

A photograph of two workers in a warehouse. They are wearing high-visibility blue and yellow work clothes, hard hats (one orange, one white), and safety glasses. They are standing in front of large stacks of red metal coils and white bulk bags. The worker on the left is pointing at a document held by the worker on the right. The scene is brightly lit, suggesting daylight. The image is framed by a large, stylized circular graphic composed of overlapping blue, purple, and orange lines.

Trafigura

2023

Sustainability Databook

Trafigura Group Pte. Ltd.

Sustainability Databook FY2023

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CAHRA	Conflict-affected and high-risk area
CHESS	Community, health, environment, safety and security
GJ	Gigajoule (one thousand million joules)
GW	Gigawatt
HSE	Health, safety and environment
HSEC	Health, safety, environment and community
ISO 14001:2015	International environmental management system standard issued by the International Organization for Standardization (ISO)
ISO 20400:2017	International guidance on sustainable procurement management systems issued by the International Organization for Standardization (ISO)
ISO 45001:2018	International occupational health and safety management system standard issued by the International Organization for Standardization (ISO)
KYC	Know Your Counterparty
LTIR	Lost time incident rate (number of lost time incidents per one million hours worked)
ML	Megalitre (one million litres)
NMFR	Near miss reporting frequency (NMRF)
RTAF	Road traffic accident frequency (number of road traffic accidents per one million kilometres driven)
tCO ₂ e	Tonnes of carbon dioxide equivalent
TESSA	Trafigura Environmental and Social Sensitivity Assessment
TRCF	Total recordable case frequency (number of recordable injuries per one million hours worked)
USD	United States Dollars
VPSHR	Voluntary Principles on Security and Human Rights

About this Sustainability Databook

1. Purpose

This Sustainability Databook provides Trafifigura Group sustainability performance information for the financial years 2023 (FY2023), 2022 (FY2022) and 2021 (FY2021). Alongside the provision of data, it provides relevant definitions and clarifications. It accompanies our 2023 Sustainability Report and Sustainability Reporting Framework Index.

1.1 Reporting period

Unless stated otherwise, the data presented in this Sustainability Databook refers to the Trafifigura Group financial reporting years 1 October 2022 to 30 September 2023 (FY2023), 1 October 2021 to 30 September 2022 (FY2022) and 1 October 2020 to 30 September 2021 (FY2021).

1.2 Scope & boundaries

This Sustainability Databook includes non-financial information and data for divisions, subsidiaries and investments where we have a majority shareholding or otherwise are considered to have operational control. This means where Trafifigura directly or indirectly controls and directs the day to day management and operation of the entity engaging in such activity. We report our environmental, social, health and safety data where we have a majority shareholding or otherwise considered to have operational control. This means where Trafifigura directly or indirectly controls and directs the day-to-day management and operation of the entity engaging in such activity. Further details on how we report data on health and safety performance and greenhouse gas (GHG) emissions is provided below. Economic data is reported on an equity basis. Compliance and people-related data covers employees in our direct employment, unless otherwise stated. We include sustainability data for assets, facilities, investments and operations in our Group reporting from the first full financial year of ownership. We have used '-' to indicate where data is not available. Some of the totals shown reflect the rounding up or down of subtotals.

1.3 Prior year restatements

Where relevant, prior period figures are restated when more accurate data becomes available or when there have been material changes to the methodologies for data calculation and estimation. When there have been material acquisitions, divestments or changes to the status of joint ventures and investments we restate our baseline and prior year values as appropriate, to reflect the revised portfolio. This allows for meaningful comparison of data over time. In case of material restatements (i.e. a change of over five percent), we provide explanations regarding the change in the relevant section of this Sustainability Databook.

For information in March 2023, Puma Energy completed the two-phase sale of certain infrastructure and storage assets to ITG Sarl, the parent company of the Impala Terminals joint venture with IFM Investors. These assets, along with joint ventures Nala Renewables, IPE Mineração Morro do Ipê and Porto Sueleste (Brazil) and investments Mawson West Limited (Australia) and Wolverine Fuels (North America), have been excluded from the FY2023 sustainability performance data, unless otherwise stated. The remaining owned and operated Puma Energy assets and wholly owned Impala Terminal assets are included in our Group reporting.

