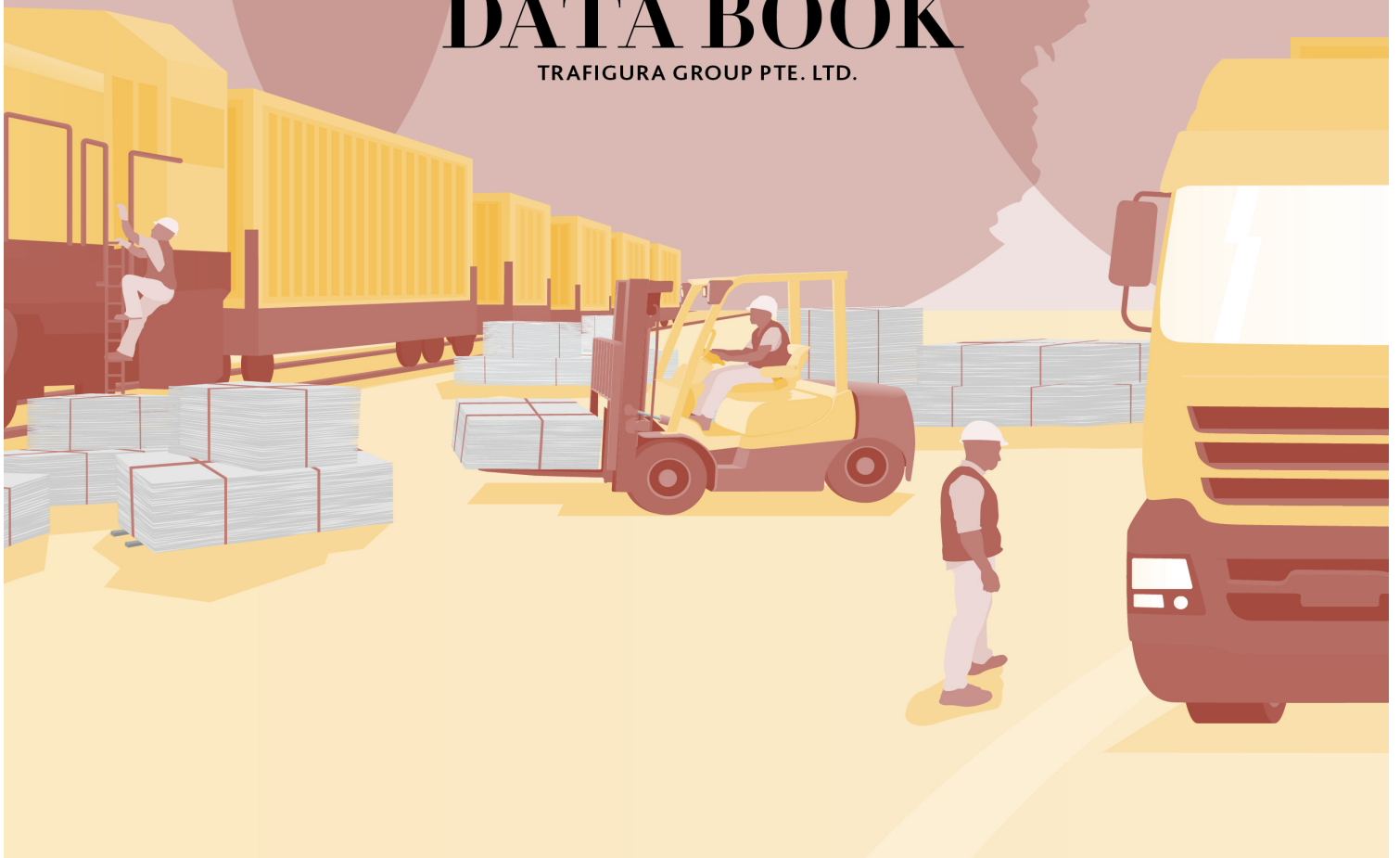




2022
**ENVIRONMENTAL, SOCIAL
AND GOVERNANCE (ESG)
DATA BOOK**

TRAFIGURA GROUP PTE. LTD.



