



ERA

# Community and Social Performance at ERA

## ERA respectfully acknowledges Mirarr, Traditional Owners of the land on which the Ranger mine is situated.

The Gundjeihmi Aboriginal Corporation (GAC) represents the Mirarr Traditional Owners in discussions and negotiations with ERA on matters of mutual interest.



There are many culturally significant sites on the Ranger project area which have been identified in collaboration with Traditional Owners, the GAC and the Aboriginal Areas Protection Authority.



ERA entered into a cultural heritage protocol with Traditional Owners in 2006, committing to practical measures to ensure sites of significance remain protected such as:

- ✓ Cultural surveys are undertaken prior to new land disturbance
- ✓ ERA's cultural heritage management system electronically maps all sites of significance



ERA and the GAC collaborate on matters such as water management, cultural heritage and environmental protection, employment and training, housing and town planning, royalties and the future of mining at Ranger.



A suite of agreements were signed by the Mirarr Traditional Owners, ERA, the Northern Land Council and the Commonwealth Government in 2013.



From the Mining Agreement a Relationship Committee was established to:

- ✓ share information
- ✓ collaborate on joint projects and initiatives
- ✓ provide training and employment

ERA is a major employer in Jabiru and the West Arnhem Region and has a strong focus on Indigenous employment



ERA has an Indigenous Employment Strategy, which includes:

- ✓ flexible work arrangements
- ✓ workplace literacy and numeracy training
- ✓ supporting students from local communities in work experience and school-based apprenticeships
- ✓ Indigenous traineeships
- ✓ Indigenous mentoring



## Cultural Awareness training for all new employees and long term contractors



### Supporting local suppliers

ERA provides service contracts to a number of local businesses including local Indigenous businesses and organisations.



ERA sponsors a number of community and cultural activities through ERA's Community Partnership Fund.

The Kakadu West Arnhem Social Trust was established to address Indigenous disadvantage in the region.



### Royalties

ERA makes royalty payments of 5.5 per cent of net sales revenue from Ranger mine production to the Government and Aboriginal Interests. In 2017, ERA's royalties totalled \$11.2 million. Since production began ERA has paid more than \$500 million in royalties and more than a billion dollars in tax.