

# ***SUSTAINABILITY*** **REPORT** 2024-2026

REPORT ISSUED: MAY 2024





## ACKNOWLEDGMENT OF COUNTRY

***Ampcontrol acknowledges Aboriginal and Torres Strait Islander peoples as Australia's first people and traditional custodians. We pay our respect to Elders past, present and emerging and recognise the continuing connection to land, water, and community.***

**LEGAL NAME** Ampcontrol Limited

**ABN** 28000915542

**NATURE OF OWNERSHIP AND LEGAL FORM** Ampcontrol Limited is a wholly owned subsidiary of Australian investment house, Washington H. Soul Pattinson and Company Limited; the second oldest publicly listed company on the Australian Securities Exchange.

### LOCATION OF HEADQUARTERS

Ampcontrol Limited  
21 Old Punt Road  
TOMAGO NSW 2322  
AUSTRALIA

**COUNTRIES OF OPERATION** Australia, Singapore, Mongolia, and Hong Kong.

**SECTORS** Energy, infrastructure, and resources.

**PRODUCTS, SERVICES, AND MARKETS** Ampcontrol is challenging the future by solving the most complex problems in energy. Ampcontrol creates energy solutions of scale using innovative collaborations, their smart people, and advanced Australian manufacturing. Their vision is to lead the global energy revolution and help make net zero a reality.





**"I CAN'T. YOU CAN'T.  
BUT WE CAN."**

**PETER COCKBAIN AM,  
CO-FOUNDER OF AMPCONTROL**

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# CEO FOREWORD

The global energy transition is in full swing, and the world is moving forward with this generational challenge while facing several social and environmental headwinds.

At Ampcontrol, we're solving the most complex problems in energy by collaborating with our customers and partners to challenge the future and help make global net zero a reality.

The work must begin with us as we seek to lead the global energy revolution.

Every day at Ampcontrol, we look for ways to be more sustainable in our approach to work. As a large, advanced Australian manufacturing business, we are acting to drive sustainability efforts across our supply chains.

Our business relies heavily on large, global supply chains for the products and services we deliver to our customers. We are responsible for creating positive impacts through our purchasing decisions and engagement with our suppliers.

Through collaboration as a supply chain, we can improve outcomes relating to human rights, carbon emissions, circular economies, and supporting social and diverse enterprises. We have published our first Responsible Supply Chain Policy and associated Supplier Code of Conduct as a framework to guide positive engagement in these four areas while working with our suppliers to implement changes. Sustainable businesses embrace long-term, balanced thinking. Balancing our economic, social, and environmental objectives ensures that Ampcontrol will thrive for future generations. We are committed to the three Ps: People, Planet, and Profit.

Through the learnings we gain from our journey, we will support our customers in their decarbonisation efforts. Our approach to manufacturing practices and our efforts in Research & Development are focused on enabling our customers to operate sustainably while moving ourselves forward, more consciously aware of the environmental impact of our business practices.

Ampcontrol is committed to joining global efforts to reach net zero emissions. We have set challenging emissions reduction targets beyond the agreed decarbonisation pathways to limit warming to below 2 degrees (preferably 1.5 degrees) on pre-industrial levels.

Our targets are ahead of current state and federal targets. We want to lead the global energy revolution by making changes within our business and providing innovative solutions to help our customers meet their net zero targets.

But while our targets are ambitious, we believe challenge drives innovation. We are committed to using our net-zero learning to support our customers in their journey toward decarbonisation.



**ROD HENDERSON**

MANAGING DIRECTOR & CEO

## ABOUT THIS REPORT

*This report summarises the sustainability plan for Ampcontrol for the period of August 2023–August 2026. Additionally, annual action plans will be developed within this period and reported against in subsequent periods. The 2023/2024 action plan is summarised in the appendices of this report. These periods were chosen to align with our financial reporting requirements.*

At Ampcontrol, we're committed to leading the global energy revolution and supporting our customers in their journey toward decarbonisation.

We understand this is ambitious and we are consciously trying to inspire change by demonstrating progress in our business practices.

Many of our solutions and services are tailored to carbon-intensive industries and will take significant effort to adjust to an emissions-free environment. We want to support the energy transition by providing solutions manufactured through responsible supply chains, renewable technologies, and circular materials where possible.

This report aims to provide openness and transparency on our sustainability efforts and clarify our operating emissions. The report will explore where our business currently stands and our aspirations for the future. It is also offered voluntarily to share with our stakeholders.

We acknowledge we have much more work to do on our sustainability journey. Still, we are committed to regularly engaging with our stakeholders on our progress, formally and informally.

We have aimed to be accurate and reasonably practical with the data, visual elements, and terminology used throughout this document. However, at this point, the information presented has not been externally audited or assured. Information contained within this report is accurate as of February 2024.

Additionally, we believe sharing our future sustainability plans and aspirations is important. While it is equally important to be accountable for delivering on these aspirations, individual project scopes and priorities may change due to the dynamic nature of global sustainability issues. We want to assure our stakeholders that we will remain transparent, accountable, and ambitious in these instances.

We are working to align our sustainability systems and reporting with global best practice, particularly the International Sustainability Standards Board (ISSB) developing standards.

Any inquiries relating to the information contained in this report may be directed to the Ampcontrol Group Sustainability Manager through our website: [ampcontrolgroup.com/contact](https://ampcontrolgroup.com/contact).



# WHO WE ARE

## OUR PURPOSE

*Ampcontrol is challenging the future by solving the most complex problems in energy. We create energy solutions of scale using innovative collaborations, our smart people, and advanced Australian manufacturing. Our vision is to lead the global energy revolution and help make net zero a reality.*

Every day, Ampcontrol works to support customers in their journey towards decarbonisation. Building on 55 years of experience working with industry, Ampcontrol is ready to challenge the future and help customers future-proof their business.

Ampcontrol is transforming the world through collaboration by engineering complex electrical

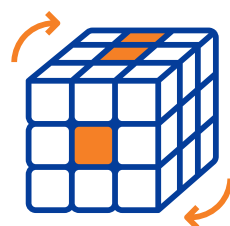
solutions. By working alongside universities and the brightest minds in energy, Ampcontrol develops cutting-edge technology for customers. From ideation through to design, manufacturing, service and repair, Ampcontrol provides complete electrical solutions for energy, infrastructure and resources industries.



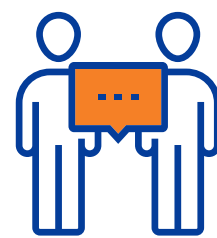
**INNOVATION IS  
IN OUR DNA**



**WE'RE SMART  
PEOPLE WHO  
CHALLENGE THE  
STATUS QUO**



**WE SOLVE  
THE WORLD'S  
MOST COMPLEX  
PROBLEMS**



**WE DELIVER  
WHAT WE SAY**

## OUR VALUES

*Ampcontrol is trusted by customers worldwide, with a proven track record of over half a century of challenging conventions and delivering smart, custom solutions and services. We champion our company's highest standards, operating within a set of core values that allow us to lead industry and shape culture.*



### HEALTH, SAFETY, ENVIRONMENT & QUALITY

We deliver quality and innovative products to our customers sustainably, going home safe and well every day. We're dedicated to ensuring a high level of trust and integrity not just across our solutions and services but also within our business practices.



### PEOPLE

We couldn't lead the industry without valuing collaboration and uplifting the people behind our company. Our people communicate and act with respect and integrity and make the best decisions for our customers, community, business, and each other.



### INNOVATION

At Ampcontrol, we encourage radical thinking and collaboration to bring about disruptive innovations regarding energy. Our people are committed to challenging the status quo, partnering with customers and the world's brightest minds to develop solutions of scale that can transform the industry.



### CUSTOMER

We're a solutions provider, answering our customers' complex challenges with agility, professionalism, and pride. We listen to our customers and are committed to supporting them in the energy transition, empowering them to help make net zero a global reality.



### PERFORMANCE

Our people are confident in their role and positively represent the business in everything they do. We strive for outcomes and results that serve our customers, community, and company. We are proud of our proven track record of delivering innovative solutions for over half a century.





## OUR HISTORY

*We have a proud history of innovation and collaboration, advancing our business to develop comprehensive energy solutions that meet our customers' complex energy needs and progress industry.*

**BUILDING ON THEIR 55 YEARS OF EXPERIENCE WORKING WITH INDUSTRY, AMPCONTROL IS READY TO CHALLENGE THE FUTURE AND HELP CUSTOMERS FUTURE-PROOF THEIR BUSINESS.**

**1968**

### HUMBLE BEGINNINGS

Formed through a business partnership proposed by Neville Sawyer, three colleagues, Peter Cockbain, Keith Grant, and Tony Studdert, brought Hunter Engineering Sales to life.



**1972-1975**

### AN ONSET OF FIRSTS

The first ELA Earth Leakage relay came into existence at Raelec Products, shortly followed by the first underground substation and open cut mobile substation, all in 1972. In 1975, the business upgraded to a larger workshop and office space in Tomago.

**1976-1989**

### FINDING OUR STRIDE

After several acquisitions and the launch of new products on the market, Ampcontrol saw significant business growth.



**1998-2013**

### STRENGTH IN NUMBERS

ATF Mining Electrics, Austech Instruments, Burn Brite, and Captech joined our company's ranks, revealing that true innovation comes through collaboration.



**2003**

### TRANSFORMER MANUFACTURING IS UNDERWAY

This year saw NSW Premier Bob Carr open a multi-million state-of-the-art, purpose-built transformer manufacturing facility at the Tomago office of Ampcontrol.

**2004**

### PARTNERING FOR PROGRESS

A joint venture between Ampcontrol and the University of Newcastle brought forth ResTech, enhancing research and development in power and systems engineering.



**2021**

### JOINED THE SUSTAINABILITY ADVANTAGE PROGRAM

We proudly became a part of the NSW Government Sustainability Advantage program, aligning ourselves with 250 organisations committed to adopting sustainable business practices

**2021**

### UNDERTOOK CARBON EMISSIONS STUDY AND SET OUR EMISSIONS BASELINE

As part of our commitment to net zero, we assessed missions generated by Ampcontrol. We established targets to work towards decarbonising our business operations.

**2022**

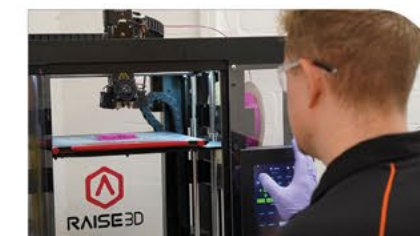
### ELECTRIFYING THE MINING INDUSTRY

Through radical thinking and collaboration, we developed the world's first IECEx certified Intrinsically Safe traction battery, ensuring the safe operation of our electric vehicles in Group I hazardous areas.

**2023**

### EXPLORING HYDROGEN

We developed a 100% hydrogen-integrated relocatable stand-alone power system (HiSAPS) with Boundary Power, our joint venture with West Australian energy utility Horizon Power.







# OUR APPROACH TO SUSTAINABILITY

## LONG-TERM, BALANCED THINKING

We have more than half a century of innovation and a commitment to supporting our people and communities. As the industry needs to change, Ampcontrol always seeks to adapt its practices to meet customer needs.

Ampcontrol has been developing a strong culture of sustainability. We seek to embrace long-term thinking, balancing our economic, social, and environmental objectives to be a thriving organisation well into the future.

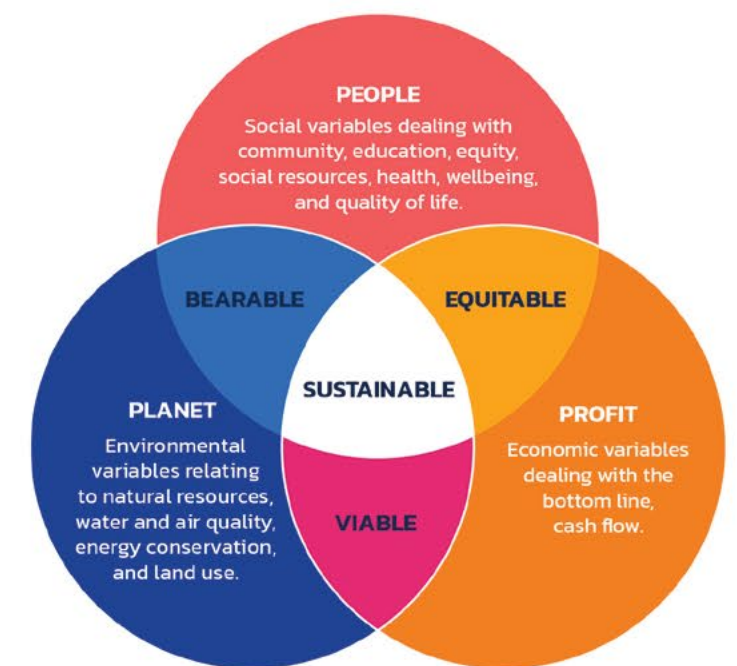
We're committed to finding a balance between the people, planet, and profit that is bearable, equitable, and viable. This is our vision of sustainable business.

## OUR BROAD STAKEHOLDER FOCUS

Stakeholders are our business. We're committed to solid relationships and developing structured feedback loops, ensuring we deliver for our stakeholders and establish goodwill with long-lasting value.

Engaging with stakeholders is essential to shaping our sustainability program as we seek to understand the issues that are important to them. We also recognise that stakeholder values are constantly changing and that our commitments must evolve and adapt to meet these.

A stakeholder focus allows us to identify emerging risks and opportunities for Ampcontrol, with sustainability engagement a crucial part of delivering our strategy.



## OUR THREE-YEAR SUSTAINABILITY PLAN

Moving towards our vision of sustainable business has required us to embrace transformative change. It has taken both developing our means and increasing our ambition, adopting frameworks that allow us to proactively manage risk and identify opportunities for positive impact.

