



Boyne Smelters Limited

Sustainable Development Report 2011-2014







Boyne River (photo courtesy Boyne Tannum Hookup Committee)

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Front cover employee images L-R: Danny Cullen, Jade Kenzler, Jacob Jones, Peter Pederson, Wayne Lisle, Ernie Nagy, Justin Oates, Belinda Siriss, Marianne MacDonald, Matthew Pfeiffer, Shuneel Chand, Matt Downes, Lloyd Butler, Belinda McDermott, Trevor Loughran, Robyn Loughran, Desmond Hopper, Vicki Simmons, Finaz Adnan, Matt Penno, Jason Laverty and Chung Ooi

About This Report

The 2011–2014 Boyne Smelters Limited Sustainable Development Report outlines key aspects of our performance in the areas of operations, people, health, safety, environment and communities. This report is produced to help stakeholders understand more about our operations, impacts and key improvement initiatives made over the past four years.

REPORT KEY

Target achievement indicators

Green indicates the target was met or exceeded

Orange indicates results fell just short of the target

Red indicates the target was not met

About us

Boyne Smelters Limited (BSL) has been operating since 1982 and is Australia's largest aluminium smelter. It is situated on a 60-hectare site at Boyne Island in Central Queensland. The smelter produces more than half a million tonnes of aluminium each year from its three reduction lines. BSL is managed by Pacific Aluminium (Rio Tinto's smelting assets in Australia and New Zealand) and is owned by a consortium of international companies.

Production activities at the smelter include three main production areas which include the manufacturing of

carbon anodes in the carbon plant, aluminium production (smelting) in reduction lines and casting of molten metal into aluminium products.

The smelter underwent a \$1 billion expansion in 1997, introducing a third reduction line, which increased aluminium production from 260,000 to more than 570,000 tonnes per annum.

In June 2012, the company completed a \$750 million modernisation project with the rebuilding of Carbon Bake Furnace (CBF) 3 and the construction of a

new CBF 4 (worth \$330 million). This resulted in BSL decommissioning the plant's original CBF 1 and 2 in April 2012, allowing the smelter to use the cleaner technology of CBF 3 and 4 to reduce its environmental emissions.

This upgrade project also included the replacement of the Reduction Line 1 and 2 cranes, overhead crane rails, a crane runway upgrade and an improved system to more efficiently transport alumina to the reduction cells. This investment has positioned the smelter to be able to operate beyond 2030.



Our Ownership

In October 2011, Rio Tinto Alcan announced its intent to align some of its aluminium assets and formed Pacific Aluminium. As of 2013, Pacific Aluminium includes the operations of BSL, NRG Gladstone Power Station, Tasmania's Bell Bay Aluminium Smelter, New Zealand Aluminium Smelter and Tomago Aluminium in the Hunter region of New South Wales. Pacific Aluminium produces more than one million tonnes of aluminium each year.

Boyne Smelters Limited's joint venture partners are comprised as follows:

	Shareholding percentage in BSL
Rio Tinto Alcan	59.39%
UACJ	9.43%
Southern Cross Aluminium	7.57%
Ryowa Development	5.27%
Ryowa Development II	6.34%
YKK Aluminium	9.5%
Sumitomo Chemical	2.5%

- UACJ and Southern Cross Aluminium are owned by Sumitomo Light Metal Industries, Manubeni and Sumitomo Corporation.
- Ryowa Development is owned by Mitsubishi Corporation and Mitsubishi Australia.
- Ryowa Development II is owned by Mitsubishi Corporation and Mitsubishi Materials Corporation.

Quick Facts

(As at 31 December 2014)

Total employees (Including full-time & part-time)	1008 employees and 131 contractors.
Production (2014)	553,039 Tonnes
Products	Aluminium Ingot Aluminium Billet
Year of first operation	1982
Technology	Sumitomo cells (Lines 1 and 2) Pechiney AP30 cells (Line 3)
Number of reduction cells	749 Cells
Supply - local business contribution (includes contracts and purchase orders)	\$83 million (approximate average annual payments to 4680 postcode).



A Wrap Up From the General Manager – Operations

Welcome to our 2011–2014 Sustainable Development Report. We produce this report to help our interested stakeholders understand more about our business, while also providing a snapshot in time to canvas our operational performance. We have condensed the last four years of operational performance into one report to give you a comparable insight into our challenges, successes and highlights between January 2011 and December 2014.

On the safety front, we were pleased to mark an excellent site safety performance in 2011 and matched this again in 2012, our 30th year of operation. Unfortunately, we regressed in safety performance in 2013 which led to implementing a number of new initiatives to realign our workforce's focus on preventing injuries in 2014. This resulted in BSL achieving its best ever safety performance in our operating history, marking 365 days recordable injury free on 4th December 2014.

As a business, the past four years have presented some incredible highs and lows for BSL. In 2012 and 2013 in particular, the aluminium industry endured unprecedented market challenges due to the high Australian dollar, weak global aluminium prices, growth of the Chinese aluminium sector, high labour costs in Australia, increased raw material and capital costs, as well as high energy costs.

Yet at the same time, I am acutely aware of the 1,000+ Gladstone residents who rely on us for their salary every month and the \$1.4 billion contribution we make to Australia's gross domestic product each year. We are honoured to be Australia's largest aluminium smelter and proud to play our part in advancing our nation's manufacturing sector by adding value to Australian natural resources.

The significant head winds we face have meant we are ever-mindful of the challenges to run this business leaner and more cost-focused than we have ever run it before. We have had numerous drives to reduce our controllable costs, with many initiatives implemented while we also make progress to fundamentally change the way we do business.

One of the most challenging times for me over the past four years was the decision to restructure our organisation, calling for a workforce reduction of 90 leader and support roles. This was necessary to help us continue to make aluminium at a lower cost per tonne and, while a tough decision, it was done after an extensive consultation process which was appreciated by those involved. Some employees were successfully redeployed to alternative roles within BSL and the Pacific Aluminium group, while some employees accepted redundancies.

Of course, looking for ways to operate more efficiently calls for all of us to challenge everything we do, and I'm proud to say that some of the best ideas to trim costs have come from the 'shop floor'. Our own people have identified just over \$26 million in savings over the past four years as part of a '\$10k banked' initiative, where

each employee is challenged to implement at least one significant cost saving.

Even in these tough times, I am very proud that we have constructed and commissioned two major investment projects to improve the operational efficiency of the plant. The \$720 million Boyne Smelters Development project started in 2008 and was completed at the end of 2012, where a significant part of this included the commissioning of the \$330 million Carbon Bake Furnace 4 in April 2012. On top of the Boyne Smelters Development project, we rebuilt the existing Carbon Bake Furnace 3 to update its technology at a cost of \$30 million.

In 2013, BSL completed the Compensating Loop project to improve the operating stability of Reduction Line 2 and I'm looking forward to seeing some cost reductions and operational benefits flow on from this investment. You can read more about these projects in the Business Performance and Environment sections.

Despite all of these cost reduction projects and external market challenges, I am pleased we have been able to maintain the same level of community investment spend of \$70,000 each year with an increase to \$100,000 in 2014. Our commitment to the region in which we operate remains as strong as ever.

After not being able to offer high numbers of apprenticeships to external school leavers in 2012 or 2013, I was very pleased we were able to reinvigorate this program in 2014. We held a recruitment drive and employed 10 young apprentices, as well as four adult apprentices, who all commenced their apprenticeships in 2014. Our commitment to this program has continued with the additional recruitment of a further six young apprentices and four adult apprentices who will commence their apprenticeships in 2015.

I'm sure you would agree that the past four years have certainly not been 'business as usual' for Boyne Smelters, though it is inspiring to see the tenacity shown by our workforce and the leadership group in doing everything possible to ensure we remain a viable smelter well into the future.

