

SUSTAINABILITY REPORT 2018



ERA

TOGETHER WE PROVIDE CLEAN ENERGY TO THE WORLD AND,
AS A TRUSTED PARTNER, CARE FOR PEOPLE AND COUNTRY.

ISSUED
FEBRUARY 2019

PEOPLE



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



AS AT 31 DECEMBER 2018



355
EMPLOYEES



10
INDIGENOUS
PRE-EMPLOYMENT
PROGRAM PARTICIPANTS

67

PARTICIPANTS IN 2018

CULTURAL AWARENESS

TRAINING

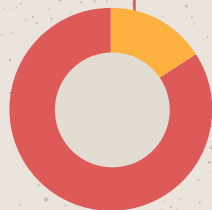
4

APPRENTICES



13%

ABORIGINAL AND
TORRES STRAIT
ISLANDER EMPLOYEES



42%

WORKFORCE JABIRU LOCALS

4



INDIGENOUS TRAINEES

18%



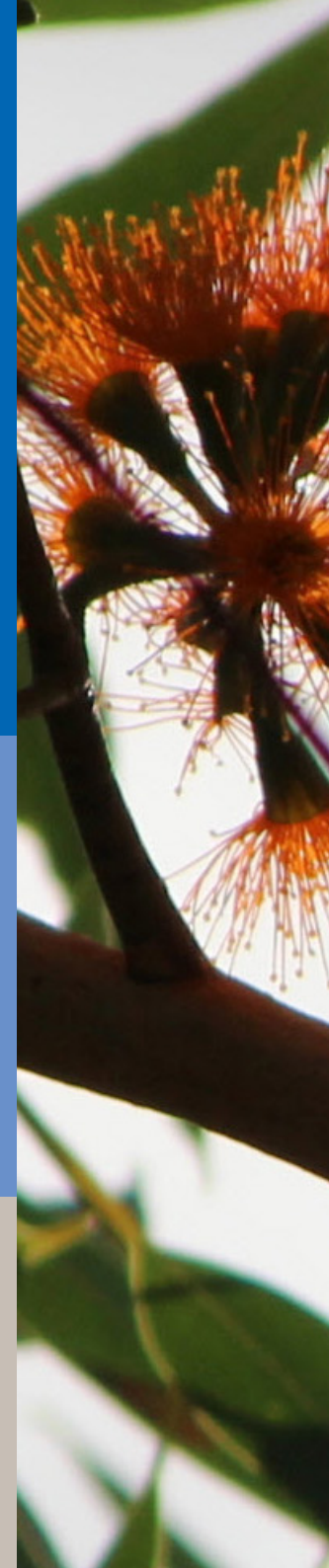
FEMALE
EMPLOYEES



0.56

AIFR

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



PARTNERSHIP

THE MIRARR

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

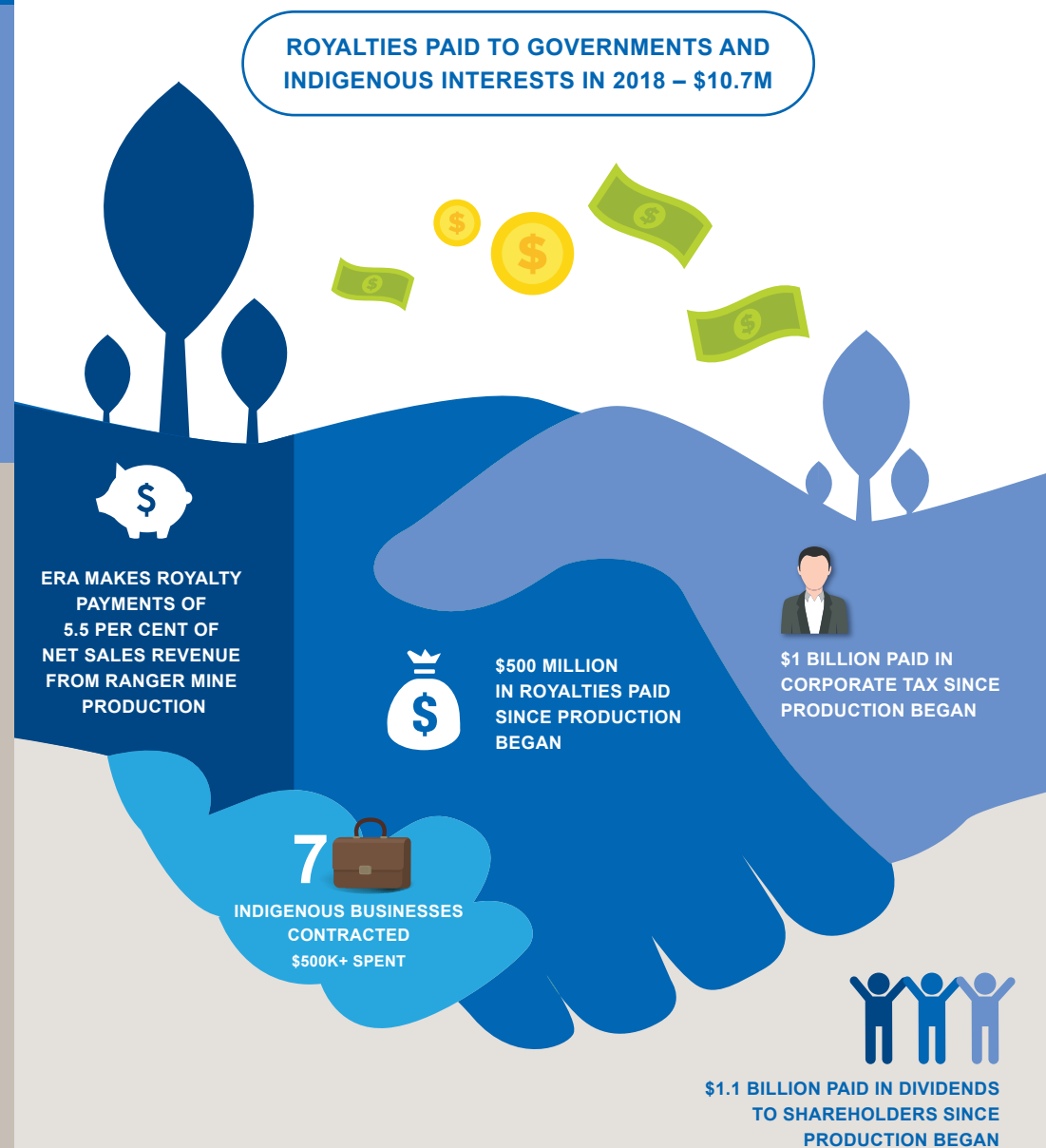
Mirarr country encompasses the Ranger Project Area and the Jabiluka Mineral Lease, the town of Jabiru and parts of Kakadu National Park, including the wetlands of the Jabiluka billabong country and the sandstone escarpment of Mount Brockman.

