

Sustainability Data Supplement **2021/22**

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Our Purpose

**We create and inspire smart solutions
in steel, to strengthen our communities
for the future.**

Our Bond

Our Customers are our partners

Our success depends on our customers and suppliers choosing us. Our strength lies in working closely with them to create value and trust, together with superior products, service and ideas.

Our People are our strength

Our success comes from our people. We work in a safe and satisfying environment. We choose to treat each other with trust and respect and maintain a healthy balance between work and family life. Our experience, teamwork and ability to deliver steel inspired solutions are our most valued and rewarded strengths.

Our Shareholders are our foundations

Our success is made possible by the shareholders and lenders who choose to invest in us. In return, we commit to continuing profitability and growth in value, which together make us all stronger.

Our Local Communities are our homes

Our success relies on communities supporting our business and products. In turn, we care for the environment, create wealth, respect local values, and encourage involvement. Our strength is in choosing to do what is right.

Contents

03	About the Data Supplement
04	Section 01 Alignment to sustainability frameworks
06	Section 02 Stakeholder engagement
08	Section 03 Limited assurance report
10	Section 04 Metrics and data tables Data tables BlueScope's Scope 3 emissions inventory
22	Section 05 BlueScope's sustainable product credentials
23	Section 06 Sustainability Accounting Standards Board (SASB) content index
26	Section 07 Task Force on Climate-related Financial Disclosures (TCFD) content index
28	Section 08 United Nations Global Compact (UNGC) Communication on Progress
33	Section 09 Supporting the Sustainable Development Goals
37	Section 10 Global Reporting Initiative (GRI) content index
45	Section 11 Metric definitions and glossary

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

About the Data Supplement

The FY2022 Sustainability Data Supplement includes detailed information to support the disclosures made in our FY2022 Sustainability Report.

Information presented in the Data Supplement pertains to the sustainability performance of the consolidated entity ('BlueScope' or 'the Group'), consisting of BlueScope Steel Limited ('the Company') and its controlled entities for the year ended 30 June 2022.

Except where otherwise stated, references to 'we', 'us' and 'our' refer to BlueScope including the reporting entities above (and excludes BlueScope Coated Products and BlueScope Recycling and Materials, unless otherwise stated). Unless otherwise stated, environmental data is reported utilising an equity share approach, production and safety metrics reported on a financial control basis and people data is reported on a head count basis. All financial information is reported in Australian Dollars unless otherwise stated.

This year's Supplement includes three new sections:

- » Our inaugural UN Global Compact Communication on Progress (COP)
- » Detailed information regarding our Scope 3 emissions inventory
- » An overview of our sustainable product credentials (i.e. ecolabels etc) by type, product and region.

BlueScope endeavours to ensure the data in the FY2022 Sustainability Report and the Supplement is as accurate and up to date as possible to enable stakeholders to understand our performance and compare it to prior periods. Where appropriate, historical data has been restated to present data on a consistent and comparable basis and an explanation is provided.

We have sought external assurance over a selection of disclosures in the FY2022 Sustainability Report. Refer to pages 08-09 of the Data Supplement for the Limited Assurance Report, which also outlines the scope of the metrics covered by assurance.

Our FY2022 Sustainability Report presents material sustainability information in line with generally accepted disclosure frameworks and BlueScope's corporate approach for reasonable and responsible disclosure.

The Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards at a Core level. We provide climate-related disclosures in alignment with the Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). We have also identified our reporting metrics that are consistent with the Sustainability Accounting Standards Board (SASB) Industry Standard for Iron and Steel Producers and the UN Sustainable Development Goals. We will continue to consider emerging sustainability frameworks and standards (such as those being developed by the International Sustainability Standards Board (ISSB)), and their applicability to our sustainability disclosure suite in future reporting periods.

The following page outlines how our sustainability outcomes and material topics (outlined on page 04 of the Report) are aligned to the disclosure frameworks described above.



Our FY2022 Sustainability
Reporting suite is available at
bluescope.com



Section
01

Alignment to sustainability frameworks

We aim to report on topics that matter most to our stakeholders and align with industry frameworks that guide our approach to appropriate disclosure. The following table outlines how our Sustainability Outcomes, material topics and our key public policies and documents align to the requirements of the Global Reporting Initiative

(GRI) Standards, the Taskforce on Climate-related Financial Disclosures (TCFD), the Sustainability Accounting Standards Board (SASB) Industry Standard for Iron and Steel Producers and the United Nations Sustainable Development Goals (UN SDGs).



Our sustainability outcomes, topics and disclosure frameworks

Sustainability outcomes	Material topics	BlueScope's key policies and documents	GRI disclosures	SASB metrics	UN SDGs	TCFD alignment		
01 Sustainable growth and transformation	Operate and transform our business for enduring success with good governance, capital discipline, customer focus and strengthened people, process and technology capabilities	Governance	» Board and Committee Charters » Director Independence Policy » Risk Management Policy	102-16 102-18 206-1		 	Governance and Risk management	
		Business strength and resilience	» Speak up Policy » Code of Conduct, <i>How We Work</i>	201-1	EM-IS-000.A/B/C		Strategy	
		Transformation		301-2				
02 Safe, healthy and inclusive workplaces	Create safe, healthy and inclusive workplaces that value diversity, inspire creativity, protect the environment and reflect the communities where we operate	Health, safety and environment	» Health, Safety, Environment and Community Policy » Environmental Aspirations » Speak Up Policy	304-1 307-1 403-9	EM-IS-120a.1 EM-IS-150a.1 EM-IS-320a.1	 		
		Culture and capability	» Equal Employment Opportunity Policy » Diversity and inclusion Policy » Responsible Sourcing Standard	405-1			 	
		Social impact and human rights	» Supplier Code of Conduct	412-1				

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index




UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Our sustainability outcomes, topics and disclosure frameworks continued

Sustainability outcomes		Material topics	BlueScope's key policies and documents	GRI disclosures	SASB metrics	UN SDGs	TCFD alignment
03 Climate action	Collaborate and act to reduce our impact on shared resources, utilise renewable energy and deliver on our 2050 Net Zero GHG emissions goal and 2030 targets	Climate change and energy transition	» Climate Action Report » Position on Climate Change » Health, Safety, Environment and Community Policy » Environmental Aspirations	305-4	EM-IS-110a.1 EM-IS-110a.2 EM-IS-130a.1 EM-IS-130a.2	  	Strategy Metrics and targets
		Water stewardship		303-5	EM-IS-140a.1		Metrics and targets
04 Responsible products and supply chains	Foster responsibility, collaboration and innovation to provide smarter steel solutions	Supply chain sustainability	» Responsible Sourcing Standard » Supplier Code of Conduct	414-1	EM-IS-430a.1	  	
		Responsible products		417-1			
05 Strong communities	A responsible community employer and partner, respecting local values and sharing success	Community engagement and support	» Health, Safety, Environment and Community Policy » Strengthening our local communities guidelines	413-1			
		Economic contribution		201-1			

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Section 02

Stakeholder engagement

BlueScope works hard to develop and maintain relationships with the principal stakeholders identified in Our Bond: our customers, our shareholders, our people and our communities. In addition, government and regulatory bodies, suppliers, and joint venture partners have an interest in the performance of our business.

Our websites provide stakeholders with a wealth of information relating to all aspects of our business. The primary interests of each stakeholder group were identified through our materiality process and discussions with the BlueScope personnel who engage regularly with them. In the table below, we have identified stakeholder interests and the methods through which we engage with them.

Stakeholder	Interests	Principal engagement methods
Customers & influencers (builders, architects, design engineers, etc.)	<ul style="list-style-type: none"> » Reliability of supply » Design and aesthetics » Product cost and quality » Product performance and sustainability credentials (including embodied emissions) » Development of innovative solutions » Responsiveness of local BlueScope representatives » Business conduct » Engagement by BlueScope to understand customer needs » BlueScope's corporate and business unit approach to sustainability » Ease of doing business with BlueScope 	<ul style="list-style-type: none"> » Sales and contract negotiations » Digital visualisation tools and collaboration with architects and design engineers » Visits to customer sites, Voice of Customer surveys, customer quality complaint process » Presence at industry events including conferences and forums » Direct engagement to understand long term needs and emerging challenges » Direct access to sales, marketing, customer services and technical services personnel » Design thinking market immersion processes
Shareholders	<ul style="list-style-type: none"> » Long term, sustainable growth » Delivery of returns exceeding cost of capital, on average through the cycle » Corporate governance » Business conduct » Risk management and controls » Climate transition risk mitigation » Safety performance and controls » Supply chain risk controls » Safe and healthy workplaces that support wellbeing » Inclusive, positive and engaging culture 	<ul style="list-style-type: none"> » Release of half-year and year-end financial reports and related documents » ASX releases where required » Domestic and offshore management roadshows » Chair and Remuneration and Organisation Committee (ROC) Chair roadshows » Sustainability roadshow » Annual General Meeting » Sustainability disclosure suite (inc. Sustainability Report, Modern Slavery Statement, etc.) » Annual Report

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Stakeholder engagement continued

Stakeholder	Interests	Principal engagement methods
BlueScope people	<ul style="list-style-type: none"> » Safe and healthy workplaces that support wellbeing » Meaningful employment » Inclusive, positive and engaging culture » Training and development opportunities » Visibility of leadership teams » Sustainability of financial performance » Ease of access to systems and tools to perform role » Social impact and human rights 	<ul style="list-style-type: none"> » Regular contact with direct manager or supervisor » Innovation engagement sessions » Capability, education and learning pathways » Employee engagement survey » Broad range of communication channels » Training sessions » Employee forums and workshops » Site visits from leadership teams » Employee focus groups and in-depth interviews
Communities	<ul style="list-style-type: none"> » Environmental and social impact of operations » Employment opportunities » Economic contribution » Impact on local cultural heritage 	<ul style="list-style-type: none"> » Community liaison groups and forums » Support and participate in community events » Volunteer and in-kind support for community groups » Corporate and business unit websites and reports
Government and regulatory bodies	<ul style="list-style-type: none"> » Governance, transparency and business conduct » Compliance with environmental, safety, social, commercial and consumer legislation and regulation » Impact of changes to legislation and regulation » Economic contribution, including taxes paid, employment levels and conditions, and trade (exports and imports) » Support for local communities » Research & development, including product and process innovation 	<ul style="list-style-type: none"> » Liaison with local and national governments, policymakers and regulators in jurisdictions in which we operate » Direct policy submissions and other written communications to government » Membership of and participation in industry associations, initiatives and co-operative research centres
Suppliers	<ul style="list-style-type: none"> » Transparency during the procurement process » Business conduct » Financial performance » Product or service specifications and expectations » Supplier Code of Conduct 	<ul style="list-style-type: none"> » Meetings and discussion during procurement process » Ongoing supplier and contract governance reviews » Supplier Code of Conduct » Supplier engagement forums » Supplier innovation/product development processes » Ongoing questionnaires and disclosure » Supplier assessment processes
Joint venture partners	<ul style="list-style-type: none"> » Governance of non-controlled operations » Product cost, quality and performance 	<ul style="list-style-type: none"> » Formal meetings with joint venture partners » Site visits to joint venture businesses

Section
03

Limited assurance report



Independent Limited Assurance Report to the Directors of BlueScope Steel Limited

What we found

Based on the work described below, nothing has come to our attention that causes us to believe that the selected subject matter for the year ended 30 June 2022 has not been prepared, in all material respects, in accordance with the reporting criteria. This conclusion is to be read in the context of what we say in the remainder of our report.

What we did

BlueScope Steel Limited ('BlueScope') engaged us to perform limited assurance on selected subject matter within the *BlueScope Sustainability Report 2021/22* and the *BlueScope Sustainability Data Supplement 2021/22* (together, the 'BlueScope 2022 Sustainability Reporting').

Selected subject matter

The scope of our work was limited to assurance over the selected subject matter and is summarised below:

Safety performance data

- HSE risk control improvement projects completed (% completed compared to plan)
- Leader participation in HSE Evolution workshops
- Total Recordable Injury Frequency Rate (TRIFR; Combined contractor and employee)

Greenhouse gas emissions performance data

- Total greenhouse gas emissions (Scope 1 and 2)
- Greenhouse gas emissions intensity of steelmaking activities

Supply chain risk

- Number of priority supplier assessments completed

The selected subject matter did not include:

- data sets, statements, information, systems or approaches other than the selected performance indicators and related disclosures;
- forward looking statements; or
- any comparisons made against historical data.

Reporting criteria

The selected subject matter needs to be read and understood together with the reporting criteria, being the boundaries, definitions and methodologies contained within the Metric definitions and glossary section of the *BlueScope Sustainability Data Supplement 2021/22* (the 'reporting criteria') which BlueScope is solely responsible for selecting and applying.

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measurement techniques and can affect comparability between entities, and over time.