ESG Data Book FY2022

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References:

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Abbreviations:

CAHRA	Conflict-affected and high-risk areas
FFR	Fatality frequency rate (number of fatalities per one million hours worked)
GJ	Gigajoule (one thousand million joules)
GW	Gigawatt
HSE	Health, Safety and Environmental
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
L2BL	Lessons to be learnt
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

About this ESG Data Book

This ESG Data Book provides easy access to key Trafigura Group sustainability performance information for the financial year 2022 (FY2022), 2021 (FY2021) and 2020 (FY2020). It accompanies our 2022 Sustainability Report.

Reporting period

Unless stated otherwise, the data presented in this ESG Data Book refers to the Trafigura Group financial reporting years 1 October 2021 to 30 September 2022 (FY2022), 1 October 2020 to September 2021 (FY2021) and 1 October 2019 to September 2020 (FY2020).

Scope

This ESG Data Book 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 Trafigura 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 operational control on a 100 percent basis, irrespective of the actual equity stake. 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. For FY2022, this includes Nala Renewables, Nyrtar (Europe, Australia and North America), joint ventures IPE Mineração Morro do Ipê and Porto Sudeste (Brazil). Mawson West Limited (Australia) and Wolverine Fuels (North America) have been reclassified as investments in FY2022. Puma Energy was fully consolidated into the Trafigura Group from 30 September 2021 and the company ESG data has been fully incorporated into Trafigura's sustainability reporting for the first time in FY2022. The Minas de Aguas Teñidas (MATSA) mining asset in Spain was sold in February 2022. The sustainability performance data for MATSA is not included in FY2022 data. In some instances, we have restated figures from previous years to reflect changes in the portfolio, changes in reporting principles or improvements in our data collection and analysis processes. In case of material restatements (i.e. a change of over 5%), we provide explanations regarding the change in the relevant section of this ESG Data Book. We have used '-' to indicate where data is not available.

GHG reporting

In line with the Trafigura GHG Manual, we have adjusted our reported GHG emissions in FY2021 and FY2020 to include Puma Energy's performance and remove MATSA as part of our emissions reporting and targets.

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. This is reported as Scope 3 category 15 emissions, from the first full year of ownership. Our investments in H2 Energy, Prony Resources, Terraframe, Nayara Energy, Fangcheng Guangxi smelter, Mawson West Limited, Wolverine Fuels, Atalaya Mining and Hidrosur Asfaltos were completed in FY2021 and GHG emissions data has been included in Trafigura's Scope 3 emissions, proportionate to our investment, in this report for the first time.

Carbon dioxide equivalent (CO₂e) emissions are reported in metric tonnes throughout the report. This includes the Kyoto Protocol greenhouse gases carbon dioxide, methane, nitrous oxide, sulphur hexafluoride, nitrogen trifluoride perfluorocarbons and hydrofluorocarbons. When actual data are not available, estimations based on data from other business units or reliable external references are incorporated. 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 of Environment, Food and Rural Affairs (DEFRA).

We have extended our Scope 3 GHG emissions reporting to include purchased goods and services, the processing of sold products, the use of sold products and franchises. This is in addition to the previous Scope 3 GHG emissions categories of fuel- and energy-related activities, upstream transportation and distribution, business travel, upstream leased assets, and emissions from investments reported by equity share.

External assurance

Since 2020, we have engaged independent assurance and certification body, ERM CVS, to provide assurance on selected sustainability data. Our GHG emissions reporting is aligned with the GHG Protocol and defined in detail in our GHG Manual, against which ERM CVS have assured our GHG reporting and the emissions data provided. This also applies to other sustainability performance targets associated with the sustainability-linked loans, for example, the alignment of our Responsible Sourcing Programme with requirements of the International Sustainable Procurement guidelines, ISO 20400:2017 and alignment of Trafigura's Group operations with VPSHR.

For our 2022 Sustainability Report and more information on the way we manage our sustainability performance, please visit www.trafigura.com/sustainability

Trafigura Group Pte. Ltd. and the companies in which it directly or indirectly owns investments are separate and distinct entities. In this publication, the collective expressions 'Trafigura', 'Trafigura Group', 'the company' and 'the Group' may be used for convenience where reference is made in general to these companies. Likewise, the words 'we', 'us', 'our' and 'ourselves' are used in some places to refer to the companies of the Trafigura Group in general. These expressions are also used where no useful purpose is served by identifying any particular company or companies.

