

SUSTAINABILITY REPORT



ERA

**TOGETHER WE PROVIDE CLEAN ENERGY TO THE WORLD
AND CARE FOR PEOPLE AND COUNTRY.**

ISSUED
APRIL 2021

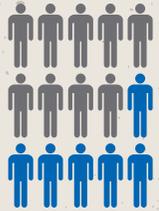
PEOPLE



OUR VALUES: SAFETY – TEAMWORK – RESPECT – INTEGRITY – EXCELLENCE



IN 2020



40%

CALL JABIRU HOME



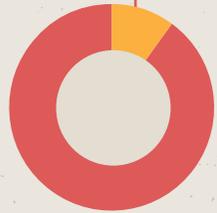
17%
FEMALE
EMPLOYEES



24%

OF OUR SENIOR
LEADERS ARE WOMEN

(Managers, Executive Committee and Board)



10%

ABORIGINAL AND
TORRES STRAIT
ISLANDER EMPLOYEES

317
EMPLOYEES



0.53

AIFR

87%

OF OUR WORKFORCE EMPLOYED
AT RANGER FULLTIME

ERA IS A MAJOR EMPLOYER IN JABIRU AND THE WEST ARNHAM REGION
AND HAS A STRONG FOCUS ON INDIGENOUS EMPLOYMENT





Our People

ERA has a diverse and multi-discipline workforce: clockwise from top left - Melissa Williams, Ben Hunter, Dean Natrass, Tristan Cooper, Aidan Wright, Meg Parry, Rachel Meier, Gayle Francis, Christopher Batt , Josh Heatlie & Brett Warhurst (Flora - Wild gardenia, Bloodwood, Banksia seed pods, Kurrajong seeds) *(Photo Credit - David Hancock)*

PARTNERSHIP

INVESTING IN POSITIVE, CONSTRUCTIVE PARTNERSHIPS

The relationship and partnerships with the Mirarr Traditional Owners are fundamental to ERA's business. The Mirarr are the Traditional Owners of the Ranger Project Area, the Jabiluka Mineral Lease, the town of Jabiru and parts of Kakadu National Park, including the wetlands of the Jabiluka billabong country and the sandstone escarpment of Mount Brockman.

The Mirarr hold beneficial freehold title to traditional country via the Kakadu and Jabiluka Land Trusts in accordance with the Aboriginal Land Rights (Northern Territory) Act, 1976.

In 1995, the Mirarr Traditional Owners established the Gundjeihmi Aboriginal Corporation (GAC). The GAC supports the Mirarr to manage a balance between sustainable development and traditional practice on their land. The GAC also advises ways to direct income from mining royalties across a wide range of fields and activities that cover heritage, economic and community development, education, training and employment. ERA continues to work closely with the GAC acting on behalf of the Mirarr.

Following the cessation of Ranger production in January 2021, a primary focus for ERA is the safe and

comprehensive rehabilitation of the Ranger Project Area for the benefit of Mirarr Traditional Owners and future generations.

