

SUSTAINABILITY REPORT



ERA

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

ISSUED
JUNE 2020

PEOPLE



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



AS AT 31 DECEMBER 2019



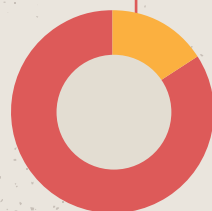
355
EMPLOYEES



18%
FEMALE
EMPLOYEES



37
PARTICIPANTS IN 2019
CULTURAL AWARENESS
TRAINING



12%
ABORIGINAL AND
TORRES STRAIT
ISLANDER EMPLOYEES



29%
OF OUR LEADERS
ARE WOMEN



39.5%

CALL JABIRU HOME

86.7%

OF OUR WORKFORCE ARE BASED
AT **RANGER FULLTIME**

6

INJURIES



1.07

AIFR

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





Dredging and tailings transfer from the Tailings Storage Facility in 2019.

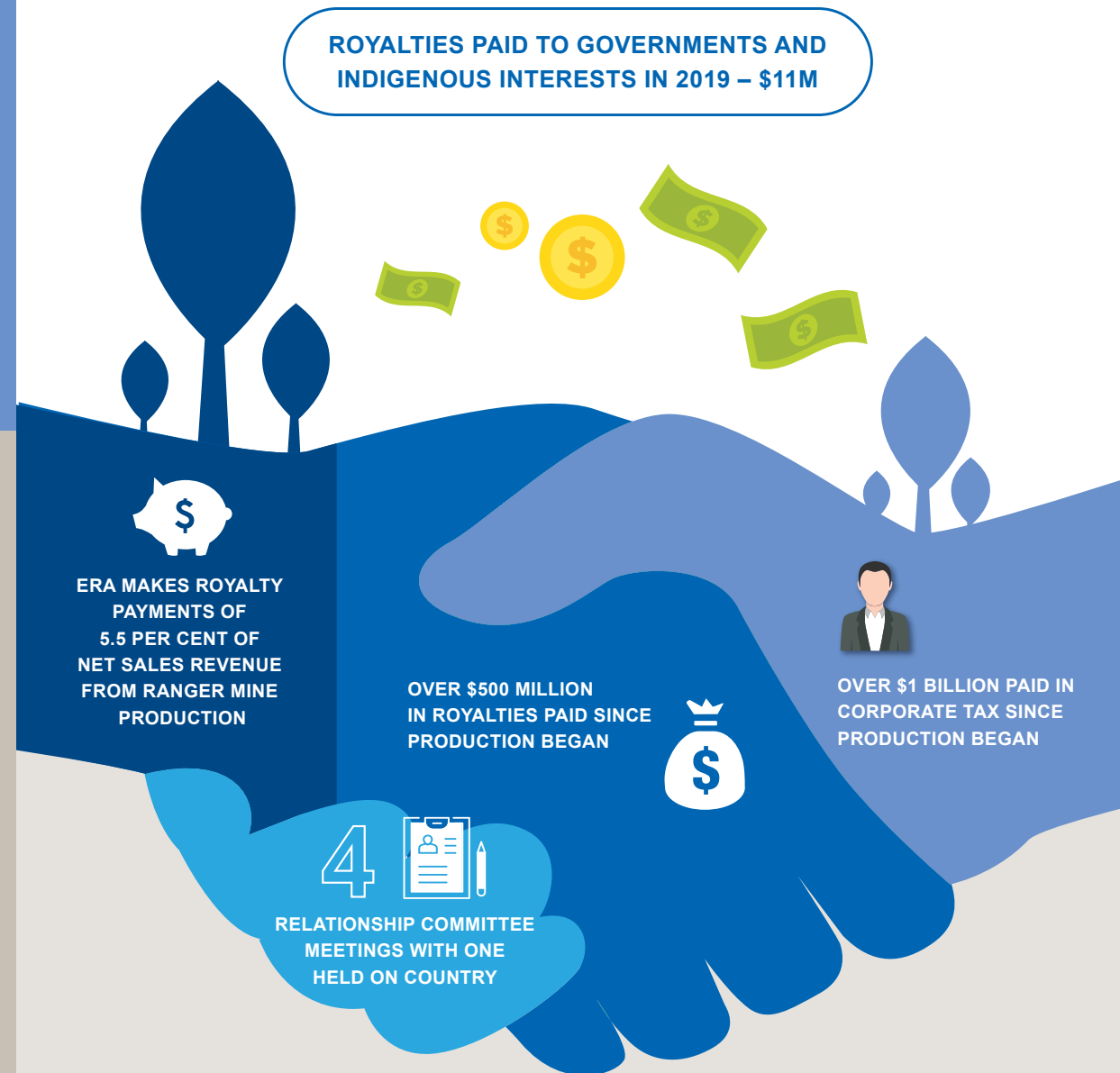
THE MIRARR

