

MEMORANDUM



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In this edition, many faces and many stories.....



18 grants receive more than \$3.6 million in Trust's first two years

Almost \$3.6 million has been committed by the MRM Community Benefits Trust in its first two years of operation generating benefits including seven new fulltime jobs and 78 traineeship positions within the Borroloola Region.

MRM General Manager Ettienne Moller said the release of the Trust's inaugural Annual Review covering the 2008 and 2009 financial years showed the Trust has made a strong start.

In all, 18 grants have been approved to support a range of Indigenous business and community groups, charitable organisations and private enterprises to develop programs in the areas of enterprise and job creation, environment, education, health, culture and art.

"MRM has met its funding commitments with \$4.05 million invested up to 30 June 2009 and of this around 90% has been returned to community programs," Ettienne said.

"The largest area of investment was enterprise and job creation as this is the key driver of regional growth."

Education was the second largest area of investment with two significant programs allocated 20% of the total funding. These included a highly popular breakfast program attended by almost

half the secondary school students at Borroloola School and resulted in 32 students participating in work experience and vocational education training.

"The team at MRM would also like to congratulate the 2009 NT Training Awards' Aboriginal and Torres Strait Islander Student of the Year, Richard Baker, who undertook training to gain a commercial helicopter license though funding from the Trust," Ettienne said.

The total value of the projects supported by the Trust represents an injection of \$15 million in community development initiatives in the region after taking into consideration other sources of funding.

Efficient management of the Trust and non-financial contributions by MRM and the Northern Territory Government in providing the Secretariat and Project Officer functions ensured the majority of funding received had been directed back into the community.

Less than 1% of the money invested was expended on operating costs.

Since the Annual Review was completed, MRM has invested a further \$1.35 million as its annual contribution to the Trust. The Board is now considering grant applications for the 2010 financial year.

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A message from the General Manager



Etienne Moller
General Manager
McArthur River Mining

This edition of MemoRanduM celebrates the success of our collaboration with community partners in helping to usher wide-spread social and economic benefits in the Borroloola region. There are two main ways we support the community.

One is the MRM Community Benefits Trust which was formed in cooperation with the Northern Territory Government and in which we currently invest \$1.35 million per year. This provides grants to significant, long-term programs addressing the issues and opportunities in the region.

The second is our sponsorships and donations program delivered directly by MRM. This supports more short-term or immediate needs.

Both share a commitment to assisting local organisations to improve enterprise and job creation, the environment, education, social and community development, health, culture and art.

In recent years, these two initiatives have helped more Indigenous residents to get into jobs and training, invested in local businesses, arts and cultural facilities, underwritten improvements in health care like the renal unit and GP services, and contributed to improved school enrolments and outcomes.

Behind these outcomes are a large number of individuals working tirelessly to help the people of the Borroloola community and representing Indigenous organisations, charities, educational institutions, government and private enterprise.

In this edition of MemoRanduM, we would like to give a voice to those people who are instrumental in the success of the programs we support.

For more information, visit the MRM website at www.mcarthurrivermine.com.au and look into the MRM Community Benefits Trust and Sustainability Reports.

Alistair Evans – local Borroloola football star

Borroloola Cyclones Captain, Alistair Evans, has flown the flag high and mighty for the local club, winning the Man of the Match performance as part of the invitational Indigenous Under 23 football team in Canberra.

While playing against the Parliamentary Football XI, Alistair scored both goals in the team's 2 – 1 victory over their Canberra-based opponents.

MRM supported Alistair with airfares to Canberra.

