Establishment of Xstrata Zinc Australia
First Cut at EHM Stage 1 Decline
Community Partnerships announced
Ian Brown celebrates 50 years service
WELCOME

We would like to welcome Brian Hearne, Chief Operating Officer of Xstrata Zinc Australia, who has recently been appointed to run the Australian business unit to be based in Brisbane. Brian will oversee the Australia-wide operations and developments which will consolidate the three global zinc divisions to include Xstrata Zinc Australia, Xstrata Zinc Europe, and Xstrata Zinc Canada.

Additionally, there have been a number of senior executive appointments which come at a time of significant growth to our Xstrata Zinc operations in Australia. These include the Mount Isa operations, McArthur River Mining in the Northern Territory, and the Bowen Coke Works in north Queensland. Please refer to page three for a full list of these appointments within our Zinc Australia team.

This month also marked the ‘first cut’ of the new AUD26 million Stage 1 underground decline at Xstrata Copper’s Ernest Henry Mine, a significant milestone in the operation’s history. We look forward to the opportunities and economic growth that this feasibility study will bring to the Cloncurry region. Read more about the ‘first cut’ on page five.

Also in February, we announced the successful community partnerships for north Queensland as part of our Xstrata Community Partnership Program North Queensland (XCPP NQ). We are very proud to announce that Xstrata is committing an extra AUD5 million from 2008-2010 to this program to build on the success of the program’s first three years.

Our congratulations are extended to Ian Brown, Safety Advisor at Site Services, for reaching 50 years of service to Mount Isa Mines. Let his outstanding safety record be an inspiration to us all as we continue to work safely to look after ourselves and our colleagues.

STEVE DE KRIJUFF
CHIEF OPERATING OFFICER
Xstrata Copper North Queensland

KEVIN HENDRY
EXECUTIVE GENERAL MANAGER
Xstrata Zinc Mount Isa
Establishment of Xstrata Zinc Australia

Due to the growth of the Xstrata Zinc portfolio in Australia, we have established our first corporate office for the business unit in this country. Xstrata Zinc Australia will be based in Brisbane and led by Brian Hearne who has been appointed Chief Operating Officer.

This is an important development in the corporate history of our zinc business. It is part of a global program to consolidate our operations into three divisions with the others being Xstrata Zinc Europe now led by Manuel Alvarez and Xstrata Zinc Canada which continues to be led by Bob Sippel.

Australia has clearly been a real accelerator behind the growth of Xstrata Zinc, particularly over the last three years. The outstanding quality of our deposits is now being fully exploited through investments in expanding operations and new technology has extended the lives of our mines and continuously added to the value they generate.

The role of the Australian corporate team will be to provide local leadership in overseeing the operations and developments to ensure we are making the most of all opportunities. The senior executive appointments to the leadership team, who are all drawn from our existing operations, are:

- Kevin Hendry as Executive General Manager will coordinate all the operations at Mount Isa
- Etienne Moller has been appointed General Manager of McArthur River Mine
- Karl Arnold will be the new General Manager Finance
- Pat Bowen will be responsible for the coordination and support of the Australian Metallurgical Operations as General Manager
- Anthony Kocken has been appointed General Manager of Black Star Open Cut Mine
- Patrick Collins will be in charge of Corporate Affairs and Community Relations
- Warren Crabb will be responsible for Business Development (projects, Albion, etc), and
- Geoff Hender will be Manager of George Fisher Mine

These promotions will lead to further executive changes and appointments in the future in order to fill their operational positions.

From L to R: Mr Brian Hearne, Chief Operating Officer, Xstrata Zinc Australia; Mr Santiago Zaldumbide, Xstrata plc Executive Director and Xstrata Zinc Chief Executive Officer; Mr Kevin Hendry, Executive General Manager, Xstrata Zinc Mount Isa; and Mr Manuel Alvarez, Chief Operating Officer, Xstrata Zinc Europe.
New Lead Smelter Uniforms

“It’s what most of us won’t see that makes this initiative important.”

A new style of clothing has been introduced into the Lead Smelter. The clothing is distinctively different from the rest of the site. It has been introduced to improve visibility, compliance with clean in/clean out, and coverage from hot material exposure.

The Lead Smelter has been a clean in/clean out area of the mine for many years with strong compliance by employees and contractors. We hope that you will appreciate our new initiative but unless you enter the Lead Smelter you will never see it being worn. The new clothing is supplied to employees and contractors through the Lead Smelter change house.

Shirts and overalls are distinguishable by their colours and the words on the back which say ‘Lead Smelter’. A fluorescent yellow and navy colour combination with reflective striping will assist the site to manage both pedestrian visibility and to ensure work wear does not leave the site.

Improvements to the design of the work shirts have been made to decrease gaps in clothing that have the potential to allow hot metal contact. The normal gaps created by buttons at the cuff of shirts have been eliminated through an additional panel of material folded into the cuff.

The clothing arrived in mid December, and shortly afterwards our Lead Smelter Manager, Scott Ezzy, was leading the way by being the first to wear the new clothing. The Mount Isa Mines logo and employees’ names continue to be displayed on the front of the overalls and shirts.

This initiative highlights the aim of zero harm through the improvements made to what was already a very good system.

Thank you to Brendan Callaghan from Xstrata’s Lead Committee for this contribution.

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What do you think of the new look and feel Mine to Market?

Greg Deacon, Supply Supervisor, Townsville
“The articles in the ‘Mine to Market’ were well written and appropriate to my interests. In particular I found the ‘Employee Profile’ section interesting.”

Jayson Summerville, Graduate Geotechnical Engineer, EHM
“Wow! It’s great to be able to see what Xstrata NQ employees are achieving.”

James Kenafake, Supervisor Fill Construction and Road Maintenance, MICO
“The information is interesting and I particularly like the renewed focus on our employees.”