We create lasting change by having the means and the ambition underpinned by strong governance and risk management frameworks.

Our 2024–2026 plan is centered on these goals, with the mission of impacting sustainable change in our business and industry.





## 1. DEVELOPING OUR MEANS

Consider this our electric engine that drives change. It is our capacity and capability to bring our mission and goals into effect and push our agenda forward.

We've aligned ourselves with leading programs in the sustainability space and developed comprehensive governance and risk management policies to deliver lasting impact.

### SUSTAINABILITY ADVANTAGE PROGRAM

In 2021, Ampcontrol became a member of Sustainability Advantage, a program for medium and large organisations to accelerate the adoption of sustainable practices and nurture leadership in sustainability. This program is administered by the NSW Department of Planning and Environment and includes a network of over 250 organisations.

Sustainability Advantage not only connects like-minded businesses but also provides a structured work program for integrating sustainable practices into six essential organisational functions.

Ampcontrol is working on a three-year action plan to address 36 improvement actions across these six organisational areas. This is to align to a level 4, "Strategic and Continuous Improvement" approach to sustainability.

Refer to the current sustainability advantage annual action plan in Table 2 of the appendices.



LEADERSHIP & MANAGEMENT



PEOPLE & CULTURE



EXTERNAL STAKEHOLDERS



RISK MANAGEMENT



SUPPLY CHAIN MANAGEMENT



OPERATIONAL PERFORMANCE

LEVEL 1	LEVEL 2	LEVEL 3	3 YEAR TARGET LEVEL 4	LEVEL 5	LEVEL 6
Random / Limited	Ad hoc / Reactive	Proactive / Systematic	Strategic / Continuous Improvement	Integrated / Australian Leadership	Regenerative / International Leadership

## 2. INCREASING OUR AMBITION

If our means are our engine, then our ambition is the charge behind it. It drives us to create a positive impact across our business and our community.

Using the United Nations Sustainable Development Goals as our framework, we've established a series of goals and strategies based on what is important to our organisation and the problems we are best placed to solve.



### THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Ampcontrol has adopted the United Nations Sustainable Development Goals (SDGs) as part of our broader sustainability program focus. These SDGs are 17 goals developed to guide governments, businesses, and individuals to deliver ambitious global outcomes by 2030.

By adopting the SDGs, we can ensure our actions are aligned with global efforts to address pressing economic, social, environmental, and governance challenges. The SDGs also allow us to communicate our sustainability initiatives to stakeholders using a clear and common language.

### HUNTER UNITES TO CREATE AUSTRALIA'S FIRST REGIONAL REPORT ON TRANSITION TOWARD THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS.

#### Hunter SDG Taskforce

We're proud to join with 18 motivated businesses, not-for-profits, and government bodies to support the Hunter SDG Taskforce—an initiative established in 2020 to identify sustainable development opportunities in the Hunter region of New South Wales.

This Australian-first study, led by the University of Newcastle, will provide an example of regional localisation of the SDGs, demonstrating the impact communities can have in our nation and globally.

For each of the 17 SDGs, the research team identified the relevant development indicators that are both material and meaningful to the Hunter region. They then set about collecting data from over 120 sources to reveal the relative performance of the Hunter against those indicators when compared with state and national averages.

This regional SDG health check will allow organisations like Ampcontrol to understand better the opportunities to create real and lasting impact towards the region's sustainable development. A report on the Hunter's progress will be tabled with the United Nations, and this research methodology will be shared with other areas around Australia and the world.



Identifying our best opportunities for positive impact

Using the 17 SDGs and their underlying targets and indicators, we assessed our impact materiality to understand where we should focus. We asked the following questions:

- Can Ampcontrol have a significant positive impact on this goal?
- Do the issues underlying this goal strongly influence stakeholder assessments of Ampcontrol?

LEADERSHIP COMMITMENTS

- ✓ Publicly disclose our organisation’s commitment to the SDGs.
- ✓ Systemise a process to effectively respond to stakeholder inquiries or comments about our sustainability performance.
- ✓ Identify and implement ambitious targets on SDG materiality such as net zero emissions, zero waste to landfill, natural capital or climate resilience.
- ✓ Implement new innovative forms of engagement with external stakeholders that may include mentoring, enterprise capacity building or new product development.
- ✓ Provide comprehensive information publicly on the sustainability of our organisation, products or services.

Our priority SDGs

The impact materiality assessment allowed us to identify six priority goals with the highest impact and influence on Ampcontrol and its stakeholders. While we will continue to contribute to all development goals where possible, we have six goals we focus on and have developed action plans around. These are:



Refer to Table 1 in the appendices for our current annual SDG action plan.

A stakeholder assessment also highlighted that contributing to these priority goals distributes a positive impact across our key stakeholder areas.

3. OVERSIGHT AND ACCOUNTABILITY

To deliver on our sustainability goals and support the energy transition, we’ve established thorough governance and risk management frameworks at Ampcontrol. These frameworks ensure the responsible management of risks and targets as we move towards a more environmentally and socially conscious future.

GOVERNANCE

Our Directors and Management are committed to and responsible for the overall Corporate Governance of Ampcontrol. The Ampcontrol Board is ultimately responsible for oversight of sustainability-related risks and opportunities for the group.

Regarding climate-related risks and opportunities, the Board is responsible for identifying risks, targeting overseeing and aligning opportunities with the company’s strategy. Performance against targets is reported to the Board quarterly, and

material risks are reported at least annually and as required under the risk management framework.

The Board Audit and Risk Committee assists the Board in discharging its responsibility for oversight and reviewing the effectiveness of our overall risk management and compliance frameworks.

Additionally, some sustainability strategy and risk management responsibilities are delegated to members of the Senior Leadership Team (SLT) and relevant operational committees.

The SLT is committed to sustainability planning and execution for Ampcontrol. Accountability for sustainability leadership and performance is embedded into each of the role descriptions of the SLT.

The sustainability action plan is delivered throughout the organisation, with working groups formed by the relevant roles and functions. This is supported by the Sustainability Manager, who reports to the General Manager – HSEQ, a member of the SLT. Progress against the action plan is reported to the SLT monthly.

Sustainability governance structure



In line with the sustainability action plan, the Sustainability team continues to work with relevant business functions to formally embed sustainability risk management and opportunity assessment into the policies and procedures of that function.

This has included updates to Ampcontrol procurement, human resources, commercial, and health, safety, environment and quality (HSEQ) policies, and associated processes.



RISK MANAGEMENT

Our Risk Management Framework provides the tools and methodology to identify potential events that could adversely impact Ampcontrol. The risk framework seeks to manage risk within our defined risk appetite.

The Ampcontrol Risk Management Framework is based on the International Standard, adopted by Standards Australia AS/NZS ISO 31000 (Risk Management – Principles & Guidelines), and utilises the key risk management principles outlined in this framework.

Management of sustainability-related risk is integrated within the organisational risk management framework for Ampcontrol.

The purpose of the Risk Management Framework is to:

- Create and protect our commercial value by integrating risk management into our corporate and strategic planning cycles.
- Ensure that risk management is part of all processes by communicating the benefits of risk management and establishing the right approach and attitude to risk.
- Set the scope and application of risk management within Ampcontrol as part of decision-making.
- Address uncertainty by considering the nature of uncertainty in the application and management of risks.
- Provide a systematic, structured, and timely risk management strategy that sets out a consistent approach for managing risks and details the process for escalating and reporting risks.
- Convey our commitment to the periodic review and verification of the Framework and its continual improvement, ensuring that it aligns with the Ampcontrol risk profile and remains dynamic, iterative, and responsive to change.
- Describe the resources available to assist those with accountability or responsibility for managing risks.
- Ensure Ampcontrol meets its risk reporting obligations.

The Ampcontrol Audit & Risk Committee will:

- Review the Ampcontrol Enterprise Business Risk Register at least annually.
- Consider the risks associated with achieving the Ampcontrol business plans and review the treatment plans as required as part of the business planning process each year.
- Consider Strategic Risk Reports from risk owners on risks identified in the Strategic Risk Register to maintain appropriate risk oversight.
- Scan for emerging risks and assess the effectiveness of risk treatment plans as part of the business unit's quarterly performance review against the plan.

Identified risks are managed in a consolidated register within the group IMS. Risk owners are allocated as SLT members, the appropriate active manager, or the HSEQ representative.

LEADERSHIP COMMITMENTS

- ✓ Develop a system to monitor, track and report sustainability performance against our targets.
- ✓ Commence publicly reporting sustainability performance.
- ✓ Develop a sustainability action plan (or similar) with clear performance metrics and enable business systems to support related data collection and reporting.
- ✓ Document and implement measures to mitigate or manage our priority sustainability risks.
- ✓ Expand our sustainability risk assessment to include risks and opportunities arising from climate change resilience, ethical procurement, protection of the natural environment and our stakeholders' perception of our "social licence to operate".
- ✓ Identify and confirm key employee roles and responsibilities for sustainability risk management.
- ✓ Document and implement adaptation or control actions over the short, medium and longer term for emerging sustainability risks related to climate change, ethical procurement and our social licence to operate.
- ✓ Implement processes to ensure all major projects, operations or procurement categories include a sustainability risk assessment.
- ✓ Make senior management accountable for sustainability in their respective areas through position descriptions and performance agreements (or similar).





# CHAMPIONING OUR PEOPLE AND COMMUNITY

*We couldn't lead the industry without valuing collaboration between our people and community. By providing mental health and wellbeing initiatives and professional development opportunities, we're fostering a supportive environment for our people that will see them thrive in their work lives. We're also committed to diversity, equity, and inclusion and are making conscious efforts to impact change in our workplace and culture.*

*At Ampcontrol, we believe in leaving no one behind and strongly advocate for a just transition in the energy revolution.*

## 1. SUPPORTING THE HEALTH AND WELLBEING OF OUR PEOPLE

We value the people of Ampcontrol and are dedicated to ensuring they go home safe and well every day. Our commitment to SDG 3 ("Ensure healthy lives and promote well-being for all ages") keeps us accountable for our people's mental health and wellbeing. At Ampcontrol, we are striving to promote a healthy work environment.

We have a history of providing initiatives supporting physical and mental health, dedicating resources to ensure our people's wellbeing and safety. More recently, we have been developing our awareness and support of all drivers of wellbeing, including mental and financial wellbeing, as well as social connection, with a series of strategies and programs that support the holistic health of our people.



**Target 3.4** By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.

**Target 3.5** Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol.

**Target 3.d** Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks.



## 1.A. REDUCE IMPACT OF CHANGE ON MENTAL HEALTH AND WELLBEING

We know that change can bring uncertainty and instability. At Ampcontrol, we want to empower our people with the right tools and resources to help them manage these disruptions, particularly in the workplace.

### *Change Management Program*

We are reviewing and improving our Change Management process to help us mitigate risks associated with change and ensure smooth transitions regarding amendments in business operations and processes.

Our updated Change Management Standard will guide how we prepare, equip, and support individuals and/or teams to navigate the process successfully to drive organisational success and outcomes.

In addition to developing the standard, we've acknowledged the need to improve how we engage with our people to promote positive change impact. Our strategy is to create and deliver training to the identified workforce to address this.

## 1.B. INCREASED AWARENESS AND SUPPORT

We want our people to thrive. Through increased awareness and support, our goal is to ensure that our people are as well as they can be, promoting good mental health and wellbeing that positively impacts workplace performance and engagement.

### *Improved access to information/resources*

At Ampcontrol, we're driven to ensure everyone has access to information, training, and resources supporting self-improvement, mental health, and wellbeing growth. We know that ease of access can significantly impact a person's ability to seek help, and we want to open the necessary channels for our people to be able to do so.

Through Amplify (our internal intranet), we have created resources around the drivers of wellbeing, covering physical and mental, financial, social, and more. These modules allow our people to better understand factors impacting their holistic wellbeing and offer avenues for further support, such as our Employee Assistance Program (EAP). The EAP is free and confidential professional counselling support for our people and their family members to access year-round for personal or work-related challenges.

Our resources also extend to our leaders, providing them with materials to help struggling team members. We are developing a leader's toolkit, offering materials that empower them to support their teams and work towards a physically and mentally healthy workplace.





## LIVE WORK BETTER

*Improving workplace health outcomes through a dedicated, psychology-based program.*

*Launched in November 2020, the Live Work Better program has played a pivotal role in reshaping workplace health and culture at Ampcontrol. Through psychology-based modules, the program addresses risk through attitudes and behaviours to build a better and safer work environment for our people.*

Health and wellbeing are core values at Ampcontrol, and we strive to have our people go home safe and well every day. We worked with qualified psychologists to implement the Live Work Better program—a dedicated psychology-based program designed to explore and understand what drives our attitudes and behaviours and how they impact the personal choices we make at work and home.

The Live Work Better program was initiated following a 2017 review of workplace culture, where 500 employees were engaged through focus groups, one-on-one interviews and an all-employee survey to share their thoughts and feedback on the work environment at Ampcontrol. The learnings from this provided the framework for a new set of company values and a greater commitment to HSEQ.

The Live Work Better program was initially completed by more than 95 percent of our workforce; the intention is for all new employees to complete the program within six months of starting their employment. Through online modules and face-to-face sessions spanning around four to eight hours, our people could explore topics such as attitudes, behaviours, and consequences, maximising cognitive function, assessing ownership and control, and managing stress and lifestyle factors.

