

Forging tomorrow: honouring our legacy

Annual Report 2023/24



**Gladstone Ports
Corporation**

Growth, prosperity, community.

110
YEARS
1914 - 2024

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Our year in review

ACKNOWLEDGEMENT OF FIRST NATIONS

Gladstone Ports Corporation (GPC) acknowledges and recognises Aboriginal and Torres Strait Islanders as the First Peoples of this country.

We acknowledge the Bailai, Gurang, Gooreng Gooreng, Taribelang Bunda, Darumbal, Kabi Kabi and Butchulla Peoples on whose Country we work and live.

We respect their Elders past, present and emerging and embrace Reconciliation to make positive, enduring change.

ABOUT THIS REPORT

Gladstone Ports Corporation Limited is a Government Owned Corporation under the *Government Owned Corporations Act 1993* (Qld) (GOC Act).

Our annual report summarises the operations, activities and performance of our four ports — Port of Gladstone, Port of Rockhampton, Port of Bundaberg and the non-trading Port of Maryborough — over the past year (2023/24) and our financial position as at 30 June 2024. This is communicated in a clear and transparent manner, while adhering to the legislative requirements of the *GOC Act 1993* and the *Financial Accountability Act 2009* (Qld).

Our annual report reflects our sustainability journey, while safeguarding prosperity for our community, customers and shareholders. Our strong performance is possible due to the continual innovation and commitment to performance demonstrated by the entire organisation, strong partnerships with our customers and underpinned by our environmental, social and governance (ESG) credentials.

This report has adopted the Annual Report Requirements for Queensland Government agencies (2023/24 reporting period).

Our port profile

VISION AND GROWTH

GPC is more than a port, we are a gateway for Australian trade, jobs and prosperity. We are building on our operating experience to diversify and grow as a world-leading multi commodity port. Our 50 year vision and port overlays are currently being revised, ensuring we are well planned for growth and equipped to help our customers, our communities and our State take full advantage of the opportunities ahead.

Our Vision

A world leading multi-commodity ports corporation.

Our Purpose

To facilitate and deliver sustainable trade and prosperity for our customers, communities and state.

Our Values

- We respect and care for each other, country and community.
- We operate with integrity and accountability.
- We innovate to create sustainable solutions for our customers.
- We collaborate to drive high performance.

OUR FOUR-PORT FOOTPRINT

Our portfolio of assets stretches across key regional locations including operational ports Gladstone, Rockhampton and Bundaberg and the non-operational port of Maryborough. Our four-port footprint allows us to facilitate trade for a wide range of customers, create jobs, and deliver prosperity for Queensland. In 2023/24, our strong workforce remained committed to safety to facilitate prosperity for the Central Queensland and Wide Bay-Burnett communities.

The Port of Gladstone

Located 525 kilometres (km) north of Brisbane, the Port of Gladstone covers 5,408 hectares (ha) of land including seabed and reserves. There are eight main wharf centres, comprising 20 berths:

1. RG Tanna Coal Terminal (RGTCT) — four berths GPC owned and operated
2. Port Central Precinct -
Barney Point Terminal — one berth GPC owned and operated
Auckland Point Terminal — four berths GPC owned and operated by others
3. Fisherman's Landing — four berths operated by multiple companies
4. South Trees — two berths operated by Queensland Aluminium Limited (QAL)
5. Boyne Wharf — one berth owned by GPC and operated by Boyne Smelters Limited (BSL)
6. Curtis Island LNG Precinct — three berths, separately owned and operated by three Liquefied Natural Gas (LNG) companies: Australia Pacific LNG (APLNG), Queensland Curtis LNG (QCLNG), Gladstone LNG (GLNG)
7. Wiggins Island Coal Terminal — one berth operated by Wiggins Island Coal Export Terminal Pty Ltd (WICET).

The Port of Bundaberg

The Port of Bundaberg (PoB) has served as a vital link for the Bundaberg region's industry for more than a century. Located 184 km south of Gladstone and 377 km north of Brisbane, the PoB covers 491 ha of land, including seabed. The PoB comprises two wharves:

1. Sir Thomas Hiley Wharf — owned and operated by Sugar Terminals Ltd, handles sugar, gypsum, wood pellets, bulk liquids, molasses and silica sand
2. John T. Fisher Wharf — handles molasses cargos. We are readying the Bundaberg and Wide Bay Burnett regions to take full advantage of the future.

The Port of Rockhampton

The Port of Rockhampton (PoR) or Port Alma, specialises in the import and export of ammonium nitrate, explosives, general cargo, salt and tallow. Located 62 km south-east of Rockhampton, 597 km north of Brisbane, and within the Fitzroy River Delta, the PoR covers 18,780 ha of land including a seabed and reserves. It comprises two wharf facilities:

1. Berths 1 and 2 — suitable for general cargo operations
2. Berth 3 — dedicated to tallow, fuel and other cargoes.

The Port of Maryborough

GPC has custodianship of the historic Port of Maryborough (PoM) which is currently non-operational. As a non-trading Port, we undertake limited responsibilities associated with managing the PoM. On 1 March 2022, management of the PoM was transferred to GPC, bringing benefits through geographic proximity of our existing ports and aligning the port and maritime responsibilities with Maritime Safety Queensland.

TWO YEAR PERFORMANCE SNAPSHOT

Indicators	Actual 2022/23	Actual 2023/24	Change 2022/23 to 2023/24	2023/24 Target	Variance actual to target
Tonnage throughput (Mt)	111.7	118.9	6.45%	121.5	-2.14%
Lost Time Injury Frequency Rate (LTIFR)	3.35	0.66	-80.29%	0	- 100%
Total number of injuries	26	36	+38.46%	N/A	N/A
Environmental notifiable incidents	11 (1 exceedance)	13 (1 exceedance)	18.18%	0	- 100%
Total revenue (\$M)	562.8	618.5	9.90%	555.2	11.40%
Earnings Before Interest and Tax (EBIT) (\$M)	190.33	213.34	12.09%	170.4	25.21%
Earnings Before Interest, Tax, Depreciation and Amortisation (EBITDA) (\$M)	278.15	302.83	8.87%	263.83	14.78%
Net Profit After Tax (NPAT)	114.19	129.3	13.23%	99.73	29.65%
Total assets (\$M)	2,479	2,605	5.08%	2,521	3.35%
Return on assets (%)	7.7	8.2	6.49%	6.7	22.39%
Capital investment (\$M)	76.19	64.15	-15.80%	129.95	-50.63%
Dividends (\$M)	117.6	127.69	8.58%	99.7	27.99%
Taxes paid to all (\$M)	59.14	68.36	15.59%	51.1	33.73%

Table 1: Two year performance 2022/23 – 2023/24

Note: GPC collects LTIFR data from SAI360 software, an internal database which includes GPC's incident and injury reporting

CORPORATE HOSPITALITY/ ENTERTAINMENT EVENTS (> \$5,000 each event)

Event	Date	Total Amount (\$)
National NAIDOC week celebrations	4 July 2023	5,476
Auckland House Stakeholder Event	21 September 2023	11,053
Service Awards	14 October 2023	19,925
Service Awards	28 October 2023	22,952
GPC Convention Centre CEO Board EOY Dinner	14 December 2023	14,934
Retiree Function	15 December 2023	16,281

Table 2: Corporate Hospitality/Entertainment Events (> \$5,000 each event) 2023/24

Statement of Corporate Intent summary

Our Statement of Corporate Intent (SCI) is underpinned by strategic risks and opportunities that set our priorities and guide our responses. These key strategic priorities align GPC with relevant responses through a hierarchy of programs, projects and measures, underpinned by assurance and governance. We have set a path towards a high-performance culture that will ensure growth, deliver prosperity, position us for the future and support the local communities we operate in. The sustainable ports mind-set drives everything we do. Our strategy is anchored by strategic pillars of economic, environmental, social and governance (ESG).

2023/24 STRATEGIC PRIORITIES

Safety, Health and Wellbeing

We are enhancing safety performance and culture for our employees, contractors and the community. We promote health and wellbeing initiatives, focused on psychological wellbeing, so our employees can work healthy and retire well.

Governance, Ethical and Transparent Behaviour

We advocate leadership, cultural integrity, ethical and lawful behaviours, appropriate risk management, stewardship, transparency and responsible decision making through our code of conduct, policies and management systems.

Facilitate, Grow and Diversify Trade through partnerships with our customers

We are capturing new opportunities offered by globalisation, new energy and technology.

First Nations

We continue to engage with the First Nations people whose lands we all share, live, work and play on. We focus on strengthening relationships, fostering respect, ensuring accountability, increasing opportunities and delivering on our Reconciliation Action Plan.

Organisational Culture and Employee Engagement

We foster an organisational culture based on inclusion, diversity, belonging, performance and employee experience to build capability for the future.

Community Engagement and Investment

We collaborate with the community through proactive communication, engagement, environmental education and projects to improve the region's prosperity.

Responding to Climate Change

We are committed to identifying, understanding and addressing potential climate change risks and opportunities to assist GPC to adapt for long-term prosperity.

Sustainable Management of the Port

We responsibly manage our port facilities. We continually seek to improve our environmental performance and where possible enhance the natural environment through innovative projects, partnerships and research.

A message from the Chair and Acting CEO

It brings us great pride to outline the achievements of GPC over the past 12 months. Our people and customers are at the heart of our success and together we delivered a record profit to Queensland by facilitating trade of 118.9 million tonnes (Mt). It's an especially significant milestone as we mark our 110th anniversary, a testament to our enduring legacy as one of Australia's most significant ports – central to the Queensland trade and economy.

It's for that reason we present this year's annual report 'Forging tomorrow: honouring our legacy'.

The dedication, innovation and resilience of our workforce continues to drive economic success for our State and our region.

This financial year, RG Tanna Coal Terminal (RGCT) achieved 1.5 billion tonnes of throughput since opening more than 40 years ago. RGCT continues to provide our customers with exceptional service, including our highly valued blending capacity and operational excellence – cementing our position as a leader in the industry.

We continue to work closely with our customers to ensure we further improve throughput and maximise our operational efficiency.

RGCT remains a globally significant part of our business as the world changes and GPC also diversifies. Already we handle more than 34 different commodities including LNG, bauxite, silica sand, containers and hazardous goods.

We are delighted to see the containerisation of Central Queensland well underway with 11,930 TEU containers moved during the last financial year.

We are supporting the transition to renewable energy and strengthening Australia's economic growth and sustainability. This fast-evolving landscape presents significant opportunities for GPC with hydrogen, ammonia and other green energy companies proposing significant export volumes through our Port. In addition, wind turbine movements to Clarke Creek windfarm commenced in March 2023. GPC remains committed to pioneering initiatives in these areas for both our Bundaberg and Gladstone ports, positioning ourselves at the forefront of sustainable energy solutions.

As an employer of nearly 800 people, GPC is proud to give back to the communities in which we operate.

Our Port to Park fun run, Central Queensland's largest, exemplifies our efforts. More 2500 people pounded the pavement for our 2023 event – raising more than \$70,000 for local schools and health and wellbeing initiatives. Our belief is that fostering strong, vibrant communities enhances the quality of life for those around us.

We are also proud to have supported the 76th Brisbane to Gladstone Yacht Race, marking our fourth year as sponsors. This iconic event showcases not only our maritime heritage, but also our commitment to supporting regional traditions and sporting excellence. We look forward to flying the flag again in 2025 as the major sponsor.

As we navigate the future, we remain steadfast in our commitment to innovation, decarbonisation and sustainable growth. The opportunities in the energy sector are vast, and we are excited about the potential they hold for our port and the broader communities. We will continue to explore and invest in these areas, ensuring that we deliver for the future while maintaining our strong operational foundations.

In closing, we extend our heartfelt gratitude to our employees, customers and stakeholders for their unwavering support and dedication. Together, we will continue to build on our proud history, drive progress and create a prosperous future – delivering even more for Queenslanders.

Sincerely,



Adrian Noon
Chair



Kim Gebers
Acting CEO

Safety, health and wellbeing

We are enhancing safety performance and culture for our employees, contractors and the community through a focus on learning, risk management and collaboration.

Certification of Health and Safety Management System

Our health and safety management system is independently certified to the international standard ISO45001. Every three years, GPC is required to undergo a recertification audit, which was conducted in February 2024 and involved all GPC locations. Two minor non-conformances and a number of opportunities for improvement were raised by the external auditor. An action plan to address these opportunities has been developed.

Enforceable Undertaking

GPC entered into an Enforceable Undertaking (EU) under section 216 of the Work Health and Safety Act in August 2023. The EU was in relation to a significant notifiable incident that occurred in June 2020. A monitoring plan, including initiatives, actions and due dates, has been compiled by Workplace Health and Safety Queensland (WHSQ). Progress is tracked and reported through to the Executive Leadership Team. The initiatives GPC will implement over a three year period that form the EU include:

- Gap assessment of GPC's safety management system against key findings of Brady Heywood reviews
- Purchase and implement track elevated devices
- Plant risk assessment audit
- Scholarships for aspiring health and safety professionals
- Presentation at two industry forums to share lessons learnt
- Defensive driver training program.

Defensive Driver Training Program details

GPC has partnered with Benaraby Driver Education Facility to deliver defensive driver training to employees and their children (aged 17 – 25 years). The initiative will be run over the next three years, with GPC covering all costs of the course. By participating in the course, employees and their children will be armed with the tools to be a safer and more aware driver.

Proactive Audit with WH&S QLD (WH&S QLD)

WH&S QLD have engaged in a proactive Queensland Ports Audit Campaign. Six Inspectors attended and inspected locations across the Port of Gladstone for a one week period across October – November 2023. The targeted audit resulted in GPC being issued two Prohibition Notices and 42 Improvement Notices. The notices are proactive improvements for GPC to implement and positive feedback was provided from the Inspectors on their experience with GPC.

GPC has actioned and closed out both Prohibition Notices and 37 of the 42 Improvement Notices. A broader improvement plan has also been developed to ensure the improvements are sustained and the lessons learnt are applied across the whole organisation. Follow up inspections by WH&S QLD will occur in FY25 to support continual improvement.

Improving our Safety Culture

GPC continues to ensure that safety is at the forefront of our employees' minds. We want to ensure that our people return home the same way they came to work. Leaders continue to encourage reporting of even the most minor incidents and near misses, to ensure we continue to collectively learn and build trust within our workplace.

The GPC wide Safety Enhancement Project (SEP) continued through the year, with the focus to address audit actions from a Brady Heywood review, commissioned by GPC. Opportunities have been identified by our personnel to improve safety, with the SEP consisting of 19 safety enhancement initiatives, coordinated by a dedicated internal team.

The key successes achieved in the past year were:

- Establishing an enterprise-wide risk management framework
- Building a safety profile that identifies fatal risks
- Developing bow ties that identify the critical controls for each of the fatal risks
- Working to ensure that GPC is resourced to ensure safe outcomes are achieved.

Work has also progressed in other areas to develop a foundation for the other enhancement initiatives, with significant focus on making safety understandable at the worker level. The SEP is planned to have most of the work completed in 2025.

Sustainability

We are committed to identifying, understanding and addressing potential ESG risks and opportunities to assist us to adapt for long-term prosperity.

Sustainable ESG Journey

As we continue our sustainable ESG journey, the focus during 2023/24 has been on continuing to embed our ESG Strategy into every aspect of the organisation. ESG considerations were identified through a prior materiality assessment, with the corporate strategic priorities aligned to the key material topics to ensure we implement ESG effectively within the business. Future reporting and disclosure on sustainability and ESG through the annual report will be aligned with government policy and the Queensland Government's Sustainability Reporting and disclosure requirements.

Decarbonisation and the energy transition to renewables is expected to continue to show strong growth, increasing its share within the power sector. We will continue to support the Government's initiatives in the renewable industry sector and will be at the forefront of this renewable energy and trade transition. Master plans and strategic approvals, including infrastructure, will be required for the new renewables economy and sound investment options will be considered to match forward demand.

GPC continues to identify and address potential physical and transitional climate change risks and opportunities, to assist the organisation to adapt and transition for long-term prosperity. Decarbonisation of our operations remains a key focus. Since the commencement of National Greenhouse and Energy Reporting in 2009, we have worked to reduce our emissions. GPC is on track to meet a 30% reduction of Greenhouse gas emissions (including Scope 1 direct emissions and Scope 2 indirect emissions from electricity use) by 2030. Reductions are being achieved through several voluntary energy and fuel efficiency programs. We continue to develop our long-term climate change strategy and greenhouse gas emissions reduction plan, ensuring they are in alignment with the Queensland Government's guidance and acceleration towards a state wide target of zero net emissions by 2050.

Recently we completed an upgrade of the RGTCT lighting towers to light-emitting diode (LED) lights, reducing electricity consumption. Work is planned to enable dimming and individual tower operation to further reduce electricity use. GPC also commenced the procurement process for replacing one of the Gladstone Marina workboats with an electric boat. In addition to greenhouse gas reductions, we have commenced a climate resilience project with CQ University to support biodiversity within our ports for the endangered Capricorn Yellow Chat. The Capricorn Yellow Chat is found within the Port of Gladstone and the Port of Rockhampton and its survival is threatened by climate change. We are proud to add and contribute to the Queensland Government's species management plan with this project.

Environmental Compliance

Our ongoing environmental commitment is demonstrated across the organisation and supported by our environmental compliance framework, which strives to ensure obligations are met including our infrastructure and operations being managed responsibly. In March 2023, GPC participated in an annual surveillance audit before an action plan was developed to continue the delivery of the ISO 14001:2015 accredited Environmental Management System, along with many other GPC projects and initiatives such as the Significant Environmental Risk (SER) Reduction program.

The SER reduction program in place has been designed to continue to improve site activities and support known risk areas. GPC received two penalty infringement notices from the Department of Environment Science and Innovation (DESI) after investigation of two notifiable events that occurred at RGTCT associated with Environmental Authority EPPR01548413. One was related to a minor elevated dust level at an air quality network monitoring site and the other was associated with a release of coal fines to water during housekeeping on the wharf that caused a short-term visual plume. Both events were self-reported by GPC and related to identified significant environmental risks with operational, maintenance and capital infrastructure improvements in progress.

First Nations

We continue to engage with the First Nations people whose lands we all share, live, work and play on. We focus on strengthening relationships, fostering respect, ensuring accountability, increasing opportunities and delivering on our Reconciliation Action Plan (RAP).

Talent Today, Talent Tomorrow

Being a part of the Talent Today, Talent Tomorrow (TTTT) program since 2016, Krysta Alexander's dreams became a reality in late 2023 when she graduated with a Bachelor of Secondary Education. The 26 year old was a recipient of GPC's TTTT Secondary School bursary in 2016 before being awarded the scholarship in 2020. Krysta is now officially a registered teacher, working at Gladstone's Toolooa State High School, mentoring Indigenous students and teaching.

The TTTT Scholarship program started almost a decade ago with GPC providing more than \$91,000 in financial assistance. GPC is proud to have supported dozens of students throughout the TTTT Bursary and Scholarship programs. One of these students includes Harrison Smith who was also awarded the scholarship in 2020. He is completing a double degree of a Bachelor of Medicine and Bachelor of Surgery at the University of Tasmania.

RAP Development

We have operated our First Nations program under the strategic direction of an authorised RAP since 2012. As the first port authority in Australia to develop a RAP, we are excited to progress work on our fourth iteration with input from both internal and external advisory working groups. GPC looks forward to releasing our latest RAP towards the end of 2024.

RAP Leadership Yarning Circle

GPC was delighted to attend Reconciliation Australia's RAP Leadership Yarning Circle in Brisbane in February 2024 – demonstrating its commitment to collaborative action. Each group reflected on the post-referendum environment and what it means for leading RAP organisations and Reconciliation Australia. These collective insights informed the RAP leadership Forum in Sydney which GPC also attended in March 2024.

Resource and Infrastructure Traineeship

We continue to support five trainees as they develop world-class skills and expand their horizons, both with us and within the local community. The two year Resource and Infrastructure Traineeship program is designed to support the region's future First Nations and Australian South Sea Islander leaders in their journey from education and training to employment.

Indigenous Land Use Action Plan with Port Curtis Coral Coast

GPC currently has an established Indigenous Land Use Agreement (ILUA) with the Port Curtis Coral Coast (PCCC) people. This is referred to as 'GPC and First Nations Bailai, Gurang, Gooreng Gooreng, Taribelang Bunda People Aboriginal Corporation (RNTBC) ILUA and focuses on the GPC footprint of Port of Gladstone, extending to the south (Port of Bundaberg) and to the north (part of the Port of Rockhampton). During the financial year, GPC and the RNTBC began a Relationships Committee that involves GPC management and the Directors of the RNTBC.

Facilitate, grow and diversify trade through partnerships

We are capturing new opportunities with existing and new customers offered by globalisation, new energy and technology.

TRADE BREAKDOWN

GPC is strengthening our position as one of Australia's premier multi-commodity ports, facilitating the export of more than 34 different products around the world.

In total, our three operational ports of Gladstone, Rockhampton and Bundaberg recorded a throughput of 118.9 million tonnes (Mt), with 118.3Mt, 0.2Mt and 0.3Mt respectively. This was primarily led by coal, LNG, alumina and associated products.

KEY COMMODITIES

Coal

In 2023/24, the coal industry accounted for 56% of our total throughput, with total exports of 65.96 Mt. Of the coal exported from GPC during the last financial year, 70% was Metallurgical coal and 30% was Thermal coal. Production was higher than the previous year, however lower than budget due to Rail, Mine Production and Labour Constraints.

LNG (Liquefied Natural Gas)

We are one of Australia's largest LNG ports, in 2023/24 23.69 Mt of total LNG throughput was recorded.

Bulk Liquids

GPC handled a variety of bulk liquid products during the financial year including liquefied petroleum gas, liquid ammonia, caustic soda, diesel, unleaded petrol, and sulphuric acid.

Dry Bulk (not including coal)

Aluminium, alumina, bauxite, calcite, cement, grain, sugar, petroleum coke, fly ash, gypsum, limestone, silica sand, and wood pellets are among the dry bulk products handled across our port precincts during 2023/24. Bauxite and associated trade account for 25.03 Mt of our total throughput, which was relatively consistent.

General Cargo

General cargo product handled in 2023/24 included containers, wind turbines, explosives, scrap metal, heavy equipment, machinery, forestry products, and breakbulk (bagged products).

KEY GROWTH AND DEVELOPMENT

Port of Gladstone

110 Years of Operations

2024 marked our 110th anniversary, further cementing our legacy as one of Australia's most significant Ports and highlighting the critical role we play in the Queensland and national economies. Our supercentenarian birthday was official on March 6 – 110 years since the Gladstone Harbour Board first met in 1914 at the Gladstone Town Hall.

RGCTCT Achieves 1.5 Billion Tonnes of Coal Throughput

GPC unlocked a major milestone during the 2023/24 financial year, reaching 1.5 billion tonnes of coal exports since our facility first opened in 1980. The milestone has been 43 years in the making and is the culmination of over 16,500 vessels visiting our port.

Long-term Operations at RGCTCT

GPC remains focused on maintaining a competitive operation that is cost-effective to our customers, with safety at the forefront of our operations. GPC will continue to invest in critical assets and we are committed to a three shiploader operation to ensure long-term reliability and availability for our customers.

Container Trade

First year partnership between ANL & GPC sets region up for success

The first 12 months has signified success for GPC and ANL as container trade thrives in the Central Queensland region. With over 32 vessels visiting the Port of Gladstone during the 2023/24 financial year, we are encouraged to see support from the region's producers and exporters who are utilising the service. During the financial year GPC handled 11,930 TEUs. The APR Service has moved over 5000 containers to more than 10 destinations across the world providing an invaluable service offering to our customers. With the competitive advantage container services from Gladstone continue to offer the market, it remains an exciting development in the containerisation of Central Queensland.

Mung bean operations jump to new heights

A Biloela mung bean operation has recorded a 40% jump in trade, setting a new export record thanks to our container service in conjunction with ANL. The operator has been able to transform their business model by utilising the service. In as little as six months the team at Vicary Produce has moved more than 425 containers of mung beans from growers across the region – equating to 6,000 bags of mung beans a day, weighing 24 tonnes.

Auckland Hill Redevelopment Project

An iconic Gladstone landmark is one step closer to rejuvenation, with the opening of Auckland Hill Stage 1 on 14 December 2023. Complete with a modern viewing outlook, Stage 1 includes three viewing platforms, four electric barbeques and three water bubblers. The public can access the new area via the stairway from GPC's award-winning East Shores until construction ends and the road is re-opened when Stage 2 is completed. Once complete, the revitalised Auckland Hill will feature a modern viewing lookout, increased mobility accessibility and walkways, landscaped community spaces, improved infrastructure and facilities for the community, and additional car parking. The project received \$5 million in funding from the Australian Government under the Regional Recovery Partnerships program and a further \$5 million funding contribution from GPC, provided on behalf of the Queensland Government.

APLNG Milestone Signing

GPC continues to strengthen our relationships with the largest producer of natural gas in eastern Australia, Australia Pacific LNG (APLNG). The milestone signing comes as they extend their LNG commitments with us for an additional 11 years. A signing ceremony and meeting was held between Conoco Phillips' Australia President, GPC Chair and CEO and other senior executives and managers in July 2023.

APLNG Reach 1000th Cargo

The *Cesi Gladstone* sailed away with APLNG's 1000th cargo on 17 April 2024 bound for China. The facility has maintained their reliability, while also being one of the largest gas suppliers to Australia's domestic market.

Northern Trade Precinct

GPC's experience and location are key to Australia's renewable energy transformation, and we have been strategically planning for this global shift in energy for a decade. Liquefied hydrogen and other potential exports – like e-methanol, e-ammonia, methylcyclohexane/MCH, toluene and biofuels – are central to our diversification strategy for the Port of Gladstone.

