

# Memorandum

June 2015 – Edition 32

COUNTRY CLUB



Celebrating  
20 years at  
MRM



A GLENORE COMPANY



# Message from the General Manager

## Memorandum

Memorandum is a quarterly publication of McArthur River Mining. To submit stories or subscribe to our mailing list, email [chrissey.joll@glencore.com.au](mailto:chrissey.joll@glencore.com.au)

## Our cover

This month, we celebrate 20 years of production and three of our original employees share their stories of how the business has changed over the years. Senior pit technician Ron Dean, General Manager Sam Strohmayer and Metallurgy Manager John Andreatidis are pictured here in front of Campbell's Country Club. Inset is a photo of the club taken in 1967 when early drilling took place at McArthur River to determine the significance of the deposit. Campbell's was named after Les Campbell, who worked as an offsider to the cook in the 1960s. See our ten-page special starting on page 10.

## Stay in touch

**Website:** Our website is full of information about our operations, our environment and our community, as well as our latest career opportunities and publications. Go to [www.mcarthurriverrivermine.com.au](http://www.mcarthurriverrivermine.com.au)

**MRM Community App:** Stay in touch with everything happening at MRM through our community app. Download the app, search for MRMcommunity in iTunes or Google Play.

**Phone:** Call our toll free number on 1800 211 573

**Email:** [mrmprojenq@glencore.com.au](mailto:mrmprojenq@glencore.com.au)

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In this issue we're celebrating a number of achievements, the most of important of which is reaching a year without a lost time injury – equivalent to 2 million man hours worked.

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This is a fantastic effort against a backdrop of significant change in the operations with the completion of Phase 3, challenges with our changing waste characterisation and changes to our structure and rosters. The manner in which we've maintained focus on our highest priority is something we can all be very proud of.

In June we celebrate 20 years in operation at MRM.

Many challenges have been overcome and an incredible amount has been achieved during this time, and this has only been possible due to the efforts of the many people that have worked at MRM during this time.

Our two remaining 20 year veterans are featured in this issue along with a few repeat offenders – those who've left and then returned.

The tenaciousness and determination of our people to overcome challenges in the past continues as we face our current environmental and permitting concerns.

We've seen major improvements across the breadth of the operation, and we have plans developed to further manage the real and potential issues we face into the future.

Finally the diversity of our workforce continues to evolve, with an increasing number of locally based employees.

MRM is committed to being an employer of choice for those in our local area, and to providing real opportunities for new starters now to be potentially 20 year veterans when MRM celebrates its 40 years in operation in 2035.

**Sam Strohmayer**  
General Manager

# Trainee program brings more locals to MRM

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The next generation of MRM's workforce will be more local than ever with people living in the vicinity of the mine making up the bulk of employees under our new Indigenous Trainee Program.

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The program was launched in May and has places for 17 new trainees. Eleven of those are currently employed with six new trainees to commence in July.

Launching the program, MRM General Manager Sam Strohmayer said local residents made excellent employees as they were committed to the local area.

"I have a really keen focus on trying to increase our local employment," Sam said.

"It's not only good for local employment, it's also good for the mine. People who like living in this special part of the world are more likely to stay here and work."

Sam says a side benefit to more local people working at the mine was they helped keep MRM "honest".

"It's good that local people are seeing what we do on a day-to-day basis. It helps build trust with the local community. If we're not doing our job, people are going to find out pretty quickly."

Human Resources Advisor Kezia Smith said the traineeships would offer nationally accredited training that could be used at MRM or elsewhere.

"We're hoping that people will have jobs with us at the end of the program but, if not, they will have skills that they can take anywhere," Kezia said.

One trainee who has already found his skills transferrable is Environmental Rehabilitation Trainee Anthony Baker.



Anthony has won a job as a police recruit and will be leaving MRM to pursue his dream.

"This is a good opportunity for young people in Borroloola to come and have a go," Anthony said.

"I know now that you can apply for a job here and you will have a chance to do your best. It's a good team of people here and you will get opportunities."

Borroloola's Ryan Karkadoo graduated year 12 in 2008 and has worked at MRM in several roles in the past including cleaning and in mining. But his new role as a Trainee Operator at Bing Bong Loading Facility is like a dream come true.

"When I was offered the job, I jumped at it," he said.

Jobastin Priest is now working as an Environmental Rehabilitation trainee after a career in football down south.

"I'm enjoying it. I'm around good people – and good food," the Borroloola man said.

Darwin's Jye Mullins started a traineeship last October after hearing about work at MRM through sport. Earlier this year he was offered an apprenticeship as a fixed plant fitter, and hasn't looked back.

Tree planter Buchanan Thompson, fixed plant fitter apprentices Connor Michels and Jye Mullins, tree planter Lucas Douglas, environmental trainee Anthony Baker, trainee operator Ryan Karkadoo, environmental trainee Jobastin Priest and tree planter Jason Pluto.



Trainee operator Ryan Karkadoo.



Environmental trainee Jobastin Priest.

# Air Quality Monitors installed

Air Quality Monitoring Stations have been installed at Borroloola and Devil Springs and are expected to be commissioned and calibrated before the end of June.

These stations will monitor air quality at both locations and will specifically target sulphur dioxide to compare their concentration level against national air quality standards. They will provide real-time monitoring data on a 24/7 basis.

Sulphur dioxide has previously been emitted from our waste rock dump under certain conditions, although the emissions are now much reduced.

Work to control spontaneous combustion on our waste rock pile was completed in November last year and emissions are now well under control.

The combustion is a natural process that occurs when the rock is exposed to air or water. The result of the reaction was the release of smoke and sulphur dioxide from parts of the facility. The smoke was highly visible, particularly in the mornings.

There have been no significant flare-ups since before the start of the wet season and a new dumping method has significantly reduced the potential for emissions in the future.

The air quality stations provide real-time monitoring of air quality. They have been installed in two locations and are undergoing final commissioning and calibration.



The new Air Quality Monitoring Station being installed at Borroloola

## Tree planters

With the Dry season now here, we have stepped up our rehabilitation of the McArthur River channel, with local tree planters working in earnest.

Even though we received below average wet season rains, river levels rose high enough to limit our ability to plant new trees along the banks of the McArthur River. Now most areas are accessible again, our tree-planting workforce has swung back into action.

A team of 12 local Indigenous workers from Borroloola and Robinson River has joined us for the dry season to plant thousands of native seedlings along the banks of the river. This year their efforts have seen 24,000 new trees planted, joining the 200,000 others planted since the rehabilitation program began.

We source all of our seeds locally and have worked with local organisations to participate in seed collection. Our environmental team is responsible for propagating these seeds at our on-site nursery. At present, we have 45,500 tube stock ready for planting, with more being propagated every day.



Tree planting underway on the McArthur River channel in May

# Land handback secures future for sea rangers

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The historic handback of traditional lands to the Yanyuwa people, along with the support of the MRM Community Benefits Trust, has secured the future of the li-Anthawirriyarra sea rangers.

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The historic handback of traditional lands to the Yanyuwa people, along with the support of the MRM Community Benefits Trust, has secured the future of the li-Anthawirriyarra sea rangers.

More than 200 hectares of land on the western banks of the McArthur River

was handed back to the Yanyuwa people by federal Indigenous Affairs Minister Nigel Scullion at a ceremony at Black Rock landing in May.

With the land now back in Yanyuwa hands, traditional owners have leased a portion of the land to the li-Anthawirriyarra sea rangers, giving them security of tenure.

The ranger group has already established a base at Black Rock landing at Batten Point with \$227,000 support from the MRM Community Benefits Trust. The group plans to build a new ranger station and camping facilities for recreational fishermen. Rangers would also be stationed on Centre Island.

Fees would bring income to the rangers, helping them to create a sustainable future.

The Trust has provided a range of grants to the li-Anthawirriyarra sea rangers over the years including funding for vehicles to carry out their important work and support for the successful Turtle Camps.

MRM General Manager Sam Strohmayer, who attended the event as a guest of the Yanyuwa people, said the ranger group demonstrated the importance of supporting local organisations to develop their economic potential.