Margot Healy, Safety and Training Advisor, Handlebar Hill Open Cut
“I noticed the eye-catching front cover and more employee profiles scattered throughout the newsletter, which gives it a much friendlier appeal.”

Michael Maschke, Schedule Planner Fill Construction and Road Maintenance, MICO
It is very informative and the new emphasis on our employees makes the publication more interesting.
Wednesday 20 February was a significant day for Xstrata Copper as the Deputy Premier of Queensland, Deputy Premier Hon Paul Lucas, MP, the Minister for Mines and Energy, Hon Geoff Wilson, MP, and Member for Mount Isa, Betty Kiernan, gathered in anticipation for the ‘first cut’ of a 3.2 kilometre underground decline at Xstrata Copper’s Ernest Henry Mine open pit operation near Cloncurry.

The underground feasibility decline is Stage 1 of an AUD26 million development and is part of a study which is expected to be completed in April 2009. The purpose of the first cut was to extract the remaining ore at the bottom of the pit which will be milled at EHM’s concentrator. The first cut took place in conjunction with the feasibility study of operating a sub level mine (underground mine) at EHM.

Employees, contractors, and key community stakeholders waited in anticipation as the government officials inspected the portal site prior to the controlled blasting taking place. State Member for Mount Isa Betty Kiernan, MP, pressed the remote detonator to set off 400 kilograms worth of explosives which lined the pit’s wall.

Fragmented rocks and dust billowed from the face of the smooth shotcreted pit wall surface and was followed by loud booms as the fourteen detonators went off, echoing in the huge open pit, and marking what had been one of the most significant events in the history of mining development in the region.

Delighted by the opportunity to be part of the first cut, Betty exclaimed, “That was absolutely fantastic to fire the first shot but they forgot to tell me that the blast makes such a loud noise!”

Mike Westerman, General Manager Ernest Henry Mining, was thrilled to be part of this significant occasion and the start of a new era for EHM. “I’ve been involved in underground mining for the last eighteen years and have never seen a first cut. The first cut is always a symbolic event for open cut mining. I am excited for the style of mining we could potentially be doing and the opportunity to extend the life of the mine,” he said.

Chief Operating Officer Xstrata Copper North Queensland, Steve de Kruijff, said Xstrata Copper was dedicated to maximising value from its existing assets and strengthening the Cloncurry economy.

“The successful first cut marks the starting point of the decline by cutting a portal approximately half way down the western pit wall. It is a milestone for our mining operations and more importantly was carried out without any interruption to our daily production at our open pit mine operations,” said Steve.

“The first cut of the Stage 1 AUD26 million underground decline is the outcome of a five year concept and pre-feasibility study. The AUD15 million pre-feasibility study resulted in over 40,000 metres of drilling and core samples that were used to increase our confidence in the orebody beneath the open pit mine and to consider a variety of underground mining options,” he said.

First Cut at EHM Stage 1 Decline
Ian Brown celebrates 50 years of service

Few people can say that they have achieved as outstanding an achievement as Ian Brown’s 50 years of service to Mount Isa Mines.

Currently a Safety Advisor at Site Services, Ian started work with Mount Isa Mines in December 1957. His first job was working at Number 1 Concentrator, which at the time processed both copper and lead. From there he went on to work on mobile equipment and then to Black Rock Open Cut before starting in the underground mining school in 1960. He also became involved with the shaft sinking of K57, now called R62.

Ian’s experience of shaft sinking is very extensive, so much so that he has been involved in five major shaft sinks at Mount Isa Mines - A10S (now X41), U62 then P49 and JS3 (at the old Hilton Mine), and K74 at George Fisher. He also spent time in Tasmania working on shaft sinking at the Lake Pedder Project, Gordon River.

If anyone knows the mines like the back of their hands, it’s Ian. Ian has been involved in the majority of the mines’ biggest projects such as the building of the Copper Concentrator (where he was Safety Supervisor), Tailings Dam number 8, FSR Copper Smelter, Mica Creek Power Station and power lines to Hilton, the building of the lead stack in the mid 80s and construction of the Lead Isa Smelt.

One of the highlights for Ian was the building of the Copper Isa Smelt in 1992. “It was a memorable moment; we completed the entire project in two years and did not have any lost time injuries.” The project took 500,000 man-hours to complete.

Ian smiles when he remembers the days of handheld mining in the sub level caves. He recalls the day when his underground crew first got a GD2 Boom Jumbo. They were the first crew to use a jumbo in the difficult and hot ground conditions.

“It was a lot of hard work doing it all manually and we were all very excited to receive the jumbo.

Of course, that was nothing compared to the hydraulic equipment we use today,” said Ian.

Ian’s memory is as sharp as a knife when it comes to remembering the various people that he has worked with, particularly those in his previous shaft sinking teams.

“When you spend 5 years working together in a 7 metre diameter hole, you have to get along and become good mates. There were ten of us in a crew, and of that, eight different nationalities were represented. I’ve worked with some brilliant people and have had some fantastic life experiences during my time with Mount Isa Mines,” said Ian.

Being heavily involved in the Underwater Maintenance and Recovery Squad, Ian spends a lot of time under the water. He has estimated that over the last 38 years he has spent approximately 6.5 months under water! Ian has been the supervisor of the dive squad for the past fifteen years and his role has included maintaining the dam walls at Lake Moondarra and Rifle Creek, completing underwater pipeline maintenance within the water board infrastructure, and undertaking equipment recovery projects.

Ian is proud to have achieved this outstanding milestone and can’t believe that it has been 50 years already.

“I never thought I’d be here 50 years down the track, but I married a wonderful woman 48 years ago and we made our life as we wanted to. The company has been good to me and I’ve enjoyed my time. I believe I’ve done over 130,000 man hours without a lost time injury. That’s something I am very proud of!”

