

SUSTAINABILITY REPORT



ERA

Create a positive legacy and achieve world class,
sustainable rehabilitation of former mine assets.

ISSUED
MAY 2022

PEOPLE



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



IN 2021



0.00

AIFR

AN INJURY FREE YEAR



19%

FEMALE

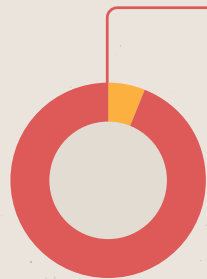
PARTICIPATION RATE



17%

**OF OUR SENIOR LEADERS
ARE WOMEN**

(MANAGERS AND EXECUTIVE
COMMITTEE)



6%

**ABORIGINAL AND
TORRES STRAIT
ISLANDER EMPLOYEES**

153

EMPLOYEES



86

**ERA RESIDENCES
IN JABIRU**

7%

OF INDIGENOUS
EMPLOYEES
WERE FEMALE

3

INDIGENOUS EMPLOYEES
HELD SUPERVISOR
LEADERSHIP ROLES

69%

**OF OUR PEOPLE WORK
AT RANGER FULLTIME**

WE SAID GOODBYE TO

116

EMPLOYEES

WHEN PRODUCTION
CEASED ON 8 JAN
2021 THROUGH
REDUNDANCY,
RETIREMENT AND
REDEPLOYMENT

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





Trial Landform (Meg Parry and Ping Lu)

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 Land Trust arrangements 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.

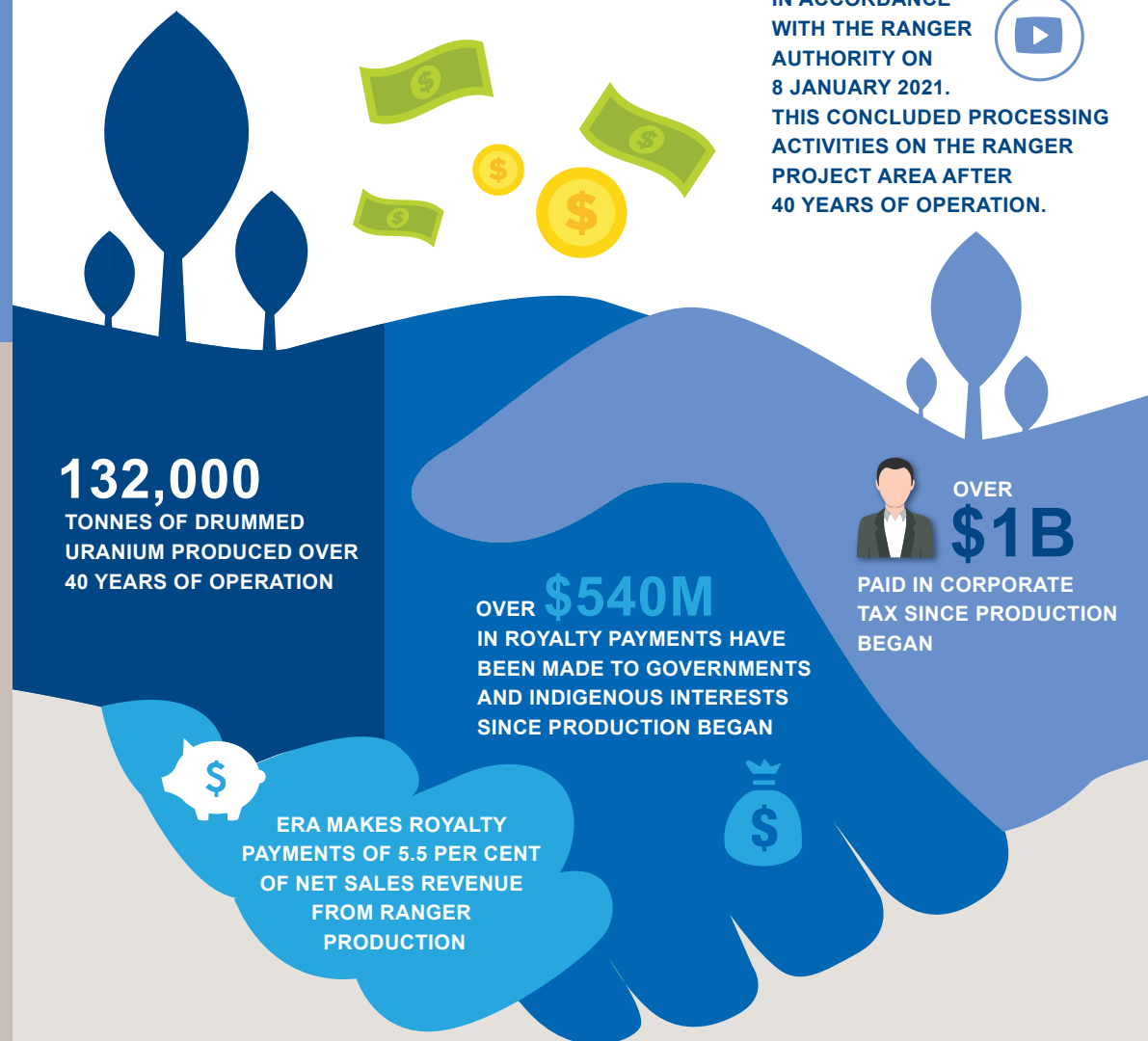
Each year the Mirarr Traditional Owners, along with governments, regulators, the SSB and our other key stakeholders, are requested to give input into and to review our Mine Closure Plan. Most importantly, this annual process allows us to draw on regular cultural guidance from the Mirarr Traditional Owners 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
NT INDIGENOUS INTERESTS IN 2021 – \$9.9M**

**PRODUCTION AT THE
RANGER MINE CEASED,
IN ACCORDANCE
WITH THE RANGER
AUTHORITY ON
8 JANUARY 2021.
THIS CONCLUDED PROCESSING
ACTIVITIES ON THE RANGER
PROJECT AREA AFTER
40 YEARS OF OPERATION.**





A PARTNER IN THE REGION

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 throughout rehabilitation activities.

On 1 July 2021, a Section 19A township lease over Jabiru was established to enable the handover of the township lease to a community entity representing the Mirarr Traditional Owners.

ERA is proud of the original investment through construction of the town of Jabiru, including housing and critical infrastructure and proud of the positive legacy being progressively handed to the new leaseholders.

ERA shares and is supportive of 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 was a member of the Jabiru Taskforce, which supported the 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 new leaseholders,

community leaders and stakeholders.

Meanwhile, ERA remains an important part of the Jabiru community with around 86 residences occupied by ERA employees and their families continuing to reside in the town.

ERA is conducting a housing rectification program prior to the handover of houses to the relevant new town entities. We are working closely with Jabiru Kabolkmakmen Ltd (JKL) and Gundjeihmi Aboriginal Corporation Jabiru Town (GACJT) to help meet future housing demand.

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 such as the airport, which is used by tourism operators, community charter flights and the Government.

ERA continues to implement and evaluate our COVID-19 Management Plan to support the mitigation of impacts from COVID-19 in the region. ERA and its people have fully complied with any vaccination mandates, mask requirements, travel restrictions and lockdown requirements.

**ELMARIE FAGAN,
2021 NT WOMEN
IN RESOURCES
EXCEPTIONAL
WOMAN IN
RESOURCES**



**CONTINUED TO OPERATE
THE JABIRU AIRPORT
TO ENABLE COMMUNITY
AND TOURISM USE.**

**ERA REQUIRES ALL WORKERS
TO BE FULLY VACCINATED
AGAINST COVID-19 IN LINE WITH
GOVERNMENT HEALTH DIRECTIONS**

100% OF OUR EMPLOYEES
AND CONTRACTORS
ARE FULLY VACCINATED
(TRIPLE VACCINATED).



ERA PROVIDES
SPONSORSHIPS AND DONATIONS
TO A RANGE OF COMMUNITY CLUBS,
ACTIVITIES AND INITIATIVES.
THE COMPANY ALSO PROVIDES IN-KIND
SUPPORT SUCH AS LOGISTICAL ASSISTANCE,
CATERING AND LOAN OF EQUIPMENT TO
COMMUNITY EVENTS. ERA EMPLOYEES
ATTEND, PARTICIPATE AND
VOLUNTEER AT EVENTS, IN LOCAL
ORGANISATIONS AND THROUGH
EMERGENCY SERVICES.



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**LOCAL COMMUNITY
ORGANISATIONS
SUPPORTED THROUGH
COMMUNITY PARTNERSHIP FUND**



**IN 2021 ERA
SPONSORED
A RANGE OF COMMUNITY EVENTS
AND INITIATIVES INCLUDING
THE JABIRU CHILDREN’S
CHRISTMAS PARTY, KAKADU
BIATHLON AND THE JABIRU
GOLF CLUB GOLF OPEN.
ERA ALSO CONTINUED OUR
LONG TERM SPONSORSHIP OF
THE JABIRU BOMBERS.**

**PAUL ARNOLD,
2021 NT WOMEN
IN RESOURCES
DIVERSITY
CHAMPION**



LANDSCAPE

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.

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

Throughout closure, 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.

During the second half of 2021 ERA commenced a major reforecast of both cost and schedule in relation to the calculation of the rehabilitation provision and timing for completion for the Ranger Project Area. The preliminary findings by ERA from its reforecast exercise indicates that:

- i. the revised total cost of completing the Ranger Project Area rehabilitation, including incurred spend from 1 January 2019, is forecast to be approximately between \$1.6 billion and \$2.2 billion. The previously announced closure estimate, which was based on the Ranger Project Area closure Feasibility Study finalised in 2019 ("Feasibility Study"), was \$973 million¹; and
- ii. the revised date for completing the Ranger Project Area rehabilitation is forecast to be between Quarter 4, 2027 and Quarter 4, 2028.

SINCE 2012,

\$839 MILLION

HAS BEEN SPENT ON REHABILITATION AND WATER MANAGEMENT PROJECTS WITH \$154 MILLION SPENT IN 2021



BOULDER HABITAT CREATED IN CONSULTATION WITH TRADITIONAL OWNERS

APPROXIMATELY

32,000

SAPLINGS PLANTED ON PIT 1.

FINAL PLANTING OF PIT 1 COMPLETED JAN 2022



IN 2021, ERA CONTINUED TO UNDERTAKE SURVEILLANCE AND ERADICATION TREATMENT ACTIVITIES OF THE **BROWN BROWSING ANT** AT RANGER IN COLLABORATION WITH THE NATIONAL BIOSECURITY MANAGEMENT GROUP



DUE TO THE REFORECAST IT WAS AGREED AN UPDATED **RANGER MINE CLOSURE PLAN** WOULD NOT BE SUBMITTED UNTIL THE REFORECAST DETAILS ARE KNOWN



TRIAL LANDFORM RECONSTRUCTED ECOSYSTEM IS DEVELOPING AND MATURING. 2022 SAW A CONTINUED **INCREASE IN NATIVE PLANT SPECIES** SELF-COLONISING THE LANDFORM, INCREASING OUR SPECIES RICHNESS AND DIVERSITY



A DIVERSITY OF FAUNA HAS BEEN OBSERVED MAKING THEIR HABITAT ON THE TRAIL LANDFORM AND PIT 1 INCLUDING INSECTS, LIZARDS AND BIRDS



PUBLICATION OF **5** STUDIES IN INTERNATIONAL PEER REVIEWED JOURNALS

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REPORTABLE ENVIRONMENTAL INCIDENCES IN 2021, COMPARED TO 29 IN 2020, A **SIGNIFICANT REDUCTION**.

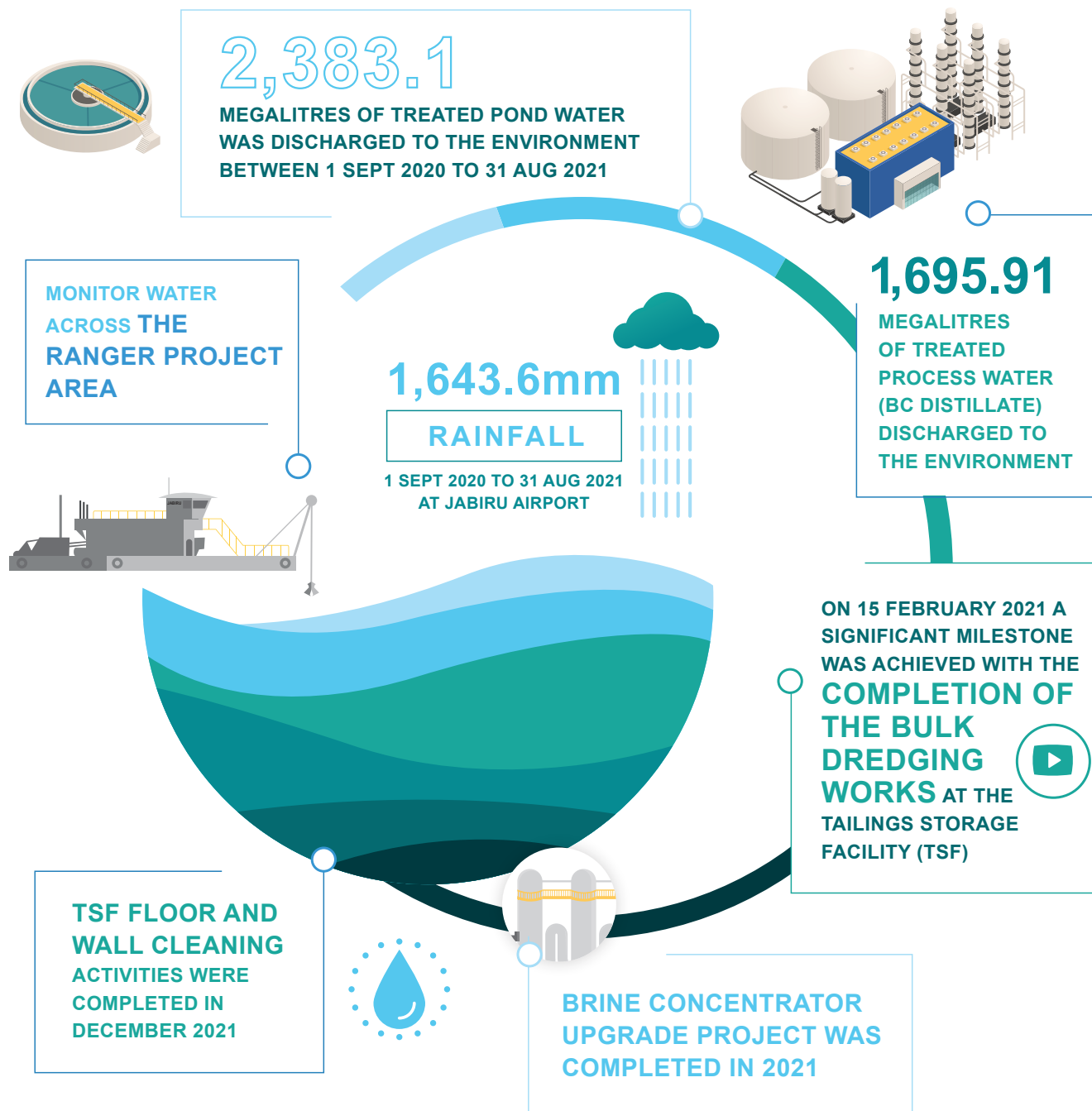
REGULAR DETAILED MONITORING OF UP TO **NEWLY PLANTED SEEDLINGS** OVER ON PIT 1 AND STAGE 13.1, WHICH WILL INFORM THE WHOLE-OF-SITE FINAL LANDFORM REVEGETATION PLAN



¹ Based on 31 December 2018 rehabilitation provision, (\$973 million undiscounted in nominal terms, excluding not yet recognised termination benefits in line with Australian Accounting Standards and including an allowance of \$1 million in relation to the estimated cost of Jabiluka Mineral lease rehabilitation expense).



Jabiru Lake



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.

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

Throughout closure 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.



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 2021. It should be read in conjunction with ERA's 2021 annual report, which provides a detailed overview of ERA's financial and operating performance for 2021. 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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