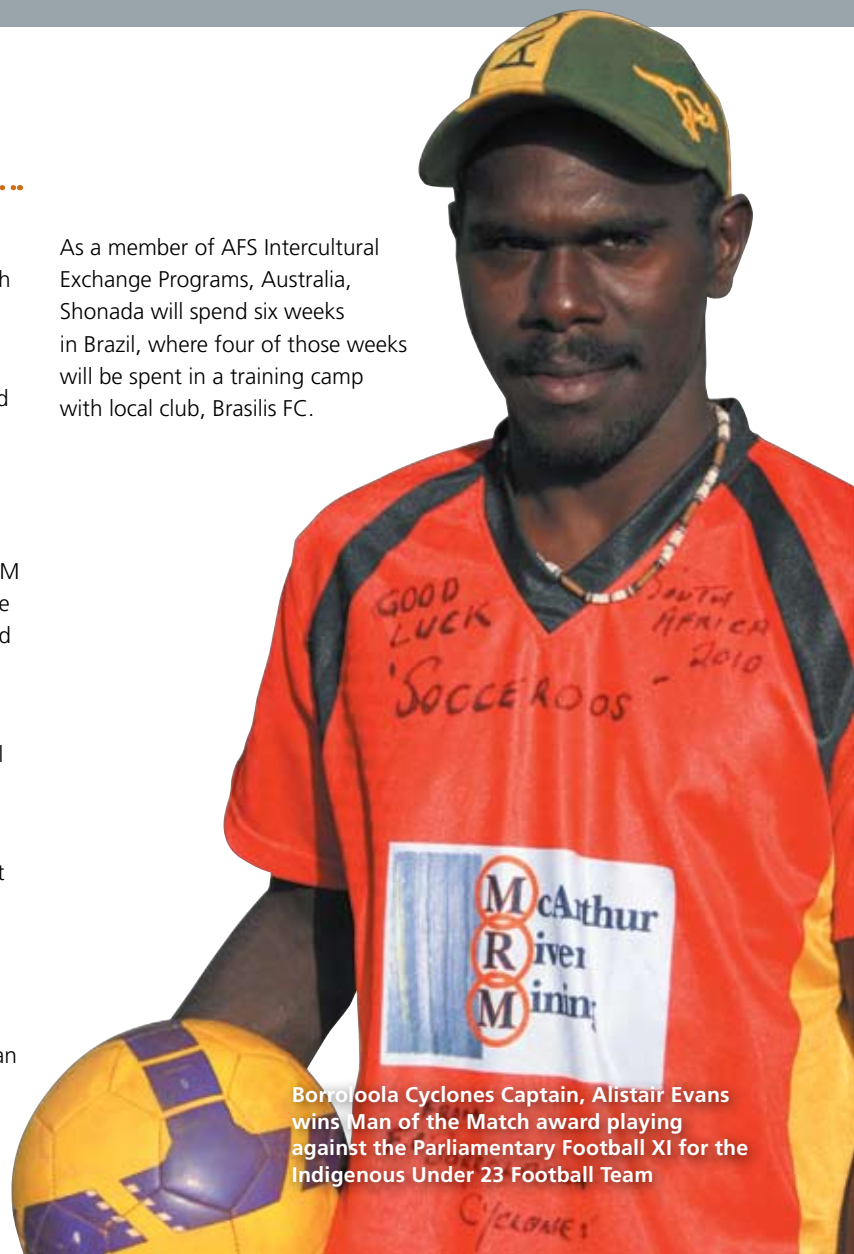
Alistair's achievement completes a wonderful year. Earlier the MRM sponsored Borroloola Cyclones became the first all-Aboriginal side to compete against a visiting international team, when they pitted their abilities against visiting countries such as Timor Leste at the Arafura Games in Darwin.

For Alistair, who in the past 12-months has had invitations to trial with Australian A-league clubs, the honours earned in Canberra cap-off what has been a big year for him personally.

Alistair was presented with his Man of the Match award at a post match function by the Australian Deputy Prime Minister, Julia Gillard.

Individual honours have also been extended to the female members of the Borroloola Cyclones, with 17-year-old Shonada Anderson, currently representing her community and people on an intensive training program in Sao Paulo, Brazil.

As a member of AFS Intercultural Exchange Programs, Australia, Shonada will spend six weeks in Brazil, where four of those weeks will be spent in a training camp with local club, Brasilis FC.



