


PRL GROUP

Sustainability Report 2021





Part of the PRL Groups' business strategy is to accelerate diversification of the Christmas Island economy, away from one largely dependent on mining. We are pursuing the creation of new and exciting tourism products and infrastructure developments, including a solar farm, agri-tourism, an eco-resort, and a mountain bike track and facilities.



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An underwater photograph of a coral reef. The scene is dominated by various types of coral, including branching and table corals. A large, dark fish is swimming in the center of the frame. The water is clear and blue. The overall tone is serene and natural.

MANAGING DIRECTOR'S MESSAGE

I am proud to issue Phosphate Resources Ltd (wholly owned entity of CI Resources) second annual Sustainability Report. This year our report has been integrated into our annual report to signify its importance to our business, stakeholders and community. The foundations of our business are based upon Sustainability; it's implicit in our values and ethics, how we operate our business both environmentally and financially and in our strong relationship with the community of Christmas Island.

In this report we touch on our recently developed sustainability road map and delve into our major programs and initiatives and outcomes we achieved in the past year, ending 30 June 2021.

PRL Sustainability Road Map

Sustainability Goal

Growing our Business / Sustaining our Community /
Protecting our Environment

Road Map & Principles

- Focus on our strengths and economic viability
- Engage, listen and collaborate with our key stakeholders
- Achieve meaningful, measurable and impactful outcomes
- Be aware of and well positioned to respond to emerging issues
- 'We own it and show it' approach with disclosure & transparency

Scorecard

Build

- Education & Training
- Environment
- Community Development

Accelerate

- Economic Diversification
- Renewable Energy
- Emissions Reduction

Maintain & Evolve

- Safety, Health and Wellbeing
- Diversity and Inclusion
- Values and Culture

Sustainability

Initiatives and plans

- Stakeholder Engagement
- Identify New Business Opportunities
- Data Collection, Evaluation, Monitoring and Measurement
- Change Management
- Skill Development
- Employee Communication



Growing Our Business

Economic Diversification

CI Resources Ltd (CIRL) and its wholly owned subsidiary Phosphate Resources Ltd (PRL) have a deep commitment to Christmas Island. We have a residential-based workforce and as the enduring and largest private employer with diversified interests on the island, we are seeking to ensure ongoing jobs and opportunities for the community and a thriving local economy into the future.

The Company has since its inception been actively pursuing a diversification strategy investing several million dollars into the Christmas Island economy; subsidiaries of PRL include:

- CI Maintenance Services Pty Ltd (CIMS) – CIMS provides asset management services to the Department of Home Affairs, to support the Christmas Island Detention Centres, along with providing other general on-island maintenance services, including for PRL.
- Indian Ocean Oil Company Pty Ltd (IOOC) – IOOC is the sole supplier of petrol, diesel burner fuel, and future Solar Energy on the Island and is contracted by the Federal Government to supply diesel to the Navy, Australian Border Force and Power Station.
- Indian Ocean Stevedores Pty Ltd (IOS) – IOS provides pilotage, agency, survey and consulting services to vessels calling in at Christmas Island. This service is largely underwritten by PRL.

OUR PURPOSE IS TO:

Build a sustainable future

- Joint venture in a biological fertiliser company in New Zealand, Pacific Biofert Fertilisers.
- PRL Shipping (PRLS) – Owns a vessel, the Red Titan, a freight and Phosphate Bulk carrier vessel. The operation of PRLS has been able to provide much needed competition and reduce the cost of freight to the Island by bringing freight in, and backloading phosphate out.

PRL are pursuing further diversification, through a new phase of tourism, infrastructure and agricultural projects, including a solar farm, agri-tourism and market garden offerings, an Eco-Resort Development and a Mountain Bike facility to help create new and exciting tourism products for the Island. These projects are future looking activities, part of a business strategy to accelerate diversification of the Christmas Island economy away from one largely dependent on mining.



Christmas Island Tourism Master Planning

The Company has committed to a significant new step in diversification with the completion of a Master Planning and Pre-Feasibility study into a substantial tourism development on Christmas Island. The project was led by highly credentialed remote island tourism development consultants from Dubai in conjunction with Australian-based remote-island specialists TOPO.

The work included detailed on-the-ground assessment of the natural assets offered by the land being considered along with Christmas Island in general. From this a grand vision was captured in a Tourism Masterplan for Christmas Island, and then divided into a scalable roll-out phases to allow sustainable tourism development.

A bankable feasibility on the proposed development will be progressed over the next two years. Subject to support from Government, community and financial stakeholders the full Masterplan phased rollout is planned over a 10-year period. The developments

include a 3-to-4-star eco-lodge/chalets, and a cliff-top luxury eco-resort on leased land to the northeast of Christmas Island.