I trust you will find this report an informative overview of the past few years at BSL and I welcome any questions or feedback you may have.

Regards


Joe Rea
General Manager
Operations



Business Performance

Business performance	2011 Target	2011 Actual	2012 Target	2012 Actual	2013 Target	2013 Actual	2014 Target	2014 Actual
Saleable metal production	566,711t	565,648t	572,013t	574,869t	570,022t	561,450t	568,839t	553,039t

My Commitment to the BSL Vision and our Future

In 2013, BSL developed its new strategic vision – *'Proudly Australian, operating beyond 2030.'*

BSL's aluminium production is a great Australian story, using Queensland bauxite from Weipa, Gladstone alumina from Queensland Alumina Limited and coal sourced from Central Queensland coal fields to generate electricity at the Gladstone Power Station. BSL is the vital final link that adds value to these resources to produce world class Australian made aluminium.

The costs of manufacturing in Australia, particularly for energy-intensive aluminium smelters, are at unprecedented highs and have contributed to the closure of two Australian aluminium smelters since 2012.

Our vision is a strong visual symbol that unites our workforce to advance Australian manufacturing well into the future.

We consistently make decisions for the business that align with our vision so that *'Proudly Australian, operating beyond 2030'* is achievable. Our vision is well-embedded into our daily activities across site and our people at all levels have embraced its concept.

Joe Rea

Joe Rea
General Manager Operations

Boyne Smelters

Proudly Australian operating beyond 2030

Zero harm | Improving every shift | Operating like we own it



Power for the Future

Securing a competitive price for BSL's power contracts was a key focus in 2013 and 2014 and will continue into the future. BSL's power supply is made up of two contracts, one for 85 per cent of our total load, which is provided by a long-term contract with Gladstone Power Station that runs until 2029. The remaining 15 per cent for 140 megawatts of electricity was historically negotiated as a series of short-term contracts.

In December 2013, it was decided that BSL would reduce aluminium production by around 14,000 tonnes for the first three months of 2014 due to high Queensland electricity prices over the summer months, which otherwise would have made production uneconomic.

Our workforce put extensive efforts into safely turning off reduction cells in December to reduce our power load by approximately 15 per cent before 1 January 2014. The contract was agreed for April to September 2014 and a further extension was granted to September 2015.

T-Bar aluminium product prior to closure of VDC1 casting facility

2011 to 2014 Business Highlights:

- Completion of \$750 million capital investment to improve operating efficiency and environmental performance. The \$720 million Boyne Smelters Development project include the new Carbon Bake Furnace 4, reduction line crane upgrades, and an improved automated alumina distribution system. Additionally over \$30 million was spent on rebuilding Carbon Bake Furnace 3.
- Completion of the Reduction Line 2 Compensating Loop project to increase the operating efficiency and reduce overall power consumption.
- 30 years in operation in 2012.
- Production record achieved in 2012, producing almost 3,000 tonnes more than planned.
- Outstanding safety performance achieved during 2014. BSL has successfully operated for more than 12 months and over 2.4 million working hours since the last recordable injury. The number of serious incidents has also been reduced by more than 70 per cent.
- The tough external aluminium market conditions resulted in BSL implementing numerous efficiency projects, resulting in controllable costs (employee numbers, maintenance, external services and consumables) reducing by \$54 million between 2011 and 2014.
- \$10k banked – in 2012 BSL's General Manager - Operations, Joe Rea, challenged every employee to each come up with a cost saving idea or project worth

\$10,000 and implement it to help keep the smelter competitive. This was a great success with \$7.11 million in savings realised in 2012, \$9.6 million in 2013 and \$10 million in 2014, all submitted and implemented by the smelter's workforce.



Last aluminium casting of the T-Bar product in December 2012 when BSL ceased its production



14,000 tonnes of ingot stacked and ready for shipment on BSL wharf



Process Technicians tending to reduction cell operations

2011 to 2014 Business Highlights: *continued*

- Closure of VDC1 casting facility, which had been producing around 90,000 tonnes of T-Bar aluminium per year. The decision was made in August 2012 and the final aluminium T-Bar was cast in December 2012, marking an end of an era for BSL and allowing the business to focus on the more profitable products of aluminium ingot and billet.
- Fluoride air emissions have been reduced to the lowest level in the history of the plant's operation through a combination of improving operating practices and low cost equipment improvements.
- Coal tar pitch volatile emissions (BaP) from the carbon plant have been reduced to the lowest level in our history of operation through commissioning of the new CBF4 furnace and operational improvements made to the existing CBF3 furnace.
- Full production was safely restored in the first half of 2014 following the curtailment of production at the end of 2013.
- The \$18 million Line 2 Compensation Loop project was successfully commissioned. This project has enabled production to be increased by 7,000t/year.
- Equipment has been successfully commissioned which will enable Line 3 production to be increased by 7,000t/year from mid 2015.



L-R: Jacob Jones, 2014 winner of the Vocational Student of the Year at the Queensland Training Awards with BSL Advisor Technical Training and Licencing, Grant Gablonski

Proudly Supporting our Economy Since 1982

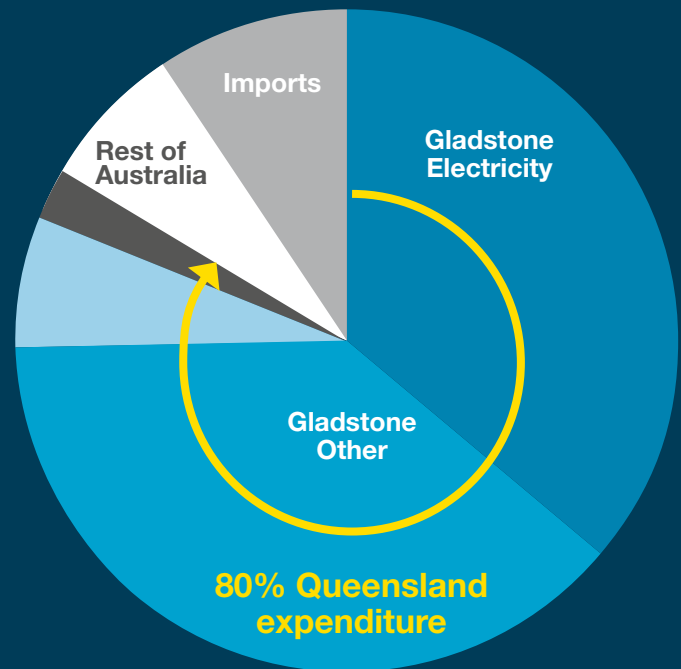
BSL is proud to have a long standing commitment to operating in the Gladstone region and has been supporting our economy since 1982.

Did you know that Boyne Smelters:

- supports 6,700 jobs across Australia, of which 3,000 are in Gladstone
- contributes \$1.4 billion in Gross Domestic Product for Australia, half of which goes directly back to Gladstone's economy
- directly employs over 1,000 residents in the greater Gladstone region, including more than 1 in 10 of all people living in the Boyne Island and Tannum Sands region
- contributes more than \$150 million each year to the local economy through salaries and spends a further \$100 million on local goods and services
- sources over 73 per cent of expenditure, including electricity, from Gladstone suppliers
- purchased goods and services from more than 1,200 different suppliers in 2012, over 1,000 of which were situated in Australia.

Central & North Queensland

South-East Queensland



Data sourced from
ACIL Allen Consulting,
*'Economic Contribution of
the Smelter's Operation'*,
Boyne Smelters Limited, 2013



L-R: Mark Downes - Controller Metallflow Workgroup, Luke Grice - Metal Products Process Technician and Mark Cook - Metal Products Crew Leader

Boyne Smelters Development Project Completed

In 2008, the \$720 million Boyne Smelters Development (BSD) project and \$30 million Carbon Bake 3 (CBF3) rebuild project commenced on site, with the objective to significantly modernise the smelter and boost operational efficiencies.

