



2020
SUSTAINABILITY
DATA CENTRE

SOCIAL IMPACT

Safety	Units ³	FY2020	FY2019	FY2018
Fatalities	Number	0	0	0
Serious Injury Case Rate (SICR) ¹	SI/200,000 hours	0.16	0.22	0.19
All Worker Recordable Case Rate (AWRCR)	RC/200,000 hours	0.66	0.63	0.48
Lost Workday Rate	LWD/million hours	7.7	5.1	5.4

Workforce	Units	FY2020	FY2019	FY2018
Women in Senior Management ²	%	25	22	21
Ethnic and cultural diversity	%	48	45	53
Retention of Key Talent ²	%	94	98	97

Community	Units	FY2020	FY2019	FY2018
Total community investment	A\$m	3.2	1.9	1.8
Matched payroll giving	A\$m	0.18	0.16	0.17
Community incidents (\geq severity 3)	Number	0	0	0

ENVIRONMENTAL IMPACT

Energy	Units	FY2020	FY2019	FY2018
Total energy use	million GJ	21.5	23.6	21
Stationary energy	million GJ	8.5	9.9	8.5
Transport energy	million GJ	0.2	0.2	0.2
Energy consumed in product	million GJ	12.75	12.4	12.3
Energy intensity	GJ/tonne AN sold	5.6	5.9	5.5

Greenhouse gas (GHG) emissions	Units	FY2020	FY2019	FY2018
Total Scope 1, 2, 3 GHG emissions	tonne CO ₂ -e	6,267,100	6,948,500	6,919,900
Scope 1 GHG emissions	tonne CO ₂ -e	1,840,000	2,092,000	2,243,800
Scope 2 GHG emissions	tonne CO ₂ -e	271,700	241,900	260,100
Subtotal: Operational Scope 1 & 2 GHG emissions	tonne CO ₂ -e	2,111,700	2,333,900	2,503,900
Scope 3 GHG emissions	tonne CO ₂ -e	4,155,400	4,614,600	4,416,000
GHG emissions intensity	tonne CO ₂ -e/tonne AN sold	1.64	1.75	1.81

ENVIRONMENTAL IMPACT (CONTINUED)

Air emissions	Units	FY2020	FY2019	FY2018
Nitrogen oxides	tonne	1,384	1,486	1,261
Sulphur oxides	tonne	26	38	21
Volatile organic compounds	tonne	215	214	207

Water	Units	FY2020	FY2019	FY2018
Total gross water	million kl	8.5	8.7	8.6
Potable	million kl	2.9	2.9	2.5
Groundwater	million kl	2.2	2.1	2.2
Surface water	million kl	1.2	1.2	1.1
Recycled/wastewater	million kl	2.2	2.5	2.9
Potable water intensity	kl/tonne AN sold	0.77	0.71	0.60

Waste	Units	FY2020	FY2019	FY2018
Waste diverted from landfill	%	65	60	60
Total waste	kt	18.2	20.4	20.9

Incidents	Units	FY2020	FY2019	FY2018
Environmental incidents (\geq severity 3)	number	0	0	0

TALENT ATTRACTION, DIVERSITY AND CULTURE

	Total	Male	Female
Employees by gender and employment type	%	%	%
Full-time	94	82	18
Part-time	1	32	68
Fixed term full-time	5	83	17
Fixed term part-time	0.2	44	56
Casual	0.6	88	12
Total	100	82	18

	Total	Male	Female
Employees by gender and region	%	%	%
APA	35	80	20
EMEA	26	79	21
LATAM	19	89	11
NA	21	82	18
Total	100	80	20

TALENT ATTRACTION, DIVERSITY AND CULTURE (CONTINUED)

Employees by category and diversity	Gender			Age group		
	Total %	Male %	Female %	Under 30 %	30-50 %	Over 50 %
Senior managers	0.5	75	25	0	47	53
Managers	1.8	80	20	0	72	28
Supervisory and professional	30.2	78	22	10	69	21
Operators and general support	67.4	84	16	14	65	21
Total	100	82	18	13	66	21

Employees by new hires and turnover	Gender ⁴			Age group ⁴			Region ⁴			
	Total %	Male %	Female %	Under 30 %	30-50 %	Over 50 %	APA %	EMEA %	LATAM %	NA %
Employee new hires	16	14	18	34	13	7	15	7	14	19
Employee turnover	17	16	15	21	14	12	11	8	20	24

Notes:

1. SICR measures the total number of Severity 3 and Severity 4 injuries and illnesses per 200,000 hours worked by employee/contractor.
2. Senior Management and Key Talent refers to positions banded from A to C, excluding people with legacy banding due to restructures.
3. Units:
 \$Am Australian million dollars
 AN Ammonium Nitrate
 CO₂-e Carbon dioxide equivalent
 kl Kilotonne
 kt Kilotonne
 GJ Gigajoule
4. Percentage values represent proportion of new hires and turnover by gender, age and region. For example, 15 per cent of all APA employees were new hires, or 14 per cent of all male employees were new hires.