



PRESS RELEASE

## Xstrata wins Best Company Initiative at Queensland Resources Council Resources Awards for Women

Embargoed until 9am, Friday 8 March 2013

Mount Isa, 7 March 2013

Xstrata Mount Isa Mines has been recognised as the resources sector employer of choice for women after winning the Best Company Initiative award at the 2013 Queensland Resources Council (QRC) Resources Awards for Women (RAW).

Announced on 8 March on International Women's Day, the awards recognise the contribution and achievement of women in the resources sector and honour organisations showing leadership in attracting and retaining women in the mining industry.

The Best Company Initiative win applauds Xstrata's tireless campaign to promote career pathways for women in mining, which includes extensive training programs and support initiatives to overcome the obstacles that discourage, limit or prevent women from entering and staying in the industry.

Since 2007, Xstrata's employment of women across its Mount Isa Mines operations has grown by almost 40 per cent, compared against its overall workforce growth of 16 per cent. Additionally, 20 per cent of Xstrata Mount Isa Mines' employees in superintendent, manager and general manager roles are women, which statistically puts the business about 10 percentage points ahead of the rest of the mining industry.

Steve de Kruijff Chief Operating Officer Xstrata Copper North Queensland said diversity is a vital component of Xstrata's business strategy.

"A diverse workforce allows us to unearth innovative ways to improve the efficiency and safety of our activities, and ultimately the sustainability of our operations over the long term," Mr de Kruijff said.

"This is why we are so committed to supporting women to reach their full potential with us.

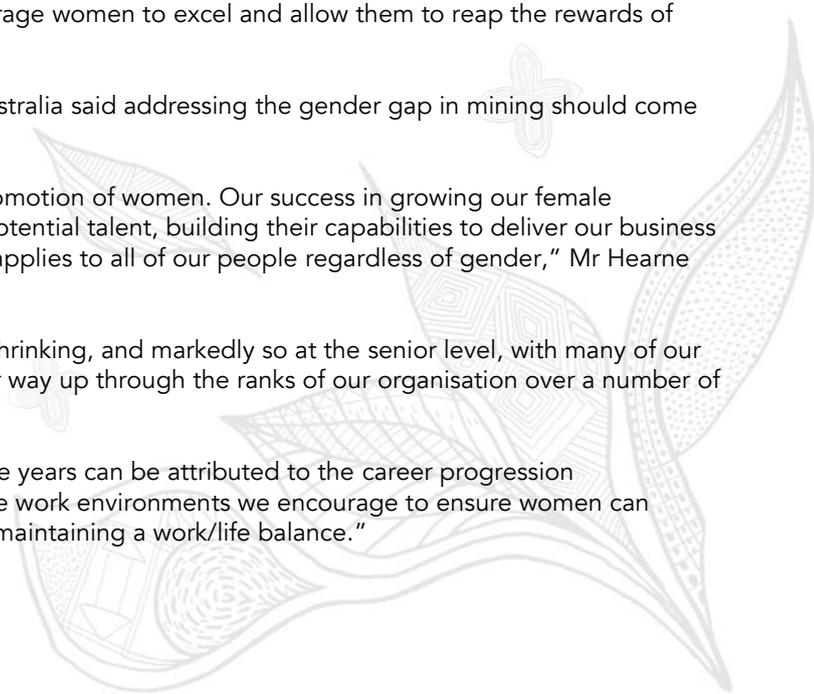
"We champion careers for women through a combination of mentoring, leadership development programs and supportive working practices and policies that encourage women to excel and allow them to reap the rewards of their successes."

Brian Hearne Chief Operating Officer Xstrata Zinc Australia said addressing the gender gap in mining should come back to true equality.

"We do not define targets for the employment or promotion of women. Our success in growing our female workforce comes down to us attracting the highest potential talent, building their capabilities to deliver our business strategy and fostering high performance. This ethos applies to all of our people regardless of gender," Mr Hearne said.

"While a gender gap still exists in our business, it is shrinking, and markedly so at the senior level, with many of our female employees in senior roles having worked their way up through the ranks of our organisation over a number of years.

"Our achievements in retaining these women over the years can be attributed to the career progression opportunities we offer and the flexible and supportive work environments we encourage to ensure women can continue on in their professional development while maintaining a work/life balance."



Xstrata would like to recognise the efforts of all employees in promoting diversity across the business, and thank the hard working women of the mining and resource sector for their valuable contribution to the industry.

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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 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](http://www.xstrata.com)

**About Xstrata Copper**

We are the fourth largest global copper producer and one of the world's largest producers of smelter, refined and recycled copper, including from third party materials.

The copper we produce is essential to our modern society, being used extensively in electronic, consumer and building products, and with its use in green-technologies, anti-microbial applications and ability to be recycled, it is playing a vital role in our sustainable future.

Headquartered in Brisbane, Australia, we have operations and projects in eight countries and employ over 20,000 people. We play an essential role in the communities in which we live and work, by providing jobs, training, infrastructure, income for suppliers and support for social development. For more information, visit [www.xstratacopper.com](http://www.xstratacopper.com)

**About Xstrata Zinc**

Headquartered in Madrid, Spain, we are one of the world's largest vertically integrated producers of zinc, with an annual production of about a million tons of mined zinc. We have operations in Australia, America, and Europe, including world-class mines and deposits in Northern and East Australia, Canada, Peru, and processing and refining facilities in Spain, Germany and the United Kingdom.

Zinc is a versatile material that plays a vital role in modern society. It is an essential nutrient in human health and very useful in crop yield improvement. Zinc in galvanizing protects steel against corrosion for its use in automobiles, buildings and others. It is also used for the production of zinc die-casting alloys, brass and oxide, and in manufacturing batteries and other electrical and consumer goods. For more information, visit [www.xstratazinc.com](http://www.xstratazinc.com)