Compliance and conduct

	Note	FY2022		FY2021		FY2020	
		Number	%	Number	%	Number	%
Know Your Counterparty (KYC) assessments							
KYC assessments undertaken		9'229		7'541		10'576	
<i>Outcome of KYC assessments:</i>							
- Approved		8'544	92.6	6'843	90.7	-	-
- Initially declined		1'733	18.6	1'755	23.3	-	-
- Rejected		685	7.4	698	9.3	-	-
Compliance training							
Total mandatory compliance training courses completed by employees	1	9'842		10'188		10'871	
Completion rate of mandatory compliance training by new-starter and existing employees		98.0		98.0		99.0	
Vessel screening							
Shipping vessels screened under our vessel monitoring programme		25'417		22'382		-	

1 Nyrstar runs a separate compliance training programme and its training numbers are not included in the total provided.

Energy and climate

	Note	FY2022		FY2021		FY2020	
		tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%
Scope 1 and Scope 2 emissions	2						
Group Scope 1 emissions	3, 4	1'787'242		1'768'163		1'732'669	
Group Scope 2 emissions (market-based method)	5	607'412		955'733		1'702'129	
Group Scope 2 emissions (location-based method)	6	1'850'614		2'081'234		1'953'881	
Scope 1 and Scope 2 emissions for Trafigura operating companies and divisions							
Oil & Petroleum Products Scope 1 emissions		371'612		337'757		346'337	
Oil & Petroleum Products Scope 2 emissions		12'269		10'347		11'713	
Metals & Minerals Scope 1 emissions		–		–		–	
Metals & Minerals Scope 2 emissions		–		–		–	
Shipping & Chartering Scope 1 emissions		519'677		591'594		552'879	
Shipping & Chartering Scope 2 emissions		–		–		–	
Trafigura corporate Scope 1 emissions		1'898		1'064		13'793	
Trafigura corporate Scope 2 emissions		2'861		2'422		2'462	
Impala Terminals Scope 1 emissions	7	90'378		79'147		71'547	
Impala Terminals Scope 2 emissions	7	9'417		12'286		12'948	
Mining Group Scope 1 emissions		50'376		58'058		49'026	
Mining Group Scope 2 emissions		50'123		53'709		41'687	
Nyrstar Scope 1 emissions		578'005		497'871		489'568	
Nyrstar Scope 2 emissions		498'553		839'516		1'597'317	
Puma Energy Scope 1 emissions		175'295		202'672		209'520	
Puma Energy Scope 2 emissions		34'189		37'455		36'001	
Scope 3 emissions	2						
Group Scope 3 emissions	8, 9	378'662'086		–		–	
Group Scope 3 emissions (categories 3, 4, 6, 8, 15 only)	8, 10	15'432'445		14'518'771		11'994'212	
<i>Breakdown of FY2022 Group Scope 3 emissions by category:</i>	11						
- Category 1: Purchased Goods and Services		306'712'715	81.0	–	–	–	–
- Category 3: Fuel and Energy Related		957'513	0.3	1'008'166	–	847'101	–
- Category 4: Upstream Transportation and Distribution		5'775'436	1.5	5'601'791	–	4'472'551	–
- Category 6: Business Travel		11'526	0.0	2'838	–	5'503	–
- Category 8: Upstream Leased Assets		7'086'167	1.9	6'164'412	–	4'795'246	–
- Category 10: Processing of sold products		3'616'998	1.0	–	–	–	–
- Category 11: Use of sold products		52'628'293	13.9	–	–	–	–
- Category 14: Franchises		32'921	0.0	–	–	–	–
- Category 15: Investments		1'839'679	0.5	1'744'481	–	1'873'812	–
Energy Use	Note	FY2022		FY2021		FY2020	
		GJ	%	GJ	%	GJ	%
Total Group energy consumption		24'377'611		22'521'076		26'134'760	
<i>Primary source of energy used:</i>							
- Bioethanol			0.0	0.0		–	
- Coal			6.2	7.0		6.6	
- Coke			8.7	5.3		4.7	
- Diesel			8.5	10.0		7.6	
- Fuel oil			28.9	35.7		30.0	
- Gasoline			0.1	0.2		0.1	
- Kerosene			0.0	–		–	
- LPG			2.6	2.6		1.0	
- Marine diesel			10.2	3.8		7.2	
- Natural Gas			13.5	13.2		10.6	
- Petroleum Coke			3.0	3.0		2.8	
- Refinery Gases	12		18.3	19.3		29.4	
Renewable energy consumption	Note	FY2022		FY2021		FY2020	
		MWh	%	MWh	%	MWh	%
Share energy consumed from renewable sources	13	30.2		26.0		1.0	
Purchased electricity renewable sources		1'263'982		1'244'577		–	
Self-generated non-fuel renewable energy		95'907		102'151		47'730	
Total renewable energy consumption		1'359'889		1'346'728		47'730	
Renewable energy production	Note	FY2022		FY2021		FY2020	
		GW		GW		GW	
Renewable energy generation capacity pipeline	14	2.8		1.7		0.2	

