



BETTER
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2013 SUSTAINABILITY REPORT

Better equipped for continuous improvement

TRIFR IMPROVED BY 39% IN FY13

DIVERSITY ACTION PLAN INITIATIVES IMPLEMENTED

NATIONAL COMMUNITY PARTNERSHIPS ESTABLISHED WITH CLONTARF AND LIFELINE AUSTRALIA

IMPROVED SUSTAINABILITY

This is the third Sustainability Report produced by Emeco and the third data capture and reporting process we have been through to measure the sustainability of our global operations.

In FY13, there has been a notable shift at the local and regional level in relation to our performance in the areas of safety, people, community and environment. We still have work to do in each of these areas and, in keeping with our value of Continuous Improvement, we continue to look for ways to improve the sustainability of our business. This Sustainability Report demonstrates that as our business evolves, so too do our behaviours and performance in relation to operating as a responsible business for our stakeholders.

CONSISTENT AND REGULAR REPORTING

Our 2013 Sustainability Report has once again been developed using the Global Reporting Initiative (GRI) G3 Framework and the principles of materiality and completeness to determine the information that should be included in this Report.






This Report is self-declared as a C level report in accordance with the GRI G3 Guidelines and details information relating to our performance in the areas of safety, people, community and environment for the FY13 period.

We have also set our performance targets for the year ahead (see table 13) and will continue to provide our stakeholders with relevant and meaningful information regarding the performance of our global operations from a sustainability perspective.

To this end, a major highlight for the year has been the development of a new monthly sustainability reporting tool for the Emeco Board. We have improved upon the monthly Health, Safety and Environment (HSE) report template of the past to capture our safety, people, community and environmental data in a more structured format which is closely aligned to our Annual Sustainability Report. We believe that this proactive management of our sustainability issues and greater sharing of regional information will help us achieve our objective of ongoing continuous improvement. The new tool will also streamline our annual reporting by collecting relevant data on a regular basis throughout the year.



TABLE 13: SUSTAINABILITY PERFORMANCE AND TARGETS

PERFORMANCE AREAS		FY13 PERFORMANCE HIGHLIGHTS	FY14 PERFORMANCE TARGETS
PEOPLE	Safety  FURTHER READING PAGE 26 TO 28	<ul style="list-style-type: none"> · TRIFR improved by 39% · Established the Global HSE Forum · Increased adoption of behaviour-based safety approaches · Audit of contractor compliance and contractor safety management improvements conducted 	<ul style="list-style-type: none"> · Further reduce injury frequency rates
	Employee Development  FURTHER READING PAGE 30	<ul style="list-style-type: none"> · Employee satisfaction improved (32% improvement since 2010) · Implemented new training management system to enhance recording, analysis and management of employee training in Australia · Delivered leadership development program in Australia and Canada 	<ul style="list-style-type: none"> · Establish a Global HR Forum · Undertake fourth employee culture survey · Implement consistent on-boarding process for new employees across the Australian business
	Diversity  FURTHER READING PAGE 30	<ul style="list-style-type: none"> · Implemented global gender diversity measurement framework in Australia · Implemented initiatives from the Diversity Action Plan · Analysed gender-based results from the 2012 employee culture survey 	<ul style="list-style-type: none"> · Implement gender diversity measurement framework globally · Implement FY14 diversity initiatives
COMMUNITY	Community Participation  FURTHER READING PAGE 31 TO 33	<ul style="list-style-type: none"> · Established two national partnerships in Australia · Appointed community engagement representatives in Australia, Indonesia and Canada · Pleasing levels of employee involvement in community engagement activities 	<ul style="list-style-type: none"> · Improve regional alignment with global community engagement strategy · Increase profile of community engagement representatives · Review existing national partnerships agreements in Australia
ENVIRONMENT	Environmental Management  FURTHER READING PAGE 34	<ul style="list-style-type: none"> · No reportable environmental incidents · Implemented a number of localised environmental improvements 	<ul style="list-style-type: none"> · Implement consistent approach to collecting waste and water-related data · Review and improve waste water management practices

Our stakeholders

In FY13, we have identified our key stakeholder groups (see table 14) the ways in which we engage with each and the key topics and concerns of our different stakeholders in relation to their dealings with Emeco.

In future years, this will assist us in better identifying the matters that are

material to Emeco from a sustainability perspective as well as the relevant GRI indicators for a particular period. In some cases this will also help us to proactively identify our sustainability risks and opportunities.

