SUSTAINABILITY REPORT 2018

TOGETHER WE PROVIDE CLEAN ENERGY TO THE WORLD AND, AS A TRUSTED PARTNER, CARE FOR PEOPLE AND COUNTRY.
ERA IS A MAJOR EMPLOYER IN JABIRU AND THE WEST ARNHEM REGION AND HAS A STRONG FOCUS ON INDIGENOUS EMPLOYMENT

AS AT 31 DECEMBER 2018

355
EMPLOYEES

10
INDIGENOUS PRE-EMPLOYMENT PROGRAM PARTICIPANTS

67
PARTICIPANTS IN 2018 CULTURAL AWARENESS TRAINING

4
APPRENTICES

4
INDIGENOUS TRAINEES

13%
ABORIGINAL AND TORRES STRAIT ISLANDER EMPLOYEES

0.56
AIFR

42%
WORKFORCE JABIRU LOCALS

18%
FEMALE EMPLOYEES

THE MIRARR

The Mirarr are Traditional Owners of the lands on which ERA operates.

Mirarr country encompasses the Ranger Project Area and 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 and in accordance with the *Aboriginal Land Rights (Northern Territory) Act* 1976.

In 1995, the Mirarr established the Gundjeihmi Aboriginal Corporation, an incorporated body, to assist them to manage a balance between sustainable development and traditional practice on their land and 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 recognises that the support of Traditional Owners is critically important to its current operations, future projects and successful rehabilitation.
ERA is a major employer in the Alligator Rivers region and a valuable contributor to the economy of Jabiru.

We are involved in the community in a number of ways through sponsorship of organisations and events.

We also support the community through in-kind donations.

ERA is a member of the Jabiru Steering Committee which will oversee the transition of the town.
The area surrounding ERA’s operations is internationally recognised for unique ecosystems and biodiversity, significant environmental and cultural heritage value and a long tradition of human habitation.

Due to the sensitive nature of the surrounding environment, ERA strives for safety leadership, environmental protection and strong and enduring relationships with all stakeholders.

ERA’s commitment to protect the environment is overseen by the Commonwealth Government’s Supervising Scientist Branch, which conducts extensive monitoring and research programs on the Ranger Project Area and Jabiluka Mineral Lease.

ERA will continue to engage with the Mirarr Traditional Owners, local communities and all levels of government to protect the natural environment in which it operates.
Revegetation is a key component of the progressive rehabilitation activities taking place at Ranger and Jabiluka.

Closure studies and revegetation trials at Ranger continued during the year. A nutrient cycle study commenced in conjunction with the University of Queensland and two studies in conjunction with Charles Darwin University – on understorey species establishment and ants colonisation on the Trial Landform.

Work on stage one to convert the Ranger exploration core yard into a nursery for native plants commenced. It is envisioned stage one of the nursery will have capacity for up to 250,000 tube stocks.

The seed harvest commenced with local Indigenous contractor Kakadu Native Plants sourcing seeds from the surrounding Kakadu National Park for raising tube stocks for the revegetation of the mine footprint.

ERA is committed to protecting the environment in which it operates. Measures to protect the environment include a wide range of preventative monitoring activities which focus on land and water.
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Effective water management is a fundamental element of ERA’s business and environmental protection activities. There are a number of different classes of water within the Ranger mine site: process water, pond water, release water, potable water and water including water treatment plant permeate and Brine Concentrator distillate. Each class of water requires a different management approach.

The Kakadu region’s extended dry periods, potential for extreme storms and highly variable annual rainfall requires flexibility and innovation in ERA’s approach to water management.

Water management performance objectives and outcomes set out in ERA’s Health, Safety and Environment Management System and are delivered through ERA’s Ranger Water Management Plan.

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

The 2017–18 Ranger Water Management Plan was approved in February 2018. The Ranger Water Management Plan covers water capture, storage, supply, distribution, sampling, use, treatment and disposal across the Ranger mine site, and describes the systems for routine and contingency management of process, pond and release water.
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 2018. It should be read in conjunction with ERA's 2018 Annual Report, which provides a detailed overview of ERA's financial and operating performance for 2018. 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.