NEW HOPE GROUP

Coal. Energy. Agriculture.
Responsibly. Reliably.

Sustainability Report 2023

Extract from 2023 Annual Report

Sustainability Report

We strive to operate responsibly and to transparently disclose our operational environmental, social and governance (ESG) impacts and metrics that underpin our social licence to operate.

Each year we aim to enhance our disclosures about the ESG topics most relevant to our stakeholders, including to continue to release our Sustainability Report within our Annual Report alongside our financial reporting.

As with the rest of our reporting in our Annual Report, this Sustainability Report (and all references to 'this year') applies to the 1 August 2022 to 31 July 2023 reporting period (unless specifically noted otherwise).

Our Sustainability Report has been prepared with reference to Global Reporting Initiative (GRI) standards and the Taskforce on Climate-related Financial Disclosures (TCFD). To see where we address each applicable disclosure, including for further detail on prior periods, refer to our GRI and TCFD Index tables at newhopegroup.com.au/sustainability.

Due to the scale of Bengalla and New Acland relative to the other parts of our business, as well as the relative greater significance of their actual and potential sustainability impacts, disclosures within this report largely focus on the performance of these two operations, with references to other assets' performance where relevant and by exception. Group-level disclosures include all New Hope Group subsidiaries.

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

- **"New Hope"** refers to New Hope Corporation Limited and "New Hope Group" (or "the Group") refers to New Hope and its controlled entities.
- **"Bengalla"** refers to the Bengalla Mine and also refers to its operator, the Bengalla Mining Company Pty Ltd. New Hope subsidiaries manage the Bengalla Mine and hold an 80 per cent interest in the mine through the Bengalla Joint Venture. For the purposes of this report, data relating to the Bengalla Mine is reported on an operational control (or 100 per cent) basis, unless otherwise stated.
- **"New Acland"** refers to the New Acland Mine and its operator, New Acland Coal Pty Ltd.
- **"QBH"** refers to the Queensland Bulk Handling facility and its operator, Queensland Bulk Handling Pty Ltd.
- **"Bridgeport"** refers to Bridgeport Energy Pty Ltd and its subsidiary entities.
- **"Jeebropilly"** refers to the former Jeebropilly Mine, operated by Jeebropilly Collieries Pty Ltd.

This Sustainability Report seeks to provide a balanced, accurate and relevant view of our performance. The Board has reviewed the Sustainability Report and approved its publication. All content within this Sustainability Report is based on information available prior to the date of publication. The content has not been independently verified but has been subject to detailed internal review, using all reasonable care to state accurate facts and reasonable opinions. The content includes some forward looking statements which by their nature involve factors which are uncertain and may change and no representation or warranty is made as to the fairness, accuracy or completeness of the information and opinions contained in this Report.

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

Our Approach to Sustainability

Sustainability Governance

As detailed in the Corporate Governance Statement, New Hope's Board oversees and is responsible for performance against our business objectives, purpose and values. This responsibility is cascaded through the Group's risk management and governance mechanisms.

The Board recognises that risk management and internal controls are fundamental to sound management and that oversight of such matters is a key responsibility of the Board. The Board's role in relation to risk is to ensure appropriate systems are in place to facilitate the effective identification, management and mitigation of any significant risks to which the Group is exposed.

The risk function, led by the Executive General Manager (EGM) and Company Secretary, who reports directly to the CEO, is accountable for developing, maintaining and governing the Group-wide risk management framework, policies, standards, processes and systems.

The Sustainability Committee (SC) (formerly the Sustainability and People Committee) assists the Board in meeting its responsibilities in relation to health, safety, wellbeing, environment, community and people matters. The SC has primary responsibility for the management of risks allocated to it and is responsible for reporting and updating the Board about climate change and sustainability matters. At least annually, in conjunction with the Audit and Risk Committee (ARC) and in consultation with responsible executives and employees, the SC reviews the Group's risk register and risk management framework and agrees the allocation of responsibility by respective committee per identified risk. See the Sustainability Committee Charter for further details.

Stakeholder Engagement

Our external and operational environment continues to change dynamically. We seek to be a responsible operator which values and listens to the interests, objectives and concerns of our stakeholders. This helps us to understand the impacts of our operations on different stakeholder groups and informs decisions associated with our operations.

Key stakeholder groups include employees and contractors, local communities, Traditional Owners, landholders, customers, suppliers, shareholders and joint venture partners, financiers and insurers, government agencies and regulators and industry associations. We identify specific stakeholders primarily through ongoing, direct (one-to-one) engagement, documented in internal stakeholder engagement plans, and prioritise engagement with those most directly impacted by our operations.

We aim to engage meaningfully and support respectful and considerate, two-way communication through various channels, from one-to-one interaction to wide-reaching channels such as our website and social media. We are working to improve how stakeholders can access information on sustainability-related matters, including through a refreshed website expected to be launched in the next reporting period.

Material Sustainability Topics

We seek to understand and report the issues of interest to our stakeholders and/or where we have a significant economic, environmental or social impact. This year we have used the coal sector specific GRI Standard – GRI-12 to guide our approach.

The process to determine topics we believe to be material was as follows:

- Internal review of the relevance of all GRI-12 topics to the Group.
- Review of the Group's corporate risks, the previous reporting period's 'material' topics, as well as a review of stakeholder feedback over the past 12 months to identify any additional actual and potential impacts.
- All identified topics were assessed for significance based on potential severity and likelihood of impacts on the economy, environment and people, in alignment with the Risk Management Framework.

This year we address a wider range of topics, with the extent of disclosures reflecting the topic's actual or potential impacts. The topics identified for disclosure were reviewed and approved by the Sustainability Committee and Board and are listed adjacent.

Emissions, Climate and Global Energy Transition

- Greenhouse gas emissions
- Reducing greenhouse gas emissions
- Climate resilience and transition

Environment

- Water stewardship
- Land use and biodiversity
- Closure and rehabilitation
- Waste management and recycling

Communities

- Our approach to community engagement
- Economic impact
- First Nations engagement
- Air quality and noise

Our People

- Health, safety and wellbeing
- Attracting and retaining a diverse workforce
- Workplace behaviours and escalating concerns

Responsible Business Conduct

- Labour practices
- Anti-corruption
- Payments to governments and public policy
- Privacy and cybersecurity
- Compliance

Emissions, Climate and Global Energy Transition

Combating climate change requires a global effort to transition to a net zero carbon economy, with many governments around the world committing to reach that milestone by 2050. A key challenge is maintaining reliable and secure sources of energy as the role and extent of coal, oil, and gas change over time.

As transition efforts progress, the practical challenges and trade-offs of decarbonisation are becoming evident. It is increasingly clear the transition will not be linear, and coal will continue to be part of the global energy mix, albeit declining over the coming decades.

We see that our role is to safely, responsibly and efficiently operate our low-cost, long-life assets, while demand for coal used to generate energy continues.

Importantly, we believe companies that responsibly manage operational impacts on the environment, people and communities are the most appropriate operators to produce the coal that will be required through the energy transition.

Greenhouse Gas Emissions

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

As a facility that emits over 100,000 tonnes of Scope 1 emissions per annum, Bengalla is subject to the Safeguard Mechanism under the *National Greenhouse and Energy Reporting Act 2007*, which requires net emissions from operations to be kept below applicable baseline limits or managed. Bengalla's actual GHG emissions have been below its baseline limit for each year that it has been covered by the Safeguard Mechanism.

This section sets out emissions and energy related data across our operations, as reported through the NGER Scheme. Reflecting the timing requirements of reporting under the NGER Scheme, data presented is for the year to 30 June 2022.

Scope 1 and 2 GHG Emissions

The Group's total operational emissions, comprising Scope 1 and 2 emissions, were 823,733 tonnes of carbon dioxide equivalent (tCO_2-e) for the year to 30 June 2022, an increase from 569,223 tCO_2-e in the prior year.

Factors impacting the Group's emissions in the year included:

- A decline in overall total energy use across the Group.
- Bengalla progressing into new seams with updated gas modelling, leading to higher reported fugitive emissions and a higher emissions intensity overall in the year to 30 June 2022 compared to prior years. The mining sequence and a slight decrease in production also contributed to the variance in Scope 1 emissions between the year to 30 June 2020 and the year to 30 June 2021.
- New Acland moving into care and maintenance, meaning there was reduced energy use and only limited coal production for the year.
- Steady operations and reported emissions and energy use at Bridgeport and QBH.