*“The program challenges everyone at Ampcontrol, including me, regarding how we think, act, lead, and foster a culture of shared responsibility. Live Work Better is all about living and working better together, and it’s working.”*

**SIMON COLEMAN, AMPCONTROL GENERAL MANAGER – HSEQ**

Live Work Better is shifting our company towards a culture of shared responsibility, ownership, and positive health, safety, environment, and quality (HSEQ) outcomes. The program has encouraged transparency throughout the business, with regular reporting of hazards and injuries such as high voltage isolation failures, cable installation obstructions, electric shocks, and resolutions and recommendations for future prevention.

By continuing this program, we hope to see greater transformation in our workplace.

## 1.C. ENHANCED MANAGEMENT OF PSYCHOSOCIAL RISKS

Traditionally, businesses have emphasised physical safety regarding risk management, and Ampcontrol is no different. However, more recently, we have been working on improving our awareness of psychological hazards and their impact on our workforce. At Ampcontrol, we’re seeking to promote the education on psychosocial hazards and risks so that we can take action to minimise the likelihood of psychological harm to our people.

### *Psychosocial hazard and risk education*

At Ampcontrol, we have reviewed our enterprise psychosocial risks, and a strategy to reduce the impact of these risks is underway.

For our operational business to continue to manage risks holistically, our focus for the next 12-24 months will be on educating our people on psychosocial hazards and the management of these so identification and prompt action can occur.

Our Safety Management System, will facilitate the reporting of psychosocial hazards, allowing us to track data, look for trends, and engage early to manage psychosocial risks effectively at Ampcontrol.

**OUR PEOPLE ARE OUR BUSINESS,  
AND WE’RE PASSIONATE ABOUT  
KEEPING THEM MENTALLY  
AND PSYCHOLOGICALLY  
SAFE AT WORK.**







## EVERYONE HAS A STORY

*Motivating and inspiring others in their mental health journey through shared stories.*

*Established in 2020, the Everyone Has a Story initiative was developed by collaborating with Newcastle-based advertising agency Out Of The Square (OOTS), industrial engineering company Molycop, and the Port of Newcastle. This initiative is aimed at normalising mental health and removing stigmas so that people can access help and support.*

Ampcontrol joined the Everyone Has a Story initiative in 2022 intending to build awareness of mental health among our people. We wanted to share stories internally throughout the business to inspire employees and encourage them to seek help if they are struggling with their mental wellbeing.

By joining the Everyone Has a Story initiative, we are breaking stigmas within Ampcontrol and across Greater Newcastle by sharing stories from our people. Our Health & Wellbeing Manager, Acushla Munday, spearheaded the delivery of this initiative throughout the business, gathering stories of brave and passionate employees who were committed to being vulnerable with their mental health journeys.

Off the back of these stories, we've witnessed more engagement and conversations about mental wellbeing in the workplace. Relationships and connections are being formed throughout Ampcontrol, with some leadership members becoming involved to bridge gaps and encourage communication regardless of employees position.

***"There's an acknowledgment that people have stuff going on, whether physical or mental or social, and that it's better to talk about it and seek help early. Having a workplace that values employees' health and wellbeing will drive improved outcomes."***

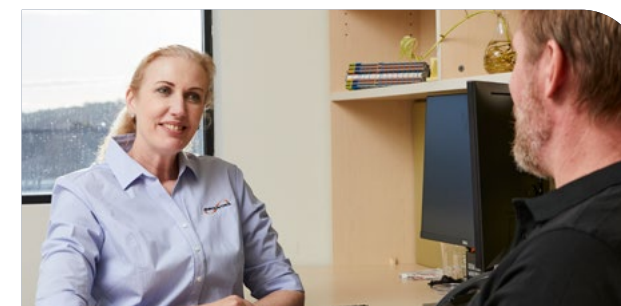
ACUSHLA MUNDAY, AMPCONTROL HEALTH & WELLBEING MANAGER

Ampcontrol has been proud to be a part of this initiative for the past few years, allowing us to release stigmas associated with mental health throughout the business. We're looking forward to seeing how this initiative will continue to change our workplace culture.

TO LEARN SOME OF OUR PEOPLE'S STORIES, VISIT  
[EVERYONEHASASTORY.COM.AU/THESTORIES](https://everyonehasastory.com.au/thestories)

## 2. OPENING DOORS TO OUR COMMUNITY THROUGH EMPLOYMENT AND DEVELOPMENT

We understand that smart minds come from a range of different cultural backgrounds, boosting our team's creativity, innovation, and problem solving skills. We have developed comprehensive strategies and initiatives that promote diversity, equity, and inclusion at Ampcontrol. We want to see our people thrive in our business and play an influential role in transforming our communities. This is why we're taking SDG 8 ("Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all") one step further, generating opportunities for employee growth and community development.



**Target 8.2** Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.

**Target 8.3** Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalisation and growth of micro-, small- and medium-sized enterprises, including through access to financial services.

**Target 8.5** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

**Target 8.7** Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

### 8 DECENT WORK AND ECONOMIC GROWTH



#### 2.A. EMPLOYEE DEVELOPMENT FRAMEWORK

At Ampcontrol, we're committed to supporting the development of our people, ensuring they can thrive in their careers within our company. From apprentices and university graduates to our leadership roles, we are implementing programs, initiatives, and training to equip our people with the tools they need for professional success.

##### Competency management

Our people's competencies have traditionally been recorded across multiple systems, spreadsheets, and programs. When reporting these competencies to auditors or for internal and external purposes, this presented a challenge, resulting in a need for one central system.

The competency management system will document verifications of competencies across all roles. At present, this system focuses on critical areas of the business, including field service and those involved in flameproof and ex-protection techniques, before being deployed to incorporate the entire organisation.

##### Leadership toolkit development and deployment

Our leaders are committed to uplifting the people behind our company, and we want to empower them with the right resources.

After engaging 35 new leaders in the business to provide feedback on the transition into their role, we discovered that much of the information they receive is handed down from previous managers. This process made it challenging for training to be kept uniform and for further information to be conveniently accessed.

We are developing a leadership toolkit to serve as a knowledge base for our leaders, covering essential topics such as recruitment, managing leave, and employee performance. This will support the sustainability of the business as it won't be in a state of flux when new leaders are appointed, allowing teams to be kept on track with minimal disruption.



## 2.B. SKILLS FOR A NEW ENERGY ECONOMY

The energy transition is opening up a wide range of employment opportunities, and we want to play a part in helping our community develop the competencies they need to work in this field. We have established dedicated training centres and training modules that will see our people excel in the new energy economy.

### *Technical training services model and training centre delivery*

We have dedicated training centres at our Mackay (QLD) and Tomago (NSW) sites, opening pathways for apprentices all the way through to qualified field service technicians to gain practical experience or upskill in a controlled environment.

The centres simulate the operating model of many of our products and solutions, including our iMAC conveyor monitoring and control system and our Gasguard real-time gas monitoring system. This allows our people to interact with the equipment to see how it works, test, find faults, and understand the products comprehensively.

Our training centres also present an opportunity for us to grow in the renewable energy space, allowing our people to engage with solutions that can help our customers on their decarbonisation journey.

We anticipate these centres will have a widespread impact not just on our business but on our local communities, inspiring students to pursue future trades or for those currently in employment to explore a new career path.



## 2.C. COMMUNITY ENGAGEMENT ON STEM CAPABILITY

We're invested in the development of our community and want to see future generations enhance the field of STEM. To achieve this, we engage with schools, universities, and industry programs, supporting students in developing the skills and competencies they need to excel in their careers.

### *Schools, universities, and industry programs*

Ampcontrol is proud to sponsor academic scholarships and STEM programs established by local universities.

Our contribution to the Port Stephens Mayoral Academic Scholarship has seen 20 students in 2023 access a scholarship pool of \$40,000 to support their academic journey in the STEM field. On the early identification of talented people, we look to assist recipients with outreach activities in school and university and provide opportunities for work-integrated learning.

Working closely with the University of Newcastle, we offer Industrial Experience Placements for engineering students, allowing them to work on complex problems and gain valuable insights into their chosen career graduate program.

Through our sponsorship of the Hunter-based schools' outreach program, HunterWiSE, we can support efforts to increase the number of women pursuing STEM careers.

We actively promote and support careers in STEM across our entire geographical footprint, including touring students, teachers, caregivers, industry partners and educational institutions through our facilities, attending workshops and careers expos, and participating in speaking engagements and industry forums. These initiatives place us in the best position to support the future of our communities and foster the next generation of innovators and creators.



## APPRENTICESHIP & GRADUATE JOURNEY

*Opening avenues for students to pursue careers in leading the global energy revolution.*

***We believe in supporting the next generation, providing them with the tools and training to help us lead industry at Ampcontrol. This is why we have developed a series of pathways for them to explore future careers within the energy sector, including our Apprentice & Graduate Programs.***

Our Apprentice Program encourages students to pursue careers in the Science, Technology, Engineering, and Mathematics (STEM) fields. It provides them with firsthand experience in solving complex problems today for a better tomorrow. Throughout their studies, students experience multiple aspects of the business. They can be part of projects that showcase innovation early in their careers.

The Apprentice Program covers trades such as electrotechnology, fabrication (heavy and light), electronics, electrical fitting, mechanical fitting, and mechanical engineering and is held over a nominal four year period. It combines part-time study with structured work experience, allowing students to gain knowledge and practical skills in their area of interest.

We also offer multiple avenues for university undergraduates and recent graduates to gain valuable experience in energy, infrastructure and resource sectors.

This includes work integrated learning, industrial placements and graduate pathways.

**TO LEARN MORE ABOUT OUR APPRENTICE & GRADUATE PROGRAMS, VISIT [AMPCONTROLGROUP.COM/WORK-WITH-US/CAREER-PATHWAYS](https://ampcontrolgroup.com/work-with-us/career-pathways)**





## SUPPORTING SCHOOL STUDENTS INTO EMPLOYMENT

*Opening avenues for students to pursue careers  
in leading the global energy revolution.*

*We develop and support the next generation, who will lead our business and provide them with training and development to be at the forefront of the industry in years to come. This is why we have developed a series of pathways for them to explore future careers within the energy sector.*

The emerging energy transition is opening up many new employment opportunities in the industry, and we want to play a part in shaping future innovators and thought leaders in this space. The global energy transition is opening up significant new employment opportunities in the industry, and we want to play a part in shaping future innovators, world changers and thought leaders.

These opportunities include:

### WORK PLACEMENT

Work placement allows students to apply their theory learning in real work environments. These placements are one week supervised activities, enabling high school and VET students to see what their career could look like in their chosen field.

### TRAINEESHIPS

There are traineeship programs available at Ampcontrol combine part-time study at a Registered Training Organisation (RTO) with a structured work experience program. These traineeships run for two to three years, allowing students to generate income while they are qualifying.

Our career pathways allow students to challenge the future with Ampcontrol, developing skills and competencies that can help solve the world's most complex problems in energy.

TO LEARN MORE ABOUT OUR OPPORTUNITIES FOR SCHOOL LEAVERS, HEAD TO  
[AMPCONTROLGROUP.COM/WORK-WITH-US/CAREER-PATHWAYS/SCHOOL-LEAVERS](https://ampcontrolgroup.com/work-with-us/career-pathways/school-leavers)

**"IN TODAY'S RAPIDLY CHANGING WORLD,  
IT'S MORE IMPORTANT THAN EVER TO HAVE  
A WORKFORCE THAT IS AT THE FOREFRONT  
OF THE LATEST SKILLS AND KNOWLEDGE.  
WE ARE FOCUSING ON DEVELOPING OUR  
PEOPLE THROUGH SUSTAINING SKILLS AND  
LINKING LEARNING TO BUSINESS PERFORMANCE."**

LEIGH STEFANSZYN, AMPCONTROL EXECUTIVE GENERAL MANAGER – PEOPLE & ENGAGEMENT





## HUNTERWiSE

*Empowering the next generation of innovators and supporting women in STEM through sponsoring the Hunter-based schools outreach program, HunterWiSE.*

*We believe in creating a diverse workforce and want to support initiatives championing this value. We're proud to sponsor HunterWiSE and help their mission of increasing young girls' and women's participation in science, technology, engineering, and mathematics (STEM).*

To transform the world, we're aligning our business with initiatives to bring impactful change to our communities. This is why, on International Women's Day 2023, we announced our sponsorship of HunterWiSE. This initiative positively affects perceptions of STEM careers among school-aged girls and increases their uptake.

According to the Australian Government Department of Industry, Science and Resources *The state of STEM gender equity in 2022*, released 23 September 2022, women only make up 27% of the workforce across all STEM industries. In FY23, 20.12% of the global workforce at Ampcontrol is female.

*"Ampcontrol is serious about creating diverse teams with women, an important and integral part of the vibrant engineering and technology world. We recognise the need to engage students early in their learning before they reach their final years in school."*

MIKHAILA HALFORD, AMPCONTROL WORKFORCE SOLUTIONS MANAGER

HunterWiSE was established in 2017 by seven academic women from the University of Newcastle and features two interlinked actions: a 10-week targeted school outreach program and a series of networking events across the Hunter for STEM professionals. This approach is designed to steer women toward STEM and encourage their retention in the STEM pipeline.

As part of the program, students work in small groups to identify an issue in their local community and then develop a STEM-based solution to the problem. As an industry sponsor, Ampcontrol invites students to tour facilities and see STEM careers in action, with the opportunity to engage directly with students in their classrooms to share STEM expertise and insights.

"Our involvement in the HunterWiSE Program will allow Ampcontrol to partner with students from a local school, where we can provide mentoring and support to inspire young women to pursue a career in engineering," says Mikhaila.

By sponsoring HunterWiSE, we will continue to challenge the future and support opportunities for women to explore careers in STEM.