Responsibilities

PwC

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the selected subject matter is free from material misstatement, whether due to fraud or error;
- forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- reporting our conclusion to the Directors of BlueScope.

BlueScope

BlueScope's management ('management') are responsible for:

- preparing the selected subject matter as well as BlueScope 2022 Sustainability Reporting in its entirety;
- the prevention and detection of fraud and error in relation to the selected subject matter;
- the design and operation of controls to ensure the completeness and accuracy of information within the BlueScope 2022 Sustainability Reporting, including but not limited to the selected subject matter;

- determining suitable reporting criteria for reporting the selected subject matter within the BlueScope 2022 Sustainability Reporting and publishing those criteria such that they are available to expected users of the report; and
- making estimates that are reasonable in the circumstances.

What our work involved

We conducted our work in accordance with the following International standards on assurance engagements:

- ISAE 3000 Revised, *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*;
- ISAE 3410 *Assurance Engagements on Greenhouse Gas Statements*; and
- Other relevant assurance standards, as issued by the International Auditing and Assurance Standards Board.

These standards require that we comply with independence and ethical requirements and plan the engagement so that it will be performed effectively.

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary



Main procedures performed

The main procedures we performed were:

- making enquiries of management to understand the methodologies, processes and controls supporting the aggregation, calculation and reporting of the selected subject matter;
- enquiring of relevant management to understand and assess the appropriateness of the assumptions and estimates, such as greenhouse gas emission factors, used within the calculation of the selected subject matter;
- reconciling the selected subject matter to underlying data sources and calculations;
- testing the arithmetic accuracy of a sample of calculations of the selected subject matter;
- reviewing a sample of relevant management information and documentation supporting the selected subject matter;
- testing of activity data utilised to calculate the selected subject matter. This involved a combination of analytical procedures and substantive tests of details of a sample of BlueScope and third-party records and other relevant underlying information;
- inspecting other supporting evidence to assess the completeness of BlueScope facilities and the selected subject matter overall;
- testing the classification of injuries included within the calculation of the selected subject matter, on a sample basis, to relevant underlying records including incident reports; and
- reviewing the selected subject matter to assess whether it has been prepared as described in the reporting criteria.

We believe that the information we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Yours sincerely,

Liza Maimone
Managing Partner

PricewaterhouseCoopers
Melbourne
12 September 2022

Our Independence and Quality Control

We have complied with relevant ethical requirements related to assurance engagements, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

The firm applies the Auditing Standard on Quality Control *ASQC 1 Quality Control for Firms that Perform Audits and Reviews of Financial Reports and Other Financial Information, Other Assurance Engagements and Related Services Engagements* and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Limited assurance

This engagement is aimed at obtaining limited assurance for our conclusions. As a limited assurance engagement is restricted primarily to enquiries and analytical procedures and the work is substantially less detailed than that undertaken for a reasonable assurance engagement, the level of assurance is lower than would be obtained in a reasonable assurance engagement.

Restriction on use

This report, including our conclusions, has been prepared solely for the Directors of BlueScope in accordance with the agreement between us, to assist the Directors in reporting BlueScope sustainability performance and activities. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Directors and BlueScope for our work or this report except where terms are expressly agreed between us in writing. Any reliance on this report by any third party is entirely at its own risk.

We permit this report to be disclosed in the BlueScope 2022 Sustainability Reporting to assist the Directors in responding to their governance responsibilities by obtaining an independent assurance report in connection with the selected subject matter

Inherent limitations

Inherent limitations exist in all assurance engagements due to the selective testing of the information being examined. Therefore fraud, error or non-compliance may occur and not be detected. Additionally, non-financial data may be subject to more inherent limitations than financial data, given both its nature and the methods used for determining, calculating and sampling or estimating such data.

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Section
04

Metrics and data tables

We monitor key metrics to understand our progress towards achieving our Sustainability Outcomes. The information presented in the following data tables seeks to align with the Sustainability Accounting Standards Board (SASB) Industry Standard for Iron and

Steel Producers and specific targets that support the United Nations Sustainable Development Goals (UN SDGs). Data sets that have been independently assured are identified.

Measure	Units	Relevant SASB metrics and SDG indicators	FY2018	FY2019	FY2020	FY2021	FY2022	Goal/target	Commentary
Sustainable growth and transformation									
Raw steel production	000 tonnes	● EM-IS-000.A	5,971	5,855	5,691	6,004	5,978		Raw steel production and external despatches consistent with prior years, noting robust demand across geographies despite pandemic and acute weather related supply chain constraints and disruptions.
External despatch volume	000 tonnes		7,591	7,451	7,083	7,710	7,696		



Further information about our FY2022 financial performance is provided in our FY2022 Annual Report, available at bluescope.com



● Aligned ● Partially aligned ▲ The metrics covered by assurance

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Measure	Units	Relevant SASB metrics and SDG indicators	FY2018	FY2019	FY2020	FY2021	FY2022	Goal/target	Commentary
Safe, healthy and inclusive workplaces									
HSE risk control improvement projects completed	%					99%	97%	100%	Our approach to risk control projects encourages learning and involving our people, especially those who make and handle our products, to leverage their knowledge and experience. 243 HSE risk control improvement projects completed in FY2022 across our operations (97 per cent against plan). In FY2022, a number of related risk control activities were aggregated and recorded as a single HSE risk improvement project, which is reflected in the target of 250 projects.
	▲ No.					412	243	250 (FY2022)	
Total recordable injury (TRI)	No.	● EM-IS-320a.1	226	207	237	271	274		TRIFR at 7.1 is slightly above the long term range of 5-7, however remains stable against a challenging operating environment with sustained pandemic impacts, labour shortages, strong demand, execution of major projects and the growth of overall workforce. In June 2022, BlueScope was penalised in relation to an incident that occurred in FY2019, that involved an employee of a contracting company carrying out maintenance work at the Port Kembla Steelworks. Both BlueScope and the contracting company accepted responsibility for their roles in the incident.
TRIFR (TRI per million hours worked)	▲ Rate	● EM-IS-320a.1 ● SDG 8.8.1	5.4	5.6	6.7	7.2	7.1		
Fatalities	No.	● EM-IS-320a.1 ● SDG 8.8.1	0	0	1	0	0	0	

● Aligned ● Partially aligned ▲ The metrics covered by assurance

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Measure	Units	Relevant SASB metrics and SDG indicators	FY2018	FY2019	FY2020	FY2021	FY2022	Goal/target	Commentary
Environmental management									
» Material efficiency (% total outputs converted to products and co-products)	%	● EM-IS-150a.1 ● SDG 12.5.1	97.0%	97.3%	98.0%	98.0%	97.5%		FY2022 material efficiency stable with prior years.
» Aggregated recovered and recycled scrap steel use across BlueScope steelmaking operations	%	● EM-IS-150a.1 ● SDG 12.5.1	45%	47%	46%	46%	46%		We are looking to continue to increase scrap utilisation across our steelmaking footprint. In FY2022 we established BlueScope Recycling and Materials as a result of two acquisitions in the US. When completed, the expansion of our North Star EAF steelmaking facility is estimated to increase BlueScope's overall scrap use to over 50 per cent. Refer to the <i>future of steel</i> and <i>climate action</i> sections of the FY2022 Sustainability Report for further details on how we are activating the circular economy.
» Incidents of environmental non-compliance	No.		9	9	19	16	15		FY2022, BlueScope notified relevant authorities of 15 incidents resulting in environmental non-compliance, nine of which occurred in Australia and six in New Zealand, where BlueScope's manufacturing operations are subject to significant environmental reporting obligations.
Air emissions									
» Oxides of nitrogen	tonnes	● EM-IS-120a.1	8,710	8,660	8,350	7,150	7,150		FY2022 continue to fluctuate within historical ranges. Air emissions are calculated using available stack sampling data and are based on regulator approved methodologies in the regions in which BlueScope operates.
» Sulphur dioxide	tonnes	● EM-IS-120a.1	7,460	7,840	7,600	7,020	7,530		
» Fine particulates	tonnes	● EM-IS-120a.1 ● SDG 11.6.2	1,730	1,640	1,520	1,570	1,460		

● Aligned ● Partially aligned ▲ The metrics covered by assurance

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Measure	Units	Relevant SASB metrics and SDG indicators	FY2018	FY2019	FY2020	FY2021	FY2022	Goal/target	Commentary
Female representation¹									
» Board	%		33%	38%	50%	50%	50%	>40%	We have continued to build a workforce which reflects the diversity of the communities in which we operate. This year we increased our overall percentage of women in the workforce to 24 per cent and maintained our gender balance ratio for our Board and Executive Leadership Team (ELT) in line with our 40:40:20 target.
» Executive Leadership Team	%	● SDG 5.5.2	38%	40%	40%	40%	40%	>40%	
» Executives	%	● SDG 5.5.2	20%	27%	28%	29%	32%	>40%	
» Salaried	%		28%	30%	30%	31%	32%		
» Operator/trade workforce	%		8%	11%	11%	13%	15%		
» Total BlueScope	%		19%	21%	21%	22%	24%	24%	
Female recruitment¹									
» Total BlueScope	%		40%	43%	37%	36%	29%	>30%	Although recruitment of women in FY2022 (29%) is below our target range of 30-40 per cent, we have been able to grow our overall Group-wide female participation rate due to the high volume of recruitment activity.
» Operator/trade roles	%		33%	37%	29%	32%	22%	>30%	
Employees¹	No		14,323	13,997	14,077	14,300	15,127		Employee numbers reported on a head count basis and exclude casual employees. Total Employee Headcount inclusive of BlueScope Recycling and Materials and BlueScope Coated Products is 15,724.

● Aligned ● Partially aligned ▲ The metrics covered by assurance

¹ BlueScope operations acquired in FY2022 which now form part of BlueScope Recycling and Materials, and BlueScope Coated Products have not been included in the employee headcount, female representation and female recruitment data.

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Measure	Units	Relevant SASB metrics and SDG indicators	FY2018	FY2019	FY2020	FY2021	FY2022	Goal/target	Commentary
Climate action									
Net energy consumption	Petajoules (PJ)	● EM-IS-130a.1 ● SDG 7.3.1	111	109	107	111	109		FY2022 net energy consumption stable with prior years.
Energy intensity for steelmaking activities	Gigajoule (GJ) per tonne raw steel		17.0	17.0	17.0	16.9	16.6		
Scope 1 GHG emissions	ktCO ₂ -e	● EM-IS-110a.1 ● EM-IS-110a.2 ● SDG 13.2.2	8,770	8,590	8,380	8,800	8,640	Net zero by 2050 GHG emissions (Scope 1 and 2 GHG emissions) ²	FY2022, total Scope 1 and 2 GHG emissions reduced on an absolute basis by 3.5% when compared with the FY2018 baseline. Steel production and external despatch volumes are stable across the FY2018 production, Scope 1 emissions are consistent with prior years, with Scope 2 emissions seeing good reductions following decarbonisation of regional electricity grids.
Scope 2 GHG emissions	ktCO ₂ -e	● SDG 13.2.2	1,900	1,810	1,710	1,740	1,660		
Total GHG emissions (Scope 1 and 2)	▲ ktCO ₂ -e		10,670	10,400	10,090	10,540	10,300		
Scope 3 GHG emissions	ktCO ₂ -e			11,100	10,500	11,300	11,200		BlueScope is still early in its Scope 3 reporting journey. We continue to be open about our intent to continuously improve the accuracy of our reporting over time. During the year, we identified that equity ownership in our joint ventures was inaccurately applied and as a result all historic Scope 3 GHG emissions have been amended to align with our equity share reporting approach. This inconsistency resulted in approximately 1 million tCO ₂ e (11 per cent) overstatement in the Scope 3 totals reported for each of the FY2019 to FY2021 reporting periods. Further detail on our approach to Scope 3 emission reporting and for data aligned to the 15 categories of the GHG Protocol refer to the Scope 3 section of this Data Supplement.

● Aligned ● Partially aligned ▲ The metrics covered by assurance

² Our 2050 net zero goal is contingent on five key enablers, refer to *Glossary* for further details.