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 PLACES GREAT VALUE ON ITS PARTNERSHIPS WITH STAKEHOLDERS



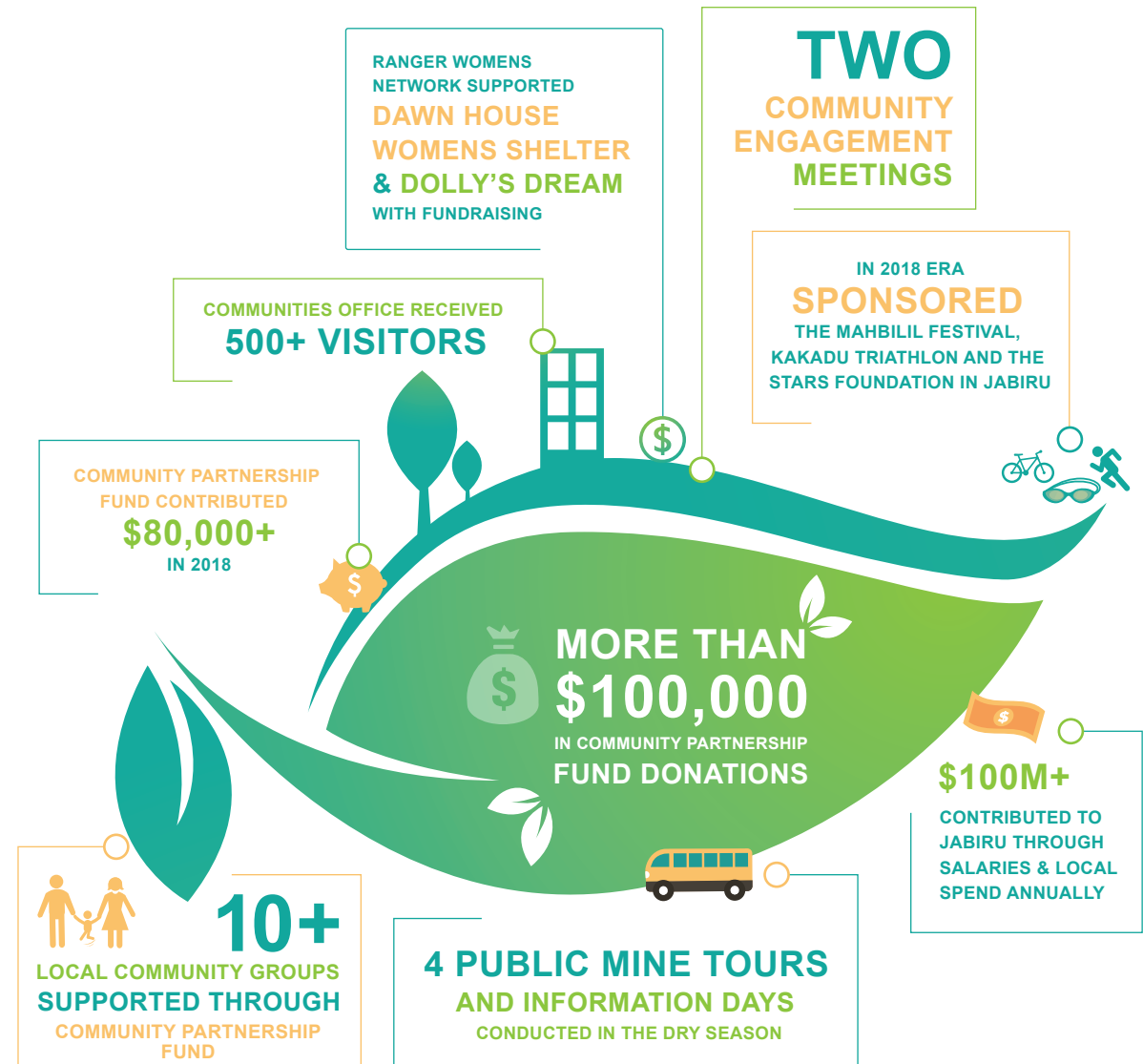
COMMUNITY

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.



ENVIRONMENT

RANGER MINE CLOSURE PLAN
RELEASED IN 2018



\$59M
INVESTED IN
REHABILITATION
IN 2018

RESULTS FROM STATUTORY MONITORING
PROGRAMS DEMONSTRATED THAT
ERA CONTINUED TO MAINTAIN
OUR ENVIRONMENTAL VALUES
AND OBJECTIVES



SEED COLLECTION FOR
REVEGETATION
ACTIVITIES COMMENCED



SINCE 2012 ERA HAS SPENT
\$511 MILLION
ON REHABILITATION AND
WATER MANAGEMENT ACTIVITIES

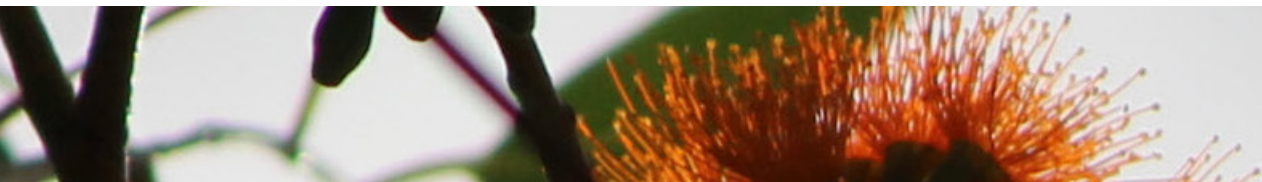


The area surrounding ERA's operations is internationally recognised for unique ecosystems and biodiversity, significant environmental and cultural heritage value and a long tradition of human habitation.