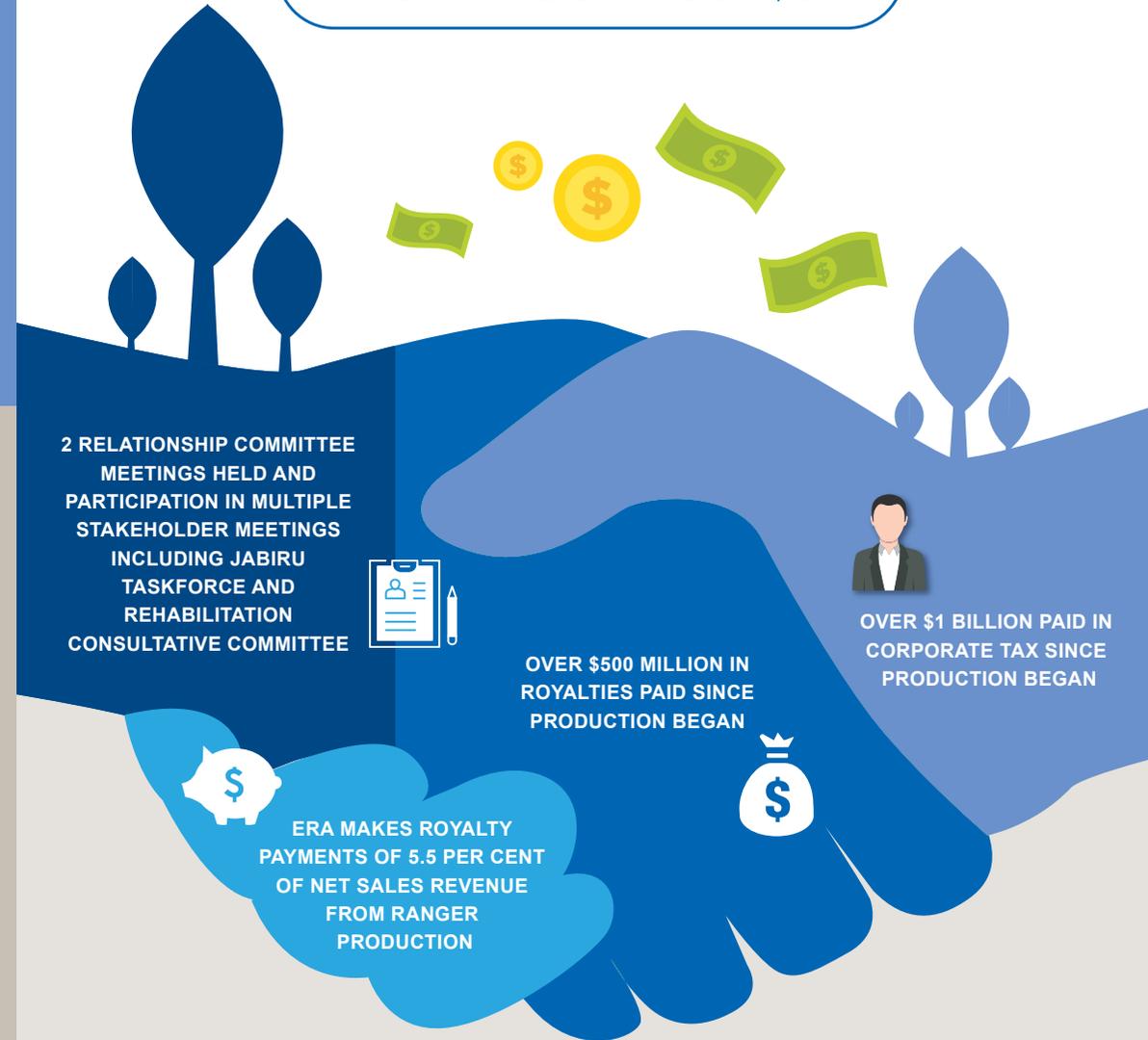
We firmly believe we can best meet our regulatory obligations, and the expectations of the Mirarr Traditional Owners and the community, if we consult and collaborate closely with the Mirarr Traditional Owners and stakeholders in a constructive partnership.

Each year the Mirarr Traditional Owners, along with governments, regulators, the SSB and our other key stakeholders, are requested to give input into our Mine Closure Plan. Most importantly, this annual process allows us to draw on regular cultural guidance from the Mirarr Traditional Owners and ensures that the Mine Closure Plan continues to be an evolving and inclusive strategy for our rehabilitation process.

The key requirement of the rehabilitation of the Ranger Project Area is the creation of a final landform and sustainable environment that could be incorporated into the Kakadu National Park, should the Traditional Owners and other relevant authorities so wish.

ERA PLACES GREAT VALUE ON ITS PARTNERSHIPS WITH STAKEHOLDERS

ROYALTIES PAID TO GOVERNMENTS AND INDIGENOUS INTERESTS IN 2020 – \$12.5M





ERA hosting stakeholders at Ranger (L-R Peter Christophersen (KNPS), Aidan Wright (ERA) and Susan O'Sullivan (Consultant to GAC))

A MEANINGFUL CONTRIBUTION TO THE FUTURE OF JABIRU

ERA has played a leading role in the establishment, growth and development of Jabiru over more than 40 years and continues to be a proud member of the local community.

In September 2020, the Australian Parliament passed the Aboriginal Land Rights (Northern Territory) Amendment (Jabiru) Bill 2020. The bill supports the establishment of a Section 19A township lease over Jabiru to enable the handover of the township lease to a community entity representing the Mirarr Traditional Owners.

ERA substantially contributed to the construction of the town of Jabiru, including housing and critical infrastructure at a cost of \$230 million in today's dollars. This investment will be a positive legacy handed to the new leaseholders on 1 July 2021.