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Measure	Units	Relevant SASB metrics and SDG indicators	FY2018	FY2019	FY2020	FY2021	FY2022	Goal/target	Commentary
GHG emissions intensity for steelmaking activities (Scope 1 and 2)	▲ tCO ₂ -e per tonne raw steel		1.635	1.628	1.623	1.606	1.576	<1.449 (FY2030 Target) <1.571 (FY2022 progress milestone)	Our performance against our 2030 steelmaking target continues to improve with an aggregate 3.6 per cent reduction in GHG emissions intensity against our FY2018 baseline. This constitutes a 1.8 per cent reduction in emissions intensity compared to FY2021. The improved emissions performance has been largely driven by process and energy efficiency improvements across our steelmaking sites including increased scrap rates at Port Kembla and Glenbrook, and blast furnace humidity injection control at Port Kembla that has reduced coke and coal consumption. We expect steelmaking emissions intensity to continue to improve as our North Star operation's new electric arc furnace ramps up to full capacity.
GHG emissions intensity for non-steelmaking activities (Scope 1 and 2)	tCO ₂ -e per despatched tonne of steel		0.250			0.233	0.241	<0.175 (FY2030 Target)	Our FY2022 performance against our 2030 non-steelmaking target which extends to our mid-stream sites has yielded an aggregate 3.7 per cent reduction in GHG emissions intensity against our FY2018 baseline; however has resulted in an increase of 3.4 per cent compared to FY2021. Although we have reduced our GHG emissions intensity against our baseline (FY2018), the increase in GHG emissions intensity from FY2021 has been driven by supply chain disruptions that were further exacerbated by the implications of the COVID-19 pandemic and severe weather conditions in Eastern Australia which resulted in lower volumes of our product being dispatched from our operations. Non-steelmaking emissions have been re-stated to amend for updated calculation methodology, and the inclusion of Tata BlueScope Steel's Jamshedpur site.

● Aligned ● Partially aligned ▲ The metrics covered by assurance

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Measure	Units	Relevant SASB metrics and SDG indicators	FY2018	FY2019	FY2020	FY2021	FY2022	Goal/target	Commentary
Fresh water consumption	Megalitre (ML)	● SDG 6.4.2	15,700	12,000	10,700	11,260	10,820		In FY2022, total water consumed (recycled and fresh water) reduced by 6.8 per cent since FY2018. Improvements have been driven by our people, with water reduction projects aimed specifically at reducing water use and protecting shared waterways. Fresh water intensity at steel manufacturing sites has reduced by 37 per cent since FY2018, driven by infrastructure improvements and water efficiency projects completed across the three steelmaking sites. The Port Kembla recycled water supply agreement has been in place since 2003, and the renewal of the agreement in 2020, and associated ongoing management activities, continues to underpin the significant increase in recycled water usage to 39 per cent from 17 per cent in FY2018.
Recycled water consumption	Megalitre (ML)		3,290	5,840	6,630	7,100	6,880		
Total water consumption (recycled and fresh water)	Megalitre (ML)	● EM-IS-140a.1	18,990	17,840	17,330	18,360	17,700		
Percentage recycled water vs total water	%		17%	33%	38%	39%	39%		
Fresh water consumption for steelmaking activities	Megalitre (ML)		12,100	8,680	7,600	7,970	7,630		
Fresh water intensity for steelmaking activities	kL per tonne raw steel		2.03	1.48	1.33	1.32	1.27		

● Aligned ● Partially aligned ▲ The metrics covered by assurance

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Measure	Units	Relevant SASB metrics and SDG indicators	FY2018	FY2019	FY2020	FY2021	FY2022	Goal/target	Commentary
Responsible products and supply chains									
Supply chain assessments									
» Completed – Priority suppliers	▲ No. (at year end)	● EM-IS-430a.1 ● SDG 8.7.1		21	82	127	139	128	FY2022, achieved 139 assessments of priority suppliers exceeding target of 128. Engage-Assess-Improve model continues to be used to collaborate with suppliers to drive improvement. In FY2022 we were again unable to conduct any third party on-site audits due to the ongoing impact of COVID-19 restrictions and lockdowns.
» Onsite assessments – Suppliers	No.	● EM-IS-430a.1 ● SDG 8.7.1		2	1	7	0		
» Onsite assessments – BlueScope own sites	No.	● SDG 8.7.1			2		0		

● Aligned ● Partially aligned ▲ The metrics covered by assurance

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Measure	Units	Relevant SASB metrics and SDG indicators	FY2018	FY2019	FY2020	FY2021	FY2022	Goal/target	Commentary
Strong communities									
Direct economic value generated	\$billion (AUD)					12.9	19.3		BlueScope's financial performance in FY2022 represented the highest profit in our 20-year history as a listed company. As a result of this outstanding performance, the direct economic value generated, and tax contribution paid were significantly higher than in recent reporting periods. Refer to BlueScope's FY2022 Sustainability Report page 65 for further details on the sub-categories that underpin this data.
Total tax contribution	\$million (AUD)		606	779	657	730	1,256		The Group has continued to pay significant amounts of tax in the countries in which we operate. In the case of Australia, strong performance has resulted in BlueScope's income tax losses, which had been carried forward on our balance sheet for many years, being fully utilised. Refer to BlueScope's FY2022 Tax Contribution Report for further details.

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

| Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Section
04

BlueScope's Scope 3 emissions inventory

Evolving Scope 3 reporting frameworks

Traditionally, the focus on an organisation's GHG emissions has been on those emissions that the organisation has much greater operational control over (Scope 1 and 2 GHG emissions). However, much greater attention is being placed on Scope 3 emissions; those indirect emissions occurring across a value chain, upstream and downstream from the reporting company.

Initiatives such as ResponsibleSteel™ and the Science-Based Targets Initiative (SBTi) are increasingly recognising the importance of certain Scope 3 emissions for inclusion within their reporting and target setting methodologies. Increasingly these initiatives are looking to deploy a fixed system boundary approach, which mandates the scope of emissions to be included, irrespective of whether the activities generating the emissions fall inside or outside the operational control of the reporting organisation. The benefit of a fixed system boundary approach is that stakeholders are better able to benchmark organisations' GHG emissions on a consistent basis. For example, ResponsibleSteel™ is looking to require steel organisations to include emissions associated with the extraction, processing and transport of raw materials, which is currently being reported under the 'upstream' categories of an organisation's Scope 3 emissions.

Currently, variation exists between initiatives on what activities should be included within the fixed system boundary. The industry is hopeful that over time this variation will reduce as the approaches taken by these initiatives begin to converge.

FY2022 performance*

BlueScope is still early in its Scope 3 reporting journey. We continue to be open about our intent to continuously improve the accuracy of our reporting over time. For the past three years, we have been working with an external consultant on the development of our Scope 3 inventory.

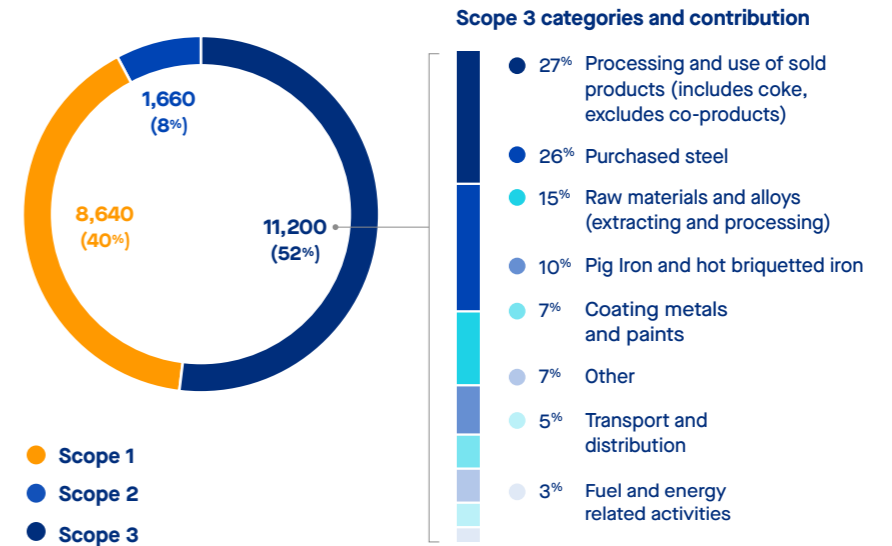
Our knowledge of our value chain emissions continues to grow each year – through this process we may identify changes required to be made to estimations, assumptions or data inaccuracies that may result in us restating previously reported data. During the year, we identified that equity ownership in our joint ventures was

* Our FY2022 Scope 3 data excludes the recently acquired businesses (BlueScope Coated Products and BlueScope Recycling and Materials). The table on the next page outlines our Scope 3 emissions aligned to the categories of the GHG protocol.

inaccurately applied and as a result all historic Scope 3 GHG emissions have been amended to align with our equity share reporting approach. This inconsistency resulted in approximately 1 million tCO₂e (11 per cent) overstatement in the Scope 3 totals reported for each of the FY2019 to FY2021 reporting periods. This year we received additional supplier-specific emission factors from a number of our suppliers which reflects our pathway to improving the accuracy of our Scope 3 inventory. However, we still often rely on established global average emission factors where supplier specific factors are not yet available.

BlueScope's FY2022 Scope 3 GHG emissions is presented in the chart below and the table on pages 19-20. The inventory has been calculated in line with ISO 14064-1:2019 – Greenhouse gases Part 1, the Greenhouse Gas (GHG) Protocol and relevant guidance frameworks. Our FY2022 Scope 3 GHG emissions represent 52 per cent of BlueScope's overall emissions profile. As outlined in the chart below, the majority of our FY2022 Scope 3 GHG emissions are from the processing and use of our sold products and our purchases of steel in regions where we do not manufacture steel within our own operations.

BLUESCOPE'S FY2022 SCOPE 1, 2 AND 3 GHG EMISSIONS
ktCO₂-e



About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Scope 3 category	Description	FY2020 ktCO ₂ -e	FY2021 ktCO ₂ -e	FY2022 ktCO ₂ -e	FY2022 % of total	Relevance for BlueScope ³	Reference to the chart on page 18	Commentary
01 Purchased goods and services	Extraction, production, and transportation of goods and services purchased or acquired by the reporting company in the reporting year, not otherwise included in Categories 02-08	5,920	6,800	6,700	60%	Material	Purchased steel Raw materials and alloys Pig iron and hot briquetted iron Coating metals and paints	Emissions from raw materials purchased during the reporting period including iron ore, pig iron, HBI, purchased steel, scrap steel, coal, paint and resins and chemicals, among others.
02 Capital goods	Extraction, production, and transportation of capital goods purchased or acquired by the reporting company in the reporting year	60	160	90	1%	Material	Other	Emissions for this category include capital spend associated with the North Star expansion and Pork Kembla Steelworks' blast furnace reline.
03 Fuel- and energy-related activities	Extraction, production, and transportation of fuels and energy purchased or acquired by the reporting company in the reporting year, not already accounted for in Scope 1 or Scope 2	350	380	380	3%	Material	Fuel and energy related activities	Emissions from the production of fuels and energy purchased and consumed across our operations.
04 Upstream transportation and distribution	Category 4 emissions include all third-party transportation and distribution services purchased by the reporting company in the reporting year (either directly or through an intermediary)	380	390	520	5%	Material	Transport and distribution	Emissions from the transportation of raw materials to BlueScope operations, via, road, rail and sea freight.
05 Waste generated in operations	Disposal and treatment of waste generated in the reporting company's operations in the reporting year (in facilities not owned or controlled by the reporting company)	30	30	20	<1%	Immaterial	Other	
06 Business travel	Transportation of employees for business-related activities during the reporting year (in vehicles not owned or operated by the reporting company)	10	10	10	<1%	Immaterial	Other	
07 Employee commuting	Transportation of employees between their homes and their worksites during the reporting year (in vehicles not owned or operated by the reporting company)	50	50	60	<1%	Immaterial	Other	

³ Materiality has been primarily assessed based on the magnitude of emissions, with a material threshold at 1 per cent. During the year, we identified that equity ownership in our joint ventures was inaccurately applied and as a result all historic Scope 3 GHG emissions have been amended to align with our equity share reporting approach. This inconsistency resulted in approximately 1 million tCO₂e (11 per cent) overstatement in the Scope 3 totals reported for each of the FY2020 to FY2021 reporting periods.

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Scope 3 category	Description	FY2020 ktCO ₂ -e	FY2021 ktCO ₂ -e	FY2022 ktCO ₂ -e	FY2022 % of total	Relevance for BlueScope ³	Reference to the chart on page 18	Commentary
08 Upstream leased assets	Operation of assets leased by the reporting company (lessee) in the reporting year and not included in Scope 1 and Scope 2 – reported by lessee	0	0	0	n/a	Not applicable	n/a	n/a
09 Downstream transportation and distribution	Transportation and distribution of products sold by the reporting company in the reporting year between the reporting company's operations and the end consumer (if not paid for by the reporting company), including retail and storage (in vehicles and facilities not owned or controlled by the reporting company)	10	10	10	<1%	Immaterial	Transport and distribution	Emissions from the transportation and distribution of products despatches from BlueScope operations.
10 Processing of sold products	Processing of intermediate products sold in the reporting year by downstream companies (e.g., manufacturers)	960	1,050	950	9%	Material	Processing and use of sold products	Emissions associated with bending and cutting of all steel despatches from BlueScope's operations.
11 Use of sold products	End use of goods and services sold by the reporting company in the reporting year	2,440	2,150	2,090	19%	Material	Processing and use of sold products	Emissions from coke sales from BlueScope's Pork Kembla Steelworks operation is included in this category.
12 End-of-life treatment of sold products	Waste disposal and treatment of products sold by the reporting company (in the reporting year) at the end of their life	280	300	300	3%	Material	n/a	
13 Downstream leased assets	Operation of assets owned by the reporting company (lessor) and leased to other entities in the reporting year, not included in Scope 1 and Scope 2 – reported by lessor	0	0	0	n/a	Not applicable	n/a	n/a
14 Franchises	Operation of franchises in the reporting year, not included in Scope 1 and Scope 2 – reported by franchisor	0	0	0	n/a	Not applicable	n/a	n/a
15 Investments	Operation of investments (including equity and debt investments and project finance) in the reporting year, not included in Scope 1 or Scope 2	0	0	0	<1%	Immaterial	Other	

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

**BlueScope's sustainable
product credentials**

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Section
05

BlueScope's sustainable product credentials

The following table outlines BlueScope's Sustainable Product Credentials by type, product and region. Read more about our responsible products in the FY2022 Sustainability Report (pages 54-59).

