



## Sustainability report FY2022 – executive summary



"Our actions today will power a better and lasting tomorrow"

FYI is contributing to a sustainable future.

From reducing our own environmental impact, to partnering to improve our new innovative, sustainable process for our end-markets that answer our stakeholders' needs, sustainability is embedded in our growth strategy, our values and in how we define our future success.

Focus area	IMPROVE		GROW		ENGAGE	
	Health, Safety and Environment programs	Increasing energy efficiency and sourcing low carbon energy	Sustainable innovations	Bio-based, biodegradable, and natural product offerings	Inclusion and diversity	Learning and development
2025 Targets	Safety Ambition: Zero injuries, waste, and harm	Carbon emissions reduce by 25% Low carbon energy increase to 60%	Sustainable solutions		People development	

### FY2022 - highlights

- The company improved its ESG rating to 23.8 from 28 as the original rating. The Company ranks 5 out of 149 Diversified Metals Industry and 3 out of 32 in the Aluminum sub-industry, which is the 4<sup>th</sup> and 7<sup>th</sup> percentile respectively.
- The Company has appointed Dr Sandy Chong, an ESG specialist, as a non-executive Director.
- Dr Chong will guide the company towards ESG excellence.
- The pillar Governance has been strengthened with the appointment of Dr Chong.
- The Future Battery Industries Cooperative Research Centre's (FBI-CRC) Legacy project published the project outcomes. The results indicated that some of the Company's waste may be developed into an economic\ally profitable by-product.
- The discussions with a number of parties with regard to supplying renewable energy for the project is ongoing.
- Formation of the ESG Committee and acceptance of the ESG Charter by the board
- Alignment of ESG targets with Corporate purpose and mission
- Communication strategy of ESG goals with key stakeholders, including website development and corporate announcement.
- Development of ESG roadmap for business integration, Preparation of financial and social disclosures for ESG programs
- The Company's website has been updated to include ESG.

### ENVIRONMENT

	Unit	Design	2019	2020	2021	2022
<b>Company carbon footprint: Cradle-to-gate</b>						
Direct emissions	kton CO <sup>2</sup> _eq	na	0	0	0	0
Indirect emissions	kton CO <sup>2</sup> _eq	na	0	0	0	0
Scope 3 upstream emissions	kton CO <sup>2</sup> _eq	na	0	0	0	0
Total			0	0	0	0
Direct emissions, covered by emissions-limiting regulations	% of Direct emissions	na	0%	0%	0%	0%
<b>Product carbon footprint: Operational emissions</b>						
Direct emissions	kton CO <sup>2</sup> _eq	4423	0	0	0	0
Indirect emissions	kton CO <sup>2</sup> _eq	27185	0	0	0	0
Product carbon footprint	kg CO <sup>2</sup> _eq/ton	3.4	0	0	0	0
<b>Energy management</b>						
Total energy consumption	mIn GJ	2.4	0	0	0	0
Energy intensity	GJ/ton of production	299	0	0	0	0
Percentage renewable <sup>9</sup>	%	0%	0%	0%	0%	0%
Percentage low carbon and renewable	%	0%	0%	0%	0%	0%
Percentage grid electricity	%	0%	0%	0%	0%	0%
Total self-generated electricity	mIn GJ	0.1	0.0	0.0	0.0	0.0
<b>Air quality</b>						
NOx absolute emissions	Ton	na	0	0	0	0
NOx emission intensity	Kg/ton of production	na	0	0	0	0
SOx absolute emissions	Ton	na	0	0	0	0
SOx emission intensity	Kg/ton of production	na	0	0	0	0
VOC absolute emissions	Ton	na	0	0	0	0
VOC emission intensity	Kg/ton of production	na	0	0	0	0
<b>Emission to water (COD)</b>						
COD absolute emissions	Ton	na	0	0	0	0
COD emission intensity	Kg/ton of production	na	0	0	0	0
<b>Water management</b>						
Total fresh water intake	1000 m <sup>3</sup>	16,650	0	0	0	0
Per ton of production	m <sup>3</sup> /ton	2.08	0	0	0	0
Percentage in regions with high water stress	%	0.00%	0.00%	0.00%	0.00%	0.00%