This project is a central aspect of the Company's Diversification agenda providing an opportunity to unlock the enormous eco-tourism potential of Christmas Island, bringing in new cohorts of guests to enjoy the natural wonders on offer. Equally importantly, this development offers future economic and employment opportunities for the Christmas Island community. It will also help to preserve the environment with ecologically sound developments and increased tax revenue which can be directed to protecting and enhancing the Christmas Island environment.

The projects will complement our work in developing new tourism products for the Island, such as mountain biking, fresh food production, agritourism and renewable energy.



Christmas Island Agricultural Production

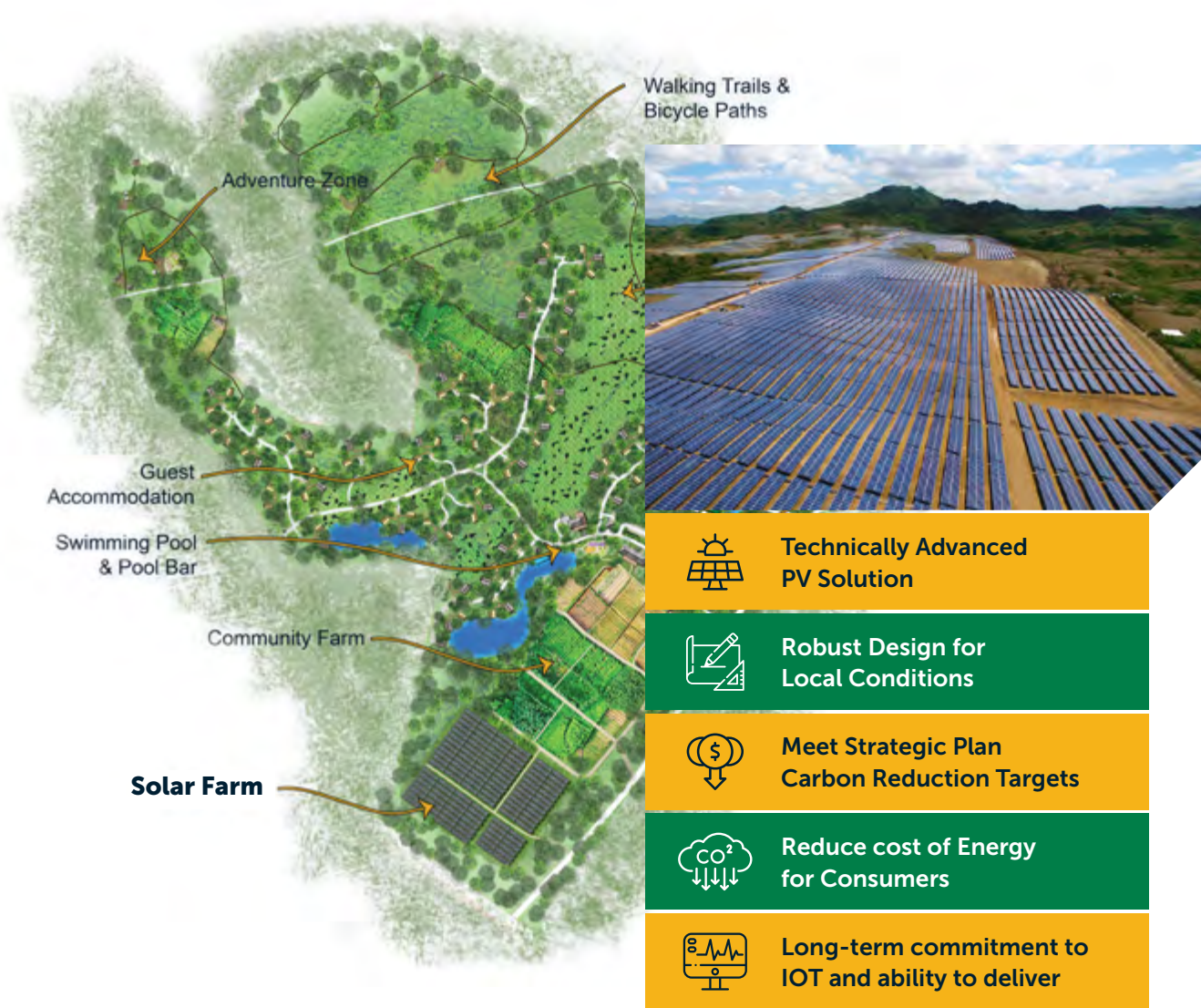
The Company has developed a clear vision to improve the quality and availability of fresh produce for Christmas Island and the region. This is driven by the fact that the community currently gets the bulk of its fresh produce by ship or air, with resulting negative impacts on cost, freshness and increased carbon footprint caused by produce being transported great distances.