Xstrata Mount Isa Mines would like to congratulate Ian for this fantastic contribution and thank him for his commitment and dedication to the company over the past 50 years. Ian has set a strong safety standard for all employees and we hope he maintains his outstanding safety record in the coming years.
“In 50 years Ian has held a perfect safety record and has never sustained an injury.”
My colleagues don’t know this, but...

Greg Targett
Graduate Accountant, EHM

My colleagues don’t know this, but I played U19s indoor cricket for NSW. Go the Blues!!

My favourite food is my wife’s Vindaloo.

I drive a Tarago, but don’t tell anyone…

The person I most admire is my mum who beat cancer twice and still goin’ strong.

In my spare time I spend it with my three kids and my husband.

My pet hate is supermarket trolleys – they never work!

I can’t live without my coffee (Nescafe Blend 43).

Steven “Locky” Lock
Fitter, Mine Pumping – Mine Maintenance, Mount Isa

My colleagues don’t know this, but I’m fairly certain they know me well enough by now and what they don’t know won’t hurt them…

My favourite food is liver, bacon and gravy (the way mum cooks).

I drive what every man drives, a Turbo Diesel Toyota Landcruiser.

The people I most admire are the guys I work with.

In my spare time I camp, fish, watch sports, and have BBQs.

My pet hate is early morning dog walkers who turn the entire neighbourhood into a barking frenzy…

I can’t live without my bi-monthly pay packet…

Janelle Bulgarelli
Administration Assistant, George Fisher Mine

My colleagues don’t know this, but I love kickboxing and cooking.

My favourite food is anything Italian.

I drive a Ford Futura.

The person I most admire is my mum.

In my spare time What spare time?! I spend it with my three kids and my husband.

My pet hate is people who are false, and don’t say what they mean.

I can’t live without my family.

Kylie Power
Administration Assistant, Bowen Coke Works

My colleagues don’t know this, but I’ve had my photo taken with Hugh Jackman.

My favourite food is roast beef and roast vegies gravy & chips.

I drive a VW – Jetta.

Person I most admire is my husband.

In my spare time I support NRL – St George Dragons.

My pet hate is supermarket trolleys – they never work!

I can’t live without my coffee (Nescafe Blend 43).

Look to the sky

With the formation of the Xstrata Copper unit in January 2004, CEO Charlie Sartain made the decision to reintroduce the use of the old Mount Isa Mines logo for the Mount Isa business. At the time, it had been some six years since the logo had been used. The logo is a composite of the four signs used by alchemists in the Middle Ages to denote the metals copper, silver, lead and zinc. The alchemists had signs for seven metals in all, and it is believed that these symbols had their origin in ancient Babylon, and that they also had astronomical significance.

While the logo had been ‘out of sight’ in Mount Isa for a time, it had never left the skyline of Townsville.

Back in late 60s when MIM House was constructed in Walker Street, the logo was embedded on the side of the building, depicted in copper coloured pebbles.

In recent years the building has been known as Walker House with the logo remaining a constant reminder of Mount Isa Mines’ involvement in the city.

No longer used as an office building, development is underway for conversion of the site to apartments to be known as Altitude. With a completion date scheduled for December 2008, will the logo remain? Only time will tell.
**HELP SAVE THE PLANET**

**THROUGH BEING ENERGY EFFICIENT**

**GREENHOUSE GAS EMISSIONS (TONNES)**

<table>
<thead>
<tr>
<th>Vehicle Type</th>
<th>Emissions (Tonnes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bike or walking</td>
<td>0.0</td>
</tr>
<tr>
<td>Extra person on existing public transport</td>
<td>0.003</td>
</tr>
<tr>
<td>Fuel-efficient car, 4 people</td>
<td>0.042</td>
</tr>
<tr>
<td>Average car, 4 people</td>
<td>0.08</td>
</tr>
<tr>
<td>Large 4WD, 4 people</td>
<td>0.11</td>
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<tr>
<td>Fuel-efficient car, driver only</td>
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<tr>
<td>Average car, driver only</td>
<td>0.32</td>
</tr>
<tr>
<td>Large 4WD, driver only</td>
<td>0.44</td>
</tr>
</tbody>
</table>

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**BENEFITS OF RIDING A BIKE OR WALKING:**
- Individual health benefits
- Bike riding uses minimal fossil fuels and is pollution free
- Cycling 10km each day to work would save 1500kg of greenhouse gas emissions each year
- Transport is the second largest household expense in Australia

**BENEFITS OF CAR POOLING:**
- Reduced travelling expenses and need for a second car
- Reductions in vehicle emissions thereby reducing global warming
- Improving the environment
- Reduced stress in driving to work
- Improvement of employee socialisation

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**Additional tips for being fuel efficient:**
- Keep tyres correctly inflated to reduce drag
- Remove roof racks when they’re not in use
- Drive steadily!
- Reduce speed – if you drive at 90kph rather than 110km/h you will save up to 25% of fuel
- Use the air conditioner sparingly and open a window
- Drive in the most efficient gear – not too low or high
- Keep car weight down and remove unnecessary heavy items

Check out the ABC website at http://abc.net.au/tv/carbon cops/ for more handy energy saving tips

- Scooters are fun!
- Car pool or ride a bike
- Go public if available
- Do the right thing

A good website for choosing a green car is the Australian Government’s Green Vehicle Guide [www.greenguide.gov.au](http://www.greenguide.gov.au)
Xstrata North Queensland celebrated its new 2008 community partnerships in the Xstrata Community Partnership Program North Queensland (XCPP NQ) with a series of luncheons throughout January and February in Mount Isa, Cloncurry, and Townsville.

Due to the success of the program in its initial three years, Xstrata is committing an extra $5 million to its successful community partnership program which is improving services and facilities in the North Queensland communities of Mount Isa, Cloncurry, Townsville and Bowen. This amount includes $2 million in Mount Isa, $1.3 million in Cloncurry and over $1.5 million in Townsville which includes a $1 million commitment to the Queensland Cancer Council’s Townsville Hospice and Palliative Care Centre.