Credential	Issuing body	Product	Country
Environmental Product Declaration	EPD Australasia	Select COLORBOND® steel products	Australia
		XLERPLATE® steel	
		Welded Beams and Columns	
	SCS Global Services	Hot Rolled Coil	New Zealand & Pacific Islands
		SEISMIC®	
		COLORSTEEL®	
The International EPD System	ASC Steel Deck products	United States	
	AEP Span products		
GreenRate™ Level A	Global GreenTag	Select COLORBOND® steel products	Australia
		XLERPLATE® steel	
		Welded Beams and Columns	
Green Building Product Certificate	China Building Material Test & Certification Group Co., Ltd. (CTC)	ZINCALUME® steel	China
Environmental Choice New Zealand	Environmental Choice New Zealand	Flat and Long Steel Products and Pre-Painted and Resin Coated Steel Products	New Zealand
Declare	Living Future Institute	AEP Span products in a ZINCALUME® Plus coating	United States
		ASC Steel Deck products	
		ZINCALUME® steel	New Zealand
Health Product Declaration	Health Product Declaration Collaborative	Products in a ZINCALUME® Plus coating	United States
		ASC Steel Deck products	
Sensitive Choice®	Sensitive Choice NZ	COLORSTEEL® DRIDEX®	New Zealand

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Section 06

Sustainability Accounting Standards Board (SASB) content index



Our FY2022 Sustainability Report and Modern Slavery Statement, and our Climate Action Report (released in FY2021), presents material sustainability information in line with the Sustainability Accounting Standards Board (SASB) Industry Standard for Iron and Steel Producers.

The following table outlines the SASB topics and accounting metrics, a self-assessment and statement regarding our alignment, and the location of BlueScope's relevant disclosures. We will continue to consider emerging sustainability frameworks and standards (such as those being developed by the International Sustainability Standards Board (ISSB)), and their applicability to our sustainability disclosure suite in future reporting periods.

Topic	Code	Accounting metric	Category	Alignment (full or partial)	BlueScope response	Reference
Greenhouse gas emissions	EM-IS-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations.	Quantitative	Aligned	We disclose total Scope 1, Scope 2 and Scope 3 GHG emissions. Our Port Kembla Steelworks, and Western Port facilities in Australia are covered by the Safeguard Mechanism, and our Glenbrook Steelworks in New Zealand has obligations under the New Zealand Emissions Trading Scheme. Scope 1 GHG emissions from these three facilities cover over 90 per cent of BlueScope's Scope 1 emissions.	FY2022 Sustainability Data Supplement » Page 14; Data tables Refer to BlueScope response column of this table
	EM-IS-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.	Discussion & Analysis	Aligned	We disclose our long-term and short-term plan, reduction targets and an analysis of performance against those targets within our Climate Action and Sustainability Reports.	FY2022 Sustainability Report » Pages 39-46; Climate action Climate Action Report » Pages 39-55
Air emissions	EM-IS-120a.1	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) manganese (MnO), (6) lead (Pb), (7) volatile organic compounds (VOCs), and (8) polycyclic aromatic hydrocarbons (PAHs).	Quantitative	Partial	We disclose oxides of nitrogen, sulphur dioxide and fine particulates (PM10) at a Corporate level. Other air emissions are currently disclosed as part of regional regulatory reporting schemes such as the Australian Federal Government's National Pollutant Inventory.	FY2022 Sustainability Data Supplement » Page 12; Data tables

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Topic	Code	Accounting metric	Category	Alignment (full or partial)	BlueScope response	Reference
Energy management	EM-IS-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable.	Quantitative	Partial	We disclose net energy consumption and energy intensity for steelmaking activities.	FY2022 Sustainability Data Supplement » Page 14; Data tables Climate Action Report » Page 46; Finley solar farm power purchase agreement
	EM-IS-130a.2	(1) Total fuel consumed, (2) percentage coal, (3) percentage natural gas, (4) percentage renewable.	Quantitative	Not yet aligned	Not currently disclosed at the corporate level. In Australia we have a Renewable Power Purchasing Agreement that is equivalent to approximately 20 per cent of our Australian purchased electricity. We have multiple solar projects underway across our operations in Australian Steel Products (Albury, Wangara and Bomaderry) and Tata BlueScope Steel (Coated Steel Products Jamshedpur). NS BlueScope Malaysia has commenced construction of its Sunfield solar farm in Kapar. Steelmaking/metallurgical coal is used in our iron making facilities as a reductant.	FY2022 Sustainability Report » Page 41; Low carbon energy sources Climate Action Report » Page 46; Finley solar farm power purchase agreement
Water management	EM-IS-140a.1	(1) Total fresh water withdrawn, (2) percentage recycled, (3) percentage in regions with High or Extremely High Baseline Water Stress.	Quantitative	Aligned	We disclose total fresh water and recycled water consumed (resulting in 39 per cent recycled overall). Approximately 1 per cent of our fresh water is consumed in regions (Mexico, India) with High or Extremely High Baseline Water Stress. Further, regions such as Australian, New Zealand (Auckland) and Thailand are subject to increasingly frequent water scarcity impacts.	FY2022 Sustainability Data Supplement » Page 16; Data tables
Waste management	EM-IS-150a.1	Amount of waste generated, percentage hazardous, percentage recycled.	Quantitative	Partial	We disclose our material efficiency (% total outputs to products and co-products).	FY2022 Sustainability Data Supplement » Page 12; Data tables FY2022 Sustainability Report » Page 28; Resource efficiency and the circular economy

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Topic	Code	Accounting metric	Category	Alignment (full or partial)	BlueScope response	Reference
Workforce health & safety	EM-IS-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) full-time employees and (b) contract employees.	Quantitative	Partial	We disclose total (employees and contractors combined) TRI, TRIFR and fatalities. We also disclose the percentage of injuries that had the potential to be permanently life changing, and those that resulted in a permanent incapacity. We don't separately report a fatality rate or near miss frequency rate. Our shift to more leading indicators is explained in the FY2022 Sustainability Report.	FY2022 Sustainability Data Supplement » Page 11; Data tables FY2022 Sustainability Report » Page 26; Balanced HSE indicators
Supply chain management	EM-IS-430a.1	Discussion of the process for managing iron ore and/or coking coal sourcing risks arising from environmental and social issues.	Discussion & Analysis	Aligned	We disclose our process for managing sourcing risks arising from environmental and social issues. Iron ore and coking coal suppliers are priority suppliers and are subject to regular assessment to identify issues and corrective/preventative actions.	FY2022 Sustainability Report » Page 51-53; Supply chain sustainability FY2022 Modern Slavery Statement
General	EM-IS-000.A	Raw steel production, percentage from: (1) basic oxygen furnace processes, (2) electric arc furnace processes.	Quantitative	Aligned	We disclose the total raw steel production. 65 per cent of crude steel is produced via integrated route (BF-BOF; combined oxygen blowing method) and 35 per cent via EAF route.	FY2022 Sustainability Data Supplement » Page 10; Data tables
	EM-IS-000.B	Total iron ore production <i><The scope of production includes iron ore consumed internally and that which is made available for sale></i>	Quantitative	Aligned	We do not produce iron ore. Our New Zealand business operates the Waikato North Head iron sand mine which provides the iron units for our Glenbrook Steelworks. Each year 1.2 to 1.4 million tonnes of irons and is needed to produce steel at Glenbrook. To obtain this, 5 to 9 million tonnes of sand needs to be mined at the Waikato North Head site. Once the sand is mined, the titanomagnetite is separated from the sand by magnetic and gravity separation processes. No chemicals or other additives are used. The unwanted material, or tailings, is returned to the mined areas to help return it to its original form.	Refer to BlueScope response column of this table
	EM-IS-000.C	Total coking coal production <i>< The scope of production includes coking coal consumed internally and that which is made available for sale></i>	Quantitative	Aligned	Our Port Kembla Steelworks utilises high quality local metallurgical coal to produce around 2.5 million tonnes of coke for own use each year. Additionally, approximately 700 kilotonnes of coke is also made available for export.	Refer to BlueScope response column of this table

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

| TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Section 07

Task Force on Climate-related Financial Disclosures (TCFD) content index



BlueScope aligns its climate disclosures to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) framework.

The following table outlines the 11 TCFD recommendations and the location of BlueScope's relevant disclosures in our FY2022 Sustainability Report, and our inaugural Climate Action Report – released last year and available at bluescope.com.

Theme	TCFD recommended disclosures	FY2022 Sustainability Report reference	Climate Action Report reference
Governance	Describe the board's oversight of climate-related risks and opportunities.	Climate change and energy transition » Governance, page 46	Governance page 63
	Describe management's role in assessing and managing climate-related risks and opportunities.	Governance » Leadership, page 66	Message from our Chairman page 02 Governance page 63 Risk management page 67
Strategy	Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	Climate change and energy transition » Approach, Delivering on our decarbonisation pathway, pages 39-43	Overview of our climate scenarios page 29 BlueScope's identified climate-related risks pages 68-70
	Describe the impact of climate related risks and opportunities on the organisation's businesses, strategy, and financial planning.		Implications for Bluescope page 34 Physical risks pages 36-37 BlueScope's identified climate-related risks pages 68-70 Our climate strategy pages 39-41
	Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.		Overview of our climate scenarios page 29 Implications for Bluescope page 34

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

| **TCFD content index**

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Theme	TCFD recommended disclosures	FY2022 Sustainability Report reference	Climate Action Report reference
Risk management	Describe the organisation's processes for identifying and assessing climate-related risks.	Climate change and energy transition » Approach, page 39	Risk management page 67
	Describe the organisation's processes for managing climate-related risks.	» Governance, page 46 » Risk management, page 67	Risk management page 67 Physical risks pages 36-37
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.		Risk management page 67 Capital allocation approach page 56
Metrics and targets	Disclose the metrics used by the organisation to assess climate related risks and opportunities in line with its strategy and risk management process.	Climate change and energy transition » Approach, page 39	Capital allocation approach page 56 Emissions performance pages 24-27
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Climate change and energy transition » Our Performance, pages 45-46	Emissions performance pages 24-27
	Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	Sustainability Data Supplement » Data tables	Glossary page 74 Our climate strategy pages 39-41 Our goal and targets page 43

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

**UNGC Communication
on Progress**

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Section
08

United Nations Global Compact (UN GC) Communication on Progress

Message from our Managing Director and CEO

Earlier this year I was proud to announce that BlueScope has joined the United Nations Global Compact (UNGC), as further recognition of our commitment to human rights and good labour practices, to protecting the environment and to work against corruption.

This is our first Communication on Progress (COP), and an important opportunity to reiterate BlueScope's ongoing commitment to the UNGC and its principles. BlueScope's FY2022 COP outlines our key activities in support of the UNGC principles during the Reporting period, building on our strong history of establishing and delivering on integrated strategy, targets and commitments to realise sustainable outcomes and to strengthen our communities for the future.

Over the next few pages we detail our approach, outcomes, metrics and key policies and documents related to the UNGC's four key issue areas: human rights, labour, environment, and anti-corruption.

Our Bond and **Our Purpose** (included on the inside front cover of our FY2022 Sustainability Report), and **our Code of Conduct, How We Work** (available at bluescope.com) underpin our approach and activities for all issue areas, with additional Group-level publicly-available policies and procedures identified that are specific to each topic.



A handwritten signature in blue ink that reads "Mark Vassella". The signature is fluid and cursive.

