

OUR PEOPLE



KEY ISSUES:

Indigenous and local employment – Focused employment of Indigenous and local neighbouring communities.

Staff training and development – Effective staff training and development requires empowering and supporting employees to reach their full potential and take on higher positions within the organisation.

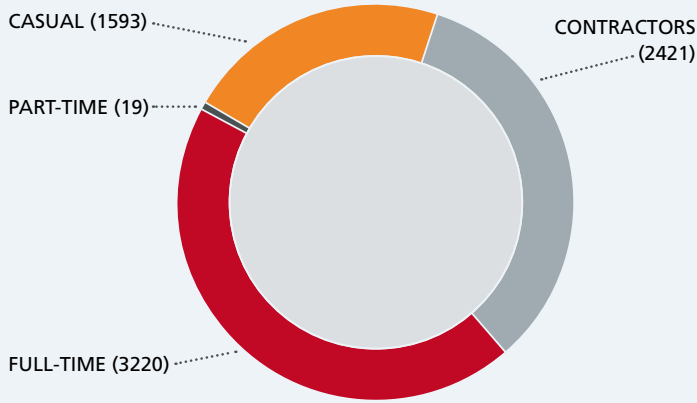
A key part of our business strategy is to develop capable people in a safe working environment who have a commitment to teamwork to deliver the company's business plans. We aspire to form a partnership with each person in the organisation, which engages them to contribute towards achieving our vision, as well as developing personally.

2010 PERFORMANCE AND HIGHLIGHTS

- In November 2010, 17 employees at Century mine were recognised for completing traineeships and apprenticeships. All moved into full time employment in their chosen field at the mine.
- Sepon funded 19 scholarships for Lao PDR nationals as part of the AusAID Australian Development Scholarship Program. 14 students who have received the scholarships are currently studying in Australia.
- 90% of the Sepon workforce are now Lao PDR nationals.
- Sepon established a Local Recruitment Strategy and Community Development Unit to address alternative livelihood projects.
- Rosebery faces the challenge of an ageing workforce coupled with a lack of a replacement workforce. In 2010 a five year traineeship program was approved, to commence in 2011. This will involve 12 trainees each year working in areas such as underground mining, mill processing and office administration.
- Two, four-year scholarships were awarded to students of Geomechanical Engineering at the University of Tasmania in 2011.
- Golden Grove's Bayalgu Indigenous Pre-employment Training Program featured its first female intake and a full time Indigenous mentor.
- MMG undertook its first Employee Perception Survey across all sites and offices.

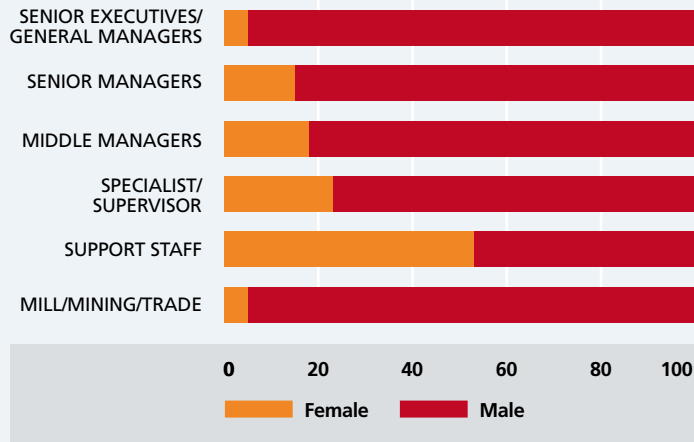
MMG'S WORKPLACE PROFILE AS AT 31 DECEMBER 2010

TOTAL WORKFORCE



*Female Ratio – 16%

WORK GROUP TOTAL – %



2011 TARGETS AND INITIATIVES

- Advancing a localisation plan for Sepon that will see an ongoing reduction of the reliance on an expatriate workforce by building up capability within the national workforce.
- Developing the Operational Readiness Plan for the development of the Dugald River Project. The steady state operational workforce is estimated at approximately 550 people and is scheduled for completion by June 2011.
- Continuing delivery of leadership, supervisory, technical and operational training.
- Conducting the next round of employee perception surveys to measure the changes since previous surveys.
- Improving the work culture and environment for our people.
- Establishing a Code of Conduct Committee to oversee the re-launching of the Code of Conduct Policy and supporting programs to all employees in 2012.
- Undertaking a review of our approach to managing human rights.

GOLDEN GROVE INCREASES INDIGENOUS OPPORTUNITIES IN THE WEST



2010 Bayalgu graduate Tanika Dick now works as an underground truck driver at Golden Grove

In May 2010 Golden Grove's Bayalgu Indigenous Pre-employment Training Program featured its first female intake and a full-time Indigenous mentor. The program seeks to improve indigenous representation in employment in Western Australia's Mid-West region, while addressing projected skills shortages and resource industry growth.



2%

INCREASE IN NUMBER OF FEMALE EMPLOYEES OF TOTAL WORKFORCE FROM 2009 TO 2010