In recent years the Company has invested in agricultural research via the MINTOPE Program in partnership with Murdoch University and the Federal Government. We have also entered into the Island Fresh joint venture with community-supported Hidden Garden Organic Farms. A key learning from our agricultural experience is that growing fresh produce in open-field environments is challenging given Christmas Island's unique combination of

soil, weather and ecology. Further, that controlled environment agricultural production systems would be needed to produce at a community-scale.

We recently completed a feasibility for a significant new agricultural production business which will encompass growing fresh produce both in open fields and within more sophisticated controlled systems including greenhouses and hydroponics. This also includes some agri-tourism offerings including a harvest café offering a farm-to-table experience, open fields for picnics and concerts and market gardens with fresh produce available for the community and visitors to Christmas Island.

From this feasibility we are planning to invest in agriculture over the next 24 months to help expedite the development of critical food infrastructure for Christmas Island. This will enhance food security, unlock agritourism as a new tourism offering, and provide opportunities for research, thus helping to further drive economic diversity in the IOTs.



Christmas Island Solar Energy Project

PRL is strong supporter of the Australian Government’s renewable energy and climate change agendas. On Christmas Island power generation is primarily provided by diesel fuel. Further the Christmas Island Strategic Plan 2030 which was published in 2020, ambitious targets of 20% of all energy coming from renewables by 2024 and 60% by 2030, off a near-zero base.

Given the Island’s location and climate it is ideally suited to renewable energy, particularly solar, noting that due to the Island’s unique flora and fauna and abundant birdlife, wind-based energy generation on a large scale is problematic.

PRL have been actively advocating with government to pursue sustainable renewable energy solutions for the Island’s power generation. As a result of our efforts, the Commonwealth, last year announced an Expression of Interest (EOI), for a Public Private

Agreement (PPA) for a 1MW solar farm. PRL responded successfully and are awaiting the launch of the Request for Tender (RFT) process, planned to be released before the end of 2021.

Our proposed solution is technologically advanced and configured for the existing grid, robustly designed for Christmas Island’s challenging environment and highly scalable to cater to future growth in energy demand and share of energy provided by renewables. This is designed to significantly reduce Christmas Island’s carbon footprint together with energy costs for the Commonwealth, business and the community, which we are committed to supporting.

Additionally, PRL is already adopting the use of roof top solar for its business operations, buildings and housing as part of our commitment to a more sustainable Christmas Island. These strategies once fully implemented will result in significant wins for the environment, for government and the community.

Christmas Island's stunning natural beauty and rich cultural history combine to provide a perfect setting for mountain bike riding. Mountain biking is a major eco-tourism opportunity for Christmas Island, and is particularly attractive for Australian adventurers in a COVID stretched economic reality.



Christmas Island Mountain Bike Project

PRL over the past 18 months has invested approximately \$200,000 into developing a new adventure tourism product for Christmas Island. In partnership with Adventure Freak and the recently formed Christmas Island Mountain Bike Association (CIMBA). The project builds on the exponential growth of mountain biking throughout the world. The project will also support the Christmas Island economy, employing locally during and after its completion, boost community recreation offerings and allow the CIMBA to attract world class events and a new cohort of adventure-seeking tourists.

Stage 1 of the Christmas Island Mountain Bike Trails project involves the construction of a 29 km long world class, eco-friendly mountain bike trail, which will serve as the main feeder path to another 70 kms of proposed looping trails around the island. The spectacular track, meandering through tropical rainforests, dramatic cliffs and diverse wildlife, will be a tourist magnet for everyone, from international adventurers, to local families.

PRL, CIMBA and Adventure Freak, supported by the grant from the Regional Development Organisation (RDO) and the Assistant Minister for Regional



Development and Territories has contracted with Three Chillies, a prominent West Australian track construction company, to complete a construction ready design. The work has been completed for the creation of 29 kilometres of trails, targeted at the beginner and progressing rider. CIMBA is currently seeking further support via the Building Better Regions Program (BBRF) for funding to construct the track.

Our Community Our Future



Sustaining Our Community

'Our Community, Our Future' is dedicated to a sustainable Christmas Island. Through our flagship community development program, we continue our efforts to help maintain a strong and stable community into the future.

The program has four streams:

- Sponsorship and Donations; focussed on sporting clubs and events, history, art and culture.
- Community Programs; supporting seniors, education, youth and the environment.
- Community Care; arising from the COVID-19 pandemic we have developed a Community Care stream which provides support for seniors and vulnerable residents, small business and tourism.
- Community Futures; designed to support economic sustainability.