The BSD project included the construction of a completely new Carbon Bake Furnace (CBF4) and several projects to improve the technology used in the plant's original Reduction Lines 1 and 2.



Existing cells prior to the installation of the automated alumina distribution system

The CBF4 (\$330 million) was constructed to work alongside CBF3, which was upgraded and partially rebuilt coinciding with the BSD improvement project. Having these two improved carbon bakes in operation allowed for the plant's original carbon bake furnaces CBF1 and 2 to be decommissioned and officially turned off in April 2012. CBF1 and 2 were the oldest operational Riedhammer furnaces in the world and were in operation far longer than initially expected. The



Cells completed with new automated alumina distribution system conveyors installed

BSD project also included the partial demolition of CBF1 and 2 to allow the area to be used for other site purposes.

The remainder of the BSD project was focused in the reduction lines where an automated alumina distribution system was installed to evenly distribute alumina among the 480 reduction cells. The overhead crane system also received a major overhaul with new cranes installed and an upgrade to the crane runways.



Construction of CBF4 equated to \$330 million of the \$720 million project

Successful Commissioning of Reduction Line 2 Compensation Loop

The Reduction Line 2 Compensation Loop project was approved in December 2012 for \$18 million.

The purpose of the compensation loop is to provide a correction to the existing magnetic fields in Line 2 which will improve operating efficiency, extend reduction line cell life and allow increased production from the reduction line.

The project included the installation of a new busbar loop around the outer basement of Line 2 (pictured), as well as modifications to the power control systems and alumina delivery systems.

The project was completed ahead of schedule in November 2013 and is proving successful at increasing the efficiency of Reduction Line 2.



Outer basement of Reduction Line 2

Compensation loop facts:

- A total of 1,746 metres of aluminium busbar weighing 735 tonnes was installed.
- The 288 lengths of busbar used were cast in-house at BSL's Metal Casting Facility.
- 348 welded busbar joints were made, totalling 8.2 kilometres of weldment.
- Extensive trials were conducted to allow safe handling and welding of the busbar in the existing magnetic fields of the Reduction Line 2.

Projects Completed

Reduction Line 3 Wider Anode

- The BSL site plans to produce more metal in 2015 than in previous years. This is going to require some of our reduction lines to operate at increased amperage and a wider anode for Reduction Line 3 is an enabler of the plan. Carbon anodes are a consumable within each of the 264 Reduction Line 3 cells and increasing the anode size will allow the process to operate at higher amperage.

Metal Products Chlorine System

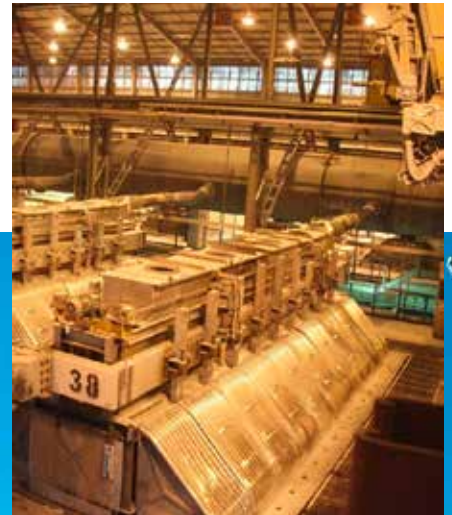
- Chlorine is used during our casting process to remove alkali elements such as sodium (Na) from molten aluminium. BSL has recently upgraded its chlorine leak detection system to improve reliability and maintainability.

Site Wharf Fire Water Facility

- Protecting site assets from damage that could disrupt production is important for a continuous operation. The risk of fire damage to the Liquid Pitch facility and associated conveyor system at the wharf will be reduced as a result of the installation of an upgraded fire suppression system. Liquid pitch is used in the making of carbon anodes so any disruption to the supply of liquid pitch would impact the site's ability to produce the necessary amount of anodes for the reduction line.

Reduction Line 2 Alumina Supply

- The plan to produce more metal in 2015 will also include running the Line 2 Reduction Line process at higher amperage. Alumina is consumed in the process at a known rate and an increase in amperage will require additional alumina to be delivered to each of the 240 operating cells. The previous alumina conveying system was not capable of providing the additional alumina required at the desired rate and implementation of an upgraded alumina conveying system is in progress.



Existing reduction line cell with no conveyor



Site Wharf Fire Water Facility



Team members (above and right) conducting a group Take 5 prior to commencing work

Health, Safety and Environment (HSE)

Safety

BSL is committed to:

- a safety principle of 'The Goal is Zero' and 'Mates looking out for Mates'
- a workplace free from incidents and injuries as each employee is entitled to a safe work environment
- a business where people feel safe at work
- an environment where people care for each other
- a safety culture that is grounded on the belief that all incidents and injuries are preventable and where everyone at BSL contributes
- focusing on effectively managing HSE risks.

SAFETY	2011 Target	2011 Actual	2012 Target	2012 Actual	2013 Target	2013 Actual	2014 Target	2014 Actual
All injury frequency rate*	0.68 (10)	0.51	0.48 (7)	0.57	0.49 (6)	0.85	0.70 (9)	0.08
Lost time injury frequency rate	n/a	0.26	n/a	0.36	n/a	0.46	n/a	0.08
Lost time injuries	n/a	4	n/a	5	n/a	6	n/a	0
Recordable injuries**		8		8		11		1

* The All Injury Frequency Rate (AIFR) converts the number of recordable injuries into a number that enables comparison of our safety performance against previous years, as well as with other Pacific Aluminium operations in Australia and New Zealand.

** Pacific Aluminium defines a Recordable Injury as any work-related injury that either needs treatment by a doctor, over and above general first aid, prevents a person from performing all of the duties of their role on their next given shift or prevents a person from returning to site on their next rostered shift.



Record Safety Performance

In 2011, BSL achieved a very favourable safety performance and matched it again in 2012. The 2013 All Injury Frequency Rate and number of Recordable Injuries, however, indicated the need for further rigorous focus in order to maintain these results.

The results were realised in 2014 with BSL's best ever safety performance recording 365 days free from recordable injuries equivalent to over 2.4 million hours.

Emergency Response Team members receive regular training in all aspects of critical incident response



L-R: Chris Gaffey - Specialist Environment, Andrew Campbell - Carbon Crew Leader and Rob Moran - Carbon Technician

2011 to 2014 Safety Highlights

Safety Engagement

- Team members adopting the philosophy of 'Mates looking out for Mates' in everything that they do.
- Continued effort to improve the quality of our key safety systems including Take 5, Safety Interactions and Toolbox meetings.
- Encouraging the use of Take 5 in a group environment where team members can identify controls that will contribute to safely achieving the task when working together.
- Conducting quality Safety Interactions whereby leaders and team members have positive and constructive discussions about the job they are working on.
- Team members involved in team Toolbox meetings where effective discussions about the work planned for the shift ahead ensure that everyone understands and can contribute to achieving a safe outcome.
- All team members involved in hazard identification training, focussed on the most significant hazards that exist in our work area.
- Team members involved in the development of Life Saving Controls relevant for their work.
- Engagement of contractor principals and their teams. Safety Interaction and Leading for Improvement training has been conducted with contractors to improve the quality of these interactions.
- Active sessions to review risk registers in each department, set priorities and develop actions to reduce the risk profile.

Safety milestones celebrated on site with barbecue breakfasts provided by site leadership

Systems

- Annual audit of key safety systems including Take 5, Safety Interaction and Toolbox, with the intent of understanding how team members value each system, and what BSL can do to improve in their application.



Standards

- Setting clear expectations at induction, followed up in the workplace with reinforcement of important Pacific Aluminium and BSL HSE standards and their application.
- Assigning a 'champion' to each of our important safety standards with an annual audit against each requirement and improvement plans for each.