Borroloola Cyclones Captain, Alistair Evans wins Man of the Match award playing against the Parliamentary Football XI for the Indigenous Under 23 Football Team



Main: Film-maker Alieta Belle (left) working with Dinah Norman, Rosie Noble and Jemima Miller to record stories

Left: Shandia Norman (left) and Rosella Miller accompany their grandmothers, Dinah Norman and Jemima Miller to Manankurra, for the 2009 filming trip

Right: Film-maker Alieta Belle (right) and elder Dinah Norman recording bushfood knowledge

Preserving local Indigenous culture

Dr Elizabeth Mackinlay from The University of Queensland is currently working with Indigenous women to preserve their cultural history for future generations through film.

Dr Mackinlay, Senior Lecturer in Aboriginal and Torres Strait Studies, and film maker Alieta Belle from Earth Base Productions, have been working with the local women for a number of years, documenting their cultural knowledge through song and ceremony.

“For many reasons, it is a real challenge to find ways for women to pass on their knowledge for future generations in ways which are meaningful for young people,” Dr Mackinlay said.

“The women are in a really strong position to pass on this culture. I wanted to find a unique way in which I could work with them to tell their story and keep their traditions alive.”

Their original film, *Big Women from Borroloola*, commenced in 2007 and took two years to complete. This current project, *From Manankurra to Borroloola* is designed to further document their history.

“Many women spoke of a place called Manankurra, during the original filming. It is about 100km out of Borroloola near the coast and close to Queensland’s border. It is a site steeped in cultural significance.

“Manankurra is the key sacred site for the Tiger Shark Dreaming and prior to being moved into town by welfare, it was a place where Yanyuwa, Mara, Garrawa and Kudanji people would gather for ceremony,” Dr Mackinlay said.

“We wanted to take the Elders to this place and allow them to build on the history and stories we had already recorded during the previous filming. It was a very emotional experience for many of them, as they had not been there since they were young.

“Travelling from Darwin to Borroloola, whether by car or plane, is expensive. Both MRM and Airnorth sponsored the plane tickets so Alieta and I could continue to be involved in the project.

“It is great to see such positive use of corporate sponsorship and truly demonstrates the company’s commitment to the community,” Dr Mackinlay said.

For Dr Mackinlay the project also had a significant personal purpose.

“My husband’s grandmother grew up in Manankurra and on the island country, and while she has now passed, she grew up with many of the women we filmed in this project,” she said.

Breakfast with a mentor at Borrooloola school

Leading national not-for-profit organisation, The Smith Family, has initiated a series of programs in Borrooloola designed to improve educational outcomes for children, with the support of a grant from the MRM Community Benefits Trust.

The Smith Family understands that supporting children's education and learning is one of the most effective means of breaking cycles of disadvantage, ensuring all children have the same opportunity to achieve their potential.

In remote Indigenous communities in the Northern Territory the disadvantage is obvious, and the reasons well documented. The Smith Family programs at Borrooloola aim to enhance and support the work already being done in the Borrooloola School.

The programs are designed to inspire the community to value education and support students in continuing and completing their schooling.

The Smith Family spokesperson Bianca Jurd said the introduction of the Breakfast with a Mentor Program at the Borrooloola School has been a great success by stimulating participation from parents and students alike.

"Over the last 12-months, The Smith Family has been warmly embraced by the school community. From a population of 1200, up to 500 people from the school community have been involved in some way with our programs," Bianca said.

The Breakfast with a Mentor Program has involved students and their parents/family members attending school each morning. On average, 90 breakfasts were served each week, with family members welcome to attend.



New centre boosts learning opportunities in Borrooloola

In October, Northern Territory Chief Minister and Education Minister, Paul Henderson officially opened the Borrooloola School Vocational Education and Training (VET) Centre, an educational facility offering greater educational choices for students and the wider community.

The VET Centre is part of a \$5.4 million upgrade of the Borrooloola School which is one of the largest infrastructure redevelopments in the Northern Territory and was made possible through funding from the MRM Community Benefits Trust (\$110,000), the Northern Territory Government (\$5 million) and Australian Government (\$295,000).