“The MRM Community Benefits Trust is proud to be able to support ventures such as this,” Sam said.

“The rangers are creating a sustainable future for their people while looking after their country.”



Shellie Morris and the Borroloola Songwomen perform at the land handback ceremony. The Borroloola Songwomen project is another local initiative supported by the MRM Community Benefits Trust.

# Borrooloola Cyclones overcome all to play historic match

It was set to be an historic match, with the Borrooloola Cyclones soccer team ready to face off against Hellenic in Darwin – the first time an all-Indigenous team would play in the national Football Federation of Australia Cup.

But with just days to go before the match, everything started to go wrong.

First, the Borrooloola community bus broke down, leaving the team no way to get to Darwin.

Then someone broke into the club shed and stole all their boots.

But McArthur River Mine, along with other Territory companies, came to the rescue to get the team back on the field.

MRM Senior Community Relations Advisor Rebecca Gentle said the mine organised and donated flights for the whole team to and from Darwin.

“It took a bit of juggling, but we were able to get them all on flights,” she said.

Darwin’s Thrifty Car and Truck Rentals, a supplier to MRM, provided the team with a bus to get around Darwin after being contacted by Rebecca.

Another MRM supplier Cairns Industries, based in Borrooloola, have offered to fix damage to the team shed caused by the vandals.

Sporting supplier Umbro kitted out the team with new boots.

The Cyclones did Borrooloola proud in the game. While they went down to Hellenic 7-0, they say the experience will stand them in better stead next time they take a tilt at the national competition.

Cyclones Program Manager Josh Smith described the whole experience as “amazing”.



The Borrooloola Cyclones prepare to fly out of McArthur River Mine Airport for their historic match.

“It was great to see how many people got behind the boys while the odds were stacked against us,” he said.

“We are extremely proud of how the team played and we are hopeful that in the future our partnership with McArthur River Mine and Glencore can continue.

“In the end it’s about giving these boys opportunities they wouldn’t normally be able to receive and promoting a healthy lifestyle through our football program with The Cyclones.”



The Cyclones and their support team ready to hit the field.

# Environment Update

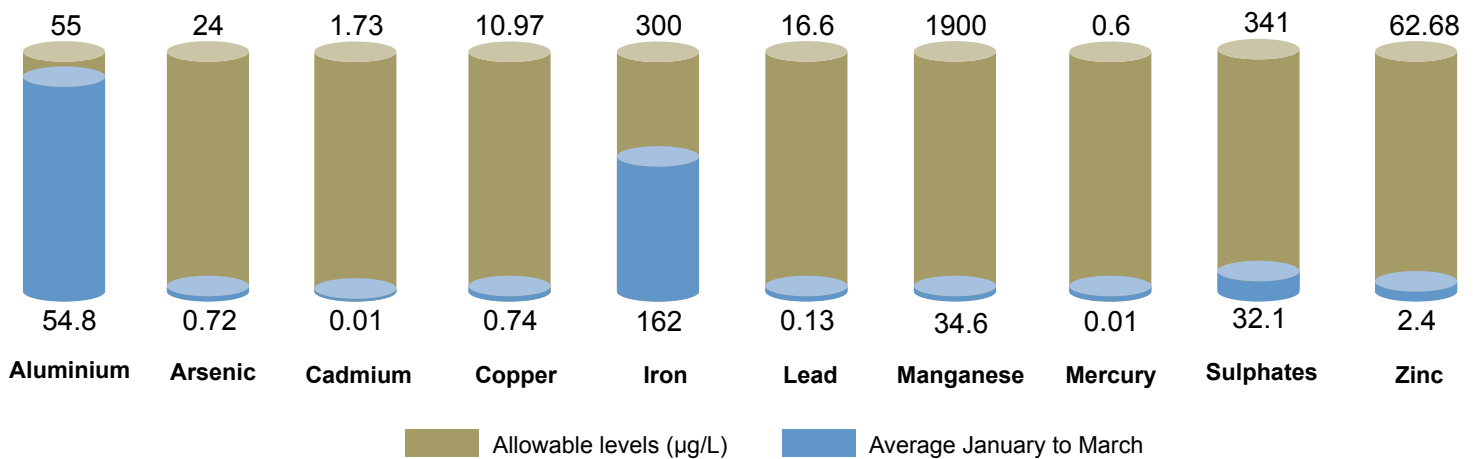
## Water quality

Our Waste Discharge Licence approved by the Environmental Protection Agency outlines the allowable levels of metals and other materials in the water at a compliance point downstream from the mine to protect the McArthur River.

The top figures are the allowable concentrations under our Waste

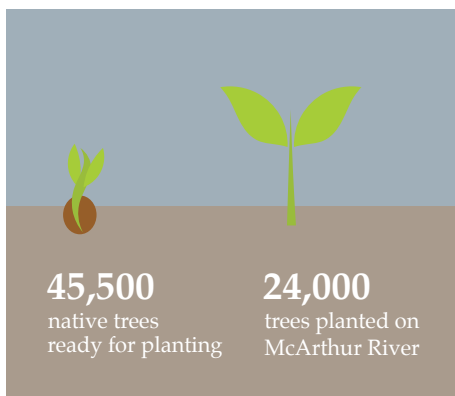
Discharge Licence, set by the Environmental Protection Authority. The bottom figures are the average concentrations over the first quarter of 2015 at our compliance point on the McArthur River downstream from the mine.

Aluminium and iron are naturally occurring metals in the regional environment but are not mined at MRM. Readings at the Glyde River and McArthur River upstream of the mine are generally consistent with, or greater than, concentrations recorded at our compliance point downstream.



## Rehabilitation to the end of May

We continue to make strong progress on our rehabilitation efforts. We have planted 24,000 trees along the McArthur River channel this year to the end of May and a further 45,500 local native plants are in pots ready for planting. These developments will continue to enable flora and fauna in and around the river to thrive. We employ crews of local people, who are working on further planting now.



## Other activities

- The second of our annual migratory bird survey was conducted in April following a similar survey in March. These surveys indicate any changes in the numbers and species of migratory waders and other birds in the Port McArthur area and have been undertaken since 2007. Results have indicated no impact from the Mine or Bing Bong operations.
- A study of freshwater macroinvertebrates was undertaken in April to help assess the overall health of the McArthur River aquatic ecosystem. We should receive results from this survey in October, as it takes some time for the samples to be analysed in the laboratory.
- The Riparian bird-monitoring program was conducted in May. This program commenced in 2006 and is conducted at the end of each wet and dry season. The objective is to monitor these birds, which live alongside waterways, to determine the restoration success of the Barney Creek and McArthur River rechanneling works.
- The MRM aquatic fauna bi-annual surveys started in May and will be supplemented by an aquatic vegetation specialist project.
- An initial meeting has been held with the Independent Environment Monitor as he begins his annual reporting. The Monitor and his team will be staying in Borroloola for their annual site visit in early June.

# Eyes on the road

## A day in the life of concentrate truck driver Rob Dennis.

It's just 4am and Rob Dennis is about to hit the road. His nightshift counterpart has fuelled the Kenworth, washed her windows, cleaned her cab and loaded her up with 120 tonnes of precious zinc concentrate.

Rob is ready for his first 130km drive from McArthur River Mine to the Bing Bong loading facility. It will be the first of three, 260km round trips for the day.

Getting the lead-zinc and zinc concentrates from the MRM site to market is a logistical challenge. First they travel the 130km by road to Bing Bong in covered trailers. Then there is a 20 nautical mile journey by barge out to sea to be met by an ocean going vessel, which will take them to their final destination.

Rob and the rest of the team at contractor Hampton are responsible for the first part of the journey. The drivers work in two 12-hour shifts, 24 hours a day, 365 days of the year.

For Rob, the shift starts at 4am. On a typical day he will make two return trips to Bing Bong then spend time maintaining his truck.

"This truck is about three months old and it has already done 136,000 km," he says.

"They need to be serviced every two-and-a-half weeks, but there's some sort of maintenance that needs to be done all the time. Tyres need to be checked, trailers need to be greased. We've got jobs to do every day."

While maintenance is part of the job, Rob spends most of his time on the road.