Community Woodworking Classes



PRL 30th Anniversary – Chinese Drumming



Seniors Week Activities





Territory Week – Family Day

Over \$200,000 in funding was allocated to the Sponsorship and Donations, Community Programs and Community Care streams for the 2020-21 financial year. Below is a snap shot of the initiatives we have supported over the past year.

Suzane Chan Chinese Dance Group Dance Clothing/accessories	Waterfall Ma Chor Nui Nui Templ Ma Chor Nui Nui Goddess Birthday
CI Catholic Church Committee Easter Celebration 2021	Poon Saan Kuan Yin Temple Kuan Yin Goddess Birthday
CI Golf Club 2021 CIP Golf Club Championship	Hidden Garden Sustainable Farms CI Best Garden Competition
Australian Federal Police CI Youth Forum	CI Golf Club CIMS Monthly Medal
CI District High School CI Community Woodwork Lessons	CLA Chap Goh Meh
CI Badminton Community Badminton Competition	Indian Ocean Territories Health Service R U OK? Program
Poon Saan Club Inc. 2021 Club Programs – Mandarin Class, Celebrations	JOM Ho-Ho-Holiday Christmas Gifts from IOOC and CIMS
CI Robbers Rugby League Club Junior League Program – Partnership	CI District High School Country Week 2021
Drumsite Old Dryers Tai Pak Kong Temple Tai Pak Kong God's Birthday Celebration	CI Stories Community Stories
Sheng Wong Temple Sheng Wong God's Birthday	



Funding Area Breakdown

Financial Year July 2020 – June 2021

Community	15%	Culture	10%
Arts	10%	Sports	10%
Education	10%	Legacy	25%
Religious	7.5%	History	12.5%

Community Feedback Survey

PRL Community Perceptions Reporting

In 2020, a community survey and consultation opportunities were completed to determine the Christmas Island community's understanding and views on mining and an array of diversification opportunities proposed by PRL. In addition, questions regarding the community's understanding of PRL's community well-being initiatives were also asked. The following provides an overall summary of key findings.

KEY STATISTICS



194

Completed community surveys



65%

Respondents independent of PRL



All industry sectors represented by respondents

PRL's Diversification Opportunities

PRL is dedicated to supporting the long term economic and social future of Christmas Island. In order to support the future, in line with the Our Christmas Island 2030 Strategic Plan, three diversification projects are being investigated. This includes:

- A proposed eco-tourism resort and solar farm;
- Mountain bike tracks and support facilities across the Island; and,
- Access to small areas of unallocated crown land for mining, under the CI Strategic Assessment.

KEY STATISTICS



86%

aware that PRL investigating projects



66%

aware of eco-tourism resort proposal



71%

aware of mountain bike track and facilities



55%

aware of mining leases proposed

Proportion of respondents who strongly support, support or are neutral to diversification projects



96%

Eco-tourism resort and solar farm (4% not supportive)



93%

Mountain bike tracks and support facilities (7% not supportive)



78%

Access to 3 small areas of unallocated crown land for mining (22% not supportive)



Sabrina Loh, Scott de Kruijff CIP Resident Manager, Nuri Mohd Fauzi, Leanne Yan, Pei Wan Tan.

Education and Training

PRL Bursary and Achievement Awards, in partnership with Christmas Island District High School, has provided financial support or scholarships and bursary awards for promising students. In 2020 for years 10 to 12, we provided an opportunity for students to apply for Bursary Awards. A total of \$8,000 is available to be shared amongst the successful candidates.

The students are required to submit an application in either a written, audio or video form explaining what they aspire to through education and how the award can assist them.

During the 2020 Year 12 Graduation, the Bursary Awards were presented to Leanne Yan, Nuri Mohd Fauzi, Sabrina Loh and Pei Wan (Natasha) Tan for their outstanding submissions.

The following are some extracts from their successful submissions; PRL wishes them great success with their studies.

► Sabrina Loh

I am a year 12 graduate of 2020 from CIDHS and am applying for the CIP Bursary Award Program to help fund my Bachelor of Biomedical Science degree at The University of Notre Dame in Perth in 2021. I am enrolled in Biomedical Science because it explores a wide range of science coursework that will enable me to develop diverse skills and experience. Furthermore, completing this degree will be a launching point for me to commit to further studies, whether that is undertaking medicine or expanding my knowledge with commencing a long-term research project. As well as completing this degree, I intend to complete a Pre-Medicine Certificate that Notre Dame offers.

