

QAL Sustainable Development 2019 scorecard

SAFETY

Putting the health and safety of people first

13 Recordable injuries	21 Recordable occupational illnesses	0.75 All Injury Frequency Rate (AIFR)
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Safety  A total of 650 QAL employees completed zero incident process training (ZIP) or a ZIP refresher course. The course assists employees to develop a proactive attitude toward safety and enhances their ability and motivation to make safe choices.

Employee health and wellbeing  Achieved 49 manual handling improvements onsite, doubling our target for 2019.

CASH

Maximising cash to increase our resilience

3.45M Production (tonnes)	\$262M Local spend on goods and services	 \$8.6M Taxes and royalties to local, state and Australian governments
\$93M Capital expenditure	\$806M National spend on goods and services	

GROWTH

Maximising cash to increase our resilience

Key growth project
Introduced Amrun bauxite into QAL's process, improving yield and reducing freight costs by \$15M.



Key growth project
Installed 800m pipeline to between two plant areas, allowing the completion of routine maintenance without production disruptions. This change improves the stability and productivity of QAL.



Economic contribution
(includes salaries, partnerships, in-kind support, taxes, total national supplier spend)

\$957M


PEOPLE

Building a workplace where we all feel valued, connected and can grow 

984 Full Time Equivalent (FTE) employees	653 Full Time Equivalent (FTE) contractors	15.36% Female employees (FTE)
55 Apprentices and trainees	\$140M Salaries and benefits paid	120 Local student participation in QAL career days

People 3,522 skill and development training courses completed by QAL workforce in 2019

PARTNERSHIP

Building relationships that enable us to operate and pioneer progress

\$80,891 Community investment	77 Community organisations supported	41 Significant community complaints
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Partnering to operate
QAL, in partnership with Rio Tinto, has delivered the Here for Business program.



Since the program was established in 2017, an investment of \$669,789 has been made in micro loans and mentoring for local businesses.

In 2019, the Here for Business participants were responsible for creating 23 new jobs within the Gladstone Region.

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Significant environmental incidents

Environmental stewardship
Invested focus on waste segregation onsite, resulting in over 3,300 tonnes of paper and steel being sent to recycling facilities.



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OUR OPERATION

Queensland Alumina Limited (QAL) is one of the largest alumina refineries in Australia. We commenced production in March 1967 making us Australia's first alumina refinery. We produce some 3.80 million tonnes of the world's best smelter grade alumina per year, that is used locally by Boyne Smelters Limited and shipped across the globe.

Our refinery is located in the city of Gladstone, Queensland. Our operations include a wharf and storage facility on South Trees Island.



\$19.51M invested into Environmental improvement projects

In 2019, QAL invested \$19.51M into Environmental improvement projects as part of the 5-Year Environmental Strategy. The 5-Year Environmental Strategy program was a commitment made by QAL to deliver year-on-year improved environmental performance. With an investment of above \$260M, this program includes a portfolio of projects that have been prioritised to either improve environmental performance at QAL, or reduce the risk of QAL impacting the receiving environment. Its components consist of major capital expenditure combined with operational culture change. A total of 10 environmental improvement projects were completed in 2019.



QAL employees in the community

QAL introduced the Community&Me sponsorship program that recognises QAL employees for their efforts within the local community. There are two categories in the program; the 'Dollars for Doers' and 'Team QAL' category. Through the Dollars for Doers program a \$500 grant is provided to a not-for-profit organisation where an employee has donated 50 hours of their time over the last 12 months. The Team QAL program supports local events where three or more employees teamed up and participated to raise money. Throughout 2019 QAL supported 27 community organisations through the Community&Me program investing up to \$20,000 in addition to QAL's external sponsorship program.



Process Safety Management Initiatives

Process Safety Management (PSM) was implemented to ensure hazards that have the potential to cause fatality, loss of environmental licence or impact to the local community are identified and eliminated. All the Process Safety Management (PSM) Major Hazard workshops were completed in 2019. Through completing these workshops it has allowed QAL to have clear visibility over what Critical Controls need to be implemented to eliminate the possibility of an onsite catastrophic process events.