The heart of these future renewable energy plans lies in a renewables precinct – the Northern Trade Precinct (NTP) – located in the Fisherman's Landing area (10km north west of Gladstone) of Gladstone Harbour. In the centre of the Central Queensland Renewable Energy Zone, and identified as a critical location in the Queensland Energy and Jobs Plan (2022), Gladstone is well-positioned to be Australia's leading hydrogen export location.

NTP is set to facilitate new jobs, secure future trade and investment opportunities, and grow emerging technologies – for the future economic prosperity of the Gladstone region, Queensland and Australia. We continue to work collaboratively with Gladstone Regional Council, the Queensland Government, proponents and other stakeholders to explore NTP opportunities. Plans are underway with a comprehensive assessment of land plans, common user infrastructure, pipelines, storage and wharf facilities in readiness for the major energy transformation.

Northern Land Expansion Project

To support the delivery of the NTP, in February 2024 GPC received Queensland Government approval to commence the Northern Land Expansion Project (NLEP) – specifically the construction of its Stage 1 2.8km long reclamation bund wall. This bund wall will form a perimeter to create a reclaimed area of circa 109ha. NLEP has been in development since 2012, as part of our wider Gatcombe and Golding Channel Duplication Project (GGCDP). In development stages, NLEP will expand the reclamation area of usable portside land and help ensure port efficiency to:

- Provide long-term placement of dredged material
- Create space for future NTP growth and development
- Provide more opportunities for the Gladstone region.

Subject to regulatory approvals, we are aiming to commence the Stage 1 bund wall by early 2025 to allow for a settlement period prior to planned future capital dredging.

Cruise Vessel Visit

On 25 April 2024, the cruise vessel *Scenic Eclipse II* docked at the Auckland Point wharf in Gladstone. The visit of the cruise vessel was successful, with the passengers able to take part in the ANZAC Day Dawn Service at ANZAC Park, followed by a tour of Gladstone.

Port of Bundaberg

The Port of Bundaberg (PoB) has served as a vital link for the Bundaberg region's industry for more than a century and is located in a growing tourism destination. Since the transfer of management responsibility for the PoB, we have been working to develop the port to operate to its full potential in a measured and sustainable manner, bringing further growth and prosperity to the Bundaberg region in terms of trade and tourism.

Bundaberg Tug Base Refurbishment and Other Service Upgrades

The Bundaberg tug base has received a significant refurbishment, increasing the lifespan of the asset for a further 25 years. Capable of berthing two 50 tonne bollard pull tugs now, the refurbished facilities will meet our long-term tug berthing requirements.

The refurbishment has come with other facilities upgrades such as potable water service upgrades, installing a Port potable water ring main via Wharf Drive, Newman Street and Buss Street, which provides greater reliability to our port tenants and easy access to prospective tenants. This completes our \$1.1 million upgrades to roads, drains and potable water services along Wharf Drive over the last 18 months.

The refurbishment of the mooring dolphins and replacement of the fender piles on John T Fisher Wharf have also been completed along with a feasibility study into the replacement of the wooden jetty approach required to bring the wharf back into operation.

Multi Use Conveyor

April 2024 saw the official opening of the new bulk goods conveyor at the PoB – transforming export opportunities in the Wide Bay-Burnett region of Queensland. The \$21.9 million conveyor was made possible with \$17.7 million from the Australian Government, \$3.2 million from Sugar Terminals Limited, and additional funding from GPC on behalf of the Queensland Government.

The conveyor will provide competitive and efficient loading facilities for a wide range of bulk minerals and agricultural products, from sands and sugar, to light grain and wood pellets. The new facilities, including the state-of-the-art 250 metre conveyor, two transfer towers, and modifications to existing ship loading equipment, were put to use with the first shipment of product in March 2024.

The 22,000-tonne shipment of silica sand – produced by local Bundaberg business, Sunstate Sands – was bound for South Korea, where it will be used in the manufacture of glass. Delivered by Sugar Terminals Limited and e2o, construction supported 335 jobs and stimulated the Bundaberg economy, with local procurement including structural fabrication, painting and fencing, and all trade labour.

Port of Rockhampton

We are committed to expanding and promoting the Port of Rockhampton's (PoR) national security and strategic value as a defence and hazardous goods hub. As Australia's largest facilitator of hazardous goods and explosives, accounting for the import of 95% of Australia's hazardous goods, the PoR is uniquely positioned to capitalise on future growth opportunities across the country's mining, construction and defence sectors.

The PoR ammonium nitrate trade is conducted to the highest safety standards and is subject to vigorous regulatory compliance. Importantly, no ammonium nitrate is stored at the port. It is staged and transported directly from the port to its destination. The port's remote location, robust marine infrastructure and isolated staging areas facilitate the safe transport and handling of dangerous goods.

As a national hub for hazardous cargo, the PoR is a strategic asset for Queensland and Australia. With the ability to service growing industry demand in the trade of dangerous goods and explosives, the port is of national security significance and is a critical link in the value chain. We are committed to building on the existing trade and supporting new trade of hazardous goods and explosives so we can continue to service domestic trends and address global shifts.

OUR SERVICES

Gladstone Marina

Our Marina is located on the Southern Great Barrier Reef and is perfectly positioned to explore the secluded anchorages, tropical islands and pristine coral reefs of the area. GPC is committed to creating an award-winning facility for yachting and boating activity that attracts visitors from around the world.

Gladstone Marina has been recognised as a “Best of Queensland Experience” by Tourism and Events Queensland. This is external recognition of consistent positive customer feedback and acknowledges GPC as positively enhancing people's experience in the community and region. This certification adds to the list of Marina accolades which also include a 5 Gold Anchor and Fish Friendly Industry accreditation.

We have committed to a further five years as naming right sponsor of the iconic Brisbane to Gladstone Yacht Race. The race celebrated its 76th year this Easter with a fleet of 36 Yachts starting the race. The race continues to be one of Australia's Flagship Ocean races, attracts an audience from around the world and is officially recognised as an Icon of Queensland. We are proud to extend our involvement as major sponsor for such an important Queensland and Gladstone event.

Over the period June 2023 - May 2024 the Private Marina Occupancy has averaged 84%, which is up 14% on prior year and a new record. Private occupancy this year peaked at 97% at the end of October 2023. Gladstone Marina and the marina industry expect continued high demand with increasing numbers of large boats being built and limited availability of marina berths.

We are looking to future proof the Gladstone Marina's long-term sustainability and ability to satisfy demand to continue to create value for our community. Our Marina Parklands continue to play key roles as both a buffer and much loved asset for the Gladstone community.

Gladstone Marine Pilot Services

We are one of Australia's premier pilotage services for safety, complexity and variability of pilotage movements. Gladstone Marine Pilot Services (GMPS) continues to provide pilotage services at three port precincts of Port of Gladstone, Port of Bundaberg and Port of Rockhampton.

During 2023/24, 1957 vessels visited our ports and GMPS pilots undertook 4724 pilot movements. GMPS also consists of the Pilot Launch Service.

Maritime Emergency Management

Under the direction of and with the approval of MSQ's Regional Harbour Master Gladstone and overseen by MSQ's Vessel Traffic Services, GMPS safely conducted the marine pilotage of a disabled LNG tanker *Cesi Qingdao* on 1 December 2023. GMPS pilots are well trained in dealing with emergency scenarios and had undertaken ship simulations for disabled ship towing previously at the Smartship Simulator in Brisbane. Prior to this non-routine manoeuvre, careful planning was undertaken, and appropriate risk controls were put in place, including the use of three pilots, seven tugs and daylight operations only for this towage. Towage operations were conducted successfully for the vessel from APLNG berth to the outer anchorage over a total distance of 22 nautical miles and at an average speed of five knots. As the vessel had main engine issues, further repairs were undertaken at anchorage before the vessel departed for a ship repair yard in Asia.

Digitisation Initiative

GMPS has continued to pursue efficiencies in their everyday operations, working to adopt the electronic Master Pilot Exchange. The digital plan will replace the traditional A3 paper plan which pilots complete and bring to their vessel movements. A Master Pilot Exchange is legally required to be conducted when a pilot boards a vessel prior to entry or departure. Being able to complete this electronically will allow for the vessel's Master and Bridge team to have access to the plan prior to the pilot boarding, assisting with the completion of the safety critical checklist. The electronic Master Pilot Exchange will enhance the shared mental model of the entire Bridge team and assist in minimising single person errors by including the entire team. The new platform will also remove the requirement for printing over 4000 colour plans each year.

Security

During the 2023/24 period, we made significant investments in our security infrastructure, including an expansion of card access controls and CCTV cameras across all ports. The targeted expansion of security infrastructure focusses on detecting and deterring criminal and anti-social behaviour in areas of greatest risk. The introduction of advanced technology such as CCTV number plate recognition has contributed to further securing our sites and facilities. GPC has worked closely with key security stakeholders including the Queensland Police Service and Australia Border Force in the detection and prosecution of criminal matters occurring within our operating footprint.

Information Systems

Enterprise Architecture

GPC has restarted our enterprise architecture practice to transform our organisation by providing a strategic framework that aligns IT initiatives with business objectives. This integration will ensure that our technology investments directly support our long-term goals, resulting in more efficient operations and reduced costs. By offering a holistic view of our IT landscape, enterprise architecture enables GPC to identify technology redundancies, streamline processes and eliminate outdated systems, thereby enhancing overall productivity. Additionally, the structured approach of enterprise architecture facilitates better decision-making, providing a clear roadmap for future technology deployments and upgrades, ensuring we stay agile and competitive in a rapidly evolving market.

Microsoft 365

In the past year, we have increased our use of Microsoft 365 across the organisation. Future phases will continue to enhance collaboration and productivity among our employees by better utilising Microsoft 365's comprehensive suite of tools such as Teams, SharePoint and OneDrive allowing collaboration in real-time, irrespective of employee location. The seamless integration of these tools aims to facilitate better communication, reduced email traffic, and allow for more efficient document management, contributing to a more streamlined workflow.

Cyber Security

GPC continues to adopt proactive measures to ensure best practice in relation to Cyber Security. During 2023/24 we achieved Australian Signals Directorate Essential 8 Maturity Level 1 as per its commitment to *Maritime Transport and Offshore Facilities Security Act 2003* (MTOFSA).

Responsible management of our ports

We continually seek to improve our environmental performance and where possible enhance the natural environment through innovative projects, partnerships and research.

OUR ENVIRONMENTAL COMMITMENT

Mission: To responsibly manage, develop and facilitate the prosperity of others through operating our port facilities and services in an economically, environmentally and socially sustainable manner. We recognise our port facilities and services are located in estuarine environments of high conservation value, and as such we have a responsibility to protect and preserve our environment. To meet our environmental responsibilities, GPC complies with environmental approvals for specific activities which may impact environmental values and cause environmental risk.

GPC has implemented an Environment Policy and is committed to:

- Developing and implementing an Environmental Management System certified to AS/NZS ISO 14001:2015
- Maintaining our certification and demonstrating continual improvement
- Operating in a manner that allows for sustainable development and minimises environmental harm to the port and surrounding areas
- Improving the level of awareness and understanding of our employees and the wider community
- Establishing environmental strategies in association with external stakeholders.

Memorandum of Understanding with Central Queensland University

GPC first signed a Memorandum of Understanding (MOU) with Central Queensland University (CQUni) in 2020. In March 2023, we signed a second MOU with CQUni, continuing to collaborate on new projects and combining resources to design initiatives that will benefit community and industry within the Central Queensland and Wide Bay regions. The priority areas that form the foundation for the agreement include:

- Engagement with First Nations People
- Environmental and Social Governance
- Research through the Coastal Marine Ecosystems Research Centre (CMERC)
- Workforce education and training
- Innovation and technology
- Future trade
- Decarbonisation.

GPC continues to work closely with CQUni to build regional capacity through education, training and research. Leveraging the expertise of leading marine, environmental and renewables experts to ensure we are implementing practices that seek to benefit the sustainability of our local regions, GPC and CQUni have formed seven working groups. Initiatives and outcomes related to the MOU are overseen by a joint Advisory Committee made up of nominated executives and subject matter experts from both organisations.

Facing Island

Beach Clean Ups

As an environmental management area, the overall health of Facing Island continues to be a top priority for GPC. Over two beach clean ups during 2023/24, volunteers collected over 75 bags of marine waste, weighing 487 kgs. Walking 18 kms of beach were both GPC employees and volunteers from the not-for-profit organisation, Tangaroa Blue, for this Reef Clean event. We are proud to have a three year sponsorship with Tangaroa Blue, working together to maintain one of our beautiful islands for future generations.

Environmental Surveys

GPC undertook a second environmental survey in August and September 2023 to gain an understanding and document the current status of environmental attributes on Facing Island, including their relative significance to local, regional and/or national biodiversity to guide the future management of Facing Island.

During this Spring survey and the previous Autumn survey, 298 flora species were observed including 67 exotic species and 13 conservation significant species. For fauna species, 169 were observed including four introduced, 23 conservation significant (11 of which were waders/shorebirds) plus 100 bird species, nine amphibians, seven mammals, 15 microbat and 16 reptiles. We have plans to undertake a third survey in the 2024/25 financial year, following fires that destroyed a third of the island in late December 2023. Results will be used to determine the impact of the fires on the local flora and fauna.

Bushfire Response

On 29 December 2023, a large grass fire started near Farmers Point on the north end of Facing Island. The fire spread quickly threatening our marine and land assets on the island and the small community of Gatcombe Heads to the south. On 30 December 2023, Queensland Fire and Emergency Services made a formal request for assistance to GPC to provide a dozer and operator, to create fire breaks between the fire and community of Gatcombe Heads.

GPC's rapid response contributed to ensuring that the fire did not breach containment lines and subsequently reduced the threat to lives, property and the environment over the Christmas – New Year period.

Maintenance Dredging

We have continued our diligent stewardship of channel infrastructure at the ports of Gladstone, Bundaberg and Rockhampton. All channels in Gladstone were maintained to design depths while works in Bundaberg were able to achieve an increased depth declaration from the Regional Harbour Master. The two successful campaigns took place from 9 August to 11 September 2023 in Gladstone and 20 to 30 April 2024 in Bundaberg.

In 2023, the Department of Climate Change, Energy, Environment and Water (DCCEEW) approved 10 year Sea Dumping Permits for both the Ports of Gladstone and Bundaberg. As part of the approval process, DCCEEW endorsed both supporting Long Term Maintenance Dredging Management Plans. This result was a fantastic collaboration between GPC's Marine Operations and Environment teams, ensuring our channels will remain accessible for our customers for the years ahead.

The Technical Advisory Consultative Committee meetings were held in June 2024, providing stakeholder engagement for ongoing success of the activities.

Capital Dredging

Scoping studies of the Northern Trade Precinct have continued with the drafting of several new proposed channel and berth concepts, followed with preliminary ship simulations by GMPS pilots to confirm proposals are navigable.

Geotechnical investigations are scheduled for the near future and will further inform these studies and improve budget forecasting with greater surety around the design capacity of wharf and channel structures. Final landform of the reclamation precinct is also being determined to best suit GPC and our customer's needs.

Consideration for storm water management is also underway to ensure we develop an environmentally and socially acceptable precinct while serving the Gladstone community for decades to come.

Sustainable Sediment Project

The Sustainable Sediment Management Project builds on our knowledge of sediment movement in the Ports GPC operates. Following the completion of a conceptual sediment budget, various assessments were undertaken to identify options to avoid or reduce maintenance dredging and disposal activities, or to beneficially reuse the dredged material.

The options assessments took into account the varying physical properties of the sediment that accumulates within the channels, berths and basins in the Ports. The options were evaluated through a rigorous consultation process which selected options worth progressing to detailed feasibility studies. In the Port of Gladstone two options deemed feasible have been progressed through to trial phase.

The project demonstrates how we are implementing the relevant aspects of the Maintenance Dredging Strategy, as an action from the Reef 2050 Long-Term Sustainability Plan. It also highlights how GPC is progressing with the ultimate goal of achieving a robust, well considered, long-term solution for the management of maintenance dredging sediment. Subsequently this level of knowledge will provide more certainty and efficiency in future maintenance dredging approval applications.

Seawall Habitat Enhancement

Mangrove trials through the Seawall Habitat Enhancement study have shown positive results to date, with GPC looking to scale up the project aiming to investigate the viability of creating new intertidal sediment habitat adjacent to reclamation areas. PhD candidate and Ecological Engineering scholarship recipient, Rory Mulloy, is one of two researchers driving the trial project. This investigation includes assessing the incorporation of 'Working with Nature' principles into the development of port infrastructure, where habitat creation is considered during the planning and construction phases. Key habitats being assessed include mangrove, oyster and seagrass. In a busy multi-commodity port such as Gladstone, seawalls are essential for protecting cargo ships, marine and port infrastructure, recreational boats and fishing vessels, and coastal community infrastructure from the elements.

Fine-grained Sediment

In November 2023, DCCEEW approved a large-scale sediment-saving project (estimated at around 2000 tonnes), as part of a fine sediment offset initiative to be implemented by GPC. This project aims to contribute to the Reef 2050 Water Quality Improvement Targets by reducing sediment loads entering the Great Barrier Reef. The proposed restoration activities will include bank re-profiling, revegetation, stock fencing and ongoing maintenance on a property in Raglan. The project is scheduled to commence in the fourth quarter of 2024.

Community engagement and investment

We collaborate with the community through proactive communication, engagement, environmental education and projects to improve the region's prosperity. GPC is a significant investor of both monetary and in-kind support in the local port communities of Gladstone, Rockhampton and Bundaberg. As a Government Owned Corporation, we manage all community investments in a responsible and ethical manner, ensuring that any investment aligns with our values and corporate objectives.

Community Benefit Program

During the 2023/24 financial year, GPC injected over \$330,000 into the community through community support, donations and community and strategic partnerships. We supported multiple initiatives across Gladstone, Rockhampton and Bundaberg during the financial year with support ranging from funding new equipment to providing free activities through various not-for-profit groups for our port communities.

Community Collaboration

GPC is proud to collaborate with the community and provide venues and support for a number of community events and initiatives. In the last financial year GPC has proudly supported the community in many ways including:

- Integreat Queensland started their regular picnics at Spinnaker Park
- Capricorn Helicopter Rescue Services had their Community Open Day.

Our Parklands hosted a number of events including:

- CQ Beer and Cider Festival (raising funds for the Gladstone Harbour Festival)
- Colour Me Capricorn Fun Run
- Queensland Symphony Orchestra's Symphony Under the Stars free public concert was facilitated at GPC's Marina Main Stage
- Mayor's Carols
- Gladstone Regional Council's New Year's Eve festivities
- The Gladstone Harbour Festival and Easter in Gladstone celebrations
- Boyne Tannum Hook Up Gladstone Satellite Weigh In
- Labour Day Picnic
- Variety Jek Trek
- Brisbane to Gladstone Yacht Race.

Port to Park Fun Run 2023

Our major community event, the Port to Park Fun Run, is held annually each August and supports local schools and a community beneficiary in Gladstone. The largest donation in Port to Park history was made in August 2023 with GPC awarding \$50,000 to two worthy Central Queensland groups. Roseberry House and Youth Insearch Foundation were chosen as the 2023 Port to Park community beneficiaries, for their outstanding commitment to transforming the lives of vulnerable youth in our community. Both groups received an equal share of the \$50,000 in funding. The funding enabled both groups to expand their services and develop new initiatives including Roseberry's new Homeless Hub on Hanson Road – a first point of access for people struggling to find housing or facing homelessness. GPC is proud to provide funding that will bolster efforts in providing much-needed assistance and guidance to at-risk youth in the Gladstone region and make positive change for the future. As part of the Fun Run, 28 local schools were supported with more than \$18,767 to use for health, sport and recreation equipment and materials, such as sports gear or school breakfast clubs. On race day over 2,500 pairs of feet took to the course – running, walking or skipping either 3 or 10km.

Hydrogen Grand Prix

In September 2023 GPC supported the Faith Baptist Christian School Hydrogen Grand Prix team activity through the Community and Strategic Partnerships category. As the Australian National winners, the team named Faith and Furious headed to Las Vegas to compete in the Hydrogen Grand Prix World Final against 26 teams. The team came fifth at world finals in 2023 and recently claimed the Local title again for 2024. They now set their sights on Anaheim, California where the world final will be held for 2024.

Brisbane to Gladstone Yacht Race

Queensland's oldest race, the Brisbane to Gladstone Yacht Race set sail for the 76th year in March 2024 with the help of a major commitment from GPC – a contribution of \$300,000 to the Queensland Cruising Yacht Club over the next five years. We are honoured to be playing a major role in Australia's second biggest yacht race, which is an Easter tradition for both the Gladstone region and Queensland. GPC provides free berthing to all entrants, access to all premium facilities and a complimentary shuttle bus service operating around the clock. GPC also provides significant in-kind support including berthing yachts after the race. Competitors embarked on a 308 nautical mile (570km) journey on Good Friday, sailing from Brisbane's Redcliffe to the finish line in Gladstone Harbour. The sponsorship is provided through our Profile Partner category in our Community Benefit Program.

Bundaberg OceanFest

GPC has continued to work with the Bundaberg Sunrise Rotary Club on delivering OceanFest since it began in 2017. OceanFest showcases and promotes the foreshore precinct and businesses in and around the Port and to celebrate Bundaberg's strong connection to the sea. During the financial year GPC sponsored the Reef Room to provide education from GPC experts. The Reef Room hosted several public presentations that visitors could attend, and GPC organised a colouring in competition for all the budding artists to the event. The event attracts thousands of attendees every year.

Organisation culture & employee engagement

We foster an organisational culture based on inclusion, diversity, belonging performance and employee experience to build capability for the future.

OUR PEOPLE

Our workforce	
Number of employees	796 (777.37 Full Time Equivalent)
Full-time	95.22% (758 employees)
Part-time, job-share and casual	4.77% (38 employees)
Male employees	78.77% (627 employees)
Female employees	21.23% (169 employees)
Staff turnover rate 2023/24 (Including voluntary, involuntary and end of contract)	9.67% (77 people)
Voluntary turnover rate 2023/24 (Includes retirees and resignation)	6.66% (53 people)
Identify as Aboriginal and Torres Strait Islander People or Australian South Sea Islander People	5.53% (44 employees)
Number of apprentices and trainees	58
Average age of workforce (including apprentices and trainees)	45.7 years

Table 3: Our workforce as at 30 June 2024. (Figures rounded)

Apprentice & Trainees

GPC had a total of 58 apprentices and trainees from first to fourth year during 2023/24 financial year, showing a strong commitment to training and development. A total of 21 graduated at the end of 2023. GPC's annual Apprentices and Trainee Awards ceremony was held in November 2023 celebrating their achievements and learning journeys as a collective. Apprentices and trainees were awarded across fifteen categories, including: Drafting, Mechanical, Diesel Fitting, Building Trades, Parks, Electrical and Refrigeration.

In January 2024, the next generation of tradespeople began their journeys with us at GPC. The new cohort included 16 new recruits. The Apprentices and Trainees have an invaluable opportunity at GPC to learn their chosen trade under the guidance of our skilled supervisors and mentors. The successful apprentices were selected from more than 500 applications – reflecting a strong interest in training at GPC. Safety is at the forefront of their inductions with the apprenticeships equipping the future tradespeople with world-class skills to expand their horizons. The intensive program includes exposure to a variety of port area rotations, equipment and a priority focus on safety in the workplace. The apprentices and trainees will spend up to four years at GPC, learning their chosen trade.

HEALTH & WELLBEING

Mental Health Strategy

GPC is dedicated to fostering a psychologically safe workplace for employees, and since launching the organisations first Mental Health Strategy in November 2022 has taken key steps to implement the five-year Strategy. The Mental Health Strategy provides an integrated approach to protecting the mental health of employees, promoting psychological safety and wellbeing, supporting employees with mental health conditions, while exploring the issue of domestic family violence.

During the 2023/24 financial year GPC was proud to see the continuation of the mental health focus group, Peer Support Program, employee wellness programs and a range of training and support services. GPC's own Onsite Psychologist, facilitated by Gryphon Psychology, relocated to the Gladstone Marina to ensure increased comfort and accessibility for those utilising the service.

Psychosocial Legal Representatives

A working group was established in 2023 and expanded in February 2024 to include subject matter experts from Safety, Health and Wellbeing and Human Resources. This multi discipline team is driving the strategy to ensure psychosocial risks are managed effectively. The working group is sponsored by the Executive General Manager Safety and ESG and Executive General Manager People.

Significant work has already been completed to ensure that psychosocial risks are being managed. There is more work to be completed. A detailed strategy and execution plan is being built and compliance with the Code of Practice is fundamental to ensuring success. The plan is well underway with some significant opportunities already taken to manage the risks.

Governance, ethical and transparent behaviour

We advocate leadership, cultural integrity, ethical and lawful behaviours, appropriate risk management, stewardship, transparency and responsible decision making through our code of conduct, policies and management systems.

Internal audit assurance and continuous improvement team

In June 2022, GPC established the Audit, Assurance and Continuous Improvement (AACI) team, who, along with the outsourced internal audit team, provide audit reports to the CEO and the Board's Audit and Risk Committee (ARC) in accordance with the GPC Annual Internal Audit Plan. AACI and Internal Audit exist principally to provide the Board, ARC and the CEO with assurance over internal controls to mitigate relevant strategic, operational and process level risks, whilst identifying improvement opportunities. Audit findings are openly shared with the Queensland Audit Office and AACI monitors implementation of audit recommendations. This financial year the AACI team finalised six audit reports as well as a number of management initiated reviews and assurance activities, with four audits currently in progress, including three being completed jointly with the outsourced internal audit team. The outsourced internal audit team has completed six audit reports in the financial year with two in progress.