Scope 1 (Direct) Emissions

GHG emissions from sources that are owned or controlled by the reporting organisation. New Hope Group's Scope 1 emissions are dominated by fugitive emissions (which occur when coal is exposed during the mining process, releasing CO_2 and methane inherent in the coal seam) and the use of diesel fuel in haul trucks and other heavy equipment at our mine sites.

Scope 2 (Energy Indirect) Emissions

GHG emissions that result from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the reporting organisation. New Hope Group's Scope 2 emissions are largely attributable to purchased electricity used in our operations.

Scope 3 (Indirect) Emissions

GHG emissions, other than indirect (Scope 2) GHG emissions, that occur as a consequence of an organisation's activities but are from sources that are not owned or controlled by the organisation. New Hope Group's Scope 3 emissions are dominated by the consumption of coal for power generation and other purposes at our customer sites.

Group Emissions and Energy Use, Year on Year

Indicator	Unit of Measurement	Year to 30 June 2022	Year to 30 June 2021	Year to 30 June 2020
Total Scope 1 and Scope 2 GHG emissions	tCO_2-e	823,733	569,223	702,779
Scope 1 GHG emissions	tCO_2-e	753,651	500,309	616,966
Scope 2 GHG emissions	tCO_2-e	70,082	68,914	85,813
Total energy use	Gigajoules (GJ)	3,155,801	3,678,311	3,938,219

Operational Emissions and Energy Consumption by Site, Year to 30 June 2022

Indicator	Unit of Measurement	Bengalla (100% basis)	New Acland	Bridgeport	QBH	Other Sites*
Total Scope 1 and 2 GHG emissions	tCO_2-e	787,296	13,730	19,099	3,469	140
Scope 1 GHG emissions	tCO_2-e	725,774	8,022	19,049	796	10
Scope 2 GHG emissions	tCO_2-e	61,521	5,708	50	2,673	130
Operational metric	ROMt / bbl / tonnes throughput	12,030,967 (ROMt)	977,876 (ROMt)	242,983 (bbl)	2,841,068 (Tonnes throughput)	N/A
GHG emissions intensity	tCO_2-e/ operational metric	0.0654 (tCO_2-e/ROMt)	0.0140 (tCO_2-e/ROMt)	0.0786 (tCO_2-e/bbl)	0.0012 (tCO_2-e/tonnes throughput)	N/A
Total energy consumed	Gigajoules (GJ)	2,636,980	139,118	355,593	23,375	735

* Other sites include: Brisbane Head Office and West Moreton (comprising the former Jeebropilly and New Oakleigh mines) which were not operational in the year to 30 June 2022.

Scope 3 Emissions

Our major sources of Scope 3 emissions relate to the use of our coal in power stations to generate electricity, or other industrial facilities. Our Scope 3 emissions are captured as customer facilities' Scope 1 emissions.

To date we have not reported Scope 3 emissions, although our 2022 Climate and Global Energy Transition Statement provided a one-off estimate of Bengalla's key categories of Scope 3 emissions.

We acknowledge stakeholder interest in disclosure of Scope 3 emissions, and the likelihood that disclosures will become mandatory in the future[1]. We are working with our service providers to baseline our emissions and build a model to provide meaningful and reasonable estimates of Scope 3 emissions in future.

Reducing GHG Emissions

Regulatory Targets

Reducing GHG emissions is a global challenge, with 195 countries formalising their commitment as signatories to the Paris Agreement. As part of its Nationally Determined Contribution under the Paris Agreement, the Australian Government has committed to a 43 per cent reduction in GHG emissions below 2005 levels by 2030 and net zero by 2050.

In support of these ambitions, the Australian Government has recently reformed the Safeguard Mechanism. Reforms took effect on 1 July 2023, requiring covered facilities to progressively reduce Scope 1 emissions by 4.9 per cent per annum to 2030, against a determined baseline. Australian Carbon Credit Units (ACCUs), currently capped at A$75 per unit, and Safeguard Mechanism Credit units (SMCs, tradeable credits generated where Safeguard Mechanism facilities reduce their emissions beyond their baselines) can be used to meet these obligations, with conditions. Details of emissions reduction requirements and related regulations beyond 2030 are yet to be determined by the Australian Government.

As a large facility with over 100,000 tCO_2-e in annual Scope 1 emissions, Bengalla is covered by the Safeguard Mechanism and is now subject to mandatory emissions reduction targets in accordance with Australian law.

1. https://treasury.gov.au/consultation/c2023-402245

Emissions, Climate and Global Energy Transition continued

Projected future GHG emissions at Bengalla are shown, based on the approved mine life and current data and modelling. The yellow portion demonstrates fugitive emissions, and the grey portion demonstrates hydrocarbons. The black line indicates the modelled Safeguard Mechanism baseline for emissions reductions, which can be met through a number of means, as noted above. The Mechanism will be reviewed in FY26-27 to determine the trajectory post-2030.[2]

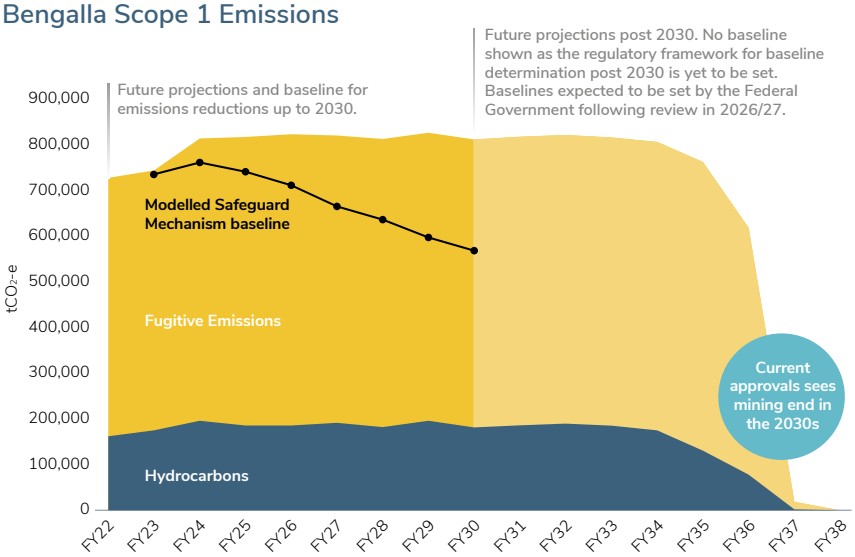
New Acland's Scope 1 emissions are presently below the Safeguard Mechanism's current 100,000 tCO_2-e threshold. Based on current data and modelling, we expect that New Acland's Scope 1 emissions will continue to remain below the Safeguard Mechanism's current threshold, even as production expands. This is largely because of low fugitive emissions at the mine due to its low-gas coal seams, which gives New Acland a lower emissions intensity profile compared to many other mines.

Our operations and new projects may also be subject to future state-based GHG emissions reduction measures. The NSW Government aims to achieve net zero emissions by 2050[3] and, in 2023, the NSW Environmental Protection Agency foreshadowed the introduction of sector-based GHG emissions reduction targets which may differ from the Australian Government targets.[4] We will monitor developments in order to understand potential impacts on our operations.

Decarbonisation at New Hope Group

Decarbonisation presents a significant challenge for our business. In practice, our absolute emissions reduction trajectory will likely be 'lumpy,' rather than linear, as specified under the Safeguard Mechanism. This reflects the time and investment required to plan and implement large-scale emissions reduction initiatives, and that some emissions reduction will require shifts in entire industries that support coal mining. Nonetheless, we will work within the Safeguard Mechanism framework to honour our obligations.

Bengalla Scope 1 Emissions



Note: Graph excludes other Scope 1 items all of which comprise less than 1 per cent of Bengalla scope 1 emissions.

To help address this challenge, this year we have undertaken the following initiatives, which will form the foundation of a Group decarbonisation plan:

- Conducting a detailed emissions profiling activity to help focus our decarbonisation efforts.
- Adopting an Enterprise Decarbonisation Framework, which sets out processes and accountabilities for GHG reduction initiatives across the Group.
- Developing a Group Carbon Model and incorporating a cost of carbon into our financial model.