TO DISCOVER MORE ABOUT HUNTERWISE, VISIT [NEWCASTLE.EDU.AU/RESEARCH/CENTRE/HUNTERWISE](https://newcastle.edu.au/research/centre/hunterwise)

## 2.D. DIVERSE, EQUITABLE AND INCLUSIVE COMMUNITIES

To support a just future, we're developing strategies and plans that would see more inclusion and diversity in our workplace. We want to ensure equal access and support with employment is available to a wide range of candidates, including females, First Nations people, and neurodiverse individuals.

### *Diversity and inclusion strategy*

We recognise a need to develop a comprehensive diversity and inclusion strategy, promoting equal opportunities in our business. We are in the initial draft phase of this initiative, with present and future goals outlined and ready for approval.

We have actively implemented strategies in recruitment to bring more people into our business. Having dedicated plans will enable our people to educate others on what diversity and inclusion look like at Ampcontrol, furthering our growth of a just workplace. These initiatives will impact how we recruit and increase participation of females, First Nations people, and neurodiverse individuals.

### *Reconciliation Action Plan*

Collaboration is at the forefront of our business at Ampcontrol. We believe that by engaging with our community, we can progress the energy sector and influence culture. We have commenced creating a considered Reconciliation Action Plan (RAP) that will open conversations between Ampcontrol and our Indigenous communities.

We are in the initial "Reflect Phase" of the RAP Framework, which will see us build a strong foundation and prepare our business for meaningful reconciliation. We will actively develop relationships with Aboriginal and Torres Strait Islander stakeholders in the regions in which we operate to learn how we, as a business, can create impactful and sustainable change.

Through a dedicated Reconciliation Action Plan, we will be extending our support to Indigenous communities and playing our part in the progress of culture.

**PROMOTING  
EQUAL OPPORTUNITIES  
IN OUR BUSINESS.**





## GILGHI

*Off-grid containerised unit uses advanced filtering technology and is a breakthrough water solution for remote communities.*

*Developed in collaboration with Aurecon, our advanced Gilghi remote water unit is an off-grid containerised treatment plant, utilising leading filtering technology and solar power to provide clean water to communities in hard-to-reach locations.*

At Ampcontrol, we're committed to solving our communities' most complex problems in energy through our advanced manufacturing and innovation capabilities. We partnered with engineering company, Aurecon, to address a significant resourcing challenge for many remote, Indigenous communities access to clean groundwater.

Through collaboration, we developed a cost-effective, reliable and sustainable remote water unit, Gilghi (meaning "place of water"), that leverages advanced filtering technologies to provide a potable supply to off-grid communities. The container size, solar array, batteries and power systems can support the output of up to 28kL of water per day, ensuring enough energy is generated for filtering, sterilisation and reverse osmosis processes in a standard unit. This decentralised water infrastructure solution supplies potable water for up to 100 people but can be scaled to suit larger customer needs.

Gilghi provides a compliant and sustainable water supply for remote and Indigenous communities in Australia, as well as developing nations where access to the grid or water sanitation is limited or non-existent.

The Gilghi unit demonstrates a new way of delivering small scale, deployable water treatment with integrated power that can lower the cost of transporting quality water to remote communities. It facilitates meaningful progress towards providing clean drinking water for all people, regardless of proximity to city and regional areas.

**TO FIND OUT MORE ABOUT OUR GILGHI UNIT, VISIT  
[AMPCONTROLGROUP.COM/SOLUTIONS/REMOTE-AREA-WATER](https://ampcontrolgroup.com/solutions/remote-area-water)**

### LEADERSHIP COMMITMENTS

- ✓ Include sustainability in regular staff communications and events such as toolbox talks, town hall meetings, company events.
- ✓ Develop and deliver sustainability in the workplace training for employees and make generic information available to all employees.
- ✓ Engage the leadership team to ensure they recognise and support key sustainability positions and the capacity for the sustainability program to successfully support our organisation.
- ✓ Ensure our professional development and skills training programs meet the needs of our sustainability program and an drive innovation.
- ✓ Instigate a scheme to recognise and reward employees who champion, actively support, and identify sustainability initiatives.
- ✓ Build sustainability deliverables into position descriptions and performance criteria for all employees accountable to deliver aspects of the program (e.g. corporate affairs, marketing, customer and community engagement).
- ✓ Align our community investment to our organisation's strategic goals and commitments.







# LEADING IN MANUFACTURING AND INNOVATION

*At Ampcontrol, we're committed to innovation, evolving and enhancing our solutions and manufacturing processes to bring sustainable change and influence global energy consumption and usage. Ampcontrol was named one of Australia's Most Innovative Companies for 2023 by the Australian Financial Review (AFR) for our advanced Australian manufacturing of energy solutions. Ampcontrol was also named one of the top 10 Most Innovative Manufacturing organisations by @AuManufacturing for our approach to innovation and the development of world first solutions to help decarbonise the mining industry.*

## 3. ADOPTING RESPONSIBLE MANUFACTURING PRACTICES

As we seek to lead the global energy revolution, we're focused on delivering solutions that not only support decarbonisation efforts but are manufactured through responsible means. We're aligning our manufacturing practices with SDG 12 ("Ensure sustainable consumption and production patterns"), developing strategies supporting responsible procurement, production, and waste reduction.



**Target 12.5** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

**Target 12.6** Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

**Target 12.7** Promote public procurement practices that are sustainable, in accordance with national policies and priorities.

## 3.A. BUILDING RESPONSIBLE SUPPLY CHAINS

We are looking towards local and diverse procurement, developing responsible patterns that ensure we are sourcing our materials, equipment and services from businesses that align with our sustainability strategies and support ethical practices.

### **Roll out of Responsible Supply Chain Policy (RSCP) and Supplier Code of Conduct (CoC)**

Ampcontrol values not only its people but also our global communities. We respect human rights and are dedicated to developing responsible supply chains within our business.

Our goal is to source materials and services that allow us to create socially, ethically, and environmentally responsible solutions, driving sustainable practices that can influence industry. With this in mind, we have produced a comprehensive Responsible Supply Chain Policy (RSCP) and Supplier Code of Conduct (CoC) – policies requiring all our suppliers and partners to adopt the minimum sustainability standards.

We're passionate about engaging suppliers and partners who share our commitment to responsible business practices and will work with us to achieve our shared sustainability goals.

### **Modern slavery risk framework**

We strive to implement effective systems and controls to ensure modern slavery is not occurring anywhere within our business or supply chains. This is approached in stages, with the first step being an audit of current suppliers and potential supplier evaluations. In the future, we will identify countries with a higher risk profile and address the supply issues relating to these.

A range of actions have already been undertaken under our modern slavery risk framework, including:

- **Employment practices:** To ensure the human rights of our people, we have implemented internal policies and practices that prevent discrimination, harassment, and bullying, and have established a Grievance Resolution Procedure to support timely solutions.
- **Assessing current suppliers:** We have updated tools such as the Procurement Supplier Purchasing and Inventory Management Business Standard to ensure modern slavery is a consideration in the procurement process. Assessment of modern slavery risk is included in the Supply Risk Calculation Matrix.
- **Assessing new suppliers:** We vet new suppliers through a comprehensive Supplier Assessment Questionnaire. It includes questions relating to modern slavery and conflict minerals. It is used to assess new companies entering the Ampcontrol supply chain.
- **Terms of Trade and Conditions of Purchase:** Modern Slavery provisions have been added to the Ampcontrol Terms of Trade and the Conditions of Purchase. These require companies to warrant that they are compliant with the legislation, that there are no outstanding investigations, and that they have not been convicted under applicable Modern Slavery legislation. In addition, where Tin, Tungsten, Tantalum, or Gold (3T&G) are used, suppliers must maintain the source of origin or smelter records, which can be provided to Ampcontrol when requested.
- **Sustainable procurement:** We engaged an external consultancy firm to review and report on our supply chain sustainability risks and opportunities. A Gap Analysis and Recommendation Report was produced, which assessed our current policies and processed and planned activities against the appropriate standards and guidance. We reviewed the report's recommendations and determined key areas to address.
- **Other actions:** Our Whistleblower policy allows people to anonymously report any instances of modern slavery in their supply chain to our independent whistleblowing service. We have also developed a Modern Slavery Policy, which helps to ensure compliance and transparency in our approach to eradicating any modern slavery that is identified throughout our supply chains.





3.B. LANDFILL WASTE REDUCTION

We're conscious of landfill's impact on our environment and are actively pursuing ways to minimise the amount of waste we generate at Ampcontrol. Ultimately, our goal is to achieve zero waste to landfill.

Towards zero waste

As a business, we manufacture products and operate in large supply chains. Because of this, we need to make every effort to reduce or reuse our waste. We have some bold targets to help us achieve this, including our target of 60% landfill waste diversion in FY24.

This target pushes us towards zero waste and aligns with Environmental Protection Authority (EPA) targets.

3.C. RESPONSIBLE PRODUCTION

As part of our sustainability initiatives, we're ensuring that we engage in responsible production processes, from addressing packaging targets to developing a circular business model that eliminates landfill waste.

Adoption of national packaging targets

We signed up to Australia's 2025 National Packaging Targets as part of our commitment to introducing more environmentally conscious business practices. This program, managed by the Australian Packaging Covenant Organisation (APCO) is leading the development of a circular economy for packaging within Australia.

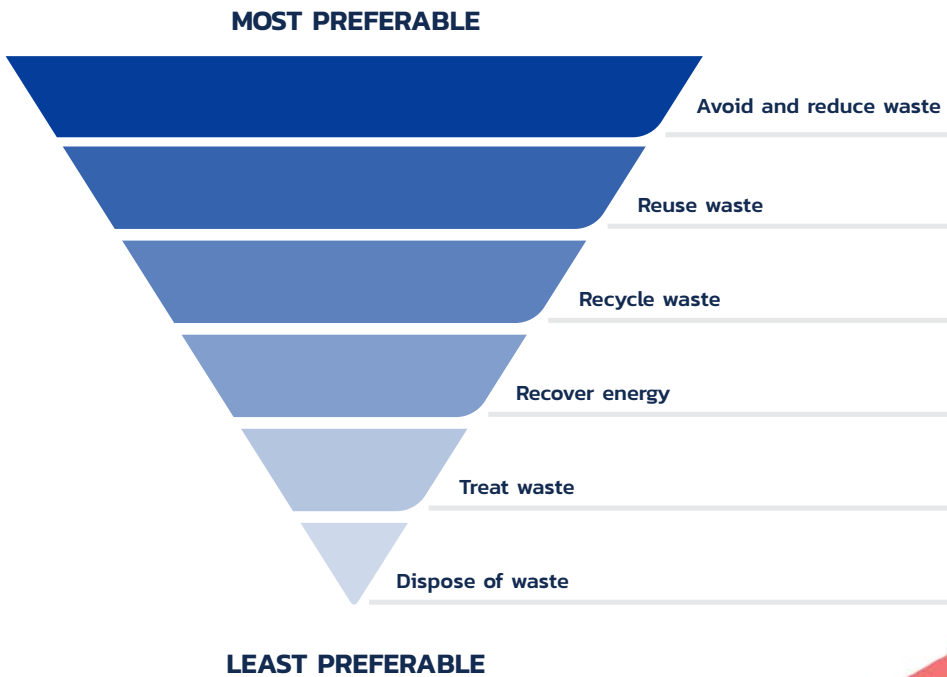
At our Cameron Park, NSW site, we create our own hex wrap packaging fill from recovered cardboard packaging. Hex wrap is a sustainable alternative to bubble wrap or foam, allowing us to reduce the amount of unnecessary single-use plastic packaging we use.

Circular production design

We're shifting our company towards a circular business model, working towards procuring and designing products with reuse in mind.

Operating within a circular economy means that we will look at options and avenues to reutilise our materials and resources at each stage of our manufacturing process, ensuring nothing is wasted.

This model will not only provide economic benefits for our business but also reduce the amount of waste going to landfills, which is a significant contributor to our carbon emissions.



**GOVERNMENT SUPPORT  
FOR MANUFACTURING**  
*Combining industry and government  
to keep manufacturing in Australia.*

*We are passionate about Australian manufacturing and work with Government and industry to deliver our world-class, sustainable products and services to our customers.*

Our vision of leading the global energy revolution and helping to advance industry towards net zero has garnered government support with a series of grants that have enabled us to introduce leading sustainable solutions and services to the market.

Through the Regional Job Creation Fund supplied by the New South Wales Government, Ampcontrol was able to support the development of DRIFTEX, the world's first IECEx Group 1 certified electric vehicle, using an Intrinsically Safe traction battery. This government funding has enabled us to increase our workforce. It has accelerated the production of e-mobility products in the Hunter Region NSW. By the end of 2025, Ampcontrol will have been able to employ 20 full-time staff to assist in developing and manufacturing e-mobility solutions.

Support from the Victorian Government also furthered the advancement of our stand-alone power systems. Through the Renewable Hydrogen Commercialisation Pathways Fund, Boundary Power, a joint venture between Ampcontrol and West Australian energy utility Horizon Power, successfully received a \$176,150 grant to develop a demonstration unit for a first-of-its-kind hydrogen stand-alone power system (HiSAPS). This system will provide an evidence base for decarbonisation to see Victoria produce and use renewable hydrogen trials in real-world applications.

We couldn't effectively innovate and lead the industry without the support of Government, industry and collaborative partnerships. We're committed to continuing these relationships as part of our vision to lead the global energy revolution.

**IF YOU WANT TO SEE MORE OF OUR WORLD-FIRST MANUFACTURING INNOVATIONS, VISIT OUR WEBSITE [AMPCONTROLGROUP.COM](https://ampcontrolgroup.com)**



## 4. INNOVATING AND ADVANCING INDUSTRY

We're using collaboration and radical thinking to develop advanced solutions that influence the industry. Our strategic alignment with SDG 9 ("Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation") will see us strive to provide our customers with the resources and support to help them in their decarbonisation journey.



