

FY18 SUSTAINABILITY SCORECARD

Workplace Safety		FY18 Outcomes and Performance
Fatalities	●	0 fatalities in FY18 2 fatalities in FY17
All Worker Recordable Case Rate	●	0.48 in FY18 against target of ≤ 0.38 Performance in FY17 was 0.39
Distribution Incident	● ●	1 severity 2+ incident under Orica control in FY18 against a target of ≤ 3 . Performance in FY17 was 3 9 severity 2+ incidents under contractor control in FY18 against a target of ≤ 8 . Performance in FY17 was 14 ¹
Product Stewardship and Security		
Product Security	●	Orica Policy on Product Security developed and new targets established for FY19
Licence to Operate		
Environmental Incidents	●	0 severity 3+ environmental incidents for FY18 Performance in FY17 was 0
Total Waste Generated	●	20.9kT total waste generated in FY18 Performance in FY17 was 18.6kT
Fresh Water Consumption Intensity	●	1.36 kL/t against a target of 1.6 kL/t in FY18 Performance in FY17 was 1.47 kL/t
Community Partnerships Programs	●	> 90% of community partnership programs progressed to plan
Climate Change		
Carbon Emissions Intensity	●	1.81 tCO ₂ -e per tonne sold against a target of 2.0 tCO ₂ -e
Ethical Business Practices and Good Governance		
Ethical and Compliance Risk Mitigation Plans	●	100% of mitigation plans in place for identified high risk countries
People and Human Capability		
Women in Senior Management	●	21% in FY18 Performance remains on target for >25% by end of 2020
Retention of People in Enterprise Critical Roles	●	Target achieved with >90% retention of people in enterprise critical roles
Ethnic and Cultural Diversity in Senior Leadership	●	53% of senior leadership roles are held by individuals with ethnic/cultural backgrounds outside of Australia and New Zealand

- Target Achieved
- Limited Progress Made
- Not Achieved

* Severity definitions can be found on page 40.

1. FY17 figure of 14 distribution incidents has been adjusted from 13 reported in last year's scorecard due to late reporting.
2. New metric for FY18, see page 12.