While some incremental carbon reduction initiatives can be easily implemented, large scale carbon reductions will be more difficult to achieve.

The finite life of our major assets, with both of our mines expected to exhaust presently permitted reserves during the mid to late 2030s, limits the returns (both financial and in avoided emissions) of potential emissions reduction investments.

Nevertheless, we continue to seek opportunities for potential emissions reduction initiatives. This section sets out potential opportunities and challenges at our two mine sites.

Fuel Emissions

Mining operations are reliant on heavy equipment, including haul trucks, excavators, loaders, graders, water trucks and other equipment. Diesel emissions represent around 22 per cent of Bengalla's Scope 1 emissions and 98 per cent of New Acland's Scope 1 emissions.

We seek to implement incremental efficiencies that reduce our fuel emissions. At Bengalla, newly installed tailgates on an existing fleet of seven trucks have enabled higher coal payloads, reducing overall haulage requirements, while a new haulage corridor at the southern end of the mine will improve haulage efficiency.

We work with equipment manufacturers to understand the feasibility of using alternative fuels for the mining fleet and other equipment on site.

Non-hydrocarbon fuelled heavy equipment will likely only become economic and available at scale over a medium or long-term time horizon, and certain technologies (such as trolley-assist haulage) may never become feasible including due to the layout of our mines.

We continue to monitor technological developments and seek to understand the financial, social, environmental and carbon costs and benefits for employing both proven and new carbon reduction projects.

2. https://www.cleanenergyregulator.gov.au/NGER/The-Safeguard-Mechanism/The-Safeguard-Mechanism-for-financial-years-commencing-on-or-after-1-July-2023
3. https://www.energy.nsw.gov.au/nsw-plans-and-progress/government-strategies-and-frameworks/reaching-net-zero-emissions/net-zero
4. 2023-2026 Climate Change Policy and Action Plan.

Fugitive Emissions

At about 78 per cent, fugitive emissions are by far the largest sources of Bengalla's Scope 1 emissions. New Acland's coal seams have much lower levels of gas, so fugitive emissions only represent about 2 per cent of its Scope 1 emissions.

Fugitive emissions occur when coal is exposed during the mining process, releasing CO_2 and methane inherent in the coal seam. The nature and volume of emissions depend on both the coal resource properties and the mining method.

Capturing fugitive emissions is particularly challenging at an open-cut coal mine, where the emissions are diffuse, compared to an underground mine. Capturing fugitive emissions at our mines would likely only be feasible over a medium or long-term time horizon given the scale of activity required for construction and implementation of capture infrastructure and systems. New Acland's very low fugitive emissions profile further limits feasible emissions capture projects.

This year we commissioned a conceptual study on the potential for recovering fugitive emissions at Bengalla and will continue to assess the feasibility of such a project.

Electricity

We are investigating alternative on-site generation projects, currently in concept phase. At Bengalla, our options are more limited due to the available locations within the mining boundary, however there is potential for a modest scale solar PV and battery storage project. Design and assessment work is continuing. At New Acland there is potential for a larger scale, alternate energy facility. We have undertaken promising concept work for a pumped hydro complex including on-site solar and wind generation that would take advantage of the site's topography and location within the Southern Queensland Renewable Energy Zone.

Carbon Offsets and Credits

We are developing a carbon credit strategy for the Group as part of the suite of actions we expect will be necessary to meet Safeguard Mechanism obligations. The strategy will incorporate purchasing ACCUs and considers opportunities to generate both ACCUs and SMCs on our existing land. Our carbon credit strategy will be designed to balance absolute emissions reduction efforts to ensure we meet our regulatory targets under the Safeguard Mechanism.

Contributing to Research and Development

We support research and development through Low Emission Technology Australia (LETA), which invests in technologies to reduce carbon emissions. Contributions to LETA for the 2023 financial year totalled $0.75 million.

Climate Resilience and Transition

We recognise stakeholder interest in disclosures aligned with those recommended by the TCFD, which also inform the climate-related financial disclosures expected to be required by the Australian Government from FY25.[5] We continue to refer to the TCFD in our reporting.

Governance

New Hope's Board is responsible for overseeing impacts of climate-related matters on, and performance against, business objectives, purpose and values. Our Risk Management Framework defines requirements for holistic risk identification, assessment, management and reporting, including climate-related risks.

Detail about the Board's oversight of and management's role in assessing and managing climate-related risks and opportunities are set out in our Corporate Governance Statement.

Management and Disclosure of Climate-related Risks

Climate-related matters and risk assessment outcomes are incorporated into our strategic and business planning processes, with internal and external expertise used to support the approach, as required. Material climate-related risks and related actions over the short-, medium- and long-term are disclosed in the Risk Management section of the Directors' Report.

Scenario Analysis

We assess investment decisions on the assumption that global net zero will be achieved by 2050 and have primary regard to Wood Mackenzie's Accelerated Energy Transition 1.5-Degree Scenario (AET1.5). This scenario assumes that despite population growth and rising GDP, by 2050 overall energy consumption will be materially lower than today due to rapid electrification and higher efficiency. This scenario also assumes that while fossil fuels' share of primary energy demand shrinks, low-carbon hydrogen and carbon capture use and storage play a central role in the energy system.

This scenario formed the basis of our resilience analysis outlined in our Climate and Global Energy Transition Statement 2022. We expect to update and enhance disclosed scenario analysis in our future reporting.

5. https://treasury.gov.au/consultation/c2022-314397

Environment

We aim to responsibly manage the environmental impacts from our operations, including through progressive rehabilitation to ensure post-mining land uses are safe and productive.

Water Stewardship

Water is a critical resource for our operations and our communities. Our operations have site-specific water management plans reviewed and implemented on an ongoing basis to ensure we responsibly manage water.

At Bengalla, the main surface water source is the Hunter River, with the volume of water extracted from the River controlled by water licences. Other sources of water include sediment water runoff from disturbed and rehabilitated areas, water from the mine, including groundwater inflow, and recycled water from the on-site wastewater treatment plant. Water is pumped to dams for re-use onsite.

Where reasonable and feasible, clean water is directed away from disturbed areas. To manage rainfall and other inflows to the Bengalla water management system, our discharge dam provides 700ML of capacity. We hold credits to discharge water into the Hunter River during periods of high flow and flood flow under the Hunter River Salinity Trading Scheme. From 1 July 2022 to 30 June 2023, we made a permitted discharge of 1,196ML, an increase of approximately 40 per cent on the prior year due to the higher than average rainfall experienced in early 2022.

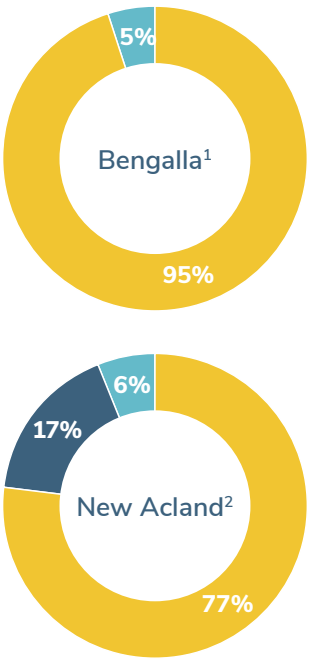
At New Acland, the main surface water source is rainfall captured in on-site dams. A purpose-built, 45km pipeline also transfers recycled wastewater purchased from Toowoomba Regional Council. This third-party recycled water is used for all production activities, including in the coal handling and preparation plant and also services our neighbouring pastoral operations for crop irrigation and stock water. The ability to draw on recycled water provides the mine with significant resilience in periods of drought, eliminates the need to draw from natural water sources and provides a revenue stream for the Council.

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

New Acland is authorised to release water via Spring Creek and Lagoon Creek during periods when there is natural flow. When there is no natural flow occurring water must be treated using reverse osmosis before being released.

Our Bridgeport oil and gas operations produce a significant amount of water as part of the oil extraction process. The team is undertaking a feasibility study to reuse this water to generate hydrogen alongside its operations at Kenmore in southwest Queensland, as outlined in the 2022 Sustainability Report.

