



SUSTAINABILITY DATA CENTRE

Social impact				
Safety	Units ³	FY19	FY18	FY17
Fatality	number	0	0	2
Serious Injury Case Rate (SICR) ¹	SI/200,000 hours	0.21	0.19	0.17
All Worker Recordable Case Rate (AWRCR)	RC/200,000 hours	0.63	0.48	0.39
Lost Workday Rate	LWD/million hours	3.8	5.4	5.1
Workforce	Units	FY19	FY18	FY17
Women in Senior Management ²	%	22	21	21
Ethnic and cultural diversity	%	45	53	53
Retention of Key Talent ²	%	98	97	96
Community	Units	FY19	FY18	FY17
Total community investment	A\$m	1.9	1.8	1.8
Matched payroll giving	A\$m	0.17	NA	NA
Community incidents (≥ severity 3)	number	0	0	0
Environmental impact				
Energy	Units	FY19	FY18	FY17
Total energy use	million GJ	22.2	21.0	18.0
Stationary energy	million GJ	9.6	8.5	NA
Transport energy	million GJ	0.2	0.2	NA
Energy consumed in product	million GJ	12.4	12.3	NA
Energy intensity	GJ/tonne AN sold	5.7	5.5	4.8
Greenhouse gas (GHG) emissions	Units	FY19	FY18	FY17
Total Scope 1, 2, 3 GHG emissions	tonne CO ₂ -e	6,871,500	6,919,900	6,806,600
Scope 1 GHG emissions	tonne CO ₂ -e	2,110,700	2,243,800	1,798,800
Scope 2 GHG emissions	tonne CO ₂ -e	243,900	260,100	331,600
<i>Subtotal: Operational Scope 1 & 2 GHG emissions</i>	<i>tonne CO₂-e</i>	<i>2,354,500</i>	<i>2,503,900</i>	<i>2,130,400</i>
Scope 3 GHG emissions	tonne CO ₂ -e	4,517,000	4,416,000	4,676,200
GHG emissions intensity	tonne CO ₂ -e per tonne AN sold	1.75	1.81	1.86
Air emissions	Units	FY19	FY18	FY17
Nitrogen oxides	tonne	1,405	1,261	1,187
Sulphur oxides	tonne	38	21	16
Volatile organic compounds	tonne	164	207	172
Water	Units	FY19	FY18	FY17
Total gross water	million kl	8.7	8.6	7.7
Potable	million kl	3.0	2.5	3.1
Groundwater	million kl	2.1	2.2	1.9
Surface water	million kl	1.2	1.1	0.9
Recycled/wastewater	million kl	2.3	2.9	1.9
Potable water intensity	kl/tonne	0.71	0.60	0.77

Environmental Impact (continued)

Waste	Units	FY19	FY18	FY17
Waste diverted from landfill	%	59	60	56
Total waste	kt	20.4	20.9	18.6
Incidents	Units	FY19	FY18	FY17
Environmental incidents (≥ severity 3)	number	0	0	0

Talent attraction, diversity and culture (as at 30 September 2019)

Employees by gender and employment type	Total %	Male %	Female %
Full-time	93	83	17
Part-time	1.1	29	71
Fixed term full-time	4.6	86	14
Fixed term part-time	0.3	52	48
Casual	0.7	92	8
Total	100	82	18

Employees by gender and Region	Total %	Male %	Female %
APA	38	82	18
EMEA	24	78	22
LATAM	18	88	12
NA	20	83	17
Total	100	82	18

As at 30 September 2019	Gender		Age group			
Employees by category and diversity	Total %	Male %	Female %	Under 30 %	30-50 %	Over 50 %
Senior managers	0.5	78	22	0	52	48
Managers	1.6	79	21	0	71	29
Supervisory and professional	29	79	21	10	69	21
Operators and general support	69	84	16	15	65	20
Total	100	82	18	13	66	21

As at 30 September 2019	Gender ⁴		Age group ⁴			Region ⁴				
Employees by new hires and turnover	Total %	Male %	Female %	Under 30 %	30-50 %	Over 50 %	APA %	EMEA %	LATAM %	NA %
Employee new hires	19	19	22	45	17	9	20	11	17	21
Employee turnover	15	15	17	22	14	16	14	9	18	17

Notes

- SICR measures the total number of Severity 3 and Severity 4 injuries and illnesses per 200,000 hours worked by employee/contractor.
- Senior Management and Key Talent refers to positions banded from A to C, excluding people with legacy banding due to restructures.
- Units:
 - \$Am Australian million dollars
 - AN Ammonium Nitrate
 - CO₂-e Carbon dioxide equivalent
 - kl Kilotitre
 - kt Kilotonne
 - GJ Gigajoule
- Percentage values represent proportion of new hires and turnover by gender, age and region. For example, 20% of all APA employees were new hires, or 19% of all male employees were new hires.