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# Sustainability Report

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2022

[austineng.com](http://austineng.com)

# About this Report

## Purpose

This *Sustainability Report* (“this report”) provides information on Austin’s Environment, Social and Governance (ESG) performance. This report covers the year ending 30 June 2022 (“FY22”) and is a supporting document to our Annual Report 2022. In certain sections throughout this report, we have included data relating to periods prior to FY22 where such data is relevant or provides useful context.

In preparing this report, we have been guided by the Global Reporting Initiative’s (GRI) *Sustainability Reporting Standards* (see <https://www.globalreporting.org/standards/>). For further details on our responses to selected GRI disclosures, please refer to the “Content Index” at the back of this report.

## Feedback

Please forward any comments or requests for additional information to:

### Email

[compliance@austineng.com.au](mailto:compliance@austineng.com.au)

### Post

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100 Chisholm Crescent, Kewdale WA 6105

### Visit

[www.austineng.com](http://www.austineng.com)  
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## Important Information

This Sustainability Report (“this report”) has been prepared by Austin Engineering Limited (ABN 60 078 480 136) (“Austin” or the “Company”). The information in this report has been prepared by Austin in good faith and with due care but no representation, warranty or assurance, express or implied is given or made as to the fairness, accuracy, adequacy, completeness or reliability of any statements, estimates or opinions, conclusions or other information contained in this report.

Certain statements in this report are or may be “forward-looking statements” and represent the Company’s intentions, projections, expectations or beliefs concerning, among other things, the Company’s future performance or future operating results. Any forward-looking statements in this report are subject to inherent risks and uncertainties that include factors and risks specific to the businesses of Austin as well as general economic and financial market conditions. The Company’s actual performance, results and achievements in future periods may differ materially from any expressed or implied estimates or projections.

Information in this document should be read in conjunction with other announcements made by the Company to the Australian Securities Exchange and available at [austineng.com](http://austineng.com) or [www2.asx.com.au](http://www2.asx.com.au)



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# FY22 Sustainability Snapshot

Austin is committed to operating in a manner that acknowledges and proactively manages the issues most material to the long-term sustainability of its business, the environment and the communities in which it operates. This commitment is driven by Austin’s Core Values, which are integral to the business and culture.

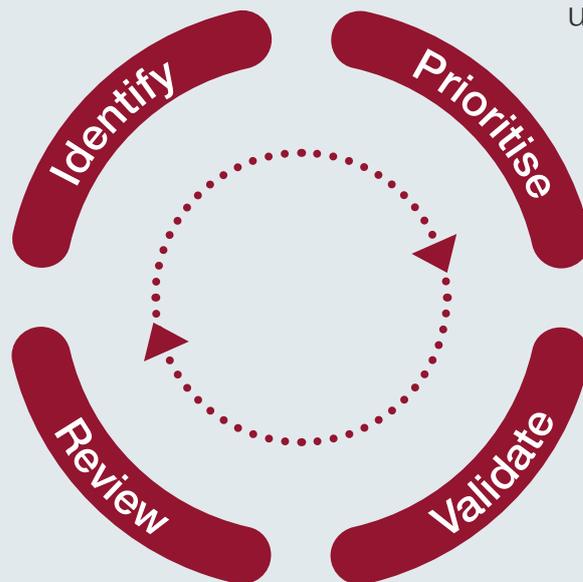


**Identify** our stakeholders globally

**Identify** material risks in our risk registers and consider our risk alignment to global standards

**Review** our progress

**Track** items that require additional effort



**Prioritise** material matters using the Austin Enterprise Risk Management standard

**Engage** with stakeholders in person and identify key matters for them

**Validate** identified issues aligned to the GRI Standards

## Environment

- Austin's Western Australian operations consistently recycles around 94% of its waste, with less than 6% going to landfill. With over 90% of waste recycled internationally and less than 10% going to landfill, as well as increasing recycling of by-products beyond scrap steel through in situ scrap deposit bins;
- undertaken analysis on a number of products Austin manufactures to understand their carbon footprint and provide an opportunity to work with its customers to choose more sustainable options for future orders;
- implemented technology to reduce scrap steel by improving operational processes;
- designed and engineered lighter truck bodies with an average 2% fuel burn reduction, this equates to an average approximate carbon dioxide reduction of 48,000kg per truck over the average life of each body. Additionally, lighter bodies have other advantages, such as reduced tyre wear and longer tyre lives, which eliminates the need to dispose of tyres; and
- starting to invest in energy-efficient lighting, modern welding equipment, and modern manufacturing technology to further reduce both waste and energy in our future.



## Social

- while not unique to Austin we have successfully limited the impact on our business from Covid-19 with detailed plans developed relative to each of our business units. The plans included scenario analysis and risk assessment allowing business units to manage the effect of various scenarios as they or if they were to play out;
- Occupational Health and Safety performance has continued to improve as we learn from all events and successful work practices;
- developed, monitored and reported monthly on the effectiveness of our Critical Risk Controls program and developed appropriate lead indicators to measure across the business;
- continued to support the local community that aligns best with the local business, such as local schools in Batam (Indonesia) and the Clontarf Foundation (Western Australia); and
- Austin is in the process of implementing a rotation program and subject to immigration requirements will be looking to rotate a % of its Indonesian workforce progressively through its Australian business to provide training and upskilling opportunities and skill sharing between the two businesses.

## Governance

- publicly disclosed our policy commitment to human rights by lodging our Modern Slavery Statement online;
- updated the Company's Whistle-blower Policy and communicated it across the organisation;
- rolled out a Cyber Security refresher training module across the organisation; and
- no fines or penalties for regulatory non-compliance.

# FY2022 Financial Highlights

## Revenue

**\$203.3m**

Up 3% from FY21

## Net debt

**\$1.2m**

Excl. \$14.3m of lease liabilities

## EBITDA

**\$32.5m**

Up 155% from FY21

## Dividends

**0.3 cps**

Fully franked final FY22 declared

## NPAT

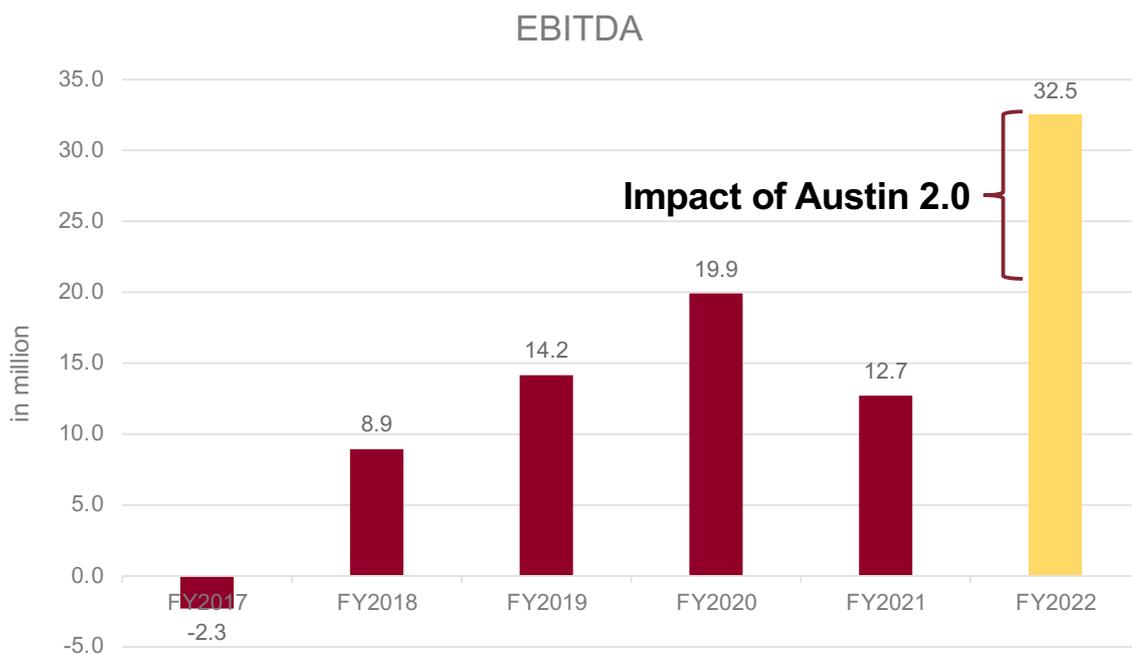
**\$20.6m**

Up 525% from \$3.3m in PCP

## EPS

**3.55c**

Up 524% vs PCP



# Managing Director & CEO Message



I am pleased to present Austin's Sustainability Report for FY22. This report presents Austin's ongoing commitment to integrate Environmental, Social and Governance considerations into our business

Welcome to our first standalone Sustainability Report that outlines our environment, social and governance performance for 2022. This report supports our focus on publicly disclosing our performance relating to sustainability topics that matter most to the Company and our stakeholders.