Collaboration with Queensland Audit Office (QAO)

GPC recognises the importance of the contribution of the Queensland Audit Office (QAO) to ensure effective governance and compliance, in relation to both financial and non-financial issues. The collaborative nature of the QAO's engagement continues to ensure that the established strong relationship is maintained.

BOARD OF DIRECTORS

ADRIAN NOON | M. Pub. Pol. ANU, B. Econ. Hons 1st class UQ; B.Bus (Comm.) QIT
Chair

Member – People, Performance and Culture Committee & Audit and Risk Committee

Adrian brings over 40 years' experience and a broad range of skills including economic, policy, corporate strategy, governance, crisis management, sustainable development, corporate Social Responsibility, project advisory and business planning advice. He has run his own economic advisory business for over 10 years focusing on economic regulation, policy advisory, commercial analysis and strategy, and project analysis. He has been involved at both the Queensland and Commonwealth Government levels with fiscal policy, intergovernmental relations, GOCs, infrastructure, planning, commercial negotiations, and project development. Adrian has published a number of academic papers related to economic issues and is heavily involved in Queensland softball. He is a Graduate of the Australian Institute of Company Directors, and member of the Economic Society of Australia – Queensland Branch.

First appointed June 2024 | Current term 1 June 2024 – 31 May 2028

RYL GARDNER | BA (Econ & IR), GDip Management, GAICD, MAHR
Director

Chairperson – People, Performance and Culture Committee

Ryl is an experienced leader and HR executive who has worked across a range of government sectors and industries, from mining and manufacturing to tourism. She has also run her business performance and management coaching firm for more than 20 years. As one of the first female professionals in Central Queensland's coal mining industry, Ryl remains a passionate advocate for the region with strong family ties to Gladstone. Ryl holds a number of advisory and mentoring roles at CQUniversity, including member and chair of the CQUniversity Gladstone Region Growth and Advisory Group since 2010. Ryl is focused on advocating for people and regional communities and shaping GPC and its workforce for sustainable future growth. She is a Graduate of the Australian Institute of Company Directors and a member of the Australian Institute of Human Resources.

First appointed October 2021 | Current term 1 June 2024 – 31 May 2028

GRANT CASSIDY OAM | FAICD

Director

Chairperson – Audit and Risk Committee

Grant is an experienced Company Director and long-term resident and business owner in Central Queensland. For the past 22 years, Grant has been Managing Director of his private businesses, operated under the Cassidy Hospitality Group banner. Grant's previous 15-year career in the media industry has provided him with an in-depth knowledge of sales, marketing and media management. As a very active and long-term contributor to the area's community organisations, Grant was Chair of Capricorn Enterprise (the region's peak Tourism and Economic Development organisation) for 10 years, as well as a former serving Board Director at Tourism Queensland, where he also chaired their Audit and Risk Committee. He also served on the boards of CQ University and Rockhampton Girls Grammar School. Grant is the current Chair of Regional Development Australia – Fitzroy Central West Region, Vice Chair of Beef Australia and Chair of the Rockhampton Salvation Army Red Shield Business Appeal Committee. He is a Fellow of the Australian Institute of Company Directors, Director of the Northern Australia Infrastructure Facility (NAIF) and chairs their People and Remuneration Committee. Grant is also Managing Director of GRC Pastoral which operates a beef cattle and broadacre farming operation.

First appointed October 2015 | Current term 13 October 2022 – 30 September 2025

PETA JAMIESON | BA (Hons), MScEnvMgt, GradCertBA, GAICD

Director

Member – People, Performance and Culture Committee

Peta has extensive experience in Queensland State Government, Brisbane City Council, the Local Government Association of Queensland, and is the director of her own management consultancy. She has extensive executive and operational experience and a clear understanding of how government and its policies and processes work. Peta is a strong advocate for the Bundaberg and Wide Bay Burnett region. She is actively involved with community, commercial and government bodies. She is also Chair of the Wide Bay Hospital and Health Board and member of its Finance Committee, Executive Committee, Audit and Risk Committee and Safety and Quality Committee.

First appointed October 2015 | Current term 13 October 2022 – 30 September 2025

MELODY INGRA | B.Ed. (Education)

Director

Member – People, Performance and Culture Committee

Melody is a proud Gooreng Gooreng / Wakka Wakka woman from Yallarm (Gladstone). An experienced Teacher and Company Director with over 25 years practical experience across various industries, government sectors and NGO's. Melody is currently the National Cultural Liaison for Goodstart Early Learning and Chairperson of the Aboriginal and Torres Strait Islander Community Controlled Health Service. She has worked in the education sector for over 25 years as a Teacher, Educator, Principal Project Officer and Indigenous Educator Advisor. She was an inaugural Coach for the Indigenous Women in Leadership program and has delivered Aboriginal Cultural Awareness to over 1000 people across the nation. Melody is actively involved in First Nations communities across Queensland, with strong connection to Gladstone being born and raised there as a Traditional Custodian, with family ties to the region.

First appointed October 2022 | Current term 13 October 2022 – 30 September 2025

ANNETTE WOODS | BE (Engineering - Civil)

Director

Member – Audit and Risk Committee

Annette is a senior executive leader with an extensive career in project delivery and business transformation within industries spanning across shipping ports, rail, logistics, mining and technology, in both government and private sectors. As a previous Executive General Manager of both Sydney Ports Corporation and Newcastle Port Corporation, Annette brings experience including overseeing development of Port Botany's third container terminal and master planning for expansion of the Port of Newcastle. In 2011 Annette successfully led port and rail capacity growth for a multinational mining and resources company, across the ports of Abbott Point, Hay Point and Gladstone, Queensland. Her previous governance roles include membership of a global company's mining and metal capital investment committee, overseeing investment decisions and delivery for major projects in Australia, South America and Canada. Annette has held both Head and Vice President roles in strategy, business transformation and project management. She has led global value driven cost reduction, productivity and cultural change programs. Annette is a regular mentor with the Queensland Resources Council's Women in Mining & Resources mentoring program and holds a Bachelor of Engineering (Civil) from the University of Adelaide.

First appointed October 2023 | Current term 1 October 2023 – 30 September 2026

DEIRDRE SWAN | LLB (Laws)

Director

Member – People, Performance and Culture Committee

Deirdre has led an extensive career spanning over 45 years in the area of industrial relations in both Queensland and at a national level. Deirdre holds the degrees of a Bachelor of Arts (major Economics) and a Bachelor of Laws from Queensland University. In 1990, Deirdre was admitted as a Barrister in the Supreme Court of New South Wales. Deirdre is recognised as the first female organiser in the Australian Workers Union who then went on to become an elected National Vice President of the Union. Deirdre was appointed to the Queensland Industrial Relations Commission in 1990 as a Commissioner and later was appointed Deputy President of the Commission. Also during this period, Deirdre was appointed to the position of a Deputy President of Fair Work Australia. Both positions were held simultaneously. After retirement from these positions, Deirdre was appointed as an Acting Magistrate in the Queensland Magistrates Court. Deirdre was often a guest lecturer at three major Brisbane Universities and other bodies on industrial relations matters. During 2022, Deirdre, together with two other industrial relations specialists undertook the review of the current Queensland Workplace Health and Safety Act. Deirdre has often provided mentorship to women in leadership roles. She is also a member of the Australian Association of Women Judges.

First appointed October 2023 | Current term 1 October 2023 – 30 September 2026

PREVIOUS DIRECTORS

Dr Anthony Lynham BDS _c BMED (HONS), FRACDS (OMS) FRCS ED, GAICD	First appointed August 2021 Resigned 31 May 2024
Dr Poya (PJ) Sobhanian BDS _c (UQ), GAICD	First appointed October 2020 Term expired 30 September 2023
Dr Prins Ralston DJS, LLM, LLB, BBus (ACC), BBus(Comp) FCPA, FAICD, FACS	First appointed October 2020 Term expired 30 September 2023
Paul Heagney BCom, GDipAppFinInv	First appointed October 2020 Term expired 30 September 2023
Paul Binsted BEc. and LLB	First appointed December 2022 Resigned 19 December 2023

EXECUTIVE LEADERSHIP TEAM

KIM GEBERS

Acting Chief Executive Officer
25 July 2024 – Current

CHARLEEN RILEY

Acting Chief Financial Officer
3 November 2023 – Current

ROBERT TORRISI

Acting Chief Operating Officer
25 July 2024 – Current

BRETT SMITH

Acting Executive General Manager People
1 July 2024 – Current

BEN HAYDEN

Executive General Manager Asset Management
1 November 2022 – Current

SHARAD KOHLI

Executive General Manager Marine Operations
1 February 2023 – Current

RICHARD HAWARD

Executive General Manager Safety & ESG
1 November 2022 – Current

ASHLEY DINNING

Executive General Manager Trade and Development
6 January 2023 – Current

Note: Craig Haymes was engaged as Chief Executive Officer from 1 May 2022 until 24 July 2024.

Note: Jane Blackbourn, engaged as Executive General Manager People, is currently on parental leave.

Note: Jenelle Druce, engaged as Chief Financial Officer, is currently on leave.

Note: Keah Rose was engaged as Acting Executive General Manager People from 22 January 2024 until 26 June 2024.

Note: Robert Torrissi was engaged as Acting Chief Operating Officer from 14 January 2024 until 1 June 2024, while substantive Chief Operating Officer was on leave.

CORPORATE GOVERNANCE

On 13 March 2008, Central Queensland Port Authority (CQPA) was renamed Gladstone Ports Corporation. On 1 July 2008, Gladstone Ports Corporation converted to a Government Owned Corporation (GOC), constituted under the provision of the *Government Owned Corporations Act 1993* (Qld) (GOC Act) and became Gladstone Ports Corporation Limited (GPC) as part of this process. Port Alma also assumed a new trading name, Port Alma Shipping Terminal. On 1 November 2009, the Port of Bundaberg was transferred to GPC, having been a wholly owned subsidiary of the Port of Brisbane Corporation. On 1 March 2022, management of the Port of Maryborough was transferred to GPC.

GPC is a public company incorporated under the *Corporations Act 2001* (Cth) and subject to the requirements of the GOC Act. Gladstone Marine Pilot Services Pty Ltd (GMPS) is a company incorporated under the *Corporations Act 2001* (Cth) and is also subject to the GOC Act as a wholly owned subsidiary of a GOC. GPC owns all the shares in GMPS. The former GPC subsidiary company Gladstone WICET Operations Pty Ltd (GWO) was deregistered on 13 June 2018.

The Queensland Government is the owner of all shares in GPC. These shares are held equally by two shareholding Ministers:

- Deputy Premier, Treasurer and Minister for Trade and Investment, the Hon. Cameron Dick MP
- Minister for Transport and Main Roads and Minister for Digital Services, the Hon. Bart Mellish MP.
Note: The Hon. Mark Bailey MP held the position of Minister for Transport and Main Roads and Minister for Digital Services from 1 June 2023 to 17 December 2023.

GPC is committed to adopting appropriate practices in sustaining economic, environmental and socially focused operations, whilst being consistent with the Queensland Government's Sustainability and ESG reporting requirements. As a Government Owned Corporation, GPC subscribes to a corporate governance framework designed to incorporate the following eight ASX Corporate Governance Principles 4th Edition.

CORPORATE GOVERNANCE PRINCIPLE	DESCRIPTION — GOVERNANCE COMMITMENT
Lay solid foundations for management and oversight	Through its organisational design, policies and procedures, GPC clearly delineates the respective roles and responsibilities of its board and management and discloses how their performance is monitored and evaluated.
Structure the Board to be effective and add value	The Board consists of an appropriate size, composition, skills, commitment and knowledge of the organisation and the industry within which GPC operates, to enable it to discharge its duties effectively and to add value.
Instil a culture of acting lawfully, ethically and responsibly	GPC instils and continually reinforces a culture across the organisation of acting lawfully, ethically and in a socially responsible manner.
Safeguard the integrity of corporate reports	GPC establishes formal and rigorous processes to validate the quality and integrity of its corporate reporting.
Make timely and balanced disclosure	GPC makes timely and balanced disclosure of all matters that have a material effect on the way in which it conducts its operations.
Respect the rights of security holders	GPC provides its shareholders with appropriate information and facilities to allow them to exercise their rights as owners effectively.
Recognise and manage risk	GPC establishes a sound risk management framework and periodically reviews the effectiveness of that framework.
Remunerate fairly and responsibly	GPC designs a remuneration model to attract, retain and motivate high-quality senior executives and employees and to align their interests with the creation of value for shareholders over the short, medium and longer term.

Through its Corporate Governance Framework, GPC is committed to demonstrating effective leadership and accountability in delivering prudent and efficient outcomes aligned to its corporate objectives. Sound and effective governance at GPC will be underpinned by the foundations of:

- Solid corporate performance — our governance framework helps to achieve our corporate performance objectives across all focus areas of the Corporation
- Accountability — we are held to account under our governance framework, for regulatory and policy compliance, enterprise risk management and corporate conduct based on transparency and integrity.

The GPC Enterprise Risk Management Framework is guided by the principles of ISO 31000 (Risk Management). The framework focuses on the adoption of an enterprise wide system and establishes a standard consistent with ISO 31000. Our strategy setting and business planning cycle engages its Board and Executive Management Team on a cyclical basis to review the strengths, weaknesses, opportunities and threats affecting, or likely to affect, GPC. This process is supported by an ongoing process of reviewing and setting GPC's risk appetite, in consultation with our key stakeholders and shareholders.

GPC's extensive and comprehensive risk management framework has been developed to guide decision-making, to allocate resources to the level of risk which is considered acceptable and the requirements for escalation and reporting. The Risk Appetite Statement is a 'trigger for decision-making, escalation and reporting (as applicable) versus being a 'rule-based parameter'.

COMMITTEE MEMBERSHIP

The Board established an Audit and Risk Committee (ARC) and a People Performance and Culture Committee (PPCC). Memberships of the Committees are:

- **Audit and Risk Committee (ARC):** Grant Cassidy OAM – Chairperson, Adrian Noon, Annette Woods
- **People, Performance and Culture Committee (PPCC):** Ryl Gardner – Chairperson, Adrian Noon, Peta Jamieson, Deirdre Swan, Melody Ingra.

PRINCIPLE 1: Lay solid foundations for management and oversight

Our Directors are appointed by the Governor in Council, pursuant to the GOC Act. No director is subject to retirement by rotation. The Board is supported by two sub committees, the Audit and Risk Committee (ARC) and the People Performance and Culture Committee (PPCC). The criteria for Board membership are in accordance with the GOC Act.

Roles and responsibilities of the Board

The Board provides leadership and sets the strategic objectives of GPC. The Board assumes overall responsibility for corporate governance practices within GPC and monitors the performance of the corporation, its management and employees. The Board, in conjunction with the CEO, establishes and implements GPC's operational, financial and strategic direction as outlined in the one year (SCI 2024–2025), five years (Corporate Plan 2024–2029) and long-term plans. Ongoing Government, customer, community and employee consultation assists the Board to enact the corporate objectives defined in these plans.

Induction of new members and continuing professional development

A comprehensive Directors' induction is carried out for new Directors appointed to the Board. This includes a site visit to familiarise new Directors with our operations. As part of the induction process, information and briefings are also provided. These cover enabling legislation, corporate planning documents, relevant policies and detail of Board administrative arrangements. Directors are kept advised of relevant industry related seminars and conferences available to update their skills and knowledge. Directors are also encouraged to attend workshops and seminars as part of a continuing professional development policy to enable them to undertake their role effectively.

Our organisation

The organisational structure is the framework within which GPC makes responsible, accountable decisions, supported by expert advice and the assurance provided by internal and external audit services. The CEO leads the management team and is responsible for GPC's organisational structure. The structure is approved by the Board. The CEO is directly responsible to the Board for the administration of the organisation.

CEO and Executive Leadership Team Performance Review

In accordance with Corporate Governance Guidelines for GOC's and GPC's Corporate Governance Framework, probation reviews for new executives (where applicable) and performance plans were conducted periodically throughout the 2023/24 year for the CEO and Executive Leadership Team.

PRINCIPLE 2: Structure the Board to be effective and add value

Board meetings

The Chair and CEO discuss and finalise the agenda for each meeting; standing items may include:

- Apologies, declarations of interest or pecuniary interest and minutes of previous meetings
- Management action list
- Director Interactions

- Matters for decision
- Matters for discussion including monthly executive reports
- Strategic topic
- Correspondence.

Meetings may include presentations by GPC employees or invited guests. Board papers are circulated in digital format one week before the meeting to provide sufficient time for review of agenda items and enable Directors to request additional information to support them in their decision-making.

Board committees

The Board may delegate its powers to a committee of Directors. GPC has two committees: Audit and Risk Committee (ARC) and People, Performance and Culture Committee (PPCC). One director on each committee is appointed Committee Chairperson by the Chair of the Board. Elected Management personnel also attend these meetings. GPC's external and internal auditors have a standing invitation to attend Committee meetings.

Director independence

Each Director must declare their material interests to GPC, to allow for the identification of any areas of activity that may lead to a conflict of interest. A declaration of Directors' other interests is a standing agenda item at the commencement of every Board and Committee meeting. Directors absent themselves from meetings while any matters of potential conflict of interest are discussed. In accordance with its Charter, the Board (at least annually) ensures that the independence criterion as set out in the Charter is satisfied for each director.

The following materiality thresholds apply to the above definition of independence:

- A material professional advisor or consultant is one whose fees to GPC in a financial year exceed \$100,000
- A material supplier is one whose sales to GPC in a financial year exceed 2% of the value of GPC's total purchases including capital expenditure
- A material customer is one whose purchases from GPC in a financial year exceed 2% of GPC's gross revenue
- A material contractual relationship, other than any of those described above, is one in respect of which the consideration payable under the contract exceeds \$100,000.

Materiality is assessed on a case-by-case basis from the perspective of both GPC and the relevant director having regard to the director's individual circumstances.

Gaining independent advice

Independent professional advice at GPC's expense is available to the Board and individual Directors to assist them in carrying out their designated duties.

Board performance review

The Board, as part of its governance process, has committed to ensuring it regularly reviews its collective skills and performance. The Chair conducts a review of Board skills annually to identify current and future needs. Performance of the Board, its Committees and individual Directors are reviewed and evaluated annually.

Directors participate in these processes, with an externally verified board skills matrix provided to the Chair for consideration. An annual Board Performance Evaluation is also conducted in June each year for feedback to Directors in September. The Board Performance Evaluation provides insight to how the Board is meeting its objectives and highlights areas for continued focus. Reports are provided to shareholding Ministers on the outcome of both the annual board skills review and board performance evaluation. Whilst the Chair does not himself have the right to appoint Directors, it is acknowledged that shareholding Ministers consider this feedback and collective board skill requirements when appointing Directors.

Directors' attendance at 2023/24 Board meetings were in accordance with their individual terms of appointment to the Board. Details are disclosed within the Notes to the Accounts.

GPC's ethical standards such as the Code of Conduct, Fraud and Corruption Policy, Enterprise Risk and Resilience Policy, and the means by which we implement them, form part of the induction for all new Board members and employees. Updates are provided as new policy developments occur and as part of our CEO's annual business update sessions. Policies are available on the GPC intranet.

PRINCIPLE 3: Instil a culture of acting lawfully, ethically and responsibility

Code of Conduct

A Code of Conduct has been developed and formally adopted by the Board. The code gives detailed advice on the responsibility and accountability of individuals for reporting and investigating reports of unethical practices. It also provides comprehensive examples to illustrate application of the code. Employees are reminded of their obligations under the code during annual business update sessions presented by the CEO. The code reflects the requirements of the *Public Sector Ethics Act 1994* (Qld).

Fraud and corruption prevention

Fraud and corruption prevention applies to all our Directors and employees. A policy was developed to assist management and employees in the discharge of their responsibilities by setting out the procedures for managing fraud and corruption.

The Company Secretary is the Fraud Control Officer for the purposes of the policy. All incidences of theft and related activity are reported to the Audit and Risk Committee by the Fraud Control Officer on a regular basis for consideration of fraud control initiatives. Online training is available to employees, who are also reminded of their obligations under this policy at the annual business update sessions.

Procedure on Public Interest Disclosure

The *Public Interest Disclosures Act 2010* (Qld) (PID Act) came into effect on 1 January 2010. The PID Act creates an obligation on GPC to implement reasonable procedures to deal with Public Interest Disclosures (PIDs). As stated in GPC's PID Procedure, GPC is committed to creating and maintaining a workplace where strong ethical standards are upheld and displayed through employee behaviour. This includes the reporting and management of misconduct and reprisal, legally referred to as a Public Interest Disclosure (PID).

The PID Procedure outlines that the Company Secretary is the PID Coordinator for the purposes of the Procedure and GPC as a whole. GPC's PID Procedure outlines how to determine if a PID exists, how to make a PID, how to record a PID, how the PID is assessed and how to manage that PID. All PIDs and related activities are recorded by the PID Coordinator in a PID Register for audit purposes and reported to the Audit and Risk Committee on a regular basis.

GPC's Whistleblower's reporting Hotline

All suspected and actual misconduct and reprisal action must be reported in accordance with the PID procedure. Under GPC's Code of Conduct, all employees are required to report any reasonably based suspicion of theft, fraud, assault, corruption and/or official misconduct to their manager, another appropriate officer of GPC, the PID Coordinator or through GPC's confidential reporting Hotline (1800 693 362), or through the Crime and Corruption Commission. While GPC's Whistleblower reporting Hotline is intended primarily to be a service for employees, contractors and customers of GPC, the same reporting channel is available to the community, to raise issues and concerns. No calls to the Hotline will be dismissed on the basis of their source. The service is provided externally by Core Integrity.

Right to information and information privacy

During the reporting period, GPC received three requests for information in accordance with the *Right to Information Act 2009* (Qld) and *Information Privacy Act 2009* (Qld). One request remained open on 30 June 2024.

PRINCIPLE 4: Safeguard the integrity of corporate reports

The Audit and Risk Committee is attended and assisted by the CEO and the CFO. The internal and external auditors are invited to attend Committee meetings to present relevant reports and to openly discuss any concerns with the Committee, without management influence.

The responsibilities of the Audit and Risk Committee include, but are not limited to:

- Following the internal audit charter, and overseeing the internal audit and compliance functions of GPC
- Making recommendations on the results of various internal audit reviews carried out throughout the year
- Making recommendations based upon the reports of the external auditors
- Reviewing and approving the annual financial statements.

The Audit and Risk Committee operates under a charter established by GPC's Board. During 2023/24, the Committee reviewed and observed the terms of its charter and had due regard to Queensland Treasury's Audit Committee Guidelines.

External audit arrangements

GPC, in accordance with the *Auditor General Act 2009* (Qld), engages the Queensland Audit Office (QAO) as its external auditor. The Auditor-General of Queensland, an independent Officer of Parliament, is the external auditor of government public sector entities in Queensland. The independence of the position, mandated by law, means that the Auditor-General and staff of the QAO have unfettered access to government entities and can examine and report to Parliament on the efficiency and effectiveness of any aspect of public sector finances and administration.

QAO officers conduct regular reviews and assessments of GPC's internal control environment, including financial management. Implementation of the QAO's recommendations targeting improvements to GPC's financial and related processes and systems are closely monitored by the Audit and Risk Committee and the executive management team.

The QAO has conducted its annual independent assessment of GPC's finances and operations and concluded that the general purpose financial statements contained in this annual report present a true and fair view of GPC's financial position as at 30 June 2024.

Internal audit

Internal audit is an independent function that assists the Board and management in the effective discharge of their responsibilities.

The Audit and Risk Committee defines the internal auditors' scope of work through establishment of an annual internal audit plan.

The Committee also reviews the reports of the internal auditors and assesses their quality of work. Deloitte was appointed GPC's internal auditors from 1 January 2021 with the contract expiring on 31 December 2024.

Dividend policy

GPC's Dividend Policy takes into account the return that shareholders expect from their investment and the ongoing capital investment requirements of our business. In 2023/24 the Board resolved to make a dividend payment of 100% of adjusted net profit after tax.

Records management

GPC is aware of its responsibilities under the Public Records Act 2002 (Qld) and is ensuring that it meets the minimum recordkeeping requirements in accordance with the 6 foundational principles in QSA's records governance policy. This will ensure that operational business needs, legal, evidential and accountability requirements are met and stakeholder expectations are fulfilled. GPC is currently reviewing its Records Management framework for continuous improvement outcomes.

PRINCIPLE 5: Make timely and balanced disclosure

Corporate planning and disclosure

GPC presents an annual SCI and 5 year Corporate Plan to shareholding Ministers annually. The SCI forms the basis of the agreement between GPC and shareholding Ministers. Performance reports are presented quarterly to shareholding Ministers. Reports against key performance indicators are provided to the Board on a monthly basis. In addition, the CEO regularly advises the shareholding Ministers' departments on developing projects and GPC's proposed actions. This is also supported through written briefings as required.

PRINCIPLE 6: Respect the rights of shareholders

This principle requires GOCs to respect the rights of shareholding Ministers and their representatives, having regard to the requirements of responsible government. As a GOC, GPC at all times seeks not only to comply with statutory and legal requirements but to go beyond where relevant. GPC provides the shareholding Ministers with regular reports and engages closely with the various departments within the ministerial offices. In addition, GPC publishes information about its governance and operations on its corporate website.

PRINCIPLE 7: Recognise and manage risk

Our Board retains ultimate responsibility for risk management and for determining the appropriate level of risk that the Board is willing to accept in the conduct of our business activities. The CEO provides the interface between the business units and the Board.

Overall, the CEO has the ultimate responsibility for maintaining a Board-endorsed, robust corporate risk management system within GPC that through transparency in reporting reflects the true state of business risk exposure.

