of assets
ECONOMIC VALUE DISTRIBUTED		
Operating costs	5,143.6	Payments to suppliers, non-strategic investments and royalties
Employee wages and benefits	1,096.3	Total monetary outflows for employees
Payments to providers of capital	158.2	All financial payments made to the providers of capital
Payments to government	174.1	Gross taxes
Community investments	1.6 ¹	Voluntary contributions and investment of funds in the broader community (includes donations)
ECONOMIC VALUE RETAINED		
Economic value retained	581.5	Investments, equity releases

¹Allocated to corporate donations based on the equivalent of the dividend on a shareholding of 0.5% of ordinary Orica shares in 2011.

INDIRECT ECONOMIC IMPACT

In addition to Orica's strong economic performance and leading marketplace presence, the Company indirectly supports the economies where it operates. Orica implements best available technology options when establishing new sites which include those in remote locations and emerging economies. While up-front costs are often higher, the ongoing benefits such as improved energy efficiency, safety and environmental performance and lower running costs are significant. The Company is committed to engaging local employees, contractors and business partners where possible.

INDONESIA

Orica's ammonium nitrate complex in Bontang, East Kalimantan, Indonesia is now in operation and running at design capacity. The plant was constructed by an Indonesian contracting company who was also involved in the detailed design of certain sections of the plant. All opportunities to employ local people throughout the project were implemented. The plant is staffed with 160 Indonesian employees and two expatriate staff. Where feasible, the contracting of services for the site has been made with companies local to Bontang.

CHINA

A similar approach is being taken for the construction of Orica's initiating systems operation at Nanling, in the Hunan province in China. The facility is being built to the highest engineering standards and Orica is again working closely with local construction and engineering providers to ensure their engineering and safety standards meet the Company's high expectations. Sixty people are now employed at the site and their training has commenced at Orica's Weihai facility. The Nanling sales and technical team has received training and mentoring from Orica's teams around the globe.

INDIA

In Gomia, India, Orica's initiating systems operation is integral to the local community. With 50 years of operation, the site has contributed extensively to the local community with the provision of housing, schools, medical facilities and improved water access.

CANADA

This year Orica Canada implemented the Global Indigenous People Strategy that was formed in June 2011. Efforts to develop long term, meaningful relationships with First Nation Groups has seen a joint-venture agreement signed for the supply of explosives and blasting services for any new developments in the Haisla territories, maximising social and economic benefits for the Haisla Nation through opportunities such as employment and training.

CLIMATE CHANGE IMPLICATIONS

Climate change is a serious threat to society, global business and the environment. Orica's global operations emitted 1.8 million tonnes of carbon dioxide equivalent in 2012.

Read more about Orica's greenhouse gas emissions profile in the *Safety, Health and Environment Section of this Report*.

RISKS

Orica is exposed to a range of regulatory and physical risks from climate change. These risks are assessed by reviewing the Company's emissions profile, the current and anticipated regulatory frameworks in the countries of operation, and the likely impacts of those regulatory frameworks. Risks include:

- Price increases for key raw materials and energy inputs. An analysis was conducted in preparation for Australia's Clean Energy Legislation (Note, the European Union Emissions Trading Scheme does not currently cover Orica facilities); and
- Extreme weather events, including water scarcity. These risks have been considered in Orica's risk management, emergency response planning and business continuity planning processes.

OPPORTUNITIES

While Orica is committed to reducing its impact on the climate, opportunities for the Company include:

- Capitalising on opportunities under the Australian Jobs and Competitiveness Program;
- Understanding and participating in carbon abatement opportunities in the Clean Development Mechanism countries where the Company operates, including the Philippines and Indonesia;
- Significant energy savings identified through the Company's participation in the Australian Energy Efficiency Opportunities (EEO) program;
- The opportunity to recycle water from the Company's Groundwater Treatment Plant in Botany, New South Wales, Australia;
- New technology that can provide significant abatement of nitrous oxide emissions; and
- Products and services that minimise carbon emissions for global mining customers.

EMISSIONS REPORTING IN AUSTRALIA

Orica operates three emissions-intensive trade-exposed (EITE) activities in Australia for the production of:

- Ammonia at Kooragang Island, New South Wales;
- Ammonium nitrate at Kooragang Island and Yarwun, Queensland; and
- Chlorine gas and sodium hydroxide solution at Botany, Laverton (Victoria) and Yarwun.