- 3 Group FY2021 Scope 1 emissions are net of 1,742 tonnes offset in FY2022 and 828 tonnes offset in FY2021 through retiring high-quality VERRA projects VCUs to compensate emissions. No offsets were purchased in FY2020.
- 4 Minor adjustments to previously reported data have been made to FY2020 Scope 1 values to reflect improved accuracy of reporting. No changes are material or require restatement.
- 5 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.
- 6 Scope 2 emissions using the location-based method, calculated based on the average emissions intensity of the local power grids. The location-based method reflects the average emissions intensity of grids on which energy consumption occurs.
- 7 These values represent 100 percent of the Scope 1 and Scope 2 emissions associated with Impala Terminals, a commodity warehousing and logistics joint venture with IFM Investors.
- 8 Group FY2022 Scope 3 emissions are net of 383 tonnes offset in FY2022 and 2,922 tonnes offset in FY2021 through retiring high-quality VERRA projects VCUs to compensate emissions. No offsets were purchased in FY2020.
- 9 In FY2022, Trafigura has extended the Scope 3 reporting categories to include Category 1: Purchased Goods and Services; Category 10: Processing of Sold Products; Category 11: Use of Sold Products; and Category 14: Franchises, in addition to those Scope 3 categories reported in FY2021 and FY2020. We will report FY2021 and FY2020 emissions on this basis in FY2023.
- 10 Trafigura reported five Scope 3 categories in FY2021 and FY2020. These are Category 3: Fuel- and Energy-related Activities; Category 4: Upstream Transportation and Distribution; Category 6: Business Travel; Category 8 Upstream Leased Assets; and Category 15: Investments. The FY2022 value is presented on a like-for-like basis and excludes Puma Energy.
- 11 The proportion of Scope 3 emissions is based on the extended Scope 3 reporting categories in FY2022.
- 12 Refinery gases includes acid gas, refinery gas and fuel gas consumed at refineries.
- 13 Renewable energy sources includes purchases of renewable energy certificates, in line with the RE100 Technical Criteria.
- 14 Renewable energy generation capacity 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).

Environment

	Note	FY2022		FY2021		FY2020	
		Number	%	Number	%	Number	%
Environmental incidents							
Total number of environmental incidents reported	15	206		195		139	
Total number of category 4 and category 5 environmental incidents reported	16	6		2		–	
Associated spill volume (litres)		204'307		35'405		–	

Environmental management systems							
Total number of sites certified to International Standard ISO 14001:2015	17	22	58.0				
Total percent of sites with an environmental management system as required under the Group HSEC Management System Framework			100.0				

	Note	FY2022		FY2021		FY2020	
		USD		USD		USD	
HSE fines and penalties							
Total value of HSE-related fines and penalties	18	712'373		902'583		1'667'105	

	Note	FY2022		FY2021	
		tonnes	%	tonnes	%
Waste					
Total Group non-hazardous waste		63'324		15'912	
Total Group hazardous waste		21'335		6'533	
<i>Waste disposal method:</i>					
- Proportion of waste disposed to landfill off-site	20	49.7		–	
- Proportion of waste disposed to landfill on-site		2.2		–	
- Proportion of waste disposed to incineration with energy recovery		5.8		–	
- Proportion of waste recycled or recovered		42.3		–	

	Note	FY2022		FY2021	
		ML	%	ML	%
Water withdrawal					
Total Group water withdrawal	21	18'158		17'272	
Surface water		10'198	56.2	8'238	47.7
Ground water		1'620	8.9	2'541	14.7
Third party		6'340	34.9	6'493	37.6
Total Group water recycled		10'372		7'356	