We are committed to operating in a manner that proactively manages the sustainability impacts that affect our business, the environment and the communities in which we operate. This commitment is driven by our Core Values that are integral to our business and culture in terms of how we operate.

We have continued to manage COVID-19 pandemic impacts and support our people through a year of transition. We have maintained a relentless focus on safety performance and remain committed to further improvement in this area. An example is the movement from Golden Rules to employee engaged LIFE Saving Controls, with an interconnectedness from the LIFE Saving Controls to our Critical Risk Controls effectiveness program supported by an aligned set of Performance Standards.

As a global mining products business, we are at the forefront of delivering sustainable solutions for our business partners and customers. We draw on innovation and technology to develop products and systems to improve productivity, enhance safety and meet decarbonisation goals. We produce light weight bodies which reduce both steel and fuel usage, as well as working to develop body to chassis shims which are made from composite material reducing manual handling risks.

We are heavily dependent on our employees' technical skills and experience. The global shortage of skilled labour means we must further support, attract and develop skilled labour – especially in engineering. This year, we have increased our apprenticeship investment and hired six additional apprentices.

Looking forward, we will continue to strengthen our corporate, social and environmental targets and initiatives, as well as supporting the communities around us. This will drive tangible returns for our customers, our people and our shareholders

A handwritten signature in black ink, appearing to read 'D. Singleton'.

**DAVID SINGLETON**  
CEO/Managing Director

# Our Core Values are integral to the working lives of all our workers and operations.



## CORE VALUES



### Safety

First and foremost, always. It's in our hands.



### Quality

In everything we do.



### Accountability

We are responsible for our actions and results.



### Integrity

We are honest, ethical and genuine.



### Innovation

Using technology to deliver for our customers.



### Teamwork

Together we make the difference.



# Scale of organisation

Austin is a global engineering firm that partners with mining companies, contractors and original equipment manufacturers to design and manufacture mining equipment that delivers efficiency and safety improvements.

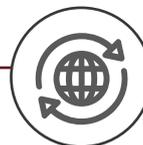
Austin's chief product range incorporates loading and hauling solutions, including off-highway dump truck bodies, buckets, water tanks and related attachments, supporting both open-cut and underground operations.

Austin's operations are located in Australia, US, Chile and Indonesia. Austin has a number of partnerships for final equipment assemble and delivery, enabling greater customer reach across the globe.

Austin supplies customised equipment to large global mining clients, mining contractors and original equipment manufacturers. Our innovative solutions maximise productivity and profits for our clients.



**17** Locations across six continents, including partners.



**\$203.3M**

FY22 Revenue

**\$138.3M**

Truck body revenue

**\$135M**

Order book at 1 July 2022

**40+ years**

Engineering and manufacturing mining equipment

**4**

Operating sites across four continents

**~1,050**

Employees and contractors worldwide

**13**

Partner final assembly companies

**4**

Number of 'home markets'

# Our 40-year Journey

An Australian based company founded in 1982, Austin has grown to have operations across four continents, with design and manufacturing capabilities in the world's major mining jurisdictions.

Today, Austin has the largest global footprint of manufacturing facilities of any dedicated customised off-highway truck body and bucket provider.



**Brisbane, Australia**

## 1982

Austin is founded



**Perth, Australia**

## 2004

Acquired JEC



**Casper, USA**

## 2007

Acquired Westech



**La Negra, Chile**

## 2009

Acquired Conymet



**Batam, Indonesia**

## 2011

Commenced operations



**Global Operation**

## 2017

Austin is rebranded



**Worldwide**

## 2022

Austin 2.0 commenced

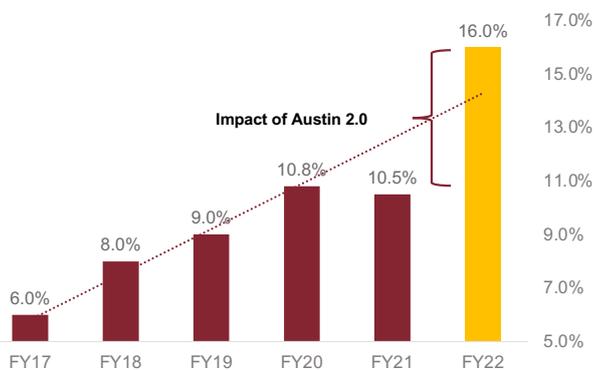


**Mackay, Australia**

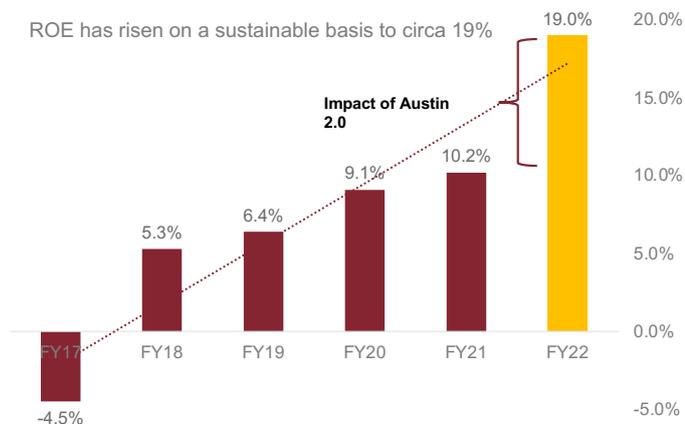
## 2022

Mainetec joins Austin

Step Change in Profitability (% EBITDA)



ROE has risen on a sustainable basis to circa 19%



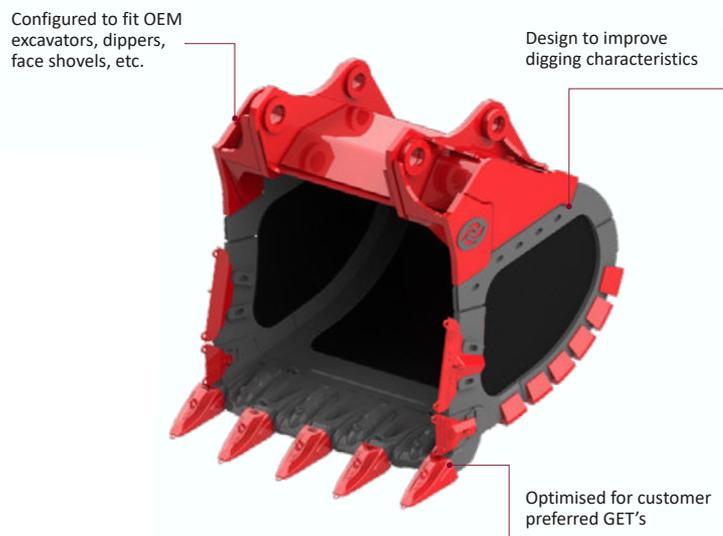
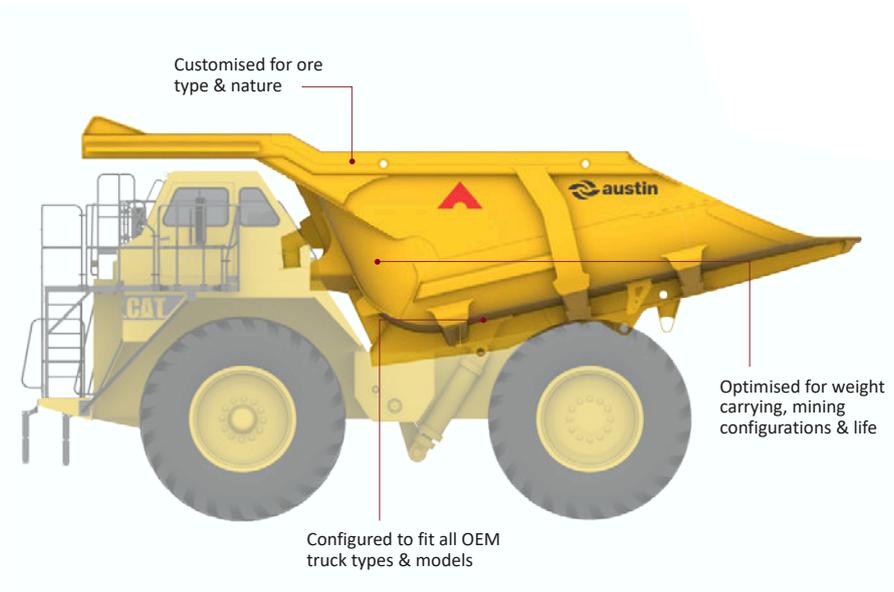
# Group Overview

As an ASX-listed company, with headquarters in Perth, we are one of Australia's largest mining products businesses with a global footprint. We design and manufacture a range of mining products including customised off-highway truck bodies, buckets, water tanks and other ancillary products.