2. Key definitions and context

2.1 Health and safety reporting

Unless otherwise indicated, we report our health and safety performance on the basis of work-related activities. This includes those tasks or activities performed by our workforce (employees and contractors). In the case of contractors, this applies where Trafifigura can set health and safety standards and can supervise and enforce their application.

A fatality is a death of a member of the workforce resulting from an injury as a result of a work-related incident or an occupational disease.

Lost time injuries are those sustained by a worker of a Trafifigura division or operating company on a Group-managed site or undertaking a work-related activity on behalf of Trafifigura that results in an absence from work amounting to at least one day or shift.

Total recordable cases are the sum of fatalities, lost time injuries, restricted work injuries and medical treatment injuries to a member of the Trafifigura workforce sustained on a Group-managed site or undertaking a work-related activity on behalf of Trafifigura. This metric represents all injuries that require medical treatment beyond first aid.

A road traffic accident is defined as any accident to a transportation vehicle which occurs on a public road. A vehicle collision or vehicle damage which occurs on site will be recorded as a property damage incident. An RTA includes a 'crash' involving light duty vehicles, heavy duty vehicles, heavy duty plant equipment (bulldozer, earthmoving equipment, etc.), buses or coaches, cars and motorcycles which occur on a public road. Vehicles operated on fixed rails and vehicles which are not capable of more than 10 mph (16 kph) are excluded.

All injury, near miss and accident frequency rates are calculated on the basis of one million working hours.

2.2 GHG reporting

We report our GHG emissions in accordance with the internal Trafifigura GHG Manual, and with reference to 'The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard' for our Scope 1 and 2 emissions; and the GHG protocol 'Corporate Value Chain Accounting and Reporting Standard' for our Scope 3 emissions. Carbon dioxide equivalent (CO₂e) emissions are reported in metric tonnes throughout the report.

The main emission conversion factors used are those developed by the Global Logistics Emissions Council (GLEC), the International Energy Agency (IEA) and the UK Department for Energy Security and Net Zero.

Scope 1 emissions include the sum of all the Kyoto Protocol greenhouse gases at the time of report production, converted to CO₂e. These are carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O), all calculated based on amount of direct energy consumed or combusted; and hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF₆) and nitrogen trifluoride (NF₃), all based on direct consumption at Trafifigura assets in scope where data is available.

Scope 2 emissions are presented using two different methodologies. The market-based method is the CO₂e converted sum of CO₂, CH₄ and N₂O calculated based on purchased electricity and using supplier specific factors; residual country-specific market based factors for EU countries and the US and IEA factors for other countries. The location-based method is the CO₂e converted sum of CO₂, CH₄ and N₂O calculated based on purchased electricity and using location-based IEA emission factors.

Scope 3 emissions are the CO₂e converted sum of CO₂, CH₄ and N₂O from value chain activities, and is calculated using a hybrid approach of activity data, procurement data and best available emissions factors. Of the 15 Scope 3 categories in the protocol, nine categories are currently determined as applicable to Trafifigura. The excluded categories are: Category 2: Capital goods, Category 5: Waste generated, Category 7: Employee commuting, Category 9: Downstream transportation and distribution, Category 12: End of Life treatment of sold products, and Category 13: Downstream leased assets.

The Scope 3 value chain GHG emissions reported comprise:

Category 1 – Purchased goods and services, includes upstream emissions from the extraction and processing of all commodities we source from third-party producers and sell to customers, encompassing all commodities we trade. Emissions are calculated using secondary data or best available emissions factors. This category excludes all services and indirect purchases.

Category 3 – Fuel and energy-related activities, emissions associated with upstream well-to-tank and transmission and distribution losses are considered for all fuel and electricity consumed across operated assets, also including emissions associated with fuel consumed onsite by third party contractors.

Category 4 – Upstream transportation and distribution, emissions are calculated by using fuel consumption or if unavailable distance travelled, multiplied by relevant emission factor per transportation category.

Category 6 – Business travel, which is reported based on activity data for our direct air travel and procurement data for other business travel related activities.

Category 8 – Upstream leased assets, which is reported based on operations of assets that are leased and not reported in Scope 1 and 2.

Category 10 – Processing of sold products, includes downstream processing by third parties of all products that are produced or processed in Trafifigura's majority-owned or operated assets.

Category 11 – Use of sold products, includes emissions associated with direct use of fuels that have been have produced or processed by a Trafifigura majority-owned or operated asset as well as all fuel sold by Puma Energy to end users.

