

Queensland Alumina Limited sustainable development

2020 Scorecard



Safety		
Putting the health and safety of our people first		
2 Recordable injuries	21 Recordable occupational illnesses	0.12 All Injury Frequency Rate (AIFR)
<p>Safety QAL recorded its best safety performance in its entire operational history in 2020—a result of hard work and each person’s focus on how they can get home to their Personal Big 5 every day. This was driven through the Zero Incident Process training for new starters and leaders helping team members relate the theory to their everyday work. This is a long-term investment, designed to realise a positive, lasting safety culture.</p>		
<p>Employee health and wellbeing QAL’s Peer Support Program launched in September with 48 employee volunteers trained to be a listening ear to colleagues who may be facing challenges that affect their wellbeing.</p>		

Cash		
Maximising cash to increase our resilience		
3.7Mt (alumina)	\$706M State spend on goods and services	\$8.8M Taxes and royalties to local, state and Australian governments
\$279.7M Local spend on goods and services	\$830M National spend on goods and services	\$126.4M Capital expenditure

People		
Building a workplace where we all feel valued, connected and can grow		
1,001 Full Time Equivalent (FTE) employees	734 Full Time Equivalent (FTE) contractors	17.2% Female employees (FTE)
56 Apprentices and trainees	\$143.4M Salaries and benefits paid	

Growth		
Growing our business responsibly to benefit future generations		
<p>Double digestion design Work on a double digestion design commenced in 2020, which will reduce current high temperature digestion pressures to less than half, reducing QAL’s risk profile for potential alkali</p>		<p>release events and providing improvements in safety. The modification will also result in a 14% reduction of red mud to the RDA and 15% reduction in raw water usage. The project will commence in 2021.</p>
<p>Economic contribution (includes salaries, partnerships, in-kind support, taxes, total national supplier spend)</p>		\$983M

Partnership				
Building relationships that enable us to operate and pioneer progress				
\$123,274* Community investment (includes in-kind support)	36 Community organisations supported	39 Significant community complaints	\$126,940** COVID response investment to local community	<p>Partner to operate In 2020, QAL continued its partnership with Gladstone Wildlife Carers by supporting the Habits for Habitat program. COVID-19 restrictions limited school visits and events;</p>
<p>however, the Habits for Habitat program was able to conduct several visits to primary schools and the Boyne island Environmental Education Centre (pre-COVID-19), as well as</p>		<p>virtually participate in the Digital EcoFest. Through our partnership, Gladstone Wildlife Carers has also added fresh digital collateral to their new website.</p>		<p>Environmental stewardship 0 Significant environmental incidents</p> <p>Eliminated Styrofoam cups, introduced biodegradable catering packaging, sustainable bamboo toilet paper and commenced collecting recyclables and containers for change, with the latter benefiting local charities.</p>
<p>*In addition to Rio Tinto’s \$353,048 contribution to the Here for Gladstone program **Rio Tinto’s contribution to the Gladstone region divided per three sites</p>				

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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 as Australia's first alumina refinery.

We produce around 3.7 million tonnes of the world's best smelter-grade alumina each year, 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.



Case studies

\$72M invested in environment projects



In its second year of the 5-Year Environment Strategy (5-YES), QAL invested \$72M into environmental improvement projects and completed a total of 14 major projects. The program was a commitment made by QAL to deliver year-on-year improved environmental performance. With the investment increased from its original estimate of \$270M to a now fully scoped \$400M, the complex portfolio of more than 60 projects has been prioritised to either improve environmental performance at QAL, or reduce the risk of QAL impacting the receiving environment.

Since the start of the program in 2019, 23 projects have now been completed, 20 in construction and many more in feasibility and design phases (as at December 2020). Total investment to date is \$108M, over half of which has been spent on goods and services with local companies.

Industry 4.0 ramps up



QAL launched its Industry 4.0 program in 2020 aimed at advancing the site's technology to unlock value and provide new insights into the business. The program considers our infrastructure and how our operations can be better connected, the equipment we use and our potential to access data and analytics. Tablets have been deployed in all sections of the refinery with the majority of check sheets digitised. Online thermal cameras that can feed back into the control room in real time and sound alarms on programmed conditions are being trialled. Improved instrumentation such as temperature and pressure gauges have been installed across the plant. This pressure instrumentation will help track scaling rates and flow capability through the systems in real time and eliminates the need to complete manual pressure surveys which improves safety performance. The increased use of instrumentation is set to deliver both production and safety benefits for the refinery.

Community&Me



QAL continued its employee volunteering recognition program throughout 2020. The program, 'Community&Me' recognises employees who volunteer their time to local community groups and Not-For-Profits. \$3,000 was invested across 6 groups in 2020. Organisations where employees volunteer more than 50 hours a year are eligible for a \$500 grant. The program also supports fundraising activities supported by a QAL team or more than 5 people. As one of the largest local workforces in Gladstone we are proud to recognise the contributions of our men and women across local groups.