We partner with mining companies, contractors and original equipment manufacturers to create innovative design and engineering solutions that deliver productivity and safety improvements in both open cut and underground mining operations.

Austin's products can create more sustainable mining operations by delivering the lowest cost per tonne to end users, reducing fuel usage per material carried. We provide a complete service through the product's life cycle, offering on and off-site repair and maintenance, and spare parts.

**We are an industrial business producing world class customised wear products for the mining industry.**

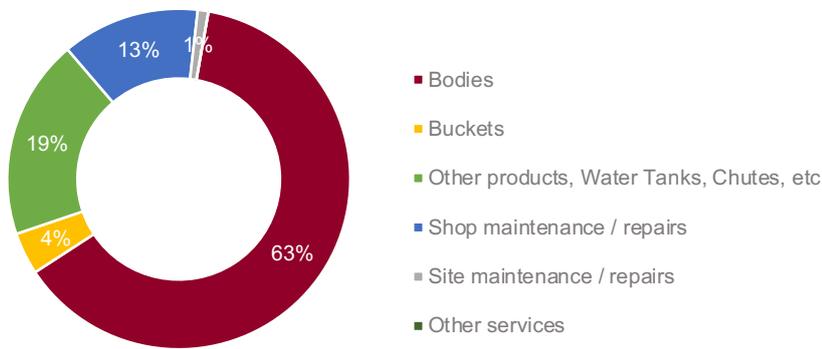


# Why are we different?

## Product Focussed Operational Strategy

### 85% of revenue was associated with products.

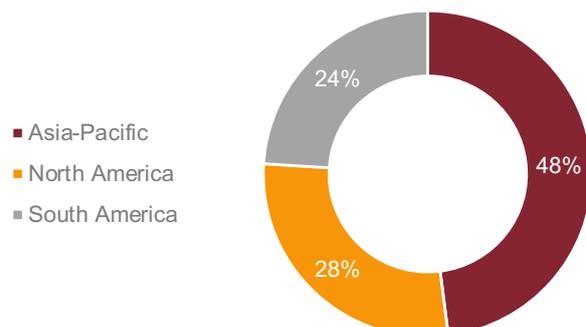
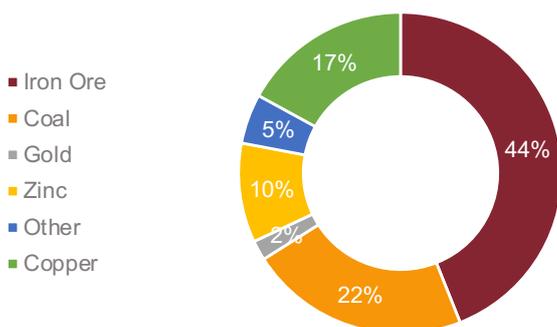
- Austin is an industrial business building standard product types with more reliable revenue and earnings outlook.
- Products are made to order, fast turnover consumables critical to most types of mining worldwide. Average truck body turnover is 3-8 years depending on market.
- Customer diversification in addition to the competitive environment, fast turnover business means Austin can react to input cost changes rapidly by adjusting pricing and delivery.
- Austin's order book is related to mine throughput and therefore less affected by capex investment cycles.



## Product Focussed Operational Strategy

### Diversified Revenue throughout key global markets.

- Austin is strategically located in the key mining areas of the world that are both accessible and have high demand.
- Most mines in the world transport ore from pit to process by truck. This drives demand for bodies and buckets.
- Austin sells products to many of the world's tier one miners and below, reducing customer commodity or market concentration.
- Austin sees continued strong performance due to high commodity demand across the board.



# Our Vision

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To be the market leader in providing loading and hauling solutions to the mining industry.

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- To provide the best solution for clients' specific needs across a broad product range supporting open-cut and underground applications.
- To put the needs of the client and innovation at the core of our business, supported by world-class engineering, manufacturing and quality.
- To remain at the forefront of new technologies and take an innovation-led approach to all aspects of the business.
- To strengthen our corporate, social and environmental targets and initiatives and support the communities around us.

This will drive returns for our clients, our people and our shareholders.

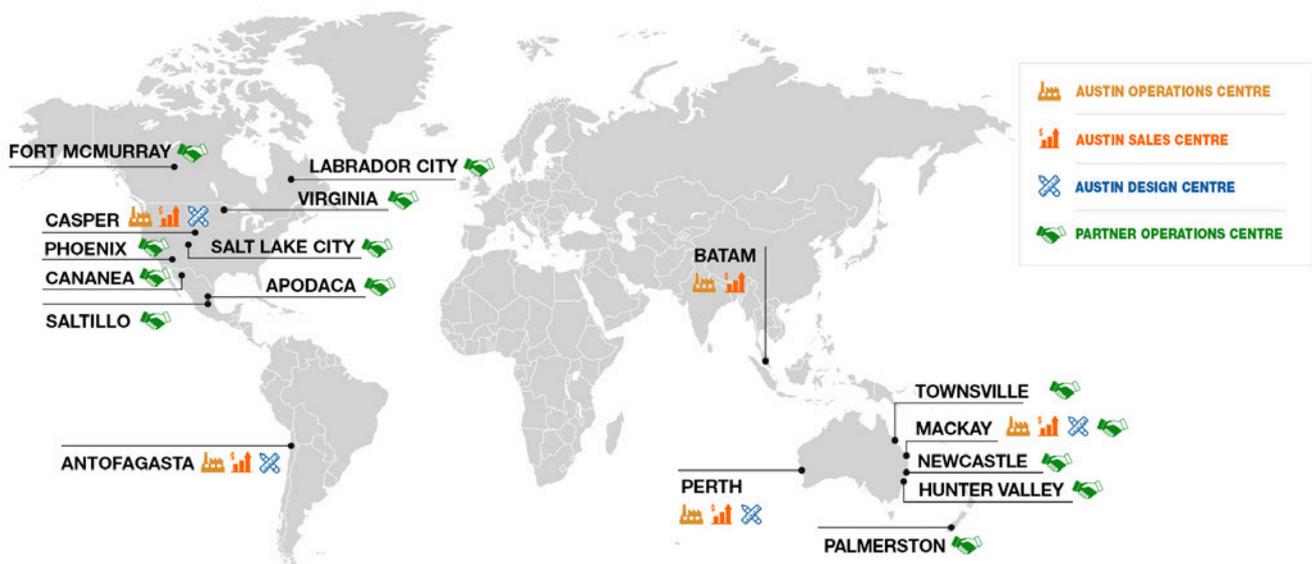


# Our Business

We are headquartered in Perth, Western Australia and have operations around Asia Pacific, North and South America, with two key engineering hubs operating from Perth and Casper, Wyoming USA, and strategic partnerships and representation in Africa, Brazil and Eastern Europe.

We have operations across four continents. We have the largest global footprint of manufacturing facilities of any dedicated customised off-highway truck body and bucket provider.

## Where we operate



## Our Markets

### Global Mining Truck Tray Market

#### **~18% Market share worldwide.**

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- 3rd party data suggests world market for 100 ton+ trucks is circa 20,000 in total. Austin estimates over 3,000 replacement truck bodies and 500 buckets are required p.a..
  - Austin is the world brand leader but with a market share estimated at circa 18% indicating growth opportunity for innovative new products that reduce mining costs and increase efficiency.
  - Australia followed by North America are the two biggest truck body markets in the world and home to Austin's two biggest facilities.
- 

### Australian Mining Truck Tray Market

#### **23% Market share in Australia.**

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- Australia is the single biggest market for truck trays in the world based on truck fleet size and replacement practices.
  - WA is the biggest truck body market in Australia (46%) followed by Qld. (29%) and NSW (21%).
  - Australian market is characterised by highly demanding customers focused on efficiency and total cost of ownership requiring sophisticated suppliers.
  - (as a result) Equipment replacement cycles are generally shorter in Australia leading to higher equipment replacement.
- 

### Global Commodity Market Tailwinds

#### **74% Revenue exposed to hard rock mining.**

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- Austin delivers mining equipment across the spectrum of products but primarily in hard rock where high equipment wear is a feature. Key materials are led by iron ore in Western Australia but including Coal in USA and Australia, Oil Sands in Western Canada, copper, nickel zinc, lithium and others.
  - Recovering demand across the industry has led to strong mineral prices in almost all sectors driving miners to focus on maximising output.
  - Key Austin 'home' markets in USA and Chile are exhibiting strong 'post Covid' recovery accompanied by increased expenditure on new equipment and repairs.
  - Australia, the single largest market in the world for truck bodies, remains strong in almost all sectors.
-

# Supply Chain

Austin has around 6,000 uniquely identifiable suppliers globally. With the exception of steel, approximately 93% of Austin's products are sourced from domestically based suppliers. Steel, being a highly specialised product, is procured from suppliers in the United States of America, Europe and China.