	Note	FY2022		FY2021	
		Number	%	Number	%
Water stressed and water risk exposure					
Total number of sites located in high-risk water stress areas	22	6		7	
<i>Distribution of Group sites based on water stress:</i>					
- Low water stress		57.1		56.0	
- Low to medium water stress		8.6		9.0	
- Medium to high water stress		11.4		9.0	
- High water stress		5.7		5.0	
- Extremely high water stress		11.4		16.0	
- In arid regions, but operations have low water use		5.7		5.0	

Biodiversity							
Total number of Group sites assessed using TESSA		35		–			
Number of sites within one kilometre of a protected area	23	6		6			
Number of sites between one and five kilometers of a protected area	23	10		10			
Number of sites within key biodiversity areas		1		1			
Number of sites within one kilometre of a key biodiversity area		4		4			
Number of sites between one and five kilometers of a key biodiversity area		4		4			

Cultural Heritage							
Total number of sites located in World Heritage sites		–		–			

15 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. The data for environmental incidents reported in FY2022, FY2021 and FY2020 excludes Puma Energy. In FY2022, there were a total of 366 environmental incidents reported including Puma Energy.

16 A category 4 environmental incident includes events such as a hydrocarbon spill of over 51 barrels. A category 5 environmental incident is the most severe incident category.

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

18 Data on HSE-related fines and penalties for FY2021 and FY2020 excludes Puma Energy.

19 Waste data is provided for Trafigura's mining and oil and petroleum assets, Impala Terminals and Nyrstar sites, and Puma Energy sites from January 2022 onwards.

20 Data on waste disposal methods is provided for Trafigura's mining and oil and petroleum assets, Impala Terminals and Nyrstar sites.

21 Water consumption data is provided for Trafigura's mining and oil and petroleum assets, Impala Terminals and Nyrstar sites, and Puma Energy from January 2022 onwards.

22 Data on sites in water stress high-risk areas does not include Puma Energy sites. We aim to include Puma Energy assets in FY2023.

23 Protected areas are as defined in the World Database of Protected Areas <https://www.protectedplanet.net/en>.

Health and safety

	Note	*FY2022		FY2022		FY2021		FY2020	
		Number	Rate	Number	Rate	Number	Rate	Number	Rate
Workplace safety									
Fatalities	23	2	–	2	–	6	–	3	–
Fatality frequency rate (FFR)	24	–	0.02	–	0.04	–	0.12	–	0.06
Lost time incidents	25	75	–	70	–	85	–	74	–
Lost time incident rate (LTIR)	26	–	0.77	–	1.38	–	1.70	–	1.53
Total recordable cases	27	221	–	203	–	253	–	202	–
Total recordable case frequency (TRCF)	28	–	2.27	–	4.01	–	5.05	–	4.01
Lessons to be Learnt (L2BL) shared	29	593	–	567	–	797	–	548	–
Near misses reported		11'282	–	10'919	–	8'789	–	6'545	–
Near miss reporting frequency (NMRF)	30	–	116.00	–	216.00	–	175.00	–	130.00
Road traffic accidents	31	197	–	160	–	67	–	128	–
Road traffic accident frequency (RTAF)	32	–	0.81	–	1.02	–	0.46	–	0.58
Injury rates for Trafigura operating companies and divisions									
Oil & Petroleum Products LTIR				1.55		0.97		0.26	
Oil & Petroleum Products TRCF				1.77		1.45		0.77	
Metals & Minerals LTIR				–		–		–	
Metals & Minerals TRCF				0.81		–		–	
Shipping & Chartering LTIR				–		1.03		–	
Shipping & Chartering TRCF				1.66		1.37		0.29	
Trafigura Corporate LTIR				–		–		–	
Trafigura Corporate TRCF				–		–		–	
Impala Terminals LTIR	33			0.86		1.20		0.57	
Impala Terminals TRCF	33			2.70		3.07		1.14	
Mining Group LTIR				1.11		1.70		2.76	
Mining Group TRCF				3.03		3.89		4.85	
Nyrstar LTIR				3.45		3.25		2.32	
Nyrstar Scope TRCF				10.55		13.21		10.39	
Puma Energy LTIR				0.11		0.08		–	
Puma Energy TRCF				0.38		0.30		–	
HSEC Training									
Total HSEC training hours	34	405'666		367'044		292'078		257'696	
HSEC training hours per worker			12.10	31.60		31.20		–	
*FY2022 data including Puma Energy									
Occupational health and safety management systems									
Total number of sites certified to International Standard ISO 45001:2018	35			15	39.5				
Total percent of sites with an occupational health and safety management system as required under the Group HSEC Management System Framework					100.0				