ERA shares the vision of the Mirarr Traditional Owners that, from its origin as a town to support mining in the region, Jabiru will have a bright future with Aboriginal ownership, participation, and culture at its heart and as the "town in the Park."

ERA is a member of the Jabiru Taskforce, which is supporting transition to a new town lease and implementation of the Jabiru Masterplan first released by the GAC in 2018. ERA believes the determination of Jabiru's social and economic future is appropriately being led by its proposed new leaseholders, community leaders and stakeholders.

Meanwhile, ERA remains an important part of the Jabiru community with around 65 workers and their families continuing to reside in the town, and with a total workforce of up to 200 workers expected to continue to work on the closure project, with progressive end dates through to 2026.

ERA remains a major contributor to the economic and social well-being of the community, including through ongoing procurement to support rehabilitation at Ranger, sponsorship of organisations and events, in-kind donations, and providing essential infrastructure to the local community like the airport, which is used by tourism operators, community charter flights and the Government, as well as power generation.

RANGER WOMEN'S NETWORK WON THE 'EXCELLENCE IN DIVERSITY PROGRAMS & PERFORMANCE' IN THE 2020 WOMEN IN RESOURCES AWARDS AND WAS A NOMINEE IN THE NATIONAL AWARDS



RANGER WOMEN'S NETWORK FUNDRAISING SUPPORTED
RED LILY AND STARS FOUNDATION



ERA WAS ALSO AWARDED THE **DARWIN PORT NATURAL RESOURCES AND RELATED SERVICES AWARD**

AT THE CHIEF MINISTER'S 27TH NT EXPORT AND INDUSTRY AWARD. ERA WAS RECOGNISED FOR ITS OUTSTANDING ADAPTABILITY AND RESILIENCE, INNOVATION AND COLLABORATION AS A BUSINESS INVOLVED IN THE EXPORT OF NATURAL RESOURCES

ERA NURSERY COMMUNITY CONTRIBUTION;

282+

EXCESS NURSERY STOCK GIVEN TO COMMUNITY - JABIRU GOLF CLUB, DAY CARE, SHIRE COUNCIL AND GAC



7
LOCAL COMMUNITY ORGANISATIONS SUPPORTED THROUGH COMMUNITY PARTNERSHIP FUND



ERA HOSTED THE JABIRU-WEST ARNHAM BUSINESS DEVELOPMENT FORUM IN SEPTEMBER 2020 WITH OVER **100 ATTENDEES** FROM THE JABIRU-WEST ARNHAM REGION

IN 2020 ERA **SPONSORED** THE STARS FOUNDATION AND JABIRU COMMUNITY CHILDREN'S CHRISTMAS PARTY



Community

Jabiru Men's Shed L-R: James Kepui (Chairman), Lindsay Parkhill (Secretary), Louise Mayclair (Committee) and Micketja Onus (Committee); Business Development Forum; ERA Golf Open Josh Heatlie & Scott Revie (Photo Credit – Peter Keepance); RWN Excellence in Diversity Programs & Performance' in the 2020 WIR Awards; Coffee Donation Rachel Hampton, Lisa Seini and Sharon Rathley-Kulu from the Jabiru Area School (Flora -Wild gardenia, Bloodwood) (Photo Credit - David Hancock)

COVID-19 RESPONSE

65,000



PRE-SCREENING AND TEMPERATURE CHECKS

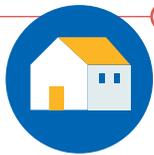
15,000



RESPONSES TO THE PRE-ENTRY QUESTIONNAIRE ONLINE APP

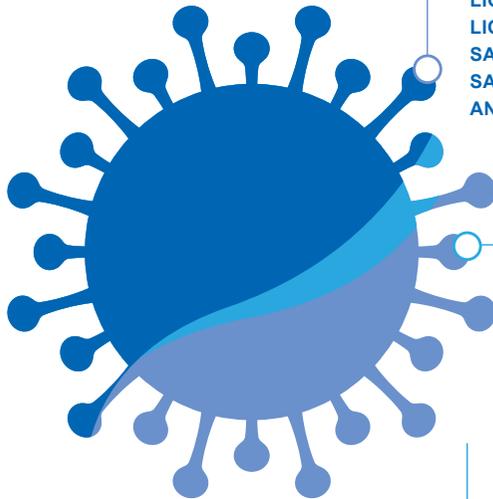
121

EMPLOYEES AND CONTRACTORS ISOLATED AS DIRECTED WITH



81

COMPLETING A COVID-19 TEST



60



COVID-19 UPDATES GENERATED AND DISTRIBUTED TO EMPLOYEES AND CONTRACTORS BETWEEN MARCH – DECEMBER 2020

ERA DONATED CLEANING PRODUCTS

TO LOCAL COMMUNITY PROVIDING ESSENTIALS DURING THE COVID-19 PANDEMIC. 40L DISHWASHING LIQUID, 45L HAND WASH LIQUID, 60L SURFACE SANITISER, 60L SURFACE SANITISER CONCENTRATE AND 45L HAND SANITISER.