The following categories of goods and services are regularly procured by Austin:

- Steel and related steel product consumables
- Labour – whether direct employees or via labour hire service providers
- Equipment maintenance services
- IT products and services
- Business services and supplies including legal, marketing and financial services
- Freight and logistics
- Utilities – energy and water

Austin is committed to minimising the risk of modern slavery practices in our supply chain. We have identified the biggest risks of modern slavery practices to exist with respect to overseas manufacturers of steel, particularly manufacturers that operate and/or produce goods in sovereign states that do not have globally accepted standards of labour or the appropriate regulatory mechanisms in place to police breaches of those standards.

With respect to the services acquired by Austin, these are obtained domestically, with suppliers bound by domestic employment and other laws.

To mitigate the risk of modern slavery practices more generally, Austin requires its suppliers to provide contractual warranties assuring Austin that the supplier does not engage in modern slavery practices, and that the supplier is not aware of such practices existing in its supply chain. In addition, all of Austin's suppliers are bound by the Austin Code of Conduct, which expressly requires suppliers to comply with international and domestic regulations relating to modern slavery.

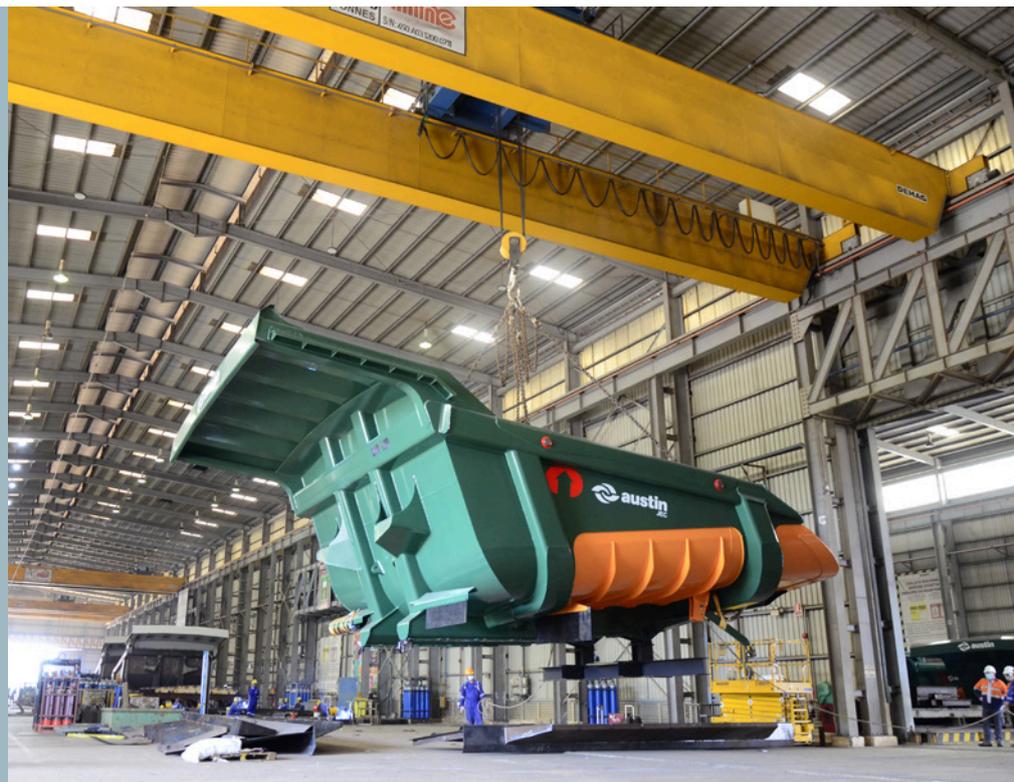
Moreover, Austin is developing a rigorous supplier risk assessment process whereby suppliers are assessed against a criteria to identify businesses that have a high risk of engaging in modern slavery practices either directly or indirectly through its supply chain.

Key factors to be considered when assessing suppliers under the policy include geographical location of the supplier's production facilities, where materials are sourced from, policies and procedures the supplier already has in place and any known history of modern slavery or related practices.

Where a supplier that is classified as 'high risk' fails to implement processes to mitigate the risk of modern slavery practices, Austin may cease dealings with the supplier if remediation actions, such as implementing appropriate policies and procedures, are not undertaken.

## FY2022 Highlights

In 2022, we created a new position within our organisation that will be responsible for leading our Global Strategic Supply Chain with a key objective to standardize our procurement, purchasing, and logistics processes and policies.



# Material Topics and Stakeholders

## Materiality approach and material topics

We conducted a high-level materiality assessment to identify and prioritise material topics to include in this report. The material topics reflect our most significant impacts that are of interest to our different stakeholders. In determining our material topics, we considered our

sustainability impacts and risks, the global context in which we operate, peer sustainability reports, and investor and stakeholder interests. Our material topics are explained below along with the topic boundary – whether a topic is internally and/or externally material for Austin.

Material Topic	Why is it material?	Topic Boundary	Page ref.
<b>Environment topics</b>			
Energy use and greenhouse gas emissions	We use technology and innovation to deliver products that contribute towards reducing global greenhouse gas emissions.	Internal, External	See page 19
Material efficiency and waste management	Our products are designed to increase our customers' operational efficiency and decrease their environmental footprint.	Internal, External	See page 20
Environmental compliance	We comply with environmental laws and regulations across the jurisdictions in which we operate to safeguard the environment.	Internal, External	See page 20
<b>Social topics</b>			
Health, safety and wellbeing	Conducting our work in a safe manner and environment is a core Austin value. We will continue to seek safety improvements to present a safe workplace for our employees.	Internal	See page 21
Employee management	We value our employees and their technical skills and experience that underpins our business operations and performance.	Internal	See page 23
Diversity and Inclusion	We are, and will remain, an equal opportunity employer, and strive to ensure diversity across our staff base.	Internal	See page 26
Human rights and modern slavery	Protection of, and ensuring, human rights are fundamental to Austin's business conduct and our supply chain.	Internal, External	See page 27
Community partnerships and investment	Austin participates in, and supports, local initiatives in the communities in which we operate. We will continue to support local economies through jobs and opportunities for suppliers.	External	See page 28
<b>Governance topics</b>			
Corporate governance	Austin is committed to operating to the highest standards of ethical behaviour as detailed in our Core Values and supported by our Code of Conduct.	Internal, External	See page 30
Business ethics and transparency	Austin values its reputation, and we will continue to ensure that we comply with the laws of the various countries we operate in globally.	Internal, External	See page 31
Risk management	Austin manages risk guided by our Enterprise Risk Management Policy, which is reviewed and approved by the Board annually.	Internal, External	See page 31

## Stakeholder engagement

Our key stakeholders are those potentially affected by our operations or who are interested in or have an influence over what we do. Our key stakeholder groups are listed in the table below including their key interests and concerns and how we engage with them:

Stakeholders	Key interests and Concerns	FY22 Engagement
<b>Regulators</b>	Corporate governance, and safety and environmental reportable incidents and breaches.	<ul style="list-style-type: none"> <li>• Australian Securities Exchange (ASX)</li> <li>• Safety and Environmental Departments (Department names vary across different business units and the direct relationship is often with the client depending on jurisdictions)</li> </ul>
<b>Communities</b>	Potential environmental and social impacts associated with operations.	<ul style="list-style-type: none"> <li>• Community consultation and engagement</li> <li>• Community sponsorship</li> <li>• Social investment</li> </ul>
<b>Clients</b>	Reliability, quality, cost and delivery.	<ul style="list-style-type: none"> <li>• Regular communications and meetings</li> <li>• Site visits and presentations</li> <li>• Senior Management involvement</li> </ul>
<b>Employees</b>	Company restructuring, health and safety, working conditions, organisational culture, benefits and career development opportunities.	<ul style="list-style-type: none"> <li>• Staff briefings with the CEO</li> <li>• Performance reviews</li> <li>• Personal development plans</li> <li>• Formal and informal reward and recognition</li> <li>• Pre starts and toolbox talks</li> <li>• Return to work meetings</li> <li>• Various training courses</li> </ul>
<b>Investors</b>	Delivery of financial returns, mitigation and management of financial and non-financial risks, and ESG reporting.	<ul style="list-style-type: none"> <li>• Regular meetings and contact with financiers, institutional shareholders and investor representatives (brokers and analysts)</li> <li>• Annual General Meetings</li> <li>• Australian Securities Exchange (ASX) announcements</li> <li>• Regular printed and electronic communications, including investor presentations</li> </ul>
<b>Industry groups</b>	Collaboration to ensure outcomes from the industry, for example the coordination of safety data for the benefit of the industry.	<ul style="list-style-type: none"> <li>• Australia, member of: <ul style="list-style-type: none"> <li>- The Chamber of Commerce and Industry WA</li> <li>- Australian Industry Group</li> </ul> </li> <li>• Indonesia, member of: <ul style="list-style-type: none"> <li>- APINDO (Asosiasi Pengusaha Indonesia)</li> </ul> </li> <li>• North America, member of: <ul style="list-style-type: none"> <li>- Wyoming Mining Association</li> <li>- Nevada Mining Association</li> <li>- SME (Society of Mining Engineers)</li> <li>- CIM (Canadian Institute of Mining, Metallurgy and Petroleum)</li> <li>- Wyoming Engineering Society</li> <li>- Casper Area Chamber of Commerce</li> <li>- National Mining Association (NMA)</li> </ul> </li> <li>• South America, member of: <ul style="list-style-type: none"> <li>- Antofagasta Industrial Association (AIA)</li> <li>- Australian-Chilean Chamber of Commerce (Auscham)</li> </ul> </li> </ul>

# Environment

Austin is committed to minimising the environmental impact of our operations facilities and corporate offices through utilising best practice procedures, the education of our employees, complying with legislative requirements and conforming to any specific environmental requirements of individual sites and clients.



## Energy use and greenhouse gas emissions

Austin has undertaken detailed analysis on a number of products the Company manufactures to understand their carbon footprint and provide an opportunity to work with its customers to choose more sustainable options for future orders.

Preliminary analysis has been undertaken into the installation of solar for the Kewdale manufacturing facilities in Perth, Western Australia is being developed. This option will be considered against the potential direct purchase of renewables from the contracted electrical supplier or alternative suppliers. Due to the nature of the long-term electrical supply contract and the minimum usage requirements of that contract, it is likely that any move to solar would need to be aligned to the supply agreement renewal.

Austin continues to work closely with its customers to ensure they are aware of more sustainable options that are available for the fabrication of the customers' products. Austin is currently investing heavily in modern manufacturing methods that will greatly improve efficiency and directly reduce Austin's direct energy usage.

## Energy use

Energy use is calculated based on electricity consumption only and does not include the variety of welding gases that are consumed. Many of the welding gases are used as inert shielding gas that improves weld quality and are not generally consumed as part of the welding process. Small volumes of gas are used to preheat steel as part of the preparation for welding, however the combustion of this gas has not been captured.

Global Energy Use	FY20	FY21	FY22
<b>Total Energy Consumption (GJ)</b>	28,763	26,313	26,169

Calculation notes:  
 kWh to CO2 calculator. CO2 emissions per kWh calculator | Powershop. Greenhouse Gas Equivalencies Calculator | US EPA 2022\_03\_emissions\_factors\_sources\_for\_2021\_electricity\_v11.pdf (carbonfootprint.com)

## Greenhouse gas emissions

Our Scope 1 emissions from energy sources that are controlled by Austin are shown in the table below.

Global GHG emissions	FY20	FY21	FY22
<b>GHG emissions (Scope 1) (Tonnes CO2-e)</b>	3,975	3,967	3,760

Scope 2 emissions data was not calculated by all business units globally and is unavailable for inclusion in this year's report.

## Material efficiency & waste management

Austin’s policy is to achieve high standards of environmental care, and where practicable, reduce the carbon footprint in conducting our business. Austin’s global approach to the environment seeks to prevent actions which may have a negative impact on the environment in a manner consistent with our key business priorities and the expectations and values of the global community in which we do business. Specifically, our Environmental Sustainability Policy sets out how we will conduct investigations and establish programs to conserve resources and minimise waste.

### Material efficiency

Austin continually strives to reuse or recycle as much waste as possible. It ensures our contribution to unnecessary landfill is reduced as much as possible. Making use of all available steel and not sending steel to be recycled is more environmentally friendly, as recycling steel uses additional energy to reprocess. The recycling of the plastic spoils that hold welding wire is another example of Austin’s commitment to the environment. Our welding spools become alternative use products, such as floor drains and mounting hardware.

### Waste management

Austin’s Western Australian operations consistently recycles around 94% of its waste with less than 6% going to landfill. Internationally, Austin averages over 90% recycled waste with less than 10% going to landfill.

Global Waste Data	FY20	FY21	FY22
Total waste generated (Tonnes)	4,110	4,175	3,385
Waste recycled (Tonnes)	3,745	3,798	3,077

## Environmental compliance

Austin is committed to being a quality provider of products and services to the mining industry. Our reputation depends on delivering high-quality solutions and outcomes, even in the toughest situations. To achieve this, we implement and maintain a quality management system that meets all requirements for ISO: 9001:2015, AS/NZS 4801:2001, QHAS 18001:2007 and ISO 14001:2015. Certifications may differ from business unit to business unit based on specific regional requirements.

### Environmental compliance performance

Our Environmental Sustainability Policy sets out we will “Comply with all applicable laws, regulations and standards; uphold the spirit of the law; and where laws do not adequately protect the environment, apply standards that minimise any adverse environmental impacts resulting from our operations, products or services”. Our management systems are designed to identify, control, and monitor environmental risks that may arise from our operations.

There were no fines or non-monetary sanctions across the organisation in FY22.



# Social

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Austin is dedicated to the health and safety of our people, providing an inclusive workplace that offers many opportunities, and we build strong relationships with the communities in which we operate.

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## Health, safety and wellbeing

Our people are key to our future success, and their Safety and Health is a core value of the Company.

Austin works to proactively identify and manage risk, conducting ourselves responsibly, exercise good judgment, and take responsibility for our actions. We manage and operate our business in a manner that ensures that our employees, contractors, and visitors return home safe every day.

We strive for a culture of accountability/servant leadership; where team members at all levels of our organisation are supported and encouraged to give an account of their work proactively, in order for Austin to become an organisation that continuously learns and improves.

We are striving to establish an organisational culture in which safety and health is embedded in our organisational identity. We recognize that our attitudes and behaviours are instrumental to reach that goal and with this in mind we will endeavour to:

- Equip our people with the knowledge, skills, and leadership support to always work safely.
- Actively facilitate engagement and effective collaboration between all levels and all parts of the organisation.

- Ensure that our leaders and supervisors are committed to fostering an environment of continuous learning and improvement, through humble enquiry and active operational learning.
- Support each other for our own health and safety, as well as that of those around us.
- Encourage and recognize learning and innovation contributions to our health and safety performance.
- Focus on the reduction of exposures to hazards where possible and the prevention of serious injuries through the use of our LIFE Saving Controls.
- Rigorously identify and discuss goal conflicts, and remove barriers to safe work, even in the light of other priorities.
- Use appropriate systems and establish common standards.
- Promptly report all incidents and performance to responsible Company personnel and appropriate government and regulatory agencies.
- Maintain our facilities and equipment at an appropriate standard that enables a safe and healthy working environment.

## Health and safety performance

Health and safety is at the core of our Company, and we strive to continuously improve our performance in this area. This commitment is reflected with our Lost Time Injury Frequency Rate (LTIFR) and Total Recordable Injury Frequency Rate (TRIFR) both improving year-on-year from FY20 to FY22.

Occupational Health and Safety performance has continued to improve as we learn from all events and successful work practices.

Austin has developed, monitored and reports monthly on the effectiveness of its Critical Risk Controls program and has developed appropriate lead indicators to measure across the business, this has seen the progressive reduction in serious events. Our recordable injuries have not improved at the same rate as our lost time injuries however with the creation of our LIFE saving controls supported by relevant Performance Standards and better understanding of how work is done it is expected to flow through to continued improved performance as traditionally measured. Austin believes that good safety and health performance is not measured by the absence of failure but the presence of effective controls.

Global Health and Safety	FY20	FY21	FY22
LTIFR rate (%)	5	1.6	0.5
TRIFR rate (%)	13.1	12.7	11.6

Note - Lost time Injury frequency rates have improved at a substantially better rate than total recordable rates. While the critical risk control program is improving incident outcomes in general, improved injury management in all business units has reduced injury severity.