TABLE 14: STAKEHOLDER ENGAGEMENT

STAKEHOLDER GROUP	HOW WE ENGAGE	TOPICS & CONCERNS (FY13)
EMPLOYEES	Face to face, intranet, MD newsletter, employee culture survey, inductions, performance management process, in-house training, community engagement activities, pre-start safety and toolbox meetings.	<ul style="list-style-type: none"> · Job security · Safety · Communication · Training and development · Work prioritisation · Workplace satisfaction and desired values · Company performance
CUSTOMERS	Face to face through business development managers, site managers and tender responses.	<ul style="list-style-type: none"> · Safety · Hire terms and conditions · Equipment supply · Equipment performance · Workforce supply
SHAREHOLDERS	Investor relations team, annual financial performance reporting, annual general meeting, annual meetings with proxy advisory firms.	<ul style="list-style-type: none"> · Company performance · Value creation · Financial and non-financial risk mitigation · Capital management · Corporate governance
SUPPLIERS	Supply related enquiries and tender/quote responses.	<ul style="list-style-type: none"> · Supply chain opportunities and/or issues
COMMUNITY MEMBERS	Community focussed sponsorship and partnership activities.	<ul style="list-style-type: none"> · Social impact of operations · Community investment and support

People

HEALTH AND SAFETY

Emeco's Occupational Health & Safety Policy is publicly disclosed on our website at www.emecogroup.com. The Policy is supported by the Emeco Safety Health Environmental Management System (ESHEMS) and monthly reporting to the Executive Leadership Team and the Board.

In FY13 we established a global HSE Forum which is dedicated to the sharing of HSE information across Emeco's four operating regions and ensuring consistency and continuous improvement in relation to HSE performance.

Members of the HSE Forum report on regional HSE performance regularly to the Board through the new monthly sustainability report tool⁺ and participate in a quarterly teleconference which allows general managers and senior HSE advisors from each region to compare their experiences and share learnings.

[➤ FURTHER READING PAGE 24](#)

In FY13 we enhanced our approach to behavioural-based HSE programs through the global implementation of a Safe Act Observation (SAO) program which involved training our Emeco leaders (from the Executive Leadership

Team to frontline supervisors) and is supported by Key Performance Indicators (KPIs). The focus on safe behaviours commences each day for our operational teams through behaviour-based safety programs such as the Positive Attitude Safety System (PASS) and pre-shift meetings. This is tied to our SAO program with positive feedback and opportunities for improvement being communicated across our global workforce.

Improving safety behaviours

AUSTRALIA

During FY13, we implemented the following safety improvements across Emeco's largest operation, the Australian business:

- A review of Emeco's HSE risk management approach delivered the following:
 - Alignment of our HSE Risk Matrix with our Enterprise Risk Matrix to better integrate HSE risks into the group Enterprise Risk Register.
 - All risk assessments and HSE Management Plans (HSEMPs) for each state and site within the Australian business were reviewed and updated.
 - To complement the HSEMPs, the development of several hundred Safe Work Method Statements was prioritised, providing a step-by-step procedure for each regular task and outlining the hazards and controls associated with each task.
- An audit of contractor compliance was carried out, including a review of the type of contractor services provided. Strategies and processes were developed to improve risk management in the areas of HSE, human resources, legal, commercial and procurement. Further improvements are planned for FY14.
- All employees and contractors now receive hazard/risk booklets containing HSE information and reporting forms at their induction, improving our hazard reporting process and in-field risk management tools.
- A number of high risk activities were identified including tagging and isolations, working at heights, tyre/rim handling and management. Fifteen Core Risk Control Protocols are currently being developed to better manage safety in relation to the identified risk activities.
- Following the incorporation of safety training into Emeco's broader training framework, a new training management and reporting database is being implemented which will improve the management of HSE and training information.✦The new database will track all training requirements (safety or otherwise) of each individual Australian employee and critical HSE/Licence to Operate training of contractor personnel.

■ FURTHER READING PAGE 30

- Child and baby first aid training was provided free of charge for employees and their family members at our Osborne Park, Guildford, Mackay and Rutherford sites.

In FY14, we will focus on enhancing PASS leadership by providing coaching and support to all levels of management within the Australian business. We also aim to better utilise PASS meetings to address a number of other HSE improvements including HSE lead indicators, SAOs, risk assessments and training.