**Target 9.4** By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.

**Target 9.5** Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.

### 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



#### 4.A. INVESTMENT IN ENERGY INNOVATION

At Ampcontrol, we partner with customers and the world's brightest minds to develop solutions of scale that can transform the industry. We're investing in advancing our energy solutions through innovation, progressing our business and network towards decarbonising operations.

##### *Future investment focus on energy innovation*

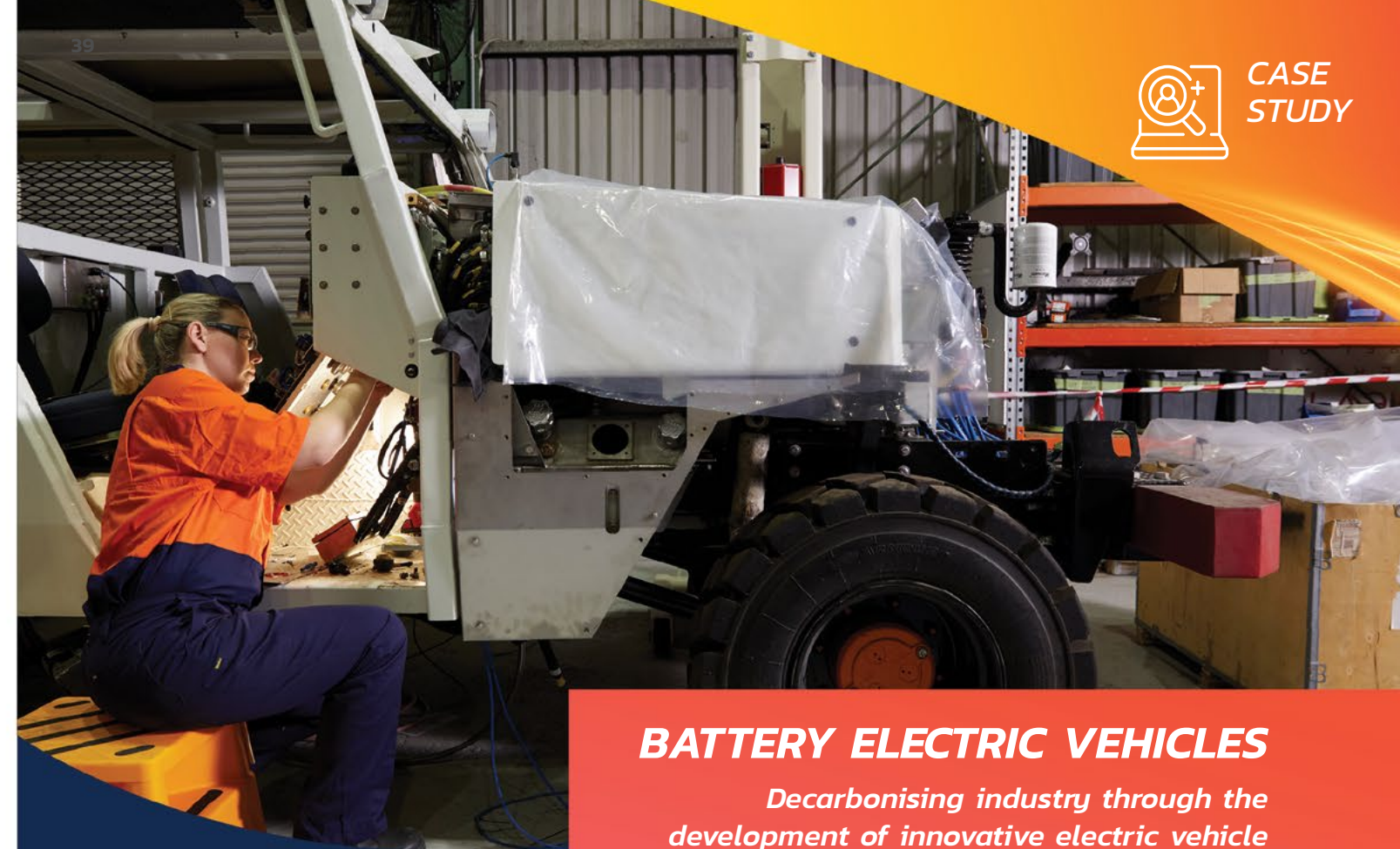
We're constantly challenging the future of energy, advancing our equipment and services to usher our customers in their decarbonisation journey. This commitment is reflected in our efforts and investments, showcasing our dedication to projects and innovations that can revolutionise the industry.

We have allocated a significant portion of our total group capital expenditure to support energy innovations (see Action Plan Table in Appendices). We aim to create new technologies and equipment to facilitate the global energy transition.

##### *Research and development focus on complex clean energy products*

We're making a conscious effort to invest time and resources into research and development to help make net zero a reality. By developing a strong culture of innovation at Ampcontrol, we will have the proficiencies to solve complex clean energy problems for our customers in the future.

This is why we're committing a significant amount of our annual research and development spend to complex clean energy products (see Action Plan Table in Appendices). We believe that, through collaboration, we can design and manufacture the solutions needed to help aid decarbonisation across the industry.



## BATTERY ELECTRIC VEHICLES

*Decarbonising industry through the development of innovative electric vehicle solutions for mining operations.*

*As part of our commitment to helping achieve net zero, we utilised collaboration and advanced research and development capabilities to create an emissions-free solution for mining transport vehicles.*

At Ampcontrol, we recognised a growing need for reducing emissions in carbon-intensive environments such as mine sites. We worked with our customers to identify their specific issues in this area and understand the challenges they faced that our solutions could solve.

An emerging trend was the need to electrify operations, and we recognised that mining transport vehicles were the right avenue to do this. Vehicle emissions are quite a significant issue within mine sites, contributing not only to the climate but also impacting ventilation (and, by extension, the health of workers) and noise for those operating in underground environments.

Through radical thinking and collaboration, we developed the world's first IECEx Group 1 certified electric vehicle, using an Intrinsically Safe traction battery, as seen in our DRIFTEX innovation. This battery solution for electric vehicles has a fundamentally stable chemistry and eliminates diesel emissions across mining transport vehicles.

In recognition of the industry-wide health benefits of removing diesel particulate matter, DRIFTEX was awarded for Health Excellence at the NSW Mining HSEC Awards in 2023. Ampcontrol was also named one of Australia's Most Innovative Companies for 2023 by the Australian Financial Review (AFR) for its advanced Australian manufacturing of energy solutions—an accolade attributed to the innovation of DRIFTEX. Ampcontrol was also named one of the top 10 Most Innovative Manufacturing organisations by @AuManufacturing for our approach to innovation and the development of world first solutions to help decarbonise the mining industry.

TO FIND OUT MORE ABOUT OUR ELECTRIC VEHICLE SOLUTIONS, VISIT  
[AMPCONTROLGROUP.COM/SOLUTIONS/E-MOBILITY](https://ampcontrolgroup.com/solutions/e-mobility)





## RESTECH

*Advancing research and development in energy, infrastructure, and resources industries through a joint venture with the University of Newcastle.*

*Established in 2004, ResTech is a joint venture between Ampcontrol and the University of Newcastle, with facilities located at the industrial-focused Callaghan Campus, NSW. The collaborative venture aims to accelerate the development and commercialisation of cutting-edge technologies and solutions in energy.*

In leading the global energy revolution, we're driven to innovate through collaboration, seeking intense solid research and development opportunities that will allow us to advance industry across several sectors.

Our joint venture with the University of Newcastle, ResTech, has expanded our offerings to include innovative product development solutions in electrical and electronic engineering, scientific consultancy and auditing services.

*"Our University has worked with Ampcontrol for over 20 years, and ResTech is the result of our strong relationship. We are absolutely committed to our regions and are perfectly positioned to provide the industry partnerships, workforce facilities, leading researchers, and technology expertise to help with the clean energy transition and innovation of industries across the Hunter."*

PROFESSOR ZELINSKY, UNIVERSITY OF NEWCASTLE VICE-CHANCELLOR

From stand-alone power systems designed to replace the traditional 'poles and wires' grid connections to a world-first battery electric vehicle innovation to support the electrification of mining operations, ResTech utilises design thinking to help all industries and globally decarbonise.

"Collaborating with the best will help us deliver innovation that can transform the world. The vital work coming out of ResTech is providing real-world solutions to support the energy transition—both here in the Hunter and beyond," shares Rod Henderson, Ampcontrol Managing Director & CEO.

An accredited research service provider, ResTech also provides engineering students with opportunities to work with industry on real-world challenges to become life-ready graduates who are community-minded, resilient, and ready for work.

## 4.B. INNOVATION THROUGH COLLABORATION

At Ampcontrol, we recognise that working with the best will help us deliver innovations that can transform the world. We're dedicated to leading the global energy revolution but understand that this ambitious goal can't be achieved alone. We aim to bring about disruptive innovations that reshape energy consumption and usage through collaboration, ingenuity, and advanced manufacturing capabilities.

### *Forming joint ventures and collaborations*

Innovation can't occur in isolation—it takes a network of thought-leaders and world-changers to offer expertise and resources that can revolutionise the industry.

We work with our customers to establish long-term relationships that allow us to understand and solve their unique challenges in energy. Once we know their needs and assess our capabilities, we partner with other businesses informally or through consortiums to bring complete solutions to fruition.

Our collaborations and joint ventures to date have seen us develop innovations such as the world's first IECEx Group 1 certified electric vehicle, using an Intrinsically Safe traction battery, a hybrid diesel-electric boat, hydrogen energy storage solutions, stand-alone power systems, and ventilators at the height of the COVID-19 pandemic.





COLLABORATIONS  
& VENTURES

*We collaborate with customers and the world’s brightest minds to bring about innovations and energy solutions of scale that can help decarbonise industry.*

BOUNDARY POWER

Boundary Power, our joint venture with Western Australian energy utility, Horizon Power, allows us to provide high-level expertise on stand-alone power systems to our customers. Through Boundary Power, we have created award-winning renewable solutions such as Solar Qube.

TRITIUM

In a bid to decarbonise mining operations, we joined forces with Tritium to enter the global Charge on Innovation Challenge. This fruitful collaboration saw us become the winning entry with our end-to-end mining haul truck battery swap solution. Tritium also united with us to supply battery chargers for our DRIFTEX project.

LAVO

Through a collaboration with hydrogen company, LAVO, as well as Boundary Power, we’re able to offer innovative hydrogen storage solutions that help progress industry towards net zero.

SOLITECH

We’re advancing electrification efforts through our collaboration with Solitech. They have been mechanical experts in developing our Battery Electric Vehicle (BEV) solution, DRIFTEX, helping to reduce emissions and decarbonise mining operations.

SIEMENS

Our collaboration with Siemens, a global technology company, sees us working on technology solutions for battery energy storage and grid applications for the Australian renewable energy market. It will help increase digitalisation, grid resilience and support the nation’s transition to net zero.

STEBER INTERNATIONAL

Our collaboration with Steber International, along with the University of Newcastle, has allowed us to see impactful sustainability efforts across marine vessels. We have collectively developed a hybrid diesel-electric boat that utilises batteries and electric motors to reduce diesel engine size, minimising carbon emissions during operation.

RESTECH


In 2004, we established a joint venture with the University of Newcastle, ResTech. This venture enables us to offer innovative product development solutions in electrical and electronic engineering, along with scientific consultancy and auditing services. We have also partnered with the university for a multitude of projects, including a hybrid diesel-electric boat and ventilators at the height of the COVID-19 pandemic.

LEADERSHIP COMMITMENTS

- ✓ Develop policies that effectively address human rights, diversity, and ethical labour practices in our organisation and with our supply chain (such as a Supplier Code of Conduct).
- ✓ Seek out credible third-party certification to verify the sustainability of our organisation, products or services and ensure any claims meet the ACCC’s Green Marketing and Australian Consumer Law guidelines.
- ✓ Weight assessments to give preference to suppliers who offer circular solutions for their products.
- ✓ Develop a comprehensive suite of specific and relevant sustainability standards or specifications for our major supply categories.
- ✓ Establish a list of preferred suppliers that deliver products or services with a lower environmental or social footprint.
- ✓ Collect data from suppliers on specific and relevant sustainability impacts of their products or services (including embodied emissions).
- ✓ Actively engage and incentivise suppliers to provide their best sustainability offering as alternatives to their regular ‘mainstream’ products or services. This could be via specifications, evaluation criteria, options, and/or bonuses or incentives.
- ✓ Include non-monetary economic, social and environmental benefits in the business case for CAPEX or OPEX investment in resource efficiency (e.g. ability to achieve the organisation’s sustainability goals such as net carbon zero, improved workplace health and safety, local employment or material reuse or recyclability).
- ✓ Include resource efficiency and emissions reduction in our continual improvement process.
- ✓ Seek out new innovative products, processes, services or technologies to improve our sustainability performance.







# SUPPORTING THE GLOBAL CLIMATE EFFORT

*Ampcontrol is pivotal in supporting global net zero, empowering our customers with solutions and services that help them decarbonise their operations. We're facilitating clean and renewable energy sources to reduce harmful emissions and move towards a more climate-positive future. We are also ensuring that we walk the talk and learn by doing in delivering our own ambitious emissions reduction targets.*

*At Ampcontrol, we're proud to use our trusted voice to advocate for a well-planned and just climate transition.*

## 5. DEVELOPING CLEAN ENERGY SOLUTIONS

As part of our commitment to leading the global energy revolution, we're dedicating our solutions and services to meeting SDG 7 ("Ensure access to affordable, reliable, sustainable and modern energy for all"). By developing clean energy solutions, we can support customers in carbon-intensive industries in reducing their emissions and achieving net zero.