ERA DONATED ANTI-BACTERIAL SOAP

DISTRIBUTED TO INDIGENOUS COMMUNITIES IN KAKADU AND WEST ARNHEM REGIONS TO PREVENT SPREAD OF COVID - WEST ARNHEM REGIONAL COUNCIL, JABIRU AREA SCHOOL, JABIRU, FOODLAND, GAC, NLC, RED LILY



PROTECTING OUR PEOPLE AND COMMUNITIES

In March 2020, in response to the global pandemic, Federal, State and Territory Governments introduced critically important travel and border controls to limit the spread of the Coronavirus (COVID-19). This included strict regional travel restrictions under a Biosecurity Act determination which impacted access to Jabiru, the Ranger Project Area and local communities.

ERA's number one priority, always, was the health and safety of our workers and our local communities.

At Ranger, we developed and implemented a COVID-19 Management Plan, reconfiguring our activities to minimise physical contact by implementing strict social distancing protocols, enhanced screening, on site team separation (based on place of residence), hygiene and cleaning practices. Many other employees worked from home where practicable.

We engaged with our stakeholders to bolster protective measures for the local communities in and around Jabiru, including participating in the Jabiru Pandemic Action Group.

ERA also donated essential cleaning products and sanitising soap to Jabiru, and other communities in Kakadu and West Arnhem.

We are pleased to report that no cases of COVID-19 were detected at Ranger, or in Jabiru and the surrounding communities.

At the time this report is published, certain Government restrictions are now lifted. Until the widespread completion of vaccination programs, ERA remains extremely vigilant in terms of its policies and practices while the COVID-19 virus remains active within the Australian and international community.

We will maintain our focus on hygiene, health and safety and social distancing and are well positioned to respond should the situation change at any time.



SINCE 2012 ERA HAS SPENT
\$683 MILLION
ON REHABILITATION AND
WATER MANAGEMENT ACTIVITIES



RANGER MINE
CLOSURE PLAN
UPDATE APPROVED
IN MAY 2020



SUCCESSFULLY
COMPLETED OUR
ENTITLEMENT OFFER IN
FEBRUARY 2020 TO RAISE

**\$476
MILLION**

TO FUND THE
REHABILITATION OF
RANGER



FIRST PLANTING (FINAL LANDFORM
STAGE 13) IN APRIL 2020 - KAKADU
NATIVE PLANTS AND ERA PROJECT
AND CLOSURE TEAM, PLANTED

1248

PLANTS INCLUDING

248

UNDERSTOREY PLANTS
(GRASS AND SHRUBS)

\$80M SPENT ON
REHABILITATION IN 2020



RESTORING A UNIQUE ENVIRONMENT

The area surrounding ERA's operations has significant cultural and environmental significance to the Mirarr Traditional Owners, Australia and the world, reflecting its World Heritage status. ERA is committed to always protecting the unique environment in which it operates, so that we can return the landform to an environment similar to the adjacent areas of Kakadu National Park.

Our strategic focus is now on the successful rehabilitation of the Ranger Project Area, to create a landform and sustainable ecosystem that meets all our environmental requirements defined by law and outlined in our Mine Closure Plan, which has had, and continues to have, substantial input from Government, scientists, regulators and Traditional Owners.

Our environmental obligations are clearly defined: to rehabilitate the disturbed areas of the Ranger Project Area and returning the area to an environment similar to the adjacent areas of Kakadu National Park. ERA will:

- revegetate the area using local plant species;
- ensure radiation doses are below specified limits;
- manage and limit erosion characteristics;
- complete management of tailings, such that any contaminants from tailings will not result in any detrimental environmental impacts for at least 10,000 years.

We expect to publish the next update to our Mine Closure Plan in October 2021 and welcome the continued input from all our key stakeholders in that process.