CANADA

In May 2013, the Canadian team also implemented a behaviour-based safety program consisting of the following:

- Job safety observation and management observations to recognise strong safety performance, establish two-way communication and to provide safety improvement opportunities for all employees.
- Take 5's which engage all administrative staff, management and supervisors to stop and think through various tasks before commencing the activity, helping to proactively identify potential hazards.
- Hazard assessments:
 - Stop & Think allows the worker to verify that all required actions have been thoroughly considered and addressed with before they begin a task.
 - Last Minute Risk Assessment used during a task to assist in identifying any new conditions such as scope of work, unexpected events, weather conditions and additional people. With every change in condition, hazards must be identified and controls put in place.
- New Worker Mentorship Program ensures that new employees are provided with the necessary knowledge, familiarity and skills to perform their job in a safe manner and in accordance with Emeco's standards. This program also aims to ensure that new employees have a full support system to assist them in adjusting to their new position and role with the Company.

In addition, formal job hazard assessments are being created for all positions within the Canadian business. This began with the high safety sensitive positions (such as welders) and has been rolled out to the maintenance team.

STRATEGIES AND PROCESSES WERE DEVELOPED TO IMPROVE RISK MANAGEMENT IN THE AREAS OF HSE, HUMAN RESOURCES, LEGAL, COMMERCIAL AND PROCUREMENT. FURTHER IMPROVEMENTS ARE PLANNED FOR FY14



In FY14, the Canadian business will review and continue to monitor the implementation and adoption of this new behaviour-based safety approach across the region.

CHILE

Since the delivery of our first fleet in July 2012, the Chilean business has focussed on providing a safe work environment for our employees and sub-contractors and is proud to have completed its first year of operation injury free. During the year the team focussed on:

- Translating and implementing Emeco's global safety policy and procedures.
- Subcontractor pre-qualification and the use of safety management systems including JHA, Take 5 and daily meetings.
- Delivering pre-qualification and ongoing reporting requirements to governing bodies.
- Complying with mine owner regulations and procedures for both tender processes and throughout rental contracts.

INDONESIA

The knowledge and awareness of safe work practices was increased during the period through the provision of HSE training for new and existing employees. As in all other regions, pre-work meetings are now being held at the commencement of each work shift in Indonesia and monthly inspection programs are also being conducted at each site which is an improvement since prior reporting periods.

Safety performance

TABLE 15: FY13 SAFETY PERFORMANCE MEASURES BY REGION

REGION	TRIFR ^A	LTIFR ^B	DIFR ^C	MTIFR ^D
Australia	20.5	6.5	10.8	3.2
Canada	8.3	4.1	0	4.1
Chile	0	0	0	0
Indonesia	0	0	0	0
Emeco Group	10.6	3.5	5.0	2.0

TABLE 16: 5 YEAR LTIFR PERFORMANCE

LTIFR	FY13	FY12	FY11	FY10	FY09
Emeco Group	3.5	1.7 ^E	2.4	3.4	12.8

TABLE 17: 3 YEAR TRIFR PERFORMANCE

TRIFR	FY13	FY12	FY11*
Emeco Group	10.6	17.4	12.4

^A Total Recordable Injury Frequency Rate^B Lost Time Injury Frequency Rate^C Disabling Injury Frequency Rate^D Medical Treatment Injury Frequency Rate^E In the 2012 Annual Report we reported that our LTIFR for FY12 was 2.2. This was incorrect and the error was identified through the injury reclassification and HSE data audit carried out in early FY13.

* Emeco commenced reporting TRIFR in FY11.

During the period, Emeco's global Lost Time Injury Frequency Rate (LTIFR) increased to 3.5 due to a number of lost time injuries sustained within our Australian and Canadian businesses. However, other safety indicators including Total Reportable Injury Frequency Rate (TRIFR) and Medical Treatment Injury Frequency Rate (MTIFR) reflected an overall improvement in safety performance throughout FY13 (see table 15).

Our Chilean and Indonesian operations recorded zero incident rates across all of our safety indicators.

No fatalities were recorded and there were no lost days due to work-related illness.

Looking back on our safety performance over the past five years, there has been a definite improvement across the business. We expect ongoing improvement as the new HSE Forum

picks up momentum and as the ESHEMS and associated initiatives for safe systems, safe equipment and safe people are implemented.