Water Withdrawals by Category



1. Year to 31 December 2022.
2. Year to 31 July 2023.

Total Volume of Water Withdrawal

	Bengalla		New Acland		Bridgeport	
Category	Year to 31 Dec 2022	Year to 31 Dec 2021	Year to 31 July 2023	Year to 31 July 2022	Year to 31 July 2023	Year to 31 July 2022
Surface water (ML)	2,976	2,737	1,543	1,920	-	-
Groundwater (ML)	150	139	124	116	Not recorded	Not recorded
Seawater (ML)	-	-	-	-	-	-
Produced water (ML)	-	-	-	-	2,594	2,733
Third-party water (ML)	-	-	329	292	-	-
Total (ML)	**3,126**	**2,876**	**1,996**	**2,328**	**2,594**	**2,733**

Note: Surface water includes water extracted from Hunter River (Bengalla), rainfall captured in on-site storages. Groundwater is water extracted from underground formations at Bengalla and New Acland. Groundwater extracted by Bridgeport for shower and laundry purposes is not recorded as quantities are immaterial. Produced water is water withdrawn as a by-product of oil extraction at Bridgeport's operations. Third-party water is recycled wastewater from Toowoomba Regional Council. None of our operations withdraw any seawater. Bengalla water withdrawal is reported on a calendar year basis.

Land Use and Biodiversity

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

We manage agricultural operations, including on rehabilitated land, to support productive and enhanced land use. Our agricultural operations adjacent to both Bengalla and New Acland are used for cropping and cattle grazing, and dairy farming in the case of Bengalla. These productive agricultural businesses also act as a physical separation, to provide a buffer from our operations for our near neighbours.

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

In Queensland at New Acland, we also manage a number of conservation zones in areas that have not been and will not be disturbed by mining. Like biodiversity offsets, these areas are managed under strict regulatory conditions. At our Lagoon Creek and Bottle Tree Hill conservation zones, we are working towards re-establishing native tree species.

Closure and Rehabilitation

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

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

At Bengalla, our rehabilitation efforts are aimed at restoring the land to a combination of pastoral grassland and high-density woody vegetated land, with a total of 308 hectares rehabilitated at Bengalla since 2005.

High-density woody vegetation continues to be established, improving visual amenity for local communities and providing habitat corridors for native fauna as plantings mature. Heavy rainfall impeded our ability to undertake activities planned for the year, including moving waste material and installing drainage channels which form the basis for rehabilitation. While the planned works are now underway, the rainfall delays mean we did not reach final completion of any new areas during the period. During the year we planted 64,000 trees in an area that had previously been rehabilitated to mixed pasture and woodland, with the objective of establishing high-density woody vegetation in areas exposed to the towns of Muswellbrook and Denman.

At New Acland, our rehabilitation program returns land to both agricultural and conservation uses, contributing to the region's agribusiness industry and re-establishing native species. Generally the areas where mining occurred during New Acland Stages 1 and 2 are being returned to a combination of grazing land and enhanced rehabilitation bio-diverse areas. The topography of Stage 3 is slightly different and we intend to return the area to grazing land with some farming areas. Rehabilitation continued throughout care and maintenance, and this year, five hectares were rehabilitated bringing the total to 698 hectares.

We also formerly operated coal mines, collectively known as West Moreton, near the city of Ipswich in Queensland:

- Operations at the New Oakleigh Mine ended in 2013 and in the subsequent years we rehabilitated the site to a mainly grazing land use. This year we sold the land, with all outstanding obligations under the mining leases and Environmental Authority transferred to the new owner.
- Mining at the Jeebropilly Mine ended in 2019, and much of the site has been rehabilitated to the final land use of grazing. This year we have focused on planning ahead of final rehabilitation and closure, and this work is ongoing.

Environment continued

The proportion of land disturbed for mining that has been rehabilitated at our sites continues to track above the overall rate of land disturbed to rehabilitated in Queensland of 22 per cent.[6]

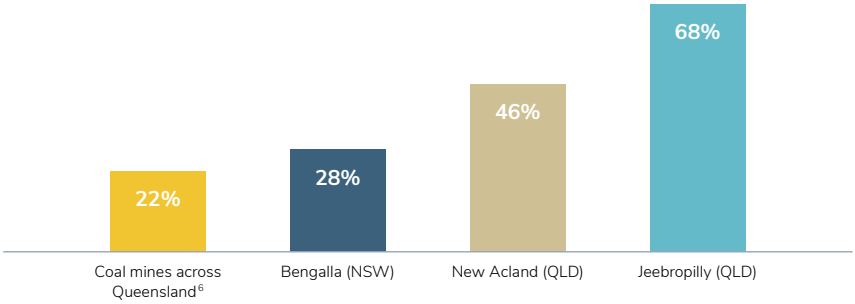
Disturbed and Rehabilitated Land

	Mine Site Total	Bengalla	New Acland	Jeebropilly*
Land disturbed for mining activities (ha)	3,772	1,090	1,527	1,155
Land rehabilitated in the year to 31 July 2023 (ha)	5	0	5	0
Cumulative land rehabilitated (ha)	1,792	308	698	786

Note: All figures reported as at 31 July 2023.

* Part of the former West Moreton complex. Now excludes New Oakleigh (divested in June 2023) and Chuwar as the Environmental Authority (EA) was surrendered and Mining Leases have been relinquished.

Proportion of Land Disturbed for Mining That Has Been Rehabilitated (%)



6. In its Annual Report 2020-2021, tabled in February 2023, the Queensland Mine Rehabilitation Commissioner found that across 90 coal mines in the state, 22 per cent of land disturbed had been rehabilitated as at the end of 2021. https://www.qmrc.qld.gov.au/__data/assets/pdf_file/0023/303791/qmrc-2021-22-annual-report.pdf

Waste Management and Recycling

We work to responsibly manage both regulated and non-regulated waste. Our sites have management plans that detail requirements for disposal, tracking, and reporting of mineral and non-mineral wastes. Where practicable, we seek to maximise recycling and reuse and ensure compliance with relevant legislative requirements and regulations.

We identify and collect environmentally hazardous (mainly effluents and waste oils) and non-hazardous waste (including scrap steel, mixed solid waste, and timber) for recycling with reliable and regulated third-party providers. Bengalla has an on-site bioremediation facility to decontaminate hydrocarbon contaminated material, reducing the amount of waste that is disposed off-site. Non-mineral waste generated at our sites that cannot be recycled and is considered non-hazardous is disposed of at appropriate landfill facilities by third-party providers. Hazardous non-mineral waste that cannot be re-used or recycled is collected and removed for treatment and specialised disposal.

This year we recycled 53 per cent of total waste at our mine sites.

Waste Collection and Recycling From Operational Mine Sites and QBH

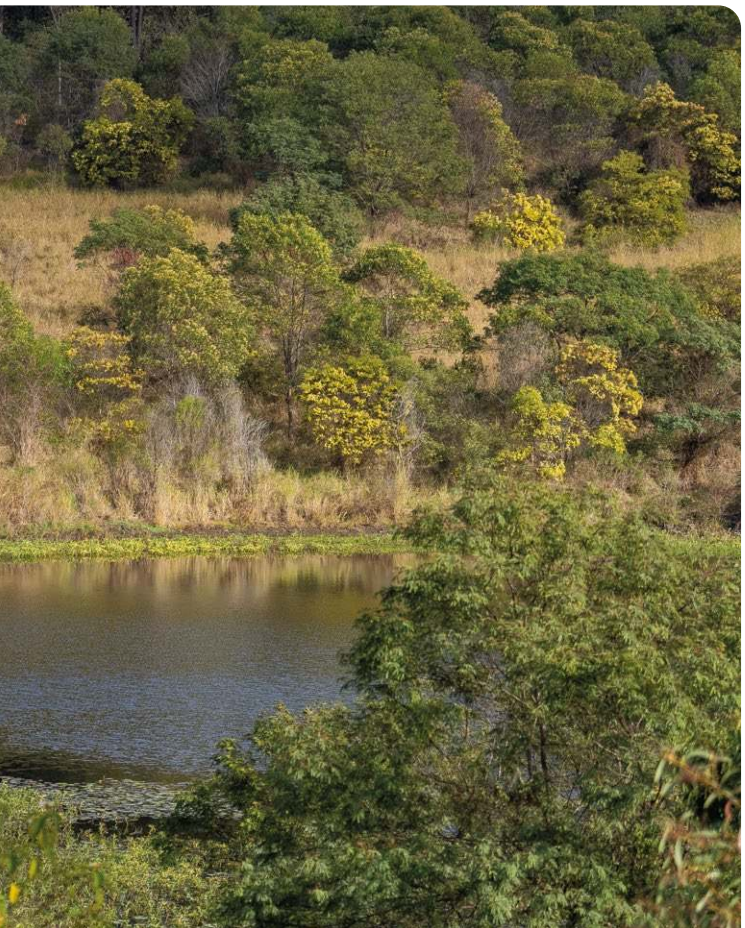
Indicator	Year to 31 July 2023	Year to 31 July 2022	Year to 31 July 2021
Total hazardous and non-hazardous waste (tonnes)	**3,853**	3,301	3,707
Total hazardous waste (tonnes)	**684**	617	1,012
Total non-hazardous waste (tonnes)	**3,168**	2,684	2,695
Total waste recycled (tonnes)	**2,027**	1,470	1,293
Total hazardous waste recycled (tonnes)	**656**	568	520
Proportion of total waste recycled	**53%**	45%	35%

