


















# Downer Mining Sustainable Development Scorecard

JULY 2013 – JUNE 2014

PERFORMANCE AGAINST TARGET:  Target achieved  Target not achieved

TREND:  Improvement  Deterioration  No Change

health & safety	Indicator	FY2014 Target	FY2014 Actual	Performance against Target	Trend	Comments	FY2015 Target	Page
	Fatalities	0	0		=	No fatalities occurred.	0	10
	Fines and prosecutions	0	0		=	We received no fines or prosecutions.	0	10
	Lost Time Injury <sup>1</sup> Frequency Rate (LTIFR) <sup>2</sup>	≤1.0	0.4			Our LTIFR reduced by 43%.	≤1.0	10
	Total Recordable Injury <sup>3</sup> Frequency Rate (TRIFR) <sup>2</sup>	≤5.0	4.1			Our TRIFR reduced by 23%.	≤5.0	10
	Hazards identified per employee per month	≥0.3	0.7			We improved our performance from 0.5 in FY2013.	≥0.3	10
	Safety Behaviour Observations (SBOs) per supervisor <sup>4</sup> per month	≥4.0	6.7			We remained well above our target for SBO reporting but were slightly behind FY2013's result of 7.0.	N/A <sup>5</sup>	10
	Close-out of High Potential Incidents (HPIs) and injury-related incidents within required period <sup>6</sup>	≥92%	99.8%		New target	We exceeded our target for this new indicator.	100% <sup>7</sup>	10

our people	Indicator	FY2014 Target	FY2014 Actual	Performance against Target	Trend	Comments	FY2015 Target	Page
	Employee attendance <sup>8</sup>	≥97%	97%		New target	We met our target for this new indicator.	≥97%	19
	Employee retention <sup>9</sup>	≥75%	83.9%		New target	We exceeded our target for this new indicator by nearly 9%.	≥75%	19
	Aboriginal and Torres Strait Islander (ATSI) employees <sup>10</sup>	≥2%	3.98%			We remained well ahead of our target and the industry average.	≥3%	19
Gender balance <sup>10</sup>	≥14%	13.6%			Female representation in our workforce was slightly behind target.	≥14%	19	

1. Lost Time Injuries are all injuries where more than a full shift was lost.

2. Per one million man hours worked.

3. Total Recordable Injuries include Medical Treatment Injuries, Lost Time Injuries and fatalities.

4. Includes supervisors, project managers and superintendents.

5. This indicator will be replaced in FY2015 by one that measures Zero Harm critical control checks undertaken by supervisors per month.

6. Within 60 days of due date.

7. Within 50 days of due date.

8. All leave is counted excluding annual leave, parental leave and long service leave.

9. This figure does not include those that exited the business via a redundancy.

10. As a percentage of total workforce (excluding employees from overseas Otraco operations).

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our environment	Indicator	FY2014 Target	FY2014 Actual	Performance against Target	Trend	Comments	FY2015 Target	Page
	Significant environmental incidents	0	0	✓	=	No significant environmental incidents were reported.	N/A <sup>11</sup>	35
	Minor Environmental Incident Frequency Reporting Rate	≥64.9	118.0	✓	↑	The number of minor incidents reported increased by 91% on FY2013 indicating a strong reporting culture.	≥124	35
	Change in greenhouse gas (GHG) emissions intensity (kt CO <sub>2</sub> -e/Revenue \$B)	Reduction on FY2013 actual	26% increase on FY2013 actual	✗	↓	The drop in business revenue and the increase in mining strip ratio during FY2014 has resulted in an increase in GHG emissions intensity against revenue from the previous year.	Reduction on FY2014 actual	37
	Ratio of scheme/town/bore-supplied water compared with recycled water/rainwater used for emulsion manufacturing <sup>12</sup>	N/A <sup>13</sup>	31.9%	N/A	New target	We collected baseline data for this new indicator in FY2014 to set a target for FY2015.	≥31.9%	35
	Waste recycled <sup>14</sup> (recycled solids as % of total solid waste)	≥21%	29.8%	✓	N/A <sup>15</sup>	We exceeded our target for this indicator by nearly 9%.	≥33%	36



Aboriginal and Torres Strait Islander employees recruited

54



number of sites

50+



work in hand  
\$4.2 billion



Otraca Tyre Fitters (from left to right), Richard Howie, Jason Evans and Michael Hoskin, at the Mount Whaleback Mine in Western Australia.

11. This indicator will be replaced in FY2015 by an indicator measuring High Potential Environmental Incidents.

12. At Mt Thorley and Savage River emulsion-manufacturing sites.

13. No target set as baseline data was collected to ascertain meaningful FY2015 target.

14. At Boggabri, Meandu and Commodore only.

15. Unable to compare to last year's actual data due to different sites being measured.