OUR COMMUNITIES

AED AND ST JOHN COMMUNITY FIRST RESPONDER PROGRAM

Sudden Cardiac Arrest (SCA) is the leading cause of death in Australia with deaths from SCA being estimated in excess of 20,000 each year. SCA occurs when the electrical system of the heart malfunctions and causes irregular heart rhythm and or cardiac arrest. Victims can face irreversible damage in just four to six minutes after experiencing cardiac arrest.

Automated External Defibrillators (AEDs) are the only known device that can help restore the heart to its natural rhythm.

AEDs are portable and virtually anyone can use an AED to save a life. Emeco provided training in advanced first aid and resuscitation during FY13 and installed AEDs at all Australian branch locations.

Emeco also joined the St John Ambulance 'Community First Responder' Program in Western Australia which provides a direct link between Emeco AED locations, St John Ambulance and the triple zero (000) call centre.

Our AEDs and our trained first aiders are available to assist in the community and can be called to provide assistance to any SCA that occurs within proximity of an Emeco branch or office.



Empowered people

The greatest difference in the FY13 reporting period compared to prior reporting periods relates to the establishment of our operations in Chile. This has added further geographical and cultural diversification to our business. We remain focused on building supportive and culturally sensitive workplaces which empower Emeco people to achieve and which reflect the broader diversity of the communities in which we operate.

As at 30 June 2013, our global workforce comprised of 633 permanent and fixed term employees spread across Australia, Canada, Indonesia and Chile.

At all of our workplaces we stress the importance of equality and treating each other with respect.

THE 2012 SURVEY RESULTS HIGHLIGHTED THAT OUR EMECO VALUES ARE REFLECTED IN OUR CULTURE THROUGH TEAMWORK, CONTINUOUS IMPROVEMENT, ACCOUNTABILITY AND CUSTOMER SATISFACTION



TABLE 18: EMPLOYEES BY REGION AND CONTRACT

REGION	TOTAL NUMBER OF EMPLOYEES (2013)					TOTAL
	FULL TIME (PERM)	PART TIME ^F (PERM)	FULL TIME (FIXED TERM)	PART TIME (FIXED TERM)	CASUAL	
Australia	278	6	-	-	2	286 ^G
Canada	101	1	-	-	-	102
Indonesia	213	-	23	-	-	236
Chile	7	-	1	-	-	8
US	1	-	-	-	-	1
TOTAL	600	7	24	-	2	633

TABLE 19: FY13 TURNOVER BY REGION

REGION	TURNOVER NUMBER		TURNOVER RATE ^H	
	MALE	FEMALE	MALE	FEMALE
Australia	140	37	39.25%	10.37%
Canada	12	3	11.8%	2.9%
Indonesia	68	7	23.5%	1.9%
Chile	1	0	12.5%	0

^F Part-time is assessed as anything less than 38 hours week.

^G Non-executive directors are not included in Australian employee numbers.

^H 12 month rolling average including voluntary and involuntary turnover.

A CLEAR PEOPLE STRATEGY

Empowering Emeco people to achieve and succeed in their roles remains the ultimate goal of our Empower people strategy.

Over the period, employee development and diversity were the two main Empower workstreams focussed on at a global level.

LISTENING TO OUR PEOPLE

In August 2012, we conducted our third annual employee culture survey which relates to employee satisfaction over FY12, with the highest number of responses from Emeco people achieved

to date. This survey was conducted prior to the implementation of a significant redundancy program in the Australian business in late 2012 and early 2013 and so while employee satisfaction improved again in 2012 (a 32 per cent improvement since 2010) we expect the results of our 2013 survey, which is currently underway, will differ significantly from the 2012 results.

The 2012 survey results highlighted that our Emeco values are reflected in our culture through Teamwork, Continuous Improvement, Accountability and Customer Satisfaction. However, employee feedback also told us that

in some workplaces communication between managers and employees could improve, particularly in regards to work prioritisation.

The Emeco Foundations of Leadership program developed in FY13 for front-line managers and supervisors is one way in which we will be addressing this issue. An internal toolkit is also being developed and trialled during FY14 to help Emeco managers in Australia be more active and visible leaders. If successful this toolkit will be rolled out across all regions.