Tailings Management

At Bengalla, fine reject material is treated, dewatered, and placed in reject cells within the overburden emplacement area in a controlled manner.

At New Acland we have in-pit tailings dams, which poses less risk to the environment and community than out-of-pit facilities. Environmental monitoring allows us to identify and manage issues and therefore minimise the impacts.

Our Jeebropilly mine has an in-pit tailings dam, the management of which will be incorporated in final rehabilitation planning, currently underway.



Communities

We aim to be a responsible neighbour that makes a positive contribution to our communities. Around 90 per cent of our employees live in the areas around our mining operations.

We are open, transparent and engage respectfully, seeking to build enduring relationships based on mutual respect and long-term commitment. We also strive to responsibly monitor and manage the at-times unavoidable amenity impacts of our operations and address community concerns if they arise.

Our Approach to Community Engagement

We proactively engage with a range of stakeholders connected to our operations including Traditional Owners and First Nations community members, local landholders, near neighbours, community groups, employees, and government bodies.

We work to ensure local community access to decision making processes, grievance mechanisms, and other remediation processes to facilitate meaningful engagement and seek to understand and address any actual or potential negative impacts from our activities.

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

- Bengalla's Community Consultative Committee (CCC), comprising a range of community representatives including representatives from Muswellbrook Shire Council. CCC members and meeting minutes are available on our website.
- New Acland's Community Reference Group, an advisory body comprising local residents representing different parts of the community including health, education, landholders and local government.
- Community information sessions, site visits, newsletters, local advertising, local media and social media.
- In person at our New Acland Community Information Centre which re-opened to the public following approval of New Acland Stage 3 this year.
- 24-hour complaints hotlines for both Bengalla and New Acland.

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

We work closely with local government and are active in the local business community, with senior representatives from both New Acland and Bengalla participating in the Oakey and Muswellbrook Chambers of Commerce, respectively. Our activities are outlined in impact assessments and associated management plans that are approved and monitored by the respective bodies in NSW and Queensland, available at newhopegroup.com.au/general-reporting.

This year we have further enhanced our community engagement with the appointment of additional team members at New Acland, and increased coordination to share approaches across the Group.

We engage directly with local landholders on an ongoing basis on matters including land access, environmental monitoring, road closures, and operational updates. We also manage agricultural operations near our mine sites to minimise local impacts and ensure productive land use.

Pat Weir MP – Member for Condamine (QLD), opened the newly renovated New Acland Coal Community Information Centre at Oakey.

Communities continued

Economic Impact

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

Almost all of our employees and long-term contractors live within driving distance of our mining operations in both NSW and QLD. This year, New Acland moved out of care and maintenance and we have been able to welcome employees back onsite and recruitment is ongoing. In total, New Hope Group paid $166.8 million in wages for the year, with much of this staying in regional areas.

Through local procurement of goods and services, we contribute to and support supplier development and provide opportunities for local employment. This enhances purchasing power in the community and therefore stimulates local businesses and indirectly encourages further infrastructure investment.

We expect to be working with more businesses local to New Acland into the next reporting period as mining ramps back up.

In total, New Hope Group operations procured $207.5 million in local goods and services. A total of $212.6 million in mining and oil royalties were paid to state governments by New Hope Group operations. See the Tax Contribution Report for more detail.

Regional Impact – NSW

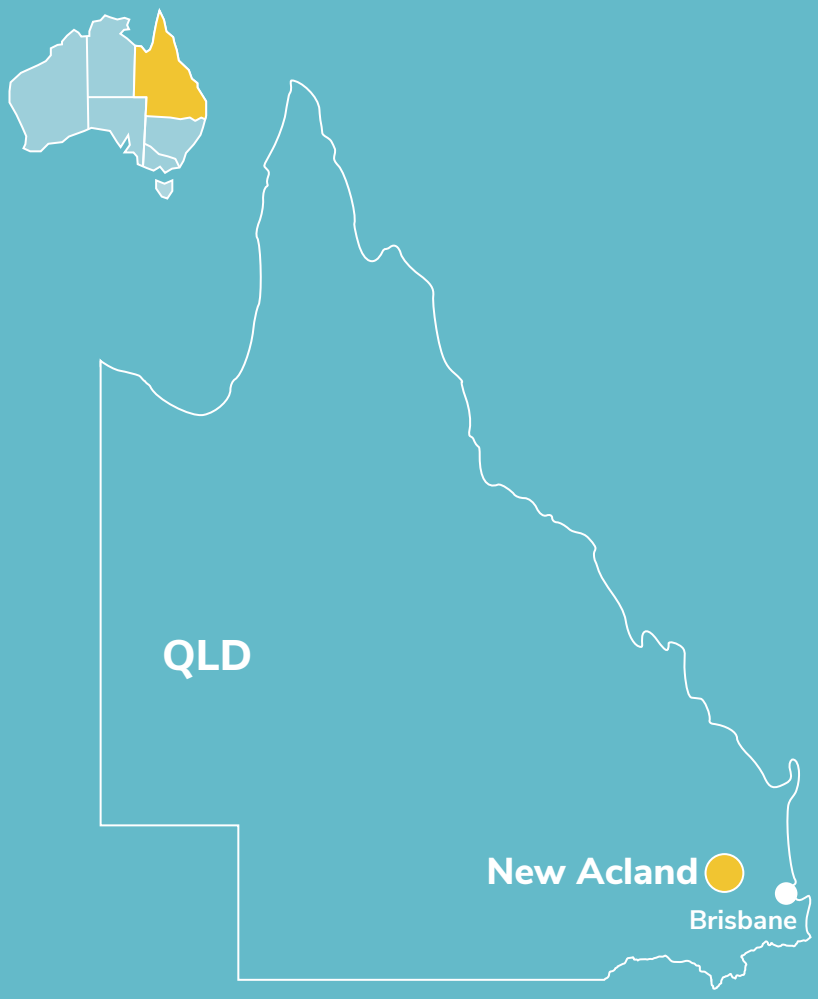
$699,000
donated to **93** community groups

644
employees, **89%** local, and **$120.8 million** in wages at Bengalla

$131.0m
spent with **331** local suppliers

$210.1m
in coal royalties paid to the NSW Government

Regional Impact – QLD



$73,700
donated to **22** community groups

107
employees, **93%** local, and **$12.2 million** in wages at New Acland

$76.5m
spent with **430** local suppliers

Communities continued

Community Investment

We contribute to and invest in a range of community groups and initiatives, with a focus on skills, training and employability, as well as broader social and community development.

At Bengalla, community groups have multiple formal pathways to seek financial and in-kind support, all of which are focused on the immediate local community.

In this way we contribute to initiatives in the areas of sport, health, environment, education and more. These are in addition to our long-standing partnerships including with the Muswellbrook Race Day (28 years), Upper Hunter Show (23 years), Muswellbrook Art Prize (20 years) and PCYC Muswellbrook (17 years). In the year to 31 July 2023, Bengalla donated almost $875,000 (100% basis) to 93 community organisations and scholarship opportunities.

