Community Attitudes
Survey Results

Ministers visit Xstrata

Xstrata supports NAIDOC week
From the COOs

With the first half of 2012 already behind us we wanted to take this opportunity to remind our employees and contractors of the importance of health and safety at work and at home.

While our overall safety performance has improved on the previous year, so far this year we have had 45 Total Recordable Injuries and one Lost Time Injury across our north Queensland operations, which emphasises the need to always remain vigilant with safety by identifying hazards, taking action and ensuring we are right to start.

Our safety and health initiatives are industry leading, they are in place across all our operations and apply to every person. From our innovative safety leadership programs, to conducting risk assessments and Job Safety Environment Analysis and following procedures, participating in our daily Positive Attitude Safety System (PASS) and ShapeUp Online initiative, we aim to ensure safety and health remains top of mind at work and at home.

This month, will also see the introduction of Virgin Australia Airlines to Mount Isa. Virgin will commence their flights from Mount Isa to Brisbane on 8 August and we hope all Mount Isa residents benefit from the healthy competition of another airline to the region. Employee surveys found cheaper airfares was one of the most common answers to what would keep our workforce and families here in Mount Isa. We agree it’s important for our people to be able to afford a visit to friends and family not living in Mount Isa. In response, Xstrata signed a $2 million contract with Virgin in an attempt to increase the affordability of flights to the east coast for our workforce and the Mount Isa community. As a business we will continue to use both Virgin and Qantas airlines and encourage all residents to do the same.

Our world famous Xstrata Mount Isa Rotary Rodeo will also be held this month and we hope you and your families get the opportunity to head to Buchanan Park to enjoy the many events associated with the rodeo. Xstrata is the naming rights sponsor of the rodeo and is proud to continue its long history with the event, as it is one of the key tourist attractions for Mount Isa and is important to the region’s economy. We look forward to seeing the city come alive with rodeo action in the next few weeks.

Steve de Kruijff
Chief Operating Officer
Xstrata Copper
North Queensland

Brian Hearne
Chief Operating Officer
Xstrata Zinc Australia

On the cover
Steve Curry – Jumbo Operator
George Fisher Mine.

Xstrata stock price
Xstrata is listed on the London and Zurich stock exchanges.

£7.98
As at 26 July 2012. Xstrata share price on the London Stock Exchange (XTA.L)

Contact the editor
Input from all Xstrata North Queensland operations is invited. Any articles, innovations, achievements, ideas or suggestions are very welcome. Please contact Lara Lavers, Xstrata Community Relations on email: llavers@xstrata.com.au or phone: (07) 4744 2955.

The Xstrata Reporting Line
The Xstrata Reporting Line is an independently run, confidential facility providing employees and stakeholders with a means for reporting breaches of Xstrata’s Business Principles, policies or prevailing legislation. To access this line please visit www.xstrataethics.com or freecall: 1800 121 889
Ministers and political dignitaries at Xstrata operations

Mr Tim Mathieson, National Patron of Men’s Sheds of Australia and partner of the Prime Minister of Australia the Hon Julia Gillard MP visited Mount Isa to open the first Mount Isa Men’s Shed. During Mr Mathieson’s visit Xstrata Mount Isa Mines hosted a dinner at Casa Grande to welcome Mr Mathieson to Mount Isa along with a number of distinguished guests including Mayor of Mount Isa, the Hon Tony McGrady. The Mount Isa Men’s Shed was opened on 13 July and named ‘George’s Shed’ as a tribute to George Apps, who did so much for the community of Mount Isa.

Andrew Cripps MP, Queensland Minister for Natural Resources and Mines visited Xstrata’s Mount Isa Mines and Ernest Henry Mining operations in July to gain first hand exposure to our sites. During Minister Cripps’ visit, Steve de Kruijff, Chief Operating Officer, Xstrata Copper North Queensland provided an underground tour for Minister Cripps of our Mount Isa Mines operations followed by a surface tour with Brian Hearne, Chief Operating Officer, Xstrata Zinc Australia as well as other Xstrata Senior Executives. Following the surface tour, Minister Cripps was taken to Handlebar Hill Open Cut and George Fisher Mine (GFM) to tour the zinc operations and gain a better understanding of the expansion work occurring at GFM.

The Hon Anthony Albanese MP, Minister for Infrastructure and Transport visited Mount Isa in July to officially launch the Mount Isa to Townsville Economic Zone (MITEZ) 50 Year Freight Infrastructure Plan. Steve de Kruijff, Chief Operating Officer, Xstrata Copper North Queensland took Minister Albanese on a surface tour of Mount Isa Mines to provide a greater overview of our Mount Isa operations.
The Mount Isa Indigenous community participate in the annual NAIDOC Week march.

NAIDOC Family Fun Day visitors collect information and goodies from our display.

Around 100 Elders attended this year’s NAIDOC Week Elders Lunch.

Mike Westerman, General Manager Mount Isa Copper Operations, presents at the 2012 NAIDOC Week Elders Lunch.

Our Bsafe Bee was a hit with the kids at this year’s NAIDOC Family Fun Day.
At Xstrata, we pride ourselves on giving back to the communities in which we operate. This is why we are proud to have once again supported our local National Aboriginal and Islanders Day Observance Committee (NAIDOC) Week celebrations held in July.

As part of our contribution, we donated $6,000 towards the annual Elder’s Luncheon. This event was a celebration of our Indigenous Elders, with Elders from Mount Isa, Cloncurry, Camooweal and Dajarra invited to participate. Around 100 Elders were treated to a three course meal, entertainment and an opportunity to share their memories of the challenges and successes of the past years with others.

The 2012 NAIDOC theme, Spirit of the Tent Embassy: 40 years on, celebrates the champions who lived to renew the spirit of Aboriginal and Torres Strait Islander people through the Aboriginal Tent Embassy. Its founders instilled pride, advanced equality and educated the country on the rights of Aboriginal and Torres Strait Islander people.

The annual NAIDOC Week march was held on Friday 6 July, with more than 150 people marching with pride from Kalkadoon Tribal Council to George McCoy Park for the start of the annual Family Fun Day.

The Family Fun Day was packed full of fun for the whole community with various stalls, good food and entertainment.

We are proud to have supported local NAIDOC events over the past 10 years, and look forward to continuing this tradition in years to come.
1,000 Voices

influencing strategies

We are committed to contributing to the social, economic and institutional development of the communities in which we operate.
As part of this commitment, we survey residents every two years to understand the issues that matter to them.

Last year, we asked 1,000 households in Bowen, Cloncurry, Mount Isa and Townsville to tell us what they felt were priorities for Xstrata to support and fund. The results of this survey allow us to track how we are performing as a corporate citizen, as well as give shape to where our community investment needs to be across North Queensland.

Below is a breakdown of the 2011 results which will now be used to form part of our 2013 Corporate Social Involvement (CSI) program.

In 2011, the key issues in each of our four communities were similar. While Mount Isa and Townsville both had significant concerns over infrastructure including housing, Cloncurry residents were particularly concerned about improving community services and facilities. Bowen residents’ primary concern was employment opportunities within the town.

We then asked people to break down those issues and explain how Xstrata could help. While there were differences across the four communities, investing in emergency housing, Indigenous issues and activities for youth featured prominently across the board.

**Our action to date**

Through our CSI programs, such as the Xstrata Community Program North Queensland and our sponsorship and donations, we will continue to invest in community capacity building projects in the areas including health, education, social and community development and arts and culture initiatives in an attempt to improve the lifestyle and facilities available in the communities in which we operate.

Earlier this year, we announced our CSI partners for 2012 and the results of this survey will also help us determine our CSI partners in 2013.

Below is a short summary of just some of the recent contributions we have made to our communities which respond to the survey findings.

1. In 2012 we entered into a $1 million partnership with Ronald McDonald House Charities in Townsville to create an additional accommodation wing for families with sick children visiting Townsville Hospital.

2. We signed a $300,000 three-year contract earlier this year to partner with the NQ Rescue Helicopter Service to make the helicopter rescue service viable for the north west region.

3. In May we announced our $2 million contract with Virgin Australia airlines to bring a second competitive airline service to Mount Isa in an attempt to reduce the cost of airfares for our Mount Isa residents to the east coast.

4. We continued our support in Cloncurry, contributing $2.75 million towards the Cloncurry Community Precinct project. The project involves the redevelopment of the current Shire Hall and library complex to create a central community hub for Cloncurry. Construction work on the project commenced in 2011.

5. In 2011 construction of the new Dental Health building at Mount Isa Hospital was completed following our $2 million partnership with Queensland Health towards the construction of the new building.

