

"Our actions today will power a better and lasting tomorrow"

FYI is contributing to a sustainable future.

From reducing our own environmental impact, to partnering to improve our new innovative, sustainable process for our end-markets that answer our stakeholders' needs, sustainability is embedded in our growth strategy, our values and in how we define our future success.

Focus area	IMPROVE		GROW	ENGAGE
	Health, Safety and Environment programs	Increasing energy efficiency and sourcing low carbon energy	Sustainable innovations	Inclusion and diversity Learning and development Community engagement
2025 Targets	Safety Ambition: Zero injuries, waste, and harm	Carbon emissions reduce by 25% Low carbon energy increase to 60%	Bio-based, biodegradable, and natural product offerings Sustainable solutions	People development

2021 highlights

- Sustainability integrated in company strategy and values: the Environment, Social and Governance (ESG) framework
- has been setup during the financial year.
- FYI has introduced and commenced implemented ESG values and guidelines and structuring at Board level.
- The company has introduced ESG KPI's to executive management.
- The company commenced inducting future employees under ESG guidelines and framework.
- During the financial year the company had its ESG framework certified by Sustainalytics. For ongoing reporting FYI is using SocialSuite.
- The company has held discussions with a number of parties with regard to supplying renewable energy for the project.
- FYI has conducted waste classification studies for Cadoux.
- As a founding member of the Future Battery Industries Cooperative Research Centre, the company participated in the Legacy Project. The Project investigates the waste profile of all associated companies with a view to recycle and re-use waste.
- The company completed final waste (Kwinana) studies with Alcoa.

ENVIRONMENT

	Unit	Design	2018	2019	2020	ytd Q3 2021
Company carbon footprint: Cradle-to-gate						
Direct emissions	kton CO ₂ _eq	na	0	0	0	0
Indirect emissions	kton CO ₂ _eq	na	0	0	0	0
Scope 3 upstream emissions	kton CO ₂ _eq	na	0	0	0	0
Total			0	0	0	0
Direct emissions, covered by emissions-limiting regulations	% of Direct emissions	na	0%	0%	0%	0%
Product carbon footprint: Operational emissions						
Direct emissions	kton CO ₂ _eq	4423	0	0	0	0
Indirect emissions	kton CO ₂ _eq	27185	0	0	0	0
Product carbon footprint	kg CO ₂ _eq/ton	3.4	0	0	0	0
Energy management						
Total energy consumption	mIn GJ	2.4	0	0	0	0
Energy intensity	GJ/ton of production	299	0	0	0	0
Percentage renewable ⁹	%	0%	0%	0%	0%	0%
Percentage low carbon and renewable	%	0%	0%	0%	0%	0%
Percentage grid electricity	%	0%	0%	0%	0%	0%
Total self-generated electricity	mIn GJ	0.1	0.0	0.0	0.0	0.0
Air quality						
NOx absolute emissions	Ton	na	0	0	0	0
NOx emission intensity	Kg/ton of production	na	0	0	0	0
SOx absolute emissions	Ton	na	0	0	0	0
SOx emission intensity	Kg/ton of production	na	0	0	0	0
VOC absolute emissions	Ton	na	0	0	0	0
VOC emission intensity	Kg/ton of production	na	0	0	0	0
Emission to water (COD)						
COD absolute emissions	Ton	na	0	0	0	0
COD emission intensity	Kg/ton of production	na	0	0	0	0
Water management						
Total fresh water intake	1000 m3	16,650	0	0	0	0
Per ton of production	m3/ton	2.08	0	0	0	0
Percentage in regions with high water stress	%	0.00%	0.00%	0.00%	0.00%	0.00%
Fresh water consumption						
Total	1000 m3	700	0	0	0	0
Per ton of production	m3/ton	0.09	0	0	0	0
Percentage in regions with high water stress	%	0.00%	0.00%	0.00%	0.00%	0.00%

ENVIRONMENT (continued)

	Unit	Design	2018	2019	2020	ytd Q3 2021
Waste management						
Screened Silica Cadoux	Ton	29,234	0	0	0	0
HCl leach residue	Ton	15,636	0	0	0	0
Brine waste	Ton	5,971	0	0	0	0
Total waste	Ton	50,841	0	0	0	0
Per ton of production	Kg/ton of production	6.36	0	0	0	0
Hazardous waste (brine - liquids)	Ton	13,055	0	0	0	0
Of which to landfill	Ton	12,937	0	0	0	0
Percentage recycled	%	25%	0%	0%	0%	0%
Production quantity						
High Purity Alumina	ton	8000	0	0	0	0

SOCIAL

	Unit	Target	2018	2019	2020	ytd Q3 2021
Workforce data						
Headcount employees	#	139	2	5	15	15
% female in workforce	%	25%	0%	20%	7%	20%
% female in senior positions	%	25%	0%	0%	0%	0%
Employee turnover rate (voluntary and involuntary)	%	0	0	0	0	0
Collective Bargaining Agreement	% of total workforce	0%	0%	0%	0%	0%
Safety						
Total Recordable Incident Rate (TRIR)	Per 200,000 hours worked	0	0	0	0	0
Lost Time Incident Rate (LTIR)	Per 200,000 hours worked	0	0	0	0	0
Employee Fatality Rate	#	0	0	0	0	0
Contractor Fatalities	#	0	0	0	0	0
Management systems						
% of manufacturing sites with OHSAS-18001/RC-18001 certifications	%	100%	0%	0%	0%	0%
Global						
Activities in Sensitive Countries	#	0	0	0	0	0

Governance

	Unit	2018	2019	2020	ytd Q3 2021
Board					
Directors		4	4	4	4
Average director tenure (years)		7	8	9	10
Independent directors		3	3	3	3
Independent directors (%)		75%	75%	75%	75%
Board diversity					
Women on the Board		0	0	0	0
Women on the Board (%)		0%	0%	0%	0%
Board coverage of ESG issues					
Frequency of Board updates on ESG issues		quarterly	quarterly	quarterly	quarterly
Board oversight of climate strategy? (Y/N)		N	N	N	Y
Policies					
Code of Conduct, Code of Ethics, Anti-Discrimination and Equal Employment Opportunity		N	N	N	Y
Human Rights, Anti-Bribery and Corruption, Conflict of Interest, Conflict Minerals, Whistleblower		N	N	N	Y
Supplier Code of Conduct Policy, Supplier Diversity Policy, Political Involvement, EITI		N	N	N	Y
Environmental, Sustainability, Green Procurement, Occupational Health and Safety		N	N	N	Y
Aboriginal Heritage, Aboriginal Employment and Training		N	N	N	Y
Working hours, Workplace bullying, Social Media, Privacy, Remuneration, Freedom of Association		N	N	N	Y

Financial

	2018	2019	2020	ytd Q3 2021
AUD million				
(Loss)/Profit after income tax	-1.1	-3.2	-2.2	-2.8
Net assets	6.3	4.0	3.5	14.1
Income Tax paid	0.0	0.0	0.0	0.0
Royalties paid	0.0	0.0	0.0	0.0