## Enhancing wellbeing

Austin's Australian business units have commenced a trial of an Employee Benefit program through an online portal. Part of this program includes a broad range of self-help information targeting health and wellbeing. Subject matter covers physical health, mental health, nutritional health and financial well-being. If the program is successfully utilised it will be rolled out globally in 2023. In addition, Austin continues to provide confidential support services through its partnered Employee Assistance Programs to its employees and their immediate family.

## Managing COVID-19 health and safety risks

Austin has successfully managed through the various waves and strains of the COVID-19 pandemic. All parts of Austin's global business have developed pragmatic plans and swiftly enacted them to ensure the safety and wellbeing of our people and our customers, and to continue to meet customer orders.

Some of our health and safety management initiatives have included:

- Restricting visitors to our sites;
- Scenario planning;
- Increased cleaning services;
- Increased management of consumables, increased stock levels and secured alternative options for delivery;
- Working from home arrangements planned and protocols implemented;
- Workshop segregation and staggered breaks implemented;
- Additional cleaners trained in COVID-19 sterilisation;
- Workshop and office temperature checks;
- Rapid Antigen Tests available for onsite testing, and
- Meeting room and office capacity restrictions in place.

## Employee management

Our people are our greatest asset and essential to our long-term success. We remain committed to supporting the overall wellbeing of our people.

Austin has employed various strategies to attract and retain our people, such as providing:

- opportunities for growth and development, refer to Training and Development below;
- reward and recognition initiatives such as our Employee Benefit program via an online portal (refer page 22);
- partnering with Employee Assistance Programs to provide confidential support services to employees and their immediate family; and
- flexible working arrangements, including working from home arrangements in relation to COVID-19 and compressed working week initiatives for our trade-based employees.

## Employee profile

Our workforce as at 30 June 2022 and the preceding two years is outlined below. During 2021 and 2022 the business transitioned through significant structural change. Our head office was relocated from Brisbane to Kewdale, Western Australia, where our manufacturing centre is located. By integrating our head office with our core business, we have been able to capitalize on shared resources and synergies that previously could not be realized.

## Employee training and development

Training and development of our employees is critical to Austin's future. With skills shortages as a result of the impact from COVID-19, skilled workers are not as readily available. Programs are being progressively implemented to support these initiatives. To support our continued growth, Austin is committed to fostering the development of its employees. Over the past year, we have increased our focus on apprenticeships, graduates, traineeships, and leadership programs. We are investing in programs to enhance our employees' skills through skilled work rotation programs that promote knowledge sharing and skills enhancement through both formal and on the job training.

### Total Workforce

	FY20			FY21			FY22		
	M	F	Total	M	F	Total	M	F	Total
Total workforce (#)	969	127	<b>1096</b>	948	132	<b>1080</b>	927	121	<b>1048</b>
Total employees (#)	717	84	<b>801</b>	779	93	<b>872</b>	694	75	<b>769</b>
Total contractors (#)	252	42	<b>294</b>	169	38	<b>207</b>	234	45	<b>279</b>

### Global Employees by employment type

	FY20			FY21			FY22		
	M	F	Total	M	F	Total	M	F	Total
Full-time (#)	716	81	<b>797</b>	776	89	<b>865</b>	690	71	<b>761</b>
Part-time (#)	2	3	<b>5</b>	3	4	<b>7</b>	4	4	<b>8</b>

### Employee turnover and new hires

Despite the difficulties presented by COVID-19, Austin has managed to keep staff turnover stable, although it has been higher than traditional levels due to labour shortages, a more competitive market, increases in wages and inflation pressures.

Global Employees	FY20			FY21			FY22		
	M	F	Total	M	F	Total	M	F	Total
Employee turnover (#)	216	28	<b>244</b>	191	32	<b>223</b>	200	35	<b>235</b>
Employee turnover (%)	30%	33%	<b>30%</b>	25%	34%	<b>26%</b>	29%	47%	<b>31%</b>
New hires (#)	122	23	<b>145</b>	192	26	<b>218</b>	191	15	<b>206</b>
New hires (%)	17%	27%	<b>18%</b>	25%	28%	<b>25%</b>	28%	20%	<b>27%</b>

## Austin's commitment to training

Austin was pleased to present apprentice Fitter Machinist, Owen Dimaandal, with his trade certificate at the beginning of this year. Owen began his apprenticeship with Austin at the end of 2017 and demonstrates Austin's commitment to training young people and providing a rewarding career foundation, and helping to alleviate the industry's current severe trade skills deficit.



## Thank you for your many wonderful years of service, your efforts and creativity

Austin recently celebrated a significant milestone in its history. Since opening Austin Indonesia some 10 years ago, it celebrated the 10-year and 5-year work anniversaries of our valuable, long-time team members in Batam, Indonesia.





## Attitude, commitment, and passion for their work

As part of celebrating Memorial Day weekend, our North American HQ team in Casper, Wyoming, held a site-wide BBQ. Part of the celebration was recognising and rewarding 34 long-term employees for their service to Austin. Ranging from 5 to 30 years of dedication, we gave our sincere congratulations and special thank you to the women and men of our North American

team, who commit themselves to ensure our clients get what they need when they need it. Delivering with pride, exceptional product, service, and operational availability to some of the world's largest miners in the most challenging climatic conditions. With our North American team going from strength to strength, special long service awards and gifts were presented.



## Diversity & Inclusion

As a global company, Austin values diversity, is committed to providing a safe, inclusive, and diverse workplace, and recognises that diversity needs to be representative of the communities in which it operates. Diversity refers to the variety of skills, abilities, experiences, and cultural backgrounds that enable individuals to achieve superior business and personal results. Austin recognises that diversity brings a variety of benefits, including improved performance. In keeping with Austin's commitment to equal opportunity and workplace diversity, Austin provides a workplace that is free of discrimination and hostility on the basis of gender, race, religion, ethnicity, national origin, age, disability, marital status, family responsibilities, pregnancy, sexual orientation, political conviction, or trade union membership. Creating and maintaining an environment that promotes diversity and is free of harassment and discrimination is the responsibility of every Austin employee.

The Company's Diversity Policy is available on its website and supports the Board to set and report against measurable diversity targets, including targets in relation to gender diversity.

The following table outlines the Company's measurable objectives in relation to diversity and the progress made towards achieving those objectives at 30 June 2022:

Group	Actual 2021	Actual 2022	Target
Women Directors	0%	0%	20%
Percentage of women in management positions*	17.95%	21.07%	30%
Percentage of women employees across the organisation**	10.67%	9.75%	20%

\* For the purpose of this target, senior executive positions are defined as those with senior management responsibilities in either corporate or operational areas.

\*\* This target reflects the challenges in some countries Austin operates and moving from the traditional employment model.

A significant proportion of Austin's wider operations centre around medium to heavy engineering activities in workshop environments that require trade qualifications such as boiler making, welding and fabrication. Participating rates of women in these trades are low. Austin's policy is to provide opportunities for women wherever possible through internal promotion and external recruitment across all levels but ensure that equal employment treatment is to be given without regard to gender.

The Company is a 'relevant employer' under the Workplace Gender Equality Act 2012 (Cth) and discloses its "Gender Equality Indicators" to the Workplace Gender Equality Agency ("WGEA") annually. The Company's "Gender Equality Indicators" are available for access on the Company's website.

## Leah's road to success

Austin aims to encourage women into a variety of trades, management, and executive roles with the goal of achieving a diverse workforce that reflects the communities in which we live. Leah Biddle who is based in Mackay QLD, completed her Fitter Machinist apprenticeship early this year and has continued as a tradesperson with the Company.



## Transgender Awareness

We were proud to support Rio Tinto in April 2022 on the completion of its first LGBT pride flag truck tray. We were pleased to be able to support these initiatives, by helping to spread visibility and awareness for our LGBTQI+ employees as we continue to aim to improve and foster a safe culture on our sites and across the business.





## Human Rights & Modern Slavery

Austin condemns all human rights abuses, including modern slavery practices in all of its forms and we recognise our role in advancing the human rights of all people.

Respect for human rights is an important baseline expectation for all businesses. We acknowledge that the nature of Austin's industry means companies in the sector are particularly exposed to human rights-related risks. We are committed to always respecting and protecting human rights, including those relating to just, safe, and fair conditions of work; right to health; right to life and security of person; and freedom of association, freedom from slavery, forced and child labour. The expectations of our employees relating to human rights are set out within our Code of Conduct.

A framework of Company policies and procedures underpins our commitment to uphold human rights and assess and manage modern slavery risks in our operations and supply chains.