Category 14 – Franchises, which is reported based on estimated monthly energy consumption multiplied by the number of franchise locations.

Category 15 – Investments, which is reported based on equity share of Scope 1 and 2 emissions of investments, where available, from the first full year of ownership. For investments where the Group owns a minority shareholding, we report our share of the operation or business GHG emissions proportionate to our equity shareholding.

We use primary data where it is available. However, in some of our markets there are constraints in the availability and quality of data. Where primary data is not available estimations based on data from other business units or reliable external references and proxies are incorporated.

2.3 Environmental Reporting

Environmental incidents are reported as the sum of all across Trafifigura entities. Actual and potential severity is assigned based on Trafifigura's HSEC Guidance on Risk Management. The associated volume of spills is collected as part of each incident report and aggregated.

HSE fines and penalties is reported as the sum of all paid across Trafifigura entities within the reporting year.

Waste is reported as the sum of all waste types generated from Trafifigura entities within the reporting year. This is further sub-categorised into hazardous and non-hazardous based on local regulatory definitions.

Water is reported as the sum of all water withdrawn and is further categorised based on source.

Water stress zones are identified from the WRI Aqueduct Water Risk Atlas (www.wri.org/aqueduct). Each Trafifigura facility is then mapped against the underlying water stress at that location.

Presence of environmentally sensitive and protected areas are used as a proxy to identify Trafifigura facilities operating within and/or in close proximity to areas of high biodiversity value based on the World Database of Protected Areas (WDPA) (<https://www.ibat-alliance.org/>).

Trafifigura facilities operating within World Heritage Sites is based on the physical location and the presence of World Heritage Sites from the World Database of Protected Areas (WDPA) (<https://www.ibat-alliance.org/>).

3. External assurance

Since FY2020, we have engaged independent assurance and certification body, ERM CVS, to provide assurance on selected sustainability data. ERM CVS has performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' and in accordance with ISAE 3410 for Greenhouse Gas data issued by the International Auditing and Standards Board. The scope of the assurance includes the GHG emissions and other sustainability performance metrics associated with our sustainability-linked loans, including the alignment of our Responsible Sourcing Programme with requirements of the International Sustainable Procurement guidelines, ISO 20400:2017 and the alignment of Trafifigura's Group operations with the Voluntary Principles on Security and Human Rights. Full details of the scope, activities, limitations and conclusions of the ERM CVS assurance engagement are included in the Independent Limited Assurance Statement to Trafifigura Group Plc. Ltd. [on our website](#).

For our 2023 Sustainability Report and more information on the way we manage our sustainability performance, please visit www.traffigura.com/sustainability

This databook refers to: (i) certain subsidiaries over which Trafifigura Group Plc. Ltd. has direct or indirect control, and (ii) certain joint venture entities and arrangements where Trafifigura Group Plc. Ltd. has direct or indirect joint control, and (iii) certain other investments where Trafifigura Group Plc. Ltd. has neither control nor joint control and may or may not have influence. For the avoidance of doubt, references to 'Trafifigura', 'Trafifigura Group', 'the company', 'the Group', 'we', 'us', 'our' and 'ourselves' may be used for convenience (not for legal) purposes to refer to Trafifigura Group Plc. Ltd., its subsidiaries, and/or its joint ventures. The companies in which Trafifigura Group Plc. Ltd. directly or indirectly owns investments are each separate legal entities and should not be considered or construed otherwise.

Responsible value chains

	Notes	FY2023		FY2022		FY2021	
		Number	%	Number	%	Number	%
Alignment with ISO 20400:2017	1						
Overall alignment of the Trafigura Responsible Sourcing Programme with the ISO 20400:2017 standard			100		95		75
Percentage of remaining gaps addressed in order to align with ISO 20400:2017	2		0		54		24
Responsible sourcing due diligence assessments							
Counterparty responsible sourcing due diligence assessments undertaken	3	192		156		145	
Counterparty due diligence assessments in conflict-affected and high-risk areas (CAHRAs)		56		89		95	
Counterparty site-based assessments undertaken	4	36		25		–	

1 The alignment of our responsible sourcing programme with international standard on sustainable procurement (ISO 20400:2017) is subject to external assurance through independent assurance provider ERM CVS.