6. We provided $2 million for the redevelopment of the Mount Isa Royal Flying Doctor Service Base, completed last year, which now supports delivery of increased health services to north west Queensland.

7. We provided $750,000 through our CSI program to assist with the development of a PCYC in Bowen. The facility opened in November 2011 and now sees 1,800 kids and adults through its doors each month.

8. We also provide support towards a range of initiatives in Cloncurry and Mount Isa through our sponsorship and donations program such as: Painting for a Difference – an art-based program targeted to ‘at risk’ youth, annual support of the Lake Moondarra Fishing Classic in Mount Isa and sponsorship to bring visiting artists in residence to conduct school holiday workshops.

These one-off projects complement our efforts to hire locally. We currently provide work for around 6,000 employees and contractors at our Queensland operations with around 70 per cent residing in the communities where we operate.

In 2011, we spent more than $1.42 billion purchasing goods and services local to our operations within Queensland.

We will be calling for new applications under our partnership program in 2013 and are interested in working with organisations who can deliver what our communities tell us they need and want. More information will be made available on the priorities of the partnership program in the coming months.

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### Top 3 issues across our four communities in 2011

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<thead>
<tr>
<th>Mount Isa</th>
<th>Cloncurry</th>
<th>Townsville</th>
<th>Bowen</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community services/facilities 44%</td>
<td>Community services/facilities 90%</td>
<td>Infrastructure (incl housing) 52%</td>
<td>Employment 48%</td>
</tr>
<tr>
<td>Infrastructure (including housing) 40%</td>
<td>Infrastructure (including housing) 41%</td>
<td>Employment/skills 33%</td>
<td>Infrastructure 37%</td>
</tr>
<tr>
<td>Social issues 37%</td>
<td>Economic issues/development 35%</td>
<td>Economic issues/development 29%</td>
<td>Water 34%</td>
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### How could Xstrata Help?

<table>
<thead>
<tr>
<th>Mount Isa</th>
<th>Cloncurry</th>
<th>Townsville</th>
<th>Bowen</th>
</tr>
</thead>
<tbody>
<tr>
<td>Homeless/crisis/emergency housing 16%</td>
<td>PCYC/activities for youth 25%</td>
<td>Indigenous issues 25%</td>
<td>Activities and facilities for young people 20%</td>
</tr>
<tr>
<td>Youth activities/PCYC 15%</td>
<td>Health facilities/services 8%</td>
<td>Homeless/housing 19%</td>
<td>Donations for small clubs, community groups, charity 20%</td>
</tr>
<tr>
<td>Indigenous issues/support 14%</td>
<td>Night patrol 8%</td>
<td>Health 15%</td>
<td>Assistance/services for disadvantaged 5%</td>
</tr>
</tbody>
</table>
In a project that started in November 2011 and due to be completed later this year, 14 of the 54 beehive ovens used to heat coking coal to produce coke are being fitted with under-floor flues. These are designed to allow heat to circle below the coal as well as above enabling larger tonnages to be processed and maintaining a higher, more consistent level of heat in the system.

Brian Hearne, Chief Operating Officer, Xstrata Zinc Australia says a successful trial of the under-floor flues in two ovens ending in March saw tonnages processed increase by 21 per cent from 14 tonnes to around 17 tonnes per load.

“This is the largest capital investment made in the Coke Works in a long time and it’s an important part of our plans to increase production from the Mount Isa lead smelter where coke is a key feedstock,” Brian says.

“We are aiming for a 30 per cent increase in overall production from Bowen Coke.”

The project involves removing the floor of the oven and digging down 1,250mm to enable a series of connecting brick channels to be developed. These allow the heat to flow down from the oven chamber and snake through the channels before circling back to the main chamber and up through the common flue and stack system.

By retaining more heat, the under-floor flues help increase the average temperatures in the system. Current temperatures range from 300°C to 1,000°C with an average of 500°C. This range will increase to 400°C to 1,200°C with an average of 600°C which is the temperature at which coal burns clean.

Brian says this ability to consistently maintain higher temperatures is expected to reduce the level of particulates being emitted from the stack.

“The higher heat will effectively burn off the coal dust that can otherwise rise up through the stack if the ovens are cooler when being charged up and prepared for a new load,” he says.

“In simple terms, it means less black smoke coming from our stack which will be significant for our neighbours in the community.”

Specialist contracting company, Galway Refactories has been engaged to manage the under-floor flue project as they have direct experience in managing a similar project for Australia’s only other coke works in New South Wales. Local company, Dave Clarke Constructions has also been contracted to undertake all excavations.

The investment in the under-floor flues follows the replacement earlier in 2012 of a ram car that had been used to unload the ovens for 34 years with a new, $800,000 piece of equipment.

Xstrata Zinc is also investigating options for investing in emissions capture technologies and upgrades to the charge cars as part of continuous improvement initiatives.

Bowen Coke Works
$6 million upgrade

Xstrata Zinc is investing $6 million into upgrades at the Bowen Coke Works to support an increase in production, improved efficiency and reduced air emissions.
Karen Read
General Manager Financial Services, Commercial and Administration

Q Where did you grow up?
A I was born in Proserpine in north Queensland, then moved to Charters Towers, then to Bowen, where most of my family still live.

Growing up, did you always want a career in mining?

No, not really. I studied business and finance at uni and started my career in a chartered accounting firm in Mackay. After a while though, I realised I didn’t want to spend my life doing tax returns for cane farmers and small business. So when an opportunity arose for me to join Abbot Point Bulkcoal near Bowen – a company owned by MIM Holdings – as an assistant accountant, the rest, as they say, is history.

I have stayed with this group of companies and worked in exploration, financial services, marketing, with Mount Isa Mines (three times now), in Argentina twice, Peru, Canada, the United Kingdom and Germany in a few corporate, tax, reporting, treasury and planning roles.

How long have you been working in the mining industry?

It has been 28 years as of February this year.

So, why Xstrata?

When I reflect on my career, I have had so many valuable opportunities placed in front of me that have helped me to grow and build a fantastic career. I’ve had the chance to live and work all over the world, doing a fantastically rewarding job and experiencing different cultures, learning new languages and seeing the world from a different point of view – where else can you get that?

Prior to taking on the role of General Manager Financial Services, Commercial and Administration, Xstrata Mount Isa Mines, what did you do?

I was the General Manager Business Planning and Reporting based in Xstrata Copper’s head office in Brisbane. Other General Manager roles I’ve held include Finance and Commercial in South America, and Finance and Commercial for Mount Isa Mines’ then Mining Division.

What does your role entail?

I oversee a number of departments, including Financial Services which encompasses Accounts Payable, Receivable and Payroll, which provide services to both Copper and Zinc business across north Queensland – Xstrata Mount Isa Mines, Xstrata Technology, Bowen Coke Works, Ernest Henry and the Townsville Copper Refinery. I also look after the IT and Business Systems department and the Supply and Contracts Department which services mostly our Mount Isa Mines copper and zinc operations. We have commercial services based in Townsville doing all the invoicing and contract management for metal sales out of north Queensland’s copper and zinc businesses. We also provide a business planning and reporting function to Xstrata Copper and financial accounting support to copper and zinc for Mount Isa Mines Limited and Ernest Henry Mining.

Each quarter you hold a Finance and Administration Staff Recognition Awards, why are these important to you?

It gives me and the management team the opportunity to recognise staff from within our area who have developed new initiatives to help improve our services. It also recognises excellent customer service, outstanding work achievements and individual excellence.

In 2008 you received an achievement award at the Queensland Resources Council Resource Awards for Women and in 2009 you were the Queensland winner of the Private and Corporate Sector award at the Telstra Business Women’s Awards. How does it feel to be recognised for your achievements?

I felt so humbled to receive the Queensland Resources Council award. To be recognised for your efforts as a woman working in this industry is inspiring. To win the Telstra award – to be considered at the top of your game, in your home state, against some extremely talented women from a range of sectors was just amazing. I was very proud and surprised I got that one! One day though, I’d like to win an award for my contribution to mining and business without liking it with women only, but with my male colleagues also in the mix.

Are you a member of, or associated with, any industry organisation?

I am a member of the Australian Institute of Company Directors and Women on Boards, and I’m also a Certified Practicing Accountant and a member of the Australian Society of CPAs. I have recently been invited to join the Ministerial Advisory Panel on Skilled Migration.

During your free time, what do you enjoy doing?

I am a shopaholic and I have a very large collection of heels. I love reading, but I don’t get to do it as often as I would like, and I like to cook, although spare time is a precious commodity for me these days. When I get the chance, a weekend spent doing not much at all is always welcome.

What is your favourite thing about living and working in Mount Isa?