The Mirarr are the Traditional Owners of the land 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 Gundjehmi 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 ongoing operations and successful rehabilitation.

ERA PLACES GREAT VALUE ON ITS PARTNERSHIPS WITH STAKEHOLDERS





ERA is a major employer in the Alligator Rivers region and a valuable contributor to the economy of Jabiru. In addition to our residential workforce being a major contributor to the economic and social well-being of the community, we are involved in many other ways including sponsorship of organisations and events, in-kind donations, and providing essential infrastructure to the local community like the airport and power.

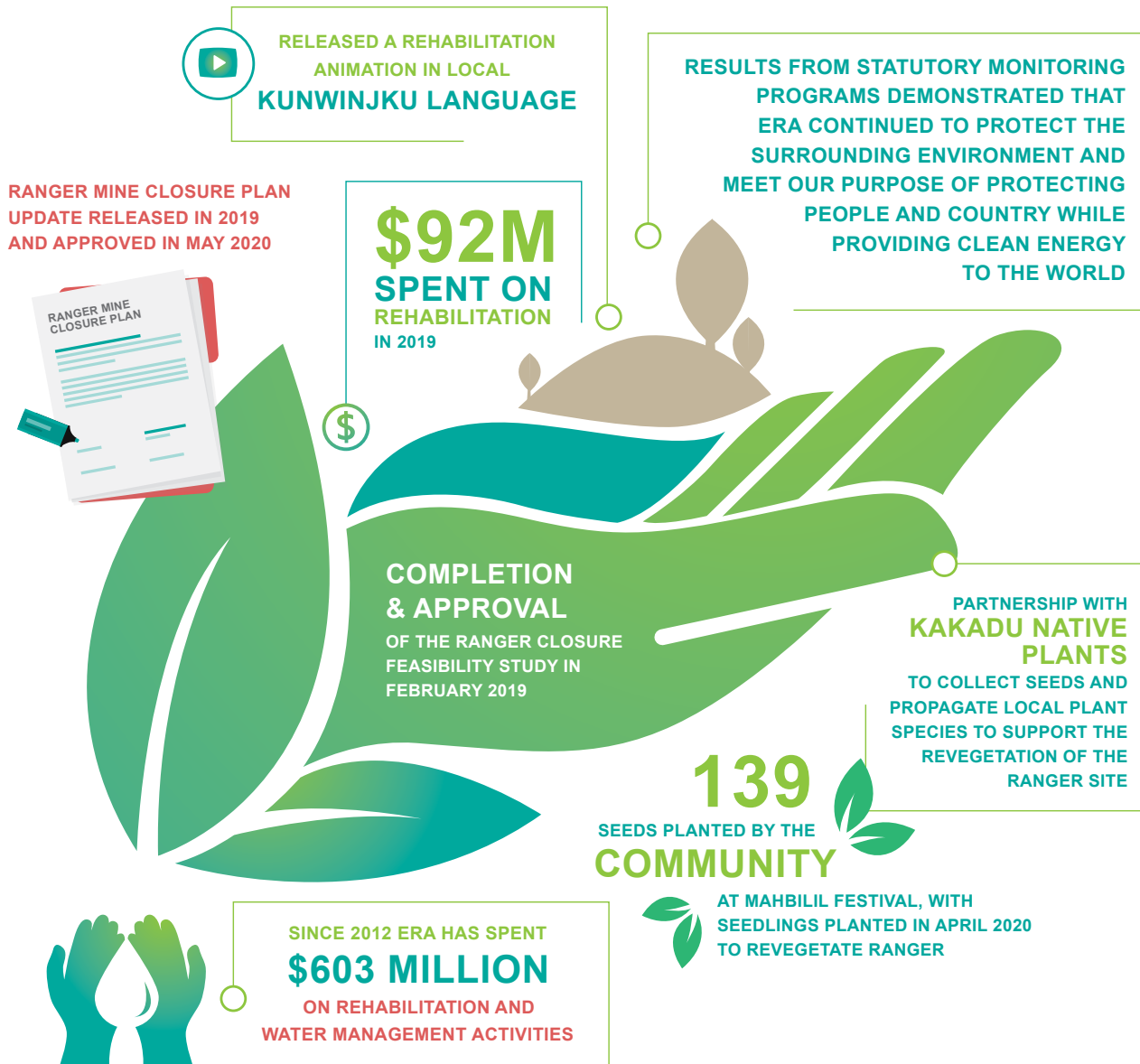
ERA is a member of the Jabiru Taskforce which is overseeing the transition of the town.