We are committed to conducting purchasing activities in a fair, objective, and transparent manner that satisfies the requirements of accountability and internal controls. Emphasis is placed on selecting suppliers and service providers that demonstrate recognisable environmental, sustainability and business integrity standards, including respect for human rights. Our Whistle-blower Policy is designed to make it easy for employees and others to make disclosures without fear of retaliation. We encourage all our employees, customers, and business partners to report any modern slavery concerns related to our direct activities or supply chains. This includes any circumstances that may give rise to an enhanced risk of modern slavery or human trafficking.

## Austin's policies and programs

Key policies that address human rights and modern slavery include our:

- Code of Conduct
- Environmental Sustainability Policy
- Diversity Policy
- Global Safety and Health Policy
- Whistle-blower Policy

We also published on our website and submitted to the Australian Border Force a public Modern Slavery Statement in accordance with the Commonwealth Modern Slavery Act 2018. The Statement was authorised and approved by the Board in December 2021.

## In FY23, we will

- conduct a high-level risk assessment of our business to understand where human rights risks, including modern slavery risks, may exist; and
- adopt a Human Rights Policy that outlines our commitment to eliminate all forms of modern slavery in our operations and supply chains.

## Community partnerships and investment

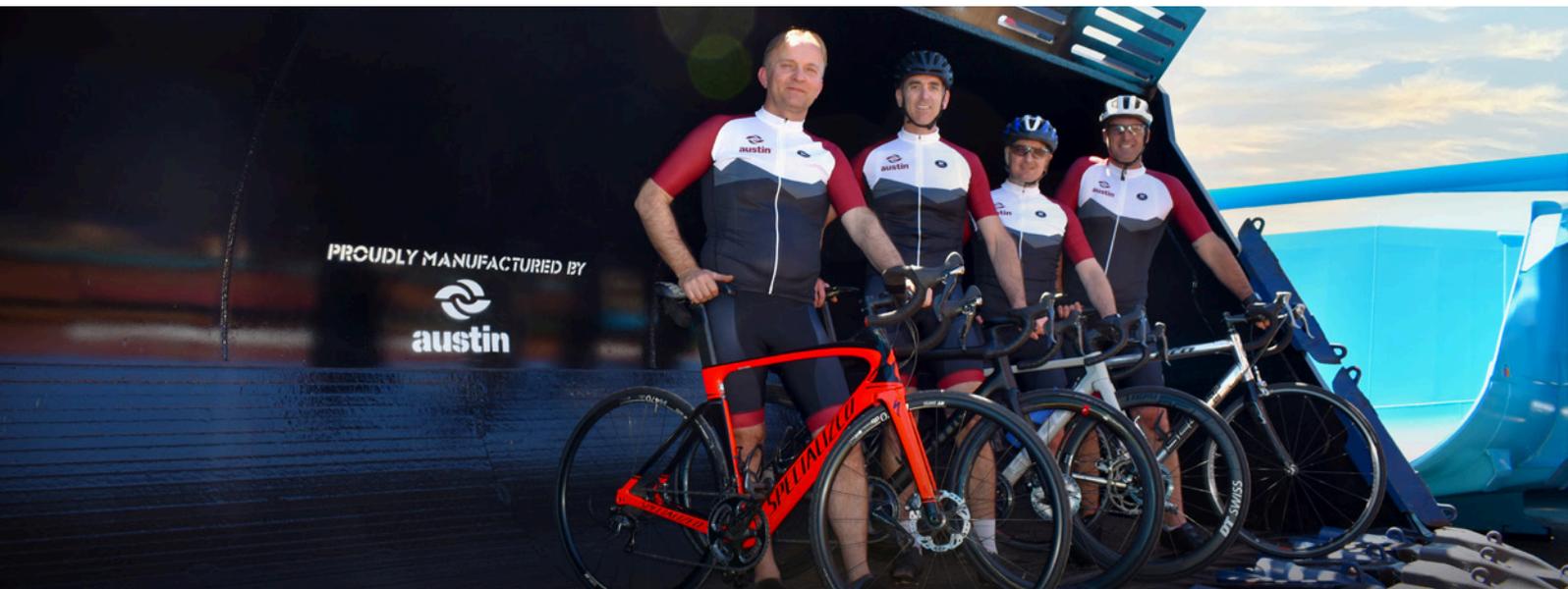
Austin supports local initiatives in the communities in which it operates. It seeks to identify community sponsorships and partnerships that align with the interests of local communities close to its projects, in addition to larger projects which provide strong synergies with Austin's values-based culture. Austin's strategic community investment includes voluntary contributions, in-kind support, and allocated funding. Austin is committed to increasing its community investment in FY23.

Austin offers varying types of support to programs that best align with the Company's operations and values. The types of support to community organisations include:

- sponsorship for projects or programs that aim to meet a specific community need and align with one or more of its Core Values;
- support for local sporting or community organisations in locations where Austin has operations;
- in-kind support for community organisations in locations where Austin has operations; and
- support for employees' community fundraising activities.

## Charity Ride for The Harry Perkins Institute

The Harry Perkins Institute of Medical Research is a leading Western Australian medical research centre dedicated to tackle some of the world's most significant health issues. Giving back to the community and supporting a culture of generosity is very important to the people of WA. Austin believes cancer research is so important in assisting the broader community. In late 2021, Team Austin swapped hi-vis for lycra to raise money for the Harry Perkins Institute of Medical Research by taking part in the MACA Cancer 200 Ride for Research, and will participate again in October 2022.



## School Engagement

We continue to attend business and careers expo as part of our increasing community and school engagement focus. Students from local schools in the WA Great Southern region came to Boddington to learn more about current and future jobs, in addition to broader opportunities in mining services.





## Clontarf Foundation

During the year, Austin was a proud supporter and sponsor of the Clontarf Foundation in Western Australia. We were fortunate enough to host a workshop tour and engage some of the students from the Coodanup Clontarf Academy at our Perth facility in November 2021.

The opportunity to give back and expose these students to a live work environment, where they were introduced to trades, engineering and safety specialists was rewarding for the Austin staff and the students alike.

Detailed discussions around career choices and the opportunity to provide insight to the manufacturing industry, will hopefully assist these students with navigating their future career choices. The highlight being the excitement in eyes of all involved when getting up close with some of the large mining attachments in production.

The Foundation exists to improve the education, discipline, life skills, self-esteem, and employment prospects of young Aboriginal and Torres Strait Islander men and by doing so equip them to participate more meaningfully in society. Austin was honoured to be a part of this process and potentially making a difference to these boys' lives.



## Christmas Celebration

Austin participated in the 2021 Christmas celebration at a kindergarten located near our facility in the city of Calama, Chile. We continue to show our local support and were able to celebrate the festive season with the children and their parents.

# Governance

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**Austin is committed to demonstrating the highest standards of corporate governance – it is the foundation of stakeholders' trust in our business.**

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## Corporate Governance

The Company's 2022 Corporate Governance Statement reports on fundamental governance principles and practices. Throughout the reporting period ended 30 June 2022, the Directors believe that the Company's governance arrangements have been consistent with the fourth edition of the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations. The Board is ultimately responsible for approving and updating Austin's purpose, core values or mission statements, strategies, policies, and goals related to economic, environmental, and social topics. The Board is also the body that formally reviews and approves Austin's Sustainability Report.

We are guided by the following corporate governance policies:

- Code of Conduct
- Share Trading Policy
- Anti-Bribery and Anti-Corruption Policy
- Shareholder Communications Policy
- Continuous Disclosure Policy
- Diversity Policy
- Whistle-blower Policy
- Disclosure of Interest Policy
- Enterprise Risk Management Policy
- Environmental Sustainability Policy
- Global Safety and Health Policy

These policies are regularly reviewed by the Board. Austin's employees and contractors are required to comply with relevant policies and procedures. Copies of these policies are available on the Company's website [www.austin.com.au](http://www.austin.com.au)

### The Austin Board

The Board of Austin recognises its ultimate responsibility is to its shareholders for the strategy and performance of Austin in general. Austin Board members take these duties seriously and are dedicated to fulfilling them legally and professionally according to Austin's Core Values and adherence to best practice governance procedures. Austin's Board Charter outlines the role and responsibilities of the Board and senior management. The Board has adopted a Board Charter which details the Board's role, powers, duties and functions. The Board Charter is reviewed and updated regularly to keep abreast of changes to the commercial, legal, and social environment, as well as to reflect any changes and developments to board policies and procedures.

The Board currently comprises four directors, with Independent, Non-Executive Directors (Directors), including the Chair of the Board, comprising of the majority of Directors. The roles of Chair of the Board and Chief Executive Officer (CEO) are held by different individuals.