I love the easy lifestyle and that everything is so close – you can go to the post office, do your banking, do the shopping and still have time to grab some lunch in your lunch hour. There are no traffic issues and my only real gripe is that it’s harder to find a great cup of coffee, as unlike the city, there isn’t a cafe on every corner here. I love the community spirit of Mount Isa – even if you don’t know someone’s name you just call them “old mate” and you’re good to go!
Lucya Yunus, Control Metallurgist, Copper Smelter, won the national PACE Zenith Young Achiever Award for her outstanding contribution to the industry, which included the development of an ingenious Copper Smelter cost saving tool.

The tool Lucya developed has identified financial savings with the smelter’s oxygen, coal and diesel consumption and has resulted in several cost saving initiatives, including setting the minimum ISASMELT feed rate of 125 tonnes per hour to maximise oxygen efficiency and the adoption of a new, modified oxygen supply distribution logic to reduce wastage and save approximately $80,000 per month.

Xstrata Mount Isa Mines also received finalist recognition in two additional categories at the awards, which highlight industry leading engineering and technical innovations and reward individual excellence.

Pengfu Tan, Metallurgy Manager, Copper Smelter was a finalist in the Lifetime Achievement Award category for the many technical innovations and practical developments he has contributed to the field of metallurgy in a career spanning more than 30 years. Pengfu’s innovations have led to increased productivity, better metallurgical recovery, reduced costs and improved safety at the Mount Isa Copper Smelter and at smelters all over the world.

Xstrata Zinc’s Black Star Open Cut (BSOC) mine was a finalist for the Mining, Minerals and Exploration Award for its industry-leading Void Management Procedure. The procedure was developed by BSOC’s team of specialist engineers to confront and overcome the challenges of open cut mining over and through underground development left since the closure of the old Isa Lead Mine.

Steve de Kruijff, Chief Operating Officer, Xstrata Copper North Queensland says it is important to celebrate the achievements of the engineering professionals who help ensure the continual improvement of safety and productivity within our operations.

“These awards provide us with the opportunity to shine a spotlight on the hard work and dedication our engineers bring to the job, and appreciate the skill they show in overcoming the many and varied challenges mining presents to them every day,” Steve says.

“Xstrata would like to congratulate all employees who were recognised in the awards, and thank them for their dedication to the company and the mining industry.”

Pengfu Tan and Lucya Yunus, along with Bryant Schwengler, General Manager Open Cut Mining and a delegation of BSOC’s Void Management Team engineers attended the PACE Zenith Awards gala presentation dinner in Melbourne to accept their awards.
In June, a selection of our community partners joined Xstrata at The Premier’s Sustainability Awards 2012 in Brisbane to recognise and commend Queenslanders who demonstrate excellence in sustainability across all sectors of our state.

Xstrata was pleased to support this initiative through sponsorship of the Partnership Award category. This award is given to a community or local government partnership for implementing climate change abatement or sustainability initiatives resulting in social and ecological benefits.

Ross Thompson, General Manager External Relations and Planning, Xstrata Copper North Queensland, presented the award to winner Brisbane City Council for their commitment to engaging Brisbane’s residents and businesses to take action to reduce greenhouse gas emissions, abate climate change, and improve business sustainability.

On Tuesday 15 June, Sophia Johnson, Graduate Scheduling Engineer, Mount Isa Copper Operations (MICO) had the honour of hosting the Queensland Resources Council (QRC) Students for the Future award ceremony in Brisbane.

The awards recognise high-achieving first year university students and are designed to attract and support the next generation of engineers and scientists to meet the mining industry’s future requirements for skilled professionals.

The ceremony was officially opened by Michael Roche, Chief Executive Officer, QRC and included presentations by special guest speakers Fiona Nicholls, Vice President External Relations Rio Tinto Energy, Dr Mike McWilliams, Chief, CSIRO, and the Hon John-Paul Langbroek, Queensland Minister for Education, Training and Employment.

One hundred students were awarded $1000 academic bursaries by the QRC, as well as being offered an invaluable opportunity to take part in exclusive networking events throughout their time at university, and receive invitations to resource sector focused workshops and site visits.

QRC predicts the sector will require close to 40,000 new people by 2020. With a focus on promoting the scholarship, vacation work and graduate programs of member companies, QRC mentors and develops gifted first year students, with the aim of transitioning students to these programs from their second year of study.

Xstrata’s own inspiring the next generation at QRC Students of the Future Awards

The recipients of the QRC Students of the Future bursaries

From left: Dr. Mike McWilliams, Chief, CSIRO; Louise Schoneweld, James Cook University Geology Student and event MC; Hon John-Paul Langbroek, State Minister for Education, Training and Employment; Sophia Johnson, Mining Engineer, MICO and event MC; and Fiona Nicholls, Vice President External Relations, Rio Tinto Energy
QMEA Engineering Camp

This July, 28 gifted students from high schools across Queensland travelled to Mount Isa for 11 days of intensive hands-on engineering experience at the 2012 Queensland Minerals and Energy Academy (QMEA) Engineering Camp, hosted by Xstrata Mount Isa Mines.

Xstrata is one of five Platinum Foundation Sponsors of the QMEA, a joint initiative between the Queensland Resources Council (QRC) and Education Queensland that focuses on attracting young people to the minerals and energy industries.

The students were selected for the camp based on their academic grades and a demonstrated interest in a career in engineering. Over the 11 day camp, their task was to find elegant and economically viable solutions to problems identified at our mining operations across four engineering disciplines.

This year, the projects included the design of a safe bike path on Xstrata’s gazetted May Downs Road from the Barkley Highway, crossing the north-south haulroad, to the Zinc Open Pits car park; a solution to increase the supply of potable water to George Fisher Mine; an investigation into the environmental, maintenance and operational factors that may improve the function of Mount Isa Copper Operation’s (MICO) U62 shaft winders; and a concept design for minimising slag carry-over in the copper smelting process. Students were given the opportunity to present their findings for consideration with the Senior Management Team at a closing function at the end of the camp.

The students were mentored along the way, working closely on their projects with members of our engineering teams, including Xstrata Zinc’s Ben Young, Manager Technical Services Open Pits and Eoghan O’Cuireain, Acting Senior Engineer; MICO’s Glen Reinke, Acting Infrastructure Manager, Hannah Cooper, Superintendent Engineering Support; Michael Elliot, Senior Electrical Engineer, and Rob Henson, Mechanical Engineer; Xstrata Copper’s Adam Purkis, Project Director Infrastructure Projects; and the Copper Smelter’s Pengfu Tan, Metallurgy Manager, and Megan Born, Primary Smelting Control Metallurgist.

The camp provides a unique opportunity for Year 11 and 12 students to gain valuable, first-hand experience of the mining industry, says Dick Kostowski, Acting Human Resources Manager, Xstrata Copper North Queensland.

“The hands-on aspect of the QMEA camp gives students a taste of what working life is like as a professional engineer, which helps broaden their job prospects and hopefully inspire them to consider a career in mining,” Dick says.
After a semester spent researching and developing a Communications Strategy for Mount Isa Mines for her Corporate Communication’s subject, university student Jessica Edwards approached Xstrata Copper’s Brisbane-based Corporate Affairs team with the hope of gaining some valuable work experience.

What began as an endeavour to add some bulk to her resume soon became a very real career adventure, as this young woman from the city boarded a flight bound for the heart of the Queensland outback, one of 48 new Mount Isa Mines vacation students for 2012.

“My passion and interest in the resources industry definitely stemmed from spending so much time focussed on Mount Isa Mines in the final year of my Marketing and Public Relations degree. I was fortunate enough to obtain six months’ work experience with Xstrata Copper’s Corporate Affairs team, which allowed me to gain a better understanding of the way Xstrata operates and strengthened my attraction to the mining industry.

During my work experience placement, one of the corporate affairs advisors suggested I apply for the Mount Isa Mine’s Vacation Program as a stepping stone to the 2012 Graduate program, so I did.

When I was accepted I was thrilled, excited, elated. In November 2011, I packed my bags and left Brisbane for what would be the longest period I had ever spent away from home and my first visit to the North West Minerals Province.

The Vacation Program was one of the best experiences of my life. I worked in the Community Relations department with a team of talented communications specialists who guided me and gave me responsibilities that saw me playing a real, meaningful part in our operations. They had high expectations – I guess you could say it was a baptism of fire – but they trusted and supported me along the way, giving me the chance to put the theory I learned at uni into practice and develop a whole range of skills you just don’t get to use in the classroom.

In February, I was offered a place in the 2012 Xstrata Graduate Program, which means a full-time job and the chance to prove myself in a fast paced, challenging and exciting industry.”