Including effectiveness of GPC's management of its material business risks, the management team conducts risk reviews and reports the outcomes of the review to the Board. GPC is committed to:

- Behaving as a responsible corporate citizen, protecting employees, customers, contractors and their property, as well as the community and the broader environment from unnecessary injury, loss or damage.
- Achieving our business objectives by minimising the impact of risks we can meaningfully and realistically control which would otherwise significantly affect our assets and earnings.
- Finding the right balance between the cost of control and the risks we are willing to accept as the legitimate grounds for earning reward

The Corporation's Risk Management Framework provides the basis for departments to identify, assess, measure, manage, monitor and report on their risks. The Framework is supported by a number of key corporate policies and procedures.

The Audit and Risk Committee's risk responsibilities include, but are not limited to:

- GPC's risk appetite and risk tolerance, as determined by the Board on a holistic enterprise wide basis, and with respect to relevant categories of operational risk.
- Assessment of the likelihood of occurrence, severity of impact of those risks, and any mitigating measures affecting those risks.
- The responsibility for risk oversight and management of specific risks to ensure a common understanding of accountabilities and roles.
- The risk treatment and mitigation policies and procedures developed by management, including procedures for periodic and critical reporting of matters to the Board and the Committee.
- Management's implementation of GPC's risk treatment and mitigation policies and procedures, to assess compliance and effectiveness.
- Overseeing the ethical conduct and governance functions of GPC.

PRINCIPLE 8: Remunerate fairly and responsibly

The People, Performance and Culture Committee is assisted and attended by the CEO and CFO.

The Committee's responsibilities include, but are not limited to:

- Monitoring and implementing recommendations relating to salaries and Enterprise Agreements;
- Reviewing reports and overseeing the implementation of recommendations arising from audits and reviews of systems and processes;
- Providing strategic direction for human resource management, training, planning and development;
- Making recommendations to the Board on remuneration issues.

GPC and its subsidiary company Gladstone Marine Pilotage Services (GMPS) are covered by three (3) Enterprise Agreements. Including GPC Enterprise Agreement 2020; the Gladstone Marine Pilot Agreement 2017 and the Gladstone Pilot Transfer Crew Agreement 2017.

Executive Remuneration is set in line with GOC issued guidelines, Chief and Senior Executive Employment Arrangements. GPC also has an Executive Leadership Team Remuneration Policy which takes into account the GOC guidelines. GPC's Executive are remunerated according to those requirements with an external annual review of market rates conducted by Mercer in June, any suggested increase is submitted to Board for consideration. Shareholding Ministers are then informed of any approved changes. Approval is required if recommended increases are outside of those guidelines.

People, Performance and Culture Committee (PPCC) Charter is on the GPC website, this is GPC's equivalent to a Remuneration Committee

Terms and definitions

Term	Definition
A	
APLNG	means Australia Pacific LNG.
Asset	means a physical item and its related programs and controls that has potential or actual value to GPC. This includes equipment, software, inventory and property owned by GPC.
Asset Management or AM	means, in accordance with ISO55000, the coordinated activities undertaken to realise value from Assets. This value can be tangible or intangible, and financial or non-financial, therefore is holistic and considers all activities, rather than separate or individual components or contributions.
Audit	means a formal, documented examination of systems, procedures and practices to verify their compliance with the requirements of GPC's management systems.
Audit, Assurance and Continuous Improvement or AACI	means Audit, Assurance and Continuous Improvement.
ARC	means the Audit and Risk Committee [Note: formerly the Finance, Investment, Commercial and Audit Committee].
B	
B2G	Brisbane to Gladstone Yacht Race.
BPT	means Barney Point Terminal.
Board	means the Board of GPC and/or GMPS.
BMRG	Means Burnett Mary Regional Group.
BSL	means Boyne Smelters Limited.
C	
Change	means the alteration to the current state of any plant, process, system, structure or role by addition, modification or removal.
Chief Executive Officer or CEO	means the Chief Executive Officer of GPC or the person assigned to perform that role.
Chief Financial Officer or CFO	means the Chief Financial Officer of GPC or the person assigned to perform that role. [Note: formerly the Commercial General Manager].
Chief Operating Officer or COO	Means the Chief Operating Officer of GPC or the person assigned to perform that role.
CHRS	means Capricorn Helicopter Rescue Service
Cintellate	means GPC's nominated Incident Management System.
CIP Agreement	means the agreement entered into between GPC and the priority partner or community partner that will govern the terms of the partnership or sponsorship.
CIP Panel	means the group of GPC Representatives established to assess applications for support under the grants and donations category of the Community Investment Program.
Committee	means a committee established by the Board in accordance with the Constitution.
Community Investment Program	means GPC's structured program of: <ul style="list-style-type: none"> (a) monetary support, which is provided through partnerships, sponsorship, grants and donations; and (b) in-kind support, which is provided by the investment of time, education or other resources, which is for the purpose of providing a benefit to the local port communities of Gladstone, Rockhampton and Bundaberg as well as the broader Queensland community.
Company Secretary	means the company secretary of GPC or GMPS.
Confidential Information	means information that relates to the business, assets or affairs of GPC or any GPC Representatives, Contractors, Consultants or Customers, but does not include information that is in or becomes part of the public domain other than as a result of a breach of an obligation of confidence.
Conflict of Interest	is a conflict between a GPC Representative, Contractor, Consultant or labour hire employee's Official Duties and Private or Personal Interests such that an independent observer, properly informed, might reasonably consider that the person's professional actions or decisions are improperly influenced by the Private or Personal Interests. A Conflict of Interest can be actual, perceived or potential as follows: <ul style="list-style-type: none"> (a) an actual conflict of interest involves a direct conflict between a person's Official Duties to GPC and existing Private or Personal Interests;

	<p>(b) a perceived conflict of interest can exist where it could be perceived or it appears that a person's Private or Personal Interests do or could improperly influence the performance of their Official Duties to GPC – whether or not this is in fact the case; and</p> <p>(c) a potential conflict of interest arises where a person has Private or Personal Interests that could conflict with their Official Duties to GPC in the future.</p> <p>A Conflict of Interest can also arise where a GPC Representative, Contractor, Consultant or Labour Hire Worker has multiple roles (such as with other organisations), and there is a conflict between that person's Official Duties to GPC and other duties.</p>
Constitution	means the constitution of GPC and/or GMPS.
Consultant	means a person who provides professional or expert advice under an arrangement (other than an employment arrangement) with GPC or GMPS.
Continuous Improvement	means the process of establishing objectives, and finding opportunities for improvement is a continuous improvement process, through the use of Audit findings and Audit conclusions, analysis of data, management reviews or other means and generally leads to corrective action or preventive action.
Contract and Expenditure Committee or CEC	means Contract and Expenditure Committee.
Contractor	means a person who provides services to GPC or GMPS under a contract (other than an employment contract). Typically a Contractor submits an invoice for work completed and then receives payment.
Corporate Plan	means the corporate plan required to be developed by a GOC under section 94 of the GOC Act.
Corporations Act	means the Corporations Act 2001 (Cth).
CPL	means Choice. Passion. Life.
CQUni	means Central Queensland University.
CQPA	means Central Queensland Port Authority.
CUI	means Common User Infrastructure
Customer	means a respective company who has entered into contracts with GPC in relation to the handling, storage and shiploading of bulk products through RG Tanna Coal Terminal, Port Central Auckland Point and Port Central Barney Point.
D	
Director	means a director of the Board.
DPAC	means Darumbal People Aboriginal Corporation
E	
Employee Development Committee or EDC	means Employee Development Committee
EMP	means environmental management plan.
Employee*	<p>means any person employed by GPC or GMPS to perform work on either a full-time, part-time or casual basis in exchange for payment.</p> <p>*Contractors, Consultants and Labour Hire Workers are not Employees. Officers may or may not be Employees. If a document or part of a document needs to apply to Directors and/or other Officers use the defined term 'Director' (if it applies only to Directors), 'Officer' (if it applies to all Officers) or 'GPC Representative' (if it applies to all Officers and Employees).</p>
Engagement	means a planned process with the specific purpose of working with individuals and groups to encourage active involvement.
EOI	means Expression of Interest.
ERP	Enterprise Resource Planning
ESG	Means Environmental, Social and Governance.
Executive General Manager Marine Operations or EGMMO	means the EGM of the Marine Operations portfolio of GPC or the person assigned to perform that role.
Executive General Manager People or EGMP	means the EGM of the People portfolio of GPC or the person assigned to perform that role. [Note: formerly the People, Community & Sustainability General Manager; and Executive General Manager People and Community].
Executive General Manager Safety & ESG or EGMS&ESG	means the EGM of the Safety, Environmental, Social and Governance portfolio of GPC or the person assigned to perform that role.

Executive General Manager Trade & Development or EGMT&D	means the EGM of the Trade and Development portfolio of GPC or the person assigned to perform that role.
Executive Leadership Team or ELT	means the: (a) CEO; (b) CFO; (c) COO; (d) Executive General Manager Asset Management; (e) Executive General Manager Marine Operations; (f) Executive General Manager People; (g) Executive General Manager Safety & ESG; and (h) Executive General Manager Trade & Development. [Note: formerly the Executive Management Team]
Executive Management Team or EMT	means the: (a) CEO; (b) CFO; (c) Port Strategy & Development General Manager; (d) Asset Management & Project Services General Manager; (e) Operations General Manager; (f) Executive General Manager People and Community; and (g) General Counsel.
F	
Facilitator	means under the GPC governance structure, the Facilitator is accountable for proposing system design or redesign and facilitation of conformance.
FGS	means fine-grained sediment.
Framework	means broad overview, outline, or skeleton of interlinked items which supports a particular approach to a specific objective, and serves as a guide that can be modified as required by adding or deleting items.
G	
General Counsel or GC	means the General Counsel of GPC.
GCYC	means Gladstone Cruising Yacht Club.
Gift and/or Benefit	means anything of value, including gifts, offers of employment, cash or cash equivalents (e.g. gift vouchers or loans), training, sponsorships, hospitality like invitations to business meals, entertainment, receptions, sports and cultural events hosted in a business context, donations or scholarships, the provision of favours (e.g. discounted or 'free' use of GPC's services, facilities or property), as well as circumstances where GPC pays the travel expenses (for example, flights, accommodation and living expenses) of individuals. It also includes 'free' services, flowers, wine, tickets to events and the like, which are given to an individual.
General Manager or GM	means an Executive General Manager of GPC.
GHG	means Greenhouse Gas.
GLNG	means Gladstone LNG.
GMPS	means Gladstone Marine Pilot Services Pty Ltd.
GOC	means a Government Owned Corporation as that term is defined in the GOC Act.
GOC Act	means the Government Owned Corporations Act 1993 (Qld).
Governance Document	means an internal document that sets out the rules, systems and processes by which GPC is governed and the consequences of non-compliance with these rules, systems and processes. Operation Documents and Risk Documents are not Governance Documents. A Governance Document must: (a) respond to a compliance need, such as compliance with overarching legislative and regulatory requirements or international and Australian standards; (b) directly support a Board directive or mandate, such as the requirement to observe a minimum level of conduct in all business dealings; or (c) provide specific guidance on the overarching principles set out in a Policy.
GPC	means Gladstone Ports Corporation Limited and any other wholly-owned subsidiaries / the broader corporate group, as applicable.
GPC Representatives*	means all Officers and Employees.

	*Contractors, Consultants and Labour Hire Workers are not GPC Representatives.
GRC	means Gladstone Regional Council.
GWO	means Gladstone WICET Operations Pty Ltd
H	
H2GP	means Horizon Hydrogen Grand Prix
Hazard or hazard	means a potential source of harm.
HR	means Human Resources.
I	
ILUA	means Indigenous Land Use Agreement.
Incident	means occurrence or change of circumstances that has caused or has potential to cause (i.e. a near miss), harm to people, the environment, property or infrastructure - but not to the level of an emergency event.
Instruction	means a Governance Document that describes the specific step-by-step details of a particular task.
IOM	means International One Metre
IOMICA	means IOM International Class Association
L	
Leader	means the immediate manager of the Employee.
LGAQ	means Local Government Association of Queensland
Life Saving Commitment or LSC	means expected behaviour required before, during and after work so that we can return home safely for the moments that matter. Our Life Saving Commitments are a set of clear statements that empower you to take personal responsibility for your safety. They are not rules and they do not replace our safety Policies, Standards or Procedures.
LNG	means Liquefied Natural Gas
LUP	means Land Use Plan
M	
M	means Million.
Manager	means a person with that title that reports directly to an Executive General Manager (the equivalent of "Superintendent").
Material Risk	means a hazard with the potential of a single fatality or higher.
MIA	means Marina Industry Association.
MOU	means Memorandum of Understanding.
MSQ	means Maritime Safety Queensland.
Mt	means Million Tonnes.
MTOFSA	Maritime Transport and Offshore Facilities Security Act 2003
N	
NGER	means National Greenhouse and Energy Reporting.
NGO	means Non-Governmental Organisations.
O	
Officer	includes a Director or Company Secretary of GPC or GMPS or a member of the ELT. An Officer is also a person: (a) who makes, or participates in making, decisions that affect the whole, or a substantial part, of GPC; or (b) who has the capacity to affect significantly GPC's financial standing; or (c) in accordance with whose instructions or wishes the directors of GPC are accustomed to act (excluding advice given by the person in the proper performance of functions attaching to the person's professional capacity or their business relationship with the Directors or GPC).
Official Duties	means day to day activities performed by GPC Representatives, Contractors, Consultants and Labour Hire Workers as part of their role accountabilities and responsibilities in relation to GPC.
Organisational Culture	means the collective beliefs, values, attitudes and behaviour of an organisation that contribute to the unique social and physiological environment in which it operates.
Organisational Resilience	means the ability of an organisation to absorb and adapt in a changing environment.
Our People	means members of the Board, Employees, Contractors, and Consultants, and everyone who does work for GPC, while they are doing work for GPC.
P	

PCCC	means Port Curtis Coral Coast
PID	means Public Interest Disclosure
Plan	means an arrangement, pattern, program, or scheme for a definite purpose and explains in detail how a Standard or Strategy will be executed.
Policy	means a Governance Document that sets out GPC's commitment to GPC Board directives, legislative and regulatory requirements, Government directives and good business practice.
PoB	means Port of Bundaberg
PoM	means Port of Maryborough
PORT	means Pause, Observe, Risk Identification, Treat Risk - a safety risk assessment tool used to record the hazard identification and risk control process before conducting simple or routine tasks and to record updates of conditions as they change throughout a job.
Port Land	means GPC owned, operated or managed land at: (a) the Port of Gladstone, including the Gladstone Marina and its recreational parklands; (b) the Port of Rockhampton; and (c) the Port of Bundaberg.
Port Strategy & Development General Manager	means the GM of the Port Strategy & Development portfolio of GPC or the person assigned to perform that role.
PPCC	means the People, Performance and Culture Committee.
Private or Personal Interests	means those private, professional or business interests that can benefit or disadvantage us as individuals, or others we may wish to benefit or disadvantage. They also include the personal, professional or business interests of individuals or groups we associate with. Private or Personal Interests include a wide range of external activities, including financial and economic interests, family or private businesses and interest groups and involvement in other employment, and can be pecuniary or non-pecuniary as follows: (a) a pecuniary interest involves an actual or potential financial gain or loss. It may result from the GPC Representative, Contractor, Consultant, Labour Hire Worker or related party owning property, holding shares, holding a position in a company bidding for GPC work, accepting gifts or hospitality, or receiving an income from a second job. Money does not actually have to change hands for an interest to be pecuniary. (b) a non-pecuniary interest does not have a financial component, but may arise from personal or family relationships or involvement in sporting, social, community or cultural activities. They include any tendency toward favour or prejudice resulting from friendship, animosity or other personal involvement that could bias your judgement or decisions.
Procedure	means a Governance Document that sets out how business and activities are performed or conducted (and the role or work streams involved) to ensure that a Policy and the associated Standard or Strategy (as applicable) is successfully implemented in connection with a specific business operation.
Q	
QAL	means Queensland Aluminium Limited
QAO	means Queensland Audit Office
QCLNG	means Queensland Curtis LNG
R	
Record	means any information created, received, and maintained in written form, on film, by electronic means or in any other manner as evidence of decisions made, transactions or in pursuance of legal obligations.
RCA	means Reconciliation Action Plan
RGCTCT	means the RG Tanna Coal Terminal.
Risk	means the effect of uncertainty on the achievement of objectives. The effect is a deviation from expected outcomes and can be of a positive or negative nature. This measurement of Risk is in the assessment of likelihood and consequences arising from an event.
Risk Assessment	involves considering what could happen if someone is exposed to a hazard and the likelihood of it happening. A risk assessment can be undertaken with varying degrees of detail depending on the type of hazards and the information, data and resources that you have available.
Risk Based Maintenance or RBM	prioritises maintenance resources toward assets that carry the most risk if they were to fail. This aims to optimise maintenance effort across a facility, in order to minimise any risk of a failure.

Risk Document	means a document which provides a practical response to a specific identified risk to or within GPC (e.g. safe use of ladders and electrical tagging of equipment) rather than compliance with broad legislative, regulatory or Policy requirements.
Risk Management	means the holistic management process that identifies potential threats to an organisation and the impacts to business operations. It measures the capability of the organisation to continue delivery of its products or services at acceptable predefined levels following a disruptive incident.
RRC	means Rockhampton Regional Council
S	
SAI360	means a risk management module that forms part of GPC’s document management system.
SCI	Means Statement of Corporate Intent
SEP	Safety Enhancement Project
Shareholding Ministers	has the meaning given to ‘shareholding Ministers’ in the GOC Act.
Specification	means a Governance Document that is a detailed, exact statement of particulars describing project or work task deliverables in terms of appearance, operational constraints, materials, dimensions or quality attributes.
Stakeholder	means describes members of a local community or the general public including residents, business owners, community groups and organisations. It may also be used to describe Employees, Contractors, Consultants, professional associations and levels of government and government agencies.
Stand-Alone Change	means a Change that has a known solution, that is relatively simple and has funding established in the current SCI period. If a Change does not fit this description, it will be managed as part of a project proposal. A Stand-Alone Change will apply generally to problems requiring a minor Change and not to opportunities/innovation.
Standard	means a Governance Document that describes what GPC will do (including minimum business requirements and principles) to meet the broader objectives set out in an associated Policy.
Statement of Corporate Intent	has the meaning given to it in section 7 of the GOC Act.
STL	means Sugar Terminal Limited
Strategic Asset Management Plan or SAMP	means documented information that specifies how organisational objectives are to be converted into asset management objectives.
SSMP	means Sustainable Sediment Management Project
Strategic Risks	means those corporate risks which could impact the achievement of GPC’s strategic objectives including: (a) vision and goals; (b) corporate plan objectives; and (c) commitments defined in the annual Statement of Corporate Intent.
Strategy	identifies what GPC will do to meet one or more business objectives outlined in a Policy.
Superintendent	means a person with that title that directly reports to a Executive General Manager (the equivalent of “Manager”).
Supervisor	means a person in control of a workplace with the responsibility for overseeing activities at the workplace. (Example: foreman, ganger, leading hand, team leader, overseer).
System	means: (a) a set of detailed methods, procedures and routines created to carry out a specific activity, perform a duty, or solve a problem; or (b) an organised, purposeful structure that consists of interrelated and interdependent elements. These elements continually influence one another (directly or indirectly) to maintain their activity and the existence of the System, in order to achieve the goal of the System.
T	
TMR	means Transport and Main Roads.
W	
WHS	means Work Health and Safety.
WHS Act	means the Work Health and Safety Act 2011 (Qld).
WHS Regulation	means the Work Health and Safety Regulation 2011 (Qld).
WICET	means Wiggins Island Coal Export Terminal Pty Ltd
Worker	means a person who carries out work or performs a work activity for GPC in any capacity, as defined in section 7 of the <i>Work Health and Safety Act 2011</i> (Qld).

Consolidated Financial Statements

FOR THE YEAR ENDED 30 JUNE 2024

GLADSTONE PORTS CORPORATION

ACN 131 965 896



**Gladstone Ports
Corporation**

Growth, prosperity, community.



PURPOSE AND SCOPE

Gladstone Ports Corporation Limited (GPC) is a company Government Owned Corporation (GOC), constituted on 1 July 2008 under the provisions of the *Government Owned Corporations Act 1993* (the Act).

These statements have been prepared to:

- (i) Comply with the provisions of the *Corporations Act 2001*, and other prescribed requirements
- (ii) Comply with the provisions of the *Financial Accountability Act 2009* and other prescribed requirements
- (iii) Communicate information concerning GPC's financial performance for the year and its financial position at year end.

The statements are general purpose in nature and provide a full presentation of all the financial activities of GPC. The consolidated financial statements of GPC for the year ended 30 June 2024 were authorised for issue to shareholding Ministers in accordance with a resolution of the Directors on 23 August 2024.

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DIRECTORS' REPORT

The Directors present their report together with the auditor's report and the consolidated financial statements of Gladstone Ports Corporation Limited (GPC), being Gladstone Ports Corporation Limited (the parent) and its controlled entity (Gladstone Marine Pilot Services Pty Ltd) for the year ended 30 June 2024.

The Board comprises non-executive Directors with diverse business experience as well as community leadership roles. The criteria for membership of the Board are in accordance with the *Corporations Act 2001* and the *Government Owned Corporations Act 1993*. The *Government Owned Corporations Act 1993* requires that, in appointing a person as Director, the Governor in Council must have regard to that person's ability to contribute to the Group's commercial performance and implementation of its Statement of Corporate Intent (SCI). Directors are appointed for a term of not more than five years but may be re-appointed.

In order to comply with the provisions of the *Corporations Act 2001* the Directors submit their report for the year ended 30 June 2024.

DIRECTORS

The names and details of the Company's Directors in office during the financial year and until the date of this report are as follows. Directors were in office for this entire period unless otherwise stated.

Name and qualifications	Experience and skills
<p>Adrian Noon M. Pub. Pol. ANU, B.Econ (HONS 1ST CLASS), B.Bus (Comm.)</p> <p><i>Chair</i> Member – Audit and Risk Committee Member – People Performance and Culture Committee</p>	<p>Adrian brings over 40 years' experience and a broad range of skills including economic, policy, corporate strategy, governance, crisis management, sustainable development, corporate social responsibility, project advisory and business planning advice. He has run his own economic advisory business for over 10 years focusing on economic regulation, policy advisory, commercial analysis and strategy, and project analysis. He has been involved at both the Queensland and Commonwealth Government levels with fiscal policy, intergovernmental relations, Government Owned Corporations (GOC), infrastructure, planning, commercial negotiations, and project development. Adrian has published a number of academic papers related to economic issues and is heavily involved in Queensland softball. He is a Graduate of the Australian Institute of Company Directors, and member of the Economic Society of Australia – Queensland Branch.</p>
	<p>First appointed June 2024 Current term 1 June 2024 – 31 May 2028</p>

Name and qualifications	Experience and skills
<p>Grant Cassidy OAM FAICD</p> <p><i>Director</i> Chair – Audit and Risk Committee</p>	<p>Grant is an experienced Company Director and long-term resident and business owner in Central Queensland. For the past 22 years, Grant has been Managing Director of his private businesses, operated under the Cassidy Hospitality Group banner. Grant’s previous 15-year career in the media industry has provided him with an in-depth knowledge of sales, marketing and media management. As a very active and long-term contributor to the area’s community organisations, Grant was Chair of Capricorn Enterprise (the region’s peak Tourism and Economic Development organisation) for 10 years, as well as a former serving Board Director at Tourism Queensland, where he also chaired their Audit and Risk Committee. He also served on the boards of CQ University and Rockhampton Girls Grammar School. Grant is the current Chair of Regional Development Australia — Fitzroy Central West Region, Vice Chair of Beef Australia and Chair of the Rockhampton Salvation Army Red Shield Business Appeal Committee. He is a Fellow of the Australian Institute of Company Directors, Director of the Northern Australia Infrastructure Facility (NAIF) and chairs their People and Remuneration Committee. Grant is also Managing Director of GRC Pastoral which operates a beef cattle and broadacre farming operation.</p>
<p>First appointed October 2015 Current term 1 October 2023 – 30 September 2025</p>	
<p>Peta Jamieson BA (Hons), GradCertBA, MScEnvMgt, GAICD</p> <p><i>Director</i> Member – People Performance and Culture Committee</p>	<p>Peta has over 25 years’ experience working for and with all levels of government and has a breadth of both executive and operational experience and a clear understanding of how government, its policies and processes work. During her career Peta was a driver of the microeconomic reform of local governments while working for the Queensland Government, with a focus on financial sustainability and capacity-building campaigns for all councils. Peta is a strong advocate for the Bundaberg and Wide Bay Burnett region. Peta is also Chair of the Wide Bay Hospital and Health Board and member of its Finance Committee, Executive Committee, Audit & Risk Committee and Safety & Quality Committee.</p>
<p>First appointed October 2015 Current term 1 October 2023 – 30 September 2025</p>	
<p>Ryl Gardner BA (Econ. & I.R), GDip Management GAICD, MAHRI</p> <p><i>Director</i> Chair – People Performance and Culture Committee</p>	<p>Ryl is a senior HR Specialist with more than three decades of practical experience across a range of industries and Government sectors. As an experienced leader, Ryl has managed her own management consulting and Business Performance Coaching business for more than 20 years. She has significant experience in designing and managing change processes and an in depth knowledge of best practice and business improvement in employee management. She is a strong advocate of regional Queensland with strong family ties to Central Queensland. She has been a Member and Chair of the CQ University Gladstone Regional Engagement Committee since 2010. She is an appointed Member of the CQU Ceremonial and Honorary Awards Committee, an Industry Advisor to the Faculty of Business (HR) – Bachelor and Masters programs and a Student Mentor.</p>
<p>First appointed October 2021 Current term 1 June 2024 – 31 May 2028</p>	

