



Sustainability report - FY2024 – executive summary

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



Cadoux 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	

Highlights

- Increased stakeholder communication through social media, actively soliciting feedback on community priorities, suggestions and concerns
- Company culture, branding and ESG meeting was held with all company staff
- Risk and strategy recommendations from the Task Force on Climate Related Financial Disclosures aligned with risk management framework
- Continuing alignment with following frameworks: WEF, UN SDG, TCFD
- Zero HSE incidents for the financial year

ENVIRONMENT

	Unit	Design	2021	2022	2023	2024
Company carbon footprint: Cradle-to-gate						
Direct emissions	kton CO ₂ _eq	na	0	0	0	0
Indirect emissions	kton CO ₂ _eq	na	0	0	0	0
Scope 3 upstream emissions	kton CO ₂ _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%
Product carbon footprint: Operational emissions						
Direct emissions	kton CO ₂ _eq	4423	0	0	0	0
Indirect emissions	kton CO ₂ _eq	27185	0	0	0	0
Product carbon footprint	kg CO ₂ _eq/ton	3.4	0	0	0	0
Energy management						
Total energy consumption - office	GJ	0.0	0	0	10.4	39.0
Total energy consumption - plant	mln GJ	2.4	0	0	0	0
Energy intensity	GJ/ton of production	299	0	0	0	0
Percentage renewable	%	0%	0%	0%	0%	0%
Percentage low carbon and renewable	%	0%	0%	0%	0%	0%
Percentage grid electricity	%	0%	0%	0%	100%	100%
Total self-generated electricity	mln GJ	0.1	0.0	0.0	0.0	0.0
Air quality						
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
Emission to water (COD)						
COD absolute emissions	Ton	na	0	0	0	0
COD emission intensity	Kg/ton of production	na	0	0	0	0
Water management						
Total fresh water intake	1000 m ³	16,650	0	0	0	0
Per ton of production	m ³ /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	2021	2022	2023	2024
Fresh water consumption						
Total	1000 m ³	700	0	0	27	35

Per ton of production	m ³ /ton	0.09	0	0	0	0
Percentage in regions with high water stress	%	0.00%	0.00%	0.00%	0.00%	0.00%
Waste management						
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
Waste office	L	na	0	0	115	193
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%
Production quantity						
High Purity Alumina	ton	8000	0	0	0	0

SOCIAL

	Unit	Target	2021	2022	2023	2024
Workforce data						
Headcount employees & contractors	#	139	2	5	7	16
% female in workforce	%	25%	0%	25%	17%	38%
% female in senior positions	%	25%	0%	25%	17%	25%
Employee turnover rate (voluntary and involuntary)	%	0	0	0	0	0
Collective Bargaining Agreement	% of total workforce	0%	0%	0%	0%	0%
Safety						
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
Management systems						
% of manufacturing sites with OHSAS-18001/RC-18001 certifications	%	100%	0%	0%	0%	0%
Global						
Activities in Sensitive Countries	#	0	0	0	0	0
Total number of incidents of corruption	#	0	0	0	0	0
Training						
Average hours of training per person (per quarter)	hours	0	0	6	3	12
Average training and development expenditure per full time employee	\$	0	0	0	0	1250

Governance

	Unit	2021	2022	2023	2024
Board					
Directors		4	4	4	4
Average director tenure (years)		10	8	9	10
Independent directors		3	3	3	3
Independent directors (%)		75%	75%	75%	75%
Board diversity					
Women on the Board		0	1	1	1
Women on the Board (%)		0%	25%	25%	25%
Board coverage of ESG issues					
Frequency of Board updates on ESG issues		quarterly	quarterly	quarterly	quarterly
Board oversight of climate strategy? (Y/N)		Y	Y	Y	Y
Policies					
Code of Conduct, Code of Ethics, Anti-Discrimination and Equal Employment Opportunity		Y	Y	Y	Y
Human Rights, Anti-Bribery and Corruption, Conflict of Interest, Conflict Minerals, Whistleblower		Y	Y	Y	Y
Supplier Code of Conduct Policy, Supplier Diversity Policy, Political Involvement, EITI		Y	Y	Y	Y
Environmental, Sustainability, Green Procurement, Occupational Health and Safety		Y	Y	Y	Y
Aboriginal Heritage, Aboriginal Employment and Training		Y	Y	Y	Y
Working hours, Workplace bullying, Social Media, Privacy, Remuneration, Freedom of Association		Y	Y	Y	Y

Financial

AUD million	2021	2022	2023	2024
(Loss)/Profit after income tax	-3.4	-4.2	-4.2	-3.8
Net assets	14.9	16.7	12.8	9.5
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	1.1	0.9	1.2	0.8