2 The target established for the closure of gaps was 20 percent in FY2021 (achieved 24 percent), 40 percent in FY2022 (achieved 54 percent) and 40 percent in FY2023. Our target in FY2023 was to achieve 100 percent alignment.□

3 Number of 'Level 0' desk-based reviews and 'Level 1' supplier self assessments undertaken as part of the Trafigura Responsible Sourcing Programme. All suppliers reviewed as part of responsible sourcing review are assessed against various environmental and social criteria.□

4 Number of 'Level 2' supplier site assessments undertaken as part of the Trafigura Responsible Sourcing Programme.□

Compliance and conduct

	Notes	FY2023		FY2022		FY2021	
		Number	%	Number	%	Number	%
Know Your Counterparty (KYC) assessments	1						
KYC assessments undertaken		10,697		9,229		7,541	
<i>Outcome of KYC assessments:</i>							
- Approved		10,013	94	8,544	93	6,843	91
- Initially declined		1,244	12	1,733	19	1,755	23
- Rejected		684	6	685	7	698	9
Compliance training	1						
Total mandatory compliance training courses completed by employees		19,374		9,842		10,188	
Completion rate of mandatory compliance training by new-starter and existing employees			97		98		98
Vessel screening							
Shipping vessels screened under our vessel monitoring programme		25,370		25,417		22,382	

1 Nyrstar and Puma Energy runs a separate KYC assessments and compliance training programmes. The data for Nyrstar and Puma Energy is not included in the totals provided.

Environment

	Notes	FY2023	FY2022	FY2021
		Number	Number	Number
Environmental incidents				
Total number of environmental incidents reported	1	179	190	195
Total number of category 4 and category 5 environmental incidents reported	2	10	12	2
Associated spill volume (litres)		134,622	180,934	35,405
Associated dry spill volume (litres)		337	138	

	Notes	FY2023	FY2022
		Number	Number
Environmental management systems			
Total number of sites certified to International Standard ISO 14001:2015	3	58	22

	Notes	FY2023	FY2022	FY2021
		USD	USD	USD
HSE fines and penalties				
Total value of HSE-related fines and penalties		101,112	712,373	902,583

	Notes	FY2023	FY2022	FY2021
		Tonnes	Tonnes	Tonnes
Waste				
Total Group non-hazardous waste	4	56,707	63,324	15,912
Total Group hazardous waste		10,143	21,335	6,533
<i>Waste disposal method:</i>				
- Proportion of waste disposed to landfill off-site		63	50	—
- Proportion of waste disposed to landfill on-site		0	2	—
- Proportion of waste disposed to incineration with energy recovery		2	6	—
- Proportion of waste recycled or recovered		27	42	—
- Unclassified		8	0	—

	Notes	FY2023	FY2022	FY2021
		ML	ML	ML
Water withdrawal				
Total Group water withdrawal	5	16,421	18,158	17,272
Surface water		7,458	10,198	8,238
Ground water		1,991	1,620	2,541
Third party		6,973	6,340	6,493
Total Group water recycled		3,222	10,372	7,356

	Notes	FY2023	FY2022	FY2021
		Number	Number	Number
Water stress and water risk exposure				
Total number of sites located in high-risk water stress areas	6	12	6	7
<i>Distribution of Group sites located in water stress areas:</i>				
- Low water stress		33	57	56
- Low to medium water stress		20	9	9
- Medium to high water stress		10	11	9
- High water stress		10	6	5
- Extremely high water stress		27	17	21

	Notes	FY2023	FY2022	FY2021
		Number	Number	Number
Biodiversity				
Total number of Group sites assessed using TESSA		35	35	—
Number of sites within one kilometre of a protected area		6	6	6
Number of sites between one and five kilometers of a protected area		10	10	10
Number of sites within key biodiversity areas		1	1	1
Number of sites within one kilometre of a key biodiversity area		4	4	4
Number of sites between one and five kilometers of a key biodiversity area		4	4	4

	Notes	FY2023	FY2022	FY2021
		Number	Number	Number
Cultural Heritage				
Total number of sites located in World Heritage sites		0	0	0

1 An environmental incident is any event that causes, or has the potential to cause, damage or loss related to hydrocarbon or chemical spills, discharges, emissions to the atmosphere including dust, waste disposal, biodiversity, noise, odour, blast or vibration as well as archaeological or cultural heritage. Data for Environmental incidents in FY2022 has been reclassified and restated leading to a larger figure than previously reported.