Name and qualifications	Experience and skills
<p>Melody Ingra B.Ed. (Education)</p> <p><i>Director</i> Member – People Performance and Culture Committee</p>	<p>Melody is a proud Gooreng Gooreng / Wakka Wakka woman from Yallarm (Gladstone). An experienced Teacher and Company Director with over 25 years practical experience across various industries, government sectors and NGO's. Melody is currently the National Cultural Liaison for Goodstart Early Learning and Chairperson of the Aboriginal and Torres Strait Islander Community Controlled Health Service. She has worked in the education sector for over 25 years as a Teacher, Educator, Principal Project Officer and Indigenous Educator Advisor. She was an inaugural Coach for the Indigenous Women in Leadership program and has delivered Aboriginal Cultural Awareness to over 1000 people across the nation. Melody is actively involved in First Nations community's across Queensland, with strong connection to Gladstone being born and raised there as a Traditional Custodian, with family ties to the region.</p> <p>First appointed October 2022 Current term 13 October 2022 – 30 September 2025</p>
<p>Annette Woods BE (Engineering - Civil)</p> <p><i>Director</i> Member – Audit and Risk Committee</p>	<p>Annette is a senior executive leader with an extensive career in project delivery and business transformation within industries spanning across shipping ports, rail, logistics, mining and technology, in both government and private sectors. As a previous Executive General Manager of both Sydney Ports Corporation and Newcastle Port Corporation, Annette brings experience including overseeing development of Port Botany's third container terminal and master planning for expansion of the Port of Newcastle. In 2011 Annette successfully led port and rail capacity growth for a multinational mining and resources company, across the ports of Abbott Point, Hay Point and Gladstone, Queensland. Her previous governance roles include membership of a global company's mining and metal capital investment committee, overseeing investment decisions and delivery for major projects in Australia, South America and Canada. Annette has held both Head and Vice President roles in strategy, business transformation and project management. She has led global value driven cost reduction, productivity and cultural change programs. Annette is a regular mentor with the Queensland Resources Council's Women in Mining & Resources mentoring program and holds a Bachelor of Engineering (Civil) from the University of Adelaide.</p> <p>First appointed October 2023 Current term 1 October 2023 – 30 September 2026</p>

Name and qualifications	Experience and skills
<p>Deirdre Swan LLB (Laws)</p> <p><i>Director</i> Member – People Performance and Culture Committee</p>	<p>Deirdre has led an extensive career spanning over 45 years in the area of industrial relations in both Queensland and at a national level. Deirdre holds the degrees of a Bachelor of Arts (major Economics) and a Bachelor of Laws from Queensland University. In 1990, Deirdre was admitted as a Barrister in the Supreme Court of New South Wales. Deirdre is recognised as the first female organiser in the Australian Workers Union who then went on to become an elected National Vice President of the Union. Deirdre was appointed to the Queensland Industrial Relations Commission in 1990 as a Commissioner and later was appointed Deputy President of the Commission. Also during this period, Deirdre was appointed to the position of a Deputy President of Fair Work Australia. Both positions were held simultaneously. After retirement from these positions, Deirdre was appointed as an Acting Magistrate in the Queensland Magistrates Court. Deirdre was often a guest lecturer at three major Brisbane Universities and other bodies on industrial relations matters. During 2022, Deirdre, together with two other industrial relations specialists undertook the review of the current Queensland Workplace Health and Safety Act. Deirdre has often provided mentorship to women in leadership roles. She is also a member of the Australian Association of Women Judges.</p> <p>First appointed October 2023 Current term 1 October 2023 – 30 September 2026</p>

PREVIOUS DIRECTORS

<p>Dr Anthony Lynham (Chair) BDSc BMED (HONS), FRACDS (OMS) FRCS ED, GAICD</p>	<p>First appointed August 2021 Resigned 31 May 2024</p>
<p>Dr Poya (PJ) Sobhanian BDSc (UQ), GAICD</p>	<p>First appointed October 2020 Term expired 30 September 2023</p>
<p>Dr Prins Ralston DJS, LLM, LLB, BBus (ACC), BBus(Comp) FCPA, FAICD, FACS</p>	<p>First appointed October 2020 Term expired 30 September 2023</p>
<p>Paul Heagney BCom, GDipAppFinInv</p>	<p>First appointed October 2020 Term expired 30 September 2023</p>
<p>Paul Binsted BEc. and LLB</p>	<p>First appointed December 2022 Resigned 19 December 2023</p>

ACTING COMPANY SECRETARY

Name and qualifications	Experience and skills
<p>Kylee Lockwood</p>	<p>Kylee Lockwood was appointed to the role of Acting Company Secretary on 7 February 2024. Kylee provides corporate governance advice and secretariat support to the GPC Board, and is responsible for corporate governance, compliance, records and information management at the Corporation.</p> <p>Kylee has over 20 years' experience across Governance, Risk, Compliance, Safety, Environment, and Management Systems in both the public and private sectors.</p>
<p>Anna Hebron BCom, GradDipAppCorpGov, FGIA, GAICD</p>	<p>Anna Hebron was appointed to the role of Acting Company Secretary on 1 July 2024. Anna provides secretariat support to the GPC Board.</p> <p>Anna has over 20 years' experience across government, commercial and not-for-profit sectors focusing on culture, strategy, change, governance, risk, human resources and corporate services. She is a highly experienced executive leader, non-executive Director, strategic advisor and consultant.</p>

PREVIOUS ACTING COMPANY SECRETARY

<p>Stacey Hogarth BBus (Mgt), GradDipAppCorpGov, MBA, FGIA, AAICD</p>	<p>Appointed 20 March 2023 to 30 March 2024</p>
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PRINCIPAL ACTIVITIES

The consolidated entity's principal activities are to:

- a) provide import and export shipping infrastructure to the Central Queensland region through the Port of Gladstone, Port of Rockhampton and Port of Bundaberg, and encourage the use of these facilities for the economic benefit of stakeholders along with the non-trading Port of Maryborough (PoM). As a non-trading Port, GPC undertakes limited responsibilities associated with managing the PoM;
- b) manage cargo handling facilities for coal and other bulk products at Port of Rockhampton, RG Tanna Coal Terminal, Barney Point Terminal and Auckland Point facilities;
- c) develop, manage and lease land and other assets for port related purposes; and
- d) manage ancillary services and functions which support core business activities.

OPERATING RESULTS FOR THE YEAR

The Group's net profit after income tax is \$129.28M (2023: \$114.19M) representing an increase of 13% from the previous year. The results included net revaluation increases of \$12.9M (2023: decrease \$2.84M) and impairment losses of \$10.86M. The net revaluation increases related to property, plant and equipment revaluation decreases of assets of \$2.88M and investment property revaluation increases of \$15.78M. Total income was \$618.51M, an increase from 2023 of \$55.69M.

AUDITOR INDEPENDENCE

A copy of the Auditor's Independence Declaration as required under section 307C of the *Corporations Act 2001* is included following the Directors' Report.

DIVIDENDS

Dividends paid to shareholders during the financial year were as follows:

	2024 \$'000	2023 \$'000
Dividends paid from prior year profits	117,617	-
	Cents per share	Cents per share
Dividend per share	29.25	-

In addition to the above dividends, the Directors recommended the payment of a final dividend at 100% of profits, adjusted in line with shareholding Ministers' approval. The final dividend amounts to \$127.69M (31.76 cents per share).

REVIEW OF FINANCIAL CONDITIONS AND LIKELY DEVELOPMENTS

Trade performance remained steady during the year with all three trading GPC ports contributing to the 118.92 MT throughput, 7.18 MT more than last year's throughput as a result of an increase in coal and liquefied natural gas (LNG) exports. The Port of Gladstone recorded a throughput of 118.34 MT led by coal, LNG and alumina-related exports. 65.96 MT of coal exports were facilitated by the Port of Gladstone, 6.11 MT increase in exports.

Whilst coal export volumes increased from the previous year, LNG exports remained steady, with 23.69 MT of LNG transported predominately into Asia, compared to 22.14 MT in the previous year. 0.33 MT of product was handled through the Port of Bundaberg during the year and an increased diversity of trade product is setting the foundation for future growth at the port. Ammonium nitrate was the major driver through the Port of Rockhampton further substantiating the Port as a significant contributor to facilitating hazardous goods for the State.

Global economic growth continues to remain subdued, noting inflation remain above target for most advanced economies, with GPC anticipating these similar macro-economic conditions to continue through FY2025. The energy forecast, particularly for LNG through FY2025, remains in line with this year's expectations. Demand for both metallurgical and thermal coal is stable, but supply is expected to remain constrained across the east coast. Nevertheless, coal exports are projected to exceed the volumes seen this year.

Ordinary property revenue has increased from last year with trends moving upward on the property market with an increased interest in port land for renewables industry.

REVIEW OF FINANCIAL CONDITIONS AND LIKELY DEVELOPMENTS (CONTINUED)

GPC continues to support the energy transition to renewables, specifically focused on immediately facilitating the imports of wind and solar developments, and is focused on assessing the infrastructure that underpins growth. With GPC strongly supporting the Government's initiatives in the renewable industry sector, infrastructure, master plans and strategic approvals will be required for this new renewables economy and sound investment options will be considered to match forward demand in the context of hydrogen, green ammonia developments and manufacturing.

GPC will constantly monitor for the most diligent sequencing of infrastructure investment to support the demand expected with renewables, containerised freight and other emerging trades. An increasing focus will be on facilitating ancillary and common user infrastructure, including incremental channel staging to support sustainable development and growth.

SIGNIFICANT CHANGES IN THE STATE OF AFFAIRS

There were no significant changes in the state of affairs of GPC during the year ended 30 June 2024.

ENVIRONMENTAL REGULATION

The Group's operations are subject to significant environmental regulations under both Commonwealth and State legislation. Compliance to these obligations are rigorously monitored and reported as required under GPC's accredited ISO14001:2015 Environmental Management System. Further information can be found in the 2024 Annual Report.

RESPONDING TO CLIMATE CHANGE

The Group continues the finalisation of a Climate Change Strategy (the strategy) which sets a framework to guide GPC towards reduced carbon emissions and provide direction to respond and adapt to the physical and transition risks of climate change. The strategy seeks to achieve this by outlining achievable actions based on prioritised risks, opportunities and commitments.

The strategy encompasses the Group's climate change direction statement, and strategic framework underpinned by a strategic roadmap using a risk based approach to capture the Group's position, approach and actions in response to climate change. It guides the Group's operations to a low emission future in line with the Queensland Government's climate change strategy and targets that is likely to deliver multiple benefits including:

- a) providing decision useful and forward looking information to develop adaptation response;
- b) informing key assumptions and accounting judgements in future Climate Related Financial Disclosures (CRFD's) guided by the Australian Accounting Standards Board (AASB) Sustainability Reporting Standards as mandated by the *Corporations Act 2001 (Cth)*; and
- c) providing assurance and economic confidence to decision makers that climate change risk and uncertainty has been actively considered and addressed delivering a sustainable, resilient and fit-for-purpose business into the future.

The Group has already made achievements on its climate journey with a reduction of Greenhouse Gas (GHG) emissions since reporting began in 2009 through a number of voluntary energy and fuel reduction programs based on the carbon abatement hierarchy of control. A cross functional working group has been established to assess future CRFD requirements and develop an action plan to ensure all disclosure requirements are made when they become mandatory.

INDEMNIFICATION AND INSURANCE OF DIRECTORS AND OFFICERS

During the financial year the Group indemnified all Directors and Executive Officers in respect of Directors and Officers liability and company reimbursement insurance. The base premium paid amounted to \$208,950.

Under the policy the insurer agrees to pay:

- a) all losses which each insured person becomes legally obligated to pay on account of any claims for wrongful acts; and
- b) all losses for which the company may grant indemnification to each insured person.

The Group has not otherwise during or since the end of the financial year, except to the extent permitted by law, indemnified an officer of the Company against a liability incurred as such an officer.

DIRECTORS' ATTENDANCE AT BOARD AND COMMITTEE MEETINGS

	Board		Audit and Risk Committee		People, Performance and Culture Committee	
	Eligible to Attend	Number Attended	Eligible to Attend	Number Attended	Eligible to Attend	Number Attended
Adrian Noon ¹	1	1	-	-	1	1
Grant Cassidy OAM	10	10	8	8	-	1*
Peta Jamieson	10	10	-	3*	3	3
Ryl Gardner	10	9	-	2*	3	3
Melody Ingra	10	8	-	2*	3	3
Annette Woods ²	8	8	5	6*	-	2*
Deidre Swan ²	8	7	-	4*	3	3
Dr Anthony Lynham ³	9	8	8	7	2	2
Paul Binsted ⁴	4	4	3	3	-	-
Dr Poya (PJ)						
Sobhanian ⁵	2	2	2	2	-	-
Dr Prins Ralston ⁵	2	2	2	2	-	-
Paul Heagney ⁵	2	2	-	-	-	-

*Attended as an observer

¹ Appointed to Board in June 2024

² Appointed to Board in October 2023

³ Resigned May 2024

⁴ Resigned December 2023

⁵ Ceased September 2023

COMMITTEE MEMBERSHIP

The Group has established an Audit and Risk Committee (ARC) and a People Performance and Culture Committee (PPCC).

Memberships of the Committees at the date of this report are:

Audit and Risk Committee:

Grant Cassidy OAM – Chair
Adrian Noon
Annette Woods

People Performance and Culture Committee:

Ryl Gardner - Chair
Adrian Noon
Peta Jamieson
Melody Ingra
Deirdre Swan

DIRECTORS' INTERESTS

The Directors have no interest in any shares of the Group as all shares are held for the benefit of the State of Queensland by Ministers of the Crown.

REMUNERATION OF KEY MANAGEMENT PERSONNEL

Note 26 of the consolidated financial statements provides detailed disclosures relating to the remuneration of key management personnel. The term key management personnel refers to those persons having the authority and responsibility for planning, directing and controlling the activities of GPC, directly or indirectly, including any Director of GPC.

RISK MANAGEMENT

The Group, in carrying out its business, maintains a risk management philosophy that appropriately:

- a) protects the wellbeing of the Group's workforce, the wider community in which it operates and its physical environment;
- b) manages threats that could adversely affect the Group's ability to meet its corporate objectives, its growth in shareholder value and its stewardship of company assets; and
- c) guarantees that systems and procedures are established to identify emerging and future risks pertinent to the Group's sustainability.

PROCEEDINGS ON BEHALF OF THE COMPANY

GPC was served on 27 February 2018 with proceedings filed in the Supreme Court of Queensland (Court) by Murphy Operator Pty Ltd, Tobar Pty Ltd and SPW Ventures Pty Ltd. The Claim is a representative class action brought against GPC by litigation funders on behalf of the following 3 categories of claimant: (1) commercial fishing group members; (2) fish processing group members; and (3) fish wholesaling group members. The Claim arises from the conduct of the Fisherman's Landing Expansion Project and the Western Basin Dredging and Disposal Project by GPC. GPC has engaged legal representatives to act on its behalf and is continuing to defend the Claim.

In 2023 the plaintiffs were granted leave to amend their pleadings expanding the case to include design and construction allegations against GPC, increasing the evidence task, complexity of hearing, costs and timeframes.

GPC appealed the decision and on 7 May 2024, the Court of Appeal ruled in favour of GPC, overturning the original decision, dismissing the expanded claim, and ordering the plaintiff to cover all of GPC's costs. The effect of the appeal decision being the scope of the case faced by GPC is reduced to the original narrower claims. GPC does not expect a trial to occur before mid-2025.

SUBSEQUENT EVENTS

Craig Haymes ceased his employment as CEO on 24 July 2024. Under the terms of his contract he was paid his outstanding entitlements, three (3) months' payment in lieu of notice, and a termination payment equal to six (6) month's salary.

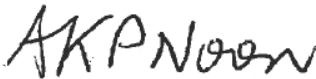
Kim Gebers has been appointed as Acting CEO effective from 25 July 2024.

There has not been any other matter or circumstance occurring subsequent to the end of the financial year that has significantly affected, or may significantly affect, the operations of the consolidated entity, the results of those operations, or the state of affairs of the consolidated entity in future years.

ROUNDING OF AMOUNTS

The company is of a kind referred to in ASIC Corporations (Rounding in Financial/Directors' Reports) Instrument 2016/191. Amounts in the financial statements and Directors' Report have been rounded to the nearest one thousand dollars, unless otherwise stated.

The Directors' Report is signed in accordance with a resolution of the Directors made pursuant to s298 (2) of the *Corporations Act 2001*. On behalf of the Directors:



Adrian Noon
Chair

Dated: 23 August 2024

AUDITOR'S INDEPENDENCE DECLARATION

To the Directors of Gladstone Ports Corporation Limited

This auditor's independence declaration has been provided pursuant to s.307C of the *Corporations Act 2001*.

Independence declaration

As lead auditor for the audit of Gladstone Ports Corporation Limited for the financial year ended 30 June 2024, I declare that, to the best of my knowledge and belief, there have been:

- (a) no contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit
- (b) no contraventions of any applicable code of professional conduct in relation to the audit.

This declaration is in respect of Gladstone Ports Corporation Limited and the entities it controlled during the period.



Bhavik Deoji
as delegate of the Auditor-General

23 August 2024

Queensland Audit Office
Brisbane

Consolidated Statement of Profit or Loss and Other Comprehensive Income for the year ended 30 June 2024

	Note	2024 \$'000	2023 \$'000
Revenue from contracts with customers	6(a)	559,273	517,520
Other income	6(b)	59,238	45,299
Total income		618,511	562,819
Employee benefits expenses	6(d)	(163,973)	(155,923)
Operational expenses	6(c)	(152,634)	(126,789)
Depreciation/amortisation expenses	6(c)	(89,495)	(87,827)
Finance costs	6(c)	(28,878)	(28,075)
Impairment	12(a),(d)	(10,855)	-
Net profit/(loss) on disposal of non-current assets		(1,116)	891
Fair value revaluation decrease of property, plant and equipment	12(c)	(2,878)	(7,791)
Revaluation increase of investment properties	12(c)	15,779	4,947
Profit before income tax		184,461	162,252
Income tax expense	7(a)	(55,177)	(48,058)
Profit for the year		129,284	114,194
Profit attributable to:			
Owners of Gladstone Ports Corporation Limited		129,284	114,194
<i>Items that will not be reclassified subsequently to profit or loss</i>			
Revaluation increase/(decrease) of property, plant and equipment and intangible assets	12(c)	(11,014)	(38,674)
Income tax relating to components of other comprehensive income	7(e)	3,304	11,602
Other comprehensive income for the year, net of income tax		(7,710)	(27,072)
Total comprehensive income for the year		121,574	87,122
Total comprehensive income for the year is attributable to:			
Owners of Gladstone Ports Corporation Limited		121,574	87,122

The accompanying notes form part of these financial statements

Consolidated Statement of Financial Position as at 30 June 2024

	Note	2024 \$'000	2023 \$'000
Assets			
Current assets			
Cash and cash equivalents	8	58,961	32,364
Cash advance facility	9	413,374	260,396
Trade and other receivables	10	72,859	100,337
Inventories	11	20,906	18,516
Prepayments		7,980	6,952
Assets classified as held for sale		141	591
Total current assets		574,221	419,156
Non-current assets			
Property, plant and equipment	12(a)	1,860,414	1,905,050
Prepayments		717	291
Deferred tax assets	7(d)	28,260	26,101
Intangible assets	13	24,653	28,890
Right-of-use assets	21	5,359	3,444
Investment properties	14	111,793	96,078
Total non-current assets		2,031,196	2,059,854
Total assets		2,605,417	2,479,010
Liabilities			
Current liabilities			
Trade and other payables	15	56,515	45,974
Contract and other liabilities	16	25,834	24,672
Provisions	18	181,805	171,738
Lease liabilities	21	1,273	1,247
Income tax payable	7(c)	14,246	10,315
Total current liabilities		279,673	253,946
Non-current liabilities			
Contract and other liabilities	16	7,158	8,374
Borrowings	17	775,409	775,219
Provisions	18	21,316	18,807
Lease liabilities	21	11,300	9,552
Deferred tax liabilities	7(e)	293,976	301,110
Total non-current liabilities		1,109,159	1,113,062
Total liabilities		1,388,832	1,367,008
Net assets		1,216,585	1,112,002
Equity			
Issued capital		778,596	667,896
Asset revaluation reserve	19	355,375	363,486
Retained earnings		82,614	80,620

Total equity

1,216,585 1,112,002

The accompanying notes form part of these financial statements

Consolidated Statement of Changes in Equity for the year ended 30 June 2024

	Note	Issued capital \$'000	Asset revaluation reserve \$'000	Retained earnings \$'000	Total \$'000
Opening balance as at 1 July 2022		663,896	391,472	83,129	1,138,497
Total comprehensive income attributable to owners					
Profit for the year		-	-	114,194	114,194
Other comprehensive income		-	(27,072)	-	(27,072)
Transfers within equity					
Disposal of revalued assets		-	(914)	914	-
Transactions with owners in their capacity as owners					
Shareholders' equity contribution ⁱ		4,000			4,000
Dividends provided for or paid	20	-	-	(117,617)	(117,617)
Closing balance as at 30 June 2023		667,896	363,486	80,620	1,112,002
Opening balance as at 1 July 2023		667,896	363,486	80,620	1,112,002
Total comprehensive income attributable to owners					
Profit for the year				129,284	129,284
Other comprehensive income			(7,710)		(7,710)
Transfers within equity					
Disposal of revalued assets			(401)	401	-
Transactions with owners in their capacity as owners					
Shareholders' equity contribution ⁱⁱ		110,700	-	-	110,700
Dividends provided for or paid	20			(127,691)	(127,691)
Closing balance as at 30 June 2024		778,596	355,375	82,614	1,216,585

ⁱ The \$4.0M shareholders' equity contribution relates to a milestone completed under the Australian and Queensland Governments' 2020 project agreement for the Port of Bundaberg Common User Infrastructure (conveyor) project linked to the Hinkler Regional Deal.

ⁱⁱ The \$110.7M shareholders' equity contribution relates to \$10.7M milestones completed under the Australian and Queensland Governments' 2020 project agreement for the Port of Bundaberg Common User Infrastructure (conveyor) project linked to the Hinkler Regional Deal, and \$100.0M equity contribution for the development of the Northern Trade Precinct.

The accompanying notes form part of these financial statements

Consolidated Statement of Cash Flows for the year ended 30 June 2024

	Note	2024	2023
		\$'000	\$'000
Cash flows from operating activities			
Receipts from customers		691,093	581,880
Tax equivalents paid to Queensland Treasury		(57,235)	(41,783)
Net amounts to ATO		(36,519)	(29,158)
Payments to suppliers		(169,522)	(161,836)
Payments to employees		(160,369)	(155,395)
Payments for leases (short term, low value)		(1,025)	(1,047)
Interest received		14,871	7,213
Interest paid		(23,322)	(22,475)
Other finance costs		(5,556)	(5,600)
Net cash inflows from operating activities	8(a)	252,416	171,799
Cash flows from investing activities			
Proceeds from sale of property, plant and equipment and investment properties		195	1,497
Purchase of property, plant and equipment		(62,468)	(72,150)
Purchase of intangibles		(1,805)	(4,043)
Transfers (to)/from Queensland Treasury		(152,978)	(110,016)
Net cash outflows from investing activities		(217,056)	(184,712)
Cash flows from financing activities			
Repayment of borrowings		190	(76)
Payment of principal portion of lease liabilities		(2,036)	(1,792)
Dividends paid		(117,617)	-
Shareholders' equity contribution		110,700	4,000
Net cash inflows/(outflows) from financing activities		(8,763)	2,132
Net increase/(decrease) in cash and cash equivalents		26,597	(10,781)
Cash and cash equivalents at the beginning of the financial year		32,364	43,145
Cash and cash equivalents at the end of the financial year	8	58,961	32,364

The accompanying notes form part of these financial statements.

Notes to the Consolidated Financial Statements

1. General information

The financial statements comprise the consolidated financial statements of the Group. The Group is a for-profit entity and consists of GPC and its wholly owned subsidiary, Gladstone Marine Pilot Services Pty Ltd. GPC is a public company incorporated and operating in Australia. GPC's registered office and principal place of business is:

40 Goondoon Street
Gladstone QLD 4680
Tel: (07) 4976 1333

The consolidated entity's principal activities are to:

- a) provide import and export shipping infrastructure to the Central Queensland region through the Port of Gladstone, Port of Rockhampton and Port of Bundaberg, and encourage the use of these facilities for the economic benefit of stakeholders along with the non-trading Port of Maryborough (PoM). As a non-trading Port, GPC undertakes limited responsibilities associated with managing the PoM;
- b) manage cargo handling facilities for coal and other bulk products at Port of Rockhampton, RG Tanna Coal Terminal, Barney Point Terminal and Auckland Point facilities;
- c) develop, manage and lease land and other assets for port related purposes; and
- d) manage ancillary services and functions which support core business activities.

Information on the Group's structure is provided in Note 4 and the Consolidated entity disclosure statement. Information on other related party relationships is provided in Note 27.

2. Basis of preparation

(1) Presentation

Historical cost convention

These financial statements have been prepared under the historical cost convention, except for the revaluation of certain classes of property plant and equipment and investment property measured at fair value.

Functional and presentation currency

The consolidated financial statements are presented in Australian Dollars which is the entity's functional currency.

Rounding of amounts

The company is of a kind referred to in ASIC Corporations (Rounding in Financial/Directors' Reports) Instrument 2016/191. Amounts in the financial statements and Directors' Report have been rounded to the nearest one thousand dollars, unless otherwise stated.