My experience of the culture on Christmas Island has been all about looking out for each other and so I am passionate about helping others. Growing up in this small community has immensely influenced my decision to work in a field that has potential to solve problems that people have created. I aspire to pursue a STEM (science, technology, engineering and mathematics) career, particularly having an aspiration to work in the medical science field, as I wish to help underprivileged people in poorer countries to have better access to essential needs, whether that is developing new medicine or working with a group of people to come up with inexpensive innovations that will be sustainable in the long term. This further inspires me to undertake the Biomedical Science degree as I will have the chance to make a difference in the scientific community early on in my career.



Photographer: Kirsty Faulkner

► Leann Yan

The fact that next year in 2021, I will be moving to Perth to commence a double degree in Environmental Biology and International Relations at Curtin University, has only started to dawn on me. I will be leaving my home of 18 years and embarking on an exciting new journey.

I can proudly say from experience that Christmas Island is one of the most multicultural regions of the world. This is evident in the island's public holidays for the celebrations of Chinese New Year, Australia Day and Hari Raya, which are what I always look forward to. The intermingling of the island's multitude of cultures during these joyous events is what I truly believe embodies the concept of multiculturalism; this is what I aspire to promote to the world. Now that the time for me to leave the island is nearing, I have realised that I have taken for granted the cultural acceptance that flows so naturally within our community.

Through the study of a degree in international relations at Curtin University, I hope that I will be able to gain more insight into global diplomatic relations in order to encourage greater cultural acceptance worldwide. This will challenge me to be flexible and adaptable in tackling the issue of cultural intolerance in changing environments. The study of Environmental Biology will fuel my love for both the terrestrial and marine environments; I will gain a deeper understanding into the interconnectedness of different environments in order to take action into preserving our precious wildlife.

► Nuri Mohd Fauzi

Christmas Island has been my home for 17 years and I believe it will always be my home no matter where, or how far away, I decide to go. Growing up, my grandma would always tell me stories of her time on Christmas Island, as well as its rich history. She is one of many seniors that live on the Island and carry this history with them. However, because of their age, these people are the most vulnerable and require immediate attention if they feel unwell. In the past few years, my grandma has had to take frequent trips to Perth to do check-ups and undergo several treatments for her diabetes and other health conditions. Because Christmas Island and its people have contributed so much to the person I have become, I want to repay this debt by studying at university in hopes of researching way in which I can help improve health services for remote locations including Christmas Island.

Receiving this bursary will add to the countless ways in which the Christmas Island has supported me and it will further assist me on my journey to study Medical Radiation Science at Curtin University. This bursary will provide me with the funds necessary for this course, as well as other resources that I will require when endeavouring to achieve my goal. By enhancing my understanding of these processes, I will become well educated in ways I can play my part in helping this beautiful community. Giving back to the island, and the people that have helped make it the place that it is today, is one of my goals as it has been the greatest privilege of my life to live here.



CIDHA/PRL Inaugural Alumni Event at Optus Stadium

Christmas Island District High School Alumni

This year PRL has been supporting CIDHS in its efforts to establish an Alumni Association which brings together ex-students and teachers. This year we held the inaugural Alumni event at Optus Stadium. Despite the challenges of COVID-19 and bad weather impacting on flights, preventing travel from the Island, we were able to get together a group of ex-students and teachers who shared their experiences and wonderful memories. There was also a strong commitment to support the Alumni Association and a build a support network for the school.

Training and Apprenticeships

The Company has an ongoing commitment to training and development of our workforce and community.

Since 2007 we have provided 39 apprenticeship and traineeship opportunities to locals with 13 graduates still currently working in the group. Some highlights include:

- Currently we have 7 active apprentices and 1 Trainee , including 1 Mechanical Fitter, 1 Boilermaker, 2 Electricians, 2 Heavy Diesel Fitters, 1 Auto Electrician and 1 OHS Trainee.
- The Company is planning a further intake in 2021/22.
- Ongoing leadership development training, OHS and technical training is provided to both management and employees.



Diversity

Workplace diversity is not simply acknowledging differences such as age, disability, ethnicity, gender or expression of religion and sexual orientation. It involves positively creating an environment that embraces and values differences, as a business’s core competitive advantage and promoting inclusiveness. Its advantages are many;

Individuals from diverse backgrounds can offer a selection of different talents, skills, and experiences, that may be of benefit to the organization and their work performance.

By working alongside people of different backgrounds, experiences and working styles, creative concepts can be born from bouncing ideas off of each other and offering feedback and suggestions.

Language barriers and cultural differences can often act as a bit of an obstacle for a company who want to expand their business overseas; however, by hiring employees who speak different languages and from different cultures it can make it possible for a company to work on a global basis and interact with a broader client base.