FURTHER READING PAGE 30

Employee development

PERFORMANCE MANAGEMENT

Following the implementation of a new Performance Management Process (PMP) in the Australian and Canadian businesses in FY12, Personal Performance Plans (PPP) including objectives, behavioural assessments and training plans) were developed for 95 per cent of employees. The number of PPPs conducted across the Australian and Canadian businesses fell in FY13. We are currently reviewing the reasons for this decline. The PMP was implemented in Indonesia and Chile for positions at supervisor level or higher in FY13. Overall, we are on track for an improvement in the number of PPP conversations carried out in FY14.

TRAINING AND DEVELOPMENT REPORTING

As a result of the downturn in resources markets during the period, particularly in Australia, opportunities to reduce operational costs were explored. This included a review and prioritisation of training activity. As a result, the decision was made to limit external training to focus on job critical HSE, licence to operate and essential technical/professional training. This also delayed the implementation of a consistent on-boarding process for new employees across the Australian business, however, this has been set as a target for delivery in FY14.

To assist with our FY13 target of establishing an 'integrated process to record employee training and to report on training key performance indicators', a new training management and reporting database, enabling both HSE and broader training data management, was implemented. The new database harmonises and tracks the training Emeco delivers to all functions and avoids the duplication and technical

deficiencies associated with the two databases previously used.

The development of training matrices for key maintenance and operational roles has also been incorporated into the database. Implementation of our enhanced training management system continues in FY14 and we plan to define core role-based training requirements for all Emeco job families of the Australian business.

LEADERSHIP DEVELOPMENT

The most significant investment in training and development for the period was the implementation of the Foundations of Leadership program.

The rollout of this program commenced in Australia and Canada during the period and is designed to complement theory-based external courses by providing Emeco's frontline supervisors and team leaders with a practical experience around what successful leadership means at Emeco.

Module 1 (Leading the Emeco Business) was rolled out in FY12. In FY13, four of six modules in the program were delivered to Australian and Canadian front line supervisors and team leaders. Modules 5 and 6 are under development and planned for delivery in early 2014. The aim is that the Foundations of Leadership program will be run at least once every two years for eligible team leaders, supervisors and leading hands.

DIVERSITY

In keeping with the diversity commitments made in the 2012 Sustainability Report, Emeco achieved the following during the period:

- Developed a gender diversity measurement framework for the Australian business. In FY14, we will

start capturing the same information across all operating regions.

- Analysed gender based results of our employee culture survey to more specifically understand the views, experience and needs of the women in our workforce.
- Implemented initiatives from the Diversity Action Plan.

In addition, we submitted our second report to the Australian Workplace Gender Equality Agency (formerly the Equal Opportunity in the Workplace Agency).

DIVERSITY ACTIONS

Emeco's Diversity Action Plan (available at www.emecogroup.com) was approved by the Board in June 2012. The following three initiatives from the Plan were implemented in FY13:

- The Australian Recruitment and Selection Policy was reviewed to ensure it contained an explicit commitment to promote diversity in our workforce. Following the review a new Recruitment and Selection Policy and Procedure was implemented.
- A Flexible Workplace Arrangements Policy and Procedure was also developed in Australia to assist employees and managers in applying for, assessing the business viability of, and responding to requests for flexible work arrangements.
- Diversity training commenced at the executive leadership level in FY13. We have committed to develop and roll out relevant diversity awareness training to the broader workforces of each operating region in FY14.

TABLE 20: GROUP WORKFORCE BY JOB CLASSIFICATION, GENDER AND AGE

JOB CLASSIFICATION	TOTAL	GENDER		AGE			
		FEMALE	MALE	< 30 YRS	31-40	41-50	51+ YRS
Non-Executive Director	6	1	5	0	0	1	5
Senior Executive	6	0	6	0	2	3	1
Senior Manager	27	6	21	6	7	10	4
Managers/Supervisors	53	10	43	4	23	15	11
Business Development & Sales	17	0	17	1	6	6	4
Business Support	41	14	27	11	13	8	9
Admin Support	87	57	30	31	26	21	9
Trade & Non Trade	397	5	392	176	134	62	25

Community

OUR GOAL FOR FY14 IS TO INCREASE THE PROFILE AND CAREER PROSPECTS OF WOMEN IN OUR WORKPLACES BY IMPLEMENTING DIVERSITY INITIATIVES



GENDER DIVERSITY

Women represent 14.7 per cent of our global workforce and hold 18.6 per cent of senior management positions. The majority of women working at Emeco are employed in administrative and business support roles. We feel this is a fair representation considering the overall composition of the industry.

