

People

Enhancing social wellbeing

Area	2009	2010	2010 target	Target met	2011 target
All injury frequency rate (AIFR)*	1.5	1.13	1.2	✓	0.9
Occupational illness	0	13	1	✗	No target
Total employees	851	851.5	904.3	✗	931.8
Total female employees	80	91	No target	N/A	No target
Total Indigenous employees	100	101	115	✗	140

*All injuries (AIs) include any injury that requires medical treatment. We use the all injury frequency rate (AIFR) to convert the number of AIs into a figure that is easier to understand. The AIFR represents the average number of AIs per 200,000 manhours (equivalent to 100 employees) per year.

- ✓ In 2010, we reduced our AIFR by 25 per cent, meaning fewer people required medical treatment compared to 2009.
- ✗ Increased numbers in occupational illnesses were due to more rigorous reporting. They were primarily musculoskeletal in nature. Our health strategy in 2011 will work towards a reduction in these illnesses.
- ✓ 200 HSE crew projects were completed by crews across site, 50 more projects than 2009 as part of our Sustainable Safety programme. The principle behind crew projects involves allowing crews to identify and solve their own problems.
- ✓ A two-day PASH'EM (promoting active safety health environment management) expo was held on site to help raise awareness of HSE topics. It was well attended by employees and contractors. Further events are planned for 2011.
- ✓ 2010 saw a strong focus on process safety including a semi quantitative risk assessment on process risks across site. The corrective actions from this assessment continue to be implemented across site.
- ✗ While there was no significant change in Indigenous employment figures, work was undertaken to improve the programme including work in literacy and numeracy.

Safety programme wins award

The Rio Tinto Alcan Gove Sustainable Safety programme won Best OHS Training Programme at the National Safety Council of Australia's 2010 National Safety Awards of Excellence. Several safety champions from site attended the awards luncheon in Sydney.

The programme focuses on embedding a culture where every person on site, employees, contractors or visitors, looks out for one another and works as a team. The award recognises the ongoing efforts of Gove to create a culture of sustainable safety and progress towards its goal of zero harm by choice.



From left, Ian Jovicic, Tony Williams, Paul Youd, Anna Hackett and Karl Hackett accept the award on behalf of Rio Tinto Alcan Gove.

Launch of manual handling programme

In 2010, Rio Tinto Alcan Gove launched the Bauxite & Alumina Manual Handling programme. Manual handling injuries made up approximately 40 per cent of the total injuries on site in 2009, therefore in 2010 we began a programme to reduce this number.

Manual handling assessors in each area have been trained to identify and assess manual handling risks using ErgoAnalyst software. Working with subject matter experts from other bauxite and alumina sites, each area identified their top five manual handling risks and is now working to implement controls to reduce these risks.



Operators Matt Dunn and Nigel Foggin discuss manual handling techniques.

Planet

Minimising environmental footprint

Area	2009	2010	2010 target	Target met	2011 target
Greenhouse gas emissions intensity (tCO ₂ -e / t Al)	0.77	0.79	0.73	✗	0.77
Energy intensity (GJ/t Al)	10.9	10.9	10.1	✗	10.3
Total fresh water (ML)	10,707	10,475	10,300	✗	10,050
Serious environmental incidents	4	2	3	✓	2
Total mine land rehabilitation (ha)	36	0	120	✗	140
Total mine land disturbance (ha)	0	147	120	✓	150

tCO₂-e / t Al tonnes of carbon dioxide equivalent per tonne of alumina produced. GJ/t Al gigajoules per tonne of alumina produced. t / t Al tonnes per tonne of alumina produced. ML megalitres (includes supply to town and others.). ha hectares.

- ✗ 128 hectares of land was prepared for rehabilitation, however due to the early arrival of the wet season seeding did not commence. This preparation places us in a good position for rehabilitation in 2011.
- ✓ Dhimurru Aboriginal Corporation's partnership with Rio Tinto Alcan Gove and CSIRO was recognised by the prestigious Banksia Awards for its excellence in eradicating the yellow crazy ant.
- ✗ Tank integrity issues in three tanks led to a loss of material to ground. Tank maintenance and inspections have been evaluated by external consultants with findings to be reviewed and implemented in 2011.
- ✓ Phase one of the residue disposal area Pond 8 project was completed to help ensure our ability to manage a one in 200 year rainfall event.
- ✓ Five year emissions reduction strategy developed and will commence in 2011.
- ✓ \$3.39 million was spent in water reduction projects such as disconnecting low temperature digestion (LTD) from high temperature digestion (HTD). On completion of this project more than 80 mega litres per hour in water usage was saved.
- ✗ Our water extraction license was exceeded by a small margin; however the non-operation of HTD in the latter part of the year resulted in significant water savings. HTD will remain non-operational in 2011. This, combined with water saving projects, will allow Gove to operate well within our water license limit.