2 A category 4 environmental incident includes events such as a hydrocarbon spill of over 51 barrels (~8100 litres). A category 5 environmental incident is the most severe incident category (spills over 5110 BBL or ~800,700 litres).

3 The data for environmental management systems certified to ISO14001:2015 relates to industrial sites only and the FY2022 data does not include Puma Energy sites.

4 The waste data for FY2022 and FY2021 has not been restated to reflect changes to the methodology used for data calculation or changes to the Group portfolio in FY2023. Data on waste disposal methods is provided for Trafigura's mining and oil and petroleum assets, Impala Terminals and Nyxstar sites.

5 The water data for FY2022 and FY2021 has not been restated to reflect changes to the methodology used for data calculation or changes to the Group portfolio in FY2023. The deconsolidation of a number of industrial assets including mining operations in FY2023 has reduced the overall volume of water recycled and the volume of total volume of water withdrawn.

6 We have updated the methodology for calculating the number and proportion of sites in water stress areas which has resulted in the distribution data from prior years being restated, and a significantly increased number of sites overall in FY2023 being located in high water stress areas. This data only includes the two Puma Energy refineries, not its wider assets. The aim is to incorporate all owned and operated Puma Energy assets in FY2024.

Energy and climate

	Notes	FY2023		FY2022		FY2021	
		tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%
Scope 1 and Scope 2 emissions							
	1						
Group Scope 1 emissions		1,692,473		1,729,359		1,692,749	
Group Scope 2 emissions (market-based method)		554,180		556,680		900,046	
Group Scope 2 emissions (location-based method)		1,552,826		1,586,240		1,718,915	
Scope 1 and Scope 2 emissions for Trafigura operating companies and divisions							
	2						
Oil & Petroleum Products Scope 1 emissions		398,798		371,612		337,757	
Oil & Petroleum Products Scope 2 emissions		9,625		12,054		10,268	
Metals & Minerals Scope 1 emissions		—		—		—	
Metals & Minerals Scope 2 emissions		—		—		—	
Shipping & Chartering Scope 1 emissions		538,663		519,677		591,594	
Shipping & Chartering Scope 2 emissions		—		—		—	
Trafigura corporate Scope 1 emissions		1,850		1,898		1,064	
Trafigura corporate Scope 2 emissions		2,603		2,782		2,375	
Impala Terminals Scope 1 emissions		52,946		57,358		47,549	
Impala Terminals Scope 2 emissions		3,757		3,329		4,237	
Mining Group Scope 1 emissions		38,686		26,931		29,306	
Mining Group Scope 2 emissions		10,061		9,187		11,556	
Nyrstar Scope 1 emissions		506,631		578,005		497,871	
Nyrstar Scope 2 emissions		500,552		498,553		839,516	
Puma Energy Scope 1 emissions		154,900		173,877		187,608	
Puma Energy Scope 2 emissions		27,581		30,775		32,095	
Scope 3 emissions							
Group Scope 3 emissions	3	286,495,814		329,131,397		—	
Group Scope 3 emissions (categories 3, 4, 6, 8, 14, 15 only)		14,464,922		13,804,219		12,604,079	
<i>Breakdown of Group Scope 3 emissions by category:</i>							
- Category 1: Purchased Goods and Services	4	224,019,713	78	261,782,645	80	—	—
- Category 3: Fuel and Energy Related		884,531	0	798,064	0	774,419	—
- Category 4: Upstream Transportation and Distribution		5,003,273	2	5,609,381	2	5,442,835	—
- Category 6: Business Travel		31,336	0	11,526	0	2,838	—
- Category 8: Upstream Leased Assets		8,127,671	3	7,086,167	2	6,164,412	—
- Category 10: Processing of sold products		1,261,877	0	916,241	0	—	—
- Category 11: Use of sold products		46,749,302	16	52,628,293	16	—	—
- Category 14: Franchises		44,586	0	32,921	0	—	—
- Category 15: Investments		373,524	0	266,160	0	219,575	—
Energy use							
	Notes	FY2023		FY2022		FY2021	
		GJ	%	GJ	%	GJ	%
Total Group energy consumption		22,116,004		24,377,611		22,521,076	
<i>Primary source of energy used:</i>							
- Bioethanol		0		0		0	
- Coal		7		6		7	
- Coke		8		9		5	
- Diesel		8		8		10	
- Fuel oil		31		29		36	
- Gasoline		0		0		0	
- Kerosene		0		0		—	
- LPG		5		3		3	
- Marine diesel		9		10		4	
- Natural Gas		7		14		13	
- Petroleum Coke		4		3		3	
- Refinery Gases	5	21		18		19	
Renewable energy consumption							
	Notes	FY2023		FY2022		FY2021	
		MWh	%	MWh	%	MWh	%
Share of electricity consumed from renewable sources	6	32		34		27	
Purchased electricity renewable sources		1,260,063		1,425,248		1,241,746	
Self-generated non-fuel renewable energy		84,959		95,395		102,151	
Total renewable energy consumption		1,345,021		1,520,643		1,343,897	
Renewable energy capacity							
	Notes	FY2023		FY2022		FY2021	
		GW		GW		GW	
Renewable energy portfolio	7	2.5		2.8		1.7	