The additional funds will support 37 partnerships from 2008 to 2010 and will bring the combined value of the Xstrata Community Partnership Program North Queensland (XCPP NQ) to almost $11 million dollars over six years (2005 – 2010).

The XCPP NQ, which had its inception in 2005, aims to address the areas of greatest need in the North Queensland communities where the company’s employees live and work. The program addresses six key areas: enterprise and job creation, education, environment, social and community development, health, and arts and culture.

The program’s achievements to date demonstrate Xstrata’s belief that local communities should benefit from the company’s operations both in the short and long term.

“Since 2005 the XCPP NQ has made a huge contribution to North Queensland such as installing computer rooms in local schools, helping to train medical staff, improving medical services, and helping disadvantaged people gain skills and jobs,” Steve de Kruijff, Chief Operating Officer, Xstrata Copper North Queensland said.

Cr Ron McCullough, Mayor of Mount Isa City Council, said Xstrata’s continued investment in local initiatives, programs and projects through the XCPP NQ is testament to the company’s commitment to social responsibility and has helped inspire organisations to greater heights and achievements.

“Xstrata continues to prove itself in the arena of corporate social involvement. Its investment of $2 million alone into our local community is a clear demonstration of a company which lives and breathes its responsibility as a good corporate citizen,” he said.

Betty Kiernan MP, Member for Mount Isa said the program demonstrated Xstrata’s commitment to North Queensland.

“I join all the other beneficiaries of this program, like the kids who are learning IT skills on state-of-the-art computers, local Indigenous women who have found autonomy and a new direction through their involvement in Arilla Paper and people whose lives have been saved by vital medical equipment and well-trained medical staff, in thanking and congratulating Xstrata for the work of the XCPP NQ and its partners,” she said.

Meanwhile, Cr Tony Mooney, Mayor of Townsville City Council also congratulated Xstrata.

“Xstrata’s investment of over $1.5 million into our local community through partnerships in Townsville is a clear demonstration of the company’s commitment to the future of our city and our residents,” he said.

The XCPP NQ supports the company’s investment in the future of its North Queensland operations. In this way Xstrata is working to secure the prosperity and longevity of local jobs, businesses and communities.

Executive General Manager, Xstrata Zinc Mount Isa, Kevin Hendry, said the program’s strength lies in the fact that it directly addresses the areas of most concern to local people, such as quality education for their children, access to medical care and youth employment and training. “A number of our new partnerships have a particular focus on helping local Indigenous people to gain skills, education, confidence and jobs.

“This reflects the fact that our consultation with the community has shown that this group is disproportionately disadvantaged and many Indigenous people are not benefiting from the prosperity the broader community is enjoying. We hope our partnerships will help address this,” he said.
New Mount Isa partnerships 2008-2010 ($2 million):

North West Carers Group
Native Animal Rescue Program

The Laura Johnson Home
Equipment for the high and low care wards

Riverbed Action Group Outreach Service
Burke Street Community Hub

Frank Aston Museum Development Committee
Frank Aston Community Hub

North West Queensland Cultural Heritage Community Council Aboriginal Corporation
Cultural Heritage Education Program

North West Queensland Catholic Indigenous Social Services & Centacare Family Service (Communities for Children)
Breakfast Program and Kitchen/Laundry upgrade at the Brilla Brilla Community Centre

Spinifex College
Junior Campus Multimedia Centre

The Myuma Group
Dugalunji Camp Prevocational training program – Camooweal

University of New South Wales
Riversleigh Fossil Project

Mount Isa Health Service District
Continuation of our inaugural Queensland Health Diabetes Program

Mount Isa Centre for Rural and Remote Health
Continuation of our inaugural SimMan partnership

Arilla Paper Aboriginal Corporation
Continuation of our inaugural Arilla Paper partnership

New Cloncurry partnerships 2008-2010 ($1.3 million):

Cloncurry Shire Council, Main Roads, Queensland Rail
Cloncurry Community and Economic Development Advisor and Tourism Development and Coordination Officer

Greening Australia, Main Roads and Cloncurry Shire Council
Cloncurry Township Beautification Project in Ramsey Street, Chinaman Creek Dam and at Cloncurry Airport

Mitakoodi-Juhnjular Aboriginal Corporation
Mitakoodi-Juhnjular Land Trust Development

Cloncurry State School
Funding for Tuckshop and IT upgrades and improvements

St Joseph’s School
Computer Program

New Townsville partnerships 2008-2010 ($1.5 million):

Lions Club and Cloncurry Shire Council
Shade for Pool and Skate Park

Queensland Health & North Queensland Allied Health
Cloncurry Multi Purpose Health Service

Cloncurry State School & St Joseph’s State School
Provision of musical instruments

Cloncurry Motorsports Club
Funding for support the PCYC Sergeant position to oversee all PCYC programs

Aboriginal Hostels Association Inc & Family and Community Services and Indigenous Affairs
Aboriginal Student Hostel in Cloncurry

The XCPP NQ Bowen Partnership Luncheon
is taking place in early March and an update will be provided in the March issue of Mine to Market.
Calendar

March
1  Isa Race Meeting
2  Clean up Australia Day (all sites)
5  New Starters Induction (Mount Isa)
5  Community Information Session (Bowen)
6  XCPPNQ Luncheon (Bowen)
7  Zinc Anniversary Dinner (Mount Isa)
13–15 Shave for a Cure (all sites)
15  Local Government Elections
16  Curry Day (Cloncurry)
18  Community Information Session (Mount Isa)
19  Refinery Gold Coin Donation Charity Morning Tea (Townsville)
21  Good Friday – public holiday
22  Easter Saturday – public holiday
23  Easter Sunday – public holiday
24  Easter Monday – public holiday
28  Copper Anniversary Dinner (Mount Isa)
29  Welcome to Isa Surface Tour (new teachers and emergency services personnel) (new date)

April
2  New Starters Induction (Mount Isa)
4  Julia Creek Dirt ‘n’ Dust
15–18 Xstrata Mount Isa Mining Expo
25  ANZAC Day – public holiday

May
1-4 Richmond Fossil Festival
3  Gregory Canoe Marathon
3-5 EHM Shutdown
5  Labour Day – public holiday
7  New Starters Induction
16-18 Julia Creek Campdraft
17  Cloncurry Race Meeting

Xstrata JPs

If you have a legal document you need certified or a signature witnessed, Xstrata North Queensland has a number of on-site Justices of the Peace and Commissioners of Declarations.