Mark Vassella
Managing Director & CEO

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Issue area	Our approach (policies ⁴ , procedures and activities)	Outcomes (degree to which targets/performance indicators have been met, other qualitative or quantitative measurement of results)	Reference
Human rights	<p>We are working to ensure our business activities and practices are aligned with the <i>UN Guiding Principles on business and Human Rights</i> and believe all people should be treated with dignity and respect. We want to ensure that our workplaces are a safe environment for all to speak up, be heard and feel welcome, and we continue to strengthen our governance arrangements to underpin our values.</p> <p>We are committed to driving positive social impact and to mitigate adverse impacts in our operations and through our supply chain. Our approach to responsible sourcing and supplier expectations is outlined in our Responsible Sourcing Framework, including our Responsible Sourcing Standard, our Supplier Code of Conduct and our approach to supplier segmentation, engagement and assessment. Our foundational role in the ResponsibleSteel™ Standard and certification process aims to drive improved performance in our own business and along our supply chains.</p>	<p>We updated our Human Rights Policy this year to reflect the evolution of our journey in Social Impact and Our Code of Conduct, <i>How We Work</i>. It also highlights the importance of working with our partners and our expectations right across the Group. See our Policy at bluescope.com.</p> <p>Our Social Impact Steering Committee facilitates BlueScope's human rights due diligence process. This year the Steering Committee completed an internal assessment to identify any adverse or potentially adverse, impacts arising from our business operations, products and partnerships. Read more about our five priority risk categories, and the steps we are taking in internal engagement and strengthening our grievance mechanisms in our FY2022 Modern Slavery Statement.</p> <p>Our supplier segmentation process includes over 1,000 suppliers, accounting for more than 90 per cent of spend by business unit. It is our initial screen for environmental, social and governance (ESG) risk exposure and is used to prioritise our sustainability related engagement with suppliers. Since this assessment framework was implemented in late 2019, over 400 assessments have been completed involving 308 suppliers. During the course of FY2022, 139 suppliers were assessed. Corrective action plans are in place for 14 per cent of our assessed suppliers. A key focus through FY2023 is to re-start our program of third-party on-site audits, which has been suspended due to COVID-19 related restrictions.</p>	<p>FY2022 Sustainability Report</p> <ul style="list-style-type: none"> » Social Impact and human rights (page 36) » Supply chain sustainability (page 51) <p>FY2022 Sustainability Data Supplement</p> <ul style="list-style-type: none"> » Data tables (page 17) <p>FY2022 Modern Slavery Statement, available at bluescope.com</p>
	<p>Key policies and documents:</p> <ul style="list-style-type: none"> » Speak Up Policy » Responsible Sourcing Standard » Supplier Code of Conduct 	<p>Metrics:</p> <ul style="list-style-type: none"> » Assessments completed for priority suppliers » Onsite assessments completed for suppliers » Onsite assessments completed for BlueScope's own sites 	

4 Our inaugural Communication on Progress details our Group-level, publicly available policies and documents. These are further supported by detailed standards and guidance within our businesses.

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Issue area	Our approach (policies ⁴ , procedures and activities)	Outcomes (degree to which targets/performance indicators have been met, other qualitative or quantitative measurement of results)	Reference
Labour	<p>We are committed to creating a safe, healthy and inclusive workplace that values diversity, inspires creativity, supports capability and reflects the communities where we operate. We strive to achieve a workplace where everyone feels valued, has a sense of belonging, and can contribute in a meaningful way to our Company. We position inclusion and diversity as a strategic enabler, integrated and embedded within core business processes and activities.</p> <p>We are built on a culture of trust and direct engagement, where all BlueScope employees are encouraged to communicate openly with management regarding working conditions.</p> <p>We respect the rights of employees to freedom of association and voluntary collective bargaining in accordance with local laws.</p> <p>We support the elimination of all forms of forced or compulsory labour and the abolition of child labour and require our suppliers to do the same.</p>	<p>We continue to build a workforce which reflects the diversity of the communities in which we operate, and to encourage female participation across the organisation. This year we increased our overall percentage of women in the workforce to 24 per cent.</p> <p>We review pay equity as part of the annual remuneration review process. This year, we confirmed a minimal gap in pay differentials between men and women in similar roles, and introduced action plans where required.</p> <p>Approximately 30 per cent of our employees are covered by collective arrangements. We are built on a culture of trust and direct engagement, where all BlueScope employees are encouraged to communicate openly with management regarding working conditions. We respect the rights of employees to freedom of association and voluntary collective bargaining in accordance with local laws.</p> <p>The findings of our Social Impact Steering Committee's internal impact assessment this year will enhance our focus on key actual and potential risk areas, including forced labour. Read more about our five priority risk categories, and the steps we are taking in internal engagement and strengthening our grievance mechanisms in our FY2022 Modern Slavery Statement.</p>	<p>FY2022 Sustainability Report</p> <ul style="list-style-type: none"> » Culture and capability (page 30) » Social Impact and human rights (page 36) » Supply chain sustainability (page 51) <p>FY2022 Sustainability Data Supplement</p> <ul style="list-style-type: none"> » Data tables (page 13)
	<p>Key policies and documents:</p> <ul style="list-style-type: none"> » Inclusion & Diversity Policy » Health, Safety, Environment and Community Policy » Alcohol and Other Drugs Policy » Fitness for Work Policy » Supplier Code of Conduct 	<p>Metrics:</p> <ul style="list-style-type: none"> » Leaders participating in HSE Evolution workshops » HSE risk control improvement projects completed » Total recordable injury » Total recordable injury frequency rate (TRIFR) » Fatalities » Female representation (Board, Executive Leadership Team, Executives, Salaried, Operator/trade workforce, Total BlueScope) » Female recruitment (Total BlueScope, Operator trade roles) » Employee grievances 	

4 Our inaugural Communication on Progress details our Group-level, publicly available policies and documents. These are further supported by detailed standards and guidance within our businesses.

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Issue area	Our approach (policies ⁴ , procedures and activities)	Outcomes (degree to which targets/performance indicators have been met, other qualitative or quantitative measurement of results)	Reference
Environment	<p>BlueScope is committed to protecting the environment. We operate our facilities with due respect for environmental laws, protecting the amenity of our community neighbours and the longer-term viability of shared, natural resources.</p> <p>We aim to have a proactive risk culture, and an integrated approach to managing risk to deliver strategic and commercial outcomes. Understanding risk, and our appetite for particular types of risk (including health, safety, environment and community), is a key consideration in our decision making.</p> <p>All businesses are encouraged to participate in our environmental recognition program, implementing environmental initiatives, documenting benefits and sharing lessons learnt across BlueScope to support our environmental aspirations. Many of our operating facilities, including our three steelmaking sites, also maintain ISO 14001 certification⁵ for their environmental management systems.</p> <p>We investigate and apply environmentally friendly technologies to improve our resource and materials efficiency, reuse by-products and co-products, and to decarbonise our operations. Climate action is a core lever of our corporate strategy, with short and medium-term targets and longer-term goals to actively address climate change and invest in GHG emission reduction technologies as part of our objectives to transform BlueScope for long term success.</p> <p>Key policies and documents:</p> <ul style="list-style-type: none"> » Risk Management Policy » Health, Safety, Environment and Community Policy » Environmental Aspirations » Position on Climate Change <p>⁴ Our inaugural Communication on Progress details our Group-level, publicly available policies and documents. These are further supported by detailed standards and guidance within our businesses.</p> <p>⁵ ISO 14001 is the international standard that specifies requirements for an effective environmental management system (EMS).</p>	<p>At BlueScope, how we manage health, safety and environment (HSE) is a great source of pride. Our people-centred approach to HSE leadership, risk management and culture – our HSE Evolution – aims to build capacity through building engagement and learning, and to leverage the knowledge and experience of our people to continuously improve. Across our business, we are implementing practical HSE risk control improvements to build resilience, whilst empowering our people who make and handle our products to be part of the solution. This year we completed 243 projects that strengthened our HSE controls. In addition, 53 environmental projects were submitted, engaging hundreds of employees, driving environmental improvement and contributing \$7 million per year in ongoing business savings.</p> <p>We strengthened our aspirations for land, air, water, waste, noise and energy/GHG emissions management this year, providing a new framework for developing group and business unit environmental targets and goals.</p> <p>This year we achieved an aggregate 3.6 per cent reduction in steelmaking GHG emissions intensity, and 3.7 per cent reduction in non-steelmaking GHG emissions intensity since FY2018 (the baseline for our 2030 targets). In FY2022 we progressed key projects on hydrogen electrolysis and breakthrough ironmaking technologies in collaboration with value chain partners.</p> <p>In FY2022, total water consumed (recycled and fresh water) reduced by 6.8 per cent since FY2018. 39 per cent of our total water consumption comes from recycled sources.</p> <p>Metrics:</p> <ul style="list-style-type: none"> » Leaders participating in HSE Evolution workshops » HSE risk control improvement projects completed » GHG emissions – Steelmaking GHG emissions intensity, midstream GHG emissions intensity, Scope 1, 2, 3 GHG emissions » Water – fresh, recycled, total use, steel manufacturing fresh water intensity » Air emissions – Oxides of nitrogen, Sulphur dioxide, Fine particulates (<PM10) » Materials efficiency (% total outputs converted to products and co-products) » Aggregated recovered and recycled scrap steel use across BlueScope steelmaking operations » Incidents of environmental non-compliance 	<p>FY2022 Sustainability Report</p> <ul style="list-style-type: none"> » Health, safety and environment (page 23) » Climate change and energy transition (page 39) » Water stewardship (page 47) » Risk management (page 67) <p>FY2022 Sustainability Data Supplement</p> <ul style="list-style-type: none"> » Data tables (pages 12, 14-16)

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Issue area	Our approach (policies ⁴ , procedures and activities)	Outcomes (degree to which targets/performance indicators have been met, other qualitative or quantitative measurement of results)	Reference
Anti-corruption	<p>At BlueScope we are committed to ethical conduct and fostering a culture of speaking up when something isn't right.</p> <p>We aim to work against corruption in all its forms, including extortion and bribery. This commitment is reflected in Our Code of Conduct, <i>How We Work</i>, which outlines our expectations for BlueScope employees to act with integrity, and our position regarding the acceptance or offering of bribes or payments (including in kind) to secure or influence a business outcome or government decision. <i>How We Work</i> is published in 12 languages to ensure it is accessible to all employees and regular training is mandated.</p> <p>Our Ethics and Compliance function supports specialist Ethics and Compliance professionals in each business unit to manage and control compliance risk.</p>	<p>All BlueScope employees are required to complete <i>How We Work</i> training at least every three years. During the year we developed a bespoke online training module to support this commitment, and ensure employees are aware of and understand <i>How We Work</i>. The module will be a key element of induction training for new employees and is being implemented across our business for all employees.</p> <p>Gifts & Entertainment and Conflicts of Interest Standards, along with related registers, were launched in the Australian business this year, reinforcing the expectations outlined in <i>How We Work</i> to help manage anti-bribery and corruption risks. Over the next few months the standards and processes in BlueScope's other business units will be reviewed and updated to ensure these risks are being managed consistently across our global business.</p> <p>We prioritise engagement with suppliers based on their country risk (inherent risk given their operating context) and business activities and the leverage that exists in our relationship with them. This engagement starts with communicating our expectations and why we believe these are important to our relationship. Where issues or improvement opportunities are identified, we work with suppliers to improve their understanding and approach. We are updating and strengthening our Third Party Due Diligence Standards, which includes the identification of bribery and corruption risk.</p>	<p>FY2022 Sustainability Report » Compliance and ethical conduct (page 68)</p>
	<p>Key policies and documents:</p> <ul style="list-style-type: none"> » Core principles are stated in Our Code of Conduct, <i>How We Work</i> » Speak up Policy » Supplier Code of Conduct 	<p>Metrics:</p> <ul style="list-style-type: none"> » Anti-Bribery and Corruption minimum training requirements for relevant employees » Assessments completed for priority suppliers » Onsite assessments completed for suppliers » Onsite assessments completed for BlueScope's own sites 	

4 Our inaugural Communication on Progress details our Group-level, publicly available policies and documents. These are further supported by detailed standards and guidance within our businesses.

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

**Supporting the Sustainable
Development Goals**

GRI content index




Metric definitions
and glossary

Section
09

Supporting the Sustainable Development Goals



BlueScope supports the United Nations (UN) Sustainable Development Goals (SDGs), a call for global action that aligns with our efforts to drive sustainable business outcomes. Throughout our FY2022 Sustainability Reporting suite⁶ we provide many examples of how our business and our people contribute to the achievement of the SDGs, with some key highlights detailed in the table below.

