MINE TO MARKET

Zinc Lead Concentrator and R62 Shaft celebrate 50 years of operations

Collaboration between north Queensland sites brings operational benefits

Historic MIMAGs rediscovered online for everyone to enjoy
OPERATIONS
Zinc Lead Concentrator and R62 shaft celebrate 50 years .......................... 1
Digitisation of the original Mine to Market magazine, the MIMAG ..................... 4
Pasar employees get hands dirty in outback Queensland .......................... 6
Shared resource and expertise results in safe re-brick of anode casting furnaces ...... 7
Slag campaigns boost productivity ........................................ 15
GFM camp decommissioned ........................................ 18
Housing project helps sustainable push for residential staff ....................... 19
SAFETY
Ernest Henry awarded for safety innovation ........................................ 5
George Fisher Mine’s emergency response put to the test .......................... 8
Safety demonstrations making an impact ........................................ 9
George Fisher Mine Leads with Safety at Industry Conference .................... 20
‘Safe Teams’ reframes the way we think about safety ................................ 21
COMMUNITY
Rodeo season in the north west ........................................ 10
Glencore helps launch a world of imagination in Townsville ...................... 24
Community Groups benefitting from our Community Assistance Program .... 26
Survey respondents win a Fitbit ........................................ 30
Ernest Henry provides a lesson away from the classroom .......................... 31
OUR PEOPLE
Glencore proud to announce new gender diversity scholarship .................... 14
Kyle Buckoll’s story ........................................ 17
Indigenous Employment Program keeps delivering opportunity .................. 25
ENVIRONMENT
Environmental Initiative: Outback Snake Awareness .................................. 22
HEALTH
The Greatest Wealth is Health ........................................ 32
NOTICES
Announcements, For Sale, Wanted, Calendar of Events .......................... 33

From the COOs
In August, Glencore announced it had entered into a long-term agreement with Evolution Mining for a stake in our Ernest Henry Mining operation.

The $880 million deal entitles Evolution to 100 per cent of Ernest Henry’s gold and 30 per cent of its copper and silver production. The partnership between Glencore and Evolution is strategic, however the day to day operations at Ernest Henry will remain the same with Glencore retaining the controlling interest. We will continue to operate in the same safe and productive way that we have in the past.

Another important aspect of this partnership is the agreed commitment by both parties to invest in future regional acquisitions and exploration activities in the region surrounding Ernest Henry.

This deal endorses Ernest Henry’s reputation as a world-class operation and places it in the spotlight for being one of the lowest cost copper-gold mining operations in Australia. Ernest Henry remains a key asset for Glencore and an important contributor to our north Queensland operations.

August also saw the annual Queensland Mining Industry Health and Safety Conference Innovation Awards. Held on the Gold Coast, delegates representing our copper and zinc north Queensland operations attended to showcase innovation submissions and the delivery of safety papers.

Congratulations to the Ernest Henry team who were awarded the Highly Commended trophy for their Simba Longhole Drill Rod Handling Tool innovation. A second innovation from Ernest Henry, the Borehole Deviation Survey Device, also made it to the top 10 finalists in the innovation awards. Our George Fisher Mine operations also shared the positive changes implemented in the past two years to improve safety culture by Leading with Safety.

September 2016 marks a significant milestone for major infrastructure at Mount Isa Mines with our K57 shaft, now known as the R62 shaft, and Zinc Lead Concentrator celebrating 50 years since their official opening. The construction of this infrastructure was an important phase in Mount Isa Mines’ history and both the R62 shaft and Zinc Lead Concentrator still play critical roles for our current operations.

Glencore has officially entered the world of social media after launching profiles on Twitter, LinkedIn, Facebook and Instagram. Over the past decade, the way in which we interact has changed and social media has brought about a fundamental shift in communications. Through these platforms, we want to give our employees and external stakeholders better and direct access to our operations so we can share our stories to the world. We encourage you all to visit our new social media profiles and start following Glencore.

Glencore’s Chief Operating Officer for North Queensland, Mike Westerman, and Chief Operating Officer for Zinc Assets Australia, Greg Ashe, are pictured above.
When the Zinc Lead Concentrator and K57 shaft were officially opened 50 years ago, it was the biggest industrial inauguration ever seen in Queensland, part of a $130 million expansion program and marked one of the most important phases in Mount Isa Mines’ history.

Today the Zinc Lead Concentrator is still making its mark, having produced 478,169 tonnes of zinc metal in 2015, supporting 345 employees and contractors, while operating at eight million tonnes per annum capacity last year.

The K57 shaft received a change of name to the more familiar R62 shaft and today is used as a man and supply shaft to transport our workers underground and to supply material for the operation of the underground copper mine.

When commissioned in 1966, the R62 Main, R62 Skips and Auxiliary Cages had a hoisting speed of around 914 metres per minute or 15 metres per second. It has a diameter of around 7 metres, a depth of around 1,081 metres with a capacity of 26 tonnes or 92 men per deck in its two decks.

As employees celebrated the 50th anniversary of the commissioning of the Zinc Lead Concentrator and R62 shaft in September, we also look back at a time in Mount Isa Mines’ history which helped to cement Mount Isa’s place in the history books.

Fifty years ago, despite being Australia’s largest mill that crushed and floated both copper and silver-lead-zinc, and with Mount Isa Mines growing at such a fast rate, the treatment plant needed to grow in order to treat larger quantities of ore.

A second mill, known as the No. 2 Concentrator was built to treat silver-lead-zinc, and along with the 58 metre high headframe of the new K57 shaft, they were officially opened by the Premier of Queensland, the Hon. Sir Frank Nicklin alongside Mr George Fisher, Chairman of Directors on 6 September, 1966.

More than 800 local, interstate and international guests were brought on-site, seated in purpose-built grandstands for the opening ceremony, with an opportunity to tour the new plant later that day.
That evening, Mount Isa Mines hosted a community variety concert at Krutt schnitt Oval for more than 5,000 people, concluding with a spectacular fireworks display.

At the time, the Hon. Sir Frank Nicklin, Premier of Queensland referred to the immense role that Mount Isa Mines played in the Queensland and Australian economy saying the projects were symbolic of the fantastic development that had occurred in Mount Isa.