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.



LAND

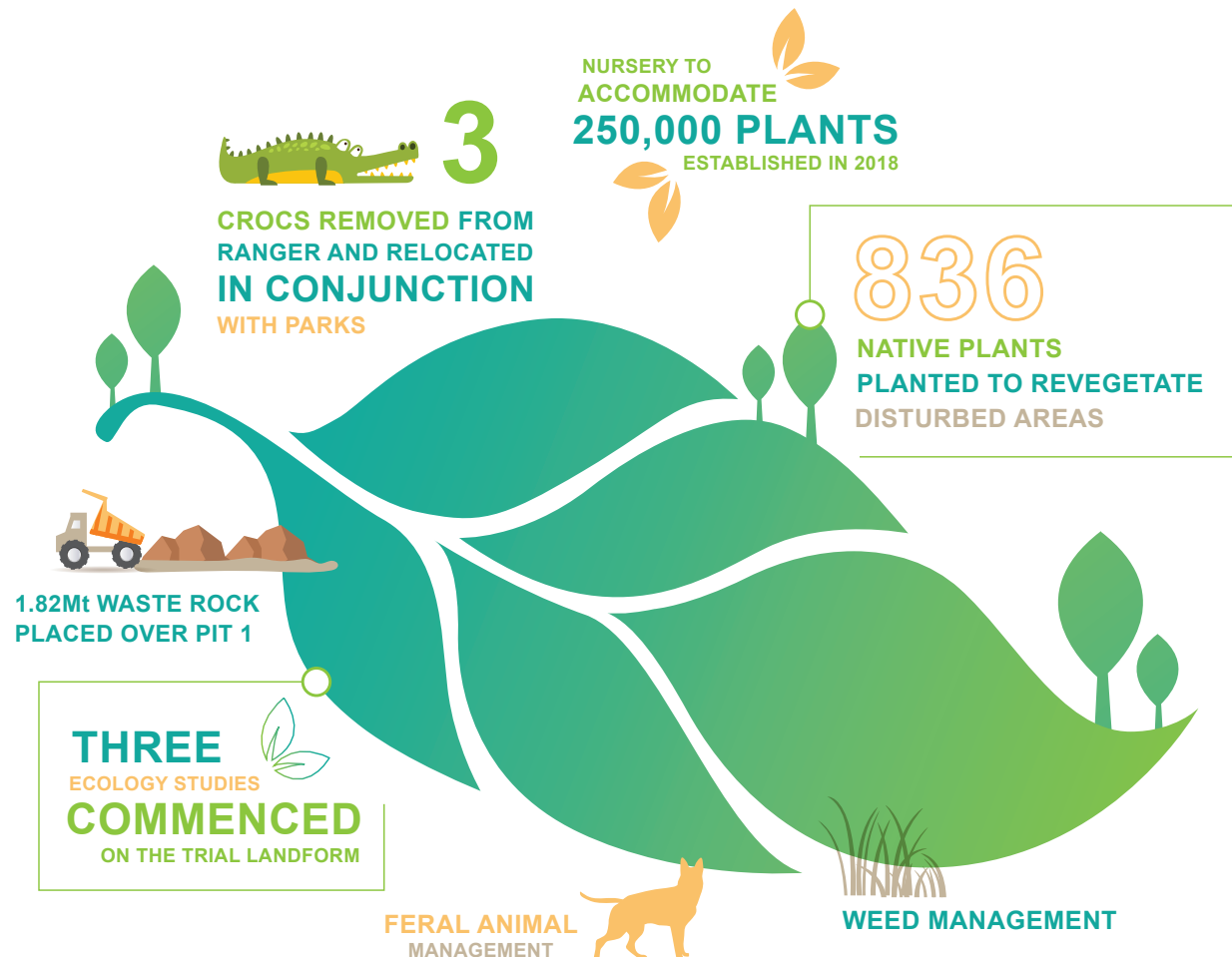
Revegetation is a key component of the progressive rehabilitation activities taking place at Ranger and Jabiluka.

