

alcoa in the community



nurturing our young talent

Karlee Biddle and Brooke Stephens arrived at Alcoa Mining fresh faced and excited to be spending a month within the Environmental group.

Brooke was in the final semester of her last year at Curtin University studying for a Bachelor of Science in Environmental Biology.

Brooke said of her time with Alcoa "I was particularly impressed with the Environmental Department process for handling Dieback and the overall Management of this extremely complicated issue".

coach me through each procedure." Brooke will complete her studies and is yet undecided where she will 'go to' from there. It's true to say that thanks to her time with the Environmental Department, she is now sure that Mining is where she would like to be and Alcoa would be her number one choice as an employer.



A 'spooled' chuditch

Research is ongoing to ensure that Alcoa's rehabilitation provides suitable habitats for the fauna. The chuditch are captured, checked and all details are documented and it is then returned to its habitat. When releasing the Chuditch it is spooled, this means a reel of cotton is attached to the back of the chuditch which leaves a trail as it navigates through the bush, the spool eventually runs out of thread and simply drops off naturally. Karlee said "The whole process was very similar to any documentary that you may watch on TV, I felt quite like David Attenborough."

Karlee will complete her studies before travelling the world, upon which she will seek employment, perhaps even with Alcoa.



Dr Andrew Grigg, Dr Vicki Stokes, Karlee Biddle and Dr Ian Colquhoun - Alcoa Environmental Department



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Karlee is an enthusiastic student working her way through her first few years in Environmental Science and Restoration at Murdoch University.

Working alongside Alcoa Environmental Department employees, Karlee had the opportunity to handle a Chuditch, the largest carnivorous marsupial found in WA.

australia's aluminium

Issue 5 : autumn edition 2010 : a quarterly newsletter for our mining neighbours and local communities

mine managers message



Bill Knight - Manager of Mines

The downturn in global markets has been a major challenge faced by Alcoa in the last 18 months. Our Mining and Refining Operations have been able to continue at their full production capability as a result of our relative low cost position compared to Global competitors, with a fantastic effort from all our employees to conserve cash and maximize efficiencies in all parts of our business.

We've been mining bauxite and refining it in WA now for over 45 years. During this period we've seen the ups and downs of this market. As with any export industry we need to remain globally competitive to sustain our business. Alcoa's bauxite reserves in the Darling Range are extensive and we have the potential reserves to mine well beyond the middle of this century. However I believe the sustainability of our mining and refining is more than just a financial question. Our performance in the environmental and social dimensions will be equally critical to our long term viability.

We are committed to developing our relationship with you and hope to do this by answering your questions and concerns. Our Social Impact Assessment study brought great learnings to us and with these our team are working to keep you informed. Fran and Beth (your neighbour relations officers) are in the

process of forming a Road Safety Awareness Group and I would like to encourage your participation.

As always we are keen to nurture and promote our youth and endeavor to expose them to Alcoa's wealth of knowledge and experience. We do this through work experience training for local students, the Alcoa Foundation support of Sculptures by the Sea Workshops or simply inviting our Local schools to visit and take a look into the life of an Alcoa employee, many of which will be relatives of the students.

I am not sure that people are aware of the programs available to help our local non-profit organisations and we here at mining are very proud that the Alcoa Foundation has upheld the volunteering and financial assistance to these important groups during these difficult times, you can read a little more about this program on page 2 of this edition.

Looking forward, we are always keen to engage the community and our neighbours and your feedback is important to our success. If you would like to pass on some information or offer your feedback please contact one of our Community Staff Members listed at the bottom right of this page or the back page.....

With kind regards, Bill Knight

Social impact assessment mining is listening

In 2009, Alcoa commissioned Coakes Consulting, an external organisation, to conduct a Social Impact Assessment (SIA) with local landholders, residents and community members in relation to Alcoa's Mining operations at Willowdale and Huntly.

The purpose of the SIA was:

- To identify community issues and perceptions relating to Alcoa's mining operations; and
- To identify ways in which the company may better address community issues and improve their involvement in the local communities.

Results from the SIA showed that neighbours and community are more informed as a result of Alcoa's ongoing communications.

The survey also identified opportunities for Alcoa to recognise issues and contribute further in the community.

One of the most prominent issues raised was 'Road Safety'.

Manager of Mines Bill Knight said, "Alcoa is addressing this issue through a range of strategies like a targeted study with near landholders, involvement in local Road Wise committees and the formation of a road safety focus group."



Fran Luke - Huntly Neighbour Relations Officer with the Road Wise Vehicle, placed to serve a warning to the consequences of poor driving decisions.