Local Development and Investment

Indicator	Year to 31 July 2023	Year to 31 July 2022	Year to 31 July 2021
Total number of community support recipients	**115**	79	78
Total community donations, sponsorships and scholarships ($)	**$947,941**	$1,032,763	$337,000
Number of local suppliers – NSW	**331**	281	358
Payments to local suppliers and contractors – NSW ($)	**$163.7m**	$91.9m	$141.6m
Number of local suppliers – QLD	**430**	304	363
Payments to local suppliers and contractors – QLD ($)	**$76.5m**	$90.5m	$156.0m
Proportion of total procurement budget used for procurement of local goods and services	**22%**	18%	47%
Total wages and salaries, including on-costs	**$166.8m**	$147.2m	$164.5m

Note: Monetary figures reflect Bengalla on a 100 per cent basis, except for total wages and salaries, which represents New Hope's 80 per cent interest in Bengalla.

This year, we commenced a community needs analysis, to focus our engagement for the next five years and ensure our investment continues to be in the areas of most relevance. The review will be completed towards the end of calendar 2023 and the Bengalla community engagement strategy and plans will be revised subsequently.

This year New Acland donated $73,700 to 22 community groups through its sponsorship program. Since 2002, we have donated more than $7 million to local community groups – as well as in-kind support at events – and look forward to continuing this tradition. This coming year, we will undertake an analysis of the needs around New Acland to guide our future investment and will reinvigorate our investment through sponsorships, our Community Investment Fund and in-kind support.

We also contribute to local infrastructure in NSW, with Bengalla and the Muswellbrook Shire Council working together to identify opportunities for infrastructure development. In the year to 31 July 2023, Bengalla provided more than $720,000 (100% basis) to the Council via Voluntary Planning Agreement contributions.

Skills Development

We support local skills development and employment through our apprenticeship, work experience, and scholarship programs. These also serve as important ways to educate the community about our operations. This year at Bengalla:

- Our apprenticeship program provided opportunities for five new apprentices to start their trade career, bringing the total number of apprentices on site to 16.
- Through our work experience program, 31 students from local schools and vocational education institutions gained exposure to a real-world work environment.
- We continue to support local students undertake university studies, with one engineering undergraduate and eight undergraduate scholarships awarded per year since 2000.

Through our long-standing relationships with local schools, we continue to offer tours to local students to build understanding of our operations and our role in the community, with four school groups visiting Bengalla this year.

At New Acland, we are exploring traineeships, apprenticeship, and scholarship opportunities in conjunction with local education providers, learning from the programs implemented at Bengalla. While opportunities have been limited due to New Acland being in care and maintenance, in June 2023 we hosted our first school-based work experience student from Oakey State High School.

Communities continued

First Nations Engagement

We respect and acknowledge the UN Declaration on the Rights of Indigenous Peoples and the human rights principles it embodies, including the principle of free, prior and informed consent. In alignment with the principles of the International Council on Mining and Metals, we work to obtain the consent of Traditional Owners for activities associated with our operations.

We have respectful relationships with local First Nations community members around our operations. We do not have Native Title or Indigenous Land Use Agreements associated with our mining or agricultural operations or our Queensland Bulk Handling facility as these areas are not covered by registered native title claims.

The majority of land where Bridgeport operates is covered by Native Title and Bridgeport works with a range of stakeholder groups including under agreements such as Right to Negotiate, Cultural Heritage Management Plans, Indigenous Land Use Agreements, and Ancillary Agreements as relevant. Groups include the Bidjara People, Bigambul People, Boonthamurra People, Kullilli People, Mandandanji People, Mardigan People, Mithaka People and Wongkumara People. These areas where Bridgeport operates cross numerous regions in Queensland but are predominantly in south-west Queensland where the majority of operations occur.

A key foundation for engagement and understanding is cultural awareness and this year, 25 employees in our Brisbane office participated in Aboriginal and Torres Strait Islander cultural awareness training. We intend to undertake this training annually.

In Queensland, we work with indigenous business connectors, through the Toowoomba and Surat Basin Enterprise organisation, to identify procurement opportunities for New Acland. Through our partnership with the PCYC Oakey Youth Connect Program, we support efforts to help students re-engage with schooling.

Our Bengalla Mine is a longstanding supporter of PCYC Muswellbrook, which runs its own Aboriginal and Torres Strait Islander youth engagement programs. Bengalla is also a partner of the Polly Farmer Foundation, which delivers academic enrichment programs to empower Muswellbrook High School students to move into successful post-school pathways.

In May 2023, New Hope Group became a partner of the Clontarf Foundation, which exists to improve the education, discipline, self-esteem, life skills and employment prospects of young Aboriginal and Torres Strait Islander men through its Academies based at schools across the country. We are contributing $150,000 per annum for three years, with the funding to focus on Academies in the Toowoomba and Darling Downs region. We are working with Clontarf to develop a program of activities for our workforce to engage with Clontarf students, including through site visits and employment forums.

Aboriginal Cultural Heritage

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

At Bengalla, we work with the Wanaruah Local Aboriginal Land Council (LALC), and a representative from the LALC is a member of the Bengalla CCC. We manage Aboriginal cultural heritage in accordance with the approved Aboriginal Cultural Heritage Management Plan. We periodically undertake cultural heritage surveys to ensure accurate information when undertaking ground disturbance activities.

At New Acland, we work with the Western Wakka Wakka People and their endorsed parties to manage cultural heritage. We manage Aboriginal cultural heritage in accordance with the approved Aboriginal Cultural Heritage Management Plan. While most areas of proposed disturbance within the Stage 3 Project's boundaries were completed in prior years, in early 2023 we completed all remaining areas.

Air Quality and Noise

Dust, vibration and noise related to our operations can impact people who live near our mine sites, and we have a range of measures to manage and reduce these impacts.

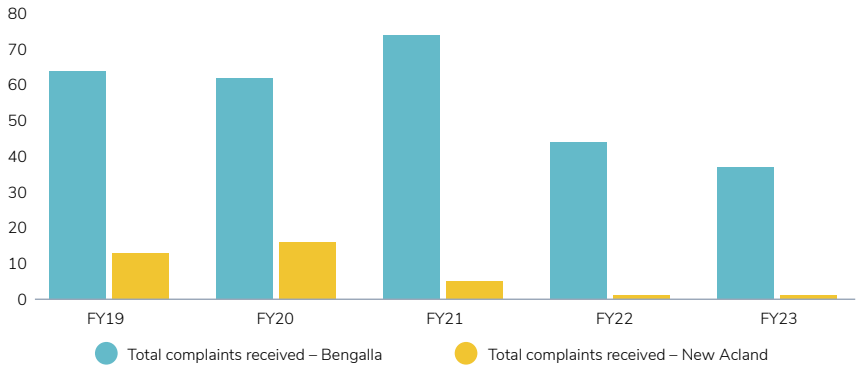
Both Bengalla and New Acland maintain offsite dust and noise monitoring equipment that provides real time data to inform and adjust operations as necessary. We investigate all complaints, including those made via our environmental hotlines, and work to resolve issues in a timely manner. We provide regular reporting on environmental monitoring and detailed registers of complaints received and how they were handled are available on our website.

Overall complaints to our Bengalla Mine declined by 16 per cent from the previous year. Complaints at both of our operations have been on a downward trend over the past five years.

Number and Type of Complaints From Local Communities

	Bengalla		New Acland	
Complaint Topic	Year to 31 July 2023	Year to 31 July 2022	Year to 31 July 2023	Year to 31 July 2022
Noise	3	11	0	0
Air quality	5	1	0	0
Blasting (overpressure, vibration, fume)	25	31	1	0
Waste	0	0	0	0
Visual (light)	0	0	0	0
Other	4	1	0	1
Total	**37**	**44**	**1**	**1**

Community Complaints Trending Down



Our People

Our people are fundamental to our success. We aim to foster a culture that reflects our core values – integrity, respect, responsibility, wellbeing, resilience and collaboration – and create safe workplaces where our people are supported to succeed.

Health, Safety and Wellbeing

Ours is a high-risk industry and we continually work to improve our systems, process and culture to maintain a safe working environment. This includes engaging our workforce through a range of formal and informal mechanisms to ensure the way we work is fit-for-purpose.