The Board has established an Audit and Risk Committee, a Nomination and Remuneration Committee, and a Safety Committee to assist with the discharge of its responsibilities. Details of the current membership and composition of each committee are set out in the 2022 Corporate Governance Statement on the Company's website. The Board considers sustainability, environmental, social and governance matters in conjunction with its Committees.

### Executive role

Management of Austin's business activities is delegated to the CEO, who is accountable to the Board, other than those functions specifically reserved for the Board in the Board Charter. The Board Charter and the delegation of Board authority to the CEO are reviewed regularly. A key part of the Company's commitment to sustainability is the employment of a Head of Sustainability, who oversees our environmental and social impact, employee health and welfare, and other activities related to sustainability.

Remuneration plays an important role in motivating executives to deliver sustainable value and profitable growth. As a result, Austin's senior leadership remuneration incorporates sustainability and safety performance objectives.

### Membership of associations

In Australia, Austin is a member of the Chamber of Commerce and Industry WA and the Australian Industry Group.

In Indonesia, Austin is a member of APINDO (Asosiasi Pengusaha Indonesia).

In North America, Austin is a member the Wyoming Mining Association, the Nevada Mining Association, SME (Society of Mining Engineers), CIM (Canadian Institute of Mining, Metallurgy and Petroleum), the Wyoming Engineering Society, the Casper Area Chamber of Commerce and the National Mining Association (NMA).

In South America, Austin is a member of Antofagasta Industrial Association (AIA) and the Australian-Chilean Chamber of Commerce (Ausham).



## Business ethics and transparency

Integrity is one of Austin's six core values and our Directors' and employees share a collective commitment to act with integrity, accountability, and transparency always. Our organisational behaviour is guided by the Corporate Code of Conduct and Anti-Bribery and Anti-Corruption policy, which are available on our website.

Austin's approach to bribery and corruption is supported by our Whistle-blower Policy. The Company has a number of channels for making a report, including an Austin email address dedicated to stakeholders to write if they would like to report actual or suspected unlawful, unethical or irresponsible behaviour in a confidential manner. Training on this policy will be provided to senior executives in FY23.

In 2022, there were no reports received of any breaches of laws or regulations. There were no matters reported or referred under the Corporate Code of Conduct, or the Anti-Bribery and Anti-Corruption Policy.

In accordance with the Anti-Bribery and Anti-Corruption Policy, Austin has a Gift and Hospitality Register in place, which is maintained at a group level.

## Risk Management

The Board (through the Audit and Risk Committee) is responsible for satisfying itself that a sound system of risk oversight and management exists and that internal controls are effective.

The Audit and Risk Committee operates under the Audit and Risk Committee Charter, which is available on the Company's website.

The Company operates various policies and procedures to identify, assess and manage business and operational risks, and is guided by the Austin's Enterprise Risk Management Standard which sets the Company's risk management framework. Responsibility for risk management is shared across the organisation. The Board is responsible for overseeing the establishment of and approving risk management strategies, policies, procedures and systems of Austin. Austin's management team is responsible for establishing Austin's risk management framework.

The Board has delegated responsibility to the Audit and Risk Committee for reviewing and monitoring Austin's risk management framework to provide assurance that major business risks are identified, consistently assessed and appropriately addressed. In addition, the Audit and Risk Committee is required, under its charter, to undertake a review of Austin's risk management framework with management at least annually to satisfy itself that it continues to be sound. A review of the risk management framework and risk register was undertaken during the reporting period.

Risk management is an ongoing activity, and a formal organisation-wide risk assessment is undertaken on at least an annual basis. Outcomes are shared with the Audit and Risk Committee and management. The process is governed centrally through Austin's Enterprise Risk Management Standard and directed by policies and procedures within functional areas such as Finance, Occupational Health and Safety, Business Development and Marketing, Operations, Information Technology and Governance.

Austin's senior management has reported to the Board (through the Audit and Risk Committee) on the effectiveness of the management of the material business risks faced by Austin during FY22. The Audit and Risk Committee has reviewed the risk management framework and is satisfied that it provides a sound framework for the identification and assessment of risk and implementation of related mitigation strategies.

More information on the Company's risks is set out in the Company's 2022 Annual Report and include:

- Commodity prices
- Exchange rates
- Innovation risks
- Health and safety risks
- Strategic risks
- Regulatory compliance risks
- Market concentration risk
- Supply chain risks
- People risk; and
- Cyber security and IT risk.

# Global Reporting Initiative Content Index

Preparation of Austin's Sustainability Report 2022 has been guided by the Global Reporting Initiative (GRI) Standards (for more information see: <https://www.globalreporting.org/standards/>).

GRI Standard	Year	GRI Disclosure	Reference
<b>GRI 102: General Disclosures (2016)</b>			
<b>Organisational profile</b>			
102-1	2016	Name of the organisation	Page 2
102-2	2016	Activities, brands, products & services	Pages 9-15 (& Annual Report)
102-3	2016	Location of headquarters	Page 14
102-4	2016	Location of operations	Page 14 (& Annual Report)
102-5	2016	Ownership & legal form	Page 11 (& Annual Report)
102-6	2016	Markets served	Pages 14-15 (& Annual Report)
102-7	2016	Scale of the organisation	Page 9
102-8	2016	Information on employees & other workers	Pages 23-25 (partial)
102-9	2016	Supply chain	Page 16
102-10	2016	Significant changes to the organisation & supply chain	Page 16
102-13	2016	Membership of associations	Page 30
<b>Strategy</b>			
102-14	2016	Statement from senior decision-maker	Page 7
<b>Ethics &amp; integrity</b>			
102-16	2016	Values, principles, standards & norms of behaviour	Page 8
102-17	2016	Mechanisms for advice & concerns about ethics	Page 31
<b>Governance</b>			
102-18	2016	Governance structure	Pages 30-31 (& Annual Report)
<b>Stakeholder engagement</b>			
102-40	2016	List of stakeholder groups	Page 18
102-42	2016	Identifying & selecting stakeholders	Page 18
102-43	2016	Approach to stakeholder engagement	Page 18
102-44	2016	Key topics & concerns raised	Page 18
<b>Reporting practice</b>			
102-46	2016	Defining report content & topic boundaries	Page 17
102-47	2016	List of material topics	Page 17
102-48	2016	Restatements of information	As identified through report
102-49	2016	Changes in reporting	New standalone sustainability report
102-50	2016	Reporting period	FY22
102-51	2016	Date of most recent report	FY21 Annual Report
102-52	2016	Reporting cycle	Annual

<b>GRI Standard</b>	<b>Year</b>	<b>GRI Disclosure</b>	<b>Reference</b>
102-53	2016	Contact point for questions regarding the report	Email: compliance@austineng.com.au
102-54	2016	Claims of reporting in accordance with GRI Standards	Referenced only
102-55	2016	GRI content index	Pages 32-33
102-56	2016	External assurance	No external assurance
<b>GRI Environment disclosures</b>			
<b>Energy</b>			
103-1 to 103-3	2016	Management approach – Energy	Page 19 (partial)
302-1	2016	Energy consumption within the organisation	Page 19
<b>Emissions</b>			
103-1 to 103-3	2016	Management approach – Emissions	Page 19 (partial)
305-1	2016	Direct (Scope 1) GHG emissions	Page 19
<b>Waste</b>			
103-1 to 103-3	2016	Management approach – Waste	Page 20 (partial)
306-3	2020	Waste generated	Page 20
<b>Environmental Compliance</b>			
103-1 to 103-3	2016	Management approach – Environmental Compliance	Page 20
307-1	2016	Non-compliance with environmental laws & regulations	Page 20
<b>GRI Social disclosures</b>			
<b>Employment</b>			
103-1 to 103-3	2016	Management approach – Employment	Page 23
401-1	2016	New employee hires & employee turnover	Page 23
<b>Training &amp; Education</b>			
103-1 to 103-3	2016	Management approach – Training & Education	Page 23 (partial)
<b>Occupational Health &amp; Safety (2018)</b>			
103-1 to 103-3	2016	Management approach – Occupational Health & Safety	Pages 21-22
403-9	2018	Work-related injuries	Page 22
<b>Diversity &amp; Equal Opportunity</b>			
103-1 to 103-3	2016	Management approach – Diversity & Equal Opportunity	Page 26
405-1	2016	Diversity of governance bodies and employees	Page 26 (partial)
<b>GRI Governance disclosures</b>			
<b>Anti-corruption</b>			
103-1 to 103-3	2016	Management approach – Anti-corruption	Page 31
205-3	2016	Confirmed incidents of corruption & actions taken	Page 31



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