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.

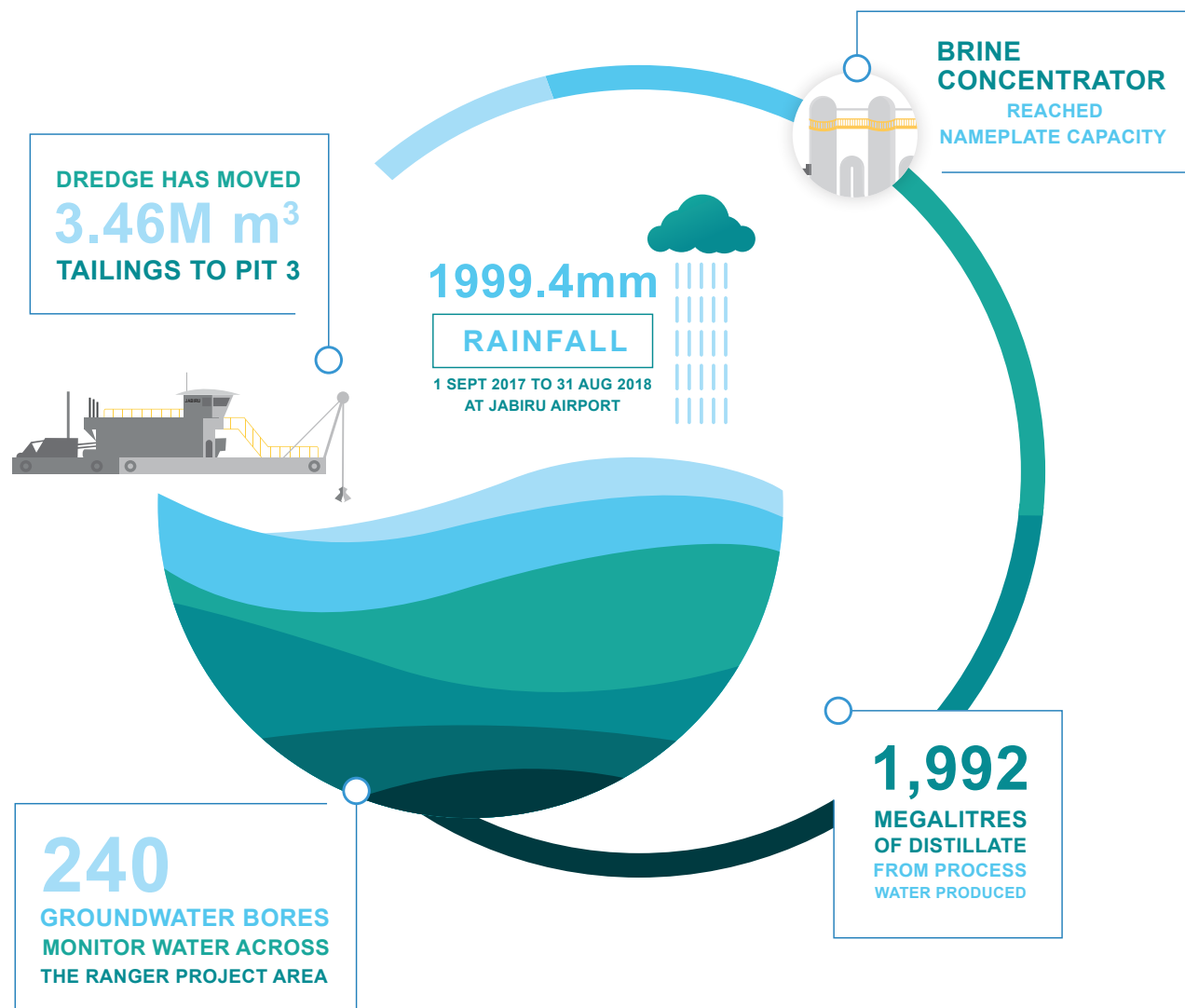
The seed harvest commenced with local Indigenous contractor Kakadu Native Plants sourcing seeds from the surrounding Kakadu National Park for raising tube stocks for the revegetation of the mine footprint.

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.



WATER

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.



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.

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