**ENVIRONMENT (continued)**

	Unit	Design	2019	2020	2021	2022
<b>Fresh water consumption</b>						
Total	1000 m <sup>3</sup>	700	0	0	0	0
Per ton of production	m <sup>3</sup> /ton	0.09	0	0	0	0
Percentage in regions with high water stress	%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Waste management</b>						
Screened Silica Cadoux	Ton	29,234	0	0	0	0
HCl leach residue	Ton	15,636	0	0	0	0
Brine waste	Ton	5,971	0	0	0	0
Total waste	Ton	50,841	0	0	0	0
Per ton of production	Kg/ton of production	6.36	0	0	0	0
Hazardous waste (brine - liquids)	Ton	13,055	0	0	0	0
Of which to landfill	Ton	12,937	0	0	0	0
Percentage recycled	%	25%	0%	0%	0%	0%
<b>Production quantity</b>						
High Purity Alumina	ton	8000	0	0	0	0

**SOCIAL**

	Unit	Target	2019	2020	2021	2022
<b>Workforce data</b>						
Headcount employees	#	139	5	15	15	15
% female in workforce	%	25%	20%	7%	20%	20%
% female in senior positions	%	25%	0%	0%	0%	0%
Employee turnover rate (voluntary and involuntary)	%	0	0	0	0	0
Collective Bargaining Agreement	% of total workforce	0%	0%	0%	0%	0%
<b>Safety</b>						
Total Recordable Incident Rate (TRIR)	Per 200,000 hours worked	0	0	0	0	0
Lost Time Incident Rate (LTIR)	Per 200,000 hours worked	0	0	0	0	0
Employee Fatality Rate	#	0	0	0	0	0
Contractor Fatalities	#	0	0	0	0	0
<b>Management systems</b>						
% of manufacturing sites with OHSAS-18001/RC-18001 certifications	%	100%	0%	0%	0%	0%
<b>Global</b>						
Activities in Sensitive Countries	#	0	0	0	0	0
Total number of incidents of corruption	#	0	0	0	0	0
<b>Training</b>						
Average hours of training per person (per quarter)	hours	0	0	0	0	6
Average training and development expenditure per full time employee	\$	0	0	0	0	0

**Governance**

	Unit	2019	2020	2021	2022
<b>Board</b>					
Directors		4	4	4	4
Average director tenure (years)		8	9	10	7
Independent directors		3	3	3	3
Independent directors (%)		75%	75%	75%	75%
<b>Board diversity</b>					
Women on the Board		0	0	0	1
Women on the Board (%)		0%	0%	0%	25%
<b>Board coverage of ESG issues</b>					
Frequency of Board updates on ESG issues		quarterly	quarterly	quarterly	quarterly
Board oversight of climate strategy? (Y/N)		N	N	Y	Y
<b>Policies</b>					
Code of Conduct, Code of Ethics, Anti-Discrimination and Equal Employment Opportunity		N	N	Y	Y
Human Rights, Anti-Bribery and Corruption, Conflict of Interest, Conflict Minerals, Whistleblower		N	N	Y	Y
Supplier Code of Conduct Policy, Supplier Diversity Policy, Political Involvement, EITI		N	N	Y	Y
Environmental, Sustainability, Green Procurement, Occupational Health and Safety		N	N	Y	Y
Aboriginal Heritage, Aboriginal Employment and Training		N	N	Y	Y
Working hours, Workplace bullying, Social Media, Privacy, Remuneration, Freedom of Association		N	N	Y	Y

**Financial**

		2019	2020	2021	2022
<b>AUD million</b>					
(Loss)/Profit after income tax		-3.2	-2.2	-3.4	-4.2
Net assets		4.0	3.5	14.9	15.9
Income Tax paid		0.0	0.0	0.0	0.0
Royalties paid		0.0	0.0	0.0	0.0
R&D tax incentive refund	<i>Note: 2022 financials are provisional / unaudited</i>	0.8	0.9	1.1	0.7