Our goal for FY14 is to increase the profile and career prospects of women in our workplaces by implementing the following diversity initiatives:

- Implement a structured and coordinated annual mentoring program for women leaders in the business.
- Identify and invest in targeted leadership development training for current and potential women leaders.
- Improve the way we profile and raise awareness of all high achievers in the business through our internal communication channels with a target set for 50 per cent of all people profiled to be women.

From a community perspective, in FY13 the focus was on establishing the foundation of our global Community Engagement Strategy, recruiting internal community engagement representatives and establishing supporting processes.

The major achievements delivered during the period were:

- The appointment of locally-based community engagement representatives for each state in which we operate in Australia, Indonesia and Canada.
- Establishing working relationships and running activities with our national partners in Australia, the Clontarf Foundation and Lifeline Australia.
- Receiving positive feedback from a number of local community groups who received support from Emeco.

Importantly, the real value of our community-focussed activities in FY13 came from the pleasing level of employee engagement and involvement. This suggests that the structure we have implemented with an overarching global strategy and approval process, with application and activities being coordinated at a local level by Emeco's own internal community engagement representatives, really works.

We see this as an achievement because our Community Engagement Strategy recognises that Emeco employees and broader stakeholders, live and work in the communities where we operate and as such, employee engagement is a large part of our community engagement approach.

Throughout the year, we remained focussed on partnership and sponsorship activities which meet the following criteria:

- Improve standards of health, wellbeing and/or education.
- Support environmental remediation and/or sustainability practices.
- Support sustainable Indigenous business operations.

These remain our focus areas for support in FY14.



OUR COMMUNITIES

BUILDING FUTURES FOR WOMEN

Through our working relationship with Imperial Oil in Canada, Emeco partnered with Women Building Futures (WBF) to empower and help provide training to women who seek careers in Canada's heavy industrial sector.

Like Emeco, WBF is focussed on empowerment. WBF works to empower women to succeed in non-traditional careers, inspire positive economic change for women and forever transform the face of industry in Canada.

In February 2012, 16 women were selected to participate in the new WBF

Imperial Oil Limited Heavy Equipment Operator Program, for which Emeco provided and maintained the heavy equipment that was used throughout the 12-week training program.

The students graduated on 10 May, equipped with five safety certificates and over 60 hours of seat time having spent three months training on articulated haul trucks, loaders, dozers and graders.



Local community support

In FY13 we continued to provide both financial and in-kind assistance to local community causes across our operating location (see table 21). We also encouraged the active involvement of our employees in their local communities.

In FY14 we will be working to establish greater consistency across our operating regions in terms of the types of causes we support and to improve

alignment with our global Community Engagement Strategy. We will also be seeking more formal feedback from the organisations and community groups that we support in FY14 to assist with reviewing and developing our Community Engagement Strategy going forward.

TABLE 21: FY13 COMMUNITY ACTIVITY BY REGION

REGION	PARTNERSHIP OR SPONSORSHIP
AUSTRALIA	Bupa Walk to Work Day Camp Quality Clontarf Foundation (National Partnership) Cowell Hospital Fremantle Hospital Lifeline Australia (National Partnership) Mackay Animal Rescue Mine Rovers Football Club National Breast Cancer Foundation Pioneer Valley Car Show – Dad's Day in the Park Princess Margaret Hospital Foundation – Big Walk PWR Mine Emergency Response Competition (MERC) Roar Cricket Club Rock Eisteddford Ronald McDonald House Rotary Shave for a Cure Stress Down Day
INDONESIA	Indonesia Young National Committee Radio Between Indonesia People Manggar People Empower Council P. Antasari Technical High School
CANADA	Mining Suppliers Association of Canada Stony Plain Minor Hockey United Way Breast Cancer Support Teenage Survival Handbook U16/18 Girls Soccer Club South Side Athletic Club APEX Geoscience Hockey team Women Building Futures FURTHER READING OUR COMMUNITIES CASE STUDY PAGE 31
CHILE	<i>Community engagement activities not yet commenced.</i>

Partnering for change

MENTAL HEALTH & WELLBEING

In Australia during FY13, Emeco established national partnerships with the Clontarf Foundation and Lifeline Australia.