"Some people ask if it's boring, but you can never get bored," he said.

"The country keeps on changing. There are fires in the Dry and in the Wet season you see the most spectacular lightning.

"In the wet you'll also see a lot of kids swimming in the waterholes off the road."

As if to underline this statement, at that moment Rob drives past a group of locals on the roadside. He honks the horn and waves – and the children all wave back.

"The kids like that," he grins.

While many may think it's an easy drive, Rob is constantly monitoring what is happening with the truck and four trailers he is pulling behind.

"If one of those back trailers gets off into the dirt you'll soon be paying attention," he said.

"You have to keep your eyes on everything that is happening around you.

With four trucks operating at all times, they keep each other company on the long road.

"In the wet season we can't pull off the road at all. This truck fully loaded is 170 tonnes, so if you pull off the road you're just going to sink."

If something does go wrong, help is not far away. All trucks are fitted with UHF radios, GPS systems and satellite phones. Hampton knows where every truck is every minute of the day.

For Rob, all the technology adds up to safety.

"I've been driving trucks for most of my life. Even though this is the biggest load I've ever pulled, I've never felt safer than I do now," he said.



The 130 km road from MRM to Bing Bong offers some spectacular scenery.



Watching the rear trailers is critical.



The modern truck dashboard.



With four trucks operating at all times, they keep each other company on the long road.



Hampton driver Rob Dennis.

# Safety culture pays off for our people

McArthur River Mine has celebrated a full year with no lost time injuries across its mine site and loading facility at Bing Bong.

The achievement was reached in April and represents more than 2 million man hours including working through the major mine expansion.

MRM General Manager Sam Strohmayer said the milestone was testament to company's renewed focus on safety over the past few years.

"By any measure this is an achievement that we can all be very proud of, and it is the combined contribution of our MRM staff plus our long term and short term contractors that is particularly pleasing," Sam said.

He said the milestone was even more rewarding given the challenges of the past year including the major mine expansion, environmental issues associated with the Overburden Emplacement Facility and Tailings Dam as well as increased external scrutiny.

"It would be very easy to get distracted by significant challenges," Sam said.

"The fact that we've been able to maintain clear focus on our most important pillar, our health and safety,

is a true credit to all of our people. Our people have really embraced the culture of zero harm.

"Injury free periods do not occur by accident – they are achieved by the deliberate and conscious efforts of everyone working at MRM to make sure they return home safely every day."

Sam said while it was the commitment of employees and contractors who had achieved this result, it could not have been possible without a strong safety framework.

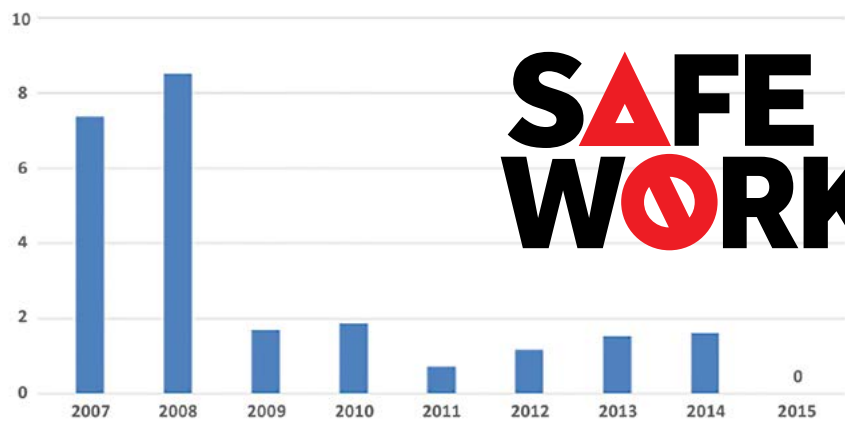
MRM has been rolling out the Glencore SafeWork program across

its sites, which focuses on nine life-saving behaviours.

"While it is extremely important to recognise and celebrate this one year LTI free achievement, we cannot lose sight of the ongoing challenge for all of us which is to improve our workplace towards our goal of having an injury free MRM," Sam said.

MRM has seen a significant improvement in safety over the years, as shown on the graph. The 12 month moving average for Lost Time Injuries has dropped from almost 10 to zero as at the end of May this year.

Lost Time Injuries - May 2007 to May 2015



## Trust Update

### Projects funded



#### Culture and Art

\$47,000 for the Limmen National Park project



#### Enterprise and Job Creation

\$20,881 for the Youthworx careers expo



#### Health

\$8,019 for the Cancer Council to deliver cancer education to Borroloola



#### Education

\$117,000 for the Borroloola School Bus

\$90,000 for the Borroloola School breakfast program



#### Environment

No environmental projects this month



#### Social and Community Development

\$165,000 for Malandarri staff accommodation

\$1,062,951 for Mabunji Creche construction

### Other news

- Trust Project Officers will be visiting Borroloola on the following dates:
  - o 2-3 July
  - o 6-7 August
  - o 3-4 September
  - o 1-2 October
- The Trust Board will meet on 25 June.

# Trailblazing the way to success

They were young but keen. They played hard and worked harder. They had just enough experience to get the job done and not quite enough to know that they were attempting what most people thought was impossible.

They were the men and women who worked at McArthur River Mine in 1995, its first year of production.

Ron Dean was a mine technician who knew how to mark up the underground ore as well as any trained geologist. Sam Strohmayer was fresh out of university with his new engineering degree. John Andreatidis had worked at Mt Isa Mines and intimately knew the technology that would finally transform McArthur River from a dream into a reality.

"We were young and fired up," says John, who is now Metallurgy Manager at MRM.

"It was quite a marginal business but there was a lot of hope. We had this innovative new technology in the hands of people who were multi-skilled and multi-do. The place was full of can-do people."

While the Here's Your Chance Deposit at MRM was discovered in 1955, it took 40 years of work before investors would finally decide it was a viable proposition. The problem was the complex nature of the ore, which needed to be ground to just 7 microns – about the size of a human blood cell – for processing.

John had worked on the Isamills which were invented by Mt Isa Mines and then thought to be the answer to the McArthur River problem.



John Andreatidis

"Without the Isamill, we wouldn't be here," John says. "It was the catalyst that made MRM viable."

Even then, MRM was a marginal operation. Most of the staff knew it but loved being among the "trailblazers" who were bullish and inventive enough to make a go of it.

"It was such a challenge," says Sam Strohmayer, who has risen through the ranks over the past 20 years to now become MRM's General Manager.

"I was fresh out of uni and John was my boss. We had very small crews. Many of us were completely inexperienced with this really complex process and plant.

"We were just thrown in and told to run the thing. Here I was

doing things that I'd only read about in uni. Sometimes it felt like a miracle to keep it running. From a personal point of view it was the best experience you could ever have."

While computer systems were pretty basic back then, the one system that was up to date was Vulcan, a sophisticated computer program used to map the underground ore and channels. Ron Dean, now a senior pit

Sam Strohmayer



*We talk to three men who were part of the trailblazing years at MRM. Ron Dean, Sam Strohmayer and John Andreatidis were working at MRM when production started in 1995. Twenty years later, they share their experiences.*

technician, says the sophistication of Vulcan is still paying dividends today.

“Everywhere we mined underground we picked up survey data and created a huge data bank in Vulcan. We still use that data when we’re planning blasts in the void areas (underground workings that are no longer mined) today,” he says.

In the early days of mining, all three men knew that McArthur River had a limited life span. The financials were marginal and the amount of ore that could be recovered from the underground workings would run out by the mid to late 2000s.

“I wanted to put a deposit down on a house or unit in Darwin but I never really had the confidence that things would keep on going,” Ron said.

“I spent a lot of time worrying about my future.”

But the mine was given a new lease of life when it became part of Xstrata and plans for an open pit development were floated.

There were some hard years to follow as the impacts of the project were examined, approved and the open pit development began. Then a legal challenge shut the mine down.

“It was a difficult time for everyone – employees, contractors and suppliers,” Sam said.

“It was a clear demonstration of the value of McArthur River to the Northern Territory economy. We had wonderful support from businesses in Darwin and the Northern Territory and Australian Governments came through.”