What do they do?
Xstrata has a number of voluntary JPs who are available to assist staff with certification of documents, witnessing signatures, and swearing statutory declarations of affidavits. Please refer to the internal phone book by typing “JP” in the “Any Site” field for a list of all JPs throughout our north Queensland sites.

Please bear in mind that the JPs volunteer this service, and may be asked to sight several documents per day which can be very time-consuming. We ask that you:

• do not pre-sign your documents
• bring all copies of originals for sighting
• phone ahead to ensure the JP is available to do this in the timeframe required
• have all your documentation in order so that the JP doesn’t have to go through all the paperwork to determine where to sign/what they are signing etc.

Please don’t put the JP in an uncomfortable position by asking them to witness documents that have been pre-signed or arrive without originals for sighting. They will have to advise that they cannot sign it until they view the originals. This isn’t because they don’t trust you. It’s merely because legal requirements must be met to do their job.

Also, if you have a large number of documents for sighting, pre-book this job at a mutually suitable time and please allow sufficient time for this work to be done by your JP.

JPs in the Community
To find out where there are JPs in your community, visit the Department of Justice web site:

SAFETY STARTS FROM A YOUNG AGE
Brooke Topp was January’s winner in Zinc’s Health, Safety Environment and Community (HSEC) monthly calendar competition.
Employee profiles

Jacinta Holland
Geologist, Handlebar Hill
Open Cut Mine

Birthplace: Warragul, Victoria.
Years with Xstrata: 2.
My role at Xstrata involves: sampling/Mapping, Voids Department, Grade Control Department, Geotechnical duties, Safety Representative.
Strengths: Good communication skills.
Weaknesses: Chocolate.
Family: Partner, brother, cousin, friends and my cat.
Favourite TV show/movie: Heroes, Carnivale, Nurato.
Holiday destination of my dreams: The whole of Europe.
Five celebrities I would like to invite to dinner: Vince Vaughan, Will Ferrell, Jennifer Aniston, Hayden Panettiere and Masi Oka.
If I could change something it would be: End the world’s poverty.
Wish for the future: To retire early, own a lot of houses and travel.

Garry Dent
Drill and Blast Coordinator, Ernest Henry Mine

Birthplace: Atherton Tablelands.
Years with Xstrata: 2.
My role at Xstrata involves: working safely and meeting production targets, encouraging others, promoting a team environment, and coordinating the mining development activities.
Strengths: Team player.
Weaknesses: Harleys and Holdens.
Family: Wife and 3 kids.
Favourite TV show/movie: American Chopper.
Holiday destination of my dreams: Travel around USA on a Harley.
Five celebrities I would like to invite to dinner: Steven Segal, Clint Easwood, the guys from OC.
If I could change something it would be: What’s done is done so I try not to worry about things.
Wish for the future: To be healthy and wealthy.

George Fortune
Winder Technician Shafts and Hoisting, Mount Isa

Birthplace: Cloncurry.
Years with Xstrata: 25.
My role at Xstrata involves: performing maintenance and responding to breakdowns in the shafts and hoisting section.
Strengths: Good communicator with a good work ethic and safety awareness.
Weaknesses: Good food and beer.
Family: Married to Angela, three children – Zeke (16), Casita (13), and Rory (10).
Favourite TV show/movie: Favourite TV show – SG1. Movies – Shoot Em Up, Shooter, Mad Max and Star Wars.
Holiday destination of my dreams: Any fishing trips.
Five celebrities I would like to invite to dinner: Kylie Minogue, Mal Meninga, David Boon, Alfie Langer, Mel Gibson.
Wish for the future: Live long and have many fishing trips.

Peter Hall
Senior Metallurgist, Copper Refinery

Birthplace: Townsville.
Years with CRL: 39.
My role at Xstrata involves: Overviewing variables in the tankhouse to ensure the quality of the refined copper cathode.
Family: My wife Keryn, our 3 adult daughters – Emily, Debbie and Tania, 1 granddaughter plus 2 cats!
Favourite TV show/movie: TV – David Attenborough documentaries (e.g. The Living Planet); Movie – Grease.
Holiday destination of my dreams: Catered trekking in New Zealand and Tasmania.
Five celebrities I would like to invite to dinner: David Attenborough, Mick Doohan, Wayne Gardner, Rob de Castella, Anthony Hopkins.
If I could change something it would be: to alleviate poverty in third world countries.
Wish for the future: More grandchildren.

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**BRIDGE BUILDING COMPETITION**

**Registration**

- Registrations will be taken in three age groups:
  - Adults
  - Primary School students
  - High School students

- Teams can register and get further information by contacting Chris on 4744 3012 or chandley@xstratacopper.com.au

- Teams may consist of any number of people, but all members must be within the same age group.

- A person can only register once, and cannot be in more than 1 team.

- The bridges themselves will be registered on entrant’s arrival to the testing site. At least one member of the team must be present at the official testing of their bridge entry.

- Paddle-pop sticks can be supplied if required.

**Judging**

- **Date:** 2nd March 2008
- **Time:** 10:00am
- **Venue:** Transport bay, Lake Moondarra, Mount Isa (under the large shady trees around to the left)
Black Star Open Cut (BSOC) had a strong performance in 2007 with an improved safety performance as the (DIFR) dropped. A highlight of this performance was that no Lost Time Injuries occurred during the year which resulted in the Frequency Rate (LTIFR) dropping to 0.

