



M.I.M Holdings Limited

About MIM

MIM is an Australian-based mining and mineral processing company producing copper, coal, lead, zinc and gold in Australia, UK, Germany and Argentina. The group has around 8,000 employees worldwide and in 2000-01 generated sales revenue of \$3.4 billion. MIM aims to create shareholder value as an efficient and competitive mining and exploration company.



MIM Holdings and the Indigenous Community

MIM has been actively involved with Aboriginal people for many years, consulting them about the commercial operations that it conducts on its extensive mining and pastoral leases in Queensland and the Northern Territory.

MIM routinely consults local indigenous communities regarding new development proposals in recognition of the special relationship that Indigenous communities have with the land. Consultation will typically include cultural heritage surveys of land potentially affected by developments.

MIM continues to progressively implement a policy of encouraging Aboriginal communities to participate economically in its operations through training, employment and sustainable business ventures.

MIM's Mount Isa and Cloncurry mines in Queensland and the McArthur River mine in the Northern Territory operate and support training schemes enabling local Aboriginal people to obtain skills necessary to join the mines' workforces and to obtain nationally recognised qualifications.

McArthur River mine (Northern Territory)

The McArthur River mine in the Northern Territory is a major lead-zinc-silver mine located around 60 kilometres from the township of Borroloola.

When the mine was being developed MIM investigated the ways in which the local community could participate commercially in the project. Leaders of the four main language groups in the region, the Yanyuwa, Mara, Gurdanji and the Garrawa, formed the Mawurli and Wirriwangkuma Aboriginal Association (MAWA). MAWA formed a joint venture with the shipping company that successfully tendered for the contract to barge the mineral concentrate to ocean going ships anchored in deep water off-shore. The joint venture partners are MAWA (37%), P&O Maritime Services Pty Ltd (50%) and Indigenous Business Australia (13%). The partnership has now been operating successfully since 1995.

The McArthur River mine has also developed a unique training program that has enabled around 30 Aboriginal people to gain employment at the mine. The program has provided a structured training and employment environment that gives local people an opportunity to develop new skills that can lead to greater employment opportunity in the mining industry or in their local Indigenous community.



Indigenous geology undergraduate, Katie Yamaguchi (pictured right) is one of many tertiary students who undertake vacation work experience with MIM each year.

Through this initiative a Maintenance Service Team (MST) is responsible for the camp maintenance such as grounds, building, pool maintenance, as well as tyre fitting and aerodrome maintenance. Instead of contracting out maintenance service requirements, McArthur River mine chose to retain camp maintenance and to develop it as an education and training base. New training recruits are encouraged to participate in a Mine Pre-Vocation Employment course that has been approved by the NT Minerals Council Industry Training Council. The course provides job seekers with the knowledge and skills necessary to successfully complete the McArthur River mine Induction Training Program to join the mine's permanent production workforce. Since the program was initiated a total of 97 participants have participated in the traineeship scheme at McArthur River with 27 of these later moving to mainstream employment.

Ernest Henry Mine, Cloncurry (Queensland)

The Ernest Henry copper-gold mine, which was opened in 1997, is located 38 kilometres north of Cloncurry in north-west Queensland.

With McArthur River as an example, MIM was able to show local Aboriginal people that they could own a substantial business and be a commercial participant in the Ernest Henry project. A joint venture, Queensland Bulk Haulage Pty Ltd (QBH), was formed and it successfully tendered to truck the

new mine's concentrate 160 kilometres to Mount Isa for smelting by MIM. The QBH joint venturers are the Koutha Aboriginal Development Corporation (whose membership comprises seven indigenous organisations of north-west Queensland) as trustee for the Pitmaikal Discretionary Trust (25%), Indigenous Business Australia (25%) and McIver Holding Pty Ltd (50%).

As at McArthur River, MIM does not limit its involvement at Ernest Henry to the trucking contract. Year by year, the mine provides employment and training to Aboriginal apprentices and trainees in the region.