Today, Mount Isa Mines continues to be significant both for Queensland, and globally, as a producer of metals vital to industry worldwide.

Fran Burgess, General Manager Processing for Glencore’s North Queensland Zinc Assets says our former mine executives had great foresight to invest millions into infrastructure that would endure the test of time.

“In the 1950s Mount Isa Mines was the largest mining company in Australia and was Australia’s largest single creator of income, and their vision to invest in this expansion project is still reaping rewards, 50 years on,” Fran says.

“I’m immensely proud to be part of a renowned and prosperous mining company that has a 93 year mining history, yet still a life of mine to at least 2030 for our Zinc assets.”

Mike Westerman, Chief Operating Officer for Glencore’s North Queensland Copper Assets Australia says the R62 shaft has proven to be a valuable piece of infrastructure that has improved efficiency and safety within our operations.

“As the shaft infrastructure reaches this 50 year milestone, it continues to play a vital and enduring role within our operations, enabling us to exceed our production targets,” Mike says.

“We’re proud to be celebrating this milestone and will continue to invest in the R62 shaft by upgrading the winder and control system to improve reliability of the winder to ensure its longevity.”

Zinc Lead Concentrator and R62 shaft celebrate 50 years (continued)
Above: The K37 shaft and Zinc Lead Concentrator in 1966

The Zinc Lead Concentrator in 1966
Digitisation of the original Mine to Market magazine, the MIMAG

Nearly 300 editions of Mount Isa Mines’ original monthly magazine, known as the MIMAG, have been digitised by the National Library of Australia to its online digital resource known as Trove.

Commencing in 1947 and continuing through to 1996, the 299 editions of the MIMAG provide a wealth of information on Mount Isa Mines’ business performance, activities, events and colourful history, now preserved digitally for posterity.

They tell the stories of highlights and challenges faced by Mount Isa Mines, how it weathered technical, financial, geographical and industrial difficulties to become an iconic mining company.

The early magazines covered social engagements, reviews of Mount Isa’s geology and topography and the descriptions of mining and extraction processes.

But as the company and city were growing, MIMAG’s external readers grew simultaneously, allowing it to change course to cater for a broader readership.

Formerly compiled by part-time journalists of the Electrical Department, a switch of editorial staff to the Community Relations Department paved the way for an all-feature magazine, targeted at an external audience.

While an in-house journal known as MINews was printed to cater for the internal news, covering births, marriages and social occasions.

By 1966 MIMAG had developed into a mature publication with a clear editorial direction, a balance between people and operations, and was distributed not just in Mount Isa, but also in subsidiaries at Townsville, Scottsville, Brisbane, Sydney and London.

Over the years, MIMAG documented the construction of new infrastructure such as the Copper Refinery in Townsville, the creation of Lake Moondarra, the inauguration of the No. 2 Zinc Lead Concentrator and the K57 shaft, the bulk loading facility for zinc concentrates in Townsville and McArthur River’s lead-zinc deposit.

The Mount Isa golden jubilee edition of MIMAG in 1973 reviewed the first fifty years of Mount Isa and the company, and was reprinted by Australia’s metropolitan newspapers, reaching a national audience.

A 50th anniversary special edition was produced to reach every shareholder and newspaper in Australia, which was subsequently reprinted on several occasions with a massive 120,000 copies produced.

In 1996 the MIMAG was replaced by the Mine to Market magazine which continues to be one of the company’s key tools to regularly keep in touch with stakeholders and employees.

To access MIMAG online, go to: nla.gov.au/nla.obj-302106893
Ernest Henry Mining (EHM) was pleased to accept the Highly Commended trophy at the annual Queensland Mining Industry Health and Safety Conference Innovation Awards held on the Gold Coast on the evening of 16 August.

The health and safety conference is one of the largest in the southern hemisphere and is an initiative of the Queensland Resources Council, Department of Natural Resources and Mines, Simtars, the Construction Forestry Mining and Energy Union, and the Australian Workers’ Union. It provides an opportunity for industry leaders to share knowledge, best practices and learn about emerging technology to ensure all workers make it home safely at the end of every shift.

EHM had two innovations listed as Top 10 Finalists in the awards, but it was C Crew’s Simba Longhole Drill Rod Handling Tool that was recognised with a Highly Commended for its contribution towards improving safety in EHM’s underground mine.

Neil Beavis, Underground Development Superintendent explained how the tool reduces manual handling and associated muscle strain type injuries, when he presented the innovation to the 580 conference delegates in attendance.

“We operate up to three long hole drills at EHM and operators are often required to add rods to the drill string or replace broken rods in the field,” Neil said.

“In the past this involved carrying a 40 kilogram drill rod up a ladder before lifting it into the drill carousel by hand. Several operators experienced soft tissue injuries to the shoulder or neck, so four of our employees explored a number of alternatives to make the process safer, eventually designing and fabricating the Drill Rod Handling Tool.

“The tool fits easily and quickly onto the drifter of the unit when required and it uses the existing rod handling system on the machine to perform the task, making the whole job a lot safer.”

The tool has been fitted on all three production drill rigs at EHM and there have been no injuries associated with the changing of rods on these rigs since it was implemented.

Aaron Harrison, Underground Mine Manager is extremely pleased with this result.

“The safety of our workforce is paramount and we encourage the entire team to identify and implement improvements to make our workplace as safe as it can be,” Aaron says.

“I’d like to congratulate everyone involved on their efforts to develop ideas from the operating environment into solutions that have achieved real improvements to safety in our underground mine.

“This is achievement enough, but to then have two of our safety innovations in the Top 10 at these awards and the Drill Rod Handling Tool recognised with a Highly Commended, is testament to our underground workforce.”

The Drill Rod Handling tool was developed by Luke Smith, Operator, Chris Fey, Boilermaker, Sam Powell-Thomas, Diesel Fitter and Darren Saunders, Supervisor.

The second innovation presented by EHM at the Conference was the Borehole Deviation Survey Device, or LTDZ-2000, developed by Luke Juillerat, Production Supervisor, Dan Flanagan, Boilermaker, Tim Purvis, Mining Engineer and Zao Liu, Mining Engineer.