“This achievement was made possible due to an ongoing focus on safety through the continuous training of the workforce and the development of safety initiatives taken on board by the workers. BSOC as a work group continually strives to identify hazards and control risks thus maintaining a safe working environment.” said Anthony Kocken, General Manager Black Star Open Cut.

The new JTE (Job Task Evaluation) program developed by the Health/Safety & Training Department, Health and Medical services team, external medical providers and the Zinc HR team also played a significant role in obtaining the 12 month result.

A journey of a thousand miles begins with a single step

In January, Ernest Henry Mining was issued a challenge by Queensland Health to compete against other Cloncurry workplaces and improve staff health and fitness.

There are 108 people involved in the 10,000 steps challenge with employees from every EHM department. The majority of contracting firms to the mines are also involved.

The aim of the challenge is to get employees to do as many steps per day as they can (at least 10,000). All participants are issued with a pedometer provided by Queensland Health to keep a record of distance travelled. The challenge starts in early March and runs for 10 weeks.

Each participant’s totals will be added to give the EHM team a total. There will be weekly prizes for the company which has the highest weekly team total.

“I have had a great response site wide. This is a positive step in making our workplace a more active and healthy site,” said Ms Stacey Webb, Health & Safety Vacation Student and Challenge Coordinator.

Please show your encouragement and support for the people involved over the 10 week challenge.

Updates of the challenge will be available in future editions.

Get walking!
The Wetfill Plant within the Mount Isa Copper Operations (MICO) produces cemented fill from Copper and Zinc-Lead Concentrator tailings (waste solids streams). The tailings are mixed with cement (6% by volume) to increase the strength of the fill, and the fill is then used to stabilise voids left by underground mining activities.

Surface stockpiles of granulated slag, produced from historical smelting operations at Mount Isa, have properties that allow them to replace up to 50% of the cement used in fill production. However, the granulated slag must be ground to less than 40 microns (0.04mm) in diameter to develop the required properties. In order to grind the granulated slag, a Slag Milling Plant was constructed within the Copper Concentrator.

The Slag Milling Plant, which has the capacity to process 20 tonnes of slag per hour, was successfully commissioned in March 2007 and operates for eleven days per month to meet cement placement targets.

Plans to expand the plant to increase capacity and allow residual copper to be recovered from slag are underway, with completion scheduled for early 2008. This expansion will potentially allow all Copper Smelter slag streams to be reprocessed through the copper concentrator, to extract residual copper, once it has been ground at the Slag Milling Circuit.

This project is a good example of Xstrata Copper’s innovations and environmental improvement in using a waste stream as a resource. In addition to reducing the cost of fill production through reduced consumption of cement and increasing the amount of copper extracted by reprocessing slag stockpiles, the project is also assisting in reducing Mount Isa Mines’ closure liability. At completion of operations, there will be fewer stockpiles of waste materials that need to be capped and remediated, which is a great environmental outcome.

Twenty two geologists from Xstrata Copper Exploration, EHM, and MICO, attended the recent EGRU (Economic Geology Research Unit) geology workshop held from January 29 to February 1 at the Exploration Office in Mount Isa. EGRU researchers from James Cook University also attended the workshop. They included Dr Nick Oliver, Dr Leo Feltrin, Dr Tom Blenkinsop, Dr Brian Rusk, Dr Mike Rubenach, Dr Rowena Duckworth and Dr John Walsh from CSIRO.

The workshop was designed to give exploration and mine geologists a broad overview of the geology of the Mount Isa Inlier with particular emphasis on hydrothermal systems and Copper Ore Deposit Models.

Overall, the workshop was very successful and the final two days were dedicated to drill core reviews of recent 2007 exploration drilling, and an underground tour of Mount Isa’s Copper Mine.
Laser Alignment

Did you know that shaft misalignment can be the cause of almost 50% of all down-time in rotating machinery? For mines, this could mean that 50 per cent of all failures in any conveyor, fan, or pump drive are a direct result of shaft misalignment.

Shafts are used to connect items of rotating machinery such as motors, pumps, gearboxes, couplings and conveyors. To increase the operating life span of rotating machinery, their connecting shafts must be aligned. Optimised shaft alignment ensures the smooth, efficient transmission of power from the motor to the driven equipment. Incorrect alignment produces excessive vibration, noise, bearing and coupling temperature increases, and premature bearing or coupling failure.

Shaft misalignment can be a reason for bearing, shaft or seal failure, coupling wear, overheating, energy loss or high vibration. Measures need to be taken to ensure drive shafts are aligned with the best skills and equipment available. Laser aligning equipment is a modern alignment method, coupled with high accuracy, and reduced time taken to ensure alignment.

In the past, shaft alignment has been achieved using dial indicators and feeler gauges which require considerable skill from tradesmen and is very time consuming. The use of laser (Light Amplification by Stimulated Emission of Radiation) has simplified the task, improved the accuracy and enabled the time taken to perform an alignment to be considerably reduced.

Laser alignment equipment generally consists of two laser transmission and detector units, and a display unit. By connecting the transmission and detector units to the shafts to be aligned, the display unit is able to provide information about shaft offset, angular deviation, a combination of the previous two, or an unstable machine mounting. Once connected to the shafts, the position of the projected visible laser light is determined by the detectors, and then analysed by the display unit to visibly display the misalignment. Apart from misalignment details, the display unit can also provide detailed information about the required adjustments.

SKF instructor Paul Dempsey, second from right, demonstrates Laser Alignment techniques to Will Draffen, Graeme Clement, Wes Yip, and Jeff Malua

On site, numerous staff have been trained in laser alignment techniques, and are able to apply their skills using current laser alignment equipment. To further add to the laser alignment resource, Mount Isa Copper Operations (MICO) engineering technical staff completed a familiarisation course in laser alignment techniques. The course has enhanced their knowledge of the techniques and will enable them to assist in the provision of laser alignment knowledge and skills throughout MICO.