Ron Dean

Since then, McArthur River Mine has gone from strength to strength. The \$360 million Phase Three Development was completed last year, assuring MRM’s future out to 2036.

For John, this next phase is another example of how MRM has been a trailblazer since the beginning. He returned to MRM last year after a 19 year absence and was struck by the similarities.

“When I came back I couldn’t believe how little had changed” John said.

“They’re still very can-do. They’re still trying to make this work. And they’ve done it. They’re trailblazing again. I look at what we’re doing with the PBOX and it’s like Déjà vu.”

The PBOX is a world first technology invented at MRM and has only been in operation a matter of months. It uses a lead oxidation process to separate the lead from the zinc concentrate – the first time this has been achieved outside of a laboratory.

The process means MRM now produces three products – the traditional lead-zinc concentrate, a lead concentrate and a zinc concentrate – opening up the potential for new markets.

Although the can-do culture remains unchanged, all three men admit there have been many changes for the better.

For example, while there were “more than a few ripples” with the introduction of compulsory breath testing and random drug testing, all admit that you couldn’t be without them now.

“Safety is the biggest change that has happened,” Ron said.

“It’s not that we didn’t care about it back then. It’s just that the whole culture is different. You used to accept that there would be some injuries. Now we believe it is possible to work with zero harm.”

While both Sam and John have left MRM and come back, Ron has stayed on the full 20 years, along with fellow workers Garry Solly and Gary Chisholm, both featured on the back cover of this issue of Memorandum Magazine.

“I still enjoy my job,” Ron says.

“And I love working with the people here. They’re a great bunch of people here and that will never change.”

# Then and now



1994 The SAG mill is under construction in the centre of this photo.



2015 The SAG mill can be seen in the centre of this photo surrounded by new mill components.



1960s The main camp, looking from the south. The main kitchen and barracks are in the left of the photo.



2015 The village now, looking from the east. The kitchen is in the middle of the photo to the right of the tennis and volleyball courts.



1995 MRM was a completely underground operation



2015 All operations are now open pit.



1995 Tailings are deposited in the original tailings dam, now known as Cell One



2015 Cell One is now capped and no longer accepts any new tailings.



1994 The concentrate storage shed under construction with the lime silos and flocc tanks to the left.



2015 The concentrate shed today, with the new ball mill to the left.



1994 The flotation building under construction.



2015 The flotation building is complete and surrounded by more components.

# Then and now



1995 The flotation cells.



2015 The same cells today.



1994 Concentrate storage tanks.



2015 There are now four concentrate storage tanks rather than the original two.



1994 One of the original Isamills – the technology that made MRM possible.



2015 The Isamills are still in operation today.



**1995** The metallurgy laboratory had the most basic equipment.



**2015** The metallurgy laboratory boasts the latest technology and equipment and is complemented by our own environment lab.

# Happy birthday Memorandum

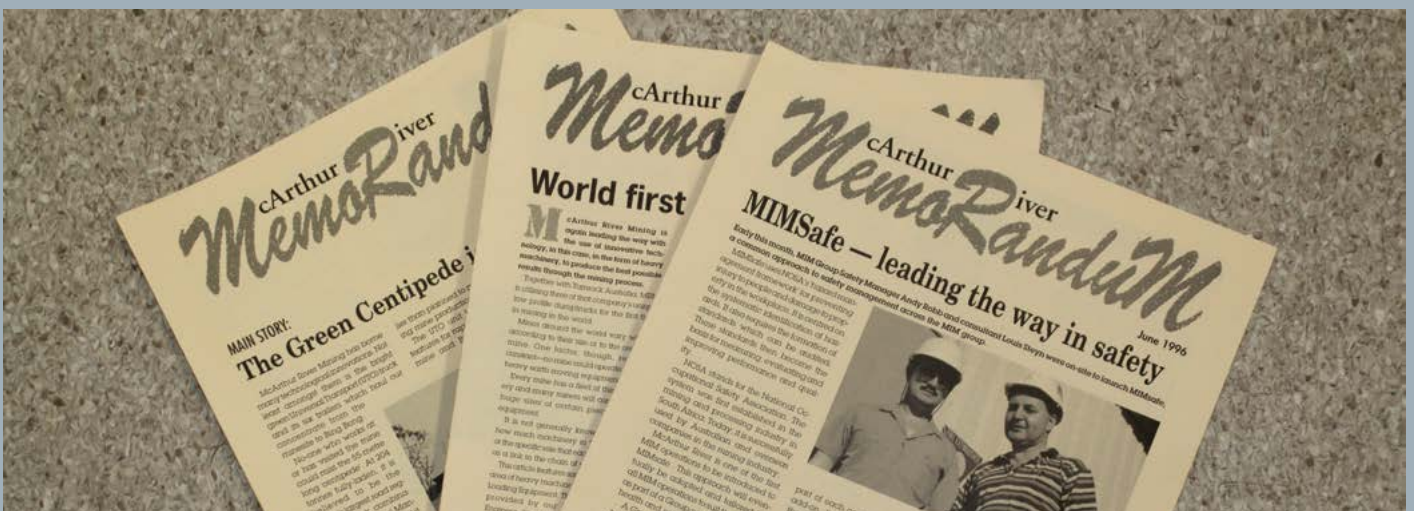
The 20th anniversary of McArthur River Mine also marks the 20th birthday for Memorandum Magazine.

The publication began as a fortnightly staff newsletter for MRM employees in June 1995. The name MemoRanduM was chosen after a staff competition. It

originally used the upper case MRM in the name.

Gary Davies, a surveyor at the time, won the competition and used his prize winnings to take his wife out to dinner to celebrate their first wedding anniversary.

Memorandum has changed form over time and is now the flagship publication of MRM, distributed in full colour to more than 1000 people every three months.



# History of MRM

**1888**

The Borroloola region in which MRM is based is discovered to be rich in natural mineralisation.

**1910s**

The mining of lead surface outcrops in the area commences in approximately 1910. The Northern Territory Mines Department explores the area in 1911 and an assay office is set up in the Barney Hill area to research the mineralisation in the area.

**1955**

The "Here's Your Chance" (HYC) deposit is discovered by two geologists travelling through the region. The name comes from a remark made at the time of the discovery. Realising that they had found a major deposit, one geologist turned to the other and said: "you have always wanted to name a mine. Here's your chance."



*The original small jasper outcrop found in November 1955 about 1.8 miles from the McArthur River Station homestead.*

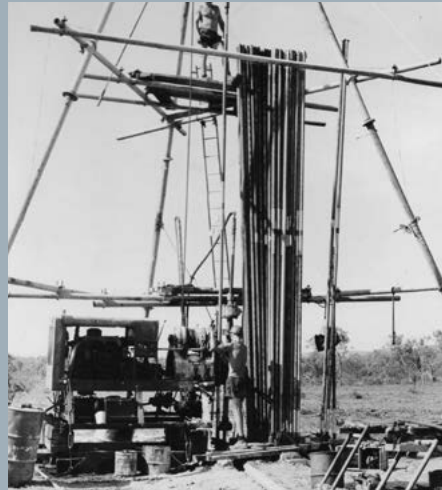
**1960s**

An intensive drilling program establishes that the Here's Your Chance deposit is a significant one.

**1977**

The first feasibility study is commenced on the deposit with the construction of a pilot plant and temporary camp accommodation. A detailed feasibility and environmental report is submitted

to the Northern Territory Government in 1979. The feasibility study concludes that the project should be deferred due to the high capital costs.



*Drilling takes place during the 1960s to determine the significance of the deposit.*

**1989**

The project is re-evaluated on the basis of producing a single high-grade bulk zinc/lead/silver concentrate suitable for feeding to Imperial Smelting Process smelters. Mining is to be carried out by an underground operation removing only the high-grade ore-bodies.

**1992**

MIM Holdings forms a joint venture with Japanese consortium ANT Minerals comprising Nippon, Mitsui and Marubeni to develop the resource. A full feasibility study is completed and the decision made to proceed with the McArthur River project. McArthur River Mining Pty Ltd is formed to operate the mine on behalf of the joint venture partners.