In 2012 Orica provided independently audited submissions for the three activities under the Australian Federal Government's, Jobs and Competitiveness Program and Partial Exemption Certificates. Orica reports its energy consumption, energy production and greenhouse gas emissions under the Australian Federal Government's *National Greenhouse and Energy Reporting Act 2007*. An independent reasonable assurance report was provided with the Company's 2012 submission.

PLANNING FOR A LOW-CARBON ECONOMY

Orica runs specific financial models of cost/revenue outcomes for abatement opportunities and marketing plans to customers that incorporate greenhouse gas-related business opportunities. Contracts and expenditure proposals that meet certain threshold criteria must include a sustainability statement, while sustainability impacts are considered in depth as part of the approval process for major projects.



MINERAL CARBONATION FOR BRIGHTER CARBON FUTURE

Orica is investigating a new technology that can assist the coal industry and other large emitters in making substantial reductions in their greenhouse gas emissions. Mineral Carbonation is a carbon capture and storage technology that can permanently sequester carbon dioxide (CO₂) by reacting it with mineral silicates.

The technology has advantages over underground injection of compressed CO₂ gas, commonly known as geosequestration, as it produces a stable and safe solid with no leakage risks and there are widespread silicate deposits sufficient for centuries of CO₂ emissions.

Mineral Carbonation involves the reaction of CO₂ with minerals such as magnesium silicate, forming solid carbonates such as magnesium carbonate, which is a naturally occurring and stable solid. Magnesium carbonate is a compound used in common household products and medicines, and can also be used for products such as building materials, bricks, pavers, cement and agricultural additives.

Mineral carbonation already occurs slowly in nature in the process known as rock weathering – Orica's challenge is to speed up the process for industrial purposes.

In March this year, Orica and the University of Sydney's Chemical Engineering Foundation (Australia) hosted an international symposium titled "Mineral Carbonation: Large scale, safe, and permanent storage of carbon dioxide".

Following on from the success of the symposium, Orica has entered into a joint venture with University of Newcastle's Institute for Energy and Resources (NIER) and GreenMag Group to deliver a pilot plant and undertake research and development.

It is expected that the joint venture (to be called Mineral Carbonation International) will also be supported by New South Wales State and Commonwealth Governments. The pilot plant will be located at the NIER and use CO₂ from Orica's Kooragang Island facility.

ABOUT THE REPORT

This Report has been prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines (Version 3.1) and is Orica's ninth annual Sustainability Report. The Company's previous Sustainability Report was released in November 2011 and can be downloaded from www.orica.com.

The Report aims to address Orica's significant economic, environmental and social impacts. Topics reported, and GRI indicators used, have been prioritised through an assessment of the Company's material sustainability risks and opportunities. The assessment attempted to consider whether these material issues would substantively influence the views and decisions of key stakeholders (and users of the Report) by drawing upon feedback from:

- Regular consultation with host communities and partners;
- Annual General Meeting and contact with the investment community; and
- Interactions with regulatory bodies, host government, special interest groups and industry programs.

Material topics for inclusion in Orica's 2012 Sustainability Report are listed as key challenges in the Sustainability Performance scorecard on page 3.

These have been prioritised by the findings of the Company's annual sustainability risk workshop, described in the Risk Management section on page 5.

The statistics in this Report cover sites owned and operated wholly by Orica Limited subsidiaries or operated by Orica Limited subsidiaries in a 50 percent or more joint venture operation during the 12 month period to 30 September 2012. Energy, greenhouse gas emissions, water and waste data is only reported for operations owned and operated wholly by Orica Limited subsidiaries, with the exception of the Bontang Philippines joint venture, which is included due to Orica's operational control of the facility and its significant emissions profile.

Data is reported on a 100 percent basis for facilities operated by Orica Limited subsidiaries irrespective of equity share, unless otherwise stated. Joint venture projects that are not operated by Orica are excluded unless expressly stated. All monetary amounts in the Report are in Australian dollars unless otherwise stated. Where information is not reported on an all-of-company basis, limitations are stated in the relevant section of the Report.