Through MIM, Koutha aims to identify commercial and employment opportunities for Aboriginal people in the rapid economic development occurring in the region. Koutha received initial funding, encouragement and advice from Ernest Henry mine, ATSIC, North Queensland Electricity Board (now Ergon Energy), the Queensland Government and Cannington Mine (BHP Billiton).

Mount Isa Business Unit, Mount Isa (Queensland)

Located in the mineral-rich north west Queensland, Mount Isa is the largest underground mine in Australia and is one of the few places in the world where the four minerals (copper, zinc, lead and silver) are found in close proximity.

In 2001, MIM extended the contract approach to Mount Isa where MIM's largest and longest established mining and mineral processing operation is located. Koutha, in its role as trustee of the Pitmaikal Discretionary Trust, has been awarded a grounds maintenance contract to maintain greenbelt and landscape areas of MIM's Mount Isa properties.



Karlene Shadforth, a Trainee, at work in the McArthur River mine supply warehouse. The McArthur River mine is committed to assisting the local community to maximise local employment opportunities and involvement in the mine.

Under the contract Koutha provides building maintenance, gardening and related services for several properties in Mount Isa. The current contract enables three permanent and two trainee Indigenous workers to be employed (the contract aims to provide employment opportunities for five disadvantaged Indigenous people and helps to build the capacity of the organisation to operate on a commercial basis). The contract is modelled on a "job-first" approach where the three workers are placed in full-time permanent positions instead of a 12-month traineeship. They receive nationally accredited training as part of their employment process. The workers then have the opportunity to compete on merit for higher remunerated positions that recognise their increased work responsibility.

Contracting to MIM's operations also provides a realistic pathway for disadvantaged unemployed Indigenous people to sustainable employment. The principle behind MIM's grounds maintenance contract with Koutha is that the creation of real jobs with training, rather than trainee positions per se, offer far greater encouragement to people to gain a skills base and work experience record.

Contracting to a Indigenous community organisation with a capacity to provide social and cultural support also aids the employment outcome in overcoming the lack of basic infrastructure to support regular employment (including housing, transport, financial support or basic necessities) that can also present a major barrier in the transition to full-time employment

Additional Indigenous Employment and Training Initiatives

MIM is actively encouraging Indigenous employment through our existing recruitment channels. These include both apprentices and undergraduates.

MIM's annual undergraduate work experience employment program was extended to Indigenous university students in 2001. MIM also continues to actively target Indigenous apprentices to participate in the Mount Isa Business Unit's annual apprentice intake. In 2000-01, three Indigenous apprentices were selected on merit to undertake three to four years of vocational work experience and training at the Mount Isa operations.

In this ocean-going barge, the joint venture that includes the local Aboriginal community, transports McArthur River mine's zinc-lead concentrate to ships waiting in the Gulf of Carpentaria.





Community Sponsorship and Support

MIM supports and consults with communities in which it operates and provides regular assistance to local community groups, welfare and service organisations and charities. Some of these practical initiatives have included the provision of technical assistance, the donation of surplus furniture and office equipment to various organisations through to the ongoing sponsorship of National Aboriginal and Islanders Week (NAIDOC) events.

MIM is continuing to work with Aboriginal organisations to overcome the barriers and find opportunities to improve Aboriginal participation in employment and business opportunities created by MIM's mining operations. In this way MIM is making an important practical and sustainable contribution to reconciliation and improving the quality of living for Indigenous communities living near its operations.

Above left: Grounds maintenance at Mount Isa is the latest contract awarded by MIM to an indigenous group. Here Russell Gee Gee (left) and Gabai Frank install a sprinkler system.

Above right: Koutha Aboriginal Development Corporation Managing Director, Elaine McKeon and Mount Isa Business Unit Executive General Manager, John Gooding, sign a garden maintenance contract for Koutha to provide site services on MIM's Isa lease – July 2001.

Contacts for Further Information

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Andrew Lansen, an Advanced Trainee, working in the McArthur River underground workshop. An integrated training program aims to provide long term, meaningful employment in the mining industry for people from the nearby community of Borrooloola. The program won the Northern Territory Government's 2000 Recognition Award for Community Relations in Resource Development.