It is important to minimise overheads involved in mining operations and laser alignment technology has a wide application to help this. It is not just for critical assistance in setting up equipment right the first time, but also has additional benefits to equipment life, operating costs, and productivity.

Thank you to Graeme Clement, Senior Reliability Engineer - MICO Engineering for his contribution.

On the move

Jacqui Jeffries has moved from Purchasing Officer to Contracts Advisor at GFM

Sean Buxton is new Manager Mine Technical Services, EHM

Bianca Peterson is the new Contracts Officer for Townsville

Jason Sargent has been promoted to Operations Superintendent GFM North

John Loader has moved to Mine Production Manager, MICO
New section of George Fisher Haul Road fully operational

The newly constructed George Fisher Haul Road Diversion was officially opened on 14 February 2008. The road forms an extension to the present George Fisher Haul Road which was constructed for the transportation of ore from George Fisher mine to the Mount Isa Zinc Lead Concentrator. However it has recently undergone a significant change to allow for the expanding boundaries of Xstrata Zinc’s new Handlebar Hill Open Cut (HHOC) mine.

Mr Jeff Moncrieff, Mine Manager of HHOC, said that the road was constructed by Road Tek over a twelve week period following a rigorous design and risk assessment process. “As safety is Xstrata Zinc’s number one priority, it is necessary for these very long and heavy trucks to use the specially constructed mine haul road to separate them from other mine traffic,” he said.

The people who helped to make the haul road a reality attended the official opening to witness the passing of the first road train.

The 1.7 kilometre haul road diversion will see a number of five-trailer road trains carrying up to 300 tonnes of ore from both GFM and HHOC mine travel along it daily.

Pictured L to R: Steve Dubois, Projects Supervisor; Peter McCarthy, Road Tek; Jeff Moncrieff, HHOC Mine Manager; Gerry Hayden, Road Tek; Reni Setianingrum, Contracts Advisor; Melanie Nicolosi, Road Tek; Graham Davis, Superintendent of Backfill; Leigh Neindorf, Manager Mine Projects; Geoff Hender, Mine Manager GFM; Logi Lokanantham, Road Tek, and Markus Metsala, BIS Project Manager.
Another successful intake of students in the 2007/2008 Xstrata Vacation Program has come to a close. Sixty nine students were recruited from all over Australia for a three month work experience program, offered at Xstrata’s north Queensland copper and zinc operations.

The Vacation Program was designed with the aim of providing students with experience in the industry, life in regional communities, and to develop valuable skills necessary to succeed in their careers within the mining Industry. It is an integral link to Xstrata’s Graduate Development Program, which recognises that core disciplinary skills are a critical part of their career development.

The placements were offered in a range of disciplines from Mining and Surveying; Civil, Mechanical and Electrical Engineering to Geosciences and Metallurgy, as well as Health and Safety, Accounting, and IT. The program offers a supportive environment and a constant learning curve to put skills into action. First, second, third and fourth year students across this broad range of disciplines took part in this year’s program.

The students attended a welcome lunch with senior managers and the north Queensland Human Resources Team in November last year.

Many of the students were working throughout the Christmas break where they were invited to an orphan’s Christmas Lunch, organised by Sue Wicks, Human Resources Advisor, Graduate Recruitment (aka Vac Mum).

“The feedback from the vacation students has been very positive,” said Sue. “They are enjoying life in the outback; there is a great team atmosphere and students are definitely supporting each other. They have been working hard and keeping busy, and are keen to earn a decent income while they learn how to put their university theory into practice.”

As part of their on site experience, the Vacation Students from Mount Isa Mines were given a tour of Ernest Henry Mine in Cloncurry. Likewise the EHM students were invited to Mount Isa to go on an underground tour of the copper mine.

During the three months stay, students were able to experience life in a mining town as well as first hand experience in the mining industry and in such a diversified mining operation such as Mount Isa Mines.

Jessica Lea, a third year geology student from Queensland University of Technology, started in the geology department at Black Star Open Cut Mine at the start of December.

“The program definitely exceeded my expectations. I particularly liked the nine day on and five day off roster as it gave me a good chance to experience shift work and enabled me to experience the Mount Isa lifestyle and explore the surrounding region. I am definitely keen to come back up next year,” said Jessica.

Another student, Stacey Webb from the Health and Safety team at EHM, who is in her final year of study for a Bachelor of Nursing at the University of Queensland, said that the exposure in the mining industry has been invaluable.

“I have learned a lot over the past three months. It is very different to university! The people I work with have been fantastic and I have managed to learn so much about the mining industry, and particularly health and safety practices within such a complex industry such as mining,” said Stacey.

“I have enjoyed being able to put my knowledge and skills which I have learnt from university, into practice here at EHM,” she said.

“I am confident that many of this year’s students will be back for further Vacation Work or as part of the Graduate Program in the coming years,” added Sue.
Stressed?

Stress is known to many of us as the feeling we get when our body prepares itself for a challenge that sometimes we don’t feel we can meet. Stress can be related to personal relationships, family, and work. Stress is good for you…most of the time… Stress isn’t necessarily always bad for you as it can help to motivate you and help you to work at your peak performance. However, stress can affect your health if it is constant or begins to interfere with your day to day life. Signs that stress may be affecting your life include:

- Physical signs such as tense muscles, headaches, sweating, urination, fatigue, and changes in bowel habits.
- Emotional signs such as feeling negative, depressed, anxious, reduced pleasure in life, and loss of confidence.
- Other signs include decreased judgement, loss of concentration, and difficulty in making decisions.
- Behavioural signs such as inability to unwind, changes in appetite, and eating patterns such as eating too fast.

So how do you manage stress?