Xstrata’s Vacation and Graduate programs absolutely open doors. I got to spend three months with a fantastic group of people, made friends I will have for life, and here I am today – working with one of the world’s largest mining companies, learning every day and loving every minute of it.”

Applications are now open for the 2013 Vacation Student Program. To apply visit www.xstratacareers.com

There is one resource we value above all else, and that’s our people. At Xstrata we are proud to consistently do what we say and give our people unrivalled opportunities to make a real difference.

We believe a career in mining is not just a job – it’s a lifestyle. The daily exhilaration of solving challenging problems, making new friends, and caring for our community; that’s what Xstrata is all about.

As an important part of our Graduate Employment Strategy and our Talent Pipeline we run the 12 week Xstrata Vacation Program between November and February each year.

Vacation employment opportunities are available to university students in a number of disciplines, including Engineering, Geosciences, Rock Mechanics, Environmental Science, Surveying, Accounting, Computer Science, Human Resources and Occupational Health and Safety.

During the 12-week, on-the-job experience, students have the opportunity to learn about the resources industry and implement theoretical knowledge in a practical environment, providing a stepping stone towards a graduate career. Labouring and administration vacancies may also be available to university students returning to Mount Isa for the full 12 weeks.

Applications are now open for the 2013 Vacation Student Program. To apply visit www.xstratacareers.com
Monica Joseph’s Story

"I like the variety of projects at work, and that my job allows me to get involved in valuable industry initiatives ... like improving member services for engineers in remote areas."

When she was at university, Monica Joseph, Electrical Engineer, Zinc-Lead Concentrator couldn’t think of anything less suited to her than a career in mining. Back then, the engineering student had based her notion of the mining industry on what she had seen on TV – people shovelling dirt into oversized trucks. It wasn’t until she took on a six-month work experience stint at a resource sector consultancy firm that she learnt there was far more to mining than mud and machines.

“I loved maths and science at school and I’d always been interested in electronics, so I decided to do a degree in Microelectronic Engineering. At the time, I didn’t really have a clear understanding of where it might lead me but it seemed interesting so as you do when you’re 18, I gave it a go.

While some of my friends at uni discussed their plans to work in the mines after graduation, I was convinced it just wasn’t my style. I grew up in a small country town and had always dreamed of living in the city, working in a high-rise building and climbing the corporate ladder. Then a placement at Kellogg Brown and Root (KBR) changed everything. What I learnt about the resource sector at KBR inspired and excited me – suddenly a career in mining seemed challenging and rewarding. So I applied for a place in the Xstrata Graduate Program in 2008.

As my flight from Brisbane to Mount Isa was preparing to land, I remember looking out the window, seeing the red dust and spinifex and thinking, ‘What on earth am I doing?’ I was struck with this sudden realisation that I was leaving behind all those big city plans I’d had for so long to live in a country town thousands of kilometres from home. I was terrified! But within weeks I knew I had made the right decision. My colleagues made me feel so welcome, and Mount Isa has such a strong, supportive community. I only planned to stay here for the two years, but I’m already working on my fifth year. I even met a wonderful local boy at the Isa Cup four months after I arrived, and four years later we’re now engaged.

My average work day starts off with a pre-start safety meeting with contractors, which helps us to ensure we’ve noted the risks we may encounter during the day, then we create a run sheet outlining what we need to achieve in the next shift. After that, I’ll do some design work and calculations for different projects in the office, and head over to the plant to scope out any new jobs. I like the variety of projects at work, and that my job allows me to get involved in valuable industry initiatives. I’m currently the Chair of the north western branch of Engineers Australia, and one of the state representatives for their regional special interest group which focuses on improving member services for engineers in remote areas.

Last year, I completed my Masters of Engineering Management via distance education while working full-time and being on call 24 hours a day. It was a challenging experience, but I’m proud to finally have that valuable piece of paper. When I started out I wanted to get as much experience as possible in different areas of mining, and I’ve since had the opportunity to work in the underground environment, in our surface operations, and for both copper and zinc commodity business units. That’s why I chose Xstrata; because it was an international and diverse company, a company that has supported me in achieving my goals throughout my career.”
Third joey adds to wombat baby boom

Xstrata’s support for the critically endangered northern hairy-nosed wombat has helped to deliver more benefits with news of a third joey emerging from the unique nature reserve near St George, 500 kilometres west of Brisbane.

The northern hairy-nosed wombats are the largest of the three wombats of Australia and can weigh up to 40 kilograms and be more than one metre long. Their species was identified as critically low in the 1980’s when the population was less than 40 in the world. Through the Xstrata Community Program Queensland (XCPQ), Xstrata partnered with the Queensland Department of Environment and Heritage Protection (DEHP) for two years, building on an initial three-year commitment made in 2008.

The initial three-year partnership funded the translocation of 15 wombats to a site near St George to form a second colony, and established predator-proof fencing, man-made starter wombat burrows, water stations, and electrical and communication infrastructure. In 2011, Xstrata extended its partnership with DEHP for a further two years to continue with the relocation and reproduction program. Xstrata’s current partnership with DEHP primarily supports the program management including establishing a caretaker program at the nature refuge and improving capacity to monitor the behaviour of the wombats and their offspring.

Wolf Sievers, Threatened Species Director, DEHP, says the rise in pouched young was evidence that the translocation was working effectively and the animals had settled in well.

“The results of the relocation have been highly successful, and rangers have been able to watch and study interactions within the second colony using night vision cameras,” Wolf says.

“Through our observations and research, we’ve discovered some surprising tendencies about the usually solitary, nocturnal animals. “Mothers socialised more than we expected and their young were playful and active.

“From what we know about other wombat species, these youngsters will stay with the mother for about 12 months now they are out of the pouch.”

“Good conditions and predator control at both colonies have given these animals the boost they needed.”

A wombat joey enjoys one of the man made burrows at the wombat sanctuary near St George

Third pouchied joey explores the sanctuary
Daniel Brooks’ Story

“I’m getting ready to throw myself into experiencing everything that South America has to offer, even if it means wearing a poncho and riding a llama to work!”

I began my career as a Graduate Metallurgist working in the EHM Concentrator almost five years ago now. These days, I’m working as the metallurgical lead for the execution study as part of our Mount Margaret Mining Project. I like the decentralised management style and the opportunity to present and run with my own ideas. I feel like my work allows me to strike a happy balance between career and lifestyle. There’s such a strong sense of camaraderie between the members of my team and many of my workmates have become my close friends.

To be involved in such a large-scale mining project like Tintaya Antapaccay will be a great experience. I’ve travelled to South America years ago while I was still a university student, and loved the extreme contrasts of the cities, the culture, and the friendly natures of the people I met along the way. Although, one of the less pleasant memories I have from my first visit was eating guinea pig at Machu Picchu – after that experience I can attest there’s a reason why we stick to beef, pork and chicken! I’m looking forward to engaging with the locals and learning from people who have a different way of seeing the world.

Although, overcoming the language barrier will be a challenge – metallurgy has its very own, unique language, so it will be interesting to see how I go learning it again in Spanish!

I think the biggest thing I will take away from this secondment opportunity is personal growth. Living in Peru for 18 months is definitely going to change my life, and the experience will be invaluable to understanding the potential of Xstrata’s global business operations, and the role our international assets will play in our future growth plans. On a less serious note, I can’t wait to sample a Pisco Sour and soak up all the colour of Latin American culture.”
This year, Xstrata returned as naming rights sponsor for the annual Xstrata Percival Portrait Award, presented on Friday 4 May.

A woman wading in flood water, a colourful marine biologist and a Supreme Court judge were among a record number of entries in the 2012 award collection, exhibited at the Perc Tucker Regional Gallery in Townsville.

Barry Pearce, Emeritus Curator at the Art Gallery of New South Wales in Sydney judged the prize, describing the 178 portraits on display as ‘a kaleidoscope of humanity’.

“This is a good portrait prize, in fact, it’s better than the Archibald Prize currently on show. Don’t bother going to Sydney! Another great reason to remain in north Queensland,” Barry says.

A capacity crowd at the gallery applauded as Melbourne-based artist Kevin Lincoln was announced the 2012 Xstrata Percival Portrait Award winner.

Barry described Kevin Lincoln’s self-portrait as “a thoughtful, contemplative work”. The artist painted himself in virtual darkness, with only his head and a perfect Chinese vase appearing from the shadows.

Mark Roberts, General Manager Site Services, Logistics and Engineering, Xstrata Copper, presented the award, as well as a cheque to the winner of the Unpackers Prize, local artist Donna Benningfield.

“The exhibition has received an overwhelming endorsement from the Townsville community as an event they value.” Mark Says 80 Townsville artists and 11 more from the north Queensland region were amongst those who entered portraits.