**7 AFFORDABLE AND CLEAN ENERGY**



**Target 7.1** By 2030, ensure universal access to affordable, reliable and modern energy services.

**Target 7.2** By 2030, increase substantially the share of renewable energy in the global energy mix.

**Target 7.3** By 2030, double the global rate of improvement in energy efficiency.

**Target 7.a** By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology.



### Development of 'in-pit' electrical infrastructure for resources sector

To support our resources customers in the energy transition, we've invested in developing electrification solutions for 'in-pit' power infrastructure. These solutions replace diesel-operated machines with electric cables and plugs to reduce harmful emissions in operations such as mining. Through thorough design, manufacturing, and installation, we can ensure that mechanical equipment electrification is done safely and well, effectively reducing our customers' carbon footprint.

#### Mining equipment electrification

We've partnered with other thought leaders and innovators in the energy sector to electrify mining equipment, thereby reducing our customers' emissions. One example is our collaboration with EV-charger company Tritium for the Charge On Innovation Challenge.

Founded by BHP, Rio Tinto, and Vale, in partnership with Austmine, the Charge On Innovation Challenge encouraged innovative technology development to support the mining industry's decarbonisation efforts. The challenge for participants was to develop practical solutions to safely deliver 400 kWh of electricity to 220-tonne battery electric haul trucks in a way that maintains or improves current productivity levels.

In collaboration with Tritium, we delivered an end-to-end mining haul truck battery swap solution that is fully automated, relocatable, scalable, and cell agnostic. This solution was also selected as one of the eight winning Charge On Innovation Challenge submissions. We are now collaborating with interested mining companies, OEMs, and investors to accelerate the technology development to support the future roll-out of zero-emissions fleets.

### 5.C. MANUFACTURING SOLUTIONS FOR RENEWABLE ENERGY SOURCES

With our advanced manufacturing capabilities, we can produce trusted and leading solutions that support clean energy, from stand-alone power systems leveraging hydrogen and solar technologies to electric vehicles and hybrid diesel-electric boats.

### 5.A. PARTNERING TO ACHIEVE NET ZERO

At Ampcontrol, we work with our customers to support them in decarbonising their operations. We want to assist them in a smooth transition as they work towards net zero and have developed an efficient service model to achieve this.

#### Mine site decarbonisation through Energy-as-a-Service (EaaS model)

We've investigated the operational emissions of our customers' mine sites and determined potential options to electrify some emissions sources, thereby decreasing their carbon footprint. We want to partner with them to develop a holistic service offering that supports ongoing emissions reduction.

Not only can we provide our customers with advanced solutions and support our equipments longevity through a comprehensive Energy-as-a-Service (EaaS) model. This offering will allow us to design and develop products and technology and provide these to our customers on a 'subscription' basis, where they are essentially paying for the power equipment (including installation, maintenance, and repairs) as well as our insights on the emissions they could be saving through these solutions.

Through Energy-as-a-Service, customers can make genuine emissions reductions and potentially avoid paying an offset in the form of carbon credits.

### 5.B. DESIGNING RENEWABLE ENERGY SOLUTIONS FOR HARD-TO-ABATE SECTORS

We understand that many of our customers work in carbon-intensive fields and are dedicated to helping them transition to more renewable energy sources. Through our ingenuity and innovative collaborations, we've been able to design electrification solutions for our resources customers across power equipment and infrastructure.



### **Further applications for stand-alone power systems (SAPS) production**

Our stand-alone power systems (SAPS) have been manufactured to resolve remote energy needs, taking people and properties off poles and wires to alleviate loads on the grid. These solutions benefit network operators because they will no longer incur fees for maintaining grid connections. They are also more sustainable because they eliminate the need for fossil fuel-based electricity generation.

We will look at new applications for our SAPS, including for residential and commercial customers who are off the grid or other remote sites such as mines.

### **Electric mining vehicle production**

Through radical thinking and collaboration, we developed the world's first IECEx Group 1 certified electric vehicle, using an Intrinsically Safe traction battery, as seen in our DRIFTEX innovation. This battery solution for electric vehicles has a fundamentally stable chemistry and eliminates diesel emissions across mining transport vehicles.

The DRIFTEX innovation has won several leading awards, including Health Excellence at the 2023 NSW Mining HSEC Awards and the Health, Safety, Environment and Community (HSEC) People's Choice Award. Ampcontrol was also named one of Australia's Most Innovative Companies for 2023

by the Australian Financial Review (AFR) for our advanced Australian manufacturing of energy solutions—an accolade specifically attributed to DRIFTEX. Ampcontrol was also named one of the top 10 Most Innovative Manufacturing organisations by @AuManufacturing for our approach to innovation and the development of world first solutions to help decarbonise the mining industry.

By decarbonising equipment such as mining vehicles, we're reducing emissions in carbon-intensive operations, placing the industry closer to net zero.

### **Commercialisation of hybrid boat technology**

Through the collaborative efforts of Steber International, the University of Newcastle, and Ampcontrol, we've developed a marine plug-in hybrid power system for a Steber 43ft boat, advancing the decarbonisation of commercial and private vessels.

The hybrid diesel-electric boat is suitable for defence, government and private sector applications. It is power efficient, features lower CO<sub>2</sub>, NO<sub>x</sub>, and carcinogenic particulate emissions, and can operate with a noise-reduced function, making it a more environmentally conscious option to meet maritime needs.

With hybrid boat technology, we're advancing the marine industry towards a more sustainable future.



## **HiSAPS**

*Collaborating to bring a first-of-its-kind demonstration of a relocatable, hydrogen-integrated stand-alone power system (HiSAPS).*

*We believe it takes collaboration to advance the industry. We have joined forces with Horizon Power (through our joint venture Boundary Power) and LAVO to develop a hydrogen-based energy storage technology demonstrator that could help our customers achieve net zero.*

In January 2022, we received a grant from the Victorian Government under the Renewable Hydrogen Industry Development Plan through our joint venture with Horizon Power, Boundary Power. As part of the Victorian Government Renewable Hydrogen Commercialisation Pathways Fund, the \$176,150 grant enabled Boundary Power to develop a demonstration unit for a hydrogen-integrated stand-alone power system, providing an evidence base for decarbonisation that will see Victoria produce and use renewable hydrogen trials in real-world applications.

*"HiSAPS is a brilliant example of collaboration and investment from government, working together with industry to enable a smooth transition into a clean, reliable, and affordable energy future."*

ROD HENDERSON, AMPCONTROL MANAGING DIRECTOR & CEO

After bringing LAVO into the fold, we delivered a 100% renewable HiSAPS plant that uses solar power and a renewable hydrogen hybrid battery to store and generate electricity when required.

The unit design utilises our award-winning Solar Qube® product, a relocatable, all-in-one, stand-alone power system. Ampcontrol design engineers collaborated with Selectronic for the Solar Qube® electrical design to develop advanced features using the Australian designed and manufactured Selectronic battery inverter.

The innovative design solution replaces the onboard diesel generator with a self-contained hydrogen power system developed by LAVO. The LAVO unit is a prototype system produced and tested in NSW and deployed by LAVO for trial across Australia.

HiSAPS demonstrates collaboration in action, with Ampcontrol, Boundary Power, and LAVO working together to deliver energy solutions of scale to lead the global energy revolution.

TO SEE MORE OF OUR STAND-ALONE POWER SYSTEMS, VISIT [AMPCONTROLGROUP.COM/SOLUTIONS/STAND-ALONE-POWER-SYSTEMS-AND-MICROGRIDS](https://ampcontrolgroup.com/solutions/stand-alone-power-systems-and-microgrids)



6. OUR CLIMATE ACTION PLAN

Our commitment to SDG 13 (“Take urgent action to combat climate change and its impacts”) has seen us develop a considered Climate Action Plan that will guide Ampcontrol, as well as our suppliers, customers, and community, as we decarbonise and help to make net zero a reality.

The plan comprises three parts—mitigation, adaptation, and advocacy. We will be actively pursuing ways to reduce emissions connected to Ampcontrol, updating our facilities, solutions, and systems to lower our carbon footprint, and championing global climate efforts through community engagement.

6.A. MITIGATION EFFORTS – OUR NET ZERO ROADMAP

At Ampcontrol, we are driven to lead by example, showcasing our strategies and solutions to drive decarbonisation. We’re determined to play our role in the global mitigation effort through a comprehensive roadmap that will guide us towards achieving net zero by 2040.

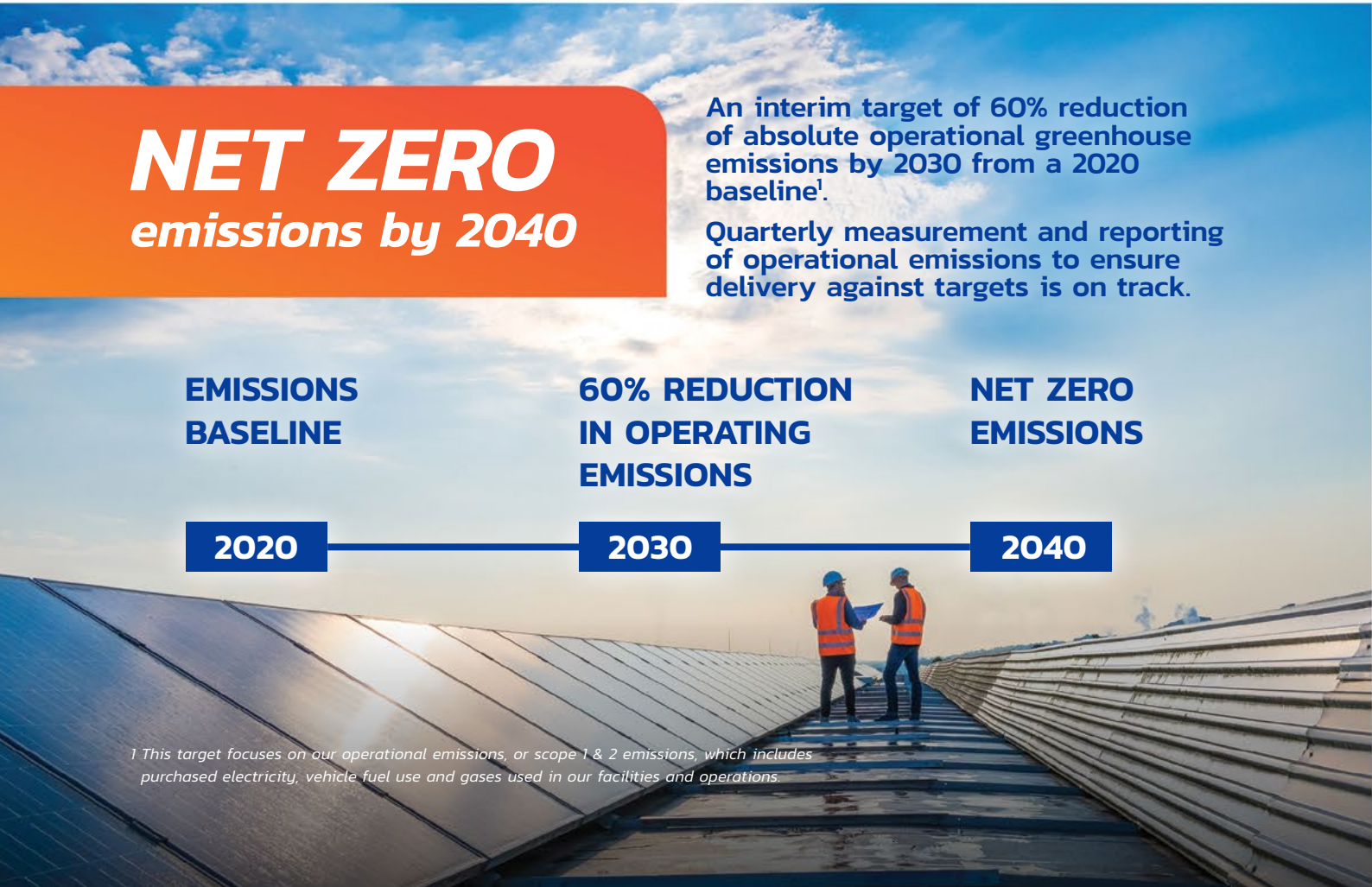


Net zero pathway

Our vision to lead the global energy revolution has sparked the development of our net zero roadmap—a comprehensive and considered action plan for reducing emissions across our operations at Ampcontrol.

We have set challenging emissions reduction targets which aim to go beyond the agreed decarbonisation pathways to limit warming to well below 2 degrees (preferably 1.5 degrees) on pre-industrial levels. These targets include:

- Target 13.1** Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.
- Target 13.3** Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.



To meet our targets, we have begun implementing several decarbonisation initiatives, including:

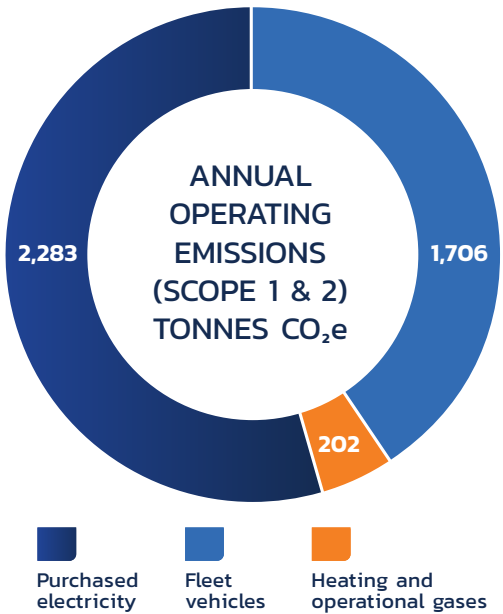
- The rollout of rooftop solar PV on Ampcontrol operating sites and facilities.
- Signing of a 10-year renewable power purchase agreement for our NSW sites (excluding Warabrook and Callaghan).
- Optimisation of electricity usage through energy efficiency and smart energy projects, including LED lighting upgrades and equipment power monitoring.
- Implementation of a low emissions vehicle policy and transition plan for the Ampcontrol vehicle fleet initially focused on our passenger vehicles.
- The phased transition of Natural Gas heating at Ampcontrol operating sites and facilities to renewable electricity heating.