- Get active – physical activity can help reduce the tension in your muscles and can allow you time to think and feel better.
- Try to create a balance in your life – learn to say ‘no’ more often to make more time for yourself and things you enjoy.
- Look at how you can manage your time better and prioritise tasks – breaking large tasks into smaller ones shows you how achievable the problem is.
- Accept that you cannot control everything in your life – take a step back from your problems and focus on the things you can change.

Many people are perfectionists. Try to make your standards more realistic and accept that not everything will go right all of the time.

Try to look at the bigger picture. Will the problem matter to you in the longer term? If the answer is no, you know it is time to move on.

Seek help from a counsellor for relationship problems.

More information:
- Your Doctor
- Beyond Blue 1300 252 4636 www.beyondblue.org.au
- Lifeline 13 14 11 www.lifeline.org.au
- Relationships Australia 1300 364 277 www.relationships.com.au
- Sane Australia 1800 18 7263 www.sane.org

Ken Ryder retires after 30 years of service

Ken Ryder

Ken was born in Charters Towers and commenced work with Mount Isa Mines just over 30 years ago, in September of 1976.

Prior to starting with the mines, Ken was employed by TF Woollan and Sons as a Carpenter/Labourer. He also worked as a Plant Operator, operating tractors, loaders, dozers and trucks at McKinlay Shire Council. When he transferred to the mine, Ken initially started working as a truck driver and has since worked in the Lead Mine as a Timberman.

Needless to say, Ken believes that his most memorable moment at the mines was working in the lead mine for all of those years; the people he met there and worked with.

“He is a very reliable and self-sufficient worker, always fixing issues underground and assisting others to achieve their tasks. He will be sorely missed and is taking a lot of knowledge and experience with him,” said Greg Fanti, Ken’s former boss at the lead mine.

Ken says that the one thing that he has learnt over his working career is to be able to get along with all sorts of people. “I met a lot of good people from many countries over the years. If I had never come to work at the mines, I probably wouldn’t have gotten to meet so many different people,” he said.

“I would like to acknowledge the following people who have had a huge impact on my life and career over the past 36 years: Michael Holmes, Bryony Andrews, Nick Slade, Jamie McLauchlan, Greg Fanti, John Loader, Bill Dearing, Gundy Hammond, and those who no longer work here; Hans Jenke, Trevor Hood (good foreman), Tim Hennessey, Arthur Egan, Ian Sheppard, and Gary Varley.”

Ken and his wife, Janice, have two children. Ken is heavily involved in Black Star Junior football and in his spare time enjoys a punt at the Saturday races. As for retirement, Ken plans to kick back and relax at Airlie Beach, do some fishing, and go for have daily walks along the beach. He is also hoping to get out on the reef when he can.

Ken says that the one thing that he will take away with him from his time at the mines are a lot of great memories and good times. “The mine has allowed me to set myself up for the rest of my life,” says Ken.

Xstrata extends their congratulations and appreciation of Ken’s outstanding achievement and contribution to Mount Isa Mines over the past 30 years.
For sale

Mazda Bravo SDX Crew Cab, Oct 04, white, ARB canopy, A/C, B/B, D/L, UHF, 55k km, V good cond, $28,000 ono. Ph. 0407 134 062.

Quality bedroom/lounge room furniture hardwood and steel inlay queen size bed and mattress $750, matching hardwood full length mirror $300. Blue 3 pce sofa $400, wood opium coffee table $80, 2 woollen patterned rugs $60 each. Hoop pine hand crafted entertainment unit $800. Ph. 0410 337 018 or 4743 4272.

New bunk bed $100, double pram $100, pink high chair $30, 2 x single prams $30 & $50. All excellent condition. Ph. 0430 172 005 or 0430 172 004.

5 piece dining set, classic, round, $250. Ph.4749 4437.

Coin operated pool table & accessories $2500 ono. Large bar $2000 ono, kitchen buffet $1200 ono, 3 pce lounge $600 ono. Ph. 0430 172 005 or 0430 172 004.

2005 Viva hatch – silva, manual, p/s, a/c, 19,000 kms, rego till June 08. $14,000 neg. Ph. 4743 4221.

1979 BJ40 Landcruiser S.W.B front and rear diff locks – near new M/T tyres, 3 ltr diesel motor, engineered for 50FT top go anywhere... 5 new tyres and split rims Dunlop roadgripper, 7.50R 16 off landcruiser $500. Ph. 0438 337 413.

Angelcare sound/movement monitor $50, love n’ care pram, reversible handle $90, halo with stand for cot/bassinet $20, baby sling, navy, as new $30, baby bath with foldable stand $10. Ph. 4749 0565 after 5pm.

Trailer 7 x 4ft 500mm deep sides with 800 high cage unregistered $1100 ono. Sterilizer, lindam electric steamer, suits all size bottles teats and breast pumps $30, baby bath and boys baby clothes, as new $20. Woollen underlay, suit king bed $50. Ph. 4743 4241.

Viscount Aerolite pop top caravan good condition $5000. Small quantity of corrugated roofing iron $20, small quantity of 6 inch concrete blocks $10. Ph. 4749 1433 or call at 17 Delacour Drive.

Congratulations

Congratulations to Adam Housden (Enterprise Development) and his wife Megan on the birth of their baby boy Bailey, born in October of last year.

Robert Harvey (Auxilliary Plant Attendant at Mines Power Station) and his wife Diann welcomed their new son Nicholas into the world on 23 Dec 07. Nicholas weighed in at 7lb 8oz.

Wanted

Toyota wheel rim, steel, to suit 100 series GXL, IFS, Ph. 0407 134062.

Swingset in good condition, ph 4749 0565 after 5pm.

Looking for Fisherperson/s to complement a trip to the Sir Edward Pellew Group (Borroloola, NT). Will be camping on North Island 3rd May to 23rd May 2008. For further information please call mobile 0429 977 260.