Both innovations were also recognised at the North West Queensland AusIMM Branch third annual Regional Mining Conference held in late August in Cloncurry, with the Drill Rod Handling Tool taking out first place in the Safety Awards and the Borehole Deviation Survey Device winning the Innovation Award.
Recently, four employees from Glencore’s Pasar operation joined the vulcanising team at Mount Isa Mines for five weeks of intensive on the job training, learning from some of the best in the business.

Pasar is the sole copper smelter and refinery in the Philippines. The operation is located on the coast and even has its own port facilities. With around 100 conveyors in operation across these facilities, a need was identified for in-house competent vulcanisers capable of splicing steel cord and fabric conveyor belts.

Conveyors are the life blood of any operation; from the moment the ore is mined, processed and smelted, it passes on a conveyor belt. In order to keep conveyors running and maintained, expert vulcanisers are needed.

Some of the management team at Pasar are former Mount Isa Mines employees. With an intimate understanding of our operation they draw upon our skills and experience to improve the reliability of their conveyors and have their employees trained in conveyor belt splicing.

Jack Leahy, Vulcanising Supervisor explains with almost 100 years of knowledge contained within Mount Isa Mines’ vulcanising crew, we are in an excellent position to train people in this unique skill.

“With only five weeks available, working six days per week, the best training method was hands-on practical, repetitive splicing and vulcanising under the supervision of qualified tradesmen,” Jack says.

“Utilising our skills to benefit other Glencore operations is a practical way we can value add to the broader business.”

Andre Cabrera, Shift Manager, Pasar says he and his colleagues were pleased for the opportunity to visit Mount Isa Mines and learn more about vulcanising, a timely exercise given a new vulcanising press was recently purchased for the operation.

“At work we are ‘Jacks of all trades’, conducting general maintenance activities across our pumps, mills and other critical equipment, and now we get to go back home with an additional and practical skill,” Andre says.
In August, Glencore's Copper Refinery in Townsville safely completed a re-brick of the anode casting furnaces with help from Mount Isa Mines. The re-brick involved a complete reline of the anode holding furnace and a minor reline to the shaft furnace, which involves demolition and removal of the existing brick work to allow new bricks to be installed.

Traditionally, anode casting operators used jackhammers to demolish the lining of the furnace, brick by brick.

This time around, the Refinery worked closely with the Mount Isa Mines Copper Smelter team and secured the loan of a Brokk 100, a remote controlled piece of machinery with a rock breaker attachment. Additionally, experienced operator, Ian Nathan, Refractory Maintenance Technician at Mount Isa Mines lent his expertise to complete the work safely and on-time.

Bruce Hall, Anode Casting Supervisor says the advantages of using the Brokk 100 is two-fold.

“This machinery eliminates the need for operators to enter the holding furnace during the demolition process, thereby reducing the risk of manual handling injuries from operating jackhammers and exposure to old brick work,” Bruce says.

“In all, the process was extremely successful in reducing the safety risk to anode casting operators and we would like to thank Ian and the Copper Smelter team for their assistance.”
Mount Isa Mines’ George Fisher underground operation was recently tested by the Department of Natural Resources and Mines (DNRM) on its ability to respond to a controlled emergency management exercise.

The exercise took place on 30 August 2016 in consultation with DNRM and other external emergency service agencies to assess and improve George Fisher’s preparedness for a major emergency.

DNRM created the scenario of recovering an injured worker from the underground mine to test the deployment of our Mines Rescue Team as well as the underground workforce’s ability to wear self-contained self-rescuers and safely evacuate to fresh-air bases.

A team of assessors for the exercise were drawn from DNRM, Simtars, Queensland Mines Rescue Service, University of Queensland and two other underground metalliferous mines.

Denis Hamel, Executive General Manager of Glencore’s North Queensland Zinc Assets says this was a valuable exercise to not only test our preparedness for a major emergency but to also identify opportunities for improvement.

“Operating a safe mine is our first priority and our ability to respond to a major emergency is equally important,” Denis says.

“This exercise allows us to safely test our procedures, facilities and strategies in a managed and controlled environment to ensure the workforce knows what to do in an emergency situation and we have the resources required.

“This is the first time such an exercise has been conducted in an underground metalliferous mine in Queensland and we are proud to have been selected by DNRM to participate.”

DNRM is currently preparing a report containing the findings and learnings from the exercise which will be distributed to industry and available on their website.
Over recent months there has been a sustained focus on dropped and falling objects across our north Queensland copper processing operations, in an effort to promote awareness and to eliminate incidents that have the potential to cause serious injury.

‘Falling Objects’ was the first of a series of safety campaigns launched over a 12 week period. The campaign involved several presentations including a talk by an employee who personally witnessed a fatality due to a falling object.

An onsite falling objects demonstration facility was built at Mount Isa Mines to allow processing personnel to safely witness the consequences of objects falling from height.

The workforce was able to safely see and hear the damage caused when objects used every day on the job are dropped from height.

The demonstrations improved the teams’ awareness of the level of risk and heightened appreciation of the need for strong controls to prevent objects being dropped in the workplace.

This initiative received runner up for the Safety Award at the recent North West Queensland AusIMM Branch’s 2016 Safety and Innovation Awards.
Rodeo season in the north west

Winter means one thing when you live in the north west – it’s rodeo time!

Each year Mount Isa Mines and Ernest Henry Mining support events that our communities enjoy, and this year’s rodeo festivities attracted Australia’s top cowboys and cowgirls along with tens of thousands of rodeo fans to our region, helping to keep our communities vibrant.

The rodeo season kicked off on the last weekend in July with the annual Quamby Rodeo drawing travellers and locals to the remote grounds 45 kilometres north of Cloncurry for a true bush rodeo experience. The rodeo action then moved on to Cloncurry the following weekend, with the Ernest Henry Mining Curry Merry Muster Festival providing something for everyone throughout the four day festival.

The Street Parade and Family Fun Night, Bush Poet’s Breakfast and Teddy Bear’s Picnic were all popular leading into the weekend and then more than 6,000 spectators and 400 competitors from across the country streamed through the gates for the rodeo.

