



**MOUNT ISA
MINES**

NEWS RELEASE

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Record number of mentors to develop future mining talent

Glencore's Mount Isa Mines recently launched the 2019 Girls for Mining Mentoring Program with a record 33 local female students matched with skilled and experienced Mount Isa Mines employees.

The mentoring program will see girls from the Good Shepherd Catholic College and Spinifex State College provided with the opportunity to gain valuable insights into professional working life from a mining and processing perspective.

Now in its fourth year, this is the first time the mentor aspect of the program has been open to the entire workforce, regardless of gender said Leanne Ryder, Manager Human Resources and Training, Glencore's North Queensland Copper Assets Australia.

"We recognised that for students to gain the most out of the program, we needed to encourage diversity within the program itself," Ms Ryder said.

"Mentees now have the opportunity to learn from both male and female mentors which broadens the range of occupations the girls can gain experience in."

The program was initially created in response to an identified demand for formal mentoring of secondary school female students and allows mentees to seek information and guidance from their mentor about career direction and employment goals.

Mentors and students will be brought together for three formal events during the school year with girls getting mentored across many different operational streams including mining, processing, human relations and in various trade roles.

"The Girls for Mining Mentoring Program reflects Glencore's commitment to gender diversity which is critical to the success of our business," Ms Ryder said.

"It also provides an opportunity to actively promote the leadership skills of people working at our North Queensland operations."

Spinifex State College Head of Campus Chris Pocock said many students wish to remain in their local communities once they complete their education, and knowledge of career pathways available here was very encouraging.

“It also helps students structure their studies in years 11 and 12 to put them in the best position to embark on their chosen career,” Mr Pocock said.

Good Shepherd Catholic College Career Officer Fiona Coghlan said students can see the immense value in the mentoring program as well as gaining self-confidence and improved leadership and communication skills.

“I would like to gain an insight of the different branches of engineering, so when I apply for university courses I have a better idea of the exact pathway I want to take,” said student Tara Gavan (Year 12).

“I joined Girls for Mining because of all the wonderful things I have heard about its past members, some who have even gone on from their experience to work within Glencore. I hope to gain skills and knowledge that will also allow me to follow a similar path,” said Sydneh Corrigan (Year 11).

“I am hoping to gain a wide range of knowledge from the mining industry, especially in Diesel Fitting and Mechanical, and am very excited to be a part of the program once again,” said Lillian Blanch (Year 12).

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Mentors and student mentees

Tara Gavan, Good Shepherd Catholic College and Cameron Moore, Manager Mining Mount Isa Copper Operations



Hayley Watt, Spinifex State College and Amanda Wellington, Human Resources Advisor Mount Isa Mines

Notes to editors

About Glencore

Glencore is one of the world's largest global diversified natural resource companies and a major producer and marketer of more than 90 commodities. The Group's operations comprise over 150 mining and metallurgical sites, oil production assets and agricultural facilities.

With a strong footprint in both established and emerging regions for natural resources, Glencore's industrial and marketing activities are supported by a global network of more than 90 offices located in over 50 countries.

Glencore's customers are industrial consumers, such as those in the automotive, steel, power generation, oil and food processing industries. We also provide financing, logistics and other services to producers and consumers of commodities. Glencore employs around 160,000 people, including contractors.

About Mount Isa Mines

Mount Isa Mines operates two separate mining and processing streams, copper and zinc-lead-silver, to deliver natural resources that have enduring roles in our society. The site hosts the world's largest zinc resource base, as well as the biggest network of underground mine development in the world.

The site includes two copper underground mines, one zinc underground mine and one zinc open cut mine; the copper concentrator and smelter, as well as the zinc-lead concentrator, lead smelter and zinc filter plant. Together, these represent one of Australia's largest industrial complexes.

As well as the Australian market, our products are exported to countries throughout Asia, Europe and the United Kingdom, contributing billions of dollars to the Australian economy every year. We provide work for close to 4,000 employees and contractors and are dedicated to supporting local people, local businesses, and creating strong links between our operations and the city of Mount Isa.