It incorporates a purpose-built and fully-equipped home economics and science block which provides local students and residents with the opportunity to gain recognised qualifications in Certificate I in Hospitality (Kitchen Operations) and Certificate II in Engineering (Welding).

Mr Henderson said the opening marked a great day for the community.

"This is about investing in modern facilities to ensure students want to come to school, want to learn and can get a job at the end," he said.

The VET Centre was a critical development for the School to improve vocational facilities and training. This will equip students with the skills needed to take advantage of real career pathways that have been identified in Borrooloola and that are fundamental to improving the long-term social and economic development of the region.

For example, the Certificate I course covers occupational health and safety, food preparation, meal planning, kitchen hygiene and safety, as well as menu planning. As part of the course assessment this year's students presented a spread of food, which according to the Principal, was restaurant quality and featured braised kangaroo with a cranberry sauce.

Prior to the Centre's development the school only had the capability to offer limited VET in hospitality and engineering. The four-year plan is to significantly expand the training delivered, by offering certificate programs in business, hospitality, tourism, visual art/contemporary crafts and retail operations.

Accessing just a handful of these new career pathways has already provided benefits, with teachers noting improved engagement levels and a greater commitment by students to their school work.

Richard Baker takes to the sky

Borroloola resident Richard Baker has literally taken to the sky in pursuit of his dreams.

In February 2009, Richard became the first resident of Borroloola to qualify as a commercial helicopter pilot in the Northern Territory.

Richard's achievements were acknowledged when he won the award for Aboriginal and Torres Strait Islander Student of the Year in the 2009 Northern Territory Training Awards.

Like most pursuits of this nature, there were sacrifices that had to be made for Richard to succeed in his chosen profession.

Enduring long hours of study, isolation from his family, and intensive theoretical, medical and flight examinations are all standard requirements of any individual seeking to pilot a helicopter.

With his determination to succeed and educational expenses fully funded by the MRM Community Benefits Trust, Richard embraced the challenges, and achieved rewards for his efforts.

Now employed as a Line Pilot by Airborne Solutions in Katherine, Richard spends most of his flying hours conducting scenic tours high above Nitmuluk National Park.

It's this valuable time in the air that allows Richard to log his flight hours and hone his flying skills that will eventually allow Richard to progress into his real passion – chopper mustering on remote Northern Territory cattle stations.

Working cattle is in Richard's blood. Many years working from the back of a horse and in hot and dusty cattle yards will soon give-way to the thumping of rotor blades.



Mike Williams (right) from MRM presents Richard Baker with the 2009 Northern Territory Training Awards Aboriginal and Torres Strait Islander Student of the Year Award

Profile – CRG Member Keith Hallett



Keith Hallett has been a member of the MRM CRG since 2007

When MRM made the decision to create a Community Reference Group (CRG) in 2006, one of the first people invited to participate was Keith Hallett.

Keith accepted the opportunity willingly.

"In the past, people drove past the main entrance to MRM and didn't know what was happening behind the gate," Keith said. "The CRG provides the opportunity for those questions to be answered."

"It's about keeping people informed on developments at the mine. I enjoy it because it allows for interaction with other people from the region that you might not get the opportunity to meet otherwise."

Born in Liverpool, England, Keith's family immigrated to Australia when he was seven years of age, eventually settling in New South Wales. A young Keith Hallett pursued an apprenticeship, before setting out to visit the rest of Australia.

"I first came to the Territory from Sydney in 1974," Keith said.

"I'd completed my apprenticeship and moved to Tennant Creek to pursue work opportunities in the gold mines at the time."

Work as a miner soon gave way to that of truckie, then fisherman and now small business operator at the King Ash Bay community, situated along the banks of the McArthur River.

With 35-years of experience in the region, Keith has seen a lot of change in his time in Borroloola.

The MRM CRG was established to encourage a greater sharing of ideas and information between MRM and the communities that surround the mine. The group regularly meets with MRM's General Manager and representatives of the senior management team for an update on the mine and its activities.