2. Basis of preparation (continued)

Foreign currency transactions and balances

In preparing the financial statements, transactions in currencies other than Australian Dollars are recorded at the rates of exchange prevailing on the dates of the transactions. At each Statement of Financial Position date, monetary items denominated in foreign currencies are retranslated at the rates prevailing at the Statement of Financial Position date. Non-monetary items carried at fair value that are denominated in foreign currencies are retranslated at the rates prevailing on the date when fair value was determined. Non-monetary items that are measured in terms of historical cost in a foreign currency are not retranslated.

Goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the taxation authority. In these circumstances, the GST is recognised as part of the cost of acquisition or part of the item of expense. Trade receivables and payables are stated with the amount of GST included.

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to the taxation authority.

Cash flows are included in the Consolidated Statement of Cash Flows on a gross basis. The GST components of cash flows arising from investing and financing activities that are recoverable from or payable to the taxation authority, are classified as operating cash flows.

The net amount of GST recoverable from, or payable to, the taxation authority is included as part of the receivables in the Consolidated Statement of Financial Position.

(2) Basis of consolidation

The consolidated financial statements represent the financial statements of GPC and its subsidiary.

All intragroup assets and liabilities, equity, income, expenses and cash flows relating to transactions between members of the Group are eliminated in full on consolidation. Details of the subsidiary are listed in Note 4 and the Consolidated entity disclosure statement. Parent entity financial information is listed in Note 5.

(3) Statement of compliance

These consolidated financial statements are a general purpose financial report and have been prepared in accordance with the *Corporations Act 2001*, the *Government Owned Corporations Act 1993 (Qld)*, applicable Australian Accounting Standards and other authoritative pronouncements of the Australian Accounting Standards Board.

The consolidated financial statements of the Group for the year ended 30 June 2024 were authorised for issue in accordance with a resolution of the directors on 23 August 2024.

2. Basis of preparation (continued)

(4) Changes in accounting policies, disclosures, standards and interpretations

Accounting policies

Unless otherwise stated, all accounting policies applied are consistent with those of the prior year.

New or amended Accounting Standards and Interpretations

The Group has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that are mandatory for the current reporting period and application to the Group. The application of these standards and interpretations did not have a material impact on the Group's financial statements.

New Accounting Standards and Interpretations not yet mandatory or early adopted

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the Group for the annual reporting period ended 30 June 2024. The Group does not expect there to be any material impact from these amendments.

3. Significant accounting judgements, estimates and assumptions

The preparation of the Group's consolidated financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the accompanying disclosures, and the disclosure of contingent liabilities. Uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of assets or liabilities affected in future periods.

The Group based its assumptions and estimates on parameters available when the consolidated financial statements were prepared. Existing circumstances and assumptions about future developments, however, may change due to market changes or circumstances arising beyond the control of the Group. Such changes are reflected in the assumptions when they occur.

The areas involving a higher degree of judgement and complexity, or areas where assumptions and estimates significant to the financial statements are disclosed in the following notes:

Revenue recognition and measurement	Note 6
Recovery of deferred tax assets	Note 7(d)
Estimation of useful lives of assets	Note 12(a)
Valuation of property, plant and equipment	Note 12(c)
Impairment	Note 12(d)
Recognition of intangible assets	Note 13
Provision for rehabilitation	Note 18

4. Interests in other entities

Details of the Group's subsidiary are as follows:

Name of subsidiary	Principal activity	Place of incorporation and operation	Proportion of ownership interest and voting power held by the Group	
			30 June 2024	30 June 2023
Gladstone Marine Pilot Services Pty Ltd	Pilotage services	Australia	100%	100%

5. Parent entity information

The accounting policies of the parent entity, which have been applied in determining the financial information shown below, are the same as those applied in the consolidated financial statements.

	2024 \$'000	2023 \$'000
Financial position		
Assets		
Current assets	573,883	418,856
Non-current assets	2,029,884	2,058,622
Total assets	2,603,767	2,477,478
Liabilities		
Current liabilities	278,389	252,829
Non-current liabilities	1,108,793	1,112,647
Total liabilities	1,387,182	1,365,476
Net assets	1,216,585	1,112,002
Equity		
Issued capital	778,596	667,896
Reserves	355,375	363,486
Retained earnings	82,614	80,620
Total equity	1,216,585	1,112,002
Financial performance		
Profit for the year	129,284	114,194
Other comprehensive income	(7,710)	(27,072)
Total comprehensive income	121,574	87,122
Commitments for the acquisition of property, plant and equipment		
Due not later than 1 year	24,457	22,184

These commitments are not recognised as liabilities as the relevant assets have not yet been received.

The parent entity did not have any contingent liabilities as at 30 June 2024 or 30 June 2023.

6. Profit before income tax

(a) Revenue from contracts with customers

The Group is in the business of providing import and export shipping infrastructure services including cargo handling facilities and ancillary services. Revenue from contracts with customers is recognised when control of the goods or services are transferred to the customer at an amount that reflects the consideration to which the Group expects to be entitled in exchange for those goods or services.

Revenue has been calculated based on existing contracts. Harbour dues, tonnage rates, other shipping charges and cargo handling charges for all vessels are invoiced after departure of the vessel. The normal credit term is 30 days from the end of month in which the service is delivered.

Set out below is the disaggregation of the Group's revenue from contracts with customers:

	2024 \$'000	2023 \$'000
Revenue from contracts with customers		
Types of services		
Cargo handling charges	350,943	313,972
Harbour dues	114,945	119,630
Tonnage rates	64,215	57,032
Pilotage	29,170	26,886
Total	559,273	517,520
Timing of revenue recognition		
Revenue for services recognised over time	350,943	313,972
Revenue for transactions transferred at a point in time	208,330	203,548
Total	559,273	517,520

Set out below is the changes in contract liabilities:

	2024 \$'000	2023 \$'000
Amounts included in contract liabilities at the beginning of the year	220	2,008
Revenue recognised at the end of the year	2,773	(1,788)
Amounts included in contract liabilities at the end of the year	2,993	220

6. Profit before income tax (continued)

Performance obligations

Information about the Group's performance obligations are summarised below:

- **Cargo handling charges**
The performance obligation is to provide cargo handling services over the contract period. Certain contracts contain take-or-pay arrangements which customers are required to nominate the minimum tonnage processed over an annual period. Some of these contracts contain provisions giving customers the right to carry forward unused take-or-pay tonnage.
- **Harbour dues**
The performance obligation is to provide port access services over the contract period. Certain contracts contain take-or-pay arrangements which customers are required to nominate the minimum tonnage processed over an annual period.

The performance obligation for cargo handling and harbour dues is satisfied at either a point in time based on tonnage processed or over time based on the contractual term. Payment is generally due upon completion of services provided based under general trading terms. To the extent that customers carry forward unused take-or-pay, revenue is deferred until such time that the tonnes have been utilised by the customers.

The transaction price allocated to the remaining performance obligations (unsatisfied or partially unsatisfied) as at 30 June is as follows:

	2024 \$'000	2023 \$'000
Within one year	2,993	220

(b) Other income

Property income from investment properties is recognised in revenue on a straight-line basis over the term of the lease.

Interest received is recognised using the effective interest method.

Recoverable work revenue is received as a result of rehabilitation work or other work performed by the Group for which a contribution towards costs is received. During the prior financial year a reallocation of recoverable rehabilitation revenue resulted in a debit balance for the year ended 30 June 2023.

In respect of income received, pursuant to the obligations of lessees to restore the premises leased, where the Group is the lessor, the income is recognised at the point of time when the Group becomes entitled to receive such payments from lessees.

Other income in prior year includes \$22M which relates to a settlement amount from a contracted party in lieu of fulfilling their contractual obligations for the year ended 30 June 2023.

6. Profit before income tax (continued)

In respect of works performed for environment restoration pursuant to the LNG contracts, income is recognised over a period of time over which such works are performed by the Group. The income recognised is matched with the corresponding costs incurred in carrying out these works.

	Note	2024 \$'000	2023 \$'000
Other income			
Smallcraft services		2,593	1,981
Interest received		15,591	7,996
Property revenue	14	16,886	12,702
Recoverable works		10,529	(11,715)
Other shipping charges		11,287	9,859
Other		2,352	2,476
Proceeds on settlement		-	22,000
Total		59,238	45,299
(c) Expenses			
Operational expenses			
Contractors		59,063	47,182
Services and consultants		28,835	27,641
Indirect taxes and government charges		9,843	8,131
Materials and supplies		20,467	18,282
Energy		21,754	20,998
Insurance		10,496	8,614
Licence fees		209	273
Short term lease payments		908	936
Low value lease payments		116	111
Bad debts and expected credit loss provision		149	(1,915)
Rehabilitation provision		(300)	(3,624)
Other		1,094	160
Total		152,634	126,789
Depreciation/amortisation expenses			
Property, plant and equipment	12(a)	81,548	80,018
Right of use assets	21	1,905	1,671
Amortisation of intangibles	13	6,042	6,138
Total		89,495	87,827
Finance Costs			
Interest on debt and borrowings		22,808	22,040
Interest on lease liabilities	21	514	436
Competitive neutrality fee		5,556	5,599
Total		28,878	28,075

Finance costs

Finance costs are expensed in the period in which they occur using the effective interest method. Borrowing costs consist of interest and other costs that the Group incurs in connection with the borrowing of funds. No borrowing costs were capitalised in 2024 or 2023.

6. Profit before income tax (continued)

(d) Employee benefits expenses

	2024 \$'000	2023 \$'000
Employee benefits		
Wages and salaries	119,114	112,552
Annual leave expense	10,364	9,100
Personal leave expense	4,503	4,151
Long service leave expense	762	2,577
Rostered day off ("RDO") Expense	31	73
Employer superannuation contributions	13,694	12,298
Employer defined benefits contribution	1,934	1,996
Other employee benefits	1,064	1,625
Employee related expenses		
Workers compensation premium	1,307	1,241
Payroll tax expense	6,543	5,758
Other employee related expenses	4,657	4,552
Total	163,973	155,923

Wages and salaries and leave

Liabilities for wages and salaries, including non-monetary benefits, annual leave, personal leave and long service leave expected to be settled within 12 months of the reporting date are recognised in current liabilities in respect of employees' services up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled.

Wages and salaries due but unpaid at reporting date are recognised in the Consolidated Statement of Financial Position at the current salary rates. As the Group expects such liabilities to be wholly settled within 12 months of reporting date, the liabilities are recognised at undiscounted amounts.

Superannuation

Post-employment benefits for superannuation are provided through defined contribution (accumulation) plans or the Australian Retirement Trust (QSuper) defined benefit plan as determined by the employee's conditions of employment.

Defined Contribution Plans - Contributions are made to eligible complying superannuation funds based on the rates specified in the relevant Enterprise Bargaining Agreement other conditions of employment. Contributions are expensed when they are paid or become payable following completion of the employee's service each pay period.

Defined Benefit Plan - The liability for defined benefits is held on a whole-of-government basis and reported in those financial statements pursuant to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*. The amount of contributions for defined benefit plan obligations is based upon the rates determined on the advice of the State Actuary. Contributions are paid by the Group at the specified rate following completion of the employee's service each pay period. The Group's obligations are limited to those contributions paid.

7. Taxation

Income tax expense represents the sum of the tax currently payable and deferred tax.

Current tax - income tax equivalents

The Group is exempt from income tax under section 24AM of the *Income Tax Assessment Act 1997 (Cth)*. However, pursuant to the *Government Owned Corporations Act 1993* and the National Tax Equivalent Regime, the Group is required to make payments to the Queensland Government, equivalent to the amount of any Commonwealth income tax for which an exemption is received.

The income tax equivalent expense (referred to as income tax expense) for the period is the tax payable on the current period's taxable income based on the Australian corporate income tax rate for each jurisdiction adjusted by changes in deferred tax assets and deferred tax liabilities attributable to temporary differences and unused tax losses.

Deferred tax is provided using the liability method on temporary differences between the tax bases of assets and liabilities and their carrying amounts for financial reporting purposes at the reporting date. Deferred tax assets and liabilities are measured at the tax rates that are expected to apply in the year when the asset is realised or the liability is settled, based on tax rates (and tax laws) that have been enacted or substantively enacted at the reporting date.

Current tax is expected tax payable on the taxable income for the period, using tax rates enacted or substantively enacted at the end of the reporting date, and any adjustment to tax payable in respect of previous years.

Offsetting deferred tax balances

Deferred tax assets and liabilities are offset when they relate to income taxes levied by the same taxation authority and the Group intends to settle its current tax assets and liabilities on a net basis.

Deferred tax is accounted for in respect of temporary differences arising from differences between the carrying amount of assets and liabilities and the corresponding tax base.

Deferred tax liabilities are recognised for all taxable temporary differences. Deferred tax assets are recognised for all deductible temporary differences, unused tax losses and tax offsets, to the extent that it is probable that sufficient future taxable profits will be available to utilise them.

However, deferred tax assets and liabilities are not recognised for taxable temporary differences related to investments in subsidiary where the parent is able to control the timing of the reversal and it is probable that the differences will not reverse in the foreseeable future.

Deferred tax assets and liabilities are measured at the tax rates and tax laws that have been enacted or substantively enacted by the end of the reporting period and are expected to apply when the related deferred income tax asset is realised or the deferred income tax liability is settled.

7. Taxation (continued)

Investment allowances and similar tax incentives

Entities within the Group may be entitled to claim special tax deductions for investments in qualifying assets or in relation to qualifying expenditure (e.g. the Research and Development Tax Incentive regime or other investment allowances). The Group accounts for such allowances as tax credits, which means that the allowance reduces current tax exposure.

Tax consolidation

GPC and its wholly-owned entity are a tax consolidated group for income tax purposes. The head entity in this Group is GPC.

The head entity and the controlled entity in the tax consolidated group continue to account for their own current and deferred tax amounts. The Group has applied group allocation approach in determining the appropriate amount of current taxes and deferred taxes to allocate to members of the tax consolidated group.

In addition to its own current and deferred tax amounts, the head entity also recognises the current tax liabilities (or assets) and the deferred tax assets arising from unused tax losses and unused tax credits assumed from controlled entities in the tax consolidated group.

(a) Income tax expense

	2024 \$'000	2023 \$'000
Profit before income tax	184,461	162,252
Prima facie tax at 30% (2023: 30%)	55,338	48,676
Non-deductible (revenue)/expenses	319	1,736
Research and development tax offset provision	(760)	(850)
Prior year (over)/under provision	280	(1,504)
Income tax expense	55,177	48,058
Comprised of:		
Deferred tax asset	(2,159)	2,835
Deferred tax liability	(3,830)	(2,857)
Income tax payable	61,166	48,080
	55,177	48,058

(b) Amounts charged or credited directly to equity

	2024 \$'000	2023 \$'000
Deferred income tax related to items charged or credited directly to equity		
Net gain on revaluation of property, plant and equipment	238,153	241,457
Transition of new accounting standards	(2,920)	(2,920)
Deferred income tax reported in equity	235,233	238,537

7. Taxation (continued)

(c) Income tax payable

	2024 \$'000	2023 \$'000
Opening balance	10,315	4,018
Charged to income	61,166	48,080
Payments	(57,235)	(41,783)
Closing balance	14,246	10,315

(d) Deferred tax asset

Significant management judgement is required to determine the amount of deferred tax assets that can be recognised, based upon the likely timing and the level of future taxable profits together with future tax planning strategies.

	2024 \$'000	2023 \$'000
Long service leave	8,099	7,663
Personal leave	3,174	3,017
Annual leave	5,534	5,320
RDO	237	216
Public holidays	77	66
Accrued expenses	81	96
Provision for obsolete stock	162	176
Provision for rehabilitation	3,630	3,720
Provision for revenue received in advance	1,609	1,609
Provision for doubtful debts / expected credit losses	179	135
Contract liability	898	66
Lease liabilities	3,772	3,240
Unearned revenue	808	777
Closing balance	28,260	26,101
Opening balance	26,101	28,936
Amount credited to Statement of Profit or Loss and Other Comprehensive Income	2,159	(2,835)
Closing balance	28,260	26,101

(e) Deferred tax liability

	2024 \$'000	2023 \$'000
Inventory	5,480	4,955
Property, plant and equipment	277,000	284,658
Revenue received in advance	11,496	11,497
Closing balance	293,976	301,110
Opening balance	301,110	315,569
Amount charged to Statement of Profit or Loss and Other Comprehensive Income	(3,830)	(2,857)
Closing balance	293,976	301,110

8. Cash and cash equivalents

For the purposes of the Consolidated Statement of Financial Position and the Consolidated Statement of Cash Flows, cash assets include all cash and cheques received but not banked at 30 June as well as deposits at call with financial institutions.

Cash at bank earns interest at floating rates based upon daily bank deposit rates. Money market investments are limited to investments in bank-backed securities or short-dated securities guaranteed through Queensland Treasury Corporation (QTC). Credit risk exposure on these investments is minimised by the short-term nature of the investment. Cash at bank and on call includes restricted amounts. The balance for this year is \$15.24M (2023: \$4.02M). This balance for current year relates to retentions held by the Group pursuant to Port Service Agreements and Coal Handling Agreements and other securities.

	2024	2023
	\$'000	\$'000
Cash at bank and on hand	58,961	32,364

(a) Reconciliation of profit for the year to net cash provided by operating activities

	2024	2023
	\$'000	\$'000
Profit for the year	129,284	114,194
Depreciation/amortisation expense	89,495	87,827
Revaluation of non-current assets	(12,901)	2,844
Impairment of non-current assets	10,855	-
Net (profit)/loss on sale of property, plant and equipment	1,116	(891)
Changes in assets and liabilities		
(Increase)/decrease in trade and other receivables	27,479	(34,943)
(Increase)/decrease in inventories	(2,390)	(2,566)
(Increase)/decrease in prepayments	(1,452)	(1,056)
(Increase)/decrease in deferred tax asset	(2,159)	2,835
Increase/(decrease) in trade and other payables	10,541	5,498
Increase/(decrease) in contract and other liabilities	(55)	2,767
Increase/(decrease) in provisions	2,502	(8,150)
Increase/(decrease) in income tax payable	3,931	6,297
(Decrease)/increase in deferred tax liability	(3,830)	(2,857)
Net cash inflow from operating activities	252,416	171,799

9. Cash Advance Facility

Under the Queensland Government's cash management regime, Government Owned Corporations (GOCs) advance all surplus cash to Queensland Treasury. Queensland Treasury pays interest on these advances at the QTC Cash Fund rate.

GOC access to the advances is generally subject to notification periods of 24 to 48 hours. Because of the short term nature of the advances, their carrying amount is assumed to represent fair value.

At 30 June 2024, the balance held in QTC Cash Advance Facility was \$413,373,856 (2023: \$260,396,000).

10. Trade and other receivables

Trade receivables are measured at amortised cost which approximates their fair value at reporting date. Trade receivables are unsecured, non-interest bearing, and are generally on terms of 30 to 90 days.

	2024	2023
	\$'000	\$'000
Current		
Trade receivables	71,855	75,706
Less: loss allowance	(597)	(449)
	71,258	75,257
Accrued interest	1,597	877
Other receivables	4	24,203
Total	72,859	100,337
<i>Reconciliation of loss allowance:</i>	2024	2023
	\$'000	\$'000
Opening balance as at 1 July	449	5,274
Movement in loss allowance	148	(4,485)
Write-off	-	(340)
Closing balance as at 30 June	597	449

10. Trade and other receivables (continued)

The maximum exposure to credit risk at balance date for receivables is the gross carrying amount of those assets inclusive of any provisions for impairment or allowance for ECL.

The major component of debtor exposure is to coal producers using the Port of Gladstone for the export of product. Coal producers are mostly major listed companies or their related companies and account for 73% (2023: 56%) of trade receivables at balance date. Credit is only available to established customers on 30-day terms except in the case of coal exporters who may be required to make payment within 14 days of receipt of monthly statements. Credit risk exposure is minimised in the case of term leases where personal guarantees are required from directors of small private companies. In addition, receivable balances are monitored on an ongoing basis with the result that the Group's exposure to bad debts is not significant. Refer to Note 22(a) credit risk exposure for further information.

Historically GPC used the credit risk rating by credit agencies (i.e., non-modelled approach) of the counterparty to determine the expected credit losses for the portfolio. The Group used credit rating agency historical default rates based on groupings of customers with similar loss patterns using three material groupings based on the bands of credit rating i.e., from AAA to A-, BBB+ to B-, and unrated entities reflecting the different customer profiles for these bands. At each reporting date, the loss rates were updated and changes in the forward-looking estimates analysed for provisioning.

As credit rating agency data is no longer readily publicly available, for the financial year ended 30 June 2024, the Group shifted to a provision matrix using the simplified approach to measure expected credit losses of Trade and other receivables. Under this simplified approach, the Group is not required to track the changes in the credit risk, but instead recognise a loss allowance based on lifetime expected credit losses at each reporting date.

The calculations reflect historical observed default rates calculated using credit losses experienced on past sales transactions during the last 5 years preceding 30 June 2024. The historical default rates are then by adjusted by reasonable and supportable forward-looking information for expected changes in macroeconomic indicators that affect the future recovery of those receivables. The Group uses a single grouping for customers to determine expected credit losses, in conjunction with specific provisions for individual customers where there is evidence of distress or default.

Set out below is the information about credit risk exposure on the Group's trade receivables:

2024 Aging	Gross Receivables \$'000	Loss Rate applied ¹ %	Life Time ECL \$'000	Specific Provision \$'000	Total Loss Allowance \$'000
Current	65,753	.03%	19	210	229
One month	2,637	.46%	12	13	25
Two months	59	.49%	-	13	13
Three months	37	.50%	-	14	14
Three Months +	334	.53%	2	314	316
Total	68,820		33	564	597

¹Loss rates are applied to receivable balances for which no specific provision has been raised.

In the prior year, the provision was based on a non-modelled approach based on specific factors for the nature of the receivables. The provision balance and the percentage applied is as per below:

Credit Risk

30 June 2023	AAA to A-	BBB – B-	Unrated
Receivables balance (\$'000)	24,318	21,481	27,492
ECL%	0.05%	0.43%	1.25%
ECL (\$'000)	(12)	(93)	(343)
Balance not impaired	24,306	21,388	27,149

11. Inventories

Inventories are valued at the lower of cost and net realisable value. Cost assigned to an inventory item is on the basis of weighted average costs.

Inventories include spares used for the purpose maintaining assets. Upon use, the spares are either expensed or capitalised, based on the nature of maintenance activities and whether such activities would meet the criteria for capitalisation under AASB 116 *Property, Plant and Equipment*.

	2024 \$'000	2023 \$'000
Spares	21,446	19,101
Provision for obsolete stock	(540)	(585)
Total	20,906	18,516

In 2024, inventories of \$24,575,740 (2023: \$13,682,678) were recognised as an expense during the year and included in Operational Expenses – Materials and Supplies. Fuel amounting to \$16,163,728 (2023: \$15,064,099) was recognised as an expense during the year and included in Operational Expenses – Energy.

12. Property, plant and equipment

(a) Balances and reconciliations of carrying amount

	Land	Buildings	Channels, swing basins and berth pockets	Commercial wharves	Recreational and fishing wharves	Roads and services (structural improve- ments)	Plant	Furniture and fittings	Capital works in progress	Total
2024	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Categorisation of fair value hierarchy	Level 3	Level 3	Level 3	Level 3	Level 3	Level 3	Level 3	Level 3	Level 3	
Opening balance as at 1 July 2023	126,801	49,463	768,607	216,069	1,384	140,483	539,250	912	62,081	1,905,050
Work in progress (“WIP”) additions	-	-	-	-	-	-	-	-	62,340	62,340
Transfers (to)/from WIP	-	954	-	9,321	-	16,917	44,188	51	(71,431)	-
Disposals	-	(4)	-	(630)	-	-	(45)	(2)	-	(681)
Transfers (to)/from expense	-	-	-	-	-	-	-	-	-	-
Transfers (to)/from assets held for sale	-	-	-	-	-	-	-	-	-	-
Depreciation	-	(2,385)	(8,975)	(8,492)	(133)	(8,530)	(52,915)	(118)	-	(81,548)
Revaluations	(649)	(466)	(2,787)	(2,253)	(15)	(1,333)	(6,388)	(1)	-	(13,892)
Impairment	-	-	-	-	-	(10,855)	-	-	-	(10,855)
Carrying amount at 30 June 2024	126,152	47,562	756,845	214,015	1,236	136,682	524,090	842	52,990	1,860,414

12. Property, plant and equipment (continued)

(a) Balances and reconciliations of carrying amount (continued)

	Land	Buildings	Channels, swing basins and berth pockets	Commercial wharves	Recreational and fishing wharves	Roads and services (structural improve- ments)	Plant	Furniture and fittings	Capital works in progress	Total
2023	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Categorisation of fair value hierarchy	Level 3	Level 3	Level 3	Level 3	Level 3	Level 3	Level 3	Level 3		
Opening balance as at 1 July 2022	128,162	47,553	783,930	218,736	1,533	140,682	580,482	1,031	58,865	1,960,974
Work in progress (“WIP”) additions	-	-	-	-	-	-	-	-	90,508	90,508
Transfers (to)/from WIP	1,009	5,813	2,107	13,327	39	10,998	34,551	5	(67,849)	-
Disposals	-	-	-	-	-	-	(362)	(3)	-	(365)
Transfers (to)/from expense									(19,443)	(19,443)
Transfers (to)/from assets held for sale	(141)	-	-	-	-	-	-	-	-	(141)
Depreciation	-	(2,325)	(9,047)	(8,348)	(137)	(6,624)	(53,421)	(116)	-	(80,018)
Revaluations	(2,229)	(1,578)	(8,383)	(7,646)	(51)	(4,573)	(22,000)	(5)	-	(46,465)
Impairment	-	-	-	-	-	-	-	-	-	-
Carrying amount at 30 June 2023	126,801	49,463	768,607	216,069	1,384	140,483	539,250	912	62,081	1,905,050

12. Property, plant and equipment (continued)

Property, plant and equipment (PP&E), except for WIP, are stated at fair value, less accumulated depreciation and any impairment losses. WIP is stated at cost, net of accumulated impairment losses, if any.