**1993**

The McArthur River Project Agreement Ratification Act is passed by the Northern Territory Government.

**1995**

MRM commences commercial operations with an underground mine and processing plant. The first ore is processed in June.

The Bing Bong Loading Facility loads the first shipment of concentrate onto the MV Aburri in the second week August. Three barge loads are placed on the Akra Sounian export vessel anchored 20 nautical miles offshore ready for export.



*Commercial production begins in June 1995.*

**1997**

The first MRM Charity Golf Day is held, raising \$8000 for charity.

**2001**



*The 100km of underground channels are becoming uneconomical to mine.*

The 100 km of underground channels are becoming uneconomical, with most of the accessible underground ore having been fully extracted.

Feasibility studies are commissioned to investigate options including an open pit development, on-site zinc refinery, power station and a weir on a local river.

**2003**

Terms of Reference for an Environmental Impact Statement for the mine development are released.

In July MIM is acquired by Xstrata plc.

**2005**

Xstrata acquires ANT Minerals' share in MRM in September to now wholly own the operation.

After a review by Xstrata Zinc, it is decided an expansion will proceed but only as an open pit operation. Growing world demand for zinc and improved refining methods, coupled with reduced operating costs and improved quality of MRM's bulk concentrate product, supports the decision to make a further investment in the mine.



*The test pit was established in 2005 to provide a bulk sample of the ore for metallurgical testing.*

A test pit is established in July began to provide a bulk sample of the ore for metallurgical testing. The test pit enables identification of the various ore types and their processing requirements, as well as the relevant geotechnical and mining conditions that are likely to be encountered.

An EIS is lodged as part of a formal assessment process, followed by the submission of an EIS Supplement in December. If approved, the project would extend the mine's life from 2010 out to 2027.

**2006**

Stage A of the Test Pit has exhausted its supply of ore by the end of March 2006. Surface ore stockpiles from various sources enables milling to continue into May 2006 before the supplies run out. To avoid retrenching the mine

workforce and closing the mine, MRM obtains approval to extend the Test Pit so it can continue mining and milling operations until a decision is made on the Open Cut Project.

A Public Environmental Report is lodged in July and the Northern Territory Government approves the open pit development in October. Later that same month, the Australian Government provides its consent under the Environmental Protection and Biodiversity Conservation Act 1999.

**2007**

Open pit site works begins, with completion due in late 2008. Key features include construction of the Southern Anabanch to the bund wall to allow the open pit to be expanded, completion of new benchmark studies into local and migratory birds, fish populations and macroinvertebrates and rechanneling of the McArthur River and Barney Creek.



*Work begins on the McArthur River channel.*

The Barney Creek rechannel is largely completed by the end of the year and rehabilitation works begin.

A \$50 million expansion of the concentrator to increase capacity from an annual throughput of 1.8 million tonnes of ore to 2.5 million tonnes is announced in March.

The MRM Community Benefits Trust is established in July, with a promise to provide \$32 million to deliver economic and social benefits to the region over the life of the mine.

The first Independent Environmental Monitor is appointed in October.

**2008**

The two haul road bridges over the Barney Creek diversion are commissioned, significantly reducing the time taken for overburden to be hauled to the waste rock pile.

The McArthur River channel is completed, along with the levee wall to protect the mine from the ingress of floodwater.

MRM is named Mine of the Year at the 5th annual Australian Mining Prospect Awards.

Mining is suspended after legal questions are raised about the approval process in December.

**2009**

Stockpiled ore is processed while mining was suspended but is depleted by 23 January, and the mine is placed into care and maintenance. On 20 February, the Minister approves the open pit development and operations recommence.

Borroloola's first renal dialysis unit opens with assistance from MRM. Later in the year, the Borroloola Swimming Pool is opened, again with the support of MRM.



*The Borroloola swimming pool was made possible with support from MRM.*

As the year progresses it is announced that technological advances to the concentrator have enabled the production of a new zinc concentrate, opening up a new international market.

*(Cont)*

**2010**

MRM's Emergency Response Team dominates the North Australian Emergency Rescue Competition taking home four out of six events and winning best overall team.



*The MRM Emergency Response Team dominates the Northern Australian Emergency Rescue Competition*

**2011**

Xstrata announces plans to investigate the phase 3 Development of MRM. The project includes an expansion of pit and production facilities, doubling annual production and securing the mine's future out to 2036. Exhaustive studies are undertaken throughout the year in preparation for the submission of an Environmental Impact Statement.

MRM and the NT Government sign a \$1 million partnership agreement to boost education and training in the Gulf region. The Strong Start Bright Future program will provide accredited training at Borroloola School, computers and attendance rewards. The agreement will also see local students trained for future jobs at MRM.

With rehabilitation continuing on the McArthur River and Barney Creek channels, forest and woodland birds are recorded returning to the adjacent land and a freshwater sawfish is sighted within the channel for the first time. The first locally produced tube stock for revegetation is sourced from Seven Emus Station.

**2012**

The Environmental Impact Statement for the Phase 3 Development is lodged with the Government in January, signaling an increase in the operational workforce by 67% and creating 295 new jobs.

In January, MRM's parent company Xstrata agrees to a merger with Glencore, one of the world's largest diversified natural resource companies.

MRM's mining fleet is upgraded, increasing haul capacity from 110-135 to 180-220 tonnes per truck.

The Heavy Medium Plant is commissioned, improving the quality of materials fed into the concentrator.

The li-Anthawirriyarra Sea Ranger Unit hosts the first of its annual Turtle Camps with financial support from the MRM Community Benefits Trust. The ecotourism trial opens the door to tourism ventures on West Island.

**2013**

MRM becomes part of Glencore Xstrata plc following the successful completion of the merger. The merger makes MRM part of a global operation that is able to capture value at every stage of the supply chain.

Migratory bird studies around the Bing Bong Loading Facility record large increases in bird life, particularly the Sharp-tailed Sandpiper



*Fairy Wren.*

The Bing Bong Concentrate Shed is upgraded to allow for storage of 90,000 tonnes, in line with the Phase 3 Development.

The Borroloola Rodeo Grounds are upgraded with a \$175,000 grant from the MRM Community Benefits Trust.

**2014**

The Phase 3 Development Project is completed, and operations begin ramping up to nameplate capacity.



*The rodeo grounds upgrade was funded with a \$175,000 grant from the MRM Community Benefits Trust.*

Borroloola teenagers Bryce Rory and Joel Bradford begin their careers as school-based apprentice at MRM – the first full graduates of the Strong Start Bright Future program.

MRM begins implementing the Glencore Safework program in a push to achieve zero harm across our operation.

MRM introduces the Healthy Living Initiative to promote health and safety to its workforce and extend those programs to Borroloola.

The MV Aburri undergoes a major refit after almost 20 years of service.

MRM's annual Charity Golf Days raise a record \$100,000 for charities.



*The 2014 Golf Day raised a record \$100,000 for charities*

**2015**

MRM celebrates one year with no lost time injuries.

A new Indigenous Traineeship Program is launched to bring more locals to join the MRM workforce.

# Historic partnership changes lives in the Gulf

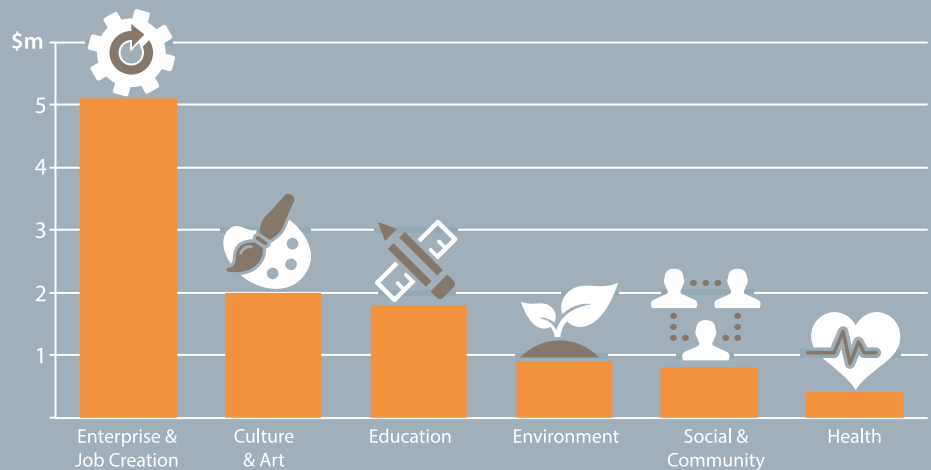
Eight years, \$10.4 million and 63 separate projects – these are the amazing statistics that are changing lives in the Gulf region.