1 Our GHG emissions were restated within FY2023. This includes a rebaseline of FY2020, to 3,308,022 tCO₂e for our scope 1 and scope 2 market based emissions

2 Scope 2 emissions have been calculated using the market-based methodology, and using supplier specific emission factors and residual mixes, in line with the GHG protocol Scope 2 guidance. Note, Puma Energy scope 1 emissions do not currently include fugitive emissions.

3 Please see 'About this Sustainability Databook' for the inclusions and exclusions under our scope 3 categories. Emissions associated with the assets of the Trafigura joint-venture company with IFM Investors are captured within the scope 3 category 15 emission reporting. FY2022 scope 3 data has been restated inline with the updated reporting boundaries and changes in methodology and use of emissions factors.

4 There has been a material revision to Scope 3 category 1 in our FY2023 and FY2022 reporting. We have applied a more accurate emissions factor for crude oil which considers emissions associated with upstream extraction and processing of crude oil. The previous factor used also included emissions associated with refining. This has resulted in a material reduction in total Scope 3 emissions reported in FY2023 and we have restated the FY2022 Scope 3 category 3 data on this basis. The reduction in scope 3 category 1 reported between FY2022 to FY2023 is also due to lower quantiles of oil products traded.

5 Refinery gases includes acid gas, refinery gas and fuel gas consumed at refineries.

6 Renewable energy sources include purchases of renewable energy certificates, in line with the RE100 Technical Criteria.

7 This includes projects in operation, construction and under development, and represents the renewable portfolio of Nala Renewables (a 50:50 joint venture between Trafigura and IFM Investors that invests in on-shore wind, solar and power storage projects). The FY 2023 figure is lower as Nala Renewables spun out its investment in Swift Current Energy.

Injury rates for Trafigura operating companies and divisions

	Notes	FY2023	FY2022	FY2021
		Number	Number	Number
HSEC Training	2			

	Notes	FY2023		FY2022		FY2021	
		Number	%	Number	%	Number	%

2 Data on HSEC training provided for employees and contractors of a Trafigura division or operating company. The FY2022 data excludes HSEC related training delivered to the Nyrstar, Shipping & Chartering, Trading and Corporate workforce as this data is not available.

3 The data for occupational health and safety management systems certified to ISO45001:2018 relates to industrial sites only and the FY2022 data does not include Puma Energy sites.