Emeco's support of Lifeline delivers the following:

- Financial support which enables Lifeline to sustainably operate its 13 11 14 crisis support line.
- Improved access to Lifeline's essential crisis services for the Australian public.
- Improved awareness and open communication lines with Emeco stakeholders about mental health and suicide.
- Structured, optional training for Emeco employees in Australia.

80 per cent of the funding provided to Lifeline by Emeco goes towards employing and training permanent Lifeline employees to work the crisis lines between the hours of 10pm and 6am. This is the most difficult time for volunteers to work, yet also the time of night when Australians in need become lonely and at high risk of suicide.

The remaining 20 per cent of funding goes towards training of Emeco employees to better understand the issue of mental health and suicide.

These optional sessions have been a huge success with between 60 and 80 per cent of employees at each location where the training has been held, choosing to attend. Following the training, employees who choose to attend are equipped with the confidence, skills and tools they may one day need to help themselves, a colleague or loved one, who may be struggling with a mental health issue or contemplating suicide.

INDIGENOUS ENGAGEMENT

Our Aboriginal and Torres Strait Islander Engagement Strategy outlines our commitment to developing and providing culturally aware and welcoming Australian workplaces.

During FY13 in Australia, we were focused on developing our relationship with the Clontarf Foundation (Clontarf) following the establishment of a community partnership in July 2012 (see case study below). Clontarf exists to improve the education, discipline, self-esteem, life skills and employment prospects of young Aboriginal men.

Through the partnership Emeco is working with Clontarf to develop career pathways for Indigenous youth and hopes to provide employment opportunities for Clontarf graduates

THESE OPTIONAL SESSIONS HAVE BEEN A HUGE SUCCESS WITH BETWEEN 60 & 80 PER CENT OF EMPLOYEES AT EACH LOCATION WHERE THE TRAINING HAS BEEN HELD, CHOOSING TO ATTEND



within Emeco in the coming years. In FY13, Emeco assisted Clontarf with:

- Facilitating an excursion for Clontarf students to Emeco's Guildford site, providing the boys with an insight into the mining services industry and heavy equipment (see case study below).
- Exploring opportunities for career pathways through work experience at Emeco, for boys attending Clontarf Academies in proximity to Emeco's major sites.

In Canada, Emeco has been working in a commercial relationship with the Fort McKay Group of Companies for a number of years, a company which is 100 per cent owned and controlled by the Fort McKay First Nation indigenous people. At the end of FY13, our Canadian business had commenced further discussions with the Fort McKay Group to explore the co-development of a fleet maintenance program which would assist the Group in providing equipment to various oil sands producers.



OUR COMMUNITIES

CLONTARF STUDENTS SEE EMECO FIRST HAND

In early 2012, students from the Sevenoaks Clontarf Academy visited Emeco's Guildford operation in Western Australia.

After a site induction which explained the importance of safety and the safety practices which were to be followed at site, the Emeco team spoke with the boys about the various roles and functions required to run a business like Emeco and how the boys could one day have similar roles in a company.

The boys were taken on a tour of Emeco's workshop which gave them a chance to see large mining equipment up close, as well as a variety of tools

and engines which are used by Emeco to deliver its equipment rental services to customers.

The visit concluded with a morning tea. This was a great opportunity for the boys from Clontarf to interact with Emeco employees from Guildford and to ask questions about some of the jobs and activities they heard about on their tour of the site.





Environment

RESPONSIBLE ENVIRONMENTAL MANAGEMENT

Globally, we continue to work towards improving the consistency and efficiency of our environmental data collection and reporting processes. The new monthly sustainability reporting tool will not only assist from a consistency and efficiency perspective, we hope that it will also promote the sharing and adoption of environmental initiatives and improvements across Emeco's operating regions.

In FY13, all major sites in the Australian business improved waste management practices. Following are some examples of the steps taken:

- Using double-skin containers for lube storage at Carosue Dam (a maintained project site in Western Australia) to prevent uncontrolled release of hydrocarbons.
- Switching to a single-supplier of oil and waste oil removal in Western Australia resulting in more efficient management of oil usage and disposal.
- Introducing a biodegradable cleaner and a non-hydrocarbon degreaser at our Rutherford branch in New South Wales, reducing the use of hazardous chemicals.
- Redesigning the wash pad workshop grid at our Mackay branch in

Queensland to ensure waste flows correctly into the waste oil area, avoiding uncontrolled releases.

- Introducing a dust suppressant at our Rutherford branch to reduce the dust flowing from our workshop to the surrounding area.