Development of Life Saving Controls

- Knowing the controls that keep each other safe from significant injury.



Role clarity

- Everyone knows what they are expected to do to achieve a safe outcome.

Motivation

- Leading employees through effective consultation to achieve engagement and understand why tasks are currently done that way.

Recognition

- Understanding the safety behaviours and systems that drive safety performance in all departments at BSL, then monitoring and acting on these leading indicators in a manner that ensures that positive safety behaviours are identified and reinforced.
- Actively identifying examples of 'Mates looking out for Mates' and recognising at team level and via the GM Recognition Awards.

Inspirational Visible Leaders

- Leaders are accessible to their team members, and understand the work being done so they can help solve any emerging critical issues.
- Coaching of team members with meaningful and purposeful interactions.

Nationally recognised in 2013 Safety awards

Metal Products Crew Leader Mark Cook was selected as a finalist in two prestigious safety awards in 2013 for the category of 'best individual workplace health and safety achievement', recognising individuals who have made an exceptional contribution to workplace health and safety. Mark was identified as a leader who goes above and beyond his normal duties, resulting in a sustainable safety improvement within the organisation.

Mark was presented with a Commended Award at the **Queensland Safe Work Awards**, while he was also one of three national finalists at the **National Safety Council of Australia's Safety Awards of Excellence**.



Safety Projects

Implementation of Life Saving Controls

At BSL, we have recognised that there are a number of key hazards with the highest potential to result in a fatality. For this reason, teams were put together to analyse these key hazards and fulfil the following actions to keep us safe and ensure the required training is done, is fully understood and followed at all times.

- Every team has identified the hazards that have the potential to result in a fatality.
- Team members have been involved in agreeing on the controls that will prevent a fatality.
- Tools to aid the team member have been developed and included within the Take 5 process.
- Verification of Life Saving Controls are in place at Crew Leader and Manager level.



L-R: Joe Rea with members of the Vehicles and Driving Life Saving Controls Project Team, Trevor Loughran, Matt Penno and Mark Gerrard





BSL prides itself on having a rigorous and thorough approach to ensuring the health and hygiene of our employees during employment.

The BSL Health and Hygiene Team work to ensure the health of personnel to secure BSL's future. This is done by working together to provide occupational health and hygiene services, support and advice. We pride ourselves in the provision of a world class occupational health and hygiene service through rehabilitation and elimination of occupational illnesses.

HEALTH	2011 Target	2011 Actual	2012 Target	2012 Actual	2013 Target	2013 Actual	2014 Target	2014 Actual
New occupational illness	0	1	0	1	0	1	0	1

An occupational illness is defined as an illness or disease that results from workplace exposure and lasts more than one shift.

2011 to 2014 Health Highlights:

2011

- Manual handling risk identification and reduction targets achieved.
- Coal Tar Pitch Volatile (CTPV) risk assessments finalised and actions assigned.
- Health risk assessments included into employee medical surveillance with target achieved.

2012

- Implemented additional random alcohol and other drug testing at entry gate.
- Aligned medical surveillance to risk profiles.
- Identified CTPV ventilation improvement requirements.
- Completed Carbon Bake Furnace baseline hygiene survey.
- Implemented qualitative hearing protection and fit testing for high risk employees.

2013

- BSL noise source registers completed.
- Chemical management systems compiled into ChemAlert (electronic chemical management database).
- Reintroduced Chemical Substance Control Officers program and completed training for several new employees.
- CTPV Reduction Ventilation project initiated.
- Lowest CTPV exposures recorded.
- Medical surveillance of all employees well exceeding statutory requirement of 95 per cent, with 99.5 per cent completed.

2014

- Annual hygiene compliance monitoring program implemented to reduce campaign monitoring programs.
- Incorporated synthetic cannabis testing into Alcohol and Other Drugs policy and program.
- Health and hygiene team member attendance at departmental safety meetings.
- Non-smoking policy implementation to restrict smoking to designated areas.
- Approval and progression with Medgate Health implementation.
- Reintroduction of the ergonomics program with departmental ergonomics representatives and the provision of appropriate training.
- Approval and completion of Green Carbon projects to reduce CTPV exposure (Control Room relocation, push off station ventilation hood, scales station ventilation hoods and Health and Hygiene Specialist secondment to the area for 2015).



L-R: Sharon Catford, Occupational Health Professional and Dr David Pfidze, Principal Medical Advisor

Health *continued*

Occupational Health and Hygiene Projects

Medgate Health

- Medical database suitable for replacement of existing paper medical record system.
- Approval to proceed with Pacific Aluminium-wide implementation was provided in September 2014.
- Medgate Business Process Review completed in November 2014.
- Implementation planned for early 2015.
- Will provide major process improvements for Health team.

Coal Tar Pitch Volatiles Reduction

- Approval to relocate Green Carbon control room from inside plant to external to plant with implementation expected by early 2015.
- Ventilation hood installed over the Line 3 former push off station has provided significant reduction in fume from that source.
- Redesign of ventilation hoods for the Line 3 former scales station completed with installation by end of 2014.

- Secondment of Health and Hygiene Specialist to Green Carbon for ongoing CTPV reduction work for first half of 2015 approved.
- Project work for 2015 CTPV improvements being developed.
- Business case submitted to build a booth around both anode formers with additional extraction systems to collect the fume more efficiently and stop it ingressing through the plant.

Ergonomics Program

- The BSL Ergonomics and Manual Handling program has been restarted in order to understand the site ergonomic and manual handling risk profile.
- The goal of the program is to reduce the risk of musculoskeletal injuries and illnesses to the employees and develop work systems which accommodate the needs of an ageing workforce.
- Work will proceed to the development of risk reduction plans to implement controls for the Top 5 risks at the department and site levels.
- The Principal Medical Advisor for the site has been nominated as the site champion for ergonomics.
- Representatives have been nominated by all departments and they have received initial training in performing ergonomic assessments.
- The next step is for the representatives to engage with the workforce in identifying the high risk tasks.
- The participation of the workforce is seen as a crucial element of a successful risk identification program at BSL.



BSL's caring staff - BSL staff regularly hold fundraising initiatives to help raise awareness for health campaigns e.g. - Movember, Shave for a Cure and Men's Prostrate Cancer

Environment

BSL has an overriding commitment to environmental responsibility and aims to achieve best practice by minimising waste, emissions and impacts associated with our operations. We do this through ongoing environmental monitoring, along with the implementation of effective management strategies and engineering controls to continually work at reducing our emissions.