23 Includes the death of any employee or contractor of a Trafigura division or operating company as a result of an occupational injury or disease sustained on Group-managed sites or undertaking a work-related activity on behalf of Trafigura.

24 Number of fatalities per one million hours worked.

25 Lost time incidents are an injury to an employee or contractors of a Trafigura division or operating company sustained on a Group-managed site or undertaking a work-related activity on behalf of Trafigura that results in the lost of work amounting to at least one day (or shift).

26 The number of incidents that resulted in time lost from work amounting to at least one day (or shift) by employees and contractors working on Trafigura-owned or managed sites per million hours worked.

27 Total recordable cases (TRCs) are the sum of fatalities, lost time injuries, restricted work injuries and medical treatment injuries to an employee or contractor of a Trafigura division or operating company sustained on a Group-managed site or undertaking a work-related activity on behalf of Trafigura. This metric represents all injuries that require medical treatment beyond first aid.

28 The number of TRCs per one million hours worked.

29 Part of the value of a good incident report is to share learnings from the incident to help others also to prevent similar incidents. Some incidents have high value learnings which should be shared. The process to share what has been learnt from an incident investigation is known as a Lessons to be Learnt (L2BL). The emphasis of L2BL is to share what you have learnt with others so they can prevent a similar incident occurring.

30 Number of near misses reported per one million hours worked.

31 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. A 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.

32 Number of road traffic accidents per one million kilometres driven.

33 These values represent the incident rates associated with the whole of Impala Terminals, a commodity warehousing and logistics joint venture with IFM Investors.

34 Data on HSEC training provided for employees and contractors working at Impala Terminals and Trafigura mining sites and oil facilities only, excludes Nyrstar (and Shipping, Trading and Corporate workforce).

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

Human rights

	Note	FY2022	
		Number	%
Training on modern slavery			
Employees in-scope of applicable regulations that completed training on modern slavery issues	36	2'422	98.0

	Note	FY2022		FY2021	
			%		%
HSEC Training	34				
<i>Grievance topics reported via EthicsPoint as a proportion of all grievances:</i>					
- Business integrity concerns			7.1		25.0
- Allegations of improper behaviour or abuse (verbal, emotional or physical)			21.4		20.0
- Supplier, contractor or business partner issue			14.3		20.0
- Employee relations			28.6		15.0
- Sexual harassment			7.1		–
- Wage or hours worked issues			–		10.0
- Conflict of interest			14.3		5.0
- Human rights infringement			7.1		–
- Customer relations			–		5.0

36 The percent figure provided is in reference to the completion rate across the 2,476 employees within the target audience, which includes Trafigura Pte. Ltd (TPTE) and Trafigura 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 Trafigura Group Pte. Ltd. and TAT is a wholly owned subsidiary of TPTE. Further information is provided in the Trafigura Modern Slavery Statement.

Responsible value chains

	Notes	FY2022		FY2021		FY2020	
		Number	%	Number	%	Number	%
Alignment with ISO 20400:2017							
Overall alignment of the Trafigura Responsible Sourcing Programme with ISO 20400:2017 guidelines	37						
Percentage of remaining gaps addressed in order to align with ISO 20400:2017	38		95.0	75.0		67.0	
			54.0	24.0			
Responsible sourcing due diligence assessments							
Counterparty responsible sourcing due diligence assessments undertaken	39	156		145			–
Counterparty due diligence assessments in conflict-affected and high-risk areas (CAHRAs)		89		95			–
Counterparty site-based assessments undertaken	40	25		–			–
Contractor HSEC due diligence							
Contractor HSEC assessments undertaken		557		998			1'268

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

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

39 Number of 'Level 0' desk-based reviews and 'Level 1' supplier self assessments undertaken as part of the Trafigura Responsible Sourcing Programme.