Magpie goose and Whistling Ducks on the Ranger Project Area (Photo Credit - David Hancock)

LAND

RESPONSIBLE CUSTODIANS FOR THE LAND

The rehabilitation of any mine site is an important part of being responsible custodians for the land which we mine. Even beyond normal expectations of mine rehabilitation, Ranger is particularly unique given its proximity to the World Heritage listed Kakadu National Park. ERA is fully committed to our comprehensive rehabilitation strategy and we recognise the significance of this project to Mirarr Traditional Owners, governments and all Australians.

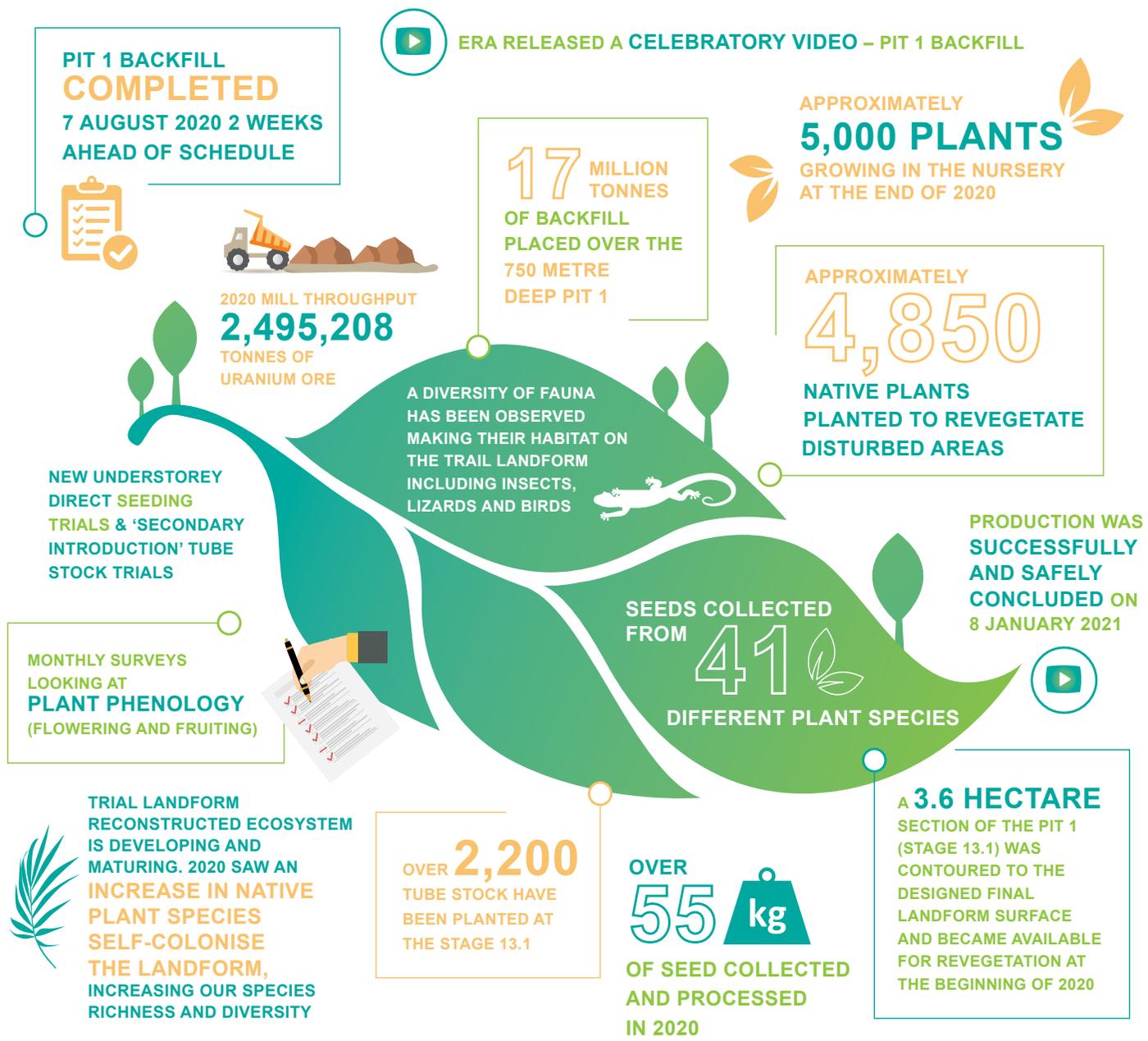
We do not underestimate the task ahead. In fact, ERA embraces this extraordinary challenge in such a special environment to show the world what we can do.