“Xstrata is proud to be able to support the growth of this uniquely ‘Townsville’ event over the years.”

While the exhibition wrapped up on the 1 July, Xstrata is giving Mount Isa residents the opportunity to see a selection of the portraits, including the Percival Portrait Award and Unpackers Prize winning artworks through our sponsorship of a ‘pop up’ art exhibition at the Mount Isa Civic Centre from 7 to 21 September.

“This is a good portrait prize, in fact, it’s better than the Archibald Prize currently on show. Don’t bother going to Sydney!”
“I started with Xstrata in 2008 with a background in mining engineering. My previous employers had been other large multinational mining companies. Right away, the difference I noticed at Xstrata was its decentralised structure and the distinct lack of bureaucracy.”

The way I see it, there are key cornerstones to the way we do business in this company; people are given a role with the authority to do their job, and the freedom to make decisions; the flip side of this is accountability. When you add authority and accountability, you empower people to own what they do on a daily basis.

This has certainly been my own personal experience at McArthur River Mine, George Fisher Mine, and now at Lady Loretta. At Lady Loretta, we have the ability to make decisions which provide for the best outcome and performance of our operation. Xstrata’s decentralised structure supports this massively.

I have had some fantastic opportunities with Xstrata, and I owe this to the fact that as a company, we focus on personal ability and potential, not just what your CV says on paper.

When I was at McArthur River, I was Mining Manager for a massive rechannelling project. It was a real make or break opportunity.

Now at Lady Loretta, I am so excited to have the opportunity to build a greenfield underground operation. We’re creating a whole operation from scratch, and consciously building a high-performing team from the ground up. That’s exciting!

The other thing I love about this role is that relationships here are just so important. I genuinely enjoy spending time with the engineers, the miners, the maintenance crews, the sustainable development team — and the list goes on. I love working with and listening to the expertise of everyone that is putting in so much effort to make this operation a success.

When you get a good group of people who are similarly minded and instil in them a sense of responsibility and accountability, the performance of the collective is amazing. This would have to be the major difference here from anywhere else I’ve ever worked.

Xstrata Mount Isa Mines 2013 Apprenticeship Intake

Xstrata is offering apprenticeship opportunities for 2013 in the following trade areas:
- Electrical
- Boiler making
- Diesel Fitting
- Auto Electrical
- Fitter Turning
- Radio Technician
- Refrigeration Mechanic

How to apply
Applications for our 2013 Apprenticeship Program open on 4 August 2012 and will close on 2 September 2012.

Want to know more?
» www.mountisamines.com.au
» www.xstrata.com
» www.xstrata.com/careers
Xstrata funds vital research to improve employee wellbeing

A medical research program focusing on improving the health and wellbeing of mine workers and regional mining communities in north Queensland has received a significant boost as a result of a partnership between Xstrata Copper and the Wesley Research Institute.

The announcement was made at a special event at the Wesley Research Institute in Brisbane attended by Steve de Kruijff, Chief Operating Officer, Xstrata Copper North Queensland, Peter Allen, Deputy Chairman of the Wesley Research Institute, Professor Julie Campbell AO, Director of the Wesley Research Institute, Dr Chris Davis MP, Queensland Assistant Minister for Health, and Saxon Rice MP, Queensland Assistant Minister for Technical and Further Education. Rod Young, Seven News Presenter and Wesley Research Institute Ambassador was the Master of Ceremonies.

Steve says the research program had the potential to make a valuable contribution to the overall health of mining workers.

"The three-year research program will initially concentrate on two priority areas for Xstrata – assisting injured workers through various emotional aspects of their recovery process and improving the ongoing quality of life for mine workers after they retire," Steve says.

"We know from our previous partnership with the Wesley Research Institute that they have an enormous range of health, medical and scientific expertise and we are confident this program will deliver practical outcomes that will benefit both our people and the communities in which they work and live."

Professor Julie Campbell, Director of the Wesley Research Institute, says the research would assist Xstrata with health management planning for its employees.

"As part of this long-term partnership, Wesley specialists in fields such as nutrition and lifestyle will be available for site visits to share their expertise with company and community health professionals," Julie says.

"The partnership will also enable us to build on the work we are doing to improve the health of people in regional areas of Queensland, in areas such as managing diabetes and promoting good nutrition."

Xstrata Copper has committed $900,000 towards the initiative as part of the Xstrata Community Program North Queensland (XCPNQ). Almost $25 million has been injected into communities programs through north Queensland since XCPNQ was established in 2005.

Pictured above from left:
Steve de Kruijff, Chief Operating Officer, Xstrata Copper North Queensland, with Peter Allen, Deputy Chairman of the Wesley Research Institute
Professor Julie Campbell AO, Director of the Wesley Research Institute, with Minister Saxon Rice
Steve de Kruijff, Chief Operating Officer, Xstrata Copper North Queensland, announcing the new $900,000 partnership.
After an influx of exceptional Continuous Improvement (CI) ideas between January and April 2012, Bruce Shevelling, Mobile Fleet Maintenance Coordinator, and Mark Peterson, Superintendent Mechanical Maintenance Copper Concentrator, have been named quarter one winners for their CI initiatives.

Bruce Shevelling’s idea, titled ‘Install Filter to Hydraulic Oil Fill Line’ was featured in our last edition of Mine to Market and Bruce is commended for enhancing operational and financial performance within his department. The initiative has reduced the need to replace hydraulic oil filler pumps on underground equipment such as Toro Loaders and Tamrock and Atlas drill rigs. Mark Peterson’s idea, titled ‘Warman Pump Cover Plate Rotation Tool’ has significantly reduced hazards associated with crane operation by eliminating the need for Warman Slurry Pump Cover Plates to be placed on the ground in order to strip and install new liners.

“We are working towards instilling a workforce culture with a focus on ideas that are squarely driven from the ground up,” Mike says. “Bruce and Mark’s initiatives are what we call ‘big win’ solutions. They are quick to implement and solve enduring problems.”

Both Bruce’s and Mark’s ideas were two of seven initiatives in the running for the first quarter award. As recognition for their winning ideas, each will receive a prized valued at $500.

All MICO employees are encouraged to submit CI ideas. Workers can approach their supervisor with a suggestion, contact any of the CI team, or submit the form available on the Intranet.

Mike Westerman congratulates Bruce Shevelling, Maintenance Coordinator, Mobile Fleet Maintenance, on his winning innovation, ‘Install Filter to Hydraulic Oil Fill Line’

Mike Westerman congratulates Mark Peterson, Superintendent Mechanical Maintenance, Copper Concentrator, on his winning innovation, ‘Warman Pump Cover Plate Rotation Tool’
Character Awards recognise excellence at Black Star

On 12 July, Bryant Schwengler, General Manager Open Pits, Xstrata Zinc, presented three of Black Star Open Cut’s high-performing team members with Xstrata Zinc Character Awards.

The ‘Xstrata Zinc Character’ is a non-material recognition program that embraces all Xstrata Zinc employees, wherever they work, and supports the continued integration of the Xstrata Business Principals into our culture. The awards recognise employees or teams whose professional conduct and outstanding achievements reflect our values and support our business objectives.

To be recognised under the program, employees or team achievements must provide a cost saving, revenue or process enhancement, improve an operational processes or workplace safety, enhance our environmental performance or contribute positively to community relations.

Character Awards were presented to Robin Buckley, Superintendent Haulage Operations, Greg Shepherd, Supervisor GPS Maintenance, and Dean Jarvis, Acting Senior Supervisor Maintenance.

Robin was recognised for his commitment to operational performance. Through his leadership and the introduction of a planning system, the quality and completion rate of planned jobs within the Ancillary Services team have improved substantially. Robin was also recognised for taking on additional responsibilities, including being the first to come to the aid of operations during weekends or in the middle of the night.

Greg was recognised for delivering fleet management system improvements. In addition to leading the successful implementation of the fleet management system, Greg identified significant opportunities for system improvement. As a result, we will be able to reduce costs through clearer understanding of operational inefficiencies, as well as identify ways to reduce downtime, ensure accurate payment for dry hired equipment and control fuel inventory.

Dean was recognised for his business improvement mentality, and for his efforts to reduce costs associated with repair and overhaul inventory. Using benchmarking and his extensive industry knowledge, Dean’s cost saving initiatives have resulted in about $350,000 worth of savings in the past 12 months.

“The Xstrata Zinc Character Awards play an important role in rewarding the great work of our people. They help us to champion a positive workplace culture that encourages innovation and an entrepreneurial spirit,” Bryant says.

“We believe it is important that senior management continue to identify and support those who exemplify Xstrata’s core values through the great work they do every day.

