

PART 2: MANDATORY MATTERS

The Authority undertakes to achieve at least the following performance targets in 2007 – 2008:

2.1 FINANCIAL TARGETS

PERFORMANCE TARGETS / INDICATORS	2007 – 2008 BUDGET	2005 – 2006 ACTUAL	2006 – 2007 BUDGET	2006 – 2007 EST. ACTUAL
EBIT	4,386,809	5,621,245	4,586,345	5,987,149
EBITDA	11,063,958	11,988,928	11,046,033	12,446,837
NPAT	1,538,343	2,177,970	1,737,780	3,061,456
Return on Total Assets	2.01%	2.86%	2.33%	2.94%
Return on Equity	0.91%	1.40%	1.11%	1.88%
Debt/Equity	0.16	0.084	0.13	0.06
Current Ratio	1.2	2.44	0.83	2
Interest Cover	3.44	6.6	4.29	8.2

Note: the above includes the effect of revaluation adjustments in compliance with AEIFRS.

2.2 NON-FINANCIAL PERFORMANCE TARGETS

PERFORMANCE TARGETS / INDICATORS	2007 – 2008 TARGET	2005 – 2006 ACTUAL	2006 – 2007 TARGET	2006 – 2007 EST. ACTUAL
Trade Growth & Shareholder Value				
Tonnage Throughput	10.491m	9.93m	11.44m	10.379m
No. of New Trades	1	New Target	New Target	New Target
Loss of Existing Key Trades	0	0	0	0
Operations, Safety, Security				
Average Berth Utilisation	> 30%	30.41%	> 30%	> 30%
Unplanned Maintenance Items	< 10%	New target	< 10%	< 10%
Planned Program Maintenance Activities Completed	100%	New target	100%	95%
Number of Security Incidents	0	0	0	0
Number of Deaths	0	0	0	0
Number of Lost Time Incidents	Reduction	3	0	0
Lost Time Injury Frequency Rate (LTIFR)	Reduction	23.92	0	0

PERFORMANCE TARGETS / INDICATORS	2007 – 2008 TARGET	2005 – 2006 ACTUAL	2006 – 2007 TARGET	2006 – 2007 EST. ACTUAL
Lost Time Injury Duration Rate (LTIDR)	Reduction	98.67 days	0	0
Lost Time Incident Rate (LTIR)	Reduction	3.95	0	0
External Certification of OHS System	System Developed	New Target	New Target	New Target
Corporate Citizenship & Stakeholder Confidence				
Customer Satisfaction	> 60%	> 60%	> 60%	> 60%
Number of Unresolved Customer Complaints	Reduction	0	0	0
% of Revenue Returned to Community Initiatives	> 1.5%	> 1.5%	> 1.5%	> 1.5%
Number of Unresolved Community Complaints	Reduction	0	0	0
Positive Community Perceptions of the Port	> 60%	> 60%	> 60%	> 60%
Number of Environmental Compliance Breaches	0	0	0	0
% of Revenue Returned to Environmental Management	> 1.5%	> 1.5%	> 1.5%	> 1.5%
External Certification of Environmental Management System	New Target	New Target	New Target	New Target
Employees				
Employee Satisfaction	> 60%	> 60%	> 60%	> 60%
% of Total Salaries Spent on Training	> 1.5%	> 1.5%	> 1.5%	> 1.5%
% Employee Turnover	< 10%	< 10%	< 10%	> 10%
% of Advertised Vacancies Filled	100%	100%	100%	< 100%
External Certification of Quality System	Certification	Certified	Certified	Certified

LTIFR = Lost Time Injury Frequency Rate - the number of lost time injuries and diseases for each one million hours worked.
The LTIFR formula is:
$$\frac{\text{number of LTI/Ds}}{\text{number of hours worked}} \times 1000000$$

The number of hours worked is defined as the total number of hours worked by workers covered by the compensation system during this period.

LTIDR = Lost Time Injury Duration Rate - the average number of working days lost per lost time injury and disease. For the purposes of this calculation, an upper limit of 220 standard working days (one working year) lost time per claim is assigned. For the purposes of calculating the average time lost rate, fatal injuries are assigned a time lost of 220 working days. This is consistent with the procedures specified in AS 1885.1-1990.

LTIR = Lost Time Incident Rate - LTIR is the number of lost time injuries and diseases for each one hundred workers employed.
The formula used is:
$$\frac{\text{number of LTI/Ds}}{\text{number of workers}} \times 100$$