Progressive rehabilitation has been taking place at the Ranger Project Area since 1995.

2020 marked eleven years since the Trial Landform was established. Data was collected throughout the year to assess how the trial ecosystem is developing including data on tree rooting depth, Particle Size Distribution (PSD), soil microbes and nutrients.

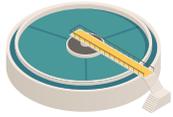
The seed harvest continued with local Indigenous contractor Kakadu Native Plants (KNPS) sourcing seeds from the surrounding Kakadu National Park and Ranger Project Area for raising tube stocks for the revegetation of the mine footprint.

Over the next 5 years we will transfer approximately 90 million tonnes of waste rock material and mine plant and equipment back into our remaining mined out Pit 3 and plant more than 1.1 million native trees and grasses.





WATER



**HIGH DENSITY SLUDGE PLANT
DEMONSTRATED SUCCESSFUL
RECOMMISSIONING IN 2020.**
THIS UNIT HAS DEMONSTRATED UP TO 1ML/DAY
TREATMENT OF FULL STRENGTH PROCESS WATER

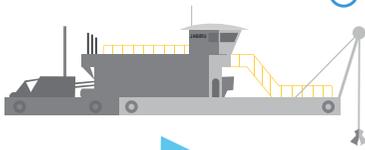


BRINE
CONCENTRATOR
PRODUCED
1,763
MEGALITRES OF
PURE DISTILLATE
FROM PROCESS
WATER

DREDGES MOVED
6.19M m³
TAILINGS TO PIT 3

1,105mm
RAINFALL

1 SEPT 2019 TO 31 AUG 2020
AT JABIRU AIRPORT



BRINE
CONCENTRATOR
PRODUCED AT
96.3%
NAMEPLATE CAPACITY



281

GROUNDWATER BORES
MONITOR WATER ACROSS
THE RANGER PROJECT AREA



**BRINE SQUEEZER
UNIT PILOT TRIAL TO
TREAT PROCESS WATER
WAS COMPLETED SUCCESSFULLY
IN DECEMBER 2020**



EFFICIENT AND SAFE WATER MANAGEMENT

Water management performance objectives and outcomes for the Ranger mine have been set out in ERA's Health, Safety and Environment Management System and delivered through ERA's Ranger Water Management Plan.

Since 2012, we have spent more than \$683 million on rehabilitation and water treatment at Ranger. We expect to invest a further \$800 million on rehabilitation between now and January 2026.

The Water Management plan is updated every year and submitted to regulatory authorities for approval, with advice and input from the Minesite Technical Committee.

The Brine Concentrator production improvement initiatives implemented during 2018 to 2020 continued to improve the plant's daily production capacity and enabled the BC plant to demonstrate 7.167 ML/Day record daily production against the name plate daily capacity of 5.7 ML/Day.

As foreshadowed by the Ranger Mine Closure Plan, ERA commenced a project in 2020 to upgrade the Brine Concentrator to further increase its capacity. This project is expected to be completed in quarter 1 of 2021. Originally this upgrade was envisaged to increase BC plant production up to 7.44 ML/Day, but with earlier improvement made in BC's capability, we expect the BC to demonstrate better than this envisaged design production capacity.

Over the next 5 years we will treat all the water contained on site (about 15 billion litres). Our approach to water management during the rehabilitation is set out in our Mine Closure Plan, which has had substantial input and review from regulators, scientists, and Traditional Owner representatives. The Mine Closure Plan is updated and submitted annually for approval by the Commonwealth and Northern Territory Governments.



ERA Nursery. Bloodwood (*Corymbia porrecta*) seedlings (Photo Credit - David Hancock)

The report has been prepared to provide a general overview of ERA's performance with respect to environmental, social and governance matters for the year ended 31 December 2020. It should be read in conjunction with ERA's 2020 annual report, which provides a detailed overview of ERA's financial and operating performance for 2020. All currency mentioned in this presentation is in Australian dollars unless otherwise stated. All statements other than statements of historical facts included in this presentation are forward-looking statements. Such forward-looking statements are not guarantees of future performance and involve known and unknown risks, uncertainties and other factors, many of which are beyond the control of ERA, which may cause actual results to differ materially from those expressed or implied in such statements.



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