“Please join me in congratulating Robin, Greg and Dean on their well-deserved honours.”

The awards were presented during a celebration of another significant milestone for the Zinc Open Pits team. On 15 February the Zinc Open Pits team achieved ‘Five million Man Hours Lost Time Injury Free’. This is a truly rare achievement in the mining industry and a proud moment in the history for Xstrata’s Mount Isa Open Pit operations.

Xstrata progresses joint rail load-out facility in Cloncurry

On 4 July 2012, Xstrata Copper signed a memorandum of understanding with joint venture partners Cudeco and MMG for the development and construction of a new rail load-out facility 10 kilometres east of Cloncurry.

This new, multi-user facility will be used for the transport of copper and magnetite concentrate, and will support our recent $589 million investment to extend the life of our Ernest Henry Mine out to 2024.

Steve de Kruijff, Chief Operating Officer, Xstrata Copper North Queensland, says the new facility will bring together the load-out requirements of three major mining operations into one central location.

“This will be a state-of-the-art facility with improved environmental controls to limit impacts in the area and it will also reduce the number of train movements and rail load-out activities that currently operate within the Cloncurry township.” Steve says.

“It will be fully funded by the joint venture partners, and will be capable of expansion to accommodate additional load-out requirements into the future.”

We anticipate it will take 18–24 months to complete the approvals process, construct and commission the facility, with the facility to be operational by around mid-2014. Once all projects are operating, the facility will handle around 2.2 million tonnes of mineral concentrate for export every year.

“A Community Fund Donation program will also be developed using funds generated by the facility users based on annual throughput, with approximately $100,000 of funding predicted per year,” Steve says.

“We will be working closely with our mining counterparts and with local community and other key stakeholders to develop this facility in a way that supports both current operations and future development in the region.”

Pictured above from left: Keith Douglas, Cloncurry Shire Councillor; Steve de Kruijff, Chief Operating Officer, Xstrata Copper North Queensland; Andrew Daniels, Cloncurry Shire Mayor; Andrew Cripps, Minister for Natural Resources and Mines; Bob McDonald, Cloncurry Shire Deputy Mayor; John Green, Logistics Manager for Cudeco; Colin Ferguson, Cloncurry Shire Councillor and Michael Nossal, Executive General Manager Business Development for MMG.
Xstrata Zinc’s Lady Loretta Mine has achieved another major milestone, with drilling works for Ventilation Shaft 2 completed on 9 July.

In addition to providing fresh air to underground operations, this ventilation shaft, will also be used as an emergency exit and for air and water services. The process of lining and dewatering the shaft has now begun.

The achievement came hot on the heels of the new Lady Loretta Village opening its accommodation doors two weeks ahead of schedule.

The village is designed to be a welcome ‘home away from home’ for all Lady Loretta staff and contractors who live on-site during each roster.

The accommodation and kitchen areas are now complete and ultimately, the village will host recreation facilities, a pool, a multi-purpose sports court and barbecue areas.

Chris McCleave, Project Manager, Lady Loretta, says we can now provide up to 182 of our people with a temporary home while they work on the remote site, located 140 kilometres north of Mount Isa.

“Given our location, we’re too far away for employees or contractors to commute from Mount Isa every day, so our accommodation village is a pivotal part of our fatigue and safety management plans,” Chris says.

Elsewhere, the new warehouse is nearing completion, and work has commenced on our paste plant and concrete batching plant.

We have also been busy updating our Environmental Management Plan, ensuring we reflect Xstrata Sustainable Development Standards and industry best practice. This forms part of planned amendments to our Environmental Authority in line with the continuing and ongoing development of our project.

The first wave of our new underground crews will soon arrive on site, with supervisors and operators due in August and September. Additional roles required for the operational phase of Lady Loretta will be advertised locally and via www.xstratacareers.com.au from October this year.

Lady Loretta is well on its way to achieving first ore in October this year – 18 months ahead of schedule.
Rigorous systems and procedures are vital in the way we operate.

In late 2011 a Permit to Work system review team was established with representatives appointed from across our north Queensland copper and zinc operations.

Over the past 11 months this team, led by Athena Cain, Sustainable Development Systems and Assurance Superintendent, has been working towards achieving our goal of streamlining the Permit to Work system across our north Queensland operations.

While there is still work to be completed, the team is well on their way towards creating a more consistent, robust and purposefully system for all employees and contractors.

Watch out for more updates on the Permit to Work system.

The Permit to Work system review team meet weekly to work towards streamlining the Permit to Work system across our north Queensland operations.

Streamlining Permit to Work process at Copper Concentrator

On 5 March, Xstrata Mount Isa Mines’ Copper Concentrator introduced the newly commissioned IntelliPERMIT software system to overhaul our Permit To Work process. The system consolidates the requirements of all permits issued at the concentrator, including hot work, confined space, and excavation, into one, simple process, while ensuring hazards are accurately identified and specific requirements for safe work are clearly communicated.

Using biometric technology, the IntelliPERMIT system identifies all permit signatories, including contractors, by their fingerprint. It then cross-checks their competency profile against records maintained in Xstrata’s employee work history software, Mincom Ellipse. This helps us to ensure all of our people have received the most up-to-date training, and are competent and authorised to perform the tasks inherent to their role.

High Hazard Activity observation check sheets are automatically incorporated into the permit documentation taken to site, and group isolation procedures have been loaded into the system so that the appropriate isolation tags are printed automatically for the authorised taggers, saving time and reducing the scope for error during shutdowns.

The introduction of the IntelliPERMIT software system is just one of the ways we are fostering visible safety leadership and invigorating our safe work culture across our operations.

Jumbos in Tassie

In June Lady Loretta’s Rob Brown, Maintenance Superintendent and underground superintendents Peter Gibbs and Craig “Desrow” Clifford made the long trip to Atlas Copco’s workshop complex in Burnie, Tasmania to inspect two new Boomer M2D development drills bound for Lady Loretta. The trip was an opportunity for us to ensure the rigs are equipped with the most productive and user friendly options available.

While there, the team were greeted by the early arrival of our Cabletec drill rig, fresh from the Burnie Wharf. Like the M2Ds, the Cabletec (used in stabilising rock strata underground) will remain with Atlas Copco, where it will be configured to site specifications before being transported to Mount Isa.


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On 11 July, Bowen Coke Works held its annual Community Information Session, where we shared the latest news on production, safety and health performance, environmental protection initiatives and community engagement programs.

Clint Armstrong, General Manager Processing, presented an overview of the Xstrata Zinc operations within Australia and the current performance of Bowen Coke Works.

The session focused on our key achievements over the past 12 months, including the $6 million upgrade of the beehive ovens from a single pass to an underfloor flue system that will increase efficiency and capacity. Clint also talked about the introduction of a brand new ram car used to push hot coke out of the ovens, the upgrade of the weather station and real-time messaging, the introduction of a site housekeeping campaign which includes a scrap steel recycling program, the expansion of the dust suppression sprinkler system and the continuation of the Buffer Zone revegetation project.

The session also provided members of the Bowen community with an opportunity to interact with Xstrata’s senior management team, who were on hand to answer residents’ questions and address their concerns.

Xstrata is very proud of Bowen Coke Works’ performance, particularly our ongoing commitment to supporting and engaging with the Bowen community through our various community programs and events.

Clint Armstrong, General Manager Processing (left), and Brian Hearne, Chief Operating Officer, Xstrata Zinc Australia (right), with Bowen residents (from centre left to right) Laurence Pratten and Steve de Luca

Xstrata helps launch Cloncurry tourism brochure

Cloncurry Shire Council and Xstrata’s Ernest Henry Mining (EHM) have joined forces to develop a new tourism brochure that showcases everything Cloncurry has to offer.

Since its official launch at this year’s Cloncurry and District Show by Andrew Daniels, Mayor of Cloncurry and Myles Johnston, General Manager EHM, hundreds of copies of the brochure have been picked up by both tourists and locals. The comprehensive brochure is packed with useful and interesting information about the town’s history, attractions and services and includes a community directory.

“This brochure illustrates what we already know – that Cloncurry is a great place with so much to offer. It will be a welcome tool for our new residents and visitors alike,” Cr Daniels says.

“Tourism is an important industry for Cloncurry Shire, we have some unique and diverse products in our events, natural landscapes and museums – this brochure will assist in getting these products out there for people to enjoy.”

“The Cloncurry Shire Council is committed to developing tourism in Cloncurry Shire and the outback region. This brochure is the first of many tourism products that will be launched in the next 12 months.”

Myles says Xstrata’s partnership with Cloncurry Shire Council to support this tourism initiative is something of which we are very proud.