The competition was equally fierce in this year’s Mount Isa Mines Rotary Rodeo with over 645 nominations and a prize pool of $230,000 in cash and buckles, with competitors from Australia, New Zealand and the United States competing for the coveted title.

Thousands of rodeo-goers watched a spectacular day of finals action with the famous Isa Rodeo buckle taken home by champions including Fred Osman and David Worsfold who tied for the Open Bareback.

Nine year old cowboy from Doomadgee, Peter Gordon Junior won the crowds hearts with his poddy ride and hat-wave when he won the Poddy Ride final.

The week-long festivities for Mount Isa provided fun for the whole family with a jam-packed program of events including the Isa Rodeo Queen Quest Ball, Isa Street Festival, Zonta Bush Poet’s Breakfast, Mailman Express, Mardi Gras Street Parade, and a sideshow alley with the free Ashton Circus show and workshop.

A band of Superheroes from Mount Isa Mines protected our planet during the Friday night Mardi Gras street parade with a spectacular float, taking out the Best Commercial Float.

Natalie Flecker, Isa Rodeo Manager says she was ecstatic with how successful this year’s rodeo was, but says once again it was a tough time for the cowboys and cowgirls in the arena.

“Our cowboys and cowgirls brought their best ability, but the stock certainly matched them,” Natalie says.

Rounding out the season, the Sedan Dip Races, Rodeo and Campdraft towards the end of August saw a good crowd gather 100 kilometres north of Julia Creek for another entertaining outback weekend.
Ernest Henry Mining’s entry in the ‘Rodeo Royalty’ themed Street Parade at the Curry Merry Muster Festival

Flying out of the chute at the Curry Merry Muster Festival rodeo

Around 60 people attended this year’s Bush Poet’s Breakfast at Cloncurry Unearthed

Ernest Henry Mining Open Bull Ride presentations at Cloncurry

Cowboys in the backyard preparing to ride at the Curry Merry Muster Festival

Defending Champion Dan Turnbull in the Local Station Buck Jump

Keith Douglas, Curry Merry Muster Festival President shared one of his poems at the Bush Poet’s Breakfast

Ernest Henry Mining’s entry in the ‘Rodeo Royalty’ themed Street Parade at the Curry Merry Muster Festival
Katie Volhand in the Junior barrel racing

Mount Isa Mines won the best Commercial float at this year’s Mardi Gras

Ernest Henry Mining Open Bull ride in full swing at Sedan Dip Rodeo

The competitors pause for Advance Australia Fair

Mount Isa Mines won the best Commercial float at this year’s Mardi Gras
Miss Rodeo Australia Katy Scott

Nine year old cowboy from Doomadgee, Peter Gordon Jnr won the Poddy Ride final

Captain America and Miss America protecting our planet

Sidney Chaplain enjoyed the face painting corner at the Teddy Bear’s Picnic

The crowd enjoying the women’s barrel racing

Captain America and Miss America protecting our planet
In September, Mount Isa Mines Zinc operations in partnership with the Australian Institute of Mine Surveyors (AIMS) announced a new diversity scholarship designed to attract more females to study mine surveying.

The Glencore Tim Underhill Diversity Scholarship in Mine Surveying is a three year program available to female students who wish to commence or continue study in mine surveying.

The program facilitated by AIMS and funded by Mount Isa Mines, is posthumously named after AIMS respected member and fellow, Timothy Reginald Underhill, who held a senior mine surveying position at George Fisher Mine before his unexpected passing in 2014.

In addition to financial support, George Fisher Mine will also offer successful recipients the opportunity to undertake work experience and be mentored by our Survey team.

Julia Reynolds, AIMS Board Member says this unique scholarship specifically targets female students in an attempt to promote gender diversity in the mining industry.

“Historically, gender diversity in the mining industry has been a tale of female under-representation, particularly in on-site occupations such as mine surveying,” Ms Reynolds says.

“This program aims to attract, recruit and develop women within the mining sector.”

Denis Hamel, Executive General Manager for Glencore’s North Queensland Zinc Assets says our people are our greatest asset and we believe that diversity, in all forms, is essential to the success of our business.

“We are proud to support this scholarship in partnership with AIMS to encourage female students to study mine surveying,” Mr Hamel says.

“Tim Underhill was a valued member of our team for 14 years and was dedicated to sharing his knowledge and expertise to benefit others.

“Mentoring was one of Tim’s passions, not only through his role at our operations but also through his work with AIMS and naming this scholarship in his honour will continue to recognise Tim’s professional contribution to the mining sector.”

Tim’s family attended the Congress Gala dinner where the scholarship was introduced and were very proud it was named in his honour.

For further information about the Glencore Tim Underhill Diversity Scholarship in Mine Surveying please visit the AIMS website www.minesurveyors.com.au or contact Nick Baillieu at secretary@minesurveyors.com.au.
Ernest Henry Mining (EHM) will process around 120,000 tonnes of slag from Mount Isa Mines (MIM) this year to utilise spare capacity in the EHM Concentrator and maximise productivity.

The slag is trucked from Mount Isa and stockpiled until it can be processed separately to EHM ore.

EHM’s Concentrator has the capacity to process around 11 million tonnes of ore per annum and with the underground mine production currently around six million tonnes per annum, there is additional capacity to process third party material.

Nathan Bullock, Concentrator Manager says efficient processing at EHM is essential to the success of the program as the cost of transport and processing needs to be mitigated to deliver a valuable return for the business.

“We have made a series of improvements that have enabled us to reduce costs whilst achieving good copper recoveries and quality concentrate for the smelter,” Nathan says.

“Structuring the MIM slag campaigns around our existing maintenance schedule means we can maximise value of the project, bringing around 1,000 tonnes of copper production forward into this year.

EHM has completed one campaign so far in 2016 and two more campaigns in October and December will finish the program.

Kris Ramsay, Graduate Metallurgist inspects the slag stockpile at EHM ahead of October’s campaign.

