

Memorandum

May 2019



National Reconciliation Week

National Reconciliation Week is a time for all Australians to learn about our shared histories, cultures, and achievements, and to explore how each of us can contribute to achieving reconciliation in Australia. At its heart, reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians.

McArthur River Mine is an active member of the community and works closely with Traditional Owners and custodians to preserve the cultural heritage of the local Aboriginal people. We respect local customs and values and safeguard sacred sites within the footprint of our operations. We respect, recognise and value the cultural rights, practices and traditions of Aboriginal and Torres Strait Islander peoples.

It is critical that our workforce understands the traditional rights and culture of Indigenous people and we have implemented a number of systems and processes to ensure sites of cultural significance and matters of cultural interest are identified and preserved.

A key initiative of our operational plan this year is to further develop our Cultural Respect Strategy which demonstrates our commitment to ensuring our Aboriginal and Torres Strait Islander employees experience a culturally safe, supportive and inclusive workplace environment. □



Glencore Latest News

- [9 May] Glencore announces results of 2019 AGM.
- [11 May] Safety Summit held in Baar, Switzerland to discuss safety performance.

Further details available on Glencore.com



Cultural Workshops teach traditional uses of native plants

More than a dozen MRM employees joined the first cultural workshop held in May to broaden their knowledge about the traditional land we operate on and learn about the traditional uses of our native flora and fauna.

The workshops are facilitated by Peggy Mawson and Shirley Simon and will cover bush medicines, bush soap making, carving Coolamons and traditional fishing spears, basket weaving and seed jewellery.

Peggy and Shirley walked the group through the steps of preparing *Dhumbuyumbu*, a traditional bush balm medicine used to remedy aches and pains, cuts and scratches, and bites and stings.

The process involved blending Sandalwood leaves, from Gudanji country, with oil and boiling it down before straining and mixing with bees wax. The leaves can also be dried to make a hot tea which has traditionally been used to relieve headaches and cold and flu symptoms.

The bush balm can be purchased from the front office admin desk, with all proceeds going to the facilitators as they develop their enterprise.

Join us at Campbells BBQ area for the next workshop on Tuesday 28th May between 6.30pm-8.30pm. □

Left: Shirley Simon, cultural workshop facilitator, catches up with family Sophia Simon, Jerome Pluto and John Pluto who work at MRM.

Operating safely is our top priority. Safety is Glencore's first value.

Earlier this month, a summit was held at our head office in Baar to discuss our safety performance. We brought together over 90 managers from our operations, including the whole leadership team. As you know, 13 of our colleagues lost their lives at our operations last year and a further nine have already lost their lives at our operations this year. This is unacceptable, and we want to repeat to all of you the message we gave at this event: **Operating safely is our top priority. Safety is Glencore's first value.**

We call on all of you to be vigilant in identifying the risks as you go about your jobs; **if a task is not safe, or you see someone else performing a task that is not safe, you must stop this work until the hazard is controlled.** You must always raise any concerns you have. You should first talk with your supervisor, but if you have difficulty with that, then you should use the Raising of Concerns programme, so that appropriate action can be taken. We do not tolerate retaliation for concerns raised in good faith. You can find a link to the Raising Concerns programme on our website: www.glencore.com/who-we-are/governance

In recent years, we have rolled out SafeWork and the Fatal Hazard Protocols, which has led to the development of safer working methods and procedures, systems, controls and training to help achieve our safety objectives. We must make sure all of these are applied effectively in every workplace, all the time. We must do this to protect ourselves and our colleagues from harm. In addition to individuals applying SafeWork practices and lifesaving behaviours, all levels of management in our operations need to demonstrate safety leadership. This is done by setting good examples, making sure our safe working practices are understood and being applied consistently, and by never walking past an unsafe condition or unsafe act. As leaders, we must address these as soon as we identify them.

We have asked Peter Freyberg, the Glencore Head of Industrial Mining, and the Heads of Industrial Assets to communicate this message through the business. They will also ask their management to engage with their teams and to go over the key hazards relating to their workplaces, as well as the controls that are required to manage the hazards in these areas. This needs to be a two-way conversation with the teams. It is an opportunity for employees to raise any concerns they have relating to achieving a safe outcome every single day, so that steps can be taken to address your concerns. We have also asked the Heads of Industrial Assets to report back on these discussions with you.

The management team and I are fully committed to working towards our ambition of becoming a safety leader. We thank all of you for your efforts towards running safe operations.

Ivan Glasenberg, CEO

Health and Safety Citizenship Activities



MRM promoted the Influenza Vaccination campaign by supplying and administering over 150 vaccinations at the Medical Centre. This will continue to be available in May.



ERT prepares for Northern Australian Emergency Response competition (NAERC) with team training regime developed by the site Exercise Physiologist.

Site wide waste metal cleanup recycles 877 tonnes of scrap metal

Zebra Metals were onsite in April to undertake the site wide clean-up of waste metal. A total of 877 tonnes of scrap metal was recycled from MRM to date. The areas completed included the Stores Laydown, Old Stores Laydown and Old Civil Go Line.

All waste collected from site is delivered to recycling facilities. The initiative reduces the risk of windblown debris during adverse weather, increases amenity of site and improves overall safety. □



Zebra Metals undertaking site wide waste metal cleanup.