Established in 2007, the MRM Community Benefits Trust is a unique partnership between McArthur River Mine, the Northern Territory Government and the local community. It commits \$1.35 million a year to projects that support culture and art, enterprise and job creation, social and community development, education, health and the environment.

The money comes directly from MRM, with all administration and management costs borne by MRM and the NT Government. That means every cent put into the Trust goes to supporting the local community.

Over the years, projects funded have been many and varied. An early project to receive grant funding was the Wunala Creche. The \$11,275 grant built an ablution facility to provide an improved level of health amenity for the facility. A recent grant was approved to build and establish a new crèche for Borroloola. The new crèche is able to care for double the number of children in a modern facility. Investing in youth and early education is strongly supported by the Trust board. This grant is the largest to date being an investment of \$1 million dollars.

Funds committed over the life of the MRM Community Benefits Trust to date



Over the past eight years, the Trust has funded everything from cultural activities to jobs programs.

James Cook University has undertaken an extensive dolphin and dugong monitoring program together with the Sea Ranger Unit. This program is helping us to better understand our local aquatic life and how to protect these species. The program has also provided an education program to students in Borroloola.

Kids in local schools now have books they can take home and read with their parents.

Jobs have been created, culture saved, artists discovered, stories remembered, sports played and songs sung.

One of the features of the Trust is that it doesn't just hand out money as applications come in. It undertakes extensive community consultation every year to develop a strategic plan to prioritise its activities.

This plan then guides the Board as it goes through its decision-making process, ensuring funds are allocated to the areas of most need.

To help the community access funds, Project Officers have been in place since the Trust was established. It is their role to guide applicants through the funding process, linking them with the agencies and people that will help turn their dream into reality.

As we look to the next 20 years at McArthur River, we can be sure the MRM Community Benefits Trust will continue to be an agent of change for those living in the Gulf region

# Community Reference Group meets



Some of the members of the Community Reference Group's May meeting

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A Community Reference Group meeting was held in Borroloola on Thursday 14 May. The following is a record of the meeting.

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## **Update from General Manager Sam Strohmayer**

Safety is a major focus of the MRM operation and I am pleased to say that we are one year Loss Time Injury (LTI) free. We understand that if we can't look after ourselves and our contractors we do not deserve to be here.

A lot of progress has been made and we are set up well for the dry season even though we didn't have a big wet season this year.

Our focus on Local employment has seen a rise from 60 people to 88 thanks to the positive things that Chrissy, Beck and Kezia have done in town.

On the production front, the expansion is complete we are now in stable production and ironing out the issues and bottlenecks that we have. We are currently producing 2,000 tonnes of concentrate per day. This means

that you will see an increase of big trucks on the road. We have no further expansions at this stage.

Globally zinc has not seen the big drop off in prices like coal and iron ore has. Zinc is a very tight market but it has not deteriorated, the demand is still there and with the closure of other Zinc mines like Century up the road the fundamentals look good for us. MRM is on a big deposit and we are hopeful that the price remains.

The four keys areas we are focusing on are Safety, Environment, Production and Sustainability

The Independent Monitor visit is coming up again in the first week of June. This year they will only be reviewing one year's worth of data and the information will be a lot more relevant to the community than the last report which was for two years.

Can I ask that if you have any ideas how we can better our communication, please let the Community Relations team know. They are often around town. Feel free to talk to them or arrange an appointment. They would be more than happy to take any suggestions that you have.

## **Update from Health Safety Environment and Community Manager Julie Crawford**

I am pleased to say that you will not see any smokers from the Overburden Emplacement Facility (OEF) at the moment. It has been capped with clay and has had a lot of work done to it. We won't say that you won't see them ever again, but we have a method that is working and when they appear we are acting very quickly to extinguish them.

Air Quality Monitors are in the process of being installed at Mabunji (Mara) and Devil Springs. We will then be able to collect data to ascertain what is in the air around these areas. Reports will be made available to the community once they have been established.

The Tailings Dam is also being worked on at the moment. The government raised an issue with the amount of water we had in there at the time of the audit and, since then, we have reduced this by recycling the water back through the process plant, beaching to form a hard barrier stopping water touching the side walls and we have bored holes into the side walls to measure any water movement as well.

In Barney Creek the fish were eating the sediment which caused the high

results of metals. The metals we mine not in the water itself, so we are currently working with the 'Fish Man' Dean Thorburn who is on site at the moment and has been working with MRM for nine years. Dean is currently looking at Surprise Creek, Barney Creek, Merlin and the Wearyn. Interestingly a fish was found at the Wearyn with high lead levels and that is because there are deposits all over the area. Testing Barramundi and Bream showed that they were safe to eat and the government also did independent testing. While we do not have that report, we have been advised that the results they had showed no concerns either. The government has come to Borroloola and put up posters for the Australian Standards and Guideline. This is not just for the McArthur River but is applicable Australia wide.

Water Quality testing is done in Barney Creek and Surprise Creek once a month in the dry as it is not flowing. The McArthur River is tested once a week in 30 odd different locations. The government has said that we have not had any exceedences of our Water Discharge Licence in the first quarter of 2015. These samples come from a compliance point just off the lease. There are high levels of metals in the water after the rain but it is nothing that the mine is doing.

You may have heard of fish kills across the Northern Territory. These are due to the aluminium and iron that comes with the rain and clog the fish's gills. We have reported to the government and they have no concerns as it is natural in the Top End.

Over the wet season, nursery work took place and as of this year we have split the environment team into two separate teams. We now have the Rehabilitation Team and the Monitoring Team. Some of the duties the rehab team have are cattle management – we do a lot of mustering and need regular fence inspections done – and weed control to ensure that we are keeping natural vegetation. MRM recently held a Grazing for Business course at the mine for local pastoralists.

We have been successfully able to propagate 50,000 plants. This year is the first year that we have not had to buy in stock from Darwin but we are always interested in talking to local businesses that might be able to supply to us.

This season 6,000 trees have been put in and thanks to the local team of Borroloola and Robinson River tree planters we have been able to get the current number of 7,500. Of the HSEC team, 19 of 31 are local Indigenous employees.

Monitoring, as always, is ongoing but we also have specialists that come and complete independent testing as well. As mentioned before we have had Dean Thorburn coming to MRM since 2006. He comes at end of the wet and dry seasons. This year we are collaborating with the CSIRO regarding the uptake of metals by the vegetation along the river.

#### **Update from Environment Projects Manager Gary Taylor**

In the small wet that we had, the clay on the OEF held up well and we are confident that this will continue. We have done some reshaping which you may have noticed from the road. We now have longer batters making the dump less steep.

The waste was historically placed in 15 metre benches, which allowed air and water to get into the rock causing flare ups. Currently we build benches in 2-3 metre lifts and this stops a lot of the air and water getting in to cause reactions.

We are preparing the base to the north of the dump and are currently conditioning it, which means that we are monitoring its moisture content in order to maintain specification. We are also undertaking numerous trials with the clay.

As we continue working on the tailings dam, you will notice that we have Moxy Trucks running across the highway so please be aware of this.

The EIS is looking at the change in design of the OEF. Last year approximately 100 reverse circulation and core drill samples along with test pits were taken from all around site, which is helping us to ascertain if we

have enough clay for the mine over the next 20 years.

Shortly we are also planning to drill clusters of 3 holes in and 4 locations that vary in depth from 8 to 50 metres on the NOEF. From this, we can monitor how much water is moving through the dump and the effects that may have.

We are currently working with a lab conducting shear box testing, which is testing the slip and strength of the proposed materials to be used in the proposed design.