New faces of the Trust

The MRM Community Benefits Trust has a new Project Officer and Secretariat after the Northern Territory Government and MRM decided to switch the roles they were responsible for.

The Northern Territory Government and MRM have provided these two roles since the formation of the Trust as a way of keeping administration costs low and ensuring the majority of funds received are directed back into the community.

MRM has appointed Jane Lawton and Daniel (Dan) Tillman of Creative Options to now jointly work as Project Officers. In this role, they will keep contact with the community about what they would like to see as part of the economic and social development of the Borroloola region. They will also work with local people and organisations to develop grant projects that focus on what is needed and get results.

Jane and Dan follow the footsteps of Mike Lane and most recently, Maurice (Mo) Motlop who were the first Project Officers of the Trust.

Trust Chairman Brian Hearne said both were important to getting the Trust underway.

"We thank Mike and Mo for their great work with a large number of successful projects," Brian said. "This has set a foundation for us to now build upon."

Both Jane and Dan have spent their working lives focused on the delivery of services and support to Indigenous communities. Jane has spent the past 25 years working within the Government, Private and Not-for-Profit sectors developing and delivering services throughout Australia. She formed Creative Options in 2009 after 8 years as a leader of Mission Australia's Northern Territory operations.

She is an inspirational leader who has helped over 300 Indigenous and non-Indigenous people to develop businesses and managed 114 programs to drive employment and training across the Territory. Jane is also helping MRM to continually improve its Indigenous Traineeship Program.

Dan is a consultant with 14 years experience spanning positions for Not-for-Profit organisations including Mission Australia and Anglicare Australia, government agencies including Centrelink and education institutions including Charles Darwin University. Dan and Jane worked together at Mission Australia.

He has extensive experience in working with indigenous communities across the Territory to deliver training or provide community support and brings an understanding and compassion for community issues and an awareness of the opportunities for future development.

Trust Director and Northern Territory Government Regional Manager, Phil Anning will now lead a team performing the role of Secretariat to plan the meetings, prepare reports, grant contracts and financial investments by the Trust. He succeeds David Farquhar of Cridlands MB.

"We appreciate all that David and Cridlands have done in helping to establish the Trust and support its smooth operation to date," Brian said.



Jane Lawton and Daniel Tillman are the new Project Officers for the MRM Community Benefits Trust

Jolene leads the way for Indigenous women at MRM

Sitting two stories up at the controls of a Caterpillar 785 Haul Truck can be an intimidating experience for most, but for local Borrooloola resident, Jolene Cole, it's an everyday reality.

Operating the massive trucks at MRM Jolene said is all about taking control, and having the confidence in your abilities to do the job right.

"Yeah, it's scary at first, when you sit up that high behind the wheel of this huge truck, but you remember the training you went through in the simulator, riding as a passenger, driving under supervision, and finally driving solo, it gives you the confidence to be a safe and skilled driver."

Approaching challenges with a positive attitude, and an ethos of 'getting in and getting the job done' have been major factors in Jolene's rise from MRM Trainee to her chosen career path.

Now, thanks to her dedication to the MRM Training program, Jolene is a qualified operator of heavy haulage machinery.

Jolene's success is another win for MRM's nationally accredited, Certificate II: Entry into Mining, training program.

In all, a total of nine trainees from a pool of 15 have moved into their chosen careers at MRM over the past year in various operational areas of the mine, including four who work directly alongside Jolene operating mining haul trucks, and another who has recently commenced an apprenticeship as a Heavy Earthmoving Machinery Fitter.

For the remaining six, who are at the half way mark of their program, opportunities to experience work placements within MRM's operations are now being presented to them.

The program offers participants diversity and presents the opportunity to choose their preferred work location at the completion of their training.

The MRM Traineeship Program is part of the mine's Pathways to Employment Strategy which helps local Indigenous people to gain real jobs at the mine.

It forms one of the entry-level courses that qualify people with the skills and experience needed for jobs within the national mining industry. It also opens up nine alternative career paths within MRM.