In 2023, we reported a 30% reduction in operational emissions against our 2020 baseline. This puts us 12% ahead of the pathway to our 2030 interim target.

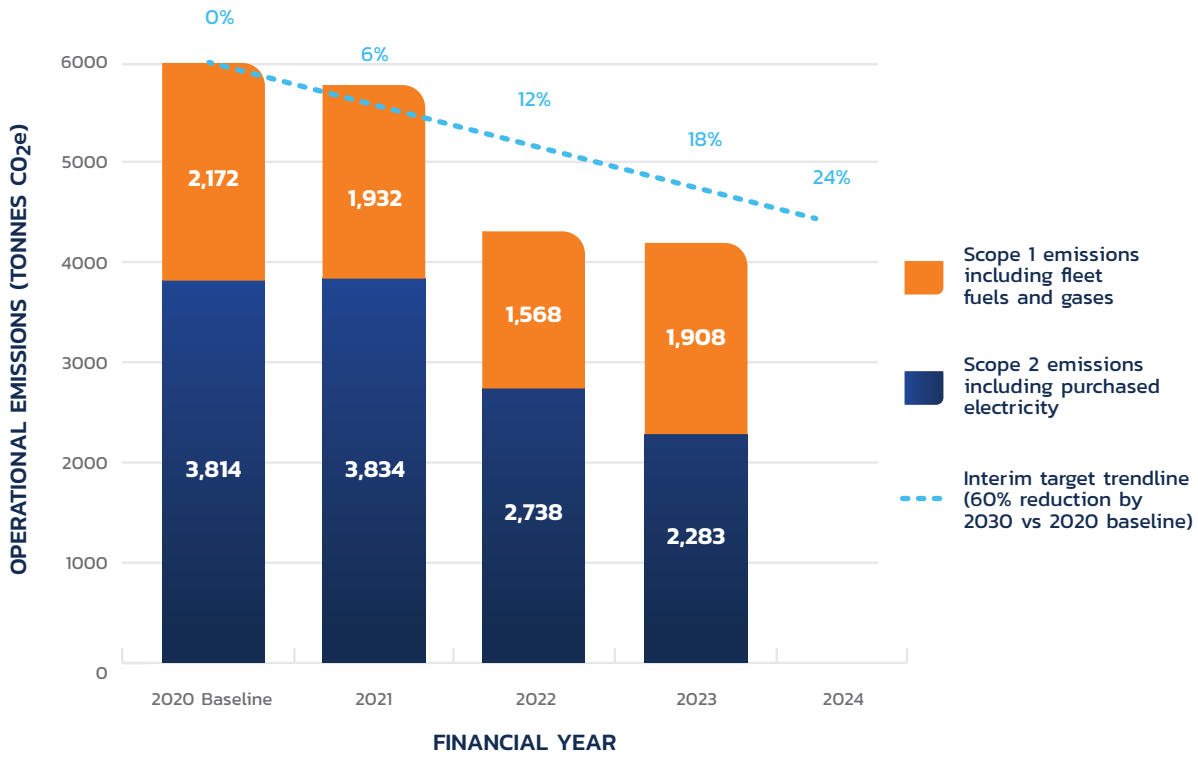
Our current focus is on addressing our primary operational emissions sources, being ‘purchased electricity’ and fleet vehicle emissions.

Further details on the emissions data are contained in Table 3 of the appendices.

CURRENT EMISSIONS PROFILE



HOW WE ARE TRACKING AGAINST OUR INTERIM 2030 TARGET







## HUNTER GROUP RENEWABLE POWER PURCHASE AGREEMENT

*Advancing renewable energy alongside peers in the industry through a dedicated net zero initiative.*

*Achieving outstanding outcomes through collaboration, Ampcontrol teamed up with other leading Hunter-based organisations to establish a renewable energy buying group.*

The Hunter group was formed through our participation in the NSW Government Sustainability Advantage program, and allowed companies with similar net zero ambitions to notionally pool their power use and go to market to gain procurement efficiencies and the economies of scale necessary to facilitate renewable power purchase agreements (PPAs) with renewables generators.

This collaboration has allowed Ampcontrol to source renewable electricity for its NSW sites<sup>2</sup> from January 2024, accounting for nearly two-thirds of our total energy use.<sup>3</sup>

Under a 10-year deal with progressive energy provider Flow Power, Ampcontrol will initially<sup>4</sup> source GreenPower-certified electricity, with large-scale generation certificates (LGCs) from the Karadoc Solar Farm in north-western Victoria. For the remaining eight-and-a-half years, Ampcontrol will take generation from a NSW wind and solar farm to match its usage profile as closely as possible.<sup>5</sup> Further generation will also be sourced to ensure we have over 100% gross coverage of our energy use with LGCs from the wind and solar farms.

This long-term renewable power purchase agreement allows Ampcontrol to directly support its peers in the renewable energy industry and lead in our commitment to reducing emissions from manufacturing and the decarbonisation of industry, starting with our operations.

This procurement initiative is estimated to reduce our operating emissions by a further 25% from our 2020 baseline<sup>6</sup>, demonstrating our firm commitment to our interim net zero target of a 60% reduction in operational emissions by 2030.

<sup>2</sup> Excludes the Ampcontrol Warabrook, NSW facility, which is leased under a shared tenancy arrangement.

<sup>3</sup> Based on financial year 22/23 energy use, the PPA covers 65% of usage.

<sup>4</sup> For the first 18 months of the agreement.

<sup>5</sup> Modelling suggests a greater than 80% load profile match to the proposed wind and solar farms.

<sup>6</sup> Based on financial year 22/23 energy usage.



As we look towards the future, we're developing further plans that will help us meet our longer-term net zero target, such as:

- Formalising our measurement and supply chain engagement to address Scope 3 emissions.
- Exploring using the Science-Based Targets initiative (SBTi) to validate our targets and program.
- Setting interim targets for several of our Scope 3 emissions sources.

We're conscious of emissions within our own operations and from the suppliers we engage with. We understand that our supply chain contributes towards our Scope 3 emissions and are actively pursuing ways to help each supplier minimise their carbon footprint.







## SUSTAINABLE VALUE CHAIN PILOT

*Reducing carbon emissions in our supply chains through research and collaboration.*

*Our commitment to net zero extends to the suppliers we engage with at Ampcontrol, so we have adopted the Sustainable Value Chain Pilot proposed as part of the NSW Government's Sustainability Advantage Program.*

The Sustainable Value Chain Pilot presents Ampcontrol with an opportunity to support our customers and suppliers in decarbonising operations. We want to work with our suppliers to reduce Scope 3 emissions throughout our supply chains, ensuring that our solutions and services are delivered with minimal environmental impact.

The framework for the pilot involved an investigation into the operating emissions of each of our suppliers, followed by an analysis of their sustainability initiatives in reducing their carbon footprint. Prysmian Australia was selected for the initial pilot due to its contribution to Scope 3 emissions at Ampcontrol and its own science-based emissions targets.

A detailed supplier interview followed, which involved discussions around both businesses' sustainability approaches and their data availability and opportunities to work collaboratively on emissions reduction opportunities.

The findings showed that both organisations' decarbonisation strategies were broadly aligned: Prysmian's target to reduce its Scope 1 and Scope 2 emissions by 46% by 2030 against a 2019 baseline by 2030 will naturally enable Ampcontrol to mitigate its Scope 3 emissions.

Meetings with other suppliers will present further opportunities for Ampcontrol to reduce emissions in our supply chain, helping to make net zero a global reality.

## 6.B. CLIMATE CHANGE OPERATIONAL RESILIENCE AND CAPACITY BUILDING

Our sustainability strategy not only encompasses mitigation efforts but also involves adaptation initiatives that address climate risks. We're actively establishing frameworks that will build our operational resilience and capacity for an increasing climate, ensuring the long-term efficiency and durability of our facilities and equipment.

### *Climate risk review and enhanced emergency preparedness*

An equally important aspect of our climate action plan is adaptation to a changing climate. Developing our capacity to manage climate risk will ensure that our organisation remains resilient to impacts from physical and transition risks.

From 2022, we have been undertaking climate-focused risk reviews at an enterprise level. In this three year strategy, we have committed to undertaking operational climate risk reviews for our sites (refer to Action Plan Table in our Appendices).

We are working with a leading climate consultancy to develop this capability further, which involves delivering training to our site Health, Safety, Environment, and Quality (HSEQ) representatives, undertaking further enterprise and operational risk reviews, embedding mitigations where possible, and ensuring that residual risks are contemplated. Drills relating to significant climate risks will be undertaken in line with our Emergency Management & Business Continuity Plans.

This uplift in our climate risk capability will be integrated into our existing HSEQ systems to ensure consistency with our broader risk management framework.

A scenario analysis will be undertaken against our identified risks to understand better and communicate the financial materiality of climate risk to our business.

Implementing this approach as part of this three year sustainability strategy seeks to align with the task force for carbon-related carbon disclosures (TCFD) framework and the IFRS S2 standards, which have been adopted by the International Sustainability Standards Board (ISSB).

This will allow stakeholders such as investors, insurers, financiers, and our major customers to understand our climate risk profile in addition to the opportunities our company has in supporting the climate transition. It also builds organisational resilience and leads to better outcomes for our people and communities through a period of uncertainty.

## 6.C. USING OUR TRUSTED VOICE

We're amplifying our voice in the community, using our standing to work towards a more climate-positive future and impact generations to come.

### *Community engagement*

We're committed to engaging with our community to help see net zero become a reality. We proudly host delegates at our sites to showcase our innovations, raising awareness of our decarbonisation efforts, encourage support, and further advancements in the industry. We also hold speaking engagements at events such as the Climate Smart Engineering Conference, sharing our advanced solutions, such as our HiSAPS, and hybrid diesel-electric boat, that can contribute to emissions reductions across many industries.

We believe that facilitating the energy transition takes collaboration, and we have partnered with leading climate change solutions think tank, Beyond Zero Emissions, to support their goal of an emissions-free future. Our contribution has included providing expertise on initiatives such as a Battery Supply Chains Briefing Paper, which Ampcontrol Group Engineering Manager Ian Webster completed.

We can support the energy transition through community engagement and help achieve global net zero.







## BEYOND ZERO EMISSIONS

*Working together to champion the path to net zero emissions to industry and government*

*We are energising our world for a sustainable future through developing and manufacturing innovative technology solutions to enable a competitive advantage in a net zero environment.*

We are challenging the future of renewable energy manufacturing and have partnered with Beyond Zero Emissions since late 2020 to highlight how we can collectively get to that future state of net zero.

Beyond Zero Emissions is an internationally recognised think tank that shows how Australia can prosper in a zero-emissions economy through independent research and innovative solutions. They inspire political leadership and accelerate policy change, publishing research on technological solutions that unlock the enormous economic potential for industries, regions, and communities.

Through collaborating with Beyond Zero Emissions, Ampcontrol has supported and appeared in several campaigns, including the Energy Evolution Series, a video series developed in conjunction with Out Of The Square, the CleanTech Deploy campaign, and the Renewable Energy Industrial Precinct briefing papers for the Hunter region, NSW and Gladstone, QLD which champion hydrogen development and export in these areas.

Some of our brightest minds have provided industry expertise for research to highlight renewable energy manufacturing opportunities to industry and government.

We have a strategic plan for sustainable growth in the energy, infrastructure, and resources sectors continued innovation and diversification of our capabilities in new and emerging markets.

PHOTO ABOVE L-R: SAM MELLA BZE SENIOR PROJECT MANAGER, ROD HENDERSON AMPCONTROL MANAGING DIRECTOR & CEO, HEIDI LEE BZE CEO

TO LEARN MORE ABOUT THE WORK OF BEYOND ZERO EMISSIONS, VISIT [BZE.ORG.AU](https://bze.org.au)

### LEADERSHIP COMMITMENTS

- ✓ Identify and implement opportunities to work closely with our major customers or other stakeholders to improve the sustainability of our organisation, products or services.
- ✓ Conduct market research into new innovative sustainable products or services.
- ✓ Embed sustainability risk assessment and management in our organisation's continuous improvement processes and practices.
- ✓ Develop and publicly disclose a Net Zero Carbon goal or target.
- ✓ Develop a Net Zero Carbon road map to achieve the goal or target.
- ✓ Review sustainability targets using Science Based Targets logic to update and address international trends and stakeholder expectations.
- ✓ Measure and publicly report scope 1, 2 and material scope 3 emissions, our impact on the natural world, the circularity of our products and related productivity metrics.





**"THIS IS A SIGNIFICANT MILESTONE ON OUR NET ZERO JOURNEY AND IS A GREAT EXAMPLE OF COLLABORATING FOR IMPACT. BY JOINING OTHER ORGANISATIONS, WE ARE ABLE TO INVEST IN THE RENEWABLE ENERGY INDUSTRY FROM RIGHT HERE IN THE HUNTER REGION."**

**SAM PARRIS, AMPCONTROL SUSTAINABILITY MANAGER.**

# CHALLENGING THE FUTURE

*At Ampcontrol, we're proud to apply our radical thinking and advanced manufacturing capabilities to challenge the future of energy. We want to continue to advocate for the energy transition, leading the global revolution and ushering industry toward decarbonisation.*

In the coming years, we will be ratcheting up efforts to empower our customers and community with leading net zero solutions and services. This will mean investing more time, energy, and resources into developing our capability to solve some of the world's biggest challenges.