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

Recognising the connection between occupational health and hygiene, work-related injuries, fitness for work and overall wellbeing, we have both mitigating and reactive controls built into the way we operate and manage health and wellbeing. Key controls include medical assessments to detect and intervene in occupational diseases, hygiene monitoring, facilitating early return to work, and wellbeing awareness and education programs.

Mental health and wellbeing are key contributors to physical health and safety and this year we established a new program, 'Healthy Body and Mind,' that provides science-based information and services to help our people and their families set and achieve healthy lifestyle goals. We also continued training programs to help our people identify signs of mental ill-health.

These initiatives are in addition to our free and confidential Employee Assistance Program (EAP) which helps our people, and their families, address mental health and wellbeing concerns with experienced, independent specialists.

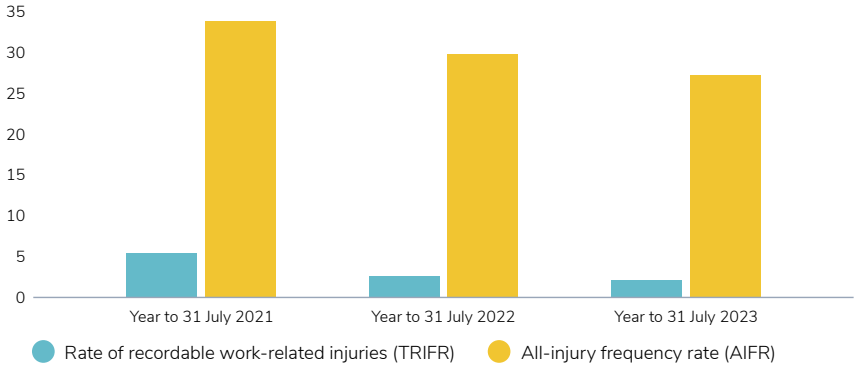
We continue to use technology to better analyse risk, and standardise our health, safety and wellbeing procedures and tools to improve effectiveness and collaboration across the Group.

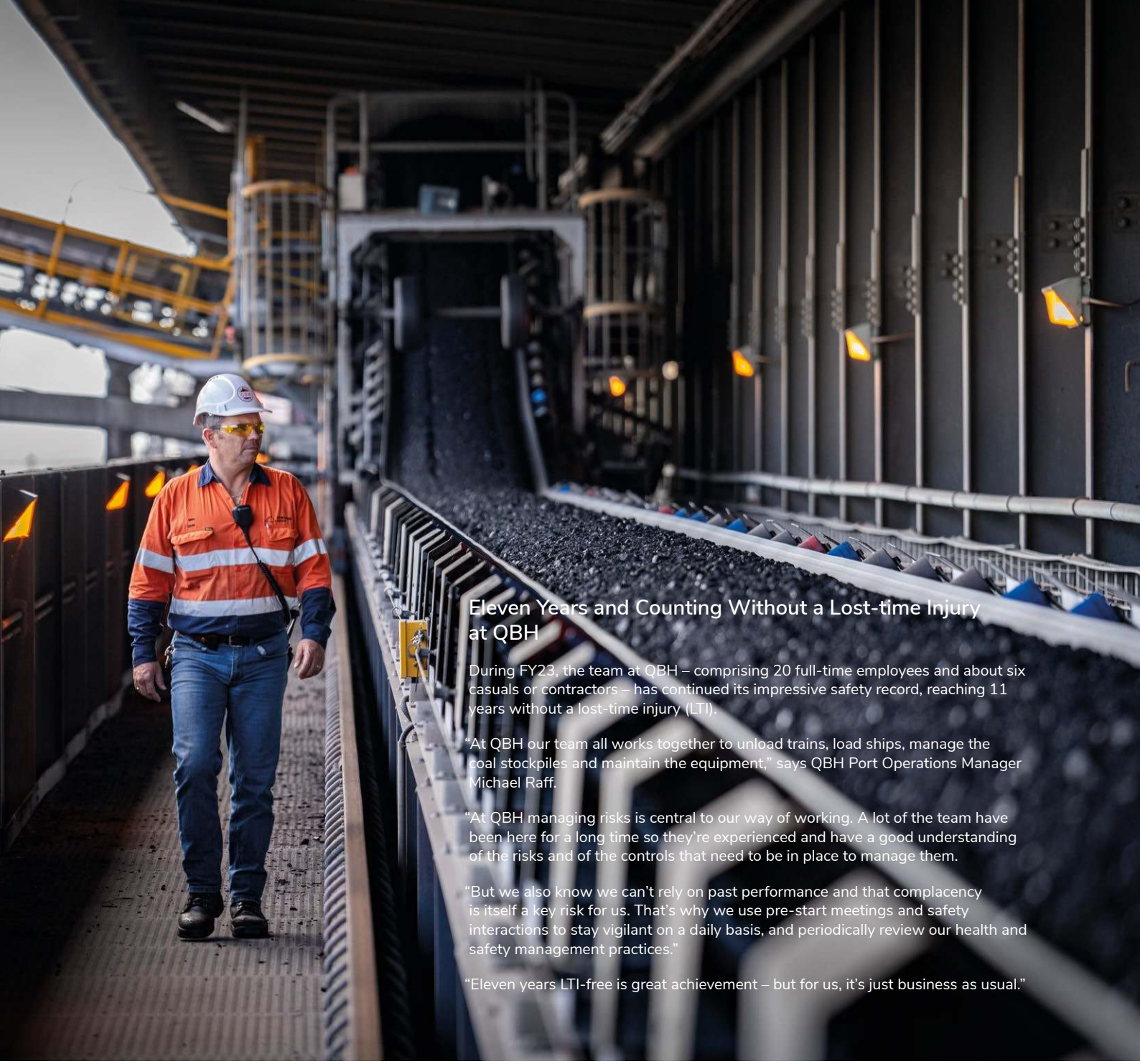
Last year, the All-Injury Frequency Rate (AIFR) was introduced as a primary measure of operational safety outcomes providing a holistic measure of minor and more serious injury outcomes. The 12-month moving average AIFR to 31 July 2023 was 27.10, down 8.7 per cent compared to 31 July 2022. We continue to monitor Total Recordable Injury Frequency Rate, which declined by 18.7 per cent from 2.61 to 2.12 in the year to 31 July 2023.

Workplace Hygiene

We value and seek a safe work environment where the risk to harmful exposures is eliminated or mitigated as far as reasonably practicable. We monitor and manage workplace hygiene through programs that identify health hazards and then reduce and prevent harmful exposures, developed by qualified hygienists. The methodology and results of monitoring activities are reviewed on an ongoing basis by cross-organisational focus groups to ensure new and existing controls are appropriately implemented, maintained, or updated where necessary. Personal protective equipment is provided to ensure exposure to hazards is kept to a minimum.

Key Safety Indicators Continue to Improve





Eleven Years and Counting Without a Lost-time Injury at QBH

During FY23, the team at QBH – comprising 20 full-time employees and about six casuals or contractors – has continued its impressive safety record, reaching 11 years without a lost-time injury (LTI).

"At QBH our team all works together to unload trains, load ships, manage the coal stockpiles and maintain the equipment," says QBH Port Operations Manager Michael Raff.

"At QBH managing risks is central to our way of working. A lot of the team have been here for a long time so they're experienced and have a good understanding of the risks and of the controls that need to be in place to manage them.

"But we also know we can't rely on past performance and that complacency is itself a key risk for us. That's why we use pre-start meetings and safety interactions to stay vigilant on a daily basis, and periodically review our health and safety management practices."

"Eleven years LTI-free is great achievement – but for us, it's just business as usual."

New Hope Group Health and Safety Performance

Indicator	Year to 31 July 2023	Year to 31 July 2022	Year to 31 July 2021
Fatalities	**0**	0	0
Total recordable injuries	**5**	5	13
Rate of recordable work-related injuries (TRIFR)	**2.12**	2.61	5.39
All-injury frequency rate (AIFR)	**27.1**	29.7	33.7
Number of first aid incidents	**59**	52	65
Number of medically treated incidents	**2**	2	5*
Number of lost-time incidents (LTI) (including disabling and restricted)	**3**	3	8*

Note: Data reported includes employees and contractors, at a Group level.
*Figures updated to transfer classification of five restricted work injuries to appropriate category.