A company who embraces diversity will attract a wider range of candidates to their vacancies, as it will be viewed as a more progressive organization and will appeal to individuals from all walks of life.

Employees are more likely to feel comfortable and happy in an environment where inclusivity is a priority. Equality in the workplace is important for encouraging workers from all backgrounds to feel confident in their ability and achieve their best.

With PRL’s operational base on Christmas Island and Malaysia and with an administrative and corporate presence in Perth and Singapore, we have a strong ethnic diversity base (refer to Fig. 1). However, we do have some way to go in the representation of women in the management and senior levels of the organisation (refer to Fig. 2), which is an area we intend to focus on in the future.

Fig. 1 – Staff Ethnicity Mix

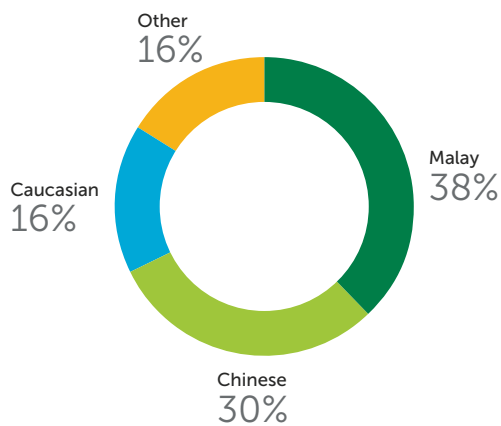
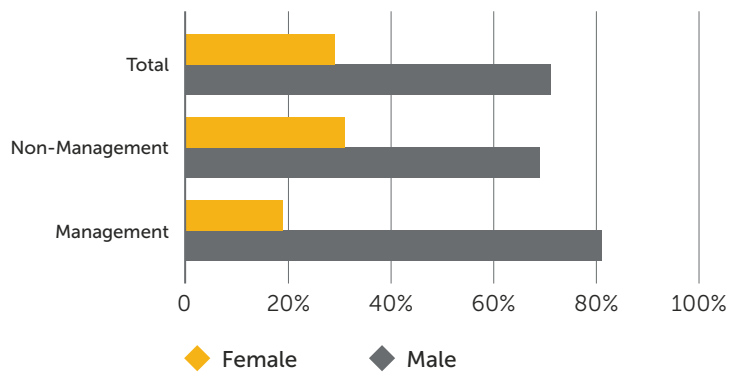


Fig. 2 – Staff Gender Mix



↑ **19.5%**
HAZARDS REPORTED



↑ **200%**
NEAR MISSES REPORTED



↑ **15%**
SAFETY-FOCUSED MEETINGS

Occupational Health and Safety

Phosphate Resources Limited, continues to move forward with our rigorous and collaborative approach to safety. Joint safety focus includes:

- Building our new PRL information management system for Quality, Environment and Safety, which will allow continuity in safety management across the group.
- Investing in strong leaders with the leadership program.
- The review of the Information Management Systems and the development of the PRL Strategic Plan, that will allow us to identify the challenges and opportunities for the group.

The Company remains committed to a focus on safety with improvements to plant, processes and structures being ongoing and iterative.

While the Total Recordable Injury Frequency Rate remains high at 24.26 this is a decrease of 17%, from last financial year. Lost Time Injury Frequency Rate remains similar to previous years at 16.17 although time off given by medical practitioners was minimal as injuries were minor with only one workers compensation claim.

Highlights

- The introduction of the Seven Golden Rules of Safety: the branding, visual impact and clear wording allows focus on the critical risks and behaviours that are expected (refer to next page).
- Increased Reporting: In conjunction with the number of hazards reported increasing by 19.5% the increase of over 200% in the number of reported near misses indicates we are well on the path towards a proactive safety culture.
- More OHS Meetings: Our suite of safety focused meetings have increased by 15% with the introduction of a quarterly contractors WHS meeting and the increased frequency of health and safety representatives meetings.
- Visual Leadership: which is an important focus for a safe work environment and documented interactions which now average forty per month representing a significant increase.
- Increased Communications: which includes a daily report from the managers meeting that is communicated at department pre-starts, information reported includes statistics from the previous day and a weekly safety focus.