Orica reports greenhouse gas emissions, energy consumption and energy production from the Company's Australian facilities under the Australian Government's *National Greenhouse and Energy Reporting Act 2007* and appropriate guidelines. Greenhouse gas emissions from the Company's non-Australian sites are reported using the same general framework, with the application of local energy and emission factors. The reporting of non-Australian data is based on materiality thresholds.

Independent verification has not been sought for the information contained in this Report, with the exception of financial information.

While every effort has been made to ensure the accuracy of the information, anyone seeking to rely on information in this Report or seeking to draw conclusions from the data should not do so before contacting the Company for verification and assistance. Questions regarding the Report or its contents may be directed to the Company by email (sustainability.team@orica.com) or via the contact details on the back cover of the Report.

GLOSSARY

All Worker Recordable Case Rate (AWRCR) – the number of recordable cases (using Occupational Safety and Health Administration (USA) guidelines) per 200,000 hours worked by employees and contractors.

Lost Workday Case Rate (LWCR) – a sub-set of the Company's AWRCR and measures the number of lost work day cases per 200,000 hours worked by employees and contractors.

Category 2+ incident – is a measure used by Orica to categorise significant incidents. These may include events which cause, actual or potential, significant injury or damage, or concern in the surrounding community or attracts local media attention. Examples may include a spill which breaches a containment or escapes into the surrounding environment, certain gaseous emissions, a fire that causes significant damage to equipment, a loss or spill of product during transportation or a recordable injury.

Intensity (of energy or water use, or greenhouse gas emissions) – relates to the quantity used or produced per unit of production.

Internationalisation – relates to Orica's diversity strategy to increase the proportion of senior management being of a nationality other than Australian or New Zealander.



Statement GRI Application Level Check

GRI hereby states that **Orica Limited** has presented its report "Orica Limited's 2012 Sustainability Report" to GRI's Report Services which have concluded that the report fulfills the requirement of Application Level B.

GRI Application Levels communicate the extent to which the content of the G3.1 Guidelines has been used in the submitted sustainability reporting. The Check confirms that the required set and number of disclosures for that Application Level have been addressed in the reporting and that the GRI Content Index demonstrates a valid representation of the required disclosures, as described in the GRI G3.1 Guidelines.

Application Levels do not provide an opinion on the sustainability performance of the reporter nor the quality of the information in the report.

Amsterdam, 2 November 2012

A handwritten signature in blue ink, appearing to read "Nelmara Arbex", is written over a faint, large watermark of the GRI globe logo.

Nelmara Arbex
Deputy Chief Executive
Global Reporting Initiative



The Global Reporting Initiative (GRI) is a network-based organization that has pioneered the development of the world's most widely used sustainability reporting framework and is committed to its continuous improvement and application worldwide. The GRI Guidelines set out the principles and indicators that organizations can use to measure and report their economic, environmental, and social performance. www.globalreporting.org

Disclaimer: Where the relevant sustainability reporting includes external links, including to audio visual material, this statement only concerns material submitted to GRI at the time of the Check on 24 October 2012. GRI explicitly excludes the statement being applied to any later changes to such material.

GLOBAL REPORTING INITIATIVE (GRI) SUMMARY INDEX

ORICA'S 2012 SUSTAINABILITY REPORT HAS BEEN PREPARED IN ACCORDANCE WITH THE GLOBAL REPORTING INITIATIVE (GRI) SUSTAINABILITY REPORTING GUIDELINES, VERSION 3.1. THE FOLLOWING TABLE SUMMARISES ORICA'S PERFORMANCE AGAINST THE GRI GUIDELINES. SEE ORICA'S FULL 2012 GRI CONTENT INDEX AT ORICA.COM/SUSTAINABILITY.