Leigh wins Women in Resources Award

ERT Captain and Operator Leigh Mott has taken out the award for Outstanding Tradeswoman/ Operator/ Technician for a second time at the NT Women in Resources Awards 2019. Leigh is a valuable member of the MRM team and we congratulate her for outstanding efforts. □



MRM making a move to reduce single-use plastics

The newly established Green Group is currently in the research phase and looking into the current consumption and investigating alternatives to reduce single-use plastics on site.

Comprising representatives from Safety, ESS, Community Relations and Environment teams, the group will meet monthly to develop and implement the initiative.

It is estimated that globally, 8 million tonnes of plastic ends up in the ocean each year. They contribute to landfill and the majority are a non-renewable resource.



ANZAC Day observed at MRM

Australian Navy, Army and Air Force personnel visited site on ANZAC day to conduct services at MRM and Bing Bong.

MRM Mother's Day Classic raises over \$1150 for the National Breast Cancer Foundation

MRM's Exercise Physiologist Tiffany Mann organised a fun run and seafood dinner for Mother's day this year, encouraging over 50 participants to take part in the event Sunday afternoon.

Our FIFO mums and supporters received stubby coolers, torches and a fabulous dessert bar prepared by ESS. Eric Martin generously donated the raffle prize which was won by Jamie Hacker. □



New Appointments



Joseph Pritchard Superintendent, People & Development

Joseph brings to the business a pragmatic approach to Human Resources, developed from his experience working in mining and manufacturing across the Northern Territory, Queensland, New South Wales and Victoria.

Previously HR Business Partner, Joseph's achievements include the rollout of a number of programs to improve culture and engagement, along with the execution of people initiatives to support sites to achieve their cost, safety and production targets.



Vance Martin Superintendent Mobile Maintenance

Vance was born and bred in Mt Isa, completing his diesel trade with Mt Isa Mines in surface and underground operations.

He has 30 years experience in the mining industry including as a contractor and working in Northern Africa for 12 months.

He is married to Gayle and they have three adult children all living in Mt Isa.

Community News

A Message From Derek Hartshorn, Acting Sergeant, Northern Territory Police

As you would be aware there was a roll over on Ryans Bend Road a couple of weeks ago. I attended with two other Police members, we also had the Borroloola FERG unit (two members) and two medical staff at location.

I wanted to note that members from the ERT unit from McArthur River Mine also attended the scene and assisted in the situation.

The male driver was trapped inside the vehicle with the vehicle coming to rest on the driver's side in the middle of the road. The driver was seriously injured and trapped in the driver's seat.

Your ERT members attended and acted promptly and efficiently with the Borroloola FERG members and medical staff, the FERG unit captain handed the leading role to Mark from the ERT unit. He with his team took full control of the situation and decisions were made confidently, accurately and in a timely manner with each of the members fully aware of their role in the situation.

The team managed to extract the driver from the vehicle after several parts of the vehicle were cut and bent to allow room to extract the driver. It was pleasing to see a team work so well and well trained in this situation and able to obtain the best result.

I would like to pass on my thanks to the members of the ERT unit and McArthur River Mine for your assistance and professionalism in a bad situation. I look forward to working with you in the future. □

Photo of the Month - Winner

This image was captured by Michael Smart from our Mining operations team, taken on New Years Day 2019. **Submit your photo entries to:** mrmprojenq@glencore.com.au

Welcome to our New Starters May 2019

Libby Paterson

Travel & Mobilisation Advisor

Kurt Harris

Mine Systems Technician

David Nesci

Coordinator Dispatch

Paul Tweedly

Graduate Mechanical Engineer

Nathaniel Morrison

Apprentice Plumber

Adaleen Petterson

Trainee Administrator

Michael Tomeo

Coordinator Site Services

Anthony Condon

Senior Mine Dispatcher

MRM Event Calendar						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
May-20	May-21	May-22	May-23	May-24	May-25	May-26 National Sorry Day
		Bing Bong Fitness 5:30pm	Stretch&Tone Fitness 6:30pm	Field Sports Fridays 6:30pm	Borroloola Women's Dinner Stretch&Tone Fitness 3:00pm	Bodyweight & Core 6:30pm
May-27 National Reconciliation Week Indigenous Film Night Resistance 6:30pm	May-28 National Reconciliation Week Cultural Workshop	May-29 National Reconciliation Week Mates in Mining ATSI Employee BBQ	May-30 National Reconciliation Week Mates in Mining	May-31 National Reconciliation Week MRM Charity Golf Day NAERC Competition Darwin Yoga 6:30pm	June-1 NAERC Competition Darwin	June-2 NAERC Competition Darwin
June-3 Yoga 6:30pm	June-4	June-5	June-6 Yoga 6:30pm	June-7 Shutdown	June-8 Shutdown	June-9 Shutdown
June-10 Queen's Bday	June-11 Cultural Workshop Yoga 6:30pm	June-12	June-13 Bing Bong Fitness 5:30pm	June-14 Malandarri Festival MRM Charity Golf Day Field Sports Fridays 6:30pm	June-15 Malandarri Festival Stretch&Tone Fitness 6:30pm	June-16 Malandarri Festival Boxing 6:30pm