“We are looking forward to distributing the brochure to our workforce to showcase what Cloncurry has to offer as an additional incentive and to encourage more of our fly-in fly-out workers to consider moving here,” Myles says.

The free brochure is available at the Cloncurry Visitor and Information Centre and other regional tourism outlets in Queensland.

Myles Johnston, General Manager Ernest Henry Mining, Gail Wipaki, Manager, Cloncurry Visitor and Information Centre, and Andrew Daniels, Mayor of Cloncurry with the new Cloncurry tourism brochure
The Mount Isa Show, now in its 31st year, has strengthened to become one of the north west’s key attractions, showcasing our region’s rich agricultural and tourism industries.

This year, we supported the Mount Isa Show through naming rights sponsorship of the 2012 Xstrata Battle of the Bands, one of the show’s fastest growing and hotly contested events, and sponsorship of the inaugural Pro Bull Riding League competition which saw some of Australia’s best bull riders taking on the region’s top bucking bulls.

The much-loved fireworks spectacular returned to the show, lighting up the skies over Buchanan Park on Saturday evening to a jam-packed crowd of onlookers.
From glittering gemstones, to challenging horse sports and all the colour and action of sideshow alley, Ernest Henry Mining (EHM) has continued to support Cloncurry’s key community events throughout June and July.

From 18 and 19 June, EHM volunteers manned the mine’s stall, chatting to locals and visitors about working life at a world-class mining operation and handing out balloons to children.

From 1 July, Roxanne Symes, Underground Geologist, was busy sharing her expert knowledge about EHM’s orebody and the region’s mineralogy at the Rockhana Gem and Mineral Festival to the delight of diehard amateur fossickers who attended the annual event.

From 15 July, elite horsemen and women from far and wide flocked to Cloncurry for the Ernest Henry Mining Cloncurry Stockman’s Challenge to compete for Australia’s premier challenge title. For the second year in a row, Tamworth Stockman Hugh Miles won the event on his stallion, ‘Millionnic Chic’, taking home $10,000 in prize money and the Reg Brown Memorial replica trophy.
Jousting was brought to Cloncurry for the first time at the Cloncurry and District Show

Roxanne Symes, Underground Geologist, shares her expert knowledge about minerals to keen fossickers at the Rockhana Gem and Mineral Festival

A stilt walker provides roving entertainment at this year’s Cloncurry and District Show

Myles Johnston, General Manager Ernest Henry Mining, presents the Reg Brown Memorial replica trophy to Ernest Henry Mining Stockman’s Challenge winner Hugh Miles

Dave McKinnon, Mining Engineer and Kerrie-lea Nicholas, Training Advisor, keep busy inflating balloons at the Ernest Henry Mining stall
Tom Young's Story

“I started my working life as an electrical apprentice in Victoria, mainly doing installation and maintenance work in the domestic, commercial, industrial and aviation industries. Once I completed my apprenticeship I spent almost five years studying part-time after hours to receive my certificate in industrial electronics. This course honed my interest in technological gadgetry, and I developed a knack for building electronics like home stereo systems, electric fences and graphic equalisers. This was also the first time I was exposed to Programmable Logic Controllers and Supervisory Control and Data Acquisition Systems. Who knew my days spent tinkering with electronics would lead me to where I am today.

After a six-month stint in mining, I began to see the mining industry as a breeding ground for professional opportunities and advancement. So, in the mid ’80s, I packed up my life and trekked all the way to the town of Tom Price in Western Australia’s Pilbara region, where I got a job at Rio Tinto’s Hamersley Iron. Eventually, I was promoted from electrical maintenance to maintenance supervision and planning roles, and progressed to implementing and supporting software systems to support operational maintenance requirements.

I first came to Mount Isa in 2001 on a two-year contract to work on maintenance software improvement projects at Mount Isa Mines. After a six-month trip to the UK for an Ellipse implementation project for Network Rail, I lived in Denver Colorado for more than a year, working as a maintenance consultant at Mincom. After Xstrata acquired Mount Isa Mines, I was invited back to Mount Isa to step into my current role in 2004.

Today, I provide ‘how-to’ functional support for Xstrata’s north Queensland maintenance systems and about 75 maintenance planners and superintendents. My average day involves identification and resolution of functional issues, advising best-practise approaches for the use of Ellipse modules, data-collection and reporting, developing scopes of work and specifications for custom reports and system enhancements, developing training material and training course delivery, and making sure we have the latest in maintenance management business systems.

I enjoy working with a big workforce at various sites and supporting world-class business systems across a huge range of projects.

In 2007 I was lucky enough to be selected as the maintenance lead for the Ellipse Implementation project at Xstrata Copper in Canada, and was seconded to our Montreal office for three months. During that time I got to work closely with the Canadian IT and Maintenance Support teams and gain a valuable insight into the role mining plays in the world. This year, I completed my Masters degree in Maintenance Management at Central Queensland University via correspondence. I thank Xstrata, especially Karen Read, one of our General Managers, for all the support I received so I could work and study full-time, and for providing me with so many opportunities for development.

“I enjoy working with a big workforce at various sites and supporting world-class business systems across a huge range of projects.”
Xstrata miners ride for charity

In the old days, you’d often see a bloke and his horse, pulling a cart, along the long stretch of road from Mount Isa to Camooweal, however, these days it is somewhat of a unique attraction.

For the second year running, Kyle Small, Underground Development Operator, Xstrata Copper, will make the trek from Mount Isa to Camooweal by horse and cart all in the name of charity.

This year, Kyle has drummed up additional riders and a support crew, which includes eight Xstrata Mount Isa Mines employees.

The 180 kilometre journey will kick off on Tuesday 14 August, and will take 10 days to complete. Kyle hopes to double his 2011 efforts and raise $10,000 for the North West Prostate Cancer Support Group and George’s Shed, Mount Isa’s newly opened Men’s Shed.

In addition to his fellow riders and support crew, Kyle will be travelling with his seven-year-old gelding ‘Wally’ pulling the wagon, Wally’s brother “Boofer” the packhorse and ‘Pip’, Kyle’s Shetland pony mascot who will enjoy the ride from the back of the truck.

Kyle Small and his horse Wally

Kyle’s horses have been training in preparation for the journey; however, Kyle says, the plan is to take it easy, with all interested horsemen welcome to come along for the ride.

“So long as you’ve got your own swag you can come along for $20 per night, with all the money going to charity,” Kyle says.

The riders plan to celebrate and raise further funds at the Drovers Festival Street Parade in Camooweal on 24 August.

If you are interested in joining Kyle and his crew on their upcoming charity ride, contact Kyle Small on 0407 796 258.

Students crowned ‘Awesome Fit’

During the 2012 Xstrata Mount Isa Mining Expo, our Safety and Health professionals ran an ‘I am Awesome’ fitness challenge allowing primary aged students to flex their muscles for a chance to win one of two laptop computers.

Students under the age of 13 entered into the competition by testing their grip strength with our resident occupational therapist or physiotherapists from Mount Isa Physiotherapy.

Competition was fierce over the three-day event, with many young boys and girls making it onto the winner’s board only to be outdone by the next group of visiting school kids.

13-year-old Amber Murr from Mount Isa Central State School and 13-year-old Nathan Wood from Cloncurry State School took out the challenge with grip strengths of 39 kilograms and 45 kilograms respectively. They were presented with their brand new laptops at their school parades when classes resumed after the June school holidays.

Dave Thomas, Health Risk Management Superintendent, Xstrata Copper North Queensland, says Amber and Nathan’s triumph was very impressive considering the average grip strength for a 13-year-old girl ranges between 14.6 and 24.4 kilograms, while the grip strength of a 13-year-old boy ranges between 29.4 and 31.2 kilograms.

“At this year’s Expo, our Safety and Health team wanted to do something that was highly interactive and engaging for our youngsters, hence the ‘I am Awesome’ fitness challenge,” Dave says.

“The challenge proved to be very entertaining and popular among visitors and throughout Expo we discovered quite a few young musclemen and women in the making.”

“Amber and Nathan should be very proud of their victory; both of them have very strong grip strengths for their age and will both be taking home a Dell laptop computer for their efforts.”

Joel Edson, Occupational Therapist, Xstrata North Queensland, tests the grip strength of some local primary school children at the 2012 Xstrata Mount Isa Mining Expo.

Myra Law, Occupational Health Coordinator and Dave Thomas, Health Risk Management Superintendent present Amber Murr with her laptop at a Central State School parade.

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“The challenge proved to be very entertaining and popular among visitors and throughout Expo we discovered quite a few young musclemen and women in the making.”

“Amber and Nathan should be very proud of their victory; both of them have very strong grip strengths for their age and will both be taking home a Dell laptop computer for their efforts.”