Goal	How we contributed in FY2022	Reference
	<ul style="list-style-type: none"> » Recognised in worldsteel's 2021 Safety and Health Excellence Recognition Program (Safety Culture and Leadership category) » 1372 BlueScope leaders have participated in expert-led HSE Evolution workshops since the start of the program in 2020 (346 in FY2022)⁷. More than 100 supply chain and industry partners have also participated » A further 138 Learning Teams facilitators were trained globally this year » 243 team-based HSE risk control improvement projects completed, focusing on our critical risks. 	<p>FY2022 Sustainability Report » Page 23; Safety, health and environment</p>
	<ul style="list-style-type: none"> » Renewed training for our Code of Conduct, <i>How We Work</i> » Maintained our gender balance ratio for our Board and Executive Leadership Team in line with our 40:40 vision » Increased our overall percentage of women in our workforce to 24 per cent. 	<p>FY2022 Sustainability Report » Page 30; Culture and capability</p>
	<ul style="list-style-type: none"> » Seven environment improvement projects completed in FY2022 focused on water stewardship and reducing water consumption » 39 per cent of our total water consumption from recycled sources in FY2022 » Fresh water intensity of steelmaking activities has decreased from 2.03 kL to 1.27 kL per tonne of raw steel since FY2018. 	<p>FY2022 Sustainability Report » Page 47; Water stewardship</p>

⁶ Sustainability Report, Climate Action Report, Modern Slavery Statement, Tax Contribution Report.
⁷ Metric covered by assurance.

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Goal	How we contributed in FY2022	Reference
	<ul style="list-style-type: none"> » Progressed key projects on hydrogen electrolysis and breakthrough ironmaking technologies in collaboration with value chain partners » Secured approximately \$900,000 ARENA grant to work with the University of Wollongong to investigate decarbonisation options at the Port Kembla Steelworks » Committed NZD750,000 over three years to accelerate the development of a pilot-scale plant which uses green hydrogen to produce iron from local New Zealand ironsands » Launched BlueScopeX™ – to make small-scale, earlystage investments in the fields of steel decarbonisation and energy efficient buildings. 	<p>Climate Action Report FY2022 Sustainability Report » Page 39; Climate change and energy transition</p>
	<ul style="list-style-type: none"> » Major projects, laying foundations for earnings and growth <ul style="list-style-type: none"> › Construction of the \$1 billion North Star expansion substantially complete, commencing ramp-up › Assessment of the comprehensive Port Kembla Steelworks blast furnace reline and upgrade project (including technologies to enable GHG emissions reductions) – transitioned to feasibility » Investing for growth and sustainable earnings in North America with two strategic acquisitions totalling \$1 billion <ul style="list-style-type: none"> › Established BlueScope Recycling & Materials ferrous recycling business › Established BlueScope Coated Products with significant national painting footprint » On track to complete 250 prioritised supplier assessments by the end of FY2023. 139 assessments completed in FY2022 » Use of independent EcoVadis assessments has continued to grow, representing over 80 per cent of all assessments completed in FY2022 » Participated in development of ResponsibleSteel™ steel certification requirements (covering responsible sourcing and greenhouse gas emissions) » Engaged with thousands in the Illawarra community for the No. 6 Blast Furnace Reline Project » Direct economic value generated \$19.3 billion » Over \$1.25 billion total Group tax payments. 	<p>FY2022 Sustainability Report » Page 15; Business strength and resilience » Page 30; Culture and capability » Page 51; Supply chain sustainability » Page 65; Economic contribution</p>

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Goal	How we contributed in FY2022	Reference
	<ul style="list-style-type: none"> » Improved operational efficiency through increased use of data, advanced analytics, automation and digital mobility solutions » Improved customer experience through deeper market understanding, strategic analysis and digital solutions » Building digitally enabled technology platforms by investing in strategic partnerships, data and cloud technology, Internet of Things (IoT) sensors, machine learning and other technologies » Growing our people to deliver new leadership, innovation and strategic capabilities and a growth mindset to drive transformation » Building global excellence through transfer of knowledge and solutions with enterprise wide scale and leverage opportunities » Responding to demand for high quality, lightweight, efficient products and modular construction applications » Supporting key trends including circular economy, climate adaptation and mitigation » Demonstrating transparency and stewardship through Environmental Product Declarations (EPDs) and ecolabels » Achieving ResponsibleSteel™ site certification for Port Kembla Steelworks » Driving conversation and collaboration across industry forums, with a focus on sustainability and climate action. 	<p>FY2022 Sustainability Report</p> <ul style="list-style-type: none"> » Page 18; Transformation » Page 54; Responsible products
	<ul style="list-style-type: none"> » Engaging on our First Nations Framework in Australia » Maintained our gender balance ratio for our Board and Executive Leadership Team in line with our 40:40 vision » 41 per cent of BBNA recruits have identified as ethnically diverse » Impact assessment completed for own operations, which has informed our priority areas and actions » Introduced our People and Payroll Governance Framework which strengthens our first- and second-line accountability for working hours, wages and benefits, and culture » Completed a series of Modern Slavery Roundtable discussions for all BlueScope senior leaders, and conducted business unit workshops on specific country risk areas (~200 employees participated in these sessions). 	<p>FY2022 Sustainability Report</p> <ul style="list-style-type: none"> » Page 30; Culture and capability » Page 36; Social impact and Human Rights <p>FY2022 Modern Slavery Statement, available at bluescope.com</p>
	<ul style="list-style-type: none"> » Expanded and strengthened our Environmental Aspirations » 243 team-based HSE risk control improvement projects completed, focusing on our critical risks, and a further 53 environment improvement projects » Responding to demand for high quality, lightweight, efficient products and modular construction applications » Supporting key trends including circular economy, climate adaptation and mitigation » Demonstrating transparency and stewardship through Environmental Product Declarations (EPDs) and ecolabels » Achieving ResponsibleSteel™ site certification for Port Kembla Steelworks » Driving conversation and collaboration across industry forums, with a focus on sustainability and climate action. 	<p>FY2022 Sustainability Report</p> <ul style="list-style-type: none"> » Page 54; Responsible products » Page 28; Delivering on our environmental aspirations

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index




TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Goal	How we contributed in FY2022	Reference
	<ul style="list-style-type: none"> » 3.6 per cent reduction in steelmaking GHG emissions intensity, and 3.7 per cent reduction in non-steelmaking GHG emissions intensity since FY2018 (the baseline for our 2030 targets) » Progressed key projects on hydrogen electrolysis and breakthrough ironmaking technologies in collaboration with value chain partners » Secured approximately \$900,000 ARENA grant to work with the University of Wollongong to investigate decarbonisation options at the Port Kembla Steelworks » Committed NZD750,000 over three years to accelerate the development of a pilot-scale plant which uses green hydrogen to produce iron from local New Zealand ironsands » Launched BlueScopeX™ – to make small-scale, early stage investments in the fields of steel decarbonisation and energy efficient buildings. 	<p>Climate Action Report FY2022 Sustainability Report</p> <ul style="list-style-type: none"> » Page 39; Climate change and energy transition
	<p><i>Our Code of Conduct, How We Work</i> sets out our expectations for employees and those we do business with, including those on human rights. <i>How We Work</i> is published in 12 languages and has been communicated across our global business, accompanied by manager toolkits and employee training packs. <i>How We Work</i> is supported by our Speak Up Policy, which outlines our commitment to encourage a workplace culture in which our people and others working with us feel confident to speak up when something is not right, and to protect those who do.</p>	<p>FY2022 Sustainability Report</p> <ul style="list-style-type: none"> » Page 05; Sustainability at BlueScope » Page 30; Culture and capability » Page 37; Social impact and human rights; Case study – Speak Up Champions in ASEAN » Page 68; Compliance and ethical conduct <p>FY2022 Modern Slavery Statement, available at bluescope.com</p>
	<p>There are a number of instances throughout the Report where we recognise the importance of partnership and collaboration along the steel value chain. We also recognise the importance of our work with suppliers for responsible sourcing, with customers to understand their needs for sustainable product solutions and our engagement with, and support for, local communities where we operate.</p>	<p>FY2022 Sustainability Report</p> <ul style="list-style-type: none"> » Page 08; The future of steel » Page 51; Supply chain sustainability » Page 39; Climate change and energy transition » Page 54; Responsible products » Page 60; Strong communities

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

| **GRI content index**

Metric definitions
and glossary

Section 10

Global Reporting Initiative (GRI) content index



BlueScope's FY2022 Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards at a Core level.

The following table outlines the relevant GRI general and specific disclosures for our material topics (defined on pages 04-05 of this Data Supplement) and the location of BlueScope's response.

BlueScope has adopted a range of metrics to monitor our performance in key areas aligned to our areas of sustainability focus and business strategy. While these metrics are generally similar in intent and approach to those proposed in various disclosure frameworks, they are not universally aligned to the calculation methodologies proposed at this time.

Universal standards

Disclosure	Description	Location/response
Organisational profile		
102-1	Name of the organisation	Sustainability Report inside front cover, page 69
102-2	Activities, brands, products, and services	Sustainability Report page 02
102-3	Location of headquarters	Sustainability Report back cover
102-4	Location of operations	Sustainability Report page 02
102-5	Ownership and legal form	Sustainability Report page 69, FY2022 Directors' Report
102-6	Markets served	Sustainability Report page 02
102-7	Scale of the organisation	Sustainability Report page 02
102-8	Information on employees and other workers	Sustainability Report pages 02, 22-37, Data Supplement page 13
102-9	Supply chain	Sustainability Report pages 03, 51-53
102-10	Significant changes to the organisation and its supply chain	Sustainability Report pages 02, 15-17, 51-53

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

| GRI content index

Metric definitions
and glossary

Universal standards continued

Disclosure	Description	Location/response
102-11	Precautionary principle or approach	BlueScope does not make a specific statement on the precautionary principle, however our approach to sustainability (Sustainability Report pages 04-07) and our commitments to addressing climate change, water and broader environmental impacts are applicable.
102-12	External initiatives	Sustainability Report pages 01, 06, 07, 11, 44, 45, 52, 57-59
102-13	Membership of associations	Sustainability Report page 68
Strategy		
102-14	Statement from senior decision-maker	Sustainability Report page 01
Ethics and integrity		
102-16	Values, principles, standards, and norms of behaviour	Sustainability Report inside front cover, pages 03, 30-35, 66-68
Governance		
102-18	Governance structure	Sustainability Report page 66, FY2022 Directors' Report
Stakeholder engagement		
102-40	List of stakeholder groups	Sustainability Report page 06, Data Supplement pages 06-07
102-41	Collective bargaining agreements	Approximately 30 per cent of our employees are covered by collective arrangements. We are built on a culture of trust and direct engagement, where all BlueScope employees are encouraged to communicate openly with management regarding working conditions. We respect the rights of employees to freedom of association and voluntary collective bargaining in accordance with local laws.
102-42	Identifying and selecting stakeholders	Sustainability Report page 06, Data Supplement pages 06-07

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

| **GRI content index**

Metric definitions
and glossary

Universal standards continued

Disclosure	Description	Location/response																										
102-43	Approach to stakeholder engagement	Sustainability Report page 06, Data Supplement pages 06-07																										
102-44	Key topics and concerns raised	Sustainability Report page 06, Data Supplement pages 06-07																										
Reporting practice																												
102-45	Entities included in the consolidated financial statements	Sustainability Report page 69, FY2022 Directors' Report																										
102-46	Defining report content and topic boundaries	Sustainability Report page 06																										
		<table border="1"> <thead> <tr> <th>Sustainability topics</th> <th>Boundary</th> </tr> </thead> <tbody> <tr> <td>Governance</td> <td>» Customers, corporate, operations, employees, suppliers</td> </tr> <tr> <td>Business strength and resilience</td> <td>» Customers, corporate, operations, employees, suppliers</td> </tr> <tr> <td>Transformation</td> <td>» Customers, corporate, operations, suppliers</td> </tr> <tr> <td>Safety, health and environment</td> <td>» Employees, contractors, operations, communities</td> </tr> <tr> <td>Culture and capability</td> <td>» Employees</td> </tr> <tr> <td>Social impact and human rights</td> <td>» Employees, suppliers, corporate, operations, communities</td> </tr> <tr> <td>Climate change and energy transition</td> <td>» Suppliers, operations, customers</td> </tr> <tr> <td>Water stewardship</td> <td>» Operations, communities</td> </tr> <tr> <td>Supply chain sustainability</td> <td>» Suppliers, corporate, operations</td> </tr> <tr> <td>Responsible products</td> <td>» Customers, operations, suppliers</td> </tr> <tr> <td>Community engagement and support</td> <td>» Communities, employees</td> </tr> <tr> <td>Economic contribution</td> <td>» Corporate, operations</td> </tr> </tbody> </table>	Sustainability topics	Boundary	Governance	» Customers, corporate, operations, employees, suppliers	Business strength and resilience	» Customers, corporate, operations, employees, suppliers	Transformation	» Customers, corporate, operations, suppliers	Safety, health and environment	» Employees, contractors, operations, communities	Culture and capability	» Employees	Social impact and human rights	» Employees, suppliers, corporate, operations, communities	Climate change and energy transition	» Suppliers, operations, customers	Water stewardship	» Operations, communities	Supply chain sustainability	» Suppliers, corporate, operations	Responsible products	» Customers, operations, suppliers	Community engagement and support	» Communities, employees	Economic contribution	» Corporate, operations
Sustainability topics	Boundary																											
Governance	» Customers, corporate, operations, employees, suppliers																											
Business strength and resilience	» Customers, corporate, operations, employees, suppliers																											
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Culture and capability	» Employees																											
Social impact and human rights	» Employees, suppliers, corporate, operations, communities																											
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Water stewardship	» Operations, communities																											
Supply chain sustainability	» Suppliers, corporate, operations																											
Responsible products	» Customers, operations, suppliers																											
Community engagement and support	» Communities, employees																											
Economic contribution	» Corporate, operations																											