GRI STANDARD DISCLOSURE	INDICATOR	REPORTED	PAGE REFERENCE
Statement from the most senior decision-maker of the organisation	1.1	Fully	Message from the Managing Director
Description of key impacts, risks, and opportunities	1.2	Fully	Sustainability Performance Scorecard, Governance & Engagement (Risk Management)
Organisational Profile	2.1–2.10	Partially	About Orica
Report Parameters	3.1–3.13	Fully	About the Report
Governance, commitments and engagement	4.1–4.17	Fully	Governance and engagement
DISCLOSURE ON MANAGEMENT APPROACH			
Economic	Aspects	Fully	Economic Contributions
Environment	Aspects	Fully	Environment
Labour Practices	Aspects	Fully	People
Human Rights	Aspects	Fully	People
Society	Aspects	Fully	Community, Governance and Engagement
Product Responsibility	Aspects	Fully	Product Stewardship
ECONOMY			
Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments	EC1	Fully	Economic Contributions (Economic Value Generated and Distributed)
Financial implications and other risks and opportunities for the organisation's activities due to climate change	EC2	Fully	Climate Change Implications
Understanding and describing significant indirect economic impacts, including the extent of impacts	EC9	Partially	Economic Contributions (Indirect Economic Impact)
ENVIRONMENT			
Direct energy consumption by primary energy source	EN3	Fully	Safety, Health and Environment (Energy Use)
Indirect energy consumption by primary source	EN4	Fully	Safety, Health and Environment (Energy Use)
Energy saved due to conservation and efficiency improvements	EN5	Partially	Safety, Health and Environment (Energy Use)
Total water withdrawal by source	EN8	Fully	Safety, Health and Environment (Water Management)
Total direct and indirect greenhouse gas emissions by weight	EN16	Fully	Safety, Health and Environment (Greenhouse Gas Emissions)
Other relevant indirect greenhouse gas emissions by weight	EN17	Fully	Safety, Health and Environment (Greenhouse Gas Emissions)
Initiatives to reduce greenhouse gas emissions and reductions achieved	EN18	Partially	Safety, Health and Environment (Energy Use, Greenhouse Gas Emissions)
NOx, SOx, and other significant air emissions by type and weight	EN20	Fully	Safety, Health and Environment (Spills and Emissions)
Total weight of waste by type and disposal method	EN22	Fully	Safety, Health and Environment (Waste Management)
Total number and volume of significant spills	EN23	Fully	Safety, Health and Environment (Spills and Emissions)
Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	EN26	Partially	Product Stewardship (Management approach)
Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	EN28	Fully	Safety, Health and Environment (Environmental Compliance)

GRI STANDARD DISCLOSURE	INDICATOR	REPORTED	PAGE REFERENCE
SOCIAL: LABOUR PRACTICES AND DECENT WORK			
Total workforce by employment type, employment contract, and region, broken down by gender	LA1	Fully	People (Employee Statistics)
Total number and rate of new employee hires and employee turnover by age group, gender, and region.	LA2	Fully	People (Employee Statistics)
Benefits provided to full time employees that are not provided to temporary or part-time employees, by major operations	LA3	Partially	People (Training and development)
Return to work and retention rates after parental leave, by gender	LA15	Partially	People (Workplace flexibility)
Percentage of employees covered by collective bargaining agreements.	LA4	Fully	People (Workforce consultation & communication)
Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements	LA5	Fully	People (Workforce consultation and communication)
Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	LA6	Fully	People (Workforce consultation and communication)
Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region	LA7	Partially	Safety, Health and Environment (Personal Safety)
Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases	LA8	Fully	Safety, Health and Environment (Health Promotion)
Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	LA11	Partially	People (Training and development)
Percentage of employees receiving regular performance and career development reviews, by gender	LA12	Partially	People (Training and development)
Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	LA13	Partially	People (Employee statistics, Diversity)
Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	LA14	Partially	People (Diversity)
SOCIETY: HUMAN RIGHTS			
Total number of incidents of discrimination and actions taken	HR4	Fully	People (Equal Employment Opportunities)
Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour	HR6	Fully	People (Human Rights)
Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour	HR7	Fully	People (Human Rights)
SOCIAL: SOCIETY			
Percentage of operations with implemented local community engagement, impact assessments, and development programs	SO1	Fully	Community (Community engagement)
Percentage and total number of business units analysed for risks related to corruption	SO2	Partially	Governance and Engagement (Risk management)
Public policy positions and participation in public policy development and lobbying	SO5	Fully	Governance and Engagement (Political Contributions & Activities)
Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	SO6	Fully	Governance and Engagement (Political Contributions & Activities)
Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	SO8	Partially	Safety, health and environment (Environmental compliance)
SOCIAL: PRODUCT RESPONSIBILITY			
Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures	PR1	Fully	Product Stewardship (Management approach)
Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	PR3	Fully	Product Stewardship (Safety Data Sheets)



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