Joel Edson, Occupational Therapist, Xstrata North Queensland, tests the grip strength of some local primary school children at the 2012 Xstrata Mount Isa Mining Expo.
Healthy Hydration all year round

Check your thirst

If you are thirsty, or if your mouth, lips, or skin is dry, you’re probably not drinking enough water. Aim to rehydrate with fluids regularly throughout the day. Remember once you are thirsty, you are already on your way to being dehydrated.

Check your urine

Urine that is light yellow or clear in colour typically means that you are drinking enough fluids. If yours is dark yellow and has a strong odour you may not be getting enough fluids. The amount of urine you produce throughout the day can also be an indicator of your hydration status, if it is dark and you are not urinating much, then you need to drink more fluids.

Check Your Mood

If you are feeling light headed and tired, unable to concentrate or having headaches, then it could be a signal that you are dehydrated. Many of us accept that suffering from dry or itchy skin, chapped lips, dry coughs, nose bleeds, acne and headaches are just a normal part of life during the winter months. But your symptoms may be worse because you’re dehydrated.

Remember, water is essential to most bodily processes, and healthy hydration is important all year round.

National recognition for World’s Greatest Shave support

Both Xstrata Mount Isa Mines (XMIM) and Ernest Henry Mining (EHM) were recognised for their outstanding fundraising contributions at the World’s Greatest Shave Top 30 presentation in Brisbane on 21 June.

Our XMIM operations were also awarded a 2012 Queensland Top 30 award for the fourth time in five years.

In total, XMIM and EHM raised over $33,000 for the Leukaemia Foundation. This money will help fund vital research into better treatment and cures for blood cancers and related disorders and allow the Leukaemia Foundation to continue providing free support services including accommodation, counselling and transportation to patients and their families.

Bill Petch, Chief Executive Officer, Leukaemia Foundation of Queensland, says this year’s event could not have been the success it was without the fantastic efforts of participants such as Xstrata who put their hair on the line to raise vital funds.

“A heartfelt thank you to all who helped make this year’s World’s Greatest Shave the most successful campaign in its history, including the Mount Isa and north-west Queensland communities for getting behind local shavers and colourers,” Bill says.

This year, the World’s Greatest Shave raised in excess of $5 million in Queensland.
**Announcements**

Congratulations to Joshua Fleming, Maintenance Training Facilitator, and his partner Sherry Hammond on the birth of their daughter, Tahlia Jade, on 9 July.

Congratulations to Grant Szabadics, Electronics Technician Advisor, who welcomed his first grandson, Theodore James, into the world on Tuesday 26 June. Congratulations to proud parents Brigitte and Tom on the birth of their first child.

Congratulations to Clayton Smith, Copper Smelter, and Sharon Smith, XtraCare, on the birth of their daughter, Ellie, on Sunday 22 July.

Congratulations to Miranda Cresswell, Training Superintendent, Zinc Concentrator, and Kevin Giuliano, Mechanical Fitter, Heavy Medium Plant, on their marriage in Las Vegas on 8 July.

Congratulations to Ryan Nicholls, Mechanical Engineer, George Fisher Mine, and Dannielle Ross, Community Relations Advisor, on their engagement.

**For Sale**

8 foot tall ponytail palm in a large terracotta pot. $250. Phone 0434 364 597

2 rear folding seats to suit Hyundai Terracan. Excellent condition. Price negotiable. Phone 0423 826 904

King-size King Coil mattress only. Less than 12 months old, great condition. $400. Phone 07 4743 1927

4 tier, solid wood bookshelf. Excellent condition. $350.

9 piece, solid wood dining set. Good condition. $750.

Assorted road racing bicycles. Ideal for boarder run. Phone 0401 132 493

2002 Toyota Corolla hatch. 5 speed manual, front power windows, cruise control, new tyres, 162,400 km. Fully serviced, 11 months rego. Excellent condition. $8500 ono. Phone 0408 758 457

Fish tank – 100 L fish tank, stand, accessories (light, filter, etc) and gold fish. $100 ono. Phone 0413 618 033

**For Sale**

**Environmental credentials**

Mine to Market is printed on Impact paper stock. Impact is made with a carbon neutral manufacturing process*. It is well priced, FSC COC certified and consists of 100% post consumer waste recycled fibre.

*Mill use 86% renewable energy, meaning emissions generated by producing Impact are incredibly low. The remaining unavoidable CO2 emissions are compensated for by promoting controlled emission reduction projects, audited and certified by Climate Partner. The life cycle analysis tracks Impact from raw materials through to K.W. Doggett Fine Paper Warehouses nationally.

**Condolences**

With great sadness we mourn the tragic loss of two of Xstrata’s own, Scott Maitland and Cindy Masonwells. Our thoughts are with their families and friends, and we offer our support during this difficult and uncertain time.

Counselling services have been made available through Psylution Worx for any of our people who are experiencing difficulties or need support. Please contact Psylution Worx on 07 4728 4288 during business hours to arrange an appointment.

Xstrata employees wishing to assist the families of Scott and Cindy can arrange to have a donation debited from their pay. Please contact your HR Advisor for more details.

**Basketball**

The 2012 Mount Isa basketball season has now commenced. If you are interested in playing, phone Anita on 07 4743 5444 for more information.

**Calendar of events**

**August**

1. Xstrata Mount Isa Mines New Starters Corporate Induction (Mount Isa)
3. Street Parade (Cloncurry)
3. Jeans for Genes Day
3-5. Curry Merry Muster Festival
4. Isa Rodeo Queen Ball
6. Rodeo Best Dressed Premises Competition Judging (Mount Isa)
6-12. Homeless Persons Week
8. Bush Poets Breakfast (Mount Isa)
9. Mailman Express Sprint Horse Race (Mount Isa)
10. Mardi Gras (Mount Isa)
10-12. Xstrata Mount Isa Rotary Rodeo
12. International Youth Week
17-19. 40 Hour Famine
18-26. Seniors Week (Qld)
24-26. Drovers Camp Festival (Camooweal)
24. Daffodil Day
31. Richmond Campdraft (Until 2 September)

**September**

1-30. Prostate Cancer Awareness Month
1-30. Heart Foundation Door Knock Appeal
2. Fathers Day
2-8. Legacy Week
3-9. Landcare Week
10. World Suicide Prevention Day
5. Xstrata Mount Isa Mines New Starters Corporate Induction (Mount Isa)
7. Mount Isa Multicultural Festival
8. Cloncurry and district race meeting
8. Ernest Henry Memorial Art Show
15. Cultural Fest (Townsville)
15-16. Dajarra Rodeo
17. Australian Citizenship Day
21. School Term 3 concludes (Qld)
29. Mount Isa Race Meeting
Shape Up Online is an interactive health and wellness website available to all of our north Queensland employees and their families from the work intranet or your home internet.

How to access Shape Up Online from your work computer
1. Go to the Xstrata Intranet
2. Go to the Applications toolbar
3. Choose Shape Up Online
4. You will need to obtain the verification code from the Xstrata Intranet homepage

How to access Shape Up Online from your home computer
1. Go to your internet browser
2. Go to www.shapeuponline.com.au
3. You will need to obtain the verification code from the Xstrata Intranet homepage

Go to the Xstrata Intranet to find out more about Shape Up Online or contact Myra Law on 4744 3013.

Xstrata Ethics and Reporting

At Xstrata, we believe that by working ethically, responsibly, openly and together with others we can create genuine and sustainable partnerships with all of our stakeholders. We are committed to the highest standards of personal and professional ethical behaviour:

Our real challenge is to ensure that these aspirations are reflected in our daily actions, attitudes and decisions. For that to happen, each of us must take personal responsibility for implementing them in that part of the business for which we are responsible, and for promoting their application by our business associates, including our joint venture partners and contractors.

Each Xstrata employee and contractor is responsible for acting in accordance with our Business Principles. It is each person’s responsibility to speak out about any concerns about compliance with Xstrata’s Business Principles. Concerns should be raised with your immediate supervisor/manager or with the general manager at your operation, including concerns over bribery, corruption, fraud, theft, dishonest business activities, misappropriation of company resources, incorrect health and safety practices, or any other unethical behaviour in the workplace.

For those instances when concerns cannot be raised to your supervisor or general manager, you can confidentially raise a concern via the Xstrata Reporting Hotline (a toll-free telephone number), email or website. Each of these channels are independently managed by Expolink, an external consultancy, and all cases are handled confidentially and anonymously.

For more information go to www.xstrataethics.com

Raise a concern:
Online: www.xstrata-ethics.com/ an independent external website
Email: xstrata@expolink.co.uk
Xstrata Reporting Hotline (Australia): 1800 121 889 toll-free