#### **Update from Human Resources Advisor Kezia Smith**

The MRM stats for local community and Indigenous employment are:

- 88 Indigenous employees
- 30 Local employees
- 11 trainees of which 5 have Cert II qualifications
- 7 trainees from the local community
- 5 Indigenous apprentices (including the 2 from Borroloola)
- 12 Tree Planters that are local also

We are looking to ramp up and we are sitting with over 1,000 applications for some positions. We still have six vacancies which some of the local candidates are going through the process. Five trainees will be signed up with Apprentices Australia in the next week. We are also using agencies to help fill a number of production roles.



CRG chair Sid Rusca with MRM Human Resources advisor Kezia Smith.

# Community Reference Group meets (cont.)

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## Questions from members

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**Have you thought about doing animations to explain issues to the community? They work well.**

We are in talks with CAAMA and a young local media student to do a short video on what the mine does.

**What vegetation is the CSIRO testing?**

It is the roots, leaves and bark of the plants. We are conducting the testing north of the OEF as ground waters can also effect the vegetation. This is very new research but it all about trying to ensure that we are looking after the environment.

**The community is concerned that the Government are telling people not to eat the fish.**

The signs that are posted around town from the Government are Australian Standards not just the McArthur River. While we do not have this year's report as yet, we understand from last year's report that the fish that tested high were rainbow fish from Merlin's Crossing and 8 Mile. Rainbows are small fish and would be unlikely to make it too far in the river system. The larger fish would have to eat quite a lot of them to be affected. Murdoch University did the testing for DPI and, while we do not have anything in writing, the word is that it is all okay.

**Does MRM test the fish in Borroloola?**

We undertake freshwater fish studies as well as the annual sea testing. The areas that are tested include Rosey Creek, Bing Bong, Mule Creek and McArthur River. These tests include molluscs.

**Why are you testing at Rosey Creek, that's a long way?**

We are looking at potential impacts, or comparisons. With all Coastal Modelling we need controls and references.

**Does metal naturally occur in fish?**

If they are feeding on sediment and if the water has metals they will have those metals in them. You might remember the Sydney Rock Oyster's a few years back, where you were unable to eat them because of the Mercury levels.

**I believe it was a scare tactic when I first got to town being told that you couldn't eat the fish. Is there a campaign that you are running to stop that?**

We do not want to coerce the local voice. What we have done is a number of factsheets and we also put an advertisement in the NT paper once a month with stats and updates. Our community relations team in town all the time and are always happy to talk to people face to face about the issues that they have as we believe that this has better outcomes most of the time. Some of the media attention that we have received has been quite negative so we are really trying to have a presence in town so that concerns can be address with us. We also hope that some of the material that we produce will help ease the minds of our local community.

**The fish are also being killed by domestic waste, it is just a shame that the first message that I got was you can't eat the fish.**

The key for us is that we are testing not just the small fish but the Barramundi and Bream, we provide updates through different channels and the Government is doing their own testing as well. This data shows results. The independent monitor also gets all of our reports. There are plenty of them too, so they can see all of our data and the data that they have collected as well. We have to keep talking to the people in Borroloola and hope that in time the information will flow through. We all understand that perception versus fact is sometimes hard to change.

**Has the fish guys done and testing in Emu Creek?**

They have done north and east of Barramundi Dreaming right up to the straight. This is also in conjunction with the sampling that our own team does. The main point is that we are testing and monitoring everything that we can and that we have come a long way in the past 6 to 12 months.

**Is it an illusion that the OEF looks bigger because of the new slopes?**

We are still 11 metres below the 80 metre limit that we currently have.

# Your community relations questions answered

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MRM Environment and Community Superintendent Chrissy Joll answers your questions about community relations.

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## What does the community relations team do?

The community relations team is responsible for all forms of contact with the people who are important to our operations. These include:

- Staff, contractors and their families
- The Traditional Owners of the land on which we operate
- The four language groups of the region
- Residents of the Gulf Region
- Suppliers
- The Northern Territory and Australian Governments and related agencies
- Non-government organisations
- The Northern Territory business community
- Other Territorians.

Our Senior Community Relations Advisor Rebecca Gentle and our Environment and Community Superintendent Chrissy Joll visit Borroloola at least once a week and other parts of the Gulf region on a regular basis.

## Where can I get information about MRM?

Our quarterly magazine Memorandum keeps our community and stakeholders in touch with what is happening at MRM as well as our activities in the community. It is published in both hard copy and online via our website.



Trust officers Jason Elsegood and Wendy Moulds

Our website is full of information about our operations, our environment and our community, as well as our latest career opportunities and publications, including all our fact sheets. Go to [www.mcarthurriverrivermine.com.au](http://www.mcarthurriverrivermine.com.au)

Stay in touch with everything happening at MRM through our community app, which is available for free download for both Apple and Android devices. It includes an emergency call button, important safety information, a village map, links to websites and a host of other features. To download the app, search for MRM community in iTunes, Google Play or the Amazon Appstore.

We publish an update on our operations on the second Thursday of every month in the Northern Territory News.

Regular fact sheets and environmental updates are available on our website and App as well as being distributed through the Gulf region.

## Do you speak with Traditional Owners?

We value the counsel local Traditional Owners bring on issues of cultural heritage management. We are in regular

contact with TOs for the mine and Bing Bong Loading Facility to seek their advice.

## What does the Community Reference Group do?

The Community Reference Group (CRG) is the opportunity for local residents, businesses and representatives from other organisations to hear about what is happening at MRM as well as ask questions of senior management. To make sure this information is widely distributed, members of the CRG are asked to keep the community informed of what is discussed at each meeting, and the meeting minutes are reported in Memorandum magazine.

The MRM Community Reference Group meets at least quarterly in Borroloola. The meeting is usually attended by MRM General Manager Sam Strohmayr, Rebecca Gentle and the Health, Safety, Environment and Community Manager. Following a number of enquiries from local residents about potential employment opportunities, a representative from Human Resources also attends meetings.

### Can I visit the mine?

We host numerous site tours each year for people who have an interest in our operations. These include:

- Annual site tours for residents of Borroloola, Robinson River and King Ash Bay as well as Gulf region pastoralists
- Family days for employee families
- High school and university student visits
- Special interest groups
- Visiting government officials and dignitaries.

All visits to the mine site must be pre-arranged to allow for induction and safety briefings. No-one is allowed on site without completing a visitor application and an online induction module. Due to safety requirements, there are restrictions on how many people we can bring out at any one time.

### How does the MRM Community Benefits Trust work?

The Trust was established in 2007 for the life of the mine as the main vehicle for us to contribute to the social and economic development of our region. The Trust operates as a partnership between MRM, the Northern Territory Government and the local community.

It funds initiatives in the areas of enterprise and job creation, environment, arts, culture, health, education, social and community development.

Since its establishment in 2007, the Community Benefits Trust has invested more than \$10 million into around 60 programs to support social-economic development in the Gulf region. In addition to funds invested through the Trust, MRM has committed a further \$6 million to the community over that time including \$3.5 million for a multi-purpose community centre in Borroloola, sponsorships and donations and fund-raising activities.

A process of submitting proposals, assessing them against criteria and then managing the implementation of grants is defined within the Formal Agreement and ensures transparent and consultative management of the funds.

To make contact with the Trust officers, phone Wendy Moulds on 0400 247 313 or Jason Elsegood on 0417 864 769.

### Do you support local groups and events in other ways?

MRM has a sponsorships and donations program that supports a range of programs throughout the year. Guidelines apply and these can be downloaded from our website.

### How can I give you feedback?

We take feedback seriously and all contact is documented and followed through according to our policies. You can provide us with feedback by calling our toll free number on 1800 211 573 or emailing [mrmprojenq@glenore.com.au](mailto:mrmprojenq@glenore.com.au)



Environment and Community Superintendent Chrissy Joll with Senior Community Relations Advisor Rebecca Gentle

## Snappy visitor

A freshwater crocodile was a long way from home when it found its way into MRM's mill area recently.

The small freshie was spotted under the ball mill as cleaning was underway.

Luckily, it was spotted by Mill Production Supervisor Brenton Borlace and saved from a crushing adventure.