Our people

	Notes	FY2023		FY2022		FY2021	
		Number	%	Number	%	Number	%
Employee numbers							
Average number of full-time employees	1	12,479		13,746		11,627	
New employees hired	1	3,449		2,871		2,743	
Commercial / Professional		54		53		47	
Operational / Industrial		46		47		53	
Full time		98		98		98	
Part time		2		2		2	
Permanent contract		84		93		92	
Temporary contract		16		7		8	
Employees covered by collective bargaining agreements	2	3,252	72	4,376		4,092	
Gender diversity							
Male	3	81		82		83	
Female		19		18		17	
Trafigura corporate male		68		68		69	
Trafigura corporate female		32		32		31	
Impala Terminals male		87		86		87	
Impala Terminals female		13		14		13	
Mining Group male		95		93		88	
Mining Group female		5		7		12	
Nyrstar male		92		92		92	
Nyrstar female		8		8		8	
Puma Energy male		75		78		–	
Puma Energy female		25		22		–	
Gender distribution of management	4						
- Male		71		–		–	
- Female		29		–		–	
Gender distribution of new recruits	5						
- Male		77		–		–	
- Female		23		–		–	
Gender of Global Graduate Programme hired intake:							
- Male		64		58		64	
- Female		36		42		36	
Age group							
Under 30 years		18		19		19	
30 - 50 years		61		61		61	
Over 50 years		20		20		20	
Trafigura corporate: under 30 years		24		24		24	
Trafigura corporate: 30 - 50 years		67		67		67	
Trafigura corporate: over 50 years		9		9		9	
Impala Terminals: under 30 years		17		23		24	
Impala Terminals: 30 - 50 years		70		67		67	
Impala Terminals: over 50 years		13		9		9	
Mining Group: under 30 years		7		29		10	
Mining Group: 30 - 50 years		63		63		70	
Mining Group: over 50 years		31		8		20	
Nyrstar: under 30 years		19		18		17	
Nyrstar: 30 - 50 years		47		47		46	
Nyrstar: over 50 years		34		36		37	
Puma Energy: under 30 years		14		14		–	
Puma Energy: 30 - 50 years		71		69		–	
Puma Energy: over 50 years		15		16		–	
Regional distribution							
Africa		1,465	12	1,540	11	728	6
Asia and Australia		3,482	28	2,335	17	2,439	21
Europe		2,596	21	4,089	30	2,988	26
LATAM		3,118	25	4,012	29	3,859	33
Middle East		50	0	90	1	36	–
North America		1,764	14	1,686	12	1,625	14
Attrition							
Group total number of leavers		3,067		3,175		941	
Group attrition rate	6	25		23		12	
International transfers							
Internal international transfers		309		190		170	
Training hours							
Total training hours		288,741		–		–	

1 Total employee numbers are calculated as an average over the financial year and comprise employees of businesses, operations and offices consolidated in Trafigura's balance sheet.

2 The percentage of employees covered by collective bargaining agreements is based on the total number of blue collar employees (an average of 4,490 in FY2023).

Human rights

	Notes	FY2023		FY2022	
		Number	%	Number	%
Training on modern slavery					
Employees in-scope of applicable regulations that completed training on modern slavery issues	1	2,602	97	2,422	98

	Notes	FY2023	FY2022	FY2021
		%	%	%
Grievance reporting				
Grievance topics reported via EthicsPoint as a proportion of all grievances:				
- Conflict of interest		28	14	5
- Business integrity concerns (including bribery & corruption and fraud)		20	7	25
- Supplier, contractor or business partner issue		12	14	20
- Allegations of improper behaviour or abuse (verbal, emotional or physical)		8	21	20
- Environmental issues		8	–	–
- Theft or misuse of company assets / services		8	–	–
- Community issue or concern		4	–	–
- Discrimination or disability issue		4	–	–
- Duty of care		4	–	–
- Health and safety issues		4	–	–
- Employee relations		–	29	15
- Sexual harassment		–	7	–
- Human rights infringement		–	7	–
- Wage or hours worked issues		–	–	10
- Customer relations		–	–	5

¹ The percent figure provided is in reference to the completion rate across the 2,476 employees within the target audience, which includes Trafifigura Pte. Ltd (TPTE) and Trafifigura Asia Trading Pte. Ltd (TAT). TPTE and TAT are the reporting entities for the purposes of the Australian Modern Slavery Act 2018 and the United Kingdom Modern Slavery Act 2015. TPTE is a wholly owned subsidiary of Trafifigura Group Pte. Ltd. and TAT is a wholly owned subsidiary of TPTE. Further information is provided in the Trafifigura Modern Slavery Statement.D

Local communities

	Notes	FY2023		FY2022		FY2021	
		USD million	Number	USD million	Number	USD million	Number
Corporate Social Investment (CSI)							
Number of projects receiving CSI support			260		140+		60+
Total CSI disbursed		1.15		1.67		1+	
Trafigura Foundation							
Total donated to philanthropic activities through the Trafigura Foundation		10.0		8.0		7.7	
Number of strategic initiatives support	1		43		43		50
Countries of operation	2		32		27		44

1 This relates to the funding support provided by the Trafigura Foundation to non-profit partner organisations programmes and initiatives. This does not include staff-chosen local initiatives supported through a match funding scheme.