After completing Certificate II: Entry into Mining as a trainee at MRM, Jolene Cole now drives one of the mine's Caterpillar 785 Haul Trucks

MRM apprentices continue to succeed

Borrooloola-based employee, Damien Baker, has become the first local Indigenous person to complete a four year apprenticeship with MRM.

Now qualified with an Engineering Fabrication certificate, Damien is understandably proud.

"Yeah, I'm pretty proud!" Damien said.

"These guys (MRM), have been understanding, and given me all the encouragement to succeed.

"I work with some pretty good blokes, and I've been taught by some very good tradesmen as well. They're the ones that help to shape your future," Damien said.

Damien's achievements have opened the door to a whole new world of opportunities for him, and importantly, it sends a strong message to the Borrooloola community that, with effort and commitment, success can be achieved.

With his elevation to tradesman now complete, Damien will continue to work at MRM as a Metal Fabrication Welder.

Under MRM's Pathways to Employment Strategy Indigenous trainees may choose to undertake other formal study or trade apprenticeships as part of their career development.

Many of the jobs at the mine require years of training. Depending on mine needs, apprenticeships are offered in: metal fabrication (boiler-making); carpentry; plumbing; automotive mechanical for light vehicles or heavy earthmoving machinery; engineering mechanical (plant fitter) and electro technology (systems electrician).



After a four-year apprenticeship with MRM, Damien Baker now has an Engineering Fabrication Certificate

Xstrata Zinc's Chief Executive receives Germany's top civilian award

Xstrata Zinc Chief Executive and Xstrata plc Executive Director, Mr Santiago Zaldumbide recently received Verdienstorden der BRD, the Order of Merit of the Federal Republic of Germany.

The honour was awarded to Mr Zaldumbide by Germany's Federal President, Mr Horst Kohler and recognises Mr Zaldumbide's relationship with both the business and political communities of Germany and his contribution to business achievements in that country.

The Order of Merit of the Federal Republic of Germany was instituted in 1951 by Federal President Theodor Heuss. It is the highest tribute the Federal Republic of Germany can pay to individuals for services to the nation.

Other recipients include Pope Benedict XVI, Queen Beatrix of the Netherlands and Nobel Prize winner, Mr Gerhard Ertl.



Xstrata Zinc Chief Executive and Xstrata plc Executive Director, Mr Santiago Zaldumbide

Mining Department works hard to reach production target

Work in the open-pit has continued on-track in the final months of 2009. To the end of October the Mining Department moved a total of 1,661 kilo tonnes (kT) of ore and 9,445kT of waste material, catching up the shortfall in ore production resulting from the mine closure from December 2008 to February 2009.

Initial mining work through the old McArthur River channel has now also commenced with the first ore exposed at this location. In addition to this work, new water storage areas are being constructed in readiness for storing wet season water run-off. This work is on-track to be completed by the end of 2009.

Unfortunately the Mining Department had its first lost-time injury in almost three years in October. We believe all work-related injuries are preventable and while our performance in this area has been improving year on year, we will continue to work hard to avoid injuries.

Northern Territory Chief Minister and Cabinet visit MRM

MRM recently hosted a Northern Territory Government delegation, lead by the Northern Territory Chief Minister, Paul Henderson during a visit to the Borrooloola region.

The visit was part of the Northern Territory Government's Community Cabinet initiative during which the Chief Minister and his entourage took time-out to tour MRM's operations and witness a scheduled blast in the open pit.

The Chief Minister also enjoyed an aerial tour by helicopter which provided him with a greater perspective of MRM's operations, including the recently completed redevelopment works.



The Northern Territory Chief Minister, Cabinet and MRM staff tour the open pit

ESSENTIAL MRM FACTS

1 \$5.4 million invested to date by MRM Community Benefits Trust.

2 90 breakfasts served each week as part of the Breakfast with a Mentor Program in Borrooloola.

3 9 MRM Trainees have moved to their chosen careers at the mine in the past year.

4 11 projects supported by the Trust (70% of funding) targeted enterprise and job creation.