

## PERFORMANCE IMPROVEMENT TARGETS

### OUR 2019 PERFORMANCE

	Targets	When	Status	How we progressed in 2019
<b>GOVERNANCE AND INTEGRITY</b>	No material incidents of bribery and corruption	2019	✓	<b>0</b> material incidents of bribery and corruption
	Complete alignment to the ICMM sustainable development principles by 2020	2020	●	<b>On track</b> Key achievements: development of the critical control management programme and supply chain screening approach
<b>ECONOMIC RESPONSIBILITY</b>	Develop Corporate Social Investment Strategy	2019	✗	<b>In progress</b> Strategy being developed with a focus on Aboriginal communities covering engagement needs, employment and economic development. Objectives include addressing root-cause barriers to education and employment, and to promote sustainable employment and enterprise
	Maintain tax transparency reporting through public disclosure annually	2019	✓	<b>Tax Transparency Report published</b> Stand-alone Tax Transparency Report (country-by-country) for 2019 published EITI requirements met
<b>PEOPLE</b>	Implement leadership development programmes across the group, including a specific focus at Sierra Rutile to build technical and leadership capabilities	2020	●	<b>On track</b> 2019 saw the launch of Iluka's leadership framework and development pathways.
	Continue to improve female and Aboriginal participation in the Australian workforce to meet diversity targets of 30% female and 8% Aboriginal participation by 2023	2023	●	<b>In progress</b> <b>25%</b> female participation <b>7%</b> Aboriginal participation (up from 6% in 2018)
<b>SOCIAL PERFORMANCE</b>	Zero major social incidents (Level 5 as defined by Iluka's incident classification matrix)	2019	✓	<b>0</b> major social incidents (Level 5 incidents)
	Implement human rights training programme to support the new Human Rights Policy	2019	✓	<b>Human rights training programme</b> has been developed and commenced in 2019. Training will be ongoing in 2020
	Develop work programme to support modern slavery reporting, inclusive of a supplier risk assessment	2020	●	<b>On track</b> Work programme developed and supplier risk assessment in progress. Iluka will produce a public Modern Slavery Statement for 2020
<b>HEALTH AND SAFETY</b>	Zero fatalities and total permanent disabling injuries/illnesses across the Iluka Group	2019	✓	<b>0</b> fatalities or serious complex permanent disabling injuries/illnesses
	Reduction in annual Group total recordable injury frequency rate (TRIFR) with a target to achieve less than 2.6	2019	✗	<b>TRIFR 2.9</b> Reduction from 2018 TRIFR of 3.5
	Reduction in potential occupational exposure to noise and airborne contaminants at Australian sites	2019	✓	<b>5.7% reduction</b> in similar exposure groups potentially exposed above occupational exposure standards compared to previous year
	Establishment of baseline exposure levels for Sierra Rutile	2019	✗	<b>In progress</b> Occupational exposure baselines are in the process of being established for Sierra Rutile
<b>ENVIRONMENT</b>	Zero major environmental incidents (Level 5 as defined by Iluka's incident classification matrix)	2019	✓	<b>0</b> Major environmental events (Level 5 incidents)
	Reduction in Iluka Group rehabilitation liability through achievement of Closure Index target	2019	✓	<b>Exceeded Closure Index target</b> reducing Iluka Group rehabilitation liability
	Implement climate change work programme in accordance with Task Force on Climate-related Financial Disclosures (TCFD) recommendations	2022	●	<b>On track</b> Physical impact assessments undertaken to assess climate-related risks to Iluka assets and supply chain

✓ Complete   ✗ Target not met   ● In progress and expect to meet target