Slag campaigns boost productivity
Welcome to GEO

Mine’s ore bodies were discovered in 1963 and have become a key contributor to the rich mining history of this region, exploiting natural resources that have endured for generations.
Kyle Buckoll’s story
Senior Production Engineer, George Fisher Mine

When Kyle Buckoll was offered the opportunity to work at a Glencore mine anywhere in the world he didn’t have to think twice about the answer. His comeback was an enthusiastic yes! What was even more exciting was it would be in the Australian outback.

Kyle grew up just outside of Vancouver in Maple Ridge a town with a population of around 75,000 people which he thought was small until he started travelling and working in mining towns. He started his mining career in 2009 and signed-on at Glencore’s Kidd Mine in Canada back in 2010 and worked there in a variety of capacities until his secondment to Australia last year.

One of the first four to participate in the International Secondment Program for Zinc Assets Australia, Kyle arrived in Mount Isa in September 2015. Initially commencing as an Engineer in Technical Services at George Fisher Mine, Kyle quickly demonstrated why he was chosen for the program when he was appointed Senior Production Engineer while also providing technical and operational coverage for the Superintendent of Production.

Kyle says although there are quite a few similarities between Kidd Mine and George Fisher Mine, there are also unique differences between the two sites due to the variation between the two orebodies which both present their own set of challenges. George Fisher is a low dipping, relatively shallow and low rock mass quality ore body, while Kidd in comparison is a very steep dipping, deep and competent ore body that deals with high levels of seismicity.

Kyle says meeting and working with a very young, enthusiastic, open-minded team of people has been the best part about his secondment, although not having to pre-start a ute at minus 50 degrees celsius ranks highly too. One of the key highlights has been his involvement in a large production project at George Fisher.

“The project was aimed at revamping the Drill and Blast space to deliver more technically designed blasts that produced an improved consistent product at a much lower cost. The project has been a huge success this year and has assisted George Fisher to deliver better results at a significantly lower cost structure to the underground loader fleet,” Kyle says.

The International Secondment Program not only allows individuals to grow professionally but also personally through cultural experiences. Kyle came to Australia with his partner Haley who has also integrated into the mining community by taking up a position at Spinifex State College teaching year seven Math and Science.

They have embraced the singlet and thong lifestyle of the Australian outback, and Kyle says the ability to always enjoy the sun and be outdoors is amazing. He will take home with him many memorable experiences from roughing it up in a game of Aussie Rules footy to a bit of off road four wheel driving, glitzing it up at the Arabian Nights Charity Fundraiser, getting track side for an afternoon of outback horse racing and watching all the thrills and spills of the world class rodeo action at our iconic Mount Isa Mines Rotary Rodeo.

In April, together with two other fellow Canadians, he conquered one of the most physically challenging and toughest triathlons in Australia by winning the team event at the Julia Creek Dirt ‘n’ Dust Festival.

“Being exposed to new ideas, challenges and opportunities has allowed me to grow and mature both professionally and personally over my 16 month secondment. I look forward to utilising the opportunity to work in Australia has given him a greater perspective of global mining practices.

Kyle has made the most of his time in Australia and has visited Sydney and Melbourne and travelled the Great Ocean Road. He has been down the east coast from Cairns to Brisbane to Byron with his family who also came to visit and even popped across to New Zealand where he proposed to his partner Haley at the top of Mount Tongaririo.

On reflection of his time here, Kyle says the opportunity to work in Australia has given him a greater perspective of global mining practices.

Robyn Braes, Senior Business Partner – Talent, North Queensland Human Resources for Zinc Assets Australia says the international secondment program is an opportunity to showcase our talent across the global Zinc business.

“It is designed as a pathway to enhance professional and social development for our people, who are hand selected to represent their home location in a host location,” Robyn says.

“The program has proven to be successful and we are confident that people such as Kyle will gain invaluable skills and experience during their secondment. In addition to sharing their newfound knowledge with their colleagues when they return home, we hope that Kyle and his companions take many fond memories of Mount Isa Mines and Australia with them.”
George Fisher Mine has closed its accommodation camp that had formerly been used for employee accommodation during the expansion phase of the Mount Isa zinc operations.

The camp was required to alleviate issues relating to a lack of temporary accommodation while Handlebar Hill Open Cut was operational and during George Fisher Mine’s expansion phase, but is no longer required.

Its closure is in line with Mount Isa Mines’ commitment to support the Mount Isa community by employing people who live in Mount Isa.

Denis Hamel, Executive General Manager for Glencore’s North Queensland Zinc Assets says Mount Isa Mines prefers our employees to be residents of Mount Isa and we’re proud that approximately 98 per cent of our employees live locally.

“From a business perspective, employing people who live in the community has benefits and is the most simple and efficient approach,” Denis says.

Rob Katter, State Member for Mount Isa says dismantling the camp is a positive sign of Glencore’s commitment to local jobs.

“It’s an ongoing battle to fight for jobs and services to remain in the bush so I’m pleased there is no need for the camp at the site,” Mr Katter says.

The camp was closed in November last year, with the infrastructure being sold at auction in June this year.

Dongas from the camp have been removed and sold at auction.
Housing project helps sustainable push for residential staff

Ernest Henry Mining (EHM) has recently completed the relocation of three homes from George Fisher Mine to Cloncurry to help meet the need for more staff housing in the town.

Nathan Bullock, Concentrator Manager says the properties will assist in attracting new and existing senior staff to residential roles in Cloncurry.

“Ernest Henry places a strong emphasis on local recruitment as opportunities arise, and the new houses will help us continue to grow the local presence of our leadership team,” Nathan says.

“It’s important for both Ernest Henry and Cloncurry that we keep working to bring more of our staff and contractors into the region on a residential basis.

“EHM already owns three vacant blocks on Absolon Street, so by using existing houses from George Fisher to fill these we have managed to find a sustainable solution to one of our housing challenges,” Nathan says.

The relocation was a major logistical project, with the first of the houses taking over nine hours to cover the 150 kilometre journey to Cloncurry.

David Leonard, Supply and Services Superintendent says the cooperation of local Police, and the assistance of Shire Councils, local radio and community websites were an important part of reducing the impact on people travelling during the relocation process.

“We requested that we work with the same Police and Council teams for each relocation, and as a result the last house was a much smoother operation that only took five hours,” David says.