Species conservation

In 2007, during routine pre-mining flora surveys, a small unidentified shrub was detected, *Erythroxylum pusillum* ms.



Erythroxylum pusillum ms

This was the first, and only, known record of this possibly 10,000 year old, species in the Northern Territory. The mine operations imposed a protection buffer, making tonnes of bauxite ore inaccessible. A monitoring and research project into the species commenced.

During 2010, trials using plant material from Gove demonstrated that the species could be propagated from cuttings. Ongoing monitoring and protection of the existing population together with research and development into sustainable relocation techniques will contribute to the conservation of this species. The Gove population is of considerable scientific importance and Rio Tinto Alcan Gove continues to work with the Northern Territory Department of Natural Resources, the Environment, the Arts and Sport (NRETAS) to protect and cultivate this plant.

Crazy Ant programme wins prestigious award

Dhimurru Aboriginal Corporation in partnership with Rio Tinto Alcan and CSIRO won the prestigious 2010 Origin Gold Banksia Award in recognition of their Yellow Crazy Ant management programme.

This national award is given to an individual or organisation worthy of extra recognition for positively contributing to Australia's environmental excellence or sustainability.

Thanks to the management programme established in 2004, 21 infestations have now been eradicated – a scale five times greater than all ant eradications in the world combined.

Prosperity

Maximising economic prosperity

Area	2009	2010	Increase
Refinery production (alumina '000 tonnes)	2,519	2,473	(46)
Mine production (bauxite '000 tonnes)	7,175	7,154	(21)
Employment contributions (\$m)	120	133	13
Taxes and royalties (\$m)(AUD)	10	13	3

- Contributions of more than \$700,000 were made to organisations in the North East Arnhem region assisting:
 - education (\$68,000), including support for the Miwatj Indigenous Leaders of Tomorrow Programme
 - health (\$50,000), including accommodation assistance for visiting health professionals
 - environment (\$143,000), including accommodation for Conservation Australia volunteers
 - cultural support (\$232,000), including support of local Indigenous musicians
 - sport and recreation (\$89,000), including support of East Arnhem Rugby Union Club
 - business development, transport and other community initiatives (\$64,000), including support of new bus service for local community (see case study)
- In addition, partnership support was provided to the Yothu Yindi Foundation, Dhimurru Aboriginal Corporation, University of NSW and Northern Territory and Australian Governments totalling \$380,000.

New bus service for Gove community

In 2010, a new community bus service was launched for people on the Gove Peninsula in North East Arnhem Land, particularly for residents of the Yirkkala, Gunyangara, Galupa and Birritjimi communities.

A joint partnership initiative, involving Yirkkala Business Enterprises, the Northern Territory Government, the federal government, and Rio Tinto Alcan, commenced in October. The initiative will address the shortage of public transport services available to local communities neighbouring the Rio Tinto Alcan Gove operation and town of Nhulunbuy.

The partnership aims to provide residents with access to reliable, affordable and safe public transport to assist participation in training and employment opportunities, and to attend medical, retail, recreational facilities and government services.



Official opening of the new community bus service for the Gove region.

New assistance and partnership programme

Rio Tinto Alcan Gove's Community Assistance and Partnership (CAP) programme completed its inaugural year in 2010 with a number of exciting projects and partnerships.

The programme has been designed to support community organisations in five priority areas: environment; education; health and community wellbeing; business and regional development; and culture.

During 2010, the CAP programme supported four major programmes or events including partnerships with government (state and federal), Qantas, Miwatj and CSIRO. The community assistance component of the programme was made up of four funding rounds throughout the year. In total, Rio Tinto Alcan Gove was able to provide support to more than half of the applications in 2010.