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

Our people

	Note	FY2022		FY2021		FY2020	
		Number	%	Number	%	Number	%
Employee numbers							
Average number of full-time employees	41	13'746		11'627		10'802	
New employees hired	41	2'871		2'743		1'220	
Commercial / Professional		53.0		47.0		48.0	
Operational / Industrial		47.0		53.0		52.0	
Full time		98.0		98.0		98.0	
Part time		2.0		2.0		2.0	
Permanent contract		93.0		92.0		92.0	
Temporary contract		7.0		8.0		8.0	
Employees covered by collective bargaining agreements		4'376		4'092		3'677	
Gender diversity							
Male		82.0		83.0		83.0	
Female		18.0		17.0		17.0	
Trafigura corporate male		68.0		69.0		78.0	
Trafigura corporate female		32.0		31.0		22.0	
Impala Terminals male		86.0		87.0		87.0	
Impala Terminals female		14.0		13.0		13.0	
Mining Group male		93.0		88.0		86.0	
Mining Group female		7.0		12.0		14.0	
Nyrstar male		92.0		92.0		93.0	
Nyrstar female		8.0		8.0		7.0	
Puma Energy male		78.0		-		-	
Puma Energy female		22.0		-		-	
<i>Gender of Global Graduate Programme hired intake:</i>							
- Male		58.0		64.0		74.0	
- Female		42.0		36.0		26.0	
Age group							
Under 30 years		19.0		19.0		20.0	
30 - 50 years		61.0		61.0		60.0	
Over 50 years		20.0		20.0		20.0	
Trafigura corporate: under 30 years		24.0		24.0		23.0	
Trafigura corporate: 30 - 50 years		67.0		67.0		67.0	
Trafigura corporate: over 50 years		9.0		9.0		10.0	
Impala Terminals: under 30 years		23.0		24.0		25.0	
Impala Terminals: 30 - 50 years		67.0		67.0		66.0	
Impala Terminals: over 50 years		9.0		9.0		9.0	
Mining Group: under 30 years		29.0		10.0		10.0	
Mining Group: 30 - 50 years		63.0		70.0		73.0	
Mining Group: over 50 years		8.0		20.0		17.0	
Nyrstar: under 30 years		18.0		17.0		16.0	
Nyrstar: 30 - 50 years		47.0		46.0		47.0	
Nyrstar: over 50 years		36.0		37.0		37.0	
Puma Energy: under 30 years		14.0		-		-	
Puma Energy: 30 - 50 years		69.0		-		-	
Puma Energy: over 50 years		16.0		-		-	
Regional distribution							
Africa		1'540	11.0	728	6.0	385	4.0
Asia and Australia		2'335	17.0	2'439	21.0	2'312	21.0
Europe		4'089	30.0	2'988	26.0	2'821	26.0
LATAM		4'012	29.0	3'859	33.0	3'630	34.0
Middle East		90	1.0	36	-	39	0.0
North America		1'686	12.0	1'625	14.0	1'615	15.0
Attrition							
Group total number of leavers	42	3'175		941		964	
Group attrition rate	42	23.0		12.0		14.0	
Involuntary leavers		15.0		-		-	
Voluntary leavers		8.0		-		-	
International transfers							
Internal international transfers		190		170		142	

41 Employee numbers are calculated as an average over the financial year and include assets where Trafigura retains joint or sole management control. For FY2022, this includes Porto Sudeste and IPE (Brazil), Mawson West (DRC) and the Impala Terminals joint venture, as well as where Trafigura has a majority shareholding, such as Puma Energy and Nyrstar. Total employee numbers include Puma Energy for the first time in FY2022.

42 The Group total number of leavers and Group attrition rate in FY2022 includes Puma Energy and Nyrstar. FY2021 and FY2020 data excludes Puma Energy, Nyrstar and Myra Falls mine.

Local communities

	Note	FY2022		FY2021		FY2020	
		USD	Number	USD	Number	USD	Number
Corporate Social Investment (CSI)							
Number of projects receiving CSI support			140+		60+		–
Total CSI disbursed		1'600'000		1,000,000+			–
Trafigura Foundation							
Total donated to philanthropic activities through the Trafigura Foundation		8'000'000		7'700'000		8'500'000	
Number of Foundation programmes			43		50		49
Countries of operation			27		44		34