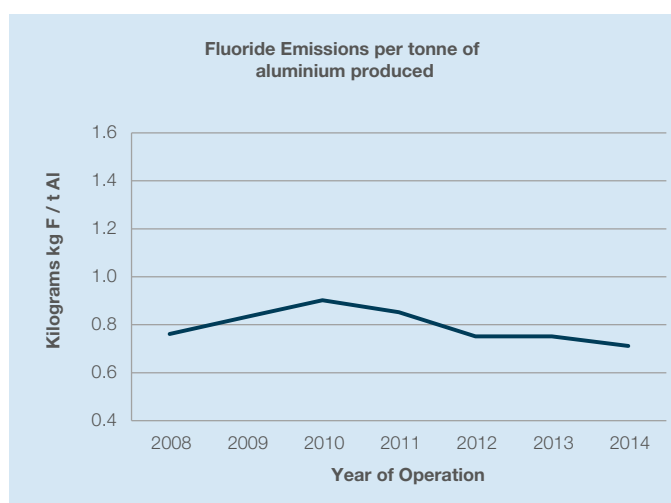
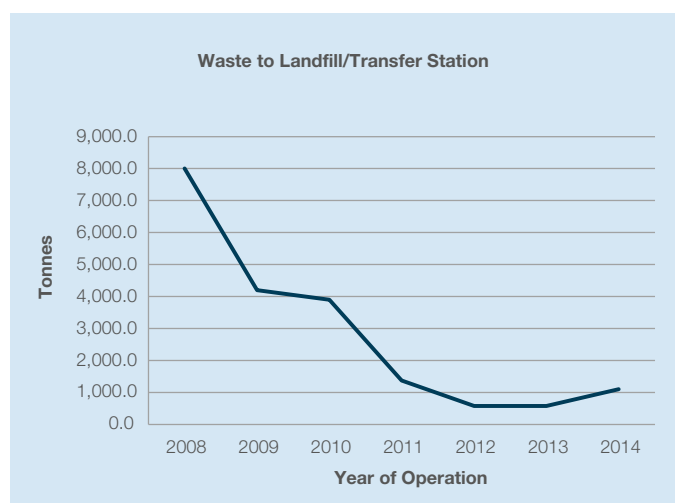
ENVIRONMENT	2011 Target	2011 Actual	2012 Target	2012 Actual	2013 Target	2013 Actual	2014 Target	2014 Actual
Environmental incidents Category 2 (On site near source confined and short-term reversible impact / Off site near source confined and promptly reversible impact)	13	4	10	3	7	1	0	4
Category 3 (On site near source confined and medium-term recovery impact / Off site near source confined and short-term reversible impact)	0	0	0	0	0	0	0	0
Non-compliance with licence conditions	0	5	0	1	0	7	0	1
Fresh water use (ML) (Raw + Treated)	642	644	645	655	645	716	645	825
Water recycled (ML)	154	155	155	157	155	172	155	156
Fluoride emissions (kg F/t Al, 12-month rolling average)	0.77	0.84	0.70+	0.74	0.70	0.74	0.70	0.70
Total waste to on site hazardous landfill and Transfer Station	1,500	1,371	1,000	578	500	574	1,248	1,100
Onsite Greenhouse gas emissions (Scope 1)# Mt CO ₂ -e	No Target Set	1.02	No Target Set	1.02	No Target Set	1.00	No Target Set	0.99
Scope 2### Greenhouse gas emissions Mt CO ₂ -e	No Target Set	7.36	No Target Set	7.30	No Target Set	6.95	No Target Set	6.65
Total Greenhouse gas emissions Mt CO ₂ -e	8.49	8.39	9.64	8.32	9.43	7.94	7.53	7.64
Benzo[a]pyrene (BaP) (kg/year) <i>*Licence condition commenced in 2013</i>	No Target Set	87	No Target Set	36	*50	13	*50	24

* Licence limit set by Department of Environment and Heritage Protection.

+ Internal target only.

Scope 1 - Greenhouse gas emissions as a result of onsite activities

Scope 2 - Greenhouse gas emissions from consumption of electricity. Emissions are calculated taking the electricity MWh used on site multiplied by a default QLD emissions factor. The reduction in Scope 2 emissions since 2011 is mostly due to the decrease in the emission factor.



2011–2014 Environment Highlights *continued*

2011

- Inalco dross processing plant was commissioned to process site metal dross, an aluminium residue left over after the metal casting process. Previously, approximately 7,000 tonnes per year of dross metal was taken off site for processing and disposal by a third party. Now this dross metal is collected internally and an average of 3,700 tonnes of aluminium is recycled back into the metal products casting process annually, preventing disused metal-rich residue being transported off site for processing.
- Ongoing site waste reduction from over 1,500 tonnes per annum (Tpa) to zero Tpa.
- Ongoing reduction in fluoride to air emissions from targeted reduction work practices.

BSL staff members gather for a voluntary clean up of site access roads.



2012

- Installation of Automated Alumina Distribution System (AADS) to Reduction Line 1 and 2 cells.
- Ongoing drain management to reduce solids captured in the site containment ponds.
- Commissioning of Carbon Bake Furnace 4 and decommissioning of Carbon Bake Furnaces 1 and 2 reduced gas usage, improved fume treatment and reduced CO₂ emissions.
- Ongoing reduction in BAP (Benzo[a]pyrene) emissions from carbon bakes.
- Removal of all tar from site.
- Removal and recycling of refractory brick stockpile.
- Ongoing monitoring of fluoride at water containment ponds.
- Installation of gabions at ponds to help settle solids and further filter fluoride.
- Additional securing of submerged gas pipeline.

2013

- Spillway channel cleanout and remediation to reduce erosion and improve flood prevention.
- Establishment of fluoride management team and implementation of several controls to reduce fluoride emissions.
- Site total fluoride release was 0.55 F/tAl in July 2013—the lowest result for the site on record.
- Mobile equipment workshop implemented recycling of vehicle starter motors and alternators, now processed by Ashdown Ingram and scrap sale funds donated to the Starlight Foundation.

2014

- Composite sampling of water released from BSL site settling ponds implemented.
- Large settling pond excavated to remove sludge material and create extra storage capacity and help minimise environmental harm.
- The last remaining hazardous waste landfill cell (8) on BSL site was closed and capped in July.
- Site drains management team formed to improve water quality across site.





Inside the newly constructed Carbon Bake Furnace 4 (Image courtesy of Gladstone Observer)

Commissioning of an Environmental Game Changer—CBF4

In July 2010, a construction project commenced to replace Carbon Bake Furnace 1 and 2, with the new Carbon Bake Furnace 4 (CBF4).

The \$330 million construction project showcased BSL's commitment to the community and the environment, with its technology touted to significantly improve energy use and reduce air emissions.

Since the gas-fired bake's commissioning in 2012, a host of operational and environmental improvements have been realised.

- The technology adopts a smarter and 'cleaner' burn cycle of gas, reducing carbon dioxide emissions as well as the occasional odours that can result from the baking process.
- It uses much less gas than CBF 1 & 2, which is reducing BSL's greenhouse gas emissions by 20,000 tonnes annually, or equivalent to removing 6,000 medium cars from the road annually.
- Allows burning of all volatiles within the bake, with minimal visible and odorous emissions released to the atmosphere.
- Increased quality of baked anodes produced, resulting in less waste anodes than the previous CBF 1 and 2.
- Excellent occupational health benefits for employees due to CBF4 being a cleaner work environment now with minimal gas fumes during fire changes.

The first baked anodes from the newly CBF4 were produced in quarter one of 2012.

What is a Carbon Bake Furnace (CBF)?

A carbon bake furnace (CBF) is essentially a super-sized oven which bakes carbon blocks, called 'anodes' which are required in the aluminium production process. The gas-fired furnace will typically produce 2,500 carbon anodes per week, while consuming less natural gas than the original CBF 1 & 2.



People

As at December 2014, BSL employed 1,008 people (plus another 131 contractors) in a variety of roles, including operations, maintenance, technical, professional support and leadership, as well as administration.

BSL prides itself on offering a number of shift options and lifestyle benefits to support our employees and their families. This allows BSL to be a valued employer while also allowing our employees to be integral members of our community.

HUMAN RESOURCES	2011 Target	2011*	2012 Target	2012*	2013 Target	2013*	2014 Target	2014*
Full time employees	1,239	1,210	1,173	1,053	1,004	1,017	952	959
Developing roles (graduates, apprentices & trainees)	31	35	32	41	38	37	40	37
Indigenous employment %	n/a	2%	n/a	2%	n/a	2%	n/a	2%
Local wages and benefits (million \$)	\$152.4	\$159.2	\$169.1	\$153.2	\$143.1	\$138.2	\$139.1	\$143.4
Contractors (number of full time equivalent contractors, not including capital contractors)	164	170	126	127	122	98	94	113

*Average totals for year

2014 apprentice intake



2011–2014 People Highlights

Organisational Restructures

To remain competitive in the market, BSL completed an organisational restructure in 2012 by means of a robust consultative process. The restructure resulted in a reduction of 90 leader and support roles across site.