MRM's environment team took custody of the snappy visitor and released it into the McArthur River, where freshwater crocodiles are known to take shelter among large woody debris.



# Pritika shines at Young Achiever Awards

The value of young people in regional and remote areas was recognised when the Northern Territory Young Achiever of the Year Awards were presented in Darwin in April.

McArthur River Mine sponsors the Regional & Rural Initiative Award, which was won by 24-year-old Pritika Desai.

She also took out the overall Young Achiever of the Year Award.

Pritika Desai works as an Education Officer for Animal Management in Rural and Remote Indigenous Communities. Her work involves educating people in remote Indigenous communities about responsible pet ownership.

Pritika works with schools and local community members and has attended and spoken on Animal Health at many conferences. She also developed a project called Shout Out, a program focusing on youth mental health. She was one of two mentors for the Kaleidoscope 2014 Youth Leadership Summit and is a mentor for many young people.

Presenting the award, MRM Metallurgy Manager John Andreatidis said the work going on in remote areas of the Territory should be celebrated. "Many people think that the big opportunities for young people are in the major cities," John said.

"But if you look hard, you can see there are also opportunities out in regional and remote areas."



John presents the Young Achiever of the Year Award to Pritika Desai.

## Our App now available on Amazon

The MRM Community App is now available on the Amazon App store.

The award-winning App includes a host of information about the mine, accommodation villages and programs underway. You can download our fact sheets, read updates on our environmental progress and make direct contact with us.

Launched in January 2014, it has already been downloaded by more than 1,200 devices and viewed more than 24,000 times.

It has won four local, national and international awards including the prestigious Golden World Award for Internal Communication given by the International Public Relations Institute.

It was originally available only on iTunes and Google Play but its extension to the Amazon Appstore means it can now be downloaded by a broader range of mobile devices.



## Shaving for a cure

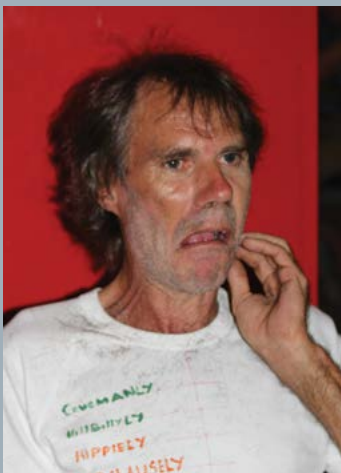
It took 16 years to grow and just minutes to come off.

MRM's Clayton Cairns gave up his long-cherished beard for a good cause when workmates sponsored him in the World's Greatest Shave in March.

The MRM team raised a total of \$6944 to support research into Leukaemia research.

Other MRM employees joined Clayton on the challenge, including Dave Searl. While Clayton and Dave shaved, most others chose to restrict their activities to hair colouring.

Congratulations to the whole MRM team.



# MRM hosts cattle producers

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McArthur River Mine hosted 18 Gulf region landholders attending a Business of Grazing Course over three days in March.

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The course was made possible through a Territory Natural Resources Management grant secured through Gulf Rivers Landcare.

Pastoral properties in the Gulf are typically family run affairs and free time is limited at best. For many of the attendees, this was the first time they had seen many of their peers in a long while.

MRM provided the venue as well as accommodation and meals for the participants. Hosting the course at the mine site meant it was centrally located within the Gulf Region – significantly reducing costs and time for everyone involved.

Courses such as this are important for improving broad scale management practices across a landscape. Attendees represented a total of ten properties that cover approximately 30,000 square kilometres of pastoral land in the region.

The course addressed a range of topics; from improving the viability of a grazing business through to sustainable management practices. It also provided an opportunity for attendees to discuss other regionally specific issues and hold a meeting for Gulf Rivers Landcare.

Feedback was overwhelmingly positive, with Dannielle Darcy from Mallapunyah Springs saying it helped her connect with other local pastoralists.

"The course was really informative and educational giving me a greater insight into the management of cattle production," she said.

"I really liked that it was held locally as it gave me a chance to attend and meet other people in the industry."

Overall the course promises very positive outcomes to the Gulf area. A one-day follow up seminar is planned for later this year.



At work in one of MRM's training rooms.



The local landowners pose for a photo on site.

# We care, play fair.

Home-grown talent is being used to celebrate the diversity of the workforce MRM.

A series of posters have been developed using MRM employees to spread the word about equal employment on site – We care, play fair.

Group HR Manager for Glencore Zinc Assets Australia Phil Bamber said while discrimination was not a significant issue at MRM, the posters helped to remind all workers on site that “playing fair” was part of the company culture.

“With Indigenous employment at around 18% and female employment at 12.5%, MRM is a melting pot of cultures, races, ages and gender. It’s a feature we really value,” Phil said.

“Our poster series has been designed to reinforce this among all of our people.”

The posters feature apprentice fitter Jye Mullins, environment rehabilitation technician Ronnie Raggett, mine engineer Rafli Rafli and safety officer Leonnie Taylor.



## Anzac Day cook off

Budding MRM chefs traded high viz for aprons and trucks for frypans in the annual Anzac Day cook-off in April.

Departments nominated teams of two to showcase a fine selection of Australian native cuisine. The cooks drew from a hat the core ingredient they were to use and, limited only by their imaginations, experience and skill, they were given unfettered access to the kitchen for accompanying ingredients.

Crocodile, lamb, kangaroo, chicken and

swordfish were on the menu and the teams had to cook enough food to feed a camp of around 400 hungry workers.

Five teams took on the challenge but it was the boys from Stores who whipped up the winning dish of lamb with mint jelly and Cambodian spices.

Special thanks to the ESS chefs and team for helping out on the night.



The swordfish meal was praised for its presentation.



The judges sample the crocodile sausages.



It was thumbs up for whatever these guys were eating.

# Old hands

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In this edition, we've swapped new faces to introduce you to some old hands who have worked at MRM for the full 20 years since production began.

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**GARRY SOLLY**  
PROJECT SUPERINTENDENT

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**When did you start at MRM and what was your job then?**

I started in December 1994 as an operator maintainer

**What was the best thing about working at MRM in those days?**

Being a new plant starting up with work groups and crews all new to each other this obviously posed some issues at times, but camaraderie was very high which made working through the challenges (and there were many) both rewarding and entertaining at times, and no breatho in the morning was a bonus.

**What is the greatest change you have seen over the past 20 years?**

The metallurgy plant started out as a fairly small area. It has grown into a large and hungry beast and continually

growing. Being part of that growth has been rewarding. But the greatest change for me is flying to and from site in the Jet E170 rather than in the Cigars which makes it quicker and far more comfortable, especially when you are 6' 3" tall.

**Why are you still here 20 years later?**

I am a long-term Territorian and most of my immediate family live in Darwin which in my opinion is still the best capital city in Australia, although 130 km out in a place called Dundee Beach is true paradise. Having a long life cycle mine on its door step like MRM has fitted in with my family and lifestyle.



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**GARY CHISHOLM**  
MILL OPERATOR

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**When did you start at MRM and what was your job then?**

I started on 6th March 1995 as a maintenance operator. I was a boilermaker, but in those days the fitters ran the plant as well as fixing it.

**What was the best thing about working at MRM in those days?**

The roster – 7on, 7off. I knew I would do a week out here, then go home for a week. Sometimes the work was difficult, but you always knew you'd go home. Also, the money was good, so you could do what you wanted on your time off.

**What is the greatest change you have seen over the past 20 years?**

Just about everything. There's been lots of big changes. We only had one SAG mill, 4 regrind mills, a small float circuit, 3 thickeners and 2 filters. Now

we have 5 thickeners, and a large float circuit. Our output used to be 90 ton/ hour, now we are up to 600 ton/ hr.

**Why are you still here 20 years later?**

I've enjoyed the challenge of getting our grades and recoveries up; in that 20 years we've both improved our product and increased our output.

**What is the best improvement you have seen?**

We do a lot of things differently now. In those days we were never sure if we would reach our final product target of 45 final con grade. But with a lot of trial and error, and we had to invent a lot of things along the way, we finally got there. The place is also much safer now. It's not just that there is more awareness among people working here, but also that management are doing things about safety.