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26 July 2022

H.E. António Guterres  
Secretary-General  
United Nations  
New York, NY 10017  
USA

Dear Mr. Secretary-General,

I am pleased to confirm that IPL supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our intent to implement those principles.

In 2019 IPL mapped our business activities against the Sustainable Development Goals and identified those SDGs that are most relevant to our business and where there is the greatest potential for impact. Since 2020 we have reported our progress against targets aligned with the following SDG's and targets:

- *SDG Target 2.4: By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality.*
  - IPL target: 20% increase in soils and plant testing by 2023 to promote sustainable use of fertilisers to our customers.
  - IPL target: 2023 construction of Australia's first large-scale Bio-fert plant to deliver a new category of sustainable fertilisers.
- *SDG Target 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.*
  - IPL Target: to achieve a year-on-year increase in the female participation rate across our global workforce, with a focus on management positions.
- *SDG Target 6.4: By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity.*
  - IPL target: 25% reduction in our Australian municipal water use by 2023.
- *SDG Target 11.4: Strengthen efforts to protect and safeguard the world's cultural and natural heritage.*
  - IPL Target: Deliver the outcomes on page 35 of our Innovate Reconciliation Action Plan by 2023.
- *SDG Target 12.6: Ensure sustainable consumption and production patterns: Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.*
  - IPL Strategy: Innovative products and services which encourage and enable our customers to adopt more sustainable consumption and production practices.
  - IPL Target: Annual Sustainability Reporting to Global Reporting Initiative (GRI) Standards: 'Core' option.

- *SDG Target 13.1: Strengthen resilience and adaptive capacity to climate-related disasters.*  
*SDG Target 13.2: Integrate climate change measures into policies, strategies and planning.*
  - IPL Target: Comprehensive physical and transitional risk assessment against 1.5°C, 2°C and 3+°C and future climate related scenarios, refreshed three-yearly.
  - IPL Target: Absolute GHG reduction of 5% by 2026, 20% by 2030 and Net Zero by 2050 Ambition.

We are committed to continuing to align our strategy, culture and day-to-day operations with the UN Global Compact and its principles and, where possible, to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals.

IPL will make a clear statement of this commitment to our stakeholders and the general public.

We recognise that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress via the online questionnaire within one year of joining the UN Global Compact, and annually thereafter according to the UN Global Compact COP policy.

We understand that as of 2023, this annual questionnaire will include:

- Submission of an electronic statement by myself expressing IPL's continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles.
- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas (human rights, labour, environment, anti-corruption).
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

Yours faithfully,



**Jeanne Johns**  
**CEO and Managing Director**

**Incitec Pivot Limited**

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