As of February 2014 BSL trialled an organisation structure in the operations departments to achieve a more efficient and effective production flow. The new structure became effective as of June and is an important enabler for our vision of *'Proudly Australian operating beyond 2030'*.

Apprentice Program

BSL has a long history of providing an excellent apprentice training program for our local youth, as well as up-skilling process technicians by offering internal adult apprenticeships. In light of tough economic conditions over the past few years, we could not commit to high numbers of new external apprentices in 2012 and 2013. Fortunately this was turned around for the 2014 intake where 10 external apprentices were employed. We are also proud to commit to a 2015 internal and external apprentice intake.

Summary of 2011–2014 apprenticeships employed:

- 2011—8 external apprentices, 4 internal apprentices

- 2012—1 external apprentice, 11 internal apprentices
- 2013—5 internal apprentices
- 2014—10 external apprentices, 4 internal apprentices.

Training

- Crew Leader Training—one-day training sessions with crew leaders were held in August 2013 to help build strength and capability in our frontline leadership.
- Working Together Program—In 2014 we commenced with the preparations to roll out the Working Together Program in 2015. The entire BSL workforce will complete this program which is designed to facilitate effective teamwork so that we can all continually improve our processes and achieve our vision and strategy.
- Certificate III—in Process Plant Operations – From 2011 to 2014 we have continued to support process technicians in obtaining this nationally recognised qualification.

Organisational Health Survey

A baseline Organisational Health Index (OHI) employee survey was completed in 2013 as part of Pacific Aluminium-wide activity to measure each site's organisational health and employee perceptions, with findings workshopped, improvement plans developed and actions implemented. Following this, an informal feedback

mechanism commenced with monthly team member 'listening lunches' by the General Manager and Operations Manager. Additionally, we have received high employee attendance at the six-monthly site briefings, where the General Manager provides an update to the whole workforce. The survey also identified role clarity and accountability was a grey area for some employees, so targeted work on improving this is in progress.

BSL's new vision *'Proudly Australian operating beyond 2030'* was introduced in early 2013, which helped to provide strategic direction for our workforce and this was highlighted as a positive in the survey.

In October 2014 a follow up OHI survey was completed to again measure BSL's organisational health. BSL has improved its score by seven percentage points from the previous survey. This moves the site up to the third quartile of employee satisfaction (first being ideal performance), which is a significant achievement for the smelter during a time of difficult operating conditions within the tough aluminium market.

There has been improvement in employee satisfaction across nearly all outcomes, particularly in leadership, culture and climate, and motivation. Actions for 2015 are centred around improvement to the areas of leadership, recognition and development.



Turnover

Following years of relatively stable employee turnover, 2011 to 2013 provided numerous challenges as turnover and skills shortages increased exponentially across the region, largely due to the Gladstone construction boom. Following a clear BSL strategic direction in early 2013 and the easing of the construction industry later in the year, BSL's turnover reduced and stabilised by the end of 2013 and continued to remain at low, stable levels throughout 2014.

Engaging and Recognising our Team

We worked to establish a number of initiatives to help engage our workforce during this challenging operating environment:

- **BSL Employee Solar Panel Scheme**—A total of 426 employees took advantage of a discounted purchase price for installing home solar systems, with the price also marginally subsidised by BSL.
- **Voluntary Additional Shifts Program**—Giving employees the option to increase work hours and income by taking up additional shifts for project work.
- **Rental Hardship Assistance Scheme**—Rental costs in the Gladstone region reached excessive highs in early 2012 so a scheme was introduced to provide a rental subsidy to employees facing genuine rental hardship. The scheme was removed as rental pressures eased by late 2013.
- **ANZ Employee Discount**—BSL facilitated a partnership with ANZ Bank to secure reduced rates on home loans for employees and their families.
- **Lifestyle Package Extension**—BSL renewed its employee benefit of the Yaralla Lifestyle package in 2013 and also financed the additional benefits of the Gladstone Aquatic Centre and CC Fitness Addicts which were added in 2014.
- **Employee Recognition Functions**—‘Time Out’ celebration functions with dinner, music and refreshments held for employees and partners, along with End of Year and Service Awards functions were held in 2011, 2013 and 2014. 2012 was a difficult financial year for the business and functions were not able to be held, with focus instead being on small on-site recognition. A GM awards program was implemented in 2013 to recognise individual and team achievements and this has continued in 2014.
- **BSL Incentive Scheme**—In 2014, BSL launched a trial incentive scheme to reward the majority of the workforce with quarterly financial incentive payments based on our critical Key Performance Indicators.
- **Alternative Day Work Roster**—In 2014, BSL trialled an option for day workers to remain on their current day work roster or move to a roster in which they work additional hours throughout the month in order to have one Friday off a month. Having the choice of two roster options enabled day workers to choose the best option for their family and lifestyle.



BSL Apprentice Skills Shine Locally and Internationally

WorldSkills is an internationally recognised skill and trade competition where the nation's best trainees, apprentices and students compete for the prestigious title of 'Nation's Best' in over 50 skill and trade areas. The winners from the nationals form an Australian team to compete at the International WorldSkills Competition, which is held in various locations around the world every two years.

BSL encourages and supports its apprentices to enter the regional competition in their field of expertise and two BSL apprentices have had great success over the past few years.

Brandon Gillett

BSL tradesman Brandon Gillett won the regional then Australian finals when he was a fourth year mechanical apprentice, competing in the turning section at the 2012 National WorldSkills Finals.

In 2013, then a tradesman, Brendon went on to represent Australia at the International WorldSkills Competition in Germany. He competed in the Polymechanics and Automation section—the first Australian ever selected to compete in this category at WorldSkills—and performed extremely well, placing eighth in the world.



Chris Cox

Third year electrical apprentice Chris Cox competed at the 2013 regional WorldSkills competition in the electrical control category and took home the gold medal.

Unfortunately Chris was not able to compete at the nationals due to the WorldSkills age limitations for apprentices.



Mobile Equipment Workshop Turns BSL's Vision Into Reality

In 2014, BSL's Mobile Equipment Workshop carried out work that has turned the vision of '*Proudly Australian, Operating Beyond 2030*' into reality. The MEW have taken two crucible transport vehicles (CTVs) that were ready to be disposed of and turned them into machines that are now the pride of the fleet and at half the replacement cost of the CTVs.

In 2013, the engines used in the CTVs and Anode Transport Vehicles stopped being produced which meant they were extremely difficult to replace. The ageing fleet has been a concern for BSL, with wiring becoming brittle and equipment reliability developing into a critical issue.

The 'Super Roo' project allowed a plan to be developed to keep the entire CTV fleet operating to ensure uninterrupted metal flow, while at the same time managing the refurbishment of the fleet.

One month before it was due to be removed from site with the rest of the scrap metal, CTV 6 (now also known as 'The Duck') was brought back to life, which allowed for another machine, CTV 2 (now affectionately known as 'Super Roo') to be taken out of the fleet for refurbishment.

The 'Super Roo' CTV machine has over 70 improvements ranging from big ticket items such as the quick changeover engines and air conditioning to simple items like blue tooth.

There are seven more of these machines requiring rebuilds and Mobile Equipment Workshop is planning on ways to reduce the time to allow the work to happen over the next few years.

These machines are considered end of life and had BSL chosen to replace them, rather than refurbish, the cost would have been over \$600K each. It has taken the Mobile Equipment Workshop around four months and \$300K to complete the rebuild of each machine.

Site GM Joe Rea said: "They have converted the BSL vision '*Proudly Australian operating beyond 2030*' into reality using their tenacity and skill and in the process developed a huge amount of pride in their workplace."



