

2020+ TARGETS

	Targets	By when
GOVERNANCE	No material incidents of bribery and corruption	Annual review
	Complete alignment to the ICMM sustainable development principles	2020
ECONOMIC RESPONSIBILITY	Develop Group-wide Corporate Social Investment Strategy	2020
	Maintain Tax Transparency Reporting through public disclosure annually	Annual review
PEOPLE	Improve female and Aboriginal participation in the Australian workforce to meet diversity targets of 30% female and 8% Aboriginal participation	2023
	Continue to implement leadership development programmes across the Group, including a specific focus at Sierra Rutile to build technical and leadership capabilities	2020
SOCIAL PERFORMANCE	Zero major social incidents (Level 5 as defined by Iluka's incident classification matrix)	Annual review
	Develop and implement human rights due diligence framework	2021
	Implement modern slavery work programme and publication of Modern Slavery Statement for 2020	2021
	Deliver Aboriginal cultural awareness and engagement programme	2020
HEALTH AND SAFETY	Zero fatalities or serious complex permanent disabling injuries / illnesses (life-changing)	Annual review
	A year-on-year reduction in annual total recordable injury frequency rate (TRIFR)	Annual review
	Implement Critical Control Management Programme	2022
	Develop and deliver Safe Production Leadership training	2020
	No increase year-on-year in the number of potential occupational exposures above occupational exposure limit to noise and airborne contaminants at Australian sites	2020
	Implement Sierra Rutile Malaria Management Plan	2020
ENVIRONMENT	Zero major environmental incidents (Level 5 as defined by Iluka's incident classification matrix)	Annual review
	Management of Iluka Group rehabilitation liability through achievement of Closure Index target	Annual review
	Implement climate change work programme in accordance with Task Force on Climate-related Financial Disclosures recommendations	2022