



NEWS RELEASE

Xstrata Zinc attracting Indigenous trainees in innovative mining program

Mount Isa, 7 August 2012

The first group of up to 30 local Indigenous trainees have started work with Xstrata Zinc this week on an innovative program which offers the potential to gain national qualifications on six heavy vehicles used in mining operations.

The BIG 6 mining program has been founded through an initial 12-month contract between the Zinc Open Pits team and local business, ADG Excavations, for a project to undertake tailings mining: part of a process to recycle and re-use waste material to backfill our underground operations.

What is different about this project is the ADG crews will include 4 trainees supported by up to 6 operator trainers working side by side to provide an on-the-job learning experience on six mining machines: dump trucks, water carts, grader, loader, dozer and excavator.

Xstrata Zinc Australia Chief Operating Officer Brian Hearne said the trainees get the benefit of learning from experienced operators in a genuine working environment as well as mentoring and personal support.

"The objective is to develop local people to become future operators within the Xstrata Zinc workforce in Mount Isa," Mr Hearne said.

"We will offer permanent jobs to trainees who successfully complete the program and who have adapted well to the working environment with its rosters, production targets and focus on safety. With the training received, they will be considered 'All-rounders' which means they could gain any one of a number of jobs in our operations."

The first intake of trainees includes men and women from Mount Isa ranging in age from 19 to 45 years old.

The concept for the program was introduced to Xstrata Zinc by ADG Excavations following the success of similar plant machinery training programs in Cloncurry, Dajarra, Boulia, Camooweal and Doomadgee.

The BIG 6 mining program also involves a partnership with isaSKILLS which is responsible for recruitment, pre-employment training and pastoral support for the trainees.

The program involves all trainees undertaking a Certificate II in General Adult Learning through isaSKILLS before work on site begins to provide experience in work routines and computer skills.

isaSKILLS also provides mentoring support for all trainees and additional training when off roster in literacy, numeracy, financial management, health and well-being including nutrition, cooking and fitness classes.

Further intakes of trainees will be planned as BIG 6 graduates move into real jobs.

At the completion of the program, each graduate will have attained a Certificate II in General Education, Certificate I in Business, operator tickets for grader, loader, bulldozer and excavator and licenses to operate dump trucks and water carts. All participants will also have the opportunity to be assessed for a Certificate II in Surface Extraction.

Mr Hearne said Xstrata Zinc has acquired heavy machinery valued at \$5.8 million for on the job training to be used by the ADG crews.

"We are investing heavily in the training and development of local operators and into our Indigenous employment programs," he said.

The BIG 6 mining program is one part of the Pathways to Employment Strategy being implemented by Xstrata Zinc to increase Indigenous employment within our Mount Isa operations. It is also in addition to the ongoing commitment to a training program implemented in association with Xstrata Copper and which since 2011, has led to 39 trainees being employed by the two commodity businesses.

"This work builds on our success in our Northern Territory operations where 24% of our employees at McArthur River Mine are Indigenous," Mr Hearne said.

Anyone interested in applying to be part of the BIG 6 mining program should contact isaSKILLS on 4747 3535 for further information.

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Neither the content of the company's website nor the content of any other website accessible from hyperlinks on the company's website is incorporated into, or forms part of, this announcement

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Notes to editors

About Xstrata Zinc

Headquartered in Madrid, Spain, Xstrata Zinc is one of the world's largest producers of zinc and one of the commodity business units within the major global diversified mining group Xstrata plc. Xstrata's zinc and lead operations and exploration projects are located in Australia, Canada, Germany, Peru, Spain and the United Kingdom.

Xstrata Zinc's operations in Spain comprise the San Juan de Nieva zinc smelter and the Arnao zinc semis plant in Asturias, and the Hinojedo roasting plant in Cantabria.

In Australia, operations comprise: the Mount Isa, George Fisher underground, Handlebar Hill open cut and Black Star open cut zinc-lead mines, zinc-lead concentrator, lead smelter and Bowen Coke Works in north Queensland; the McArthur River open pit zinc-lead mine, processing and loading facility in the Northern Territory; and the Lady Loretta mine in north-west Queensland.

In Canada, operations and exploration projects include the Brunswick zinc-lead mine and lead smelter in New Brunswick; 25% of the CEZ zinc smelter near Montreal; and the Perseverance zinc deposit in Quebec.

Xstrata Zinc also operates the Nordenham zinc smelter in northern Germany; the Northfleet lead refinery in the United Kingdom; and owns 33.75% of the Antamina mine in Peru.

Around half of all zinc currently consumed is used for galvanizing steel, which is an environmentally friendly method of protecting steel against corrosion. Zinc also finds application in the manufacture of die-cast alloys, brass and the production of zinc oxides and chemicals.

About Xstrata plc

We are a major producer of a range of vital commodities used in everything from constructing buildings and delivering electricity, to developing jet engines and mobile phones. We are one of the top five global producers of copper, thermal and metallurgical coal, ferrochrome, zinc and nickel and we also produce silver, lead, platinum, gold, cobalt and vanadium.

Founded in 2002 and headquartered in Switzerland, we operate in over 20 countries and employ over 70,000 people at more than 100 operations and projects around the world. We work in a responsible and sustainable way, with an entrepreneurial spirit and dynamic approach. For more information, visit www.xstrata.com