Our 7 Golden Rules of Safety



I will isolate when required to do so



I will protect myself from falls when working at heights



I will not place myself under a suspended load



I will only operate machinery with the correct authorisation, licensing and competency



I will work with a valid work permit when required



I will not enter a delineated hazardous area without authorisation



I will follow all confined space protocols before entering

7 Peraturan Penting Keselamatan

1. Saya akan mengisolasikan diri apabila diperlukan untuk bekerja.

2. Saya akan melindungi diri sendiri dan orang lain ketika bekerja di tempat yang tinggi.

3. Saya tidak akan menempatkan diri sendiri ketika berada di bawah beban yang menggantung.

4. Saya hanya akan menggunakan peralatan keselamatan dengan kelengkapan, pembaruan dan kualifikasi yang benar.

5. Saya akan mematuhi semua prosedur keselamatan yang ditetapkan dalam dokumen.

6. Saya akan bekerja dengan izin kerja yang sah apabila diperlukan.

7. Saya akan mengikuti semua protokol keselamatan sebelum memasuki.

七项黄金安全准则

1. 我会在必要时进行隔离。

2. 在高空工作时，我会保护自己免受坠落。

3. 我不会将自己置于悬挂的负载下。

4. 我只会在具有正确授权、许可和资质的情况下操作机械。

5. 我将遵守所有安全程序。

6. 必要时，我会持有有效的工作许可证。

7. 在进入之前，我会遵守所有限制空间的安全协议。



Photographer: Kirsty Faulkner

Protecting Our Environment



Conservation
Levy



Rehabilitation
Trials



Feral Cat
Eradication
Project



Nest Box
Project



Conservation Levy

The Company as part of our mining lease requirement pays a significant conservation levy, based on each tonne of exported rock phosphate, to support conservation activities on Christmas Island. The funding is mostly deployed on the Christmas Island Forest Rehabilitation Program for benefit of the Island's natural environment.



Nick Gan, COO, and consultant, Peter Skinner, checking progress on the trial sites



Rehabilitation Trials

The pictures below illustrate trials carried out at Field 17, there are 2 distinct methods being employed. The “Habitat Node” method is applied where there are lots of surface rocks and these are raked into piles creating trafficable areas around them. Seeds of endemic plants are simply broadcast on and around the mounds.

The other method is where surface rocks are not such an issue. Here, rip lines are created with a dozer at certain intervals but following the contour line. Seed is spread along the rip lines.

Both methods establish shelter for migratory crabs, collect rainfall and provide habitat for other endemic fauna, enabling attractive and ecologically sustainable regrowth. The areas in the photographs range between from between 18 to 24 months.



Feral Cat Eradication Program

Feral cats are a major threat to Christmas Island’s wildlife and are implicated in the decline of the island’s native birds and reptiles. There are estimated to be hundreds of feral cats on the island, and they combine with other invasive predators such as rats, crazy ants, wolf snakes and giant centipedes to present a fearsome threat to native species.

The eradication plan is underpinned by an enduring cat-control partnership between the Australian Government, the local community, biodiversity experts and major on-island organisations including PRL. While PRL provided \$1.35 M for the first 3 years of the program. This year PRL provided a further \$60,000 to support the program.



Nest Box Project

In 2017, CIP initiated a project to evaluate the potential conservation value of artificial nest-boxes on Christmas Island. Our key focus was to determine whether Christmas Island Hawk-owls or other Island species would use artificial hollows, and whether this use was influenced by factors such as location, habitat type, tree height, and nest-box design.

The Christmas Island Hawk-owl (*Ninox natalis*) – Christmas Island’s only owl species – is restricted to the Island, and is one of 11 owls found in Australia. Environmental consultants Range to Reef designed the nest-boxes, with input from Parks Australia staff and ornithologists with experience working on the hawk-owl or on nest-box projects. With the assistance and hard work of the Christmas Island District High School students and teachers, 30 nest boxes were constructed as part of their Technology Education curriculum. The boxes are regularly monitored and some have cameras to monitor activity at the site.



External Auditors interviewing the Manuring workers



Worker conducting broadcasting manuring activity

MSPO/RSPO Update

The Malaysian Sustainable Palm Oil (MSPO) Certification Scheme is the national scheme in Malaysia for oil palm plantations, independent and organised smallholdings, and palm oil processing facilities to be certified against the requirements of the MSPO Standards. MSPO aspires to provide a credible and internationally recognised national palm oil certification scheme towards promoting sustainable management of oil palm in Malaysia.

The Responsible Sustainable Palm Oil (RSPO) has developed a set of environmental and social criteria which companies that produce Certified Sustainable Palm Oil (CSPO) must meet. These criteria can help to minimize the negative impact of palm oil cultivation on the environment and communities in palm oil-producing regions. The World Wildlife Fund (WWF) have been active along with the industry in the establishment of RSPO.

One of the most important RSPO criteria states no primary forests or areas which contain significant concentrations of biodiversity (e.g. endangered species) or fragile ecosystems, or areas which are fundamental to meeting basic or traditional cultural needs of local communities (high conservation value areas), can be cleared.

