

IPI Plan FY24 for Nicholas Rea

Total Weight: 100.0%

1. Master the Fundamentals

IPI Name	Metric	Start Date	Due Date	% Complete	IPI Status	Weight
1.1 Safety Management	Statutory w/o's completed to target. SCE 20% reduction from FY23 EOY # (tracked in backlog) 0 Overdue ORA's Site Leaders complete 1 CCV and 4 SI's per month	01/07/2023	30/06/2024	50.0%	On Track	20.0%
1.2 Safety Leadership	No overdue safety lag indicators (actions and incident investigations)	01/07/2023	30/06/2024	50.0%	On Track	20.0%
1.3 Commercial	Budget adherence of +0 - 5% Budget adherence of +0 - 5%	01/07/2023	30/06/2024	50.0%	On Track	20.0%

2. Navigate the Transformation

IPI Name	Metric	Start Date	Due Date	%	IPI Status	Weight
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Complete

2.1 Working Across Boundaries	Monthly Maintenance Department state of the nation update to the department, including service recognition/effort and cultural survey feedback	01/07/2023	30/06/2024	50.0%	On Track	20.0%
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3. Enable our Future

IPI Name	Metric	Start Date	Due Date	% Complete	IPI Status	Weight
3.1 Management	All employees have a Development plan in success factors CCV and safety interactions to include minimum of one pre-start coaching conversation per month	01/07/2023	30/06/2024	50.0%	Behind	10.0%
3.2 Developing People	All Callide Plant Ops personnel have 2 Engagement action plans Supervisor to attend other pre-starts, and to do group/targeted CCVs and SI once per month (working across	01/07/2023	30/06/2024	50.0%	On Track	10.0%

boundaries)