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

| **GRI content index**

Metric definitions
and glossary

Universal standards continued

Disclosure	Description	Location/response
102-47	List of material topics	Sustainability Report page 06, Data Supplement pages 04-05
102-48	Restatements of information	Data Supplement page 18
102-49	Changes in reporting	Sustainability Report page 69
102-50	Reporting period	Sustainability Report page 69
102-51	Date of most recent report	Sustainability Report page 69
102-52	Reporting cycle	Sustainability Report page 69
102-53	Contact point for questions regarding the report	Sustainability Report back cover
102-54	Claims of reporting in accordance with the GRI Standards	Data Supplement page 36
102-55	GRI content index	Data Supplement pages 37-44
102-56	External assurance	Sustainability Report page 69, Data Supplement pages 08-09

Topic specific standards

Disclosure	Description	Location/response
Occupational health and safety		
103-1, 103-2, 103-3	Explanation of the material topic and its boundary, management approach and evaluation	Sustainability Report pages 23-27
403-9	Work-related injuries	Sustainability Report page 26, Data Supplement page 11

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

| GRI content index

Metric definitions
and glossary

Topic specific standards continued

Disclosure	Description	Location/response
Local communities		
103-1, 103-2, 103-3	Explanation of the material topic and its boundary, management approach and evaluation	Sustainability Report pages 36, 37, 60-65
413-1	Operations with local community engagement, impact assessments and development programs	Sustainability Report page 37, 61, 64, FY2022 Directors' Report
Materials		
103-1, 103-2, 103-3	Explanation of the material topic and its boundary, management approach and evaluation	Sustainability Report pages 18-21, 28, 29
301-2	Recycled input materials used	Sustainability Report page 28, 29, Data Supplement page 12
Water and effluents		
103-1, 103-2, 103-3	Explanation of the material topic and its boundary, management approach and evaluation	Sustainability Report pages 47, 48
303-5	Water consumption	Sustainability Report page 49, Data Supplement page 16
Marketing and labeling		
103-1, 103-2, 103-3	Explanation of the material topic and its boundary, management approach and evaluation	Sustainability Report pages 54-59
417-1	Requirements for product and service information and labeling	Sustainability Report pages 57, Data Supplement page 22

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

| **GRI content index**

Metric definitions
and glossary

Topic specific standards continued

Disclosure	Description	Location/response
Economic performance		
103-1, 103-2, 103-3	Explanation of the material topic and its boundary, management approach and evaluation	Sustainability Report pages 15-17, 64, 65
201-1	Direct economic value generated and distributed	Sustainability Report page 65, Data Supplement page 18
Diversity and equal opportunity		
103-1, 103-2, 103-3	Explanation of the material topic and its boundary, management approach and evaluation	Sustainability Report pages 30-33
405-1	Diversity of governance bodies and employees	Sustainability Report page 30, 31, Data Supplement page 13
Human rights assessment		
412-1	All of our operations (around 160 sites) were considered in our global assessment to identify any adverse or potentially adverse impacts arising from our business operations, products and partnerships.	Sustainability Report pages 36, 37 Modern Slavery Statement, available at bluescope.com
Emissions		
103-1, 103-2, 103-3	Explanation of the material topic and its boundary, management approach and evaluation	Sustainability Report pages 28, 39-45
305-4	GHG emissions intensity	Sustainability Report page 45, 46, Data Supplement pages 14-15

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

| **GRI content index**

Metric definitions
and glossary

Topic specific standards continued

Disclosure	Description	Location/response																						
Supplier social assessment																								
103-1, 103-2, 103-3	Explanation of the material topic and its boundary, management approach and evaluation	Sustainability Report pages 51-53																						
414-1	New suppliers that were screened using social criteria	Sustainability Report page 52, Data Supplement page 17																						
Anti-competitive behaviour																								
103-1, 103-2, 103-3	Explanation of the material topic and its boundary, management approach and evaluation	Sustainability Report page 68																						
206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	Sustainability Report page 68																						
Biodiversity																								
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<p>A number of our sites are situated in close proximity to areas of cultural or ecological significance. Various controls and management processes are in place to ensure the preservation and enhancement of these protected areas.</p> <table border="1"> <thead> <tr> <th>Country</th> <th>Site</th> <th>Area</th> </tr> </thead> <tbody> <tr> <td rowspan="3">Australia</td> <td>Port Kembla Steelworks</td> <td>Tom Thumb lagoon Green and gold bell frog ponds</td> </tr> <tr> <td>Western Port</td> <td>Western Port Ramsar wetlands UNESCO biosphere reserve</td> </tr> <tr> <td></td> <td></td> </tr> <tr> <td rowspan="4">New Zealand</td> <td>Waikato North Head ironsand mine</td> <td>Maori burial sites Waikato River and wetlands</td> </tr> <tr> <td>Glenbrook Steelworks</td> <td>Waiuku River Waikato River Archaeological sites Remnant indigenous forest</td> </tr> <tr> <td></td> <td></td> </tr> <tr> <td></td> <td></td> </tr> <tr> <td>USA</td> <td>Steelscape Kalama</td> <td>Columbia River</td> </tr> </tbody> </table>	Country	Site	Area	Australia	Port Kembla Steelworks	Tom Thumb lagoon Green and gold bell frog ponds	Western Port	Western Port Ramsar wetlands UNESCO biosphere reserve			New Zealand	Waikato North Head ironsand mine	Maori burial sites Waikato River and wetlands	Glenbrook Steelworks	Waiuku River Waikato River Archaeological sites Remnant indigenous forest					USA	Steelscape Kalama	Columbia River
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About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

| **GRI content index**

Metric definitions
and glossary

Topic specific standards continued

Disclosure	Description	Location/response
Environmental compliance		
307-1	Non-compliance with environmental laws and regulations	<p>In FY2022, BlueScope notified relevant authorities of 15 incidents resulting in environmental non-compliance, nine of which occurred in Australia and six in New Zealand, where BlueScope's manufacturing operations are subject to significant environmental reporting obligations.</p> <p>Further details are provided in BlueScope's FY2021 Directors' Report, available at bluescope.com</p>

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

**Metric definitions
and glossary**

Section
11

Metric definitions and glossary

Metric/terms	Definition
BlueScope	The consolidated entity 'BlueScope' or 'the Group', consisting of BlueScope Steel Limited ('the Company') and its controlled entities.
Sustainable growth and transformation	
Raw (or crude) steel (t)	Steel in its first solid (or usable) form, the production of which is measured at each caster at our steel production facilities and reported in tonnes (t).
Despatch tonnes (t)	Invoiced despatches of steel and steel products, including intercompany transfers, reported in tonnes (t).
Tonnes (t)	Unit of measurement equivalent to 1,000 kilograms, or 1.1023 short tons (US tons). In the US it may be referred to as a "metric ton".
Safe, healthy and inclusive workplaces	
Safety, health and environment	
Leader participation in HSE Evolution workshops	<p>Leader participation in HSE Evolution workshops is a measure of the number of leaders nominated to attend HSE Evolution workshops that have fully attended their scheduled virtual or in person workshops during the reporting year.</p> <p>Employees nominated as leaders to participate were endorsed by the business via a staged approach:</p> <ul style="list-style-type: none"> » In FY2021, employees nominated as leaders were those identified with the highest influence to support the HSE Evolution strategy. This consisted of the Executive Lead Team, senior leaders and other roles identified by the business as key in implementing change, and extended to members of the Board. » In FY2022, an extended population of employees were identified as leaders nominated to attend HSE Evolution workshops. This broadened cohort consisted of reports to senior leaders and other key people who were identified by the business to influence strategic change and HSE impact.
HSE risk control improvement projects completed	Number of completed HSE risk control improvement projects are those projects identified within BlueScope Business Units that have been approved by the relevant Business Unit Manager as projects that will improve the HSE risk control which manages an identified HSE risk. Projects are considered complete when endorsed by the relevant Business Unit Manager, verified by the Business HSE team and approved by the Business Unit Chief Executive.
Total recordable injury (TRI)	A work-related injury or illness to an employee or contractor requiring management and care by a Medical Practitioner (Doctor, GP, Medical Specialist, etc) as it is beyond the scope of first aid. Total recordable injuries are inclusive of fatalities, lost time injuries and work restrictions of more than seven days.
Lost Time Injury (LTI)	A work-related fatality or TRI that results in the loss of one or more complete shifts any time after the day or shift on which the injury or illness occurred. A Medical Practitioner (if available) must certify the injured person as unable to perform any duties for an injury to be classified as a lost time injury.
First aid	Refers to the medical attention that is administered immediately after an injury or illness occurs and usually at the location where it occurred. It can include cleaning minor cuts, scrapes or scratches, treating a minor burn, applying bandages, and dressings, the use of non-prescription medicine, draining blisters, removing debris from eyes using only irrigation or a cotton swab, massage, tetanus immunizations and drinking fluids to relieve heat stress.

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Metric/terms	Definition
Total Recordable Injury frequency rate (TRIFR)	Number of Total Recordable Injuries per million hours worked (employee and contractor).
Hours worked	<p>Employee hours worked refers to the total number of actual hours spent carrying out activities related to their employment duties as a condition of their employment. This includes rostered hours and overtime and excludes all leave, and is based on employee timesheet and payroll records. For salaried employees rostered hours are based on employment contract hours.</p> <p>Contractor hours worked refers to the total number of hours where contractors are performing work under a BlueScope HSE System. This includes hours working on a BlueScope site or working offsite e.g. construction, mobile roll forming etc and is based on contractor attendance or invoice records, contractor confirmations or management estimates.</p>
Environmental non-compliance	Breach of an environmental legal requirement. A non-compliance may be identified through internal or external processes.
Material efficiency (%)	An indicator developed by worldsteel to illustrate the relative efficiency of steel production facilities. Calculated as dividing the tonnes of raw steel and co-products produced by the tonnes of raw steel, co-products and waste produced. Where 'co-products produced' is the total volume of slag produced and 'waste produced' is equivalent to waste landfilled or incinerated from our steelmaking sites.
Co-products (or by-products)	Materials that are produced in parallel to, or as a consequence of, the production of a primary product and which also have a potential value and reported in tonnes (t). The main solid co-products produced during iron and crude steel production are slags (90 per cent by mass), dusts and sludges. Alongside solid co-products, process gases from coke ovens, blast furnaces and basic oxygen steelmaking furnaces are also important steelmaking co-products. Internally generated scrap steel (pre-consumer scrap) is not included as a co-product.
Waste produced (t)	The disposal of wastes to a recognised, controlled landfill facility, or the disposal of wastes through incineration where the waste has not been explicitly sold or used as a fuel for another process. Material that has not yet been disposed in a landfill facility or incinerated is not classified as waste until either of these criteria have been met.
Waste reused/ recycled (t)	<p>Waste materials that cannot be reprocessed through our own onsite operations, they can be reused or recycled through an external process. The two sub-classifications are:</p> <p>(i) Recycled domestic/packaging waste: recycling of paper and cardboard, and other all packaging materials inclusive of steel, aluminium and the various coded plastic containers, i.e. the equivalent to domestic solid waste separated for the purposes of recycling.</p> <p>(ii) Recycled process waste: non-packaging materials that are reused or recycled externally through alternative processes, and includes materials such as concrete, refractories, lamps, metals, sludges, scale, oils and spent pickle liquor, and where not able to be used onsite, scrap steel.</p>
Scrap steel (t)	Recovered and recycled scrap steel used in the steelmaking process. Includes raw steel production feedstock from home/internally generated scrap, pre-consumer scrap/industrial scrap and post-consumer/end of life scrap.
Air emissions (t/annum)	Air emissions refer to oxides of nitrogen (NO _x), sulphur oxides (SO _x), and fine particulate matter (PM10), each separately reported in tonnes per annum (t/annum).
Oxides of nitrogen (NO_x)	Oxides of Nitrogen (NO _x) that are released into the atmosphere that occur from sources that are owned or controlled by the Company, reported per annum in tonnes of NO ₂ . Total NO _x is the sum of the total Nitric Oxide (NO) and Nitrogen Dioxide (NO ₂) emissions, expressed as NO ₂ .