Other RSPO principles stipulate a significantly reduced use of pesticides and fires; fair treatment of workers according to local and international labour rights standards, and the need to inform and consult with local communities before the development of new plantations on their land.

Only by being RSPO-certified by an independent auditor approved by the RSPO can producers claim that they produce, use and/or sell sustainable palm oil.

PRL's plantation assets in Malaysia fully comply with MSPO. Recently the PRL board made a significant commitment to pursue RSPO accreditation for its Palm Oil assets. As we set out in the 2020 Sustainability Report the Company set a target date of achieving RSPO by 2025. We are currently tracking well ahead of this target and will continue to provide updates noting that due to the onerous nature of this certification, only a small minority of plantations currently meet this standard.

The Need For Sustainable Palm Oil



Fulfills increasing global food demand



Supports affordable food prices



Support poverty reduction



Safeguards social interests, communities and workers



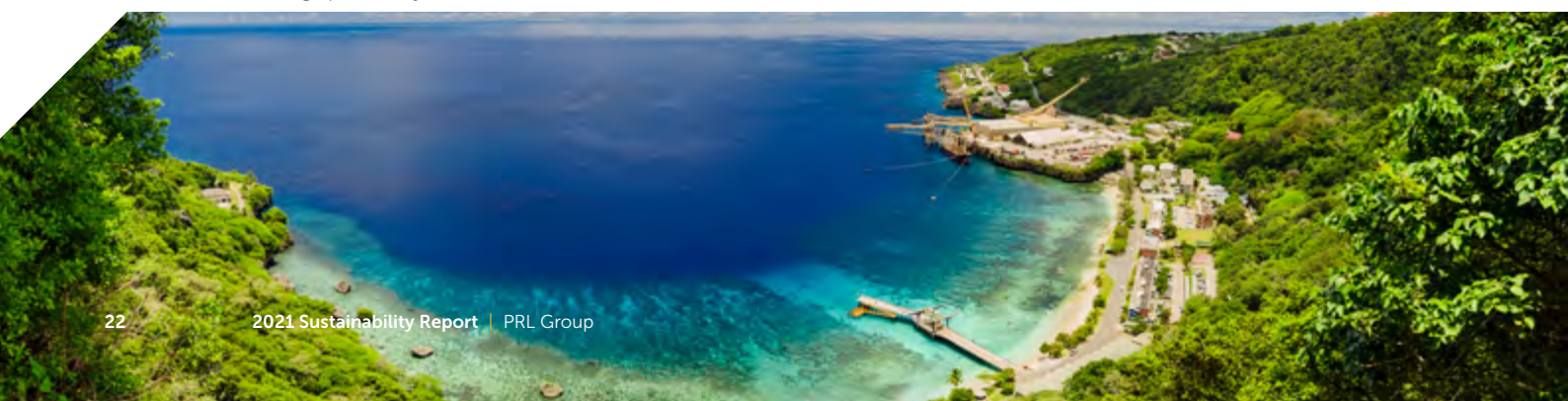
Protects the environment and wildlife

Sustainability Metrics

PRL is keenly focussed on applying the principle of continuous improvement, through the adoption of key metrics, to support our efforts in sustainability.

Sustainability Area	Sustainability Target	Timing
Mine-site Remediation and Rehabilitation	Pending the release of the Commonwealth Governments review of the CI Rainforest Rehabilitation Program. PRL is committed to working with the Commonwealth and the National Park in the establishment of an outcome focused and cost-effective program which can achieve a better more sustainable environmental outcome for the Island.	Jun 2022
Environmental Management	Meet all Action Plan requirements by Dec 2020 to achieve full compliance with our Environmental Management Plan	Jun 2022
Hawk Owl Nest Box Project	Expand the project in partnership with the Christmas Island High School to provide environmental skills development opportunities for students	Jun 2022
Roundtable on Sustainable Palm Oil (RSPO)	Achieve RSPO Accreditation for all of our Malaysian plantations by December 2025 – Status – On Target	Dec 2025
Community Development	Complete a community survey of the 'Our Community, Future' program in the next 6 months and implement recommendations. – Completed – Included in 2021-22 Report	Apr 2021
Diversity	<ol style="list-style-type: none"> 1. Implement a program to attract and employ and train women in Trade and Skilled areas within the PRL Group 2. Increase the percentage of women employed in in the PRL group to 30% by Dec 2025 – On target 3. Increase the percentage of women employed in the PRL group management team to 30% by Dec 2025 – On target 	Jun 2022 Dec 2025 Dec 2025
Occupational Health & Safety	Reduce the Total Reportable Lost Time Frequency Rate by 10%	Jun 2022

Photographer: Kirsty Faulkner





Photographer: Kristy Faulkner



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