Across our Australian business water is captured, cleaned and reused in all wash bay facilities. Our water carts (following repair/refurbishment) now use recycled water from wash bays, rather than potable fresh water. Canada captures and uses rainwater in wash bays.

Indonesia has begun more regular monitoring of the waste water that is released back into the environment. Waste water management practices have also been reviewed and a number of improvements are currently being initiated in the region.

As yet, we do not however have the systems in place to reliably capture waste, water usage data or quantify water savings globally. We have set a target to improve our waste and water reporting approaches in FY14.

Across the business we continue to look for ways to reduce the impacts of our vehicles while in use at customer sites. In Australia, as reported in FY12, we implemented Global Positioning System (GPS) units on our Caterpillar fleet and are still investigating the viability of

similar units for other OEM¹ models. Testing to date has uncovered some technical issues, however, we remain committed to providing fuel usage reports to those customers who require such information.

In Canada, Emeco manages excessive idling of equipment, particularly during the busy winter period, by utilising technology which helps keep equipment ready to start. Rental customers who are able to minimise the occurrence of idling equipment are positively rewarded with a discounted rental rate.

FY13 was the first year of operation for our Chilean business and as such, they have only recently begun tracking and reporting environmental data which we will report on in future reporting cycles.

No significant spills were reported by any of our operations in FY13.

¹OEM means original equipment manufacturer

ENERGY AND GREENHOUSE GAS EMISSIONS (GHG)

Emeco provides dry hire equipment to mining companies and contractors operating in the mining industry. As such, emissions associated with the use of our equipment falls under the reporting responsibility of our customers. We are not required to report greenhouse emissions or energy usage under the Australian Government's National Greenhouse and Energy Reporting legislation or Energy Efficiency Opportunities legislation as our activities fall below the current reporting thresholds. Nonetheless, we track and report energy usage and GHG emissions information each year, for the prior financial year, through submission to the Carbon Disclosure Project (CDP). www.cdproject.net

Our most recent CDP submission shows that our 2012 GHG emissions (scopes 1 and 2) were 7,543 tCO₂e (see table 23)

which represents an increase of 17 per cent on FY11 emissions. The increase in emissions was primarily due to the growing fleet of the time and associated energy usage in Canada and Indonesia.

In an effort to improve the accuracy of our emissions data and respond more effectively to increasing trends, commencing in FY14 each region now reports environmental data on a regular basis, as opposed to annually, through our new monthly sustainability reporting tool.

We continue to look for opportunities to improve our environmental performance and to reduce the carbon and energy impacts of our operations where possible. Importantly, we remain committed to working with our customers to mitigate environmental impacts, increase energy efficiency and reduce emissions associated with the operation of our equipment.

WE REMAIN COMMITTED TO WORKING WITH OUR CUSTOMERS TO MITIGATE ENVIRONMENTAL IMPACTS, INCREASE ENERGY EFFICIENCY AND REDUCE EMISSIONS ASSOCIATED WITH THE OPERATION OF OUR EQUIPMENT



TABLE 22: FY12 ENERGY CONSUMPTION BY SOURCE

ENERGY CONSUMPTION	DIRECT ENERGY (GJ) (SCOPE 1 & 2)	tCO ₂ -e (SCOPE 1 & 2)
Electricity	14,040	3,332
Natural Gas	8,762	450
Fleet Fuel	54,358	3,761
TOTAL ENERGY CONSUMED	77,289	7,543

TABLE 23: 2010-12 GROUP EMISSIONS (SCOPE 1 & 2)

YEAR	tCO ₂ -e ¹
2010	7,397
2011	6,447
2012	7,543

TABLE 24: 2012 GROUP ENERGY CONSUMPTION AND GHG EMISSIONS BY REGION

REGION	DIRECT ENERGY (GJ) (SCOPE 1 & 2)	tCO ₂ -e (SCOPE 1 & 2)
Australia	36,835	4,672
Canada	32,616	2,166
Indonesia	7,709	705
Chile	Available in 2014.	
TOTAL	77,160	7,543

¹ Carbon footprint is calculated using the international best practice Greenhouse Gas Protocol.

National Greenhouse Accounts (NGA) Factors July 2010 – Department of Climate Change and Energy Efficiency

National Greenhouse and Energy Reporting (Measurement) Determination 2008

OUR BUSINESS AT WORK

Better equipped
everyday and
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