Above: Andrew Thomassen, Mobile Equipment Workshop Technician



Above and below: Refurbished Crucible Tending Vehicle Number 2 – 'Super Roo'



Above: Mobile Equipment Workshop team members all contributed to the CTV rebuild



General Manager Awards

Annually all departments at Boyne Smelters have an opportunity to nominate deserving staff members for an award to acknowledge their valued contributions to the business. The four categories of safety, innovation, leadership and community involvement reflect the diverse skill sets of our people and their ownership of the BSL vision of being '*Proudly Australian operating beyond 2030*'.

Safety

Criteria: Recognition of an individual or team achievement advancing BSL's priorities in HSE, commitment to 'Zero Harm' or their outstanding efforts in 'Mates looking out for Mates'.

2014 Winner – Wally Boucher, Carbon

Wally implemented a change to reduce high risk pedestrian crossing and interaction with the Power and Free system in carbon.



Innovation

Criteria: To encourage and recognise innovation and excellence in service delivery, improvement, or innovation to enhance BSL's strategic goals resulting in considerable cost reductions and/or efficiencies in work practices or processes.

2014 Winner – Bruce Young, Carbon

Bruce designed and constructed a novel ring main lifter that removes all the current ergonomic risks for this job task in the carbon area.



Leadership

Criteria: Individuals recognised for their inspiring leadership in a formal team environment, small group, project or those setting an example of excellence for their teammates.

2014 Winner – Kris Johnson, Maintenance & Projects

Kris demonstrated tenacity to implement a completely new system for the statutory planned maintenance inspections of the site's Fire Portable Equipment. This system eliminates waste in labour effort while also saving inspection costs and providing full compliance to legislative requirements.



Community Involvement

Criteria: Recognition of an individual or team that has given back to the community through volunteer work in his or her own time. This might be through fundraising for charity, coaching an amateur sports team, volunteering at schools or any other activity that gives value to the local Gladstone/Boyne Island Tannum Sands community.

2014 Winner – Cameron McLean, Reduction Lines 1 & 2

Cameron was nominated for his efforts in continually helping keep our roadsides free from rubbish. He carries out this work in his own time and with his own vehicle, displaying initiative and a genuine concern for our environment.



Commitment to our Community

At BSL, we aim to develop long lasting, mutually beneficial partnerships with the community in which we operate. Through our Community Investment Program, we provide financial and in-kind support for programs, events and initiatives that contribute to improving the liveability and sustainable development of the Gladstone region, with a particular focus on supporting the Boyne Island and Tannum Sands community.

2011–2014 Community Highlights

Community Engagement

In a bid to be more approachable and transparent with our closest neighbours, in 2012 BSL wrote to more than 600 residents in Boyne Island with the aim of providing residents with various communication links to the smelter.

The engagement process was successful, with more than

50 per cent of residents joining BSL's community notification register and many opting to receive news, community forum invitations or general updates from BSL. Several residents were also able to raise community observations and had their buffer zone queries or operational concerns resolved promptly.

If you would like to join BSL's community notification register, please call 1800 886 414.

Community Forums

BSL is committed to listening to the needs of the community.

We hold three community forums a year in an effort to engage with key community leaders, organisation representatives and BSL neighbours. BSL is able to provide participants with an update on operations and address any issues raised, while community group representatives are able to provide BSL with insights into the successes and issues within our community. Many new partnerships, promotional opportunities or initiatives have been initiated at these community forums.

Forum members have traditionally been invited based on their wide community involvement or representation on various associations to ensure they represent a good cross-section of community sentiment. In 2011 and 2012, a total of five community forums were held with an average attendance of six community members per forum. In 2012, community forum members were invited alongside other special guests and dignitaries to the official opening of the site's new Carbon Bake Furnace.

In 2013, BSL identified the need to engage with a wider cross-section of the community and changed the forum's format to an 'open forum' with all interested members of the community and neighbours invited to attend. Invitations were mailed to BSL neighbours, advertised in local newspapers and posted on shopping centre noticeboards to allow any interested community members the chance to attend as they wished.

This resulted in an increase in attendance, with an average of 18 people at each of the three community forums held in 2013 and this level of attendance continued through 2014.

In October 2013 and November 2014, BSL hosted forum members for a site tour where they were able to visit three key operational areas not usually accessible to people not working on site.



Members of the 2013 October Community Forum on a site tour hosted by Joe Rea, General Manager - Operations (R) and Meredith MacArthur, Manager Human Resources and Community Relations (L)

Community Observations and Complaints

BSL welcomes and encourages feedback from the community and our neighbours to assist us with improving the way we operate.

A process is in place which ensures stakeholders (both internal and external to the business) have the right to formally register any community observation or complaint.

All community observations and complaints are treated seriously, fully investigated and risk assessed to categorise the potential widespread impact. Ratings range from community observations (general feedback, enquiries and minor issues) to complaints categories 1 (minor impact to the community) to 3 (serious impact to community and environment).

Complaint risk rating	2011	2012	2013	2014
Category 0 (Observation)	8	1	9	13
Category 1	9	2	6	1
Category 2	*1	0	0	0
Category 3 +	0	0	#1	0

**Fire in Carbon Bake Furnace 3 Fume Treatment Centre. #Fire which occurred during dismantling of equipment in the decommissioned carbon bake furnace.*

Examples include:

Observation:

Minor issues that could impact the community eg. buffer zone enquiries, reports of employee behaviour, other issues not directly related to BSL operations.

Category 1:

Low environmental and/or community impact eg. isolated odour or noise complaints.

Category 2:

Moderate environmental and/or community impact eg. several complaints regarding the same issue.

Category 3:

High environmental and/or community impact, eg. fire at BSL resulting in extensive smoke visible from the adjacent community.



BSL staff helping keep our community environment clean

Community Investment

BSL is committed to building enduring relationships with the community based on mutual respect, active partnership and long-term commitment. Our aim is to be a valued community member and to support community-based projects that add to a meaningful yet sustainable improvement in our region.

During the reporting period, BSL's Community Investment Program has been made up of sponsorships and donations to local non-profit organisations and events (around \$30,000 per year) and formalised partnerships with several key non-profit groups (around \$40,000 per year), along with in-kind donations (over \$200,000 per year).

During 2014, an in-depth review was completed of the BSL community investment strategy to ensure the \$100,000 investment was providing lasting and positive benefits to the

wider community. While dozens of non-profit events, organisations and initiatives have been supported each year through our sponsorships program, we felt that BSL has an opportunity to make more sustainable improvements which could increase the liveability of the region and benefit a larger proportion of the Boyne Tannum community.

As a result, BSL is now taking a more targeted approach towards the Community Investment Program so that we can address community needs and provide more significant improvements to our region. This involves nurturing a number of our current key partnerships where a wider proportion of the community benefits, while also exploring new partnership opportunities with other local non-profit organisations and community development projects.

A key part of our Community Investment Program's new direction involves supporting education, school facilities and boosting opportunities for young Australians within our direct locale of Boyne Island and Tannum Sands. To meet this need, we are pleased to be initiating a School Grants Program, where local schools can apply for funding to assist with projects which may only usually be realised through school fundraising or other major grants/funding opportunities.

Community investment at a glance	2011	2012	2013	2014*
Total applications	36	44	47	35
Successful	21	24	34	12
Unsuccessful	12	17	13	23*
Total sponsorship and donations provided	\$26,800	\$35,677	\$41,632	\$26,144
In-kind donations	4	5	7	5
In-kind donations (\$ value)	\$201,000	\$210,100	\$220,000	\$201,600
Partnerships	\$30,150	\$35,500	\$30,300	\$82,500
Total in-kind and monetary support	\$257,950	\$281,277	\$291,932	\$310,244

* Following a community investment review in 2014, increased funds were provided to partnerships rather than sponsorships.