Our People continued

Attracting and Retaining a Diverse Workforce

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

We offer training opportunities to support professional development and career ambitions and aim to fill new roles through internal promotions where possible. Through our Study Assistance Policy we provide partial financial support to employees seeking to study to attain formal qualifications, with nine people supported this year.

Following the approval of New Acland Stage 3 this year, our total workforce increased by 32 per cent to 908, comprising 885 full-time and 23 part-time employees. Our total turnover rate this year was 13 per cent, with no redundancies during the period. This is a further decline compared to turnover of 26 per cent last year, which was affected by the redundancies relating to New Acland entering care and maintenance.

Diversity

We recognise the best business outcomes and innovations are driven by ideas and opinions from diverse teams recognising the difference individuals bring from their own backgrounds, values, perspectives, and experience.

This year we outlined our commitment in our refreshed Diversity & Inclusion Statement, supported by a Diversity & Inclusion Framework. These guide our efforts to create a more consistent approach to increasing diversity of thought and experience across our business.

The Framework targets five key enablers to drive practical action:

- Physical environment
- Education programs
- Leadership, values and behaviours
- Mentorship and development
- Employment pathways.

The Framework encompasses and builds upon our efforts to date, much of which have focused on female participation given the low gender diversity in our industry. Recognising the power of recruitment practices, last year we set a target, to recruit new employees of 40 per cent male:40 per cent female: 20 per cent any gender.

This year we focused on optimising reporting systems and educating hiring managers on how to remove unconscious bias from recruitment processes. This year, 21 per cent of new recruits were female and 79 per cent were male, reflecting the return of many former employees to New Acland.

Of the 45 people promoted during the year, 55 per cent were women.

At 31 July 2023, total female workforce participation was 17 per cent, up from 15 per cent last year, with female participation increasing as the overall workforce grew.

Further detail is available in our reporting to the Workplace Gender Equality Agency, available on our website.

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Our People continued

New Hope Group Workforce Composition

Indicator	As at 31 July 2023	As at 31 July 2022	As at 31 July 2021
Number of employees	**908**	690	727
Employees by gender			
Female	**150 (17%)**	103 (15%)	92 (13%)
Male	**758 (83%)**	587 (85%)	635 (87%)
Undisclosed	**Not disclosed**	Not disclosed	Not disclosed
Employees by location			
QLD	**229 (25%)**	114 (17%)	205 (28%)
NSW	**679 (75%)**	576 (83%)	522 (72%)
Employee turnover rate	**13%**	26%	26%
Female	**14%**	20%	57%
Male	**12%**	27%	20%

Note: Excludes site-based contractors and Board members.

Diversity of New Hope Group Board and Workforce

	As at 31 July 2023		As at 31 July 2022		As at 31 July 2021	
Indicator	Female	Male	Female	Male	Female	Male
Board	**2 (28%)**	**5 (72%)**	1 (17%)	5 (83%)	1 (20%)	4 (80%)
Executive	**1 (33.3%)**	**2 (66.7%)**	1 (33.3%)	2 (66.7%)	0 (0%)	2 (100%)
Senior Management	**1 (10%)**	**9 (90%)**	1 (12.5%)	7 (87.5%)	1 (9.09%)	10 (90.9%)
Management	**19 (28%)**	**48 (72%)**	6 (13.3%)	39 (86.7%)	7 (14.9%)	40 (85.1%)
Frontline Employees	**129 (16%)**	**699 (84%)**	94 (14.9%)	535 (85.1%)	83 (12.5%)	579 (87.5%)

Note: Excludes site-based contractors.

Workplace Behaviours and Escalating Concerns

New Hope Group does not tolerate or accept any forms of inappropriate behaviour, as outlined in the Code of Conduct and Diversity and Inclusion Statement available on our website.

We continue to implement the Sexual Assault and Sexual Harassment (SASH) action plan, developed last year. This year we released a new Appropriate Workplace Behaviours Policy, as well as an Issue Resolution Procedure. The Procedure provides clear guidance to employees to raise and address issues related to harassment, bullying, discrimination or other inappropriate behaviours.

Responsible Business Conduct

New Hope Group has various policies, codes and charters to ensure we conduct business responsibly and ethically. Key amongst these are:

- our Code of Conduct, which provides our directors, executives and employees with a compass to guide daily decisions and actions
- our 'Speak Up' (Whistleblower) Policy, which provides a framework for current and former officers, employees, associates, suppliers and others to report potential misconduct without fear of reprisal, dismissal or discriminatory treatment, and
- our Anti-Bribery and Corruption Policy, described further below.

Training on the Code of Conduct is provided annually to all employees and relevant contractors with training on other governance issues provided to personnel in relevant roles.

Our people are encouraged to speak up if they have concerns. Among other internal controls our whistleblower hotline is an important channel for identifying misconduct or other issues. The hotline is maintained by an independent third-party, including both phone and online lodgement methods, and allows for anonymous disclosures.

Further detail about our governance framework is provided in our Corporate Governance Statement, published annually in accordance with Australian Securities Exchange guidelines. The policies and codes referred to in this section, are available on the Corporate Governance section of our website.

Forced Labour

Forms of modern slavery, such as forced labour, child labour, debt bondage, servitude, human trafficking and deceptive recruiting for labour or services are a violation of human rights, are against the law and are completely at odds with New Hope Group's Core Values.

Our stance on modern slavery, child labour and slavery-like practices is set out in our Modern Slavery Policy available on the Corporate Governance section of our website.

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

Further detail is available in our Modern Slavery Statement, published annually in accordance with the *Modern Slavery Act 2018* (Cth) and available on the Corporate Governance section of our website. The next Statement is due for publication in January 2024.

Freedom of Association and Collective Bargaining

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

Under Australia's industrial relations framework, enterprise agreements (EAs) are negotiated on a collective basis with employees and their bargaining and union representatives. New EAs are usually negotiated every three or four years and final agreements are approved by and registered with the Fair Work Commission and made publicly available.

EAs are in place across all of our major operations, with a total of 66 per cent of the employed workforce currently covered by a registered EA.

Anti-bribery and Corruption

Our Anti-Bribery and Corruption Policy prohibits the giving and receiving of money or other benefits to secure improper influence or benefits. There is no exception for transactions commonly known as 'facilitation payments.'

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

Annual training on bribery and corruption is provided to employees in relevant roles, with 55 employees completing the training this year. There were no confirmed incidents of bribery or corruption involving the Group during the year.

Payments to Governments

New Hope Group is a substantial contributor to federal, state, and local governments through the payment of taxes, royalties and council rates – and, as with other aspects of our business, we are transparent about our obligations and our contributions. See our Tax Contribution Report for more detail.

Public Policy and Political Donations

New Hope Group is a full member of the Minerals Council of Australia and the Queensland Resources Council, and Bengalla is a member of the New South Wales Minerals Council. These industry bodies advocate on behalf of their members in the minerals and resources sectors. In general, we support the positions put forward by these associations. From time to time, we also contribute to policy development through formal consultation processes.

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

Privacy and Cybersecurity

To maintain the integrity and security of confidential information, and ensure a secure technology environment, we regularly review security practices to ensure sound governance and ensure we have appropriate measures in place to detect, respond and recover from potential attacks. This includes ongoing cybersecurity training, to ensure our people are aware of and can respond to threats.

This year we updated our Privacy Policy, which sets out how we handle personal information. This policy builds upon the principles for our people around managing privacy and cybersecurity matters, as outlined in our Code of Conduct.

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

Compliance

As noted in the Directors' Report, Bridgeport (Surat Basin) Pty Ltd received the following Penalty Infringement Notices (PINs) from the Queensland Department of Environment and Science during the reporting period:

- PIN for failure to apply for a new Estimated Rehabilitation Cost (ERC) decision ($3,446)
- PIN in relation to contravention of a condition of an Environmental Authority ($13,785), being the above failure to apply for a new ERC decision.

Bridgeport has since applied for, and received, an ERC decision.

Additionally, DES issued an Environmental Protection Order to Bridgeport Energy (Qld) Pty Ltd (BEQ). The Order required BEQ to rehabilitate certain exploration wells in a former petroleum exploration permit (ATP805). BEQ has since carried out the rehabilitation activities in accordance with the terms of the Order.

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NEW HOPE GROUP