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Metric/terms	Definition
Sulphur oxides (SO_x)	Sulphur Oxides (SO _x) that are released into the atmosphere that occur from sources that are owned or controlled by the Company, reported per annum in tonnes of SO ₂ . Total SO _x is the sum of the total Sulphur Dioxide (SO ₂) and Sulphur Trioxide (SO ₃) emissions. Expressed as SO ₂ .
Fine particulate matter	Fine Particulate Matter below 10 micrometres in diameter (PM10) that are released into the atmosphere that occur from sources that are owned or controlled by the Company, reported per annum in tonnes of PM10. Fine particulate matter is defined as particulate matter emissions below 10 micrometres in diameter (PM10).
Culture and capability	
Female representation	A count of the employee headcount that has identified as female.
Female recruitment	The percentage of employees that have identified as female from the total number of employees recruited.
Employee	A person in full time, part-time or fixed term employment at a BlueScope business, reported on a head count basis. Where: <ul style="list-style-type: none"> » Full-time employment is defined as an employee who works a regular or standard number of hours of at least 38 hours per week. » Part-time employment is defined as an employee who works less than full-time hours per week. Usually works regular hours per week. » Fixed term employment is defined as an employee who is employed for fixed length of time greater than 3 months duration, on a contract with an end date. Casuals are defined as employees who are not working regular hours each week/month. Casuals does not include persons working as third-party contractors (refer to 'contractors').
Operator and trade employees	Employees working in production operator and trade roles such as labourer, boilermaker, machinery worker, machinist, welder, sheet metal worker technicians, line leaders and drivers. They are sometimes referred to as 'shopfloor employees'. These are manual labourers who do not have a professional qualification. Engineers with a formal qualification are not included in the operator and trade employee statistics.
Contractor	An individual, company or other legal entity who carries out work or performs services pursuant to a Contract for Service. Contractor statistics and performance data are included within BlueScope's reported statistics when the contractor is performing work undertaken under BlueScope's Health and Safety Management System/s. Where a contractor is performing work under their own Health and Safety Management System, the statistics and performance data will not be included in BlueScope's reported statistics.
Climate action	
Climate change and energy transition	
Energy consumed (GJ)	Energy associated with the combustion of fuels, the use of electricity and other energy sources such as additives, fluxes, compressed air and steam. Where applicable, the energy consumed at site excludes exported energy sources (for example, export coke from coke making facilities).
Energy intensity for steelmaking activities	Energy consumed per tonne of raw steel at our steelmaking facilities, reported in gigajoules per tonne of raw steel produced (GJ/t).

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Metric/terms	Definition
2050 net zero goal	<p>The 2050 net zero goal:</p> <ul style="list-style-type: none"> » Applies to our entire business including our GHG emissions from steelmaking and non-steelmaking operations (both midstream and downstream); » Covers BlueScope's operational Scope 1 and Scope 2 GHG emissions; » Considers the six greenhouse gases recognised under the Kyoto Protocol and the GHG Protocol. This includes carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulphur hexafluoride (SF₆); » Performance will be reported under the GHG Protocol's equity-based approach for organisational boundaries; and » Our Scope 2 emissions are measured utilising the GHG Protocol Scope 2 Location Based method (this approach is unchanged from our previous reporting approach). <p>This goal is complemented by our existing emissions targets for 2030 (details below). Our ability to achieve net zero emissions by 2050 will be inextricably linked to:</p> <ul style="list-style-type: none"> » Evolution of emerging and breakthrough technologies to viable, commercial scale; » Access to affordable and reliable renewable energy; » Availability of appropriate volumes of competitively priced hydrogen from renewable sources; » Access to appropriate quality and quantity of raw materials both ahead of and beyond the transition; and » Public policy that supports investment in decarbonisation and avoids risk of carbon leakage.
2030 Steelmaking Target	<p>Target of 12 per cent reduction of GHG emissions intensity by 2030 across BlueScope's steelmaking activities at Port Kembla, Glenbrook and North Star. Performance against this target is measured against a 2018 baseline.</p> <p>Steelmaking emissions intensity is calculated based on Scope 1 and Scope 2 GHG emissions per tonne of raw steel at our steelmaking facilities, reported in tonnes of carbon dioxide equivalent (tCO₂-e) per tonne (t) of raw steel (tCO₂-e/t). Where facilities produce iron which is then exported for use in another facility, the iron production is converted to an equivalent steel tonnes for the purpose of steelmaking emissions intensity metric calculations.</p>
2030 Non-Steelmaking Target	<p>Target of 30 per cent reduction of GHG emissions intensity by 2030 across BlueScope's midstream non-steelmaking activities which includes our cold rolled, coated, painted, long and hollow products. This target does not apply to our downstream activities which include roll-forming, pre-engineered building and other downstream activities. Performance against this target will be measured against a 2018 baseline.</p> <p>Non-steelmaking emissions intensity is calculated based on Scope 1 and 2 GHG emissions per tonne of despatched steel at our midstream sites, reported in tonnes of carbon dioxide equivalent (tCO₂-e) per tonne (t) of despatched steel (tCO₂-e/t).</p>
Basic Oxygen Furnace (BOF)	<p>Basic oxygen furnace (BOF) steelmaking is the next step that follows the blast furnace process, where molten iron is made. Blowing oxygen through the iron, through a top lance and/or bottom tuyeres, lowers the carbon content of the molten bath and changes it into low-carbon steel. The process is known as basic because fluxes of burnt lime or dolomite, which are chemical bases, are added to promote the removal of impurities and protect the lining of the converter.</p>
Electric Arc Furnace (EAF)	<p>An Electric Arc Furnace (EAF) is a steelmaking furnace, in which steel scrap or other iron sources are heated and melted by heat from electric arcs. The viability of EAFs is influenced by several factors, including access to adequate quantities of quality steel scrap, the cost, reliability and emissions intensity of local electricity supply and government policy settings.</p>
Carbon offset unit	<p>A carbon offset unit represents one tonne of CO₂-equivalent emissions avoided or removed by a specific emissions reduction project. Carbon offsets provide recognition of an action taken to produce a reduction, avoidance, removal or sequestration of greenhouse gases.</p>

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Metric/terms	Definition
Reductant	An element or compound that loses or "donates" an electron to an electron recipient. Both carbon and hydrogen can act as a reductant in removing oxygen from iron ore.
Greenhouse gas emissions (tCO₂-e)	Total greenhouse gas emissions (GHG) arising from our sites as a result of our activities, reported in tonnes of carbon dioxide equivalent (tCO ₂ -e). The gases included are the six classes of gases as recognised by the GHG Protocol Corporate Accounting and Reporting Standard, Revised Edition (2004) and the United Nations Framework Convention on Climate Change (UNFCCC): carbon dioxide (CO ₂); methane (CH ₄); nitrous oxide (N ₂ O); hydrofluorocarbons (HFCs); perfluorocarbons (PFCs); and sulphur hexafluoride (SF ₆).
Scope 1 GHG (or Scope 1 emissions)	Direct greenhouse gas emissions that occur from sources such as from the combustion of fuels or emissions generated by production processes, reported in tonnes of carbon dioxide equivalent (tCO ₂ -e).
Scope 2 GHG (or Scope 2 emissions)	Indirect greenhouse gas emissions associated with the purchase of electricity, steam, heat or cooling and reported in tonnes of carbon dioxide equivalent (tCO ₂ -e). Scope 2 emissions physically occur at the facility where electricity or steam is generated, however they are accounted for in the inventory of the entity that uses the energy.
Scope 3 GHG (or Scope 3 emissions)	Indirect GHG emissions that are a consequence of the activities of the Company but occur from sources not owned or controlled by the Company and reported in tonnes of carbon dioxide equivalent (tCO ₂ -e).
Scope 1 GHG emissions and Scope 2 GHG emissions calculations	Scope 1 GHG emissions and Scope 2 GHG emissions are calculated in accordance with the GHG Protocol methodology using the latest available emission factors from, for Australian facilities the <i>National Greenhouse and Energy Reporting (Measurement) Determination (2008)</i> , for the facilities located in the United States the <i>Environmental Protection Agency Emissions & Generation Resource Integrated Database (eGRID)</i> , for New Zealand the <i>Ministry for the Environment Measuring emissions: A guide for organisations 2022 detailed guide</i> , and for facilities in all other jurisdictions, relevant country or regional Scope 2 emission factors are used, determined for example, via the International Energy Agency Emissions Factor database. Activity data for emission calculations is actual data where available, supplemented by management estimates.
GHG emissions intensity for steelmaking activities (Scope 1 and 2)	Scope 1 and Scope 2 greenhouse gas emissions per tonne of raw steel (and exported iron equivalent, if applicable) produced at our steelmaking facilities, reported in tonnes of carbon dioxide equivalent (tCO ₂ -e) per tonne (t) of raw steel produced (tCO ₂ -e/t).
Exported iron	Where facilities produce iron which is then exported for use in another facility, the iron production is converted to an equivalent steel tonnes for the purpose of steelmaking emissions intensity metric calculations.
GHG emissions intensity for non-steelmaking activities (Scope 1 and 2)	Scope 1 and Scope 2 greenhouse gas emissions per tonne of despatched steel at our midstream sites, reported in tonnes of carbon dioxide equivalent (tCO ₂ -e) per tonne (t) of despatched steel (tCO ₂ -e/t).
BlueScope's midstream activities	BlueScope's midstream non-steelmaking activities include our cold rolled, coated, painted, long and hollow products.
BlueScope's downstream activities	BlueScope's downstream activities include roll-forming, pre-engineered building manufacture and other activities to support BlueScope's operations.

About the
Data Supplement

Alignment to sustainability
frameworks

Stakeholder engagement

Limited assurance
report

Metrics and data tables

BlueScope's sustainable
product credentials

SASB content index

TCFD content index

UNGC Communication
on Progress

Supporting the Sustainable
Development Goals

GRI content index

Metric definitions
and glossary

Metric/terms	Definition
Emerging technologies	Demonstrated technology that is commercially available but requires further application to integrated steelworks, e.g. biochar, hydrogen tuyere injection, etc.
Breakthrough technologies	Technology not yet commercialised, currently at concept or pilot stage, or not yet applied to integrated steelworks (e.g. low Technology Readiness Level (TRL)).
Direct Reduced Iron	Direct Reduced Iron (DRI) is the term given to a group of processes for making iron from ore (in the form of lumps, pellets, or fines) utilising a reducing gas or elemental carbon produced from natural gas or coal. The majority of the DRI manufactured today is via shaft furnaces using natural gas. In order to be converted into steel, DRI needs to be further processed in an EAF or Basic Oxygen Furnace.
Water stewardship	
Water withdrawn and used (kL)	Fresh water, reused/recycled water and saltwater withdrawn and used and reported in kilolitres (kL).
Fresh water withdrawn and used (kL)	This represents water demand on available freshwater resources and includes all water sources that are readily available to others in the community and reported in kilolitres (kL). Fresh water resources include municipal water supplies (i.e. domestic water supply), river water, dam water (filtered and unfiltered) and bore water.
Reused/ Recycled water (kL)	Water supplies collected and, where required, treated to facilitate reuse. This includes water withdrawn from external recycled water pipelines, water treated onsite, and storm/rainwater harvested/collected on site and used and reported in kilolitres (kL).
Freshwater intensity for steelmaking activities (kL/t)	Fresh water withdrawn and used per tonne of raw steel at our steelmaking facilities, reported in kilolitres per tonne of raw steel produced (kL/t). Excludes recycled water.
Responsible products and supply chain	
Supply chain sustainability	
Priority suppliers identified for Supplier ESG assessment	The supplier segmentation process is the primary mechanism of identifying suppliers for assessment each year, and involves prioritising engagement with suppliers based on their country risk (inherent risk given their operating context), business activities and the nature of BlueScope's relationship with them. Prioritised suppliers are required to complete a supplier environmental, social and governance (ESG) assessment, usually every two years. Priority suppliers may be modified based on supplementary information such as other known risk factors (based on engagement with the country Management teams and media alerts) or historical risk factors (e.g. continuing engagement and assessment of suppliers that were previously priority suppliers).
Supplier ESG Assessment	<p>An assessment of a supplier's systems and processes to identify, mitigate and manage ESG risk, considering the context of their operating environment (country risks). "ESG Assessment" is used as a general term to include several different types of review; Desktop assessment, Self-Assessment Questionnaire (SAQ), EcoVadis assessment or On-site audit (3rd party). We also assess and accept other recognised ESG assessment programs where these address the relevant ESG risks.</p> <p>Examples of a completed Supplier ESG assessment include:</p> <ul style="list-style-type: none"> » Desktop Assessment or SAQ – assessment is complete when all of the relevant (submitted or researched) data has been reviewed by the assessor and a determination made about the outcome of the assessment process. » EcoVadis assessment – assessment is complete when the supplier scorecard is published to BlueScope. » On-site audit – assessment is complete when the audit report and recommended Corrective Action Plan are shared with BlueScope. <p>ESG assessments may result in recommended corrective actions, however these actions do not need to be closed in order for the assessment to be recorded as complete.</p>



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