“Getting word out to the community, the grey nomads and other travellers was an important part of minimising traffic disruptions. It reflects on the quality of the job done that there were no unforeseen delays to people travelling in the region.

The houses are currently being installed and are expected to be completed by the end of November.
George Fisher Mine Leads with Safety at Industry Conference

During August, Stuart Reid, Mine Manager at George Fisher Mine (GFM) presented at the annual Queensland Minerals Industry Health and Safety (QMIHS) Conference to a delegation of more than 500 people.

Under the mantra of Leading with Safety, Stuart spoke of some of the positive changes implemented at GFM which have led to a remarkable improvement in safety culture over the past two years.

"Leading with Safety, has become an important mantra in striving for an improved safety culture at GFM," Stuart says.

"It refers to each individual taking ownership of their own safety and the safety of their workmates.

"Ensuring the right elements are in place to address realised gaps in our safety culture, and empowering our people through knowledge and opportunity have been essential in improving safety at GFM."

This year, two new programs; Safety Leadership Development and Safe Teams, were rolled out across the zinc business and have gained great momentum.

Furthermore our reporting culture has significantly improved, which has required a widespread and deliberate contribution from the entire workforce.

"Everyone at GFM has had an important role to play in contributing towards our improved safety performance, however we know there are further improvement opportunities that can be harnessed as we move forward.

"The QMIHS Conference was a great opportunity to share some of these learnings and many more with the rest of the mining industry."
‘Safe Teams’ reframes the way we think about safety

Following a Safety Culture Survey and onsite evaluation last year, the zinc operations at Mount Isa, Lady Loretta and McArthur River Mine put a focus on improving their safety culture.

Phil Bamber, Human Resources Manager, Zinc Assets Australia explains that the survey findings provided valuable insight and clearly indicated that an opportunity existed to reframe what safety means to everyone in the business, both at work and at home.

“To achieve this, we’ve worked in partnership with Sentis to develop new programs which could be easily incorporated into our existing safety structure.”

We first implemented a Leadership Development Program which has been met with positive feedback from Supervisors, Superintendents, Managers, and General Managers who participated. Following on from this initial success, we’ve since launched an exciting new program called Safe Teams to the broader workforce.

“A key part of our overall strategy is to offer development opportunities to inspire new and different ways of thinking about how and why we do things; Safe Teams is key in achieving this.

“It is a behavioural based safety program which takes participants through a journey of how we use our brains to help us work more safely.

“The feedback from participants has been very positive. But what is really exciting is that the course facilitators are very complimentary of the level of participation and enthusiasm that everyone is putting in.

“I am excited for how a reframed safety perspective will positively impact our business culture and performance.”

Participants in the Safe Teams program undertake a team activity in balancing production and safety demands
Kate Masters, Environmental Operations Superintendent stresses the importance to be aware, as snakes may have found a dark and protected area taking quiet shelter at work or at home.

“Under buildings, near sheds around rubble and stored materials, and in long grass are typical areas that snakes may be found,” Kate says.

Snakes, as with all native wildlife in Queensland, are protected under the Nature Conservation Act 1992 and it is an offence to kill, injure or take snakes from the wild.

“While snakes are not usually aggressive and do not seek confrontation with humans, they may retaliate if provoked or feel threatened.

“It is important to always call for professional help as snake bites can easily occur if inexperienced people interfere with snakes.

“All snake bites should be treated as dangerous as it is often difficult to tell the difference between a venomous and non-venomous snake.”

**IMPORTANT**

Never attempt to catch or kill a snake, not surprisingly this is when the majority of snakebites occur. When left alone, snakes present little or no danger to people, however exercise caution at all times.

**IF A SNAKE IS SEEN OR REPORTED:**

1. Note the location of the snake and ensure that this area is isolated until the snake is removed.
2. Remove all people and pets from immediate area.
3. Do not approach, attack or otherwise provoke the snake. Remember, if provoked it may strike.
4. Contact a permitted snake catcher to safely remove and relocate the snake.

You can obtain the details of a snake catcher by searching the Yellow Pages. If on the Mount Isa Mines lease, contact Isa Mine Control Centre for a list of trained reptile handlers. At Ernest Henry Mining, Copper Refineries Limited and Glencore Townsville Port operations, contact a trained reptile handler directly as listed in the internal phone book or advertised in site material.

**DISCOURAGING SNAKES**

Snakes are attracted to an area in pursuit of food and habitat. There are things we can do onsite and at home to discourage snakes.

1. **Food** – Minimise any potential food sources for snakes by removing anything that may attract rodents or frogs. At home, chicken coupes and bird aviaries should be rodent proof and all animal food should be stored in sturdy air tight containers.

2. **Habitat and housekeeping** – Reduce rubbish/materials where a snake could shelter. Any material laying directly on the ground can provide habitat for snakes. This can include such things as timber, iron sheeting and grass clippings. A well maintained environment/lawn free of refuse provides a poor habitat for snakes. It also allows good visibility which reduces the incidence of people accidentally stepping on a snake.

3. **Personal Protective Equipment** – Wear long-sleeved clothing, long pants, gloves and boots when moving stored materials and rubbish - they will provide some protection.

4. **Be alert and exercise caution** – An increased awareness of snakes is the best protection. The snake will not be looking for you, so be alert and on the lookout for snakes.

**IMPORTANT**

If someone is bitten apply first aid and seek medical help immediately. It is not necessary to identify the type of snake as physicians are able to do this from residual venom on the skin (do not wash the snake bite as it may hinder snake identification).

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**Environmental Initiative: Outback Snake Awareness**

With the weather now heating up snakes are starting to come out of hibernation and will inevitably move into or near urban areas of our north Queensland communities in search for food or a mate.

**Orange-naped snake** (*Furina ornata*)

Venomous and produce swelling and pain, allergic reactions to snakes are common and can have larger implications then the venom itself.
**Black whip snake** (*Demansia vestigiata*)

*Venomous*, larger snakes are potentially dangerous and should be treated with caution.

**Carpet python** (*Morelia spilota*)

*Non-venomous*, but bites may cause substantial lacerations or punctures and infections.

**Common tree snake** (*Dendrelaphis punctulata*)

*Non-venomous*, inoffensive and bites infrequently.