Initial recognition

PP&E is recognised at cost, being the fair value of consideration paid at the date of acquisition plus any incidental costs attributable to the acquisition. The cost of PP&E constructed by the Group includes the cost of all materials used in construction, direct labour on the project and an appropriate proportion of variable and fixed overheads.

An asset recognition threshold of \$1,000 has been adopted and applies to all items of PP&E acquired with a useful life of more than one year.

Any cost that increases the originally assessed capacity or production capacity of an item of PP&E is capitalised. Similarly, when each major inspection is performed, its cost is recognised in the carrying amount of the PP&E as a replacement only if it is eligible for capitalisation. All other repairs and maintenance are recognised as an expense in the Consolidated Statement of Profit or Loss and Other Comprehensive Income as incurred.

Depreciation

Depreciation is recognised on a straight-line basis on PP&E, so as to reflect the consumption of the economic benefits over their expected economic lives. The depreciation rates used for each class are as follows:

Buildings	1.0%-20.0%
Channels, swing basins and berth pockets	1.0%
Commercial wharves	1.5%-20.0%
Recreational and fishing wharves	2.0%-20.0%
Roads and services (structural improvements)	1.0%-20.5%
Plant	1.0%-50.0%
Furniture and fittings	2.5%-50.0%

Where items of PP&E have separately identifiable components, these components are assigned useful lives distinct from the asset to which they relate. The assets' useful lives and depreciation methods are reviewed, and adjusted if appropriate, at each financial year end.

The estimation of the useful lives of PP&E has been based upon historical experience as well as manufacturers' warranties (for plant and equipment) and turnover policies (for motor vehicles). In addition, the condition of the items of PP&E is assessed at least annually and considered against the remaining useful life.

Disposal

An item of PP&E is de-recognised upon disposal or when no further economic benefits are expected from its use or disposal. Any gain or loss arising on de-recognition is included in the Consolidated Statement of Profit or Loss and Other Comprehensive Income in the year an item of PP&E is de-recognised.

12. Property, plant and equipment (continued)

(b) Carrying amounts if assets were measured at cost less accumulated depreciation

If PP&E was measured using the cost model the carrying amounts would be as follows:

Asset category	2024	2023
	Net book value \$'000	Net book value \$'000
Land	91,288	91,289
Buildings	47,265	48,680
Channels, swing basins and berth pockets	214,131	216,516
Commercial wharves	193,015	191,282
Recreational and fishing wharves	1,307	1,448
Roads and services (structural improvements)	166,009	158,055
Plant	498,613	505,109
Furniture and fittings	860	932
Capital works in progress	52,990	62,081
Total	1,265,478	1,275,392

(c) Valuations

Measurement after initial recognition

Revaluation increments are credited to the asset revaluation reserve, net of tax, except to the extent that they reverse a revaluation decrement previously recognised in the Consolidated Statement of Profit or Loss and Other Comprehensive Income. Revaluation decrements are recognised in profit or loss, except to the extent they offset a previous revaluation increment. In this case the decrement is recorded in the asset revaluation reserve. The accumulated depreciation is reversed to the revalued amounts.

The Group uses an income-based approach to determine fair value, with management establishing the appropriate inputs to the model. Management estimated the fair value of the Group's PP&E using a discounted cash flow (DCF) model.

All items of PP&E held at fair value are classified as level 3 on the fair value hierarchy which is consistent with prior year.

Summary of key inputs and assumptions

The fair value of assets was determined using projected revenue, capital and operating cash flows for the ten years ending 30 June 2034. Management judgement was applied to forecast future tonnages taking into account historical data where it exists. Management applied the following key assumptions:

12. Property, plant and equipment (continued)

(c) Valuations (continued)

- One unit of account is utilised as the three geographical areas of the company are intrinsically linked and product is interchanged where possible;
- Key inputs within the model relating to capital and operating expenditure are derived from known and future planned capital and operating works that are aligned to the delivery of GPC's core strategic goals, asset management strategies and future strategic plans as well as the incorporation of recurring expenditure required to maintain effective business operations in line with known and anticipated operating parameters and conditions.
- Future growth rates are determined through detailed review of future macro-economic factors, and guidance provided through the Reserve Bank of Australia growth rate assumptions, namely CPI.
- Revenue forecast is based upon contractual arrangements where they exist or historic tonnage throughput.
- A terminal value was calculated based upon the assumption that the cash flows in year ten will continue indefinitely into the future. A CPI rate of 2.5% (2023: 2.5%) is applied, when calculating terminal values to reflect inflation for long term growth in these cash flows.
- The weighted average cost of capital (WACC) nominal, post-tax rate of 7.0% (2023: 6.6%) was adopted when discounting back to a present day estimated value. Management determined this rate in consultation with independent experts.
- Given the nature of GPC's infrastructure assets and the industries in which it operates, the WACC rate applied has been calculated as if it were operating in a regulated environment.
- Mid-period discounting has been applied to discount future cash flows to their net present value which imply that cash flows are earned, on average, midway through a financial year.
- The demand profile utilised in the fair value assumptions is based on current expectations based on production profiles used by customers and expectations of global demand on coal. To the extent that significant changes are made to the coal demand this would impact the overall asset values and likely result in a significant decrease in the fair value. GPC will continue to monitor this.

Sensitivity analysis was undertaken as follows:

Level 3 input	Fair Value output	Rate Used by Group
CPI rate +0.5 post tax	1,934,900	2,002,361
CPI rate -0.5 post tax	2,067,421	2,002,361
WACC rate +0.6 post tax	1,712,529	2,002,361
WACC rate -0.4 post tax	2,244,716	2,002,361
Terminal Growth Rate +0.5	2,226,325	2,002,361
Terminal Growth Rate -0.5	1,823,191	2,002,361
Expansionary Capital delayed 1 year	2,043,151	2,002,361
Expansionary Capital +5%	1,978,115	2,002,361
Expansionary Capital -5%	2,026,608	2,002,361

12. Property, plant and equipment (continued)

As required under AASB 116, the Group has an obligation to revalue its PP&E with sufficient regularity to ensure that the carrying amounts do not differ materially from those which would be determined using fair value at the end of the reporting period.

Excluding capital WIP which are measured at cost, the resulting valuation increment or decrement calculated under the DCF model is then allocated across remaining unimpaired assets based upon their respective gross replacement cost.

The reconciliation of revaluations across each item is shown below:

	Note	2024 \$'000	2023 \$'000
Valuation adjustment to Consolidated Statement of Financial Position			
Property, plant and equipment revaluations	12(a)	(13,892)	(46,465)
Investment property	14	15,779	4,947
		1,887	(41,518)
Valuation adjustments to Consolidated Statement of Profit or Loss and Other Comprehensive Income			
Statement of Profit or Loss			
Revaluation decreases of property, plant and equipment		(2,878)	(7,791)
Revaluation increase of investment properties		15,779	4,947
Other Comprehensive Income			
Revaluation decrement of property, plant and equipment		(11,014)	(38,674)
Total		1,887	(41,518)

(d) Impairment

Projects completed as part of the investment in community assets that are of a capital nature are capitalised and impaired. Impairment occurs due to the Group generating minimal or no income return on these assets. The reconciliation of impairment is shown below:

Note	2024 \$'000	2023 \$'000
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\$'000

Impairment charged to Statement of Profit or Loss and Other Comprehensive Income	12(a)	10,855	-
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13. Intangible assets

Intangible assets of the Group comprise purchased software and internally developed software. Intangible assets with a historical cost or other value equal to or greater than \$100,000 are recognised in the Consolidated Statement of Financial Position. Items with a lesser value are expensed. All intangible assets of the Group are amortised on a straight line basis over the intangible's useful life of between 3 and 15 years.

Reconciliation of the carrying amount for intangible assets at 30 June 2024:

	Gross \$'000	Accumulated Amortisation \$'000	Balance at 30 June \$'000
Purchased Intangible assets	38,061	(29,139)	8,922
Internally generated intangible assets	22,839	(13,081)	9,758
Capital WIP	5,973	-	5,973
Total	66,873	(42,220)	24,653

Represented by movements in the carrying amount:

	Carrying amount at 1 July \$'000	WIP additions \$'000	Transfer (to)/from WIP \$'000	Amortisation \$'000	Carrying amount at 30 June \$'000
Purchased Intangible assets	10,658	-	1,730	(3,466)	8,922
Internally generated intangible assets	12,334	-	-	(2,576)	9,758
Capital WIP	5,898	1,805	(1,730)	-	5,973
Total	28,890	1,805	-	(6,042)	24,653

Reconciliation of the carrying amount for intangible assets at 30 June 2023:

	Gross \$'000	Accumulated Amortisation \$'000	Balance at 30 June \$'000
Purchased Intangible assets	36,758	(26,100)	10,658
Internally generated intangible assets	23,053	(10,719)	12,334
Capital WIP	5,898	-	5,898
Total	65,709	(36,819)	28,890

Represented by movements in the carrying amount:

Carrying amount at	Transfer	Carrying amount at
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	1 July \$'000	WIP additions \$'000	(to)/from WIP \$'000	Amortisation \$'000	30 June \$'000
Purchased Intangible assets	12,741	-	1,449	(3,532)	10,658
Internally generated intangible assets	14,160	-	780	(2,606)	12,334
Capital WIP	4,084	4,043	(2,229)	-	5,898
Total	30,985	4,043	-	(6,138)	28,890

14. Investment properties

	Note	2024 \$'000	2023 \$'000
Opening balance		96,078	90,770
Additions		128	1,053
Transfers (to)/from assets held for sale		450	(450)
Net gain from fair value adjustment	12(c)	15,779	4,947
Disposals		(642)	(242)
Closing balance		111,793	96,078

Investment properties are recognised initially at cost. Subsequent to initial recognition, investment properties are stated at fair value, which reflects market conditions at the reporting date. Investment properties include land (including seabeds) and buildings. Professional expert external valuers are used for the valuation of investment properties. For the 2024 year, the fair value has been determined based on independent valuations by Aon Valuation Services as at 31 March 2024, in accordance with AASB 140 *Investment Properties*, which requires an annual review of fair value. The valuer has recent experience in the location and category of the investment property being valued. GPC is satisfied that these are materially correct as at 30 June 2024. In estimating the fair value of the properties, the highest and best use of the properties is their current use. There has been no change to the valuation technique during the year.

Gains or losses arising from changes in the fair values of investment properties are recognised in the Consolidated Statement of Profit or Loss and Other Comprehensive Income in the year they arise.

The Group's investment properties classified as land (including seabeds) are level 2 on the fair value hierarchy. The fair value was determined based on the market approach that reflects recent transaction prices for similar properties.

The Group's investment properties classified as buildings are level 3 on the fair value hierarchy. The fair value was determined based on the current replacement cost approach that reflects the internal records of the original cost of the specialised fit out, adjusted for more contemporary design/construction approaches, and published construction rates for various standard components of buildings. Significant judgement is also used to assess the remaining service potential of the facility, given local climatic and environmental conditions and records of the current condition of the facility.

There were no transfers between the levels during the year.

Investment properties are derecognised either when they have been disposed of or when the investment property is permanently withdrawn from use and no future economic benefit is expected from its disposal. Any gains or losses on the retirement or disposal of an investment property are recognised in the Consolidated Statement of Profit or Loss and Other Comprehensive Income in the year of retirement or disposal.

14. Investment Properties (continued)

Transfers are made to/from investment property when, and only when:

- there is a change in use
- commencement of an operating lease to another party
- ending construction or development
- commencement of owner occupation
- commencement of development with a view to sale.

With the exception of seabeds which are leased from the State, the group has no restrictions on the realisability of its investment properties and no contractual obligations to purchase, construct or develop investment properties or for repairs, maintenance, and enhancements.

	2024	2023
	\$'000	\$'000
Rental income derived from investment properties	16,886	12,702
Direct operating expenses (including repairs and maintenance) generating rental income	(1,344)	(1,135)
Direct operating expenses (including repairs and maintenance) that did not generate rental income	(840)	(801)
Profits arising from investment properties carried at fair value	14,702	10,766

15. Trade and other payables

These amounts represent liabilities for goods and services provided to the Group prior to the end of the financial year which are unpaid. Due to the short-term nature of trade and other payables, their carrying value is assumed to approximate their fair value. Information on the Group's liquidity risk management process is outlined in Note 22(c).

Retentions payable represent securities held by the Group as lodged by certain customers under the terms of their Port Service Agreements. An asset is recognised as restricted cash for the deposits lodged by these customers (Note 8) with a corresponding liability to recognise that these securities are refundable to the customer unless certain events occur which result in GPC obtaining a right to the restricted cash asset.

	2024	2023
	\$'000	\$'000
Current		
Trade creditors	36,094	33,861
Retention payable	13,494	3,556
GST payable	3,357	5,432
Other	3,570	3,125

16. Contract and other liabilities

Contract liabilities include amounts in relation to cargo handling and harbour dues where the performance obligations have not been satisfied. The revenue received in advance relates to long term advances received on contracts for which the deliverables and obligations have not yet been achieved and operating lease revenue on investment properties.

	2024	2023
	\$'000	\$'000
Current		
Revenue received in advance	22,841	24,452
Contract liabilities	2,993	220
	25,834	24,672
Non-current		
Revenue received in advance	7,158	8,374

17. Borrowings

	Note	2024	2023
		\$'000	\$'000
Non-current			
QTC loans	22(c)	775,409	775,219

Borrowings are initially recognised at fair value, plus any transaction costs directly attributable to the borrowings, then subsequently held at amortised cost using the effective interest method. The effective interest rate is the rate that exactly discounts estimated future cash payments or receipts through the expected life of a financial instrument (or, when appropriate, a shorter period) to the net carrying amount of that instrument.

Any borrowing costs are added to the carrying amount of the borrowing to the extent they are not settled in the period in which they arise.

Terms and Conditions

The QTC loans comprise advances made under one client specific pool arrangement (CSP). The CSP comprises of a combination of bonds and floating rate debt so that the weighted average term of the underlying cash flows of these instruments matches the weighted average term of the underlying cash flows of the Group's loans. The CSP is used for the Group's normal operations. This is unsecured.

Interest rates

This loan is interest bearing with interest paid quarterly in arrears. The average interest rate for 2024 was 2.84% (2023: 2.74%).

Fair values

Unless disclosed below, the carrying amount (book value) of the Group's borrowings approximate to their fair value. The fair values have been calculated by discounting the expected future cash flows at prevailing market interest rates.

17. Borrowings (continued)

	2024		2023	
	Carrying amount	Fair value	Carrying amount	Fair value
	\$'000	\$'000	\$'000	\$'000
Queensland Treasury Corporation loans	775,409	710,876	775,219	709,041

The fair value represents the value of the debt if the Group repaid at that date. As it is the intention of the Group to hold the debt for its term, no provision is required to be made in these accounts.

18. Provisions

Provisions are recognised when there is a present legal, equitable or constructive obligation to make a future sacrifice of economic benefits to other entities as a result of past transactions or other past events and it is probable that a future sacrifice of economic benefits will be required and a reliable estimate can be made of the amount of the obligation.

	2024	2023
	\$'000	\$'000
Current		
Employee benefits	53,221	50,928
Dividends	127,691	117,617
Rehabilitation	893	3,193
Other	-	-
Total	181,805	171,738
Non-current		
Employee benefits	3,852	3,343
Rehabilitation	17,464	15,464
Total	21,316	18,807

Employee benefits

The provision for employee benefits comprises of long service leave, annual leave, personal leave and RDO provisions. These provisions are categorised as either current or non-current.

The current portion of this provision includes the total amount accrued for annual leave, personal leave and RDO entitlements and the amounts accrued for long service leave entitlements that have vested due to employees having completed the required period of service. Based on past experience, the Group does not expect the full amount of annual leave or long service leave balances classified as current liabilities to be settled within 12 months of the reporting date. However, these amounts must be classified as current liabilities since

the Group does not have an unconditional right to defer the settlement of these amounts beyond 12 months from the reporting date, in the event employees wish to use their leave entitlements.

18. Provisions (continued)

The following amounts reflect leave that is not expected to be taken within the next twelve months:

	2024	2023
	\$'000	\$'000
Employee benefits obligation expected to be settled after twelve months	32,940	31,086

The non-current portion for this provision includes amounts accrued for long service leave entitlements and personal leave that have not yet vested in relation to those employees who have not yet completed the required period of service.

Liabilities for annual leave and long service leave are recognised and measured as the amount unpaid at the reporting date at pay rates anticipated on settlement in respect of employees' services, including related on-costs. The provisions have been calculated using anticipated wage and salary rates including related on-costs and expected settlement dates based on usage patterns and is discounted using rates attaching to corporate bond rates at balance date which most closely match the terms of the maturity of the related liabilities.

Dividend provision

A provision for dividends is recognised at the reporting date where the dividends have been declared, determined or recommended by the Directors prior to the reporting date. A corresponding amount is recognised directly in equity. The Directors have recommended the payment of a final dividend of 100% of profits, adjusted in line with shareholding Ministers' approval. The final dividend amounts to \$127.69M (31.76 cents per share).

Rehabilitation

A provision for rehabilitation is recognised in relation to the obligations or undertakings for the Group associated with contractual agreements executed under the Western Basin Environmental Management Funding Agreement and LNG Commercial Offsets, and relate to extinguishing the obligations of the agreements. Works have continued on land and marine areas during 2024.

The rehabilitation provisions are undiscounted. The estimated cost and timing of future rehabilitation works can be impacted by potential deterioration of structures and factors that cannot be predicted until work commences, particularly in relation to water based structures. These uncertainties may result in future actual expenditure differing from the amounts currently provided.

18. Provisions (continued)

<i>Provision movements</i>	Rehabilitation		Dividend		Other	
	2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000
Current provision	893	3,193	127,691	117,617	-	-
Non-current provision	17,464	15,464	-	-	-	-
Closing balance of provision at 30 June	18,357	18,657	127,691	117,617	-	-
Opening balance of provision at 1 July	18,657	22,284	117,617	-	-	4,082
Additional provisions	-	-	127,691	117,617	-	-
Amounts (used)/paid		(3)	(117,617)	-	-	(4,082)
Unused amounts reversed	(300)	(3,624)	-	-	-	-
Closing balance of provision at 30 June	18,357	18,657	127,691	117,617	-	-

19. Equity

Issued Capital

	2024 No.	2023 No.
Authorised to issue – ordinary shares	1,000,000,000	1,000,000,000
Issued – ordinary shares fully paid	402,066,818	402,066,818

The shares have no par value. The holders of ordinary shares are entitled to receive dividends as declared from time to time and are entitled to one vote per share at shareholder meetings of the Group.

Asset Revaluation Reserve

	Note	2024 \$'000	2023 \$'000
Opening balances at 1 July		363,486	391,472
Revaluation – gross	12 (c)	(11,014)	(38,674)
Deferred tax		3,304	11,602
Disposal of revalued assets		(401)	(914)
Balance as at 30 June		355,375	363,486

20. Dividends

Cash dividends on ordinary shares declared but not paid:

	2024	2023
	\$'000	\$'000
Final dividend declared but not paid	127,691	117,617

Dividend calculations are based on 100% of net profit after an adjustment for revaluation increments / decrements. All dividends are unfranked. Dividends are declared after reporting date but before financial statements are authorised for issue.

For the 2022-23 year, dividend calculations were based on 100% of net profit after an adjustment for revaluation increments / decrements and a special dividend of \$25.0M.

21. Leases

Group as a lessee

The Group recognises right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets, as follows:

- Land/ Seabeds – 15 to 100 years (some land/ seabed leases are perpetual)
- Motor vehicles - 3 to 5 years
- Building – 5 years

Where the right-of-use assets have been classified as 'Investment Property', the accounting policy for subsequent measurement of these assets is as described in Note 14.

The Group has lease contracts for land/ seabed, vehicle and office equipment used in its operations. GPC's land/ seabed lease portfolio contains a combination of perpetual and term-based leases. There are also certain 'reserves' and 'vested' properties granted in trust by the Government, for which GPC does not pay any lease rentals. Vehicles generally have lease terms between 3 and 5 years. The Group's obligations under its leases are secured by the lessor's title to the leased assets. Generally, the Group is restricted from assigning and subleasing the leased assets.

The Group also has certain leases of vehicles with lease terms of 12 months or less and leases of office equipment with low value. The Group applies the 'short-term lease' and 'lease of low-value assets' recognition exemptions for these leases.

In the process of applying the Group's accounting policies, management has made the following judgements, and estimates in relation to leases:

21. Leases (continued)

Determining the nature of the rights for a perpetual lease (within scope of AASB 16)

The Group determined that the perpetual lease arrangement for seabed assets is within the scope of AASB 16 and the Group is the lessee under the arrangement. The underlying asset being the seabed is leased by the lessor, being the State Government, with a specific objective to consider the overall development of the geographical area and business infrastructure requirements. The Group concluded that it will not be practical or economically feasible for the lessor to make substitutions for the underlying asset. Therefore, the arrangement is considered to be non-cancellable. The Group has an unconditional obligation to pay for the asset, unless and until the lessor decides to terminate the lease. The Group cannot sell the asset nor use it for other activities and therefore, does not have complete ownership rights over the asset. The arrangement is within the scope of AASB 16.

Determining the lease term of contracts with renewal and termination options

The Group determines the lease term as the non-cancellable term of the lease.

The Group has several lease contracts that include extension and termination options. The Group applies judgement in evaluating whether or not it is reasonably certain to exercise the option to renew or terminate the lease.

Estimation of Incremental Borrowing Rate

For new or modified leases, the Group uses the 'rate implicit in the lease' where it can be readily determined, otherwise, the 'incremental borrowing rate' is used as the discount rate, which is determined using the 'QTC Fixed Rate Loan' rates that correspond with the lease commencement month and lease term, adjusted for QTC margin and other factors specific to the Group and the asset under lease.

(a) Set out below are the carrying amounts of right-of-use assets recognised and the movements during the period:

	Building	Land /Seabed	Vehicle	Total
	\$'000	\$'000	\$'000	\$'000
As at 1 July 2022	-	1,027	1,889	2,916
Additions (includes re-measurement)		49	2,150	2,199
Depreciation expense	-	(20)	(1,651)	(1,671)
As at 30 June 2023	-	1,056	2,388	3,444
Additions (includes re-measurement)	1,316	(5)	2,530	3,841
Depreciation expense	(49)	(20)	(1,836)	(1,905)
Terminations	-	(21)	-	(21)
As at 30 June 2024	1,267	1,010	3,082	5,359

21. Leases (continued)

(b) Set out below are the carrying amounts of lease liabilities and the movements during the period:

	Note	\$'000
As at 1 July 2022		10,426
Additions		2,163
Accumulation of interest	6(c)	436
Payments		(2,226)
Terminations		-
As at 30 June 2023		10,799
Additions		3,969
Accumulation of interest	6(c)	514
Payments		(2,554)
Terminations		(155)
As at 30 June 2024		12,573
	2024	2023
Current	1,273	1,247
Non-current	11,300	9,552

(c) Set out below are amounts recognised in profit and loss:

	2024	2023
	\$'000	\$'000
Depreciation expense of right-of-use assets	1,905	1,671
Interest expense on lease liabilities	514	436
Expense relating to short-term leases (included in operational expenses)	908	936
Expense relating to leases of low-value assets (included in operational expenses)	116	111
Gain on lease remeasurement	(1)	(2)
Total amount recognised in profit or loss	3,442	3,152

The Group had total cash outflows for leases of \$3,577,000 in 2024 (2023: \$3,271,000). The Group also had non-cash additions to right-of-use assets of \$3,841,000 in 2024 (2023: \$2,200,000) and lease liabilities of \$3,969,000 in 2024 (2023: \$2,163,000). As at the date of the financial statements, there are no expected future cash outflows relating to leases that have not yet commenced.

Group as a lessor

Leases in which the Group does not transfer substantially all the risks and rewards incidental to ownership of an asset are classified as operating leases. The Group has entered into operating leases on its investment property portfolio consisting of certain land and buildings (Note 14). These leases have terms of between 1 and 40 years. Rental income arising is accounted for on a straight-line basis over the lease terms. Rental income recognised by the Group during the year is \$16,886,000 (2023: \$12,702,000).

21. Leases (continued)

Future minimum rentals receivable under non-cancellable operating leases as at 30 June are as follows:

	2024	2023
	\$'000	\$'000
Less than one year	13,702	12,336
One to two years	11,092	10,580
Two to three years	9,519	9,889
Three to four years	7,983	8,483
Four to five years	6,899	6,970
More than five years	78,227	72,903
Total	127,422	121,161

Maturity analysis of lease liabilities is included in Note 22(c).

22. Financial risk management

GPC has exposure to credit risk, liquidity risk, interest rate risk and capital management risk from its use of financial instruments. The Group's financial instruments comprise receivables, payables, borrowings, cash and cash equivalents and cash advance facility. To monitor existing financial assets and liabilities as well as to enable an effective controlling of future risks, the Group has established a comprehensive risk reporting framework that reflects expectations of management of settlement of financial assets and liabilities.

The Board of Directors has overall responsibility for the establishment and oversight of the risk management framework. The Group manages its exposure to key financial risks, in accordance with its financial policies. The objectives of the policies are to support the delivery of the Group's financial targets whilst protecting future financial security.

To monitor existing financial assets and liabilities as well as to enable an effective controlling of future risks, the Group has established comprehensive risk reporting that reflects expectations of management of settlement of financial assets and liabilities.

The Group monitors rolling forecasts of liquidity reserves on the basis of expected cash flow.