We've set ambitious goals ahead of us, which can be seen in our Sustainable Development Goal Action Plan and Sustainability Advantage Plan (refer to our Appendices). We will release updates on how our initiatives progress each year, allowing stakeholders and customers to be confident in our sustainability undertaking.

As part of our stakeholder led approach, we welcome feedback and further engagement on our 3 Year Sustainability Plan to shape our future direction.

Should you have any questions or feedback about this report or want to learn more about specific sustainability initiatives, please contact the Ampcontrol Sustainability Team through our website: [ampcontrolgroup.com/contact](https://ampcontrolgroup.com/contact)



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# APPENDICES

- 1. SDG ACTION PLAN INCLUDES MEASURES AND TARGETS
- 2. SUSTAINABILITY ADVANTAGE PLAN
- 3. CARBON EMISSIONS DATA

TABLE 1 – ANNUAL ACTION PLAN FOR OUR PRIORITY SUSTAINABLE DEVELOPMENT GOALS

		KEY STAKEHOLDER GROUPS					
		INVESTORS	CUSTOMERS	EMPLOYEES	SUPPLIERS	COMMUNITY	GOVERNMENT & AUTHORITIES
PRIORITY SUSTAINABLE DEVELOPMENT GOALS (SDG)	 <b>GOAL 3</b> GOOD HEALTH AND WELL-BEING						
	 <b>GOAL 7</b> AFFORDABLE AND CLEAN ENERGY						
	 <b>GOAL 8</b> DECENT WORK AND ECONOMIC GROWTH						
	 <b>GOAL 9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE						
	 <b>GOAL 12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION						
	 <b>GOAL 13</b> CLIMATE ACTION						
		INFLUENCE ON STAKEHOLDER GROUP					
		LOWER					HIGHER

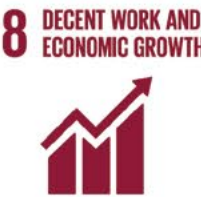
## OBJECTIVE 1: SUPPORTING THE HEALTH AND WELLBEING OF OUR PEOPLE



SDG 3: “Ensure healthy lives and promote wellbeing for all ages.”

OBJECTIVE	INITIATIVE	MEASURE	FY24 TARGET
1.A. REDUCE IMPACT OF CHANGE ON MENTAL HEALTH & WELLBEING	Change Management Program	Comparative data measure	Baseline survey complete
1.B. INCREASED AWARENESS & SUPPORT	Improved access to information/ resources	Access to health & wellbeing resources	Key drivers of wellbeing have resources available on employee intranet
1.C. ENHANCED MANAGEMENT OF PSYCHOSOCIAL RISKS	Psychosocial hazard & incident reporting	Safety Management System capability allows for reporting across business units	Business units are reporting on psychosocial hazards

## OBJECTIVE 2: OPENING DOORS TO OUR COMMUNITY THROUGH EMPLOYMENT AND DEVELOPMENT



SDG 8: “Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.”

OBJECTIVE	INITIATIVE	MEASURE	FY24 TARGET
2.A. EMPLOYEE DEVELOPMENT FRAMEWORK	Competency Management	Deployment of digital competency management system	System and supporting infrastructure live
	Leadership Toolkit Development and Deployment	Deployment of leadership toolkit	Deployed to 90% of leaders
2.B. WORKFORCE SKILLS TRANSITION	Technical Training Services Model and Training Centre delivery	No. technical training modules for major workforce requirements	6 training courses developed
		No. training courses to be delivered by the Ampcontrol training centres	5 training courses delivered
2.C. COMMUNITY ENGAGEMENT ON STEM CAPABILITY	Schools, universities and industry programs	No. of school and university engagements	15 engagement activities
2.D. DIVERSE, EQUITABLE AND INCLUSIVE COMMUNITIES	Reconciliation Action Plan (RAP)	Development of Reflect RAP	Reflect RAP process commenced with Reconciliation Australia
	Equality, Diversity and Inclusion (ED&I)	D&I stakeholder engagement and plan	D&I plan complete

## OBJECTIVE 3: ADOPTING RESPONSIBLE MANUFACTURING PRACTICES



SDG 12: “Ensure sustainable consumption and production patterns.”

OBJECTIVE	INITIATIVE	MEASURE	FY24 TARGET
3.A. RESPONSIBLE PROCUREMENT PRACTICES	Roll out of Responsible Supply Chain Policy (RSCP) and Supplier Code of Conduct (CoC)	Supplier engagement on RSCP and CoC	50% of existing suppliers by value
	Modern slavery risk framework	Supplier modern slavery risk review	All new suppliers
3.B. LANDFILL WASTE REDUCTION	Towards zero waste	Group waste diversion percentage	Review of full supplier database complete
3.C. RESPONSIBLE PRODUCTION	Adoption of National Packaging Targets	APCo annual action plan completion	60% waste diversion from landfill by weight
	Circular product design	Circular design information sessions	2023 commitments achieved
			Product engineer workshop complete



OBJECTIVE 4: INNOVATING AND ADVANCING INDUSTRY

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



SDG 9:  
“Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation”

OBJECTIVE	INITIATIVE	MEASURE	FY24 TARGET
4.A. INVESTMENT IN ENERGY INNOVATION	Future investment focus on energy innovation	Group capital expenditure on energy innovations	Increasing percentage of total group capex in support of energy innovation
	R&D focus on complex clean energy projects	Percentage of R&D spend on efficient utilisation of low emission or alternative energy technologies	Increasing percentage of annual R&D spend
4.B. INNOVATION THROUGH COLLABORATION	Forming Collaborative Partnerships	Strategic Partnerships Formed	New industry and/or private consortium partnerships formed
		New customer collaboration	New customer collaboration

OBJECTIVE 5: DEVELOPING CLEAN ENERGY SOLUTIONS

7 AFFORDABLE AND CLEAN ENERGY



SDG 7:  
“Ensure access to affordable, reliable, sustainable, and modern energy for all.”

OBJECTIVE	INITIATIVE	MEASURE	FY24 TARGET
5.A. PARTNERING TO ACHIEVE NET ZERO	Mine site decarbonisation end-to-end solutions	Collaborations on decarbonisation strategy	Further workshops held with customers and industry
	Explore Energy-as-a-service (EaaS model)	Development of EaaS proposals	Proposals presented to customers
5.B. CLEAN ENERGY SOLUTIONS FOR HARD-TO-ABATE SECTORS	R&D focus on complex clean energy projects	% R&D spend on clean energy projects	Increasing percentage of annual R&D spend
	Development of ‘in-pit’ electrical infrastructure for resources sector	Customer project engagements	Increasing pipeline of engagements
	Mining equipment electrification	Cable fed electric equipment trials	Commencement of mine trials
5.C. CLEAN ENERGY PRODUCT DEVELOPMENT	Further applications for stand-alone power systems (SAPS and HiSAPS) production	SAPS business model	Sustainable model for commercial production at WA facility
		HiSAPS pilot	Technology demonstrator completed
	Electric mining vehicle production (DRIFTEX)	DRIFTEX commercialisation	Achieve first DRIFTEX revenue
	Commercialisation of hybrid boat technology	Successful pilots of technology	Successful water trials

OBJECTIVE 6: OUR CLIMATE ACTION PLAN

13 CLIMATE ACTION



SDG 13:  
“Take urgent action to combat climate change and its impacts.”

OBJECTIVE	INITIATIVE	MEASURE	FY24 TARGET
6.A. CLIMATE CHANGE OPERATIONAL RESILIENCE AND CAPACITY BUILDING	Climate risk review and enhanced emergency preparedness	Number of company sites where climate risk reviews and updates to emergency preparedness and business continuity plans have been updated.	50% of company sites
6.B. SUPPLY CHAIN EMISSIONS REDUCTION	Sustainable Value Chain Pilots	Engagement with suppliers in top 25 emissions (Scope 3 Category 1)	10 further suppliers engaged
6.C. OPERATIONAL NET ZERO	Net Zero pathway	Company scope 1 & 2 emissions reductions from 2020 baseline	24% reduction
6.D. TRUSTED VOICE	Contribute our technical knowledge to net zero campaigns	No. engagements in public campaigns or forums	6

TABLE 2 – ANNUAL SUSTAINABILITY ADVANTAGE PROGRAM ACTIONS

REF.	ORGANISATIONAL SYSTEM	KEY STRATEGIC ACTIONS
1.LM3.2	LEADERSHIP & MANAGEMENT	Develop a system to monitor, track and report sustainability performance against our targets
1.LM3.4	LEADERSHIP & MANAGEMENT	Commence publicly reporting sustainability performance
1.LM4.2	LEADERSHIP & MANAGEMENT	Publicly disclose our organisation's commitment to the SDGs
1.LM4.1	LEADERSHIP & MANAGEMENT	Develop and publicly disclose a Net Zero Carbon goal/target
1.LM4.3	LEADERSHIP & MANAGEMENT	Develop a Net Zero Carbon road map to achieve the goal or target
1.LM4.5	LEADERSHIP & MANAGEMENT	Develop a sustainability action plan (or similar) with clear performance metrics and enable business systems to support related data collection and reporting
2.PC3.2	PEOPLE & CULTURE	Make senior management accountable for sustainability in their respective areas through position descriptions and performance agreements (or similar)
2.PC3.1	PEOPLE & CULTURE	Include sustainability in regular staff communications and events such as toolbox talks, town hall meetings, company events
2.PC3.3	PEOPLE & CULTURE	Develop and deliver sustainability in the workplace training for employees and make generic information available to all employees
2.PC4.1	PEOPLE & CULTURE	Have our sustainability practitioners attend the Prince of Wales Sustainability Program
2.PC4.4	PEOPLE & CULTURE	Engage the leadership team to ensure they recognise and support key sustainability positions and the capacity for the sustainability program to successfully support our organisation
3.ES4.1	EXTERNAL STAKEHOLDERS	Implement new innovative forms of engagement with external stakeholders that may include mentoring, enterprise capacity building or new product development.



3.ES4.4	EXTERNAL STAKEHOLDERS	Align our community investment to our organisation's strategic goals and commitments
4.RM3.5	RISK MANAGEMENT	Document and implement measures to mitigate or manage our priority sustainability risks
4.RM4.1	RISK MANAGEMENT	Expand our sustainability risk assessment to include risks and opportunities arising from climate change resilience, ethical procurement, protection of the natural environment and our stakeholders' perception of our "social licence to operate"
4.RM3.3	RISK MANAGEMENT	Identify and confirm key employee roles and responsibilities for sustainability risk management
5.SC4.2	SUPPLY CHAIN MANAGEMENT	Weight assessments to give preference to suppliers who offer circular solutions for their products
6.OP3.3	OPERATIONAL PERFORMANCE	Include non-monetary economic, social and environmental benefits in the business case for CAPEX or OPEX investment in resource efficiency (e.g. ability to achieve the organisation's sustainability goals such as net carbon zero, improved workplace H&S, local employment or material reuse or recyclability)
6.OP4.2	OPERATIONAL PERFORMANCE	Identify and implement ambitious targets on SDG materiality such as net zero emissions, zero waste to landfill, natural capital or climate resilience

TABLE 3 – OPERATING EMISSIONS SUMMARY

FINANCIAL YEAR	2019/20 <sup>i</sup>	2020/21	2021/22	2022/23
	Tonnes carbon dioxide equivalent (T CO <sub>2</sub> e) <sup>ii</sup>			
SCOPE 1 EMISSIONS <sup>iii</sup>	2172	1932	1568	1,908
SCOPE 2 EMISSIONS <sup>iv</sup>	3814	3834	2738	2,283
TOTAL OPERATING EMISSIONS	5986	5766	4306	4,191
Percentage reduction from baseline year (FY2019/20)		3.7%	28.1%	30%

<sup>i</sup> Financial year 2019/20 is the baseline year for reporting

<sup>ii</sup> All emissions measures are expressed in tonnes of CO<sub>2</sub>e and rounded to the nearest tonne. Emissions factors are sourced from the Australian Government National Greenhouse Account Factors (<https://www.dcceew.gov.au/climate-change/publications/national-greenhouse-accounts-factors>)

<sup>iii</sup> Scope 1 emissions sources include vehicle fleet fuels and various greenhouse gases used in operations and heating

<sup>iv</sup> Scope 2 emissions sources include purchased electricity

OUR GRIEVANCE MECHANISM

For matters of significant concern and in accordance with the Ampcontrol Whistleblower Policy, individuals, including employees of suppliers, contractors, associates, or consultants, may at any time make a report of misconduct, dishonest or illegal activity related to Ampcontrol business activities, free from recrimination or victimisation. The Corporations Act 2001 (Cth) ("the Act") protects Eligible Whistleblowers from prosecution.

If appropriate, individuals should first report any matters of concern to their relevant contact person at Ampcontrol. In the alternative, disclosures can be made to the Whistleblower Investigation Officer ("WIO") via the following contact details:

**ATTENTION:** Whistleblower Investigation Officer

**Telephone:** +61 2 4961 9000 **Email:** [whistleblower@ampcontrolgroup.com](mailto:whistleblower@ampcontrolgroup.com)

Reports to the WIO must be made by email or telephone, and the Discloser must first inform the WIO that they wish to make a report under this Policy.

Alternatively, individuals may make a report to the Ampcontrol external independent whistleblowing service using any of the following methods:

- calling the hotline number 1300 933 977 within Australia; or
- visiting our unique reporting platform online: [ampcontrol.grapevineonline.com.au](https://ampcontrol.grapevineonline.com.au).

Reports to this service will be de-identified and then forwarded to the WIO for action.







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