**Olive python** (*Liasis olivaceus*)

*Non-venomous*, but have razor sharp teeth and may bite if provoked.

**Black-headed python** (*Aspidites melanocephalus*)

*Non-venomous*, but have razor sharp teeth and may bite if provoked.

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**A case of mistaken identity**

Skinks and Legless Lizards are sometimes misidentified as snakes. This Blue Tongue Lizard, a type of Skink, was recently removed from an operational area at Mount Isa Mines and relocated to an area near Lena Creek.
Glencore helps launch a world of imagination in Townsville


Titled *Metamorphosis*, the exhibition is built around the dazzling glass creatures of Adelaide-based artist Tom Moore. The bizarre, exquisitely crafted creatures encourage visitors to slip into Tom’s world of pure imagination.

Tom’s characters are seemingly impossible amalgams of people, plants and machines and are the culmination of many years spent mastering traditional Venetian glass-blowing techniques.

Free activities within the exhibition are designed to encourage children to learn not only about glass art, but numerous art techniques, the design process, to consider the environment and the boundless possibilities of storytelling. Some of the fun activities for children to participate in include dress-ups, character design and a fun character making station inspired by Tom’s works.

Supported under our Glencore Community Program North Queensland, the exhibition was officially opened by Paul Taylor, Manager of Glencore’s Copper Refinery Limited on 26 August.

Entry into the exhibition is free and continues until 23 October 2016. The Perc Tucker Regional Gallery is open 10:00am to 5:00pm weekdays, and 10:00am to 2:00pm on weekends.
Trainees in the Indigenous Employee Program (IEP) continue to benefit from paid work experience at Glencore operations across north west Queensland.

Twenty three trainees are currently working in a variety of roles under the program with mentors at Ernest Henry Mining (EHM) and Mount Isa Mines.

While the focus is on the trainees and building job readiness for the mining industry, the mentors also take a lot out of the process, both professionally and personally.

George Koraba, Loader Operator at EHM is mentoring his second cohort of trainees and finds the experience just as rewarding as the first time around.

“Having this opportunity means so much to me personally. To be able to share my life experience, and give back to the community by mentoring these Indigenous trainees is a privilege,” George says.

“These trainees are an older group than last year’s intake, so there are different challenges in how best to connect, but it all comes down to patience and listening. People just need to be heard.”

Kyria Beaut, Indigenous Trainee had been travelling the east coast of Australia looking for mining work before hearing about the IEP and returning to Mount Isa for the opportunity.

“We were travelling down around the Hunter Valley looking for work in coal, without much luck. When I heard about this program it sounded like it would give me the extra skills to get into the sort of work I was looking for, so we packed up and drove up here,” Kyira says.

“It’s been amazing. It’s a great work environment and I’ve done all sorts of things. I’m in the dump trucks at the moment but would love to get into Health and Safety in the long run.”

The program has been running since 2014, with over 100 trainees participating in the course and 29 being offered full time work across Glencore’s North Queensland operations.
In this edition of Mine to Market we celebrate the success of some of their projects and initiatives.

ROCKHANA GEM AND MINERAL FESTIVAL
The team from Ernest Henry Mining showcased a range of rock and ore samples at Cloncurry’s annual Rockhana Gem and Mineral Festival in July, with Geologists and Engineers on hand to answer questions from the many visitors to our stall.

We were pleased to have local Wildlife Carer, Maggie Hughes nearby to share information on her services and volunteer work in the local area. Earlier this year we provided funding to North Queensland Wildlife Care Inc for the purchase of a humidicrib to support Maggie’s work and the care of young injured animals in particular.

CLONCURRY STOCKMAN’S CHALLENGE AND CAMPDRAFT
Despite significant rain falling in July around the time of this year’s event, the committee rose to the “Challenge” and adjusted the schedule to suit conditions, running all but four events that were initially planned.

The Stockman’s Challenge is one of the country’s premier horsemanship events and Ernest Henry Mining has been a major sponsor for many years.

Competitors travelled, as always, from across Queensland and beyond, and while the grounds and camping proved extremely muddy this year, the show and the economic boost it brought to town both proved top class.

OFFICIAL RE-OPENING OF CHARLOTTE SCOTT HOUSE
Cloncurry CWA celebrated the completion of landscaping and other outdoor improvements at their Charlotte Scott House facility with a morning tea held on 20 July.

Community Groups benefitting from our Community Assistance Program

This year through our site-based Community Assistance Program, we have awarded hundreds of thousands of dollars in funding to local community organisations and not-for-profit groups to support local events, projects and initiatives across our north Queensland communities.

Ernest Henry Mining provided funding in late 2015 towards the project and Auzscott Civil provided significant in-kind support to help establish the facility as a base for the local playgroup and for families from across the region to gather and meet whilst in town.

MOUNT ISA SPRINGTIME MORNING MARKET
To mark the start of Spring, Commerce North West hosted the Mount Isa Springtime Morning Market in September to showcase local businesses and market stalls to help boost the local economy and to add to Mount Isa’s calendar of events.

Mount Isa Mines sponsored the Children’s Corner with jumping castles, face painting, balloons and entertainment.
The Stockman’s Challenge Dry Work phase in full swing

Aaron Harrison, Ernest Henry Mining Underground Mine Manager (back left) with Greg Campbell, Cloncurry Mayor (front right), Auzscott Civil’s Jacob Riella and representatives from Cloncurry CWA

Cousins Indy and Jeffery Daniels get creative with play dough at Cloncurry’s Charlotte Scott House official re-opening.

Vanessa Sexton, Geologist discusses an ore sample from Ernest Henry Mining with a guest at our Rockhana stall.

The successful Mount Isa Springtime Morning Market hosted by Commerce North West.
THE CAMOOEAL DROVER’S CAMP FESTIVAL

In August the 20th anniversary Camooweal Drover’s Camp Festival was held in Camooweal with events such as a street parade, charity mail race, auction, live entertainment from Anne Kirkpatrick, poetry, bronco branding, horse racing and displays throughout the weekend.

Sponsored by Mount Isa Mines, this annual event attracted tourists to the north west, bringing economic opportunity into Camooweal, while building capacity within the community.

