



OUR NEWS

Inside

- Project pipeline update
- New fatigue monitoring technology unveiled
- ACA and EDL partner to reduce greenhouse gas emissions
- ACA trainees and apprentices receive recognition
- Capcoal focuses on Zero Harm
- ACA collaborates on Defect Elimination to share results



Cynthia Carroll on site at Capcoal on 29 September 2009.

Our Values:



Accountability



Care & Respect



Collaboration



Innovation



Integrity



Safety

Anglo American Chief Executive visits Anglo Coal Australia

On Tuesday 29 September 2009, the Chief Executive of Anglo American Plc (AAplc), Cynthia Carroll, completed a successful visit to Australia which included a keynote address to the Brisbane Mining Club, visits to Moranbah North Mine and Capcoal, the opening of a power station and meetings with senior political and business leaders.

Her first day in Brisbane saw Cynthia meet with the Anglo Coal Australia (ACA) Executive Leadership Team (ELT), conduct a video-linked presentation to all employees, spend time meeting with government officials and address 750 guests at a Brisbane Mining Club function at the Brisbane Convention Centre.

During the video link, employees were praised for ACA safety improvements, sites working together instead of independently and the efforts of all employees to adjust to the March 2009 organisational restructure and help AAplc deliver on its strategy.

At her 40 minute presentation to Brisbane's business community, Cynthia spoke to guests about the measures she had implemented since taking over the helm of Anglo, including a focus on asset optimisation, cost reduction and the development of the Group's high-quality, world-class assets.

"Our unique commodity profile through our exposure to platinum and diamonds makes us the clear world leader in both commodities and we have continued to focus on developing iron ore, copper and metallurgical coal through our

US\$17 billion approved project pipeline," Cynthia said.

Cynthia also emphasised the need for government and industry to work together to find collaborative solutions to key issues including climate change and economic stability.

She called upon the Australian Government to work with industry and other energy providers to modify the Carbon Pollution Reduction Scheme (CPRS) to allow access to transitional assistance while new lower carbon technologies are developed, which attracted extensive and favourable media attention.

On Tuesday 29 September Cynthia travelled to Central Queensland to visit Moranbah North Mine, officially open the new Moranbah North Waste Coal Mine Gas Power Station in the presence of the Minister for Mines and Energy, the Honourable Stephen Robertson and announce new fatigue-monitoring technology to be introduced in Australia.

Following this, Cynthia officially opened the new module of the Coal Handling Processing Plant (CHPP) at ACA's Capcoal operations in Queensland's Bowen Basin, to celebrate the completion of the under-budget A\$850 million Lake Lindsay growth project.

"The new CHPP will operate at a capacity of 700 tonnes per hour, and will complement the existing processing facility at Capcoal, giving a combined sales output of over nine million tonnes," Cynthia said.

Returning to Brisbane, Cynthia's trip to Queensland concluded with a cocktail function

at the Stamford Plaza with ACA's key customers and stakeholders, including the Deputy Premier, the Honourable Paul Lucas MP, during which Cynthia praised the efforts of the ACA team during the economic downturn, and spoke of the future of AAplc in Australia.

"Queensland remains an engine of Australian economic growth," Cynthia said.

"With bountiful resources, good governance, strong institutions and clear investment rules, it is a good place to invest.

"AAplc is committed to growing our presence here and we look forward to working with the State Government as we develop new projects," Cynthia said.

NEWSFLASH!!

On 22 October 2009 AAplc Chief Executive Cynthia Carroll announced changes across the AAplc group to create a more streamlined management structure.

There will be seven new Business Units, each headed by a CEO reporting directly to Cynthia Carroll and based in the country where the majority of the operations are located. The Business Units will have full accountability for operational performance and project delivery. The Business Units and their CEOs are:

- **Platinum:** Neville Nicolau, South Africa
- **Thermal Coal:** Norman Mbazima, South Africa
- **Metallurgical Coal:** Seamus French, Australia
- **Copper:** John MacKenzie, Chile
- **Nickel:** Walter De Simoni, Brazil
- **Kumba Iron Ore:** Chris Griffith, South Africa
- **Iron Ore Brazil:** Stephan Weber, Brazil.

For more information, please visit theSource and read the letter from the CEO on page 2.



From the CEO

With the end of the year in sight, it is timely for us to reflect on the successes and challenges we have encountered and focus on our priorities for the fourth quarter of 2009.

Quarter three 2009 consolidated significant gains made since the restructure of quarter one and the drive for asset optimisation in quarter two. The changes made at the start of the year have placed us in a strong position to take advantage of the emerging market recovery by driving down costs and increasing production.

As you would also be aware the Chief Executive of Anglo American, Cynthia Carroll, has announced a restructure of Anglo American management structures. The changes will take effect from 1 January 2010 and involve the creation of seven new Business Units, each headed by a CEO based in the country where the majority of the operations are located. Coal will be split into two Business Units, thermal and metallurgical. Thermal will be based in South Africa and metallurgical in Australia. Details of how the two Business Units are to interact will be worked out as we go forward.

The changes aim to focus the group on delivering AAPlc's strategy of developing core commodities and making the organisation more effective and efficient.

For ACA it is business as usual. I will keep you informed as the implementation process unfolds.

One of the highlights of quarter three was the visit to Australia in late September by Cynthia

Carroll. The visit gave ACA an opportunity to showcase the great work done over the past two years to improve performance, restructure and put the company on a solid footing for future growth. Cynthia was impressed by what has been achieved and views ACA as setting benchmarks for the rest of the Group to replicate.

I thank each and every one of you for your contribution to these achievements, but there is much more to be done before we can deliver on our vision of being the best coal business in Australia.

As I mentioned in my October quarterly update, reducing the rate of Lost Time Injuries (LTI) remains a challenge for us. While progress has been made at some sites, we have slipped at others. I urge each and every one of you to think safety and act safely every moment of your working day.

While in Australia, Cynthia Carroll acknowledged Capcoal CHPP's 7.5 years LTI free. This achievement it is the result of team work and a consistent focus on safety. It is the benchmark all sites must work towards.

As you would be aware, debate over the Australian Government's CPRS has entered its final stage. The Government and Federal Opposition are now in negotiations over amendments that would reduce the negative impact of the Scheme on the coal industry.

If the CPRS remains unchanged it will mean an annual \$118 million hit to ACA from day one of the Scheme, 1 July 2011. Put simply we will have to pay a massive tax because we are not able to reduce the majority of our fugitive emissions. There is no affordable technology available that can be deployed on a large scale. The result will be the loss of jobs and forced closure of mines, particularly in Central Queensland. I encourage each of you to visit www.cutemissionsnotjobs.com.au and write to your local Federal Member of Parliament to voice your concerns.

The outlook for the remainder of 2009 is positive and we will finish the year on a strong note.

“Our priorities will continue to be reducing LTIs across ACA, maintaining tight controls on costs in order to continue to lift our profitability, progress our eight big improvement projects, manage the impacts of the CPRS and achieve our vision to be the best coal business in Australia.”

UPDATE: Project pipeline

ACA continues to pursue growth in its multi-billion dollar project pipeline, consolidating AAPlc's presence in Australia, creating more jobs in Central Queensland and the Hunter Valley in New South Wales, and delivering maximum value from available resources in line with the AAPlc Asset Optimisation priority.

ACA Regional Manager for Projects, Sean Chelius, said the project team was working to progress a number of studies and projects, with the most recent achievements being the commissioning of longwalls at Capcoal's Bundoora Mine and Moranbah North Mine.

“Our project portfolio is really impressive, with four top priority projects producing in excess of 20 million tonnes per annum by 2020, creating more than 1,000 jobs during construction phases as well as long-term production positions,” Sean said.

“We have two underground longwall mines in Queensland, namely Grosvenor and Moranbah South, and two open-cut projects, Drayton South and Dartbrook in New South Wales, which are all at various stages of study and development,” Sean said.

“For each project we identify the most efficient future mine option according to our project study stage-gate process.”

Sean said it was likely operations at Grosvenor would commence with a single longwall, but include an option to expand into a dual longwall.

The project will integrate with the existing Moranbah North Mine infrastructure, including the CHPP.

“Once the pre-feasibility study (PFS) is complete, the next step will be finalising the preferred option to present to AAPlc's Technical Division and Corporate Finance,” Sean said.

Recently the Drayton South project, critical to continuing ACA's presence in the Hunter Valley after the depletion of the Drayton resource in 2014, progressed from concept to PFS.

This export coal project worth in excess of A\$500 million will replace Drayton's current production, keep the existing plant and infrastructure running and offer employment for more than 200 employees (excluding more than 300 created during construction).

The Drayton South PFS is currently in progress and will be submitted for approval in mid-2010.



Minister for Mines and Energy Stephen Robertson MP and AAPlc Chief Executive Cynthia Carroll present the plaque at the Moranbah North WCMG power station.

ACA and EDL partner to reduce greenhouse gas emissions

On 29 September 2009 the Minister for Natural Resources, Mines and Energy and Trade, the Honourable Stephen Robertson MP, AAPlc Chief Executive Cynthia Carroll and Energy Developments Limited (EDL) Managing Director Greg Pritchard officially opened a new A\$60 million, 45 megawatt Waste Coal Mine Gas (WCMG) Power Station at Moranbah North.

Now operating at full capacity, the power station is delivering enough low emission, clean energy to power nearly 50,000 homes.

Owned and operated by EDL, the Moranbah North power station is supplied with WCMG sourced from ACA's Moranbah North Mine to run 15 – 3 MW engines to produce base-load power to the grid. This has the effect of reducing greenhouse gas emissions by more than 1.3 million tonnes annually, the equivalent of taking 330,000 cars off the road.

"This innovative power station takes WCMG, which is 21 times more damaging to the atmosphere than carbon dioxide, and other noxious gases and turns them into base-load electricity," Minister Robertson said.

The power plant will be one of the first to create Renewable Energy Certificates under the Federal Government's recently passed Renewable Energy Target legislation that comes into effect in 2011.

Speaking at the event, Cynthia Carroll said this project was the second time ACA and EDL had come together to reduce emissions, with another power plant previously opened at German Creek in 2007, also located in Queensland's Bowen Basin at the Capcoal complex.

"Both initiatives are testament to ACA's commitment to reducing greenhouse gas

emissions in Australia, while globally forming a significant part of the Group's overall emissions reduction strategy," Cynthia Carroll said.

"The combined greenhouse gas reduction of the two power stations are considerable, approximately 2.3 million tonnes annually, the equivalent of planting 3.6 million trees or taking 580,000 cars off the road.

"This project highlights AAPlc's commitment to reducing our carