

Rio Tinto Amrun Project Social Impact Management Plan Stakeholder Consultation Summary January 2016

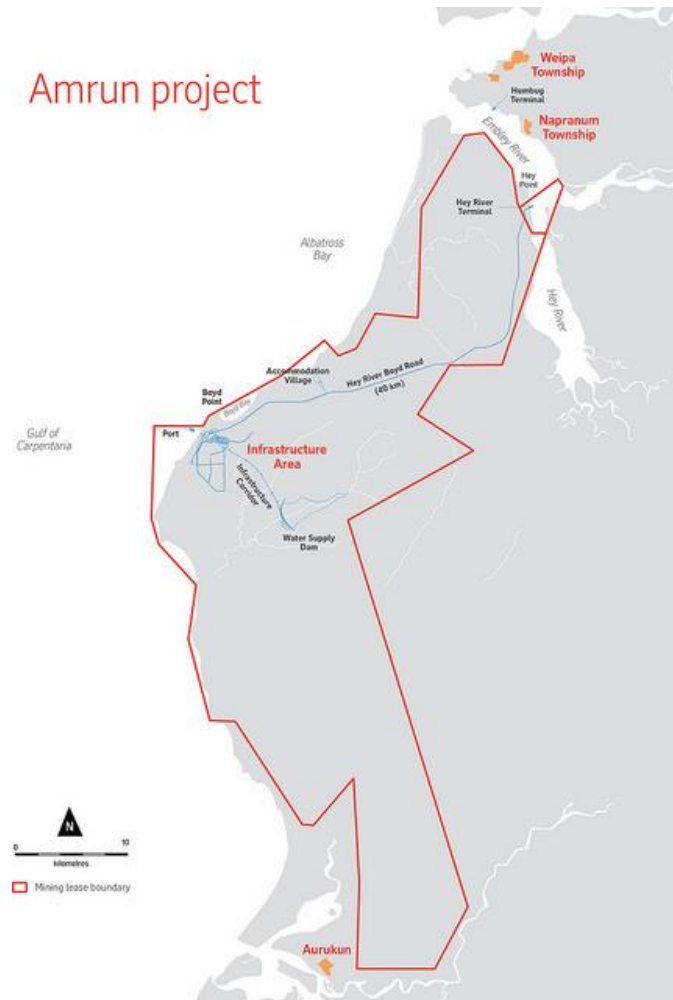


Table of Contents

1. Stakeholders Consultation	3
1.1.Process	3
1.2.Stakeholders contacted directly by Rio Tinto	3
1.3.Meetings and presentations	6
1.4.Further clarification requested	7
2. Feedback Received	8
Attachment A – Letter to stakeholders	21
Attachment B- Feedback Template	22
Attachment C – SIMP Stakeholder Power Point Presentation	24
Attachment D - SIMP Stakeholder Power Point Presentation #2	30
Attachment E – RMCN Meeting Minutes Extract	40

1. Stakeholders Consultation

1.1. Process

To assist in the coordination and documentation of stakeholder feedback, Rio Tinto developed the following communication tools:

- A cover letter outlining; the purpose of the consultation process, instructions for providing feedback, due date and ways to contact Rio Tinto should further information or clarification be required– see **Attachment A**
- A template designed to ensure feedback was received in a consistent format directly related to the relevant section of the draft SIMP – see **Attachment B**.
- A PDF version of the draft SIMP document.

Stakeholders received the draft document and feedback template by one of the following methods:

- Direct contact from Rio Tinto, and/or
- As an attachment to meeting papers prepared.

If stakeholders felt more comfortable providing verbal feedback rather than completing the template, this option was made available by Rio Tinto.

1.2. Stakeholders contacted directly by Rio Tinto

The draft SIMP document was provided to 40 stakeholders directly between 28 October and 9 November 2015 with response due by 11 December, allowing a minimum of 5 weeks to provide feedback.

In the situation whereby a single organisation may have had multiple representatives with an interest in the document, Rio Tinto relied on the designed contact to circulate internally, collate and provide feedback on behalf of the organisation.

In effect, reach of the document has been much wider with many stakeholders forwarding on and/or sharing the document with colleagues.

The below table is a summary stakeholders contacted, the method by which they were contacted and if feedback was received.

TABLE 1 – SIMP CONSULTATION STAKEHOLDER SUMMARY

Stakeholder	Representative Contacted	Sent by	Date sent	Sent by	Feedback received
Aurukun Shire Council	Bernie McCarthy, CEO	Email	5/11/2015	Brad Welsh	30/11/2015
Batavia Downs	Graham and Karen Robertson, Property Manager	Email	6/11/2015	Stephanie Howden	No
Cairns and Hinterland Hospital and Health Services	Garnett Hall, Deputy Chair	Email	9/11/2015	Brad Welsh	No

Stakeholder	Representative Contacted	Sent by	Date sent	Sent by	Feedback received
Cape York Aboriginal Australian Academy	Lynette McKenzie, Director	Email	6/11/2015	Brad Welsh	No
Cape York Employment	Sonia Minniecon, General Manager	Email	6/11/2015	Brad Welsh	11/12/2015
Cape York Land Council	Richie Ahmat, Chairperson	Email	5/11/2015	Brad Welsh	1/12/2015
Cook Shire Council	Tim Cronin, CEO	Email	5/11/2015	Brad Welsh	No
Department of Aboriginal and Torres Strait Islander and Partnerships	Allen Cunneen, Executive Director	Email	9/11/2015	Brad Welsh	No
Department of Aboriginal and Torres Strait Islander and Partnerships	Noeleen Selke, Regional Director FNQ	Email	9/11/2015	Brad Welsh	No
Department of Agriculture and Fisheries	Alison Brunker, Manager Industry Devt FNQ	Email	9/11/2015	Brad Welsh	No
Department of Communities, Child Safety and Disability Services	Michael Linnan, Regional Executive Director	Email	9/11/2015	Brad Welsh	No
Department of Education and Training	Deborah Dunstone, Regional Director FNQ	Email	9/11/2015	Brad Welsh	10/12/2015
Department of Health	Tim Albers, Grant Manager	Email	5/11/2015	Brad Welsh	No
Department of Housing & Public Works	Bruce Walker, Director Contract Management Northern Region	Email	9/11/2015	Brad Welsh	No
Department of Human Services	Trisj Latu, A/Regional Manager	Email	5/11/2015	Brad Welsh	No
Department of Infrastructure, Local Government and Planning	John O'Halloran, Regional Manager	Email	9/11/2015	Brad Welsh	No
Department of the Prime Minister and Cabinet	Damian Blunden, A/Senior Advisor	Email	5/11/2015	Brad Welsh	11/12/2015
Department of State Development	Ian McKirdy, Manager Economic Development	Email	9/11/2015	Brad Welsh	No
Department of Justice and Attorney General/Youth Justice Services	David Goodinson, Regional Director	Email	9/11/2015	Brad Welsh	No
FNQ Regional Organisation of Councils	Darlene Irvine, Treasurer -	Email	9/11/2015	Brad Welsh	No

Stakeholder	Representative Contacted	Sent by	Date sent	Sent by	Feedback received
	Executive Officer				
Gulf of Carpentaria Commercial Fishermen Association	Gary Ward, Chairman	Email	9/11/2015	Brad Welsh	No
Mapoon Aboriginal Shire Council	Leon Yeatman, CEO	Email	5/11/2015	Brad Welsh	No
Member for Cook	Billy Gordon	Email	5/11/2015	Brad Welsh	No
Member for Leichhardt	Warren Entsch MP	Email	5/11/2015	Brad Welsh	No
My Pathway	Derek Carter, Regional Manager	Email	5/11/2015	Brad Welsh	No
Napranum Aboriginal Shire Council	Amos Njaramba, CEO	Email	5/11/2015	Brad Welsh	No
Ngan Aak-Kunch	Philippe Savidis, Legal rep	Email	5/11/2015	Brad Welsh	10/11/2015
North QLD Bulk Ports Corporation	Rob Watkins, Commercial Manager	Email	5/11/2015	Brad Welsh	No
Northern Peninsula Regional Council	Mark Kelleher, CEO	Email	5/11/2015	Brad Welsh	No
Northern Prawn Fishery	Shane Fava, Manager Torres Strait Fisheries	Email	9/11/2015	Brad Welsh	No
Office of the Coordinator General	Kellie Potter, Project Manager	Email	28/10/2015	Ryan Skehan	12/11/2015
Quartermaine Property	Brooke Barton, Family rep	Email	5/11/2015	Brad Welsh	No
Queensland Police, Northern Region	Paul Taylor, Acting Assistant Commissioner	Email	9/11/2015	Brad Welsh	No
Queensland Seafood Industry Association	Eric Perez, Executive Officer	Email	9/11/2015	Brad Welsh	No
Regional Development Australia, FNQ & Torres Strait	Jann Crase, Acting Chief Executive Officer	Email	9/11/2015	Brad Welsh	11/12/2015
Torres and Cape Hospital and Health Service	Jill Newland, Health Service Chief Executive	Email	9/11/2015	Brad Welsh	No
Western Cape Chamber of Commerce	Vance Wallin, President	Email	5/11/2015	Brad Welsh	10/12/2015
Western Cape College	Noel Rawlins, Principal	Email	5/11/2015	Brad Welsh	No
Western Cape Regional Partnership Agreement	Kate Hams, Coordinator	Email	5/11/2015	Brad Welsh	No
Wik Timber Holdings Pty Ltd	Gina Castelain, Managing	Email	9/11/2015	Brad Welsh	No

Stakeholder	Representative Contacted	Sent by	Date sent	Sent by	Feedback received
	Director				
Cape York Partnership	Acting General Manager (Cape York Partnership)	Email		Brad Welsh	11/12/2015

* Feedback provided by Cape York Partnership represented the views of their partners including Cape York Employment, Cape York Institute, Cape York Enterprises and Bama Services. Comments on behalf of the Cape York Land Council was also provided with the Cape York Partnerships Feedback.

The draft was sent to stakeholders by the following Rio Tinto staff members:

- Brad Welsh, Manager Community Relations
- Stephanie Howden, Specialist Community Relations
- Ryan Skehan, Principal Advisor Economic Development

1.3. Meetings and presentations

The draft SIMP was also presented to the following forums:

TABLE 2 – MEETINGS AND FORUMS

Forum	Date	Location	Presenter (s)	Approx. No of attendees
Western Cape Communities Coexistence Agreement (WCCCA) South of Embley (SoE) Subcommittee	4/11/2015	Weipa	Brad Welsh	15
Ely Bauxite Mining Participation Agreement Coordination Committee	27/11/2015	Weipa	Gillian Macmillan	10
Western Cape Communities Coexistence Agreement Coordinating Committee (WCCCC)	1/12/2015	Weipa	Brad Welsh	30
FNQ Regional Managers' Coordination Network Meeting (RMCN)	10/12/2015	Cairns	Brad Welsh & Julia Wilkins	25

A copy of the powerpoint delivered to the WCCCA SoE Subcommittee and WCCCC have been included as **Attachment C**. The powerpoint delivered to the RMCN as **Attachment D**.

The WCCCA SoE Subcommittee meeting recommendation in relation to the SIMP was as follows:

Recommendations 9 [SoESC041115-9]

The SoE Project Sub-Committee:

- 1 Note the Communities and Social Performance update
- 2 Note and review the draft SIMP and provide feedback by 11 December 2015

Moved: Anna Motton

Seconded: Loyla Chevathen

Carried

Minutes from the WCCCC meeting on 1/12/2015 have not been distributed. However Rio Tinto's records from attendance at the meeting confirm the following resolution was passed - *Note and review the draft SIMP and provide feedback by 11 December 2015.*

An extract from the RMCN meeting minutes related to the SIMP presentation have been included as **Attachment E**.

The EBMPA Coordinating Committee was provided with the draft SIMP and feedback form with a brief summary of the updates and background

1.4. Further clarification requested

The consultation process provided stakeholders the option to request a telephone call or in person meeting to either provide their feedback or seek further clarification from Rio Tinto in relation to the feedback they provided.

Only 2 stakeholders requested additional clarification from Rio Tinto as summarised in the below table. Rio Tinto's response to the issues raised are summarised in section **2.Feedback Received** on the following page.

TABLE 3 – STAKEHOLDERS REQUIRING FURTHER CLARIFICATION

Stakeholder	Engagement Method	Date	Attendees
Cape York Partnerships	Telephone call	14/12/2015	Tim Beasley, Cape York Partnerships Ryan Skehan, Rio Tinto
Western Cape Chamber of Commerce	Face to face meeting	17/12/2015	Vance Wallin & Kylie Fell, Western Cape Chamber of Commerce Brad Welsh, Rio Tinto

2. Feedback Received

In total, comments were received from stakeholders representative of 10 organisations. However, comments received from 3 organisations (Aurukun Shire Council, Regional Development Australia and the Department of Education and Training) were to acknowledge they supported the SIMP and/or had no further comments.

A number of the comments were either; general observations, about Rio Tinto's existing operations and/or had no obvious relevance to the SIMP document content.

Of the 45 comments recorded:

- 20 related to the action plans
- 8 related to the information presented in the project summary
- 7 related to indigenous employment and training
- 4 related to stakeholder engagement

The following table contains the consolidated reporting of each stakeholder comment received, the section of the SIMP the comment relates to and Rio Tinto's response to the comment. The comments were taken in to consideration in finalizing the SIMP document presented to the Coordinator General for approval.

TABLE 4 – STAKEHOLDER FEEDBACK COMMENTS

Stakeholder	Page	Section	Comments	Rio Tinto Response
Aurukun Shire Council	N/A	N/A	At its meeting on 17 November, Aurukun Shire Council passed the following resolution" Resolution 15.4981 That Council supports in principle the updated South of Embley Social Impact Management Plan (SIMP) as provided by Rio Tinto Aluminium, Weipa, and would like the opportunity to be further briefed to discuss the draft plan with Rio Tinto Aluminium, Weipa. MOVED: Cr D Poonkamelya SECONDED: Cr V Koomeeta CARRIED	No further action required.
Cape York Partnership	N/A	Economic Participation	We believe there is a need for a Cape York native title holders and communities Economic Participation Strategy – a bold approach to maximise the benefits for these stakeholders from this expansive project. It is crucial this document is developed with ongoing consultation with local Indigenous communities. - This strategy could be modelled on Fortescue (FMG's) A Billion Opportunities challenge	Ryan Skehan (RS) held a teleconference with Cape York Partnerships (CYP) on 14/12/15 to discuss their feedback. RS stated that the project has developed a Local and Indigenous Participation Strategy which effectively encompasses similar themes (access to supply and employment opportunities) as the proposed Economic

Stakeholder	Page	Section	Comments	Rio Tinto Response
			<p>http://fmgl.com.au/community/a-billion-opportunities/</p> <ul style="list-style-type: none"> - Crucial to this approach is targets. In the case of FMG it was to award \$1 billion in contracts to Aboriginal businesses by the end of 2013. “ FMG’s aim was to offer business to Indigenous businesses: “Not as welfare, but as responsible professional appointments to trained talented Aboriginal businesses, capable of delivering on a cost competitive basis to Fortescue’s very high standards.” - We propose therefore that this Economic Participation Strategy establish a headline target (i.e. 20% of project spend or \$400M) as to what proportion of business emanating from the project should be allocated to Indigenous businesses. i. This is also likely to have positive flow-ons for local Indigenous employment. - One element of the strategy could be for Rio Tinto to proactively identify Indigenous businesses already operating on other local projects eg. The Peninsula Development Road and provide these businesses with opportunities to transition to business opportunities arising from the Amrun project. - We believe the proposed strategy needs to recognise that Indigenous businesses may need support and mentoring from Rio as they build their capability. - To monitor progress against the headline target, we propose: <ul style="list-style-type: none"> i. Rio disclose the number of prequalified Indigenous suppliers you engage. ii. The total value of and number of businesses engaged on the project, per year. 	<p>Participation Strategy.</p> <p>Whilst acknowledging why CYP would suggest a target of 20% of project spend with indigenous businesses, RS reinforced this is impractical given:</p> <ul style="list-style-type: none"> o A large number of the project inputs cannot be provided by indigenous businesses – as confirmed by the work ICN has undertaken in developing a FNQ Indigenous Business Directory o To win project work, all suppliers need to be technically and commercially competent – as clearly outlined in the Local and indigenous Participation Strategy. <p>Increasing indigenous business capability has been a focus area identified in the Local and Indigenous Participation Strategy.</p> <p>RS stated RT will report on a number of local and indigenous participation metrics.</p>
Cape York Partnership	N/A	Local Indigenous Employment	<p>We also see a need for specific targets for local Indigenous employment on the project.</p> <ul style="list-style-type: none"> - On this, we recognise that some local job seekers are more job ready than others. i. It is essential that as well as engaging local Indigenous job seekers who are or are close to job ready (P Platers) , support is also provided to job seekers who need more intensive assistance to be job ready – these people may face barriers to become job ready and have little or no work experience (L Platers). This project gives them an ideal opportunity to break the welfare cycle. ii. Rio and Tier 1 contractors could develop a mentoring and 	<p>During the teleconference with Cape York Partnerships (CYP) on 14/12/15, RS discussed that the project had identified the need for “job ready” training to engage the local indigenous workforce – particularly in Aurukun. The emphasis of this activity would be on entry level roles. However, the project and Weipa Operations have pathways in place for skilled indigenous candidates (eg engineers) if they are interested in employment with Rio Tinto.</p> <p>It was also discussed that the majority of construction roles will require specific skills (such as a trade) and the reality is there is not a strong labour pool of local indigenous candidates with</p>

Stakeholder	Page	Section	Comments	Rio Tinto Response
			support program to assist these job seekers similar to Bama Services Support and Wellbeing Program (http://www.bama.net.au/support-wellbeing/) which has a long track record of supporting unskilled, dysfunction individuals into highly skilled functional employees. iii. Rio could also continue and expand on projects already operation to build job seeker work readiness. - Can you advise what your retention rate is for local Aboriginal people for your Weipa sites?	these skills. RS stated employment targets for construction could be counterproductive for a number of reasons including; the short term nature of construction contracts and perception of looking to meet a quota rather than make a meaningful difference to local communities by provided sustainable employment.
Cape York Partnership	N/A	Local Indigenous Employment	We are also seeking agreement to recognition of the important role Cape York Employment (CYE) will play in working with Rio Tinto and local Indigenous job seekers to develop and supply a reliable supply of workers from Aurukun. CYE is the monopoly provider of the Commonwealth's Community Development Program in Aurukun and it will be able to provide services to Rio Tinto to provide a supply of labour.	During the 14/12/15 teleconference RS said RT welcome Cape York Employment's participation in providing any data or information on suitable candidates from the Aurukun region. CYP acknowledged RT has made this request previously and the problematic nature of providing data and candidate information. RS said the project is looked to establish an Indigenous Workforce Services Coordinator type role who would be responsible for liaising with job service providers locally and contractors to match available labour with prospective vacancies.
Cape York Partnership	N/A	Local Indigenous Employment	We disagree with the argument that the 38 months expected duration for the Construction phase does not provide enough time for local job seekers to develop long term skills. - We disagree with the argument that the 38 months expected duration for the Construction phase does not provide enough time for local job seekers to develop long term skills. - Job seekers who start an apprenticeship are likely to be able to continue their training on other projects and are well positioned to relocate to employment elsewhere when construction ends. I. The Government's Making Indigenous Australian Apprenticeships Your Business site may be useful: http://www.australianapprenticeships.gov.au/publications/making-indigenous-australian-apprenticeships-your-business .	During the 14/12/15 teleconference RS stated the following: In relation to CYP's comment disagreeing that 38 months does not provide adequate time for skill development: o Rather than take on new apprentices for construction related to subcontracted work packages with limited timeframes, our preference is to instead look to engage members of the local workforce who have completed apprenticeships in part and have been unable to obtain a qualification give the cyclical nature of project work. RS said anecdotally, RT has been told there are 15-30 local indigenous people who fit in this category and CYP were supportive of this initiative o The construction schedule is non-linear. As many facets of the project will be under construction and once with multiple contractors, is impractical to schedule the project around employment and training considerations— CYP understood this point.
Cape York Partnership	N/A	Language and Cultural Development	We would like to see the proposed strategy outline how Rio will support language and cultural development in local Indigenous communities.	Noted, however cultural development is currently addressed through ongoing WCCCA engagement (e.g. CHEMA).

Stakeholder	Page	Section	Comments	Rio Tinto Response
Cape York Partnership	N/A	Local Indigenous Employment	Can we see the Indigenous Employment and Training Strategy July 2013-June 2016?	During the teleconference on 14/2/15 Ryan Skehan suggested if CYP would like a copy of the <i>Indigenous Employment and Training Strategy July 2013-June 2016</i> , they should make a request through the WCCCA. • A number of points raised are addressed in the Local and Indigenous Participation Strategy
Cape York Partnership	N/A	Additional Comments	We would be keen to talk to you about these ideas, including the proposed Economic Participation Strategy.	Noted and follow up discussions have been held.
Cape York Partnership/ Cape York Land Council	16	3.4 Workforce	Can you provide an explanation as to why Rio's Local Aboriginal Participation appears to be declining? How does this compare with Rio sites in other parts of Australia?	During the 14/12 teleconference CYP questioned why RTW's indigenous employment had been declining. RS stated that whilst the actual percentage has fluctuated slightly over the past few years, in actual raw numbers RTW has seen an annual increase in total indigenous employment. CYP also questioned how RTW's indigenous employment rate compares to other RT sites and the likes of Fortescue Metals. RS said that the indigenous participation rate of over 22% compares very well the following comparisons – Fortescue Metals – 13%, Rio Tinto's Pilbara Operations – 9% and Rio Tinto's Gove Operations – 6%.
Cape York Partnership/ Cape York Land Council	17	3.4.1 Construction	Disagree. We think 38 months does provide enough time for long term skill development.	During the teleconference on 14/12/15 In relation to CYP's comment disagreeing that 38 months does not provide adequate time for skill development, Ryan Skehan (RS) stated the following: <ul style="list-style-type: none"> • Rather than take on new apprentices for construction related to subcontracted work packages with limited timeframes, our preference is to instead look to engage members of the local workforce who have completed apprenticeships in part and have been unable to obtain a qualification give the cyclical nature of project work. RS said anecdotally, we have been told there are 30 local indigenous people who fit in this category and CYP were supportive of this initiative • The construction schedule is non-linear. As many facets of the project will be under construction and once with multiple contractors, is impractical to schedule the project around employment and training considerations– CYP understood this point.

Stakeholder	Page	Section	Comments	Rio Tinto Response
Cape York Partnership/ Cape York Land Council	18	3.4.2 Operations (Workforce)	Given the East Weipa mine production will decrease as the South of Embley mine increases, can you estimate the number of new employees required?	During the 14/12/15 teleconference RS stated that an accurate prediction will be possible closer to operations commencing. A number of factors impact the exact number of new positions available, primarily the mobility of the East Weipa workforce to accept positions at the Amrun mine.
Cape York Partnership	16 (Table 2)	3.4 Workforce	Given the commitments in the Western Cape Communities Co-Existence Agreement, 16.2 to have local Aboriginal people in management positions, can the Table breakdown by management/non-management positions.	Not required in the SIMP as reporting of WCCCA obligations are completed through WCCCA forums.
Cape York Partnership/ Cape York Land Council	22	4.2.4 Employment and economic profile	Can we clarify why the community data on employed/unemployed/not in the labour force doesn't add up to 100%	It was acknowledged there is a data error related to the employment breakdown statistics that has been corrected in the final.
Cape York Partnership/ Cape York Land Council	26	5.1 Consultation approach	Is there a Local Aboriginal Liaison Officer engaged, as per the Coexistence Agreement? Is this consultation done with the aid of interpreters? If an office is employed, how regularly does/will the Liaison Officer visit Aurukun?	RTW has an Indigenous Employment and Development Team who perform the role of liaison officer as outlined in the agreement wherever required consultation is done with the aid of interpreters. The team regularly visits Aurukun and will continue to do so.
Cape York Partnership/ Cape York Land Council	30	6.1.1 Community Commute – Aurukun to the Mine Site	Can Rio confirm commitment to ongoing FIFO or bus in bus out service for workers living in Aurukun, throughout construction and operation phases? Can options analysis be done prior to 2018?	During the 14/12/15 teleconference RS stated the Community Commute options analysis had been earmarked for 2018 as by this point we will have a better understanding as to how many Aurukun residents could work in the mine. And this is the most appropriate point in time to determine the type and level of service required. RT is committed to providing a Community Commute arrangement (if demanded) for the construction period.
Cape York Partnership	31	6.1.1 Community Commute – Aurukun to the Mine Site	Suggest frequency of reviews for two goals be increased to quarterly or monthly so that reparatory action can be undertaken swiftly.	Noted
Cape York Partnership/ Cape York Land Council	32	6.1.2 Land and sea management	KPIs - "Possible business opportunities identified for Indigenous businesses" Add reference to working with existing Indigenous ranger groups such as APN and Kalan.	It is Rio Tinto's position not to name specific businesses. This may appear to be favouring one business over another.

Stakeholder	Page	Section	Comments	Rio Tinto Response
Cape York Partnership	32	6.1.2 Land and sea management	<p>Can Rio specify how it will “encourage TOs to pursue career development and training pathways?” What resources will be committed to this?</p> <p>Re: Continual TO engagement in project related LASM activities: Can frequency of review be made quarterly? Re: Development of a capable workforce to assist Rio Tinto meet its land stewardship obligations: Can a target be specified for number of qualifications obtained, individuals engaged and work performed to standard? Can frequency of review be made quarterly?</p>	<p>During the 14/12/15 teleconference, in relation to the Land and Sea Management (LASM) points raised, RS provide the following explanations:</p> <ul style="list-style-type: none"> • TOs will be encouraged to pursue career development and training pathways through the LASM by using experienced gained as a stepping stone to future. career opportunities – for example, an operations role • Can frequency of review be made quarterly? – RT will consider this request. • Can a target be specified for number of qualifications obtained, individuals engaged and work performed to standard? No target will be developed as the scope of works is evolving and any skill development needs to match the work requirements.
Cape York Partnership/ Cape York Land Council	33	6.1.4 Indigenous employment and training	Re. Develop an understanding of the local Indigenous labour market and key inhibitors to project employment Suggest timeframe be “by Mar 2016” not ongoing.	During the 14/12/15 teleconference RS stated that this needs to be ongoing given the construction period is 38 months and will need to reassess at various points in the project
Cape York Partnership/ Cape York Land Council	34	6.1.4 Indigenous employment and training	<p>Re. Pre-work development activities – suggest timeframe be more specific. Is this referring to the Batavia Downs initiative? We suggest the Construction Boot Camp initiative be extended across other low skilled occupations involved in the project, such as cleaning, laundry, truck driving.</p>	During the 14/12/15 teleconference RS stated RT agrees that the “job ready” programs should not be limited just to project construction and be flexible to cater for candidates interested in careers in areas such as camp operations that have long term employment prospects.
Cape York Partnership/ Cape York Land Council	34	6.1.5 Local and Indigenous Sourcing	Re. Develop a project Local and Indigenous Participation Strategy for the South of Embley construction project. –The timeframe is 2015. Is this already developed? If so, can we see it?	CYP was provided with a link to an online version of the Local and Indigenous Participation Strategy post FID announcement.
Cape York Partnership	34	6.1.5 Local and Indigenous Sourcing	Re. Develop procurement practices that support and encourage the use of local and indigenous suppliers. Add “such as specific existing Indigenous companies’.	Definition is not clear or required as existing indigenous suppliers are encompassed in the definition.
Cape York Partnership/ Cape York Land Council	35	6.1.6 Indigenous education	<p>Can we work with you on specifying what activities and initiatives will be developed? We suggest more specific KPIs and timeframes are required.</p>	During the 14/12/15 teleconference, RS stated RT is working with CYP in the development of these initiatives. Allyson Urquhart, HR Manager has been engaging actively with the Aurukun School.

Stakeholder	Page	Section	Comments	Rio Tinto Response
Department of Education and Training	N/A	Entire Document	"Skills and Training from the Department of Education and Training has NIL response to this request for feedback on the attached draft Social Impact Management Plan."	Noted
Department of the Prime Minister and Cabinet	N/A	Additional Comments	<p>RIO continues to work in an inclusive and respectful way with traditional owner groups in the area as per existing arrangements such as WCCCA.</p> <ul style="list-style-type: none"> - RIO is represented at a senior level at key Community forums such as interagency and economic development subcommittee meetings. - Wish success and high outcomes to RIO for the Amrun project, and look forward to continuing to work with RIO regionally into the future. 	Noted. Rio Tinto is an active participant in many Cape York related economic development initiatives and discussions.
Department of the Prime Minister and Cabinet	25	5 Stakeholder engagement	<ul style="list-style-type: none"> - On 1 July 2015 the Community Development Programme (CDP) commenced to deliver better opportunities for remote job-seekers and foster stronger economic and social outcomes in remote Australia. - The CDP is an essential part of the Australian Government's agenda for increasing employment and breaking the cycle of welfare dependency in remote areas of Australia. In Aurukun Cape York Employment (CYE) is the CDP Provider. A workforce development plan should be created early in the project (for both construction and operation) of the mine that identifies employment opportunities and requirements, and which allows CYE to focus their program delivery to maximise community employment from the Amrun project. - Cape York Employment should be listed as a key stakeholder on Page 25/26. - Is hoped RIO works closely with CYE and is also a key member of the Aurukun Economic Development subcommittee facilitated by Qld Government monthly in Aurukun. 	<p>No specific employment and training providers were listed in the stakeholder table. RT was scheduled to participate in the November Aurukun Economic Development subcommittee meeting; however this event was cancelled due a funeral.</p> <p>RT regularly works with several local employment and training providers to develop workforce strategies and the employment and training strategy developed in collaboration with the WCCCA E&T subcommittee.</p>
Department of the Prime Minister and Cabinet	33	6.1.4 Indigenous employment and training	<ul style="list-style-type: none"> - Cape York Employment should be key stakeholder and reference point. - Possibly develop and implement a job guarantee program for job seekers who reach an agreed standard. 	Noted, Rio Tinto has an existing relationship with Cape York Employment. RT has regularly requested jobseeker/candidate information from Cape York Employment, however received limited feedback.

Stakeholder	Page	Section	Comments	Rio Tinto Response
Department of the Prime Minister and Cabinet	34	6.1.5 Local and Indigenous Sourcing	<ul style="list-style-type: none"> - A supplier development plan is created that sets out what goods and services will be required to allow the development of local businesses. Mentors or contact points at RIO to provide information to those developing businesses would also be useful. - The Commonwealth has recently launched an Indigenous Business Procurement Policy. Supply Nation maintains a list of Indigenous enterprises that qualify for Commonwealth purposes of Indigenous Owned Business definition. Promote use of site to source business procurement. 	These issues have been addressed through the development of the Project Amrun Local and indigenous Participation Strategy.
Department of the Prime Minister and Cabinet	35	6.1.6 Indigenous education	<ul style="list-style-type: none"> - With any mining activities such as placing workers in accommodation camps removed from community the impact this may have on their children's school attendance should be considered, and measures be put in place to remove any possible detrimental effects on school attendance. - Pathways into the workforce for students nearing the end of their boarding school education are considered including university scholarships. - Rio engages with the QG transition support team to promote training and employment opportunities to boarding school students. 	Noted as operational considerations.
Ngan Aak-Kunch	25-26	5 Stakeholder engagement	I note that NAK is not listed as one of the entities consulted under the category described as Traditional Owners and Aboriginal Groups. There is a persistent tendency to regard Aurukun Shire Council as the correct representative body for many of the traditional owners residing within its local government area. However, its elected councillors are at best a narrow representation of the clan groups comprising the Wik and Wik Way native title holders. In accordance with its constitution the board of NAK have been especially selected to represent the diversity of clan groups comprising the Wik and Wik Way native title holding group including those Wik People affected by the Rio's South of Embley Project.	Amendment made to the document to acknowledge the NAK in the Traditional Owners and Aboriginal stakeholder group.
Ngan Aak-Kunch	27	5.4 Summary of stakeholder issues	To the extent that it wants to be kept informed and consulted, NAK has a particular interest in: Culture, heritage, land and sea management; Employment, training and educational opportunities; Breakdown in community cohesion associated with increases in alcohol and substance abuse, and escalating law and order problem.	Amendment made to the document on page 31 acknowledges the NAK in the table.

Stakeholder	Page	Section	Comments	Rio Tinto Response
Ngan Aak-Kunch (NAK)	31	6.1.1 Community Commute – Aurukun to the Mine Site	We note that RTAW is currently negotiating with NAK to formalise a significant transportation corridor over native title/Aboriginal freehold land adjacent to ML7024. This has a direct bearing over issues connected with community commuting. For this and the other reasons noted above, NAK should also be formally incorporated into the SIMP consultation process	Noted. RT to discuss further with NAK and distribute the annual progress report once complete.
Ngan Aak-Kunch	31	6.1.2 Land and sea management	With respect to land and sea management, NAK, as the relevant native title holding entity has a direct interest in any activities that may impact the Wik Peoples native title rights and interests. Accordingly, NAK assets that it should be directly consulted and involved in this process.	LASM activities relates to land subject to the WCCCA ILUA which includes Wik and Wik-Waya people along with other Traditional Owners and partners who are signatories of the WCCCA.
Ngan Aak-Kunch	32	6.1.3 Communities heritage and environmental management	With respect to Communities heritage and environmental management, NAK, as the relevant native title holding entity has a direct interest in any activities that may impact the Wik Peoples native title rights and interests. Accordingly, NAK assets that it should be directly consulted and involved in this process.	CHEMP development and activities relates to land subject to the WCCCA ILUA which includes Wik and Wik-Waya people along with other Traditional Owners and partners who are signatories of the WCCCA.
Ngan Aak-Kunch	33	6.1.4 Indigenous employment and training	NAK notes the employment and economic profile of Aurukun with its low employment outcomes. Indigenous employment and training is a key concern of NAK's membership and board. NAK asks whether there is any way that it can constructively work with Rio to increase Indigenous employment and training outcomes.	Noted for further discussion with NAK as part of ongoing engagement.
Ngan Aak-Kunch (NAK)	11	2.2.1 Western Cape Coexistence Agreement	Pursuant to a determination made on 29 July 2009 NAK, as the prescribed body corporate, became the agent/representative for the Wik and Wik Way native title holders over an area that covers a substantial portion of the onshore areas of the COMALCO ILUA (aka WCCCA Agreement). Notwithstanding its peak representative status it has no standing within the representative structures set up to administer the COMALCO ILUA.	Comment noted, however this is unrelated to the SIMP. For the purpose of SIMP consultation, the NAK is considered an important stakeholder.
Office of the Coordinator General	N/A	General comment on Action Plans Performance Monitoring and Review	The Monitoring and Review Plans (for the Action Plans) need to document the specific external parties that are responsible for monitoring the impacts. For example, p37 6.1.8 Community Health and Wellbeing refers to Rio Tinto Health Service Providers. Who are these providers? Are they Queensland Health? Are they Weipa based? The Office of the Coordinator-General would expect that RTAW has consulted with the parties and the outcome is reflected in the SIMP. Currently, the party responsible for monitoring across all the action plans is largely RTAW. Presumably, State agencies would have input into monitoring impacts such as community and wellbeing, education, business	RT responded to the Office of the Coordinator-General on 16/11/15 to seek further clarification on this comment. It is difficult to see scope for Government agencies to monitor implementation and the outcomes of actions as they are largely reliant on internal processes and work programs. However, RT will look to engage with relevant agencies where appropriate.

Stakeholder	Page	Section	Comments	Rio Tinto Response
			participation etc. and this process should be reflected in the SIMP.	
Office of the Coordinator General	30	6.1.1 Community Commute – Aurukun to the Mine Site, 6.1.4 Indigenous employment and training 6.1.5 Local and Indigenous Sourcing 6.1.6 Indigenous education	The South of the Embley Coordinator-General's Evaluation Report 23 May 2012, Appendix 1 Imposed Conditions (Social Conditions) Condition 10 states: Condition 10 Performance measures for Aurukun, Mapoon and Napranum (a) RTAW must: (i) Collaborate with relevant stakeholders to ensure that appropriate measures related to Community Commute – Aurukun to the mine, Indigenous employment and training, Indigenous education and Indigenous business development accurately measure outcomes for residents of Aurukun, Mapoon and Napranum communities. Ensure these measures are incorporated into the monitoring plan and embedded into the relevant RTAW strategies and reported in annual SIMP progress reports. (ii) Revise the relevant action plans in the final SIMP to reflect the process required to achieve Condition 10 (a). The SIMP does not provide any evidence of stakeholder engagement, in relation to the performance measures. It should reflect the process as per Condition 10 (a) (ii).	RT responded to the Office of the Coordinator-General on 16/11/15 to seek further clarification on this comment. It is RT's position that the SIMP consultation process has given stakeholders adequate opportunity to revise the SIMP Action plans and performance measures for Aurukun, Mapoon and Napranum. The record of stakeholder engagement (including this spreadsheet) will be provided as part of the final SIMP submission to the Office of the Coordinator General.
Regional Development Australia, FNQ & Torres Strait	N/A	N/A	Advised no feedback on the SIMP.	
Western Cape Chamber of Commerce	N/A	N/A	Secondary to the initial feedback provided, the other (important) concern is Weipa's capacity to accommodate our growing number of tourists visiting the region. For at least four months of the year, Weipa (and Mapoon) already struggle with current visitor rates. Research undertaken by Tourism Cape York (the area's official Local Tourism Organisation) and the Chamber indicate that recent strategies put in place by TCY and Tourism Tropical North Queensland have attracted recorded numbers in the last 2 years, with an upward trend over the last 5 years. Most of the work done to date by TCY and our sub-group, Weipa & Western Cape Tourism has centred around attracting greater numbers to the Western Cape and also improving capacity, with the main	RT meet with the Chamber of Commerce in person on 17/12/15 to discuss their feedback provided Brad Welsh (BW) Rio Tinto Weipa, Manager Community Relations outlined the current plan for accommodation: approximately 1200 beds in the Accommodation Village, Evans Landing SPQ has approx. 130 beds (and could be expanded if needed in Operations), Rocky Point Single Persons Quarters has approx. 130 beds (that could be opened during construction phase). At this stage, it is RT's preference for these options would be exhausted before significant use of the other accommodation in town.

Stakeholder	Page	Section	Comments	Rio Tinto Response
			message to visitors heading north that Weipa and the Western Cape is 'worth the drive'. Our biggest fear is that during peak periods of the project phase, Weipa will simply not be able to accommodate these visitors, confirming that Weipa is contritely not 'worth the drive'. This may seem trivial but as word of mouth and reputation is everything in tourism; it would almost certainly take years and additional funding for our local tourism industry to be restored to its current state. Given the existing deficit in funding and resources for local tourism, this is an area that requires some additional thought and planning in light of the sheer magnitude of Amrun.	
Western Cape Chamber of Commerce	15	3.2 Project objectives	Reports of the Aurukun airport upgrade to facilitate FIFO for the Amrun Project suggest Weipa may lose existing and/or potential business associated with this travel.	During the 17/12/15 meeting, it was explained that any plans to upgrade the Aurukun airport are not associated with Rio Tinto.
Western Cape Chamber of Commerce	16	3.4 Workforce	Rio Tinto has traditionally 'sold' its Weipa operations as an ideal lifestyle for families where employees were home each night/daily with minimal travel times to work each day. In attracting the best person for the job, how will FIFO/BIBO rosters affect the number of families moving to the region? How will this affect the provision of community facilities in the region?	<p>During the 17/12/15 meeting, BW reiterated that there is a difference between construction and operations, construction will require FIFO and Weipa will remain the base during operations. Vance Wallin (VW), Chamber President said this had been the consistent message from RT Weipa's General Manager for some time.</p> <p>It was noted by BW that FIFO is being considered from the Agreement signatory Cape York communities as part of the Community Commute (significant road upgrades are not viable at this stage).</p> <p>In the future this may change if the operating (and Weipa town) strategy changes. The focus is always on ensuring the Weipa town is sustainable and doesn't adversely affect Weipa's long-term post-mining future.</p> <p>BW stated that post-mining has been raised by the Chamber previously. BW said that he would like to have that conversation with the Chamber separate to the SIMP (which relates more to Amrun).</p> <p>Kylie Fell (KF), Chamber representative stated that it is a concern that people won't be home every day. BW stated that</p>

Stakeholder	Page	Section	Comments	Rio Tinto Response
				<p>it will mostly be operational staff and it may include parents on different crew. KF acknowledged that this is likely to only be a small percentage of people.</p> <p>BW explained that Rio Tinto has a process called "My Future Plan" which works with particular individuals when a mine expands or closes. RT will work with people around the options that will be available to them and their situation. Ultimately, however, the bauxite ore is at Amrun needs to be mined for the company to sustain and expand operation. .</p> <p>Currently RT has 70 places in day care and also supports the family day care and is not planning to expand this for the project or operations.</p>
Western Cape Chamber of Commerce	16	3.4 Workforce	With an existing lack of childcare facilities in the region, it is envisaged that women currently or potentially employed will be disadvantaged. Our members also expressed concerns about existing families in local communities with two working parents and the sustainability of this working arrangement should one parent be required to Bus-In-Bus-Out to Boyd Mine Operations.	<p>During the 17/12/15 meeting, Kylie Fell (KF), Chamber representative stated that it is a concern that people won't be home every day. BW stated that it will mostly be operational staff and it may include parents on different crew. KF acknowledged that this is likely to only be a small percentage of people.</p> <p>BW explained that Rio Tinto has a process called "My Future Plan" which works with particular individuals when a mine expands or closes. RT will work with people around the options that will be available to them and their situation. Ultimately, however, the bauxite ore is at Amrun and the mining will expand there in the future.</p> <p>Currently RT has 70 places in day care and also supports the family day care and is not planning to expand this for the project or operations.</p>
Western Cape Chamber of Commerce	19	3.5.2 Operations (Workforce Accommodation)	In relation to the comment: "It is anticipated approximately 25 per cent of the new mine's workforce will continue to be based in Weipa to provide professional services across Cape York mine sites." Our members have asked for some clarification around this statement please.	During the 17/12/15 meeting it was explained that the 25 per cent of professional services will include Admin, Business Services, Community Relations, Environment, Mine Planning and other professional services. It is also likely to include people on 7 hour shifts. The size of the teams will be roughly equivalent with East Weipa operations.

Stakeholder	Page	Section	Comments	Rio Tinto Response
Western Cape Chamber of Commerce	36	6.1.7 Housing and accommodation	If existing employees choose a FIFO roster over BIBO, how will this affect housing? With a significant difference in rent/purchase prices in Weipa than Cairns, it is feared that the FIFO option will lead to a decrease in local housing occupancy which in turn would lead to a significant decrease in current house valuations.	<p>In the 17/12/15 meeting with the Chamber it was discussed that FIFO for operations is not being considered and that the Chamber had misunderstood the difference between using FIFO workers for construction and residential workers for operations. There are no plans at this stage to offer operational workers a FIFO option.</p> <p>BW explained the company has made commitments to Aurukun and other Cape York Communities (signatories to the WCCCA) to investigate viable community commute option which would mean those employees home base would not be Weipa.</p>

Attachment A – Letter to stakeholders

Insert Date November 2015

Subject: SoE draft Social Impact Management Plan Feedback

Dear *Insert Stakeholder Name*,

Please find enclosed the South of Embley Project draft Social Impact Management Plan (SIMP). The SIMP provides a framework, including detailed action plans, for Rio Tinto to deliver on the social conditions for the SoE project and the additional commitments that Rio Tinto has made to support the local community and our stakeholders.

The first draft of the SIMP was developed in 2012 through extensive consultation. In 2015, the SIMP has been updated with consideration of the progress made in delivering commitments made in the previous draft, project changes, further stakeholder feedback, government policy changes, Rio Tinto's community standards and existing community initiatives underway in the region.

As a key stakeholder, Rio Tinto would appreciate your feedback on the updated SIMP. A feedback form has been attached for your convenience.

In providing your input, we ask that you return your completed forms by **Friday 11 December 2015** either by:

- Email - RTAWeipafeedback@riotinto.com
- Post - c/- Weipa Post Office, Weipa, Qld 4874
- Or by visiting the Weipa Community Relations Office

Alternatively, you can provide feedback by arranging a meeting or telephone call with the Rio Tinto Weipa Community Relations team.

If you have any further enquiries, feel free to contact the Rio Tinto Weipa Community relations team by telephone on 1800 707 633, email (RTAWeipafeedback@riotinto.com) or visit the Weipa Community Relations Office.

Yours sincerely

Brad Welsh
Manager, Community Relations
Rio Tinto – Weipa Operations

Attachment B- Feedback Template

South of Embley Project Social Impact Management Plan (SIMP) stakeholder feedback form

Explanation and Instructions

As part of the process to finalise the South of Embley Project SIMP, Rio Tinto is seeking feedback from key stakeholders with an interest in the project.

Stakeholders can provide feedback through completion of this feedback form and/or through consultation with Rio Tinto's Weipa Community Relations team.

Please return completed feedback forms to Rio Tinto either by:

- Email – RTAWeipafeedback@riotinto.com
- Post - c/- Weipa Post Office, Weipa, Qld 4874
- Or by visiting the Weipa Community Relations Office

Stakeholder Details

Organisation name	
Representative providing feedback	
Contact details	
Date completed	

SIMP document feedback

Page No	Section or heading	Comments

Note: Additional rows can be added through the insert function

Any additional comments

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Attachment C – SIMP Stakeholder Power Point Presentation

RioTinto

South of Embley Project SIMP finalisation

October 2015



Background

- A Social Impact Assessment was carried out as part of the EIS in 2011
- A draft SIMP was developed in 2012 and provided to stakeholders
- Following the change of State Government in 2012, change was made to the Coordinator-General's (CG) Social Impact Assessment Guidelines
 - Rio Tinto was given the option of removing the requirement for a SIMP
 - The company chose to retain the SIMP but sought amendment to a minor number of social conditions
- Under the CG's approval conditions, Rio Tinto is required to submit a final SIMP within 60 days of Final Investment Decision and a record of stakeholder feedback

How is the updated SIMP different from the 2012 draft?

The updated draft:

- Removes a number of extraneous reference materials contained in the previous document's appendix irrelevant
- Has revised action plans to reflect updated community circumstances and issues whilst acknowledging previous commitments that has been sufficed
- Removes the requirement for a SIMP Steering Committee – as reflected in the CG's amended social conditions

Stakeholder engagement process

In order to consult on the finalisation of the SIMP, the following process is proposed.

Internal Quality Assurance

- Update reviewed and approved for consultation

Step1- Written formal consultation

- Letter (sent electronically) from Brad Welsh to key stakeholders:
 - Including a draft of the updated SIMP as an attachment
 - Requesting written feedback within 30 days
 - Providing a template for providing written feedback
 - Offering to meet with any stakeholders in person if they would like to discuss the SIMP further

Step 2 – In person consultation

- Weipa CR staff to follow up meetings with any stakeholders requesting a meeting and document discussions

Step 3 – Collation of feedback and review

- Updating of SIMP to reflect stakeholder feedback
- Design of final document to reflect RT branding
- Final internal approval

Step 4 – Submission for approval

- Final SIMP and record of stakeholder consultation and feedback provided to Coordinator General

Stakeholders to be consulted

Category	Group
Government	<p>State and Federal government-elected representatives</p> <p>State and Federal government agencies and service providers</p> <p>Queensland Government Departments</p> <p>Cook, Aurukun, Napranum, Mapoon Aboriginal Shire Councils</p> <p>Northern Peninsula Area Aboriginal Council</p> <p>Cook Shire Council</p> <p>Weipa Town Authority</p> <p>Regional Partnership Agreement</p>
Non-government organisations and community service providers	<p>Cape York Land Council</p> <p>Community justice groups</p> <p>Cultural heritage bodies</p> <p>Education and training providers</p> <p>Health service providers</p> <p>Environmental groups</p>
Traditional Owners and Aboriginal groups	<p>Western Cape Communities Trust and Coordinating Committee</p> <p>WCCCC SoE Project Sub-committee</p> <p>Ely Bauxite Mining Project Coordinating Committee</p>
Industry, local business and service providers	<p>Chamber of Commerce</p> <p>Recreational and commercial fishing industry</p>
Regional landholders	<p>Pastoral lease holders</p>

SIMP Finalisation Schedule

Assuming Board Approval 23 November – 60 business days (including allowance for 3 public holidays) is 18 February. The overarching schedule is as follows:

	Oct		Nov				Dec				Jan			
	W3	W4	W1	W2	W3	W4	W1	W2	W3	W4	W1	W2	W3	W4
Quality assurance														
Written formal consultation														
In person consultation														
Document update*														
Submission to Government														

Note: Accounts for holiday period and key staff absences

Attachment D - SIMP Stakeholder Power Point Presentation #2

RioTinto

Amrun Project Social Impact Management Plan stakeholder overview

Brad Welsh, Manager Communities

Julia Wilkins, Manager Government Relations



About the Amrun Project

Amrun – the Wik-Waya traditional owner name for the project area

CONSTRUCTION

 **40km**
south west
of Weipa



 **40km**
north
of Aurukun

Average annual construction
workforce of **600** people, with
a peak of **1,100** people.

Construction includes a
bauxite mine, accommodation
and associated processing
and port facilities.



Bechtel have been awarded the contract for engineering,
procurement, and construction management.

OPERATIONS

Targeting first
production in

2019

Initial rate of

22.8 million¹
tonnes per annum

Options for expansion up to

50 million
tonnes per annum



Helps support ongoing employment
for the existing workforce of **1,400**
people at Weipa bauxite operations.



Annual² contribution of
more than **\$1.3 billion**
into Queensland's economy.



Shallow open cut
mining using trucks
and loaders.

10,000,000

Production will replace
the depleted East Weipa
mine and increase overall
bauxite exports from Weipa
by around 10 million tonnes.



The increase in shipping
will be ships travelling
north to export markets in
Asia—not through the
Great Barrier Reef.

Rio Tinto's current Weipa operations

Employees (2014)	1,173 FTE as at Dec 2014
Production (2014)	26.4 million dry product tonnes
Products	Metal grade bauxite
Operation commenced production	First commercial production in 1964
Rio Tinto Weipa ownership	Rio Tinto 100 per cent
Markets	Rio Tinto Aluminium's Yarwun refinery in Gladstone, Queensland Alumina Limited refinery in Gladstone and overseas customers
Lease Area	3,860 square kilometres

SIMP Background

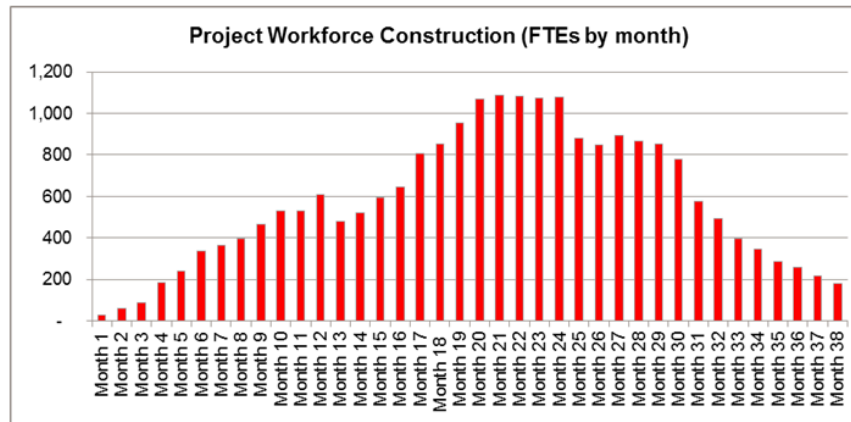
- Early 2012 - draft developed as part of EIS
- May 2012 – Coordinator General’s report received containing 27 social conditions
- July 2013 – Queensland Government release new Social Impact Assessment Guidelines released:
 - SIMP optional not mandatory
- October 2015 – Rio Tinto release updated SIMP for stakeholder feedback

Approval requirements – submission of the SIMP to the Coordinator General with 60 days of Final Investment Decision (27 November 2015)

Stakeholder consultation process

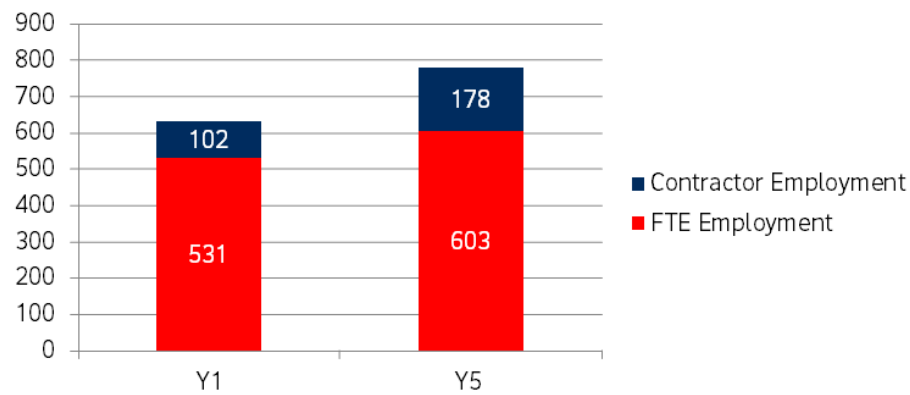
- Draft document provided to over 50 stakeholders since early November
- Feedback form provided and offer for one on one consultation
- Feedback period closes 12 December
- All feedback to be considered as part of internal review process
- Internal finalisation and approval late December
- Submission to Coordinator General for approval January 2016

Workforce requirements – construction



Position	Year 1	Year 2	Year 3
Carpenters	Very low	Low	Low
Steel Fixer	Very low	Low	Very low
Concrete Finisher	Very low	Low	Very low
Equipment Operator	High	High	High
Rigger	Low	Moderate	Moderate
Scaffolder	Low	Moderate	Low
Instrument & Control Tradesman	Very low	Very low	Very low
Electrician	Low	Moderate	Moderate
Welder	Low	Moderate	Low
Pipefitter	Very low	Very low	Very low
Mechanical Fitter	Low	Moderate	Moderate
Labourers	Low	Moderate	Moderate

Workforce requirements – operations



Based on production of 22.8 mtpa

Action plans

- Community commute – Aurukun to the South of Embley mine site
- Communities, Heritage and Environment Management Plan
- Land and sea management
- Indigenous employment and training
- Indigenous education
- Local and Indigenous sourcing
- Housing and accommodation
- Community health and wellbeing.

Reporting

As a summary of the Coordinator-General's approval conditions related to SIMP review and reporting, Rio Tinto is required to:

- Submit an annual progress report on the implementation of the SIMP to the Coordinator-General and relevant stakeholders 12 months following approval of the final SIMP
- Undertake an independent external audit two years after the commencement of significant construction and two years after commencement of shipment of ore from Boyd Port

To help guide the review and reporting process, Rio Tinto will develop a compliance checklist to monitor delivery of agreed SIMP actions.

The checklist will include:

- An overview of the effectiveness of implementation;
- An assessment of progress against indicators;
- Explanation of action not undertaken; and
- Recommendations for future performance

Next steps

- Review and consider feedback
- Update final SIMP
- Submit to Coordinator General for approval
- Continue to implement action plans
- Report on progress

Attachment E – RMCN Meeting Minute Extract

Presentation

Brad Welsh, Manager - Community Relations, Rio Tinto and Julia Wilkins, Manager Government Relations, provided an overview of the Amrun (South of Embley) project and key elements of the Social Impact Management Plan.

Amrun is the Wik-Waya name for the project area, 40 km south of Weipa and 40km north of Aurukun. The project has already passed through several major phases of planning, including securing both Queensland government and Commonwealth government approval of the environmental impact statements. This process took 6 years to complete. The Qld Environmental Impact assessment was completed in 2012 and the Commonwealth assessment in 2013. The project is now waiting to meet the conditions set by government as part of these approvals, including the cultural heritage and environmental management plan that has been developed with traditional owners. The mine development proposal includes the construction of infrastructure to support mining - A new beneficiation plant, power station, warehouses, workshops, river barge and ferry facilities plus port and ship loading facilities. It will take approximately 3 years to build with an expected workforce of 1,100 at the peak of construction. Construction will contribute around \$2bil Australian dollars to the Australian economy, with \$1.5bil in Queensland and \$270mil in far north Queensland. Operations are expected to start in 2019 and will help to support ongoing employment for the existing workforce of around 1,400 employees and contractors at Rio Tinto's Weipa bauxite operations. The initial output at the South of Embley project will be 22.8mil tonnes per annum. Mining south of the Embley river will replace the east Weipa mine. Many of the employees from the east Weipa mine will transition to the new operation. It's expected people working at the mine would live at Weipa, with a ferry transporting them across the Embley river to work. We estimate that mining south of the Embley river will extend the Weipa mine life by more than 40 years and will continue to generate significant employment and economic benefits.

Any mining activities carried out south of the Embley river, will be designed, built and operated to reduce the impact on the environment. Rio Tinto has developed an Environmental management plan to guide all of our activities. We are excited about what this project means for our community, stakeholders, broader business and the region.

PowerPoint presentation attached for your information:-



Amrun SIMP
Presentation for RMCN

Rio Tinto spoke about the project's requirement to develop a Social Impact Management Plan and the current consultation process underway. Rio Tinto reinforced to the RMCN that relevant agencies have been invited to provide feedback on the SIMP and could do so by either completing the feedback form provided or calling Brad.

Challenges and issues were discussed, such as:-

- Rio Tinto needs candidates presenting with the big 5 criteria - connection to locals; healthy and fit for work; need manual drivers licence; numeracy and literacy.

- How do we work together to make sure we better identify the candidates with potential, putting in an intensive plan that helps them, and understanding whose role it is to do that?
- Intensive case management.
- Connecting with schools.
- Share and coordination of resources to complete apprenticeships.
- Difficulties setting up a logistics hub in Aurukun to bring in containerised freight with material for the project, due to land tenure process.
- Opportunities to discuss with Rio about gaps in provision of services.
- Telstra broadband options for Aurukun.

We look forward to talking about opportunities in the future. Brad is happy to take any individual questions. Contact details :-

Brad Welsh

Manager, Community Relations – Weipa operations
Aluminium

Rio Tinto

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