OUTBACK YOUTH HAS TALENT

In August Mount Isa Mines was the naming rights sponsor of the inaugural Outback Youth Has Talent competition for Mount Isa’s budding young performers.

The event provided a platform for a diverse group of cultures, ages and performances. And provided the opportunity for Mount Isa’s artists to perform for the talent scouts for The Voice and X-Factor, as well as the large audience.
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Survey respondents win a Fitbit

Congratulations to the winners of our Fitbit competition as part of our Community Attitudes Survey.

During August, community members from our north Queensland operations participated in the 2016 Glencore Community Attitudes Survey to help us gain a greater understanding of how the company is performing as a business and the key areas that community members view as priorities.

The results of the survey have been analysed by independent researchers, and will be published in our next *Mine to Market*.

Survey respondents went into the draw to win one of six Fitbit Surge Fitness watches and we’d like to congratulate the winners: Fiona Edwards, Bill Cashmore, William Kitching, Jeanette Mudie, Dale Grobler and Chris Waters.
Nine senior science students from Cloncurry State School enjoyed a visit to Ernest Henry Mining (EHM) recently, helping to bring their ‘Hard Rock to Heavy Metal’ study unit to life.

The group learned about EHM’s operations, with a focus on our mineralogy, mining and extraction processes before touring the Concentrator with two members of the Metallurgy team.

Simon Gunn, Metallurgist says the students took plenty of notes and enjoyed viewing the different stages of the concentrating process firsthand.

“We took them right through the process from start to finish, visiting the grinding and flotation floors as well as the dewatering and concentrate load-out areas,” Simon says.

Tania Laffey, Science and Maths Teacher has been back in the classroom for nearly two years now after a brief career change that saw her working at EHM as a Laboratory Technician for three years.

“When I first started in the lab at Ernest Henry I didn’t fully understand the process until I took a tour of the flotation floor, so imagine trying to learn about these processes at school without ever having been to a mine site,” Tania says.

“Leading up to the excursion we had completed four weeks of theory on the extraction processes in a copper concentrator and the environmental aspects of mining, so when we came to Ernest Henry the students were able to understand and use some of the terminology the metallurgists used.

“Being able to see these processes in action really helped them develop a deeper understanding of not only the language but also the relationships between the many variables involved.

“We could see the “windows” in the froth and the change in colour of the froth from one cell to another and could discuss what this meant for grade and recovery.

“The students also really enjoyed seeing and holding the balls from the mill, that kind of physical or kinaesthetic learning is so valuable and we really appreciated the opportunity to visit site to add a more real and practical element to our lessons.”

Ernest Henry provides a lesson away from the classroom.
Women should have a general check-up every year. Part of the check-up will involve talking to your doctor about your medical history. If you are at high risk of a particular disease – such as a family history, it is recommended that you get checked more frequently or at an earlier age.

**Breast cancer health checks for women:**
Women of any age should visit the doctor within a week or so if they notice any breast changes.

**Bowel cancer health checks for women:**
Bowel cancer is a common cancer and if detected early has a good recovery rate. The faecal occult blood test (FOBT) is used to check a stool (poo) sample for blood.

**Bone Density health checks for women:**
Osteoporosis is a disease with thinning of the bones. A bone density test (DEXA) helps to determine the health of your bones.

**Pap tests for women:** You should have a pap test every two years. This screening test is an important test to pick up signs of irregularities that could lead to cervical cancer if not treated.

**Skin checks:** Monitor your skin particularly for changes in size, shape or colour or anything unusual such as pain or itch. See your doctor if you notice anything unusual.

**Diet:** You can improve your general health by eating a variety of nutritious healthy foods, having regular meals and a healthy eating plan.

**Weight:** Maintaining a healthy weight can prevent chronic diseases such as diabetes and arthritis.

**Alcohol:** ‘Low risk’ drinking is defined as no more than two standard drinks (for example, 100 ml of wine) on any day and at least two alcohol-free days per week.

**Smoking:** Increases your risk of many diseases including heart disease, stroke, lung disease and osteoporosis (loss of bone strength). If you smoke, try to quit.

**Exercise:** Regular exercise can prevent diseases developing, as well as being good for your emotional health.

**Mental and emotional health:** If you are experiencing symptoms such as intense sadness, irritability, fatigue, anxiety, have had changes to your eating or sleeping habits, see your doctor to discuss these symptoms.
Announcements

Congratulations to James Newcombe, Nipper, George Fisher Mine and Tanya Newcombe, Truck Operator, George Fisher Mine on the birth of their son, Jacob Tye, on 10 August 2016.

Congratulations to Jamie Saunders, Training Advisor, Zinc Processing and his partner Leonie on the birth of their son, George, on 15 August 2016.

Congratulations to Sam Kingi, Automation Technician, George Fisher Mine and his partner Alicia on the birth of their son, George, on 29 August 2016.

For Sale

Motorcycle, Husaberg FE501, last Husaberg built, 2014. 25th anniversary model with extra bling and akropovic exhaust, (special sticker kit still in bag), Scott steering damper, alloy sump guard, pivot pegs. Only 115 hrs/4000 kilometres on the clock very good condition. $9,000 O.N.O. Contact Cliff 0427 095 707.

Wanted

Wanted small upright tucker box freezer. Contact John on 0435 657 892.

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.

Calendar of Events

**NOVEMBER**

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>St Joseph’s School Fair, Mount Isa</td>
</tr>
<tr>
<td>11</td>
<td>Mount Isa Mines Christmas Party</td>
</tr>
<tr>
<td>13</td>
<td>Da Vinci Machines Exhibition, Pinnacles Gallery, Townsville</td>
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<tr>
<td>27</td>
<td>Mount Isa Carols by Candlelight</td>
</tr>
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**DECEMBER**

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
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<tbody>
<tr>
<td>2</td>
<td>Mount Isa Mines Christmas Party</td>
</tr>
<tr>
<td>25</td>
<td>Christmas Day</td>
</tr>
<tr>
<td>26</td>
<td>Boxing Day Holiday</td>
</tr>
<tr>
<td>27</td>
<td>Christmas Day Holiday</td>
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