One of the issues the Community team have been working hard to address is a concern raised in the SIA, quoted as "Lack of communication and information causes confusion"

To address this issue, Alcoa is working to update its website www.alcoa.com.au/bauxitemining, plus provide information on the SIA top 5 key concerns that were identified:

- Noise Management
- Rehabilitation
- Fauna Recolonisation
- Dieback Management
- Water Management

Fact Sheets have been developed for each of these topics and are available by visiting the website, or from site neighbour relations personnel, the sheets will also be available from the Alcoa Discovery Centre, Fimmel Lane, Pinjarra.

For more information, some useful contacts include:

Neighbour Relations (Huntly)	08 9530 2527
Neighbour Relations (Willowdale)	08 9733 8942
Mining Communication Officer	08 9530 2359
Alcoa Discovery Centre, Pinjarra	08 9530 2400

In addition to the SIA, Alcoa will soon be circulating the Stakeholder Perception Survey 2010, this survey is commissioned by Alcoa of Australia and is designed to collect valuable information Australia wide.

If you receive a survey, we would urge you to take the time to complete and return this and thank you for your continued support.

out and about



Picture content:

1. Bravo Cheque -Waroona Fire Brigade March 2010 Michael Simpson, Troy Gardner, John Twaddle, Alan Alexander, Brian Wilson.
2. Mining employees attended the Chamber of Minerals and Energy Women in Resource Award Ceremony.
3. Ray Walmsley receives the Bravo Cheque for Waroona Amateur Swimming Club.
4. Royce Edwards received his Bravo Cheque FOR 707 Squadron AAFC from Huntly Operations Manager - Ian Cardilini.
5. Bravo Cheque -Peel Community Development Group Board members - Paddi Creevey, Donna Selby and Fran Luke - ALCOA Huntly Neighbour Relations Officer.
6. Mining Staff served the Christmas lunch at the Dwellingup RSL Seniors Luncheon.
7. Alcoa's information stand, as sponsor to the 2010 Dwellingup Log Chop.
8. Beth Butler (Alcoa Neighbour Relations Officer) and her family attended a Busy Bee session at the Waroona Cemetery organised by the Waroona Dance Club.
9. Children from North Dandalup Primary School attending the Sculptures by the Sea Exhibition - Cottesloe.

to find out more about alcoa's operations:

- Come on a Tour : (08) 9530 2400
- Contact our Neighbour Relations staff : Huntly Mine - Fran Luke (08) 9530 2527 : Willowdale Mine - Beth Butler (08) 9733 8942
- Visit our website : www.alcoa.com.au/bauxitemining

If our operations are having a negative impact on you, please contact security
Huntly Mine (08) 9530 2800
Willowdale Mine (08) 9733 8811
24 hours a day, 7 days a week

Why not book a seat on our weekly minesite tours (08) 9530 2400

Alcoa volunteering in your Community



Alcoa recognizes that the success of its business is directly connected to the strength of the communities in which it operates, and together with the Alcoa Foundation works to address the needs of the communities where it has a presence.

The Alcoa Foundation (US) supports a volunteering program incorporating three key initiatives...

ACTION means Alcoans Coming Together In Our Neighbourhood. This program recognises the team efforts of Alcoa employees who spend a minimum of four hours (each) on a community service project for a non-profit/non-governmental organisation. In recognition of the team efforts, Alcoa will make a contribution to the non-profit organisation of either US\$1,500 for a team of 5, or US\$3,000 for a team of 10+



Bill Knight – Manager of Mines working at the Pinjarra RSL with other Alcoa employees

Bravo! recognises individual Alcoa employees who spend a minimum of 50 hours per calendar year doing volunteer work for an approved non-profit organisation. In recognition of the employee's effort, Alcoa will make a contribution of US\$250 to the organisation. EVERY Alcoa employee is eligible for one Bravo! Grant per calendar year.

In Australia, over 2,500 Alcoa employees will be involved in working alongside over 400 non-profit and local groups in 70 events



Worldwide Month of Service – In October Alcoa's Month of Service is an event that mobilises Alcoa's global workforce to make a positive impact in their local communities, while also recognising employees for their year-round volunteer efforts.

Employees are encouraged to participate in events organised for the benefit of local non-profit / non-governmental organisations.

Employees work to improve school safety and injury awareness among children and increase the capacity of service delivery to those in need – including assistance to emergency services and facilities for the elderly and the disabled.

Australian employees will also make a difference in the fight against climate change, holding environmental 'Make an Impact' workshops and tree plantings around the country.