The Board reviews and agrees policies for managing each of the risks summarised below:

(a) Credit risk exposure

Credit risk arises from the financial assets of the Group, which comprise cash and cash equivalents, cash advance facility, and trade and other receivables. The Group is exposed to credit risk from the possibility of counterparties to cash and cash equivalents, cash advance facility, and trade and other receivables failing to perform their obligations. The balance of cash is disclosed in Note 8 and the balance of the Cash Advance Facility is disclosed in Note 9.

The Group does not hold any credit derivatives to offset its credit exposure. The level of exposure is disclosed in the Consolidated Statement of Financial Position and in Note 10 with the carrying amount stated net of any allowance for expected credit losses.

22. Financial risk management (continued)

(b) Market risk

(i) Foreign currency risk

The Group occasionally makes capital purchases in US dollars. To manage the currency risks arising from these transactions, the Group may enter into derivative transactions, namely forward currency contracts.

It is the Group's position not to enter into forward contracts until a firm commitment is in place. The terms of the hedge derivatives are required to exactly match the terms of the hedged item to maximise hedge effectiveness.

(ii) Price risk

As at 30 June 2024 and 30 June 2023 the Group did not have any significant exposure to price risk.

(iii) Interest rate risk exposure

As at 30 June 2024, the Group's financial assets and liabilities exposed to variable interest rate risk consisted of cash and cash equivalents (Note 8), cash advance facility (Note 9), interest bearing loans and liabilities (Note 17) only. The Group's policy is to manage its finance costs using a mix of fixed and variable rate debt. The Group constantly analyses its interest rate exposure where consideration is given to the mix of fixed and variable interest rates.

Sensitivity analysis based upon the interest risk exposures in existence at the Consolidated Statement of Financial Position date illustrates that a +/- 1% movement in interest rates with all other variables held constant, the post-tax profit and equity affect is as follows:

	Post-tax profit		Equity	
	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000
+1% (100 basis points)	(419)	(402)	(419)	(402)
-1% (100 basis points)	476	487	476	487

(c) Liquidity risk

The Group is exposed to liquidity risk in respect of its payables, lease liabilities and borrowings from QTC. The Group manages liquidity risk through the use of a liquidity management strategy which aims to reduce the exposure to risk by ensuring the Group has sufficient funds available to meet employee and supplier obligations as they fall due. This is achieved by ensuring maximum levels of cash are at hand to match the expected duration of various employee and supplier liabilities. Funding arrangements are in place with QTC which will allow sufficient funding to cover planned requirements within the Group's corporate planning period. The Group has available a business card facility with a limit of \$300,000 (2023: \$300,000). New borrowings are subject to an approved loan program with the sanction of the Treasurer of Queensland. The Group has access to a \$30,000,000 (2023: \$30,000,000) working capital facility provided through QTC. This facility was not drawn upon during the financial year.

22. Financial Risk Management (continued)

Interest bearing loans and borrowings relate to QTC borrowings which are interest only with no fixed repayment date for the principal component. For the purposes of completing the maturity analysis, the principal component of these loans has been included in the more than five-year time band with no interest payment assumed in this time band.

Maturity analysis of financial liabilities based upon management's expectations

Year ended 30 June 2024	Note	< 1 year \$'000	1 – 5 Years \$'000	> 5 years \$'000	Total \$'000
Financial liabilities					
Trade and other payables	15	56,515	-	-	56,515
Interest bearing loans and borrowings	17	-	-	775,409	775,409
Lease liabilities	21	1,273	3,273	8,027	12,573
		57,788	3,273	783,436	844,497

Year ended 30 June 2023	Note	< 1 year \$'000	1 – 5 Years \$'000	> 5 years \$'000	Total \$'000
Financial liabilities					
Trade and other payables	15	45,974	-	-	45,974
Interest bearing loans and borrowings	17	-	-	775,219	775,219
Lease liabilities	21	1,247	1,357	8,195	10,799
		47,221	1,357	783,414	831,992

(d) Reconciliation of liabilities arising from financing activities

The table below details changes in the Group's liabilities arising from financing activities including both cash and non-cash changes. Liabilities arising from financing activities are those for which cash flows were, or future cash flows will be, classified in the Group's consolidated statement of cash flows as cash flows from financing activities.

Year ended 30 June 2024	1 July 2023 \$'000	Cash flows		Non-cash	30 June 2024 \$'000
		Payments \$'000	Receipts \$'000	Other \$'000	
Financial liabilities					
Interest bearing loans and borrowings	775,219	190	-	-	775,409
Dividend payable	117,617	(117,617)	-	127,691	127,691
Lease liabilities	10,799	(2,554)	-	4,328	12,573
	903,635	(119,981)	-	132,019	915,673

22. Financial Risk Management (continued)

Year ended 30 June 2023	1 July 2022	Payments	Receipts	Other	30 June 2023
	\$'000	\$'000	\$'000	\$'000	\$'000
Financial liabilities					
Interest bearing loans and borrowings	775,295	(76)	-	-	775,219
Dividend payable	-	-	-	117,617	117,617
Lease liabilities	10,426	(2,226)	-	2,599	10,799
	785,721	(2,302)	-	120,216	903,635

23. Capital management

Risk Management

The Group manages its capital to ensure that it will be able to continue as a going concern and maximise the return to shareholders whilst managing debt and equity balances.

The Group will manage its capital structure to maintain an investment grade credit rating, consistent with its loan documentation with QTC. The capital structure of the Group consists of borrowings disclosed in Note 17 and equity comprising issued capital, reserves and retained earnings.

In order to achieve this overall objective, the Group's capital management, among other things, aims to ensure that it meets financial covenants attached to the interest-bearing loans and borrowings that define capital structure requirements. Breaches in meeting the financial covenants would permit the financiers to immediately call on borrowings. There have been no breaches of the financial covenants of any borrowings in the current period.

No changes were made in the objectives, policies, or processes for managing capital during the years ended 30 June 2024 and 30 June 2023.

24. Commitments and contingencies

Capital expenditure commitments contracted but not provided for:

These commitments relate to expenditure on capital projects in progress	2024	2023
	\$'000	\$'000
Due not later than one year	24,457	22,184

Contingent assets and liabilities

As at the date of these financial statements, the Board is not aware of any material contingent assets or liabilities.

25. Auditor's remuneration

These are amounts (excluding GST) paid to the Auditor-General of Queensland for audit of the financial statements. No other benefits were received by the auditors:

	2024	2023
	\$'000	\$'000
Remuneration	285,000	271,500

The estimated fee for 2024 is \$285,000 (2023: \$271,500).

26. Key management personnel disclosures

Directors (short-term and post-employment expenses)

Directors' emoluments are set by the State Government with other fees and allowances determined on the basis of meetings attended and expenditure incurred in performing their roles. Directors do not receive performance related remuneration.

Specified executives

The People Performance and Culture Committee oversee and recommend executive Total Fixed Remuneration (TFR) to the Board for the Chief Executive Officer (CEO) or senior executives (including temporary appointments). GOC boards can determine the TFR up to market median for the position's work value as advised by an independent remuneration consultant to ascertain an appropriate level of remuneration and attract appropriately skilled applicants. The Group's remuneration policy is subject to the Queensland Government's policy and any annual increases to CEO and senior executive remuneration are approved by the Board with written notification to shareholding Ministers.

The Group's remuneration policy is based on a TFR concept. TFR is the sum of salary, superannuation, salary sacrifice item and other benefits (e.g. motor vehicle). Items in the TFR specifies the total annual cost to the Group for providing the benefit. TFR excludes any performance incentives as well as any tools of trade, equipment or other items provided solely to perform in the position. Short-term benefits are disclosed as the gross salary package (excluding bonuses) and may be taken either as salary or salary sacrificed. Other benefits are listed as taxable fringe benefits amounts. These may include benefits that are available to all employees of the Group and are not specific to the listed roles. All disclosed items relate to amounts received by the CEO and each senior executive incurred in the financial year during the period of their appointment.

GOC boards have discretion to approve annual TFR increases (capped at 10% per annum) to senior executive's remuneration levels, subject to the TFR not exceeding the latest market median for the position's work value, in line with the Policy for Government Owned Corporation Chief and Senior Executive Employment Arrangements Version 27 October 2021.

26. Key management personnel disclosures (continued)

There are no performance payments available to the CEO and senior executives. Termination entitlements, in the event of termination by the Group, other than for misconduct, are allowed for in the contractual arrangements.

The CEO is entitled to three (3) months' notice, or payment in lieu of notice as well as a termination payment equal to six (6) month's salary. Senior executives are entitled to one month's notice, or payment in lieu of notice as well as a termination payment equal to three (3) month's salary. CEO and senior executives are not entitled to both termination and redundancy payments.

Short term employee expenses

This includes the following:

- Salaries, allowances and leave entitlements earned and expensed for the entire year, or for that part of the year during which the employee occupied a Key Management Personnel (KMP) position;
- Non-monetary benefits consisting of provision of vehicle, telecommunications, health fund reimbursement, travel and accommodation benefits at recruitment together with fringe benefits tax applicable to the benefit.

Long term employee expenses

This includes amounts expensed in respect of long service leave entitlements earned.

Post-employment expenses

This includes amounts expensed in respect of employer superannuation obligations.

Retirement/Resignation/Termination expenses

This includes lump sum payments for entitlements at separation (excluding annual and long service leave entitlements) or other amounts payable on termination of employment or acceptance of an offer of termination of employment.

26. Key management personnel disclosures (continued)

In accordance with Ministerial guidelines details of Directors and the senior executives of the entity with the greatest authority in office at 30 June 2024 are as follows:

Directors	Last Date of Appointment	Date of Resignation / End of Term	Short Term Expenses \$'000 Directors' Fees	Post-Employment Expenses \$'000 Superannuation	Total \$'000
Noon, A (Chair)	1 June 2024	31 May 2028	-	-	-
	2024		-	-	-
	2023		-	-	-
Cassidy, G	1 October 2023	30 September 2025			
	2024		53	8	61
	2023		49	5	54
Jamieson, P	1 October 2023	30 September 2025			
	2024		51	8	59
	2023		48	5	53
Gardner, R	1 June 2024	31 May 2028			
	2024		53	8	61
	2023		51	5	56
Ingra, M	13 October 2022	30 September 2025			
	2024		51	7	58
	2023		31	3	34
Woods, A	1 October 2023	30 September 2026			
	2024		34	4	38
	2023		-	-	-
Swan, D	1 October 2023	30 September 2026			
	2024		34	4	38
	2023		-	-	-
Lynham, A (Chair)	26 August 2021	31 May 2024			
	2024		96	14	110
	2023		79	8	87
Binsted, P	15 December 2022	19 December 2023			
	2024		28	4	32
	2023		22	2	24
Sobhanian, PJ	1 October 2020	30 September 2023			
	2024		16	2	18
	2023		49	5	54
Ralston, P	1 October 2020	30 September 2023			
	2024		16	2	18
	2023		49	5	54
Heagney, P	1 October 2020	30 September 2023			
	2024		16	2	18
	2023		49	5	54
TOTAL 2024			448	63	511
TOTAL 2023			427	43	470

26. Key management personnel disclosures (continued)

Specified Executives		Short Term Employee Expenses		Long Term Employee Expenses	Post-Employment Expenses	Retirement/Resignation/Termination Expenses	Total
		Monetary Expenses	Non-Monetary Expenses				
Haymes, C							
Chief Executive Officer	2024	745	42	18	34	-	839
	2023	669	53	17	33	-	772
Employment ceased 24 July 2024							
Riley, C							
Chief Financial Officer	2024	223	16	6	28	-	273
	2023	-	-	-	-	-	-
Acting from 3 November 2023							
Druce, J							
Chief Financial Officer	2024	416	45	10	33	-	504
	2023	377	25	9	40	-	451
Gebers, K							
Chief Operating Officer	2024	464	28	12	36	-	540
	2023	252	30	7	22	-	311
Appointed 5 December 2022							
Torrisi, R							
Chief Operating Officer	2024	147	9	4	11	-	171
	2023	-	-	-	-	-	-
Acting from 14 January 2024 to 1 June 2024							
Dinning, A							
Executive General Manager	2024	416	36	10	41	-	503
Trade and Development	2023	186	23	4	18	-	231
Appointed 6 January 2023							
Hayden, B							
Executive General Manager	2024	406	5	10	42	-	463
Asset Maintenance	2023	226	8	6	22	-	262
Appointed 1 November 2022							
Kohli, S							
Executive General Manager	2024	400	21	9	41	-	471
Marine Operations	2023	143	31	3	14	-	191
Appointed 1 February 2023							
Haward, R							
Executive General Manager	2024	387	30	10	28	-	455
Safety and ESG	2023	266	9	7	28	-	310
Acting from 11 October 2022 and appointed 1 November 2022							
Blackbourn, J							
Executive General Manager	2024	266	21	6	27	-	320
People	2023	150	20	4	14	-	188

Appointed 16 January 2023

Specified Executives		Short Term Employee Expenses				Post-Employment Expenses	Retirement/Resignation/Termination Expenses	Total
		Monetary Expenses	Non-Monetary Expenses	Long Term Employee Expenses				
Rose, K								
Executive General	2024	132	-	3	16	-	151	
Manager People	2023	-	-	-	-	-	-	
Acting from 22 January 2024 to 26 June 2024								
Melrose, G								
Executive General	2024	-	-	-	-	-	-	
Manager People	2023	99	11	3	15	-	128	
Executive General	2024	-	-	-	-	-	-	
Manager Operations	2023	35	3	1	5	-	44	
Acting EGM People from 11 August 2022 to 16 January 2023								
Acting Operations GM from 13 May 2019 to 10 August 2022								
Walker, C								
Chief Operating Officer	2024	-	-	-	-	-	-	
	2023	132	28	3	17	173	353	
Employment ceased 18 October 2022								
	TOTAL 2024	4,002	253	98	337	-	4,690	
	TOTAL 2023	2,535	241	64	228	173	3,241	

Other Payments

During 2024, a Senior Executive was granted advance leave due to extenuating circumstances, with the associated costs recorded as part of monetary expenses. As of June 30, 2024, the total amount of leave paid in advance, including on-costs, was \$138,517. This amount was largely offset by work performed during this period. The remaining balance is expected to be settled through the usual accrual process in the next fiscal period.

A number of former key management personnel of the Group are appearing as lay witnesses in a legal action taken against GPC. They are being paid agreed rates as part of this legal action and are not acting in their role as KMPs of the organisation. No amounts are included in the table on this basis.

27. Related party transactions

(a) Parent entities

The parent entity within the Group is Gladstone Ports Corporation Limited. The ultimate Australian controlling entity is the State of Queensland which at 30 June 2024 owned 100% (2023: 100%) of the issued ordinary shares of Gladstone Ports Corporation Limited.

(b) Key management personnel

(i) Shareholding Ministers - GPC's shareholding Ministers are identified as part of GPC's key management personnel. For the 2023-24 reporting period, these Ministers are, or were:

- the Honourable Cameron Dick MP, Deputy Premier, Treasurer and Minister for Trade and Investment;
- the Honourable Bart Mellish MP, Minister for Transport and Main Roads and Minister for Digital Services (from 18 December 2023)
- the Honourable Mark Bailey MP, Minister for Transport and Main Roads and Minister for Digital Services (until 17 December 2023)

(ii) Compensation – shareholding Ministers

Ministerial remuneration entitlements are outlined in the Legislative Assembly of Queensland's Members' Remuneration Handbook. The Group does not bear any cost of remuneration of Ministers. The majority of Ministerial entitlements are paid by the Legislative Assembly, with the remaining entitlements being provided by Ministerial Services Branch within the Department of the Premier and Cabinet. As all Ministers are reported as KMP of the Queensland Government, aggregate remuneration expenses for all Ministers is disclosed in the Queensland General Government and Whole of Government Consolidated Financial Statements, which are published as part of Queensland Treasury's Report on State Finances.

(c) Transactions with key management personnel

From time to time Senior Executives, Directors and related entities may have commercial dealings with GPC. Other than the leave in advance arrangement disclosed in Note 26, all other transactions have been conducted on arm's length terms and conditions. Senior Executives and Directors declare their interest on commercial dealings at Board meetings.

(d) Intercompany transactions

Balances between GPC and its subsidiary, which are related parties of GPC, have been eliminated on consolidation and are not disclosed in this note. Details of GPC's interest is disclosed in Note 4 and the Consolidated entity disclosure statement.

(e) Government-related entities

The Group transacts with other State of Queensland controlled entities. All material transactions are negotiated on terms equivalent to those that prevail in arm's length transactions.

27. Related Party Transactions (continued)

	2024	2023
	\$'000	\$'000
Revenue		
Revenue from State of Queensland controlled entities	30,290	27,876
Property revenue from State of Queensland controlled entities	724	691
Interest received from QTC	13,419	5,747
Expenses		
Expenses incurred to State of Queensland controlled entities	31,523	31,693
Interest on QTC borrowings (includes administration fees)	22,617	22,117
Interest on lease liabilities with State of Queensland controlled entities	514	239
Electricity payments to State of Queensland controlled entities	290	249
NTER, Payroll Tax, Land Tax, Rates equivalent and competitive neutrality fee paid to Queensland Treasury	68,360	59,139
Assets		
Advance facility held with QTC	413,374	260,396
Trade and other receivables from State of Queensland controlled entities	34	2,290
Liabilities		
Accrued interest and fees payable to QTC	5,465	5,273
Trade payables to State of Queensland controlled entities	-	61
Electricity payable to State of Queensland controlled entities	37	16
Dividend and competitive neutrality fee payable to Queensland Treasury	126,309	119,015
Borrowings from QTC	775,409	775,219
Lease liabilities with State of Queensland controlled entities	8,445	8,470

No provision for impairment of receivables was raised for any outstanding balances and no expense was recognised for bad or impaired debts due from State owned entities.

During the period, the Group made repayments of \$0.39M (2023: \$0.22M) relating to lease liabilities with State of Queensland controlled entities in accordance with applicable lease agreements.

28. Number of employees

	2024	2023
	No.	No.
Number of employees at year end (Full Time Equivalent)	777	751

The number of employees represents the total number of people employed (Full Time Equivalent) by the Group as at 30 June.

29. Climate Risk Disclosure

The Group continues to validate and quantify the material climate related physical and transition risks relevant to the financial statements as identified through the development of the Climate Change Strategy, and supporting strategic roadmap, in the current year. No adjustments to the carrying value of recorded assets or other adjustments to the amounts recorded in the financial statements were recognised during the financial year.

30. Events occurring after reporting period

Craig Haymes ceased his employment on 24 July 2024. Under the terms of his contract he was paid his outstanding entitlements, three (3) months' payment in lieu of notice, and a termination payment equal to six (6) month's salary.

Kim Gebers has been appointed as Acting CEO effective from 25 July 2024.

There has not been any other matter or circumstance occurring subsequent to the end of the financial year that has significantly affected, or may significantly affect, the operations of the consolidated entity, the results of those operations, or the state of affairs of the consolidated entity in future years.

Consolidated entity disclosure statement as at 30 June 2024

Entity Name	Entity type	Body corporate country of incorporation	Body corporate % of share capital held	Country of tax residence
Gladstone Ports Corporation	Body corporate	Australia	N/A	Australia
Gladstone Marine Pilot Services Pty Ltd	Body corporate	Australia	100	Australia

GLADSTONE PORTS CORPORATION LIMITED

DIRECTORS' DECLARATION

In the Directors' opinion:

- (a) the financial statements and notes set out on pages 15 to 62 are in accordance with the *Corporations Act 2001*, including:
 - (i) complying with Accounting Standards, the *Corporations Regulations 2001* and other mandatory professional reporting requirements, and
 - (ii) giving a true and fair view of the consolidated entity's financial position as at 30 June 2024 and of its performance for the financial year ended on that date, and
- (b) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.
- (c) the consolidated entity disclosure statement required by section 295(3A) of the *Corporations Act* is true and correct.

This declaration is made in accordance with a resolution of the Directors.

On behalf of the Directors



A Noon

Dated: 23 August 2024

Chair



G Cassidy

Dated: 23 August 2024

Director

INDEPENDENT AUDITOR'S REPORT

To the Members of Gladstone Ports Corporation Limited

Report on the audit of the financial report

Opinion

I have audited the accompanying financial report of Gladstone Ports Corporation Limited and its controlled entities (the group).

The financial report comprises the consolidated statement of financial position as at 30 June 2024, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the year then ended, notes to the financial statements including material accounting policy information, the consolidated entity disclosure statement and the directors' declaration.

In my opinion, the accompanying financial report of the group is in accordance with the *Corporations Act 2001*, including:

- a) giving a true and fair view of the group's financial position as at 30 June 2024, and its financial performance for the year then ended; and
- b) complying with the Australian Accounting Standards and the Corporations Regulations 2001.

Basis for opinion

I conducted my audit in accordance with the *Auditor-General Auditing Standards*, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial report* section of my report.

I am independent of the group in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code and the *Auditor-General Auditing Standards*. I am also independent of the group in accordance with the auditor independence requirements of the *Corporations Act 2001*, and confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of the company, would be in the same terms if given to the directors as at the time of this auditor's report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Key audit matters

Key audit matters are those matters that, in my professional judgement, were of most significance in my audit of the financial report of the current period. I addressed these matters in the context of my audit of the financial report as a whole, and in forming my opinion thereon, and I do not provide a separate opinion on these matters.

Management override of controls—Notes 3 and 26

Key audit matter	How my audit addressed the key audit matter
<p>Given the changes in the executive management team, governance structure and processes, there is a heightened risk that controls preventing management override have not operated effectively. The risk of management override of controls has the potential to lead to errors within the reported results and/or disclosures. This is a pervasive risk but is especially relevant to areas in which there are significant accounting and disclosure judgements, estimates and assumptions.</p> <p>Accounting and disclosure judgements taken by management must fall within a reasonable range and be applied consistently year on year, or where there has been a change in approach this has been adequately justified and disclosed. This includes assessing the completeness and accuracy of disclosures and representations from the corporation and other entities.</p>	<p>My procedures included, but were not limited to:</p> <ul style="list-style-type: none"> • Evaluating whether the judgements and decisions made by management in making accounting estimates and disclosures even if they are individually reasonable, indicate a possible bias that may represent a risk of material misstatement due to fraud. • Reviewing minutes of board meetings and holding discussions with individuals involved in the financial reporting process, including unusual transactions which may have occurred. • Reviewing the disclosures in the financial statements and directors' report to ensure they completely and accurately reflect the transactions and contractual commitments. • Obtaining an understanding of the design and implementation of controls including the posting and approval of manual journals.

Valuation of property, plant, and equipment—Note 12(c)

Key audit matter	How my audit addressed the key audit matter
<p>Property, plant, and equipment is reported at fair value and where applicable at cost. Approximately 97% of the property, plant and equipment was valued at fair value which was determined using the income-based valuation model.</p> <p>The fair value estimation used in the valuation model involved significant assumptions and judgements for:</p> <ul style="list-style-type: none"> • forecasting operating revenue • estimating future capital and operating costs • determining of terminal values • the discount rate applied to future cashflows. 	<p>My procedures included, but were not limited to:</p> <ul style="list-style-type: none"> • Obtaining an understanding of the discounted cash flow model, and assessing its design, integrity, and appropriateness with reference to common industry practices. • Evaluating the independent external expert's competency, capabilities and objectivity. • Checking, on a sample basis, the accuracy and relevance of the input data used, including reconciling input data to supporting evidence such as approved budgets. • Performing a sensitivity analysis to establish that management's assumptions for fair value including cash flows, terminal values, discount rates, expansionary capital expenditure and inflation adjustments are within a reasonable range of audit expectations for fair value. • Assessing the reasonableness of cash flow forecasts and terminal value estimates relative to board approved budgets, historical growth trends and other relevant internal and external evidence. The reasonableness of board approved budgets was assessed with reference to their historical accuracy and the budget preparation process. • Evaluating whether the discount rate applied was within a reasonable range, with reference to market data and industry research. • Challenging the reasonableness of key assumptions based on my knowledge of the entity and industry. • Verifying the mathematical accuracy of net present value calculations.

Useful lives estimated for depreciation expense—Note 12(a)

Key audit matter	How my audit addressed the key audit matter
<p>The straight-line depreciation method used requires significant judgements for:</p> <ul style="list-style-type: none"> identifying the significant parts of assets that have different useful lives estimating the remaining useful lives of those significant parts. 	<p>My procedures included, but were not limited to:</p> <ul style="list-style-type: none"> Evaluating management’s approach for identifying the parts of property, plant, and equipment with different useful lives for reasonableness, having regard to recent replacement projects and changes in estimates over time. Evaluating remaining useful life estimates for reasonableness with reference to historical disposal rates, condition assessments for older assets, internal consistency.

Other information

Those charged with governance are responsible for the other information.

The other information comprises the information included in the entity’s annual report for the year ended 30 June 2024, but does not include the financial report and our auditor’s report thereon.

My opinion on the financial report does not cover the other information and accordingly I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial report, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or my knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

Responsibilities of the Directors for the financial report

The directors of the company are responsible for the preparation of:

- a) the financial report (other than the consolidated entity disclosure statement) that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001*; and
- b) the consolidated entity disclosure statement that is true and correct in accordance with the *Corporations Act 2001*, and,

for such internal controls as the directors determine is necessary to enable the preparation of:

- i. the financial report (other than the consolidated entity disclosure statement) that gives a true and fair view and is free from material misstatement, whether due to fraud or error; and
- ii. the consolidated entity disclosure statement that is true and correct and is free of misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the ability of the group to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the group or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of my responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at:

https://www.auasb.gov.au/auditors_responsibilities/ar5.pdf

This description forms part of my auditor's report.



Bhavik Deoji
as delegate of the Auditor-General

27 August 2024

Queensland Audit Office
Brisbane