ERA Chief Executive, Paul Arnold with the Minister for Aboriginal Affairs and Member for Arnhem, Selena Uiho signing the Memorandum of Understanding on the future of Jabiru Township between the Commonwealth of Australia, Northern Territory Government, Gundjeihmi Aboriginal Corporation and ERA.

ENVIRONMENT



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. ERA is committed to environmental protection and has a proud record of causing no detrimental effects to this unique and sensitive surrounding environment.

ERA has been undertaking progressive rehabilitation since 1995. The annual update to the Ranger Mine Closure Plan and completion of a Closure Feasibility Study in early 2019 provides confidence that ERA has the proven capability and the resources to deliver best-in-class rehabilitation of the Ranger site and to meet the expectations of the Traditional Owners of the land.

ERA's commitment to protect the environment is overseen by the Commonwealth Government's Supervising Scientist Branch, which conducts environmental monitoring of the Ranger Project Area, the Jabiluka Mineral Lease and the surrounding environment. 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.



A seedling grown from the Mahbilil community planting in its final place on the Ranger Minesite.

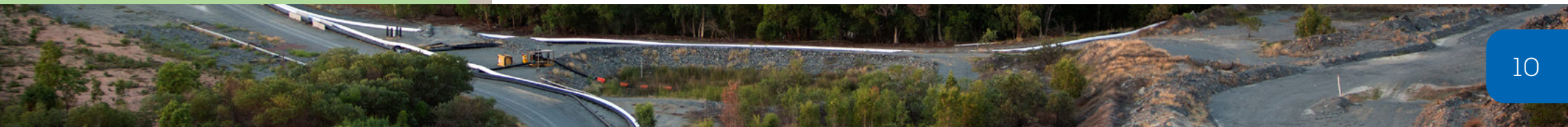
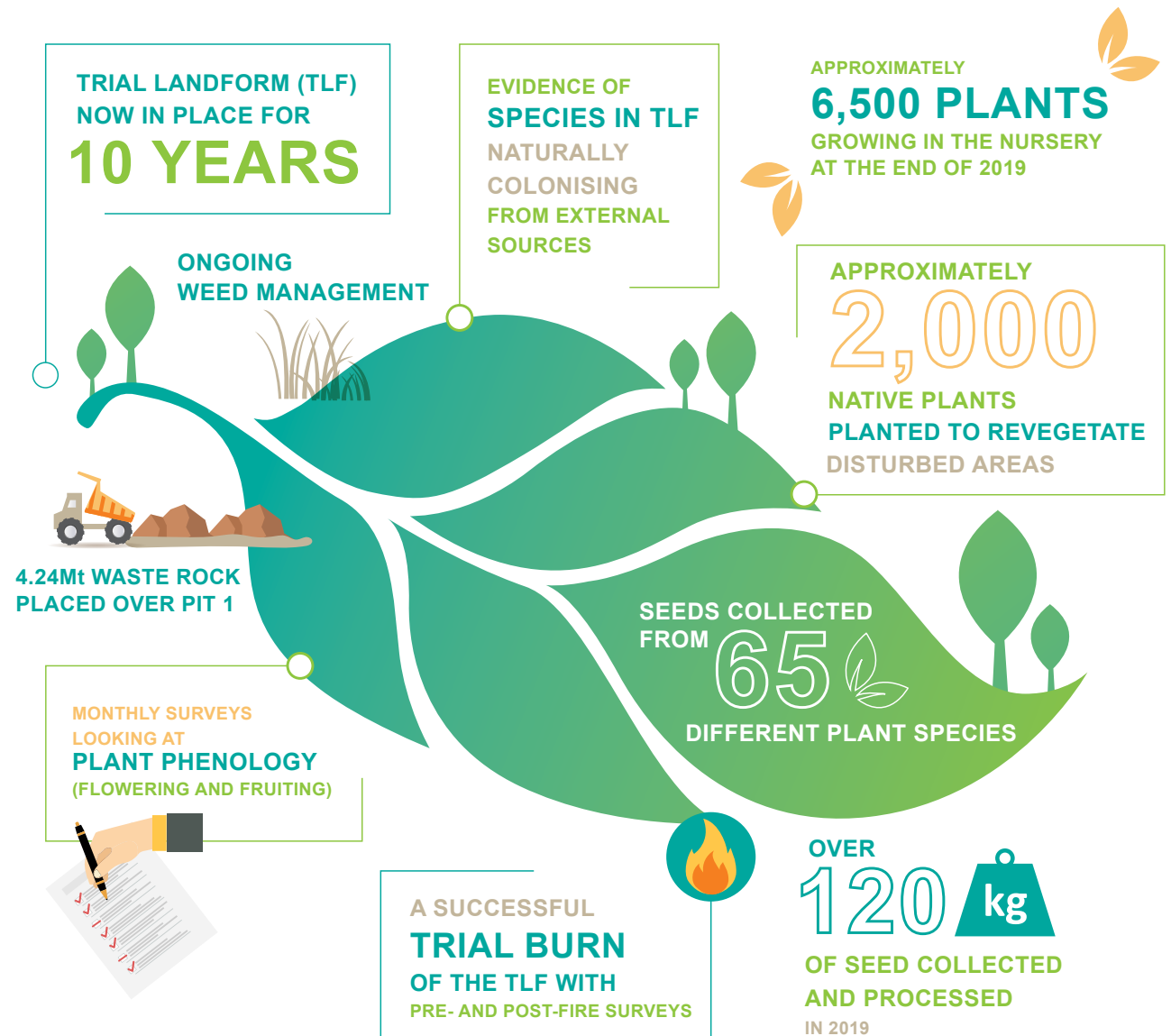
LAND

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

2019 marked ten 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.