Do you know an Alcoa employee that volunteers in your community?

Perhaps they are not aware they can raise much needed funds for their non-profit organisation !

If you would like to know more about **ACTION, BRAVO** or **MONTH OF SERVICE**, contact the **Mining Communications Officer** – (08) 9530 2359 or visit www.alcoa.com/australia and follow the links under the community heading.

about Alcoa's operations top soil and overburden

The Darling Scarp soil profile is made up of a number of layers, including topsoil and overburden layers.

The topsoil layer (0-15 cm) contains a large store of seed and nutrients that are vital to the success of the future mine rehabilitation.

The overburden layer is 30-100 cm of gravely sub-soil material sitting above a cemented laterite layer known as caprock.

Before mining can begin, the topsoil and overburden are removed separately.

The overburden is stockpiled and is returned in the mine pit when mining is completed.

Overburden contains few seeds and nutrients so stockpiling does not significantly affect its properties.

Dieback and dieback-free topsoil and overburden are removed, transported and stored separately – this is critical because we have an objective of not increasing the area of dieback forest in and around our mines.

The topsoil layer contains a large store of seed and nutrients that are vital to the success of the future mine rehabilitation



The DIRECT RETURN PROCESS...

This involves the removal of topsoil from an area that is being prepared for mining to an area that has been mined and is ready to be rehabilitated, thus the soil is not stockpiled.

The standard method for soil removal and return is with a scraper. Trucks and loaders can be used to return soil from stockpiles, in which case dozers and graders are used to level the soil across the landscaped surface.

The value of using direct return of topsoil for increasing plant diversity in rehabilitation has been determined by Alcoa's environmental research scientists.



Loaders are sometimes used to load the haul trucks and return soil from the stockpiles



FACTS YOU MAY NOT KNOW ABOUT TOPSOIL.....

- The removal of topsoil and overburden occurs from November to April when the soil is dry.
- Over 60% of the plant species recorded in our rehabilitated mine pits comes from the topsoil.
- Direct return preserves important nutrients, organic matter and microbes in the soil which are lost during stockpiling.
- Direct return of topsoil reduces double handling of soil and reduces the area of forest cleared for stockpiles.
- One winter of stockpiling reduces the seed from the topsoil to 15% of its original amount.
- To gain the maximum benefit from the seed in the topsoil it is best to carry out clearing, soil stripping, soil return and ripping in quick succession during the dry summer months when the maximum amount of seed is stored in the soil.

marrinup nursery, worlds of experience

'the students would rarely have the opportunity to work in an organisation of this calibre'

Denis King (Fairbridge Training Officer and Supervisor)

October 2009 saw the introduction of a new initiative at Marrinup Nursery. For many years Fairbridge have been contracted to supply a garden maintenance service to the Pinjarra Refinery. They use this contract work to train young people in Environmental Studies. It was a natural extension of this learning to have the Fairbridge trainees work at Marrinup Nursery when the opportunity arose last year.

"Fairbridge are constantly on the alert for student placement opportunities and having Marrinup Nursery on board presented us with a great prospect for the students", says Denis King from Fairbridge. To date, the Marrinup Nursery has hosted seven students, who have or are working towards the completion of their Certificate II or III in Conservation and Land Management for a month.

Katrina Hill (Fairbridge Environmental Manager) commented "Being at the nursery has given the students a snap shot of what a real life position with a high level organisation would be, the stu-

dents have had to show a high level of independence, working alongside the nursery staff, ensuring they are good timekeepers, establishing a daily routine, and interacting with a wide range of Alcoa personnel".



The students, now looking forward to a brighter future

Katrina added "the nursery experience adds to the traineeship program at Fairbridge by providing a last step to pre-graduation of the overall program and a fantastic transition into outside employment."

February 2010 saw the close of phase one of what has been a successful program, Katrina Hill and Dennis King (Fairbridge) thanked Mike Muller and all of the staff at Marrinup Nursery.

Craig, who is one of the Fairbridge Students recently completed his Certificate II and is now studying for his Certificate III said 'thanks to the Marri-

nup Nursery for creating this opportunity, I have found that I really enjoy working in this environment and I would definitely like to remain in a horticultural industry'. Craig's fellow students were united in agreement that they have been given a fantastic opportunity, are all thoroughly grateful and are now looking forward to a brighter future.

If you would like to know more about Fairbridge Village and the programs they are currently running check out their website www.fairbridge.asn.au



The Marrinup Nursery Staff with Fairbridge Staff and Students