BSL Team Members standing L-R: Jeff Iszlaub (Technical Officer), Warren Hansen (Maintenance Superintendent), Kevin Taylor (Operations Manager) and Paul O'Donohue (Maintenance and Projects Crew Leader) seated far right. Tannum Sands State High School students L-R: Simon Greig, Devin Saw, Jack Taylor, David Madsen, Jesse Lord and Emily Braithwaite

Students Receive On-site Problem Solving Opportunity (2013)

Tannum Sands State High School top engineering and physics Year 12 students were given invaluable work experience after BSL invited them to work on an improvement project in 2013 for operational equipment on site.

The project involved looking at potential engineering solutions to automate the removal of debris build up on the transfer gantry rails in the plant's Reduction Line 3, which would allow the gantry to run smoothly and more efficiently on its rails.

The project was a great opportunity for school students to visit site, use their problem solving skills in a real-life work environment and have input into an engineered solution for plant equipment.



L-R Back: Craig Airton - Tannum Sands State High School Teacher, Devin Saw - Student, Paul O'Donohue - BSL, Warren Hansen - BSL, David Madsen - Student, Jack Taylor - Student.

L-R Front: Simon Greig - Student, Jesse Lord - Student, Emily Braithwaite - Student

A sample of initiatives supported through our sponsorships and donations program for 2011 to 2014 were:

- Boyne Tannum Hookup
- Gladstone Multicultural Association
- Gladstone Men's Shed
- Boyne Tannum Men's Shed
- Tannum Sands Triathlon
- SunFest Youth Activities
- Relay for Life – Queensland Cancer Council
- Mother's Day Classic
- Gladstone Eisteddfod
- Creative Gladstone Region Inc
- Calliope P & C Committee
- Gladstone Christmas Carols Event
- Bindaree Aged Care Lodge
- St Francis Primary School P & C Association
- Rotaract Club of Gladstone - Gladstone Aquatic Therapy Association
- Benaraby State School
- Boyne Tannum Bullets Swim Club
- Gladstone Country Music Group
- Boyne Tannum Little Athletics
- Gladstone Thistle Pipe Band Inc
- Boyne Tannum Cricket Club
- St John Catholic Primary School
- Western Suburbs Gladstone Swimming Club
- Discovery Coast Captain Cook Festival
- Tannum Sands Rural Fire Brigade
- Boyne Tannum Fire Station
- RSL Gladstone and Tannum branches



Boyne Tannum Hookup Fish Tank Trailer



Rotaract Club of Gladstone - Gladstone Aquatic Therapy Association



Boyne Island Fire Station



Gladstone Men's Shed



Tannum Sands Surf Life Saving Club at Gladstone Ecofest



Volunteer Employees manning BSL stand at Gladstone Ecofest - L-R Liz Cousins, Nathan Harrower, Georgia Porteous (EBITS student) and Glenn Cordon (PacAl)



Turtleway Artscape Artist, Margaret Worthington, local Councillors, Artscape Committee Members and Specialist Community Relations Courtney Marshall at launch of second art sculpture 'Enviro'



Students at BSL/EQIP EBITS Centre

Our key partnerships for 2011 to 2014 were:

Gladstone Eisteddfod Association—Total \$21,000

An association committed to the development of the arts in the Gladstone region, encouraging excellence in the performing arts with a focus on youth, competition and development.

Tannum Sands Surf Life Saving Club—Total \$35,000

Supporting lifesaving activities, patrols and resources required at local Tannum Sands beach for the community's beach safety.

Boyer Tannum Beach Arts and Music Festival (BAM)—Total \$22,000

Local market and music festival held at the Tannum Sands Esplanade and attended by 5,000+ locals every month.

Gladstone Ecofest—Total \$9,300

Environmental festival attended by 7,000+ locals, demonstrating BSL's commitment to the community and the environment.

Tannum Sands State High School Zenith Program—Total \$20,500

A program that recognises gifted students and provides opportunities for challenging and complex learning experiences, as well as opportunities to explore major ideas at greater depth.

Turtleway Artscape - Total \$7,500

Annual artworks installed on the Turtleway walking/bike track to engage local artists and help tell the area's story through art.

Education Queensland Industry Partnerships (EQIP) Gladstone - Business and Information Technology Skills Centre (EBITS Centre)—Total value over \$800,000 (in-kind)

An educational program designed to deliver highly developed employability skills and nationally recognised competencies in Business and Information Technology. Students study for one day per week at a facility within Boyne Smelters.

Boyer Tannum Men's Shed Association – Total \$21,500

A new branch of the Men's Shed association with the objective of supporting and encouraging men's health by providing an active and social avenue with opportunities for the retired and semi-retired population of Boyne Tannum, giving back to the community by using practical skills.

2011-2014 Community Projects



Boyne Tannum Beach Arts and Music Festival (BAM)

In addition to the funding commitment through a partnership agreement, BSL has been proud to support the BAM Committee by arranging a distinct, professional brand for the BAM event, as well as fund an additional sum of \$5,480 for the initial signage to help cement this brand with the event. This has included:

- corflute signage for local community advertising of the monthly event
- social media documentation and flyers
- branded layout for local media advertising
- onsite banner displays
- design concept of teardrop banners to provide a festival feel for all sponsors of the event to use.

On-going project work will include exploring permanent stage options for the monthly event.

Brought to you by Boyne Tannum Arts Business & Community Assoc Inc



Proudly Supported by



Tannum Sands Surf Life Saving Club

BSL's annual partnership with the Tannum Sands Surf Life Saving Club has helped the club purchase much-needed rescue equipment and a new four-wheel drive patrol vehicle.

In addition to the annual funding, BSL has provided financial and in-kind support for the club which has included permanent signage for the club house and a pop-up marquee for weekend patrol and display at events.



Tannum Sands Surf Lifesaving Club received the 'People's Choice' trophy for their 2014 Ecofest display



L-R: BSL GM Joe Rea, Independent Member for Gladstone Liz Cunningham, Quentin Bryce AD CVO - Chair of the Premier's Special Taskforce on Domestic and Family Violence in Queensland and Vicki Dredge - Sergeant, Domestic and Family Violence Coordinator

BSL Domestic and Family Violence Campaign

BSL launched a month long domestic and family violence awareness campaign amongst its 1,100 employees and contractors in November 2014. As a large employer, BSL wanted to lead by example and help promote awareness of domestic violence within the community. BSL's fleet of Crucible Transport Vehicles were adorned with large white ribbons and unveiled at the campaign launch. The Honourable Quentin Bryce AD CVO, Chair of the Premier's Special Taskforce on Domestic and Family Violence in Queensland unveiled two vehicles and was witnessed by BSL leaders, representatives from large employers and community members.



Joe Rea (second from left) attended a Breakfast Forum on domestic and family violence hosted by Quentin Bryce



Mobile Equipment Team Members Josh Noy (L) and Dean Rogers with Quentin Bryce AD CVO

Boyne Tannum Men's Shed

One of our more recent partnerships is to help establish the Boyne Tannum Men's Shed by:

- purchasing branded club polo shirts for club members (value \$2,500)
- providing funds to construct a Men's Shed venue so the group can start acquiring items and have a place to meet (value \$9,000)
- contracting the group to project manage and construct a fully equipped barbeque fundraiser trailer for BSL, which will be used by small clubs and organisations to raise funds for their annual events and initiatives. BSL will pay the Men's Shed for their services of construction and ongoing management of the trailer, providing a sustainable annual income for the group.

The BSL Community Relations Team will be working closely with the Men's Shed through 2015 to help establish the group.



Members of the Boyne Tannum Men's Shed wearing their new polo shirts and caps sponsored by BSL



Feedback

This Sustainable Development report has been specifically developed for our community stakeholders to inform you of our operation's performance between 2011 and 2014.

We value your feedback and invite you to contact us if you have any comments or queries.

Please contact:

BSL Community Relations

Email : CommunityRelations@pacificaluminium.com.au

Phone : 1800 886 414

www.boynesmelters.com.au