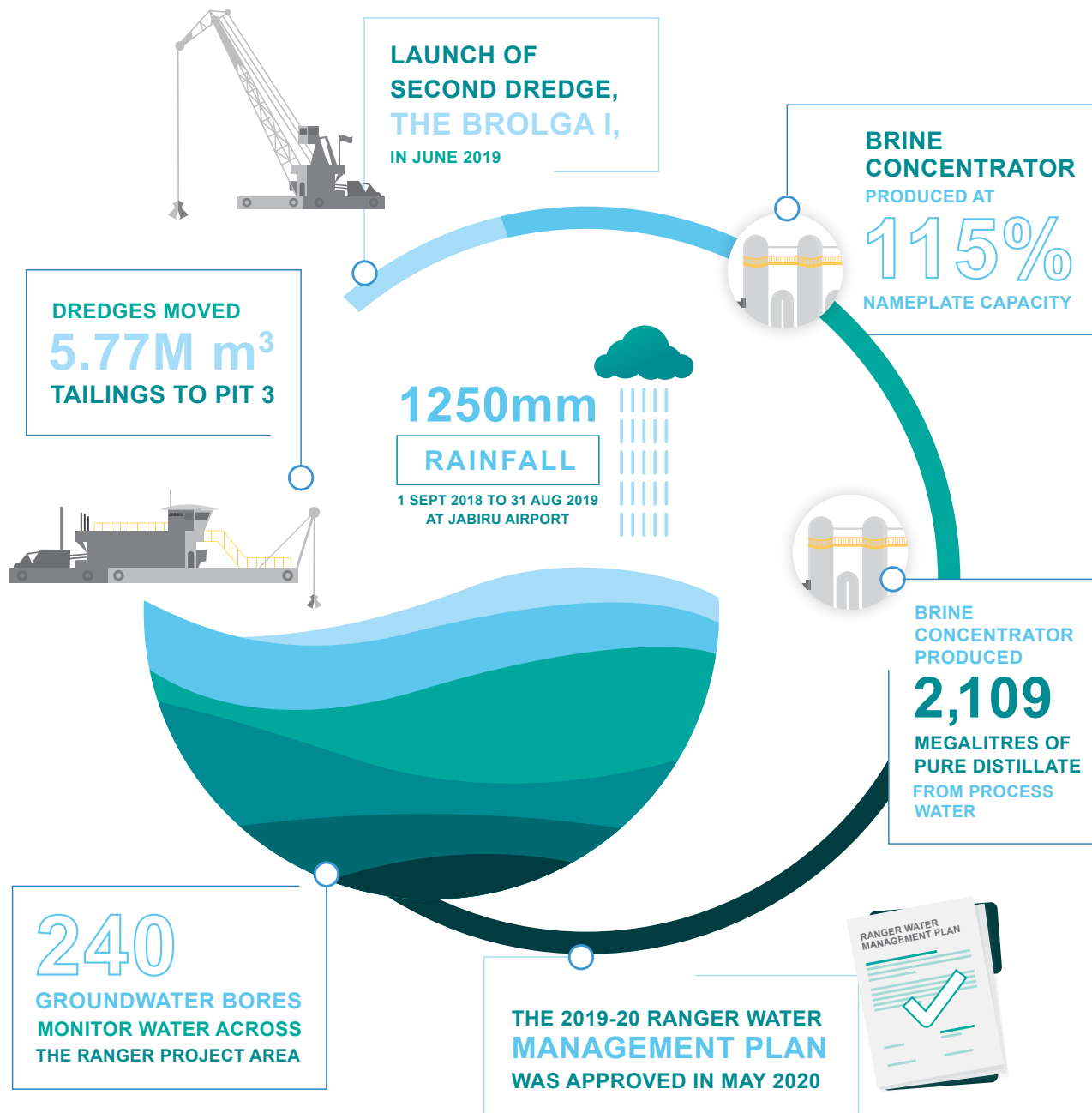
ERA is committed to protecting the environment in which it operates. Measures to protect the environment include a wide range of preventative monitoring activities which focus on land and water.





Ranger Mine in 2019.

WATER



Effective water management is a fundamental element of ERA's business and environmental protection activities. There are several different classes of water within the Ranger mine site: process water, pond water, release water, potable water, 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 are 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 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 2019. It should be read in conjunction with ERA's 2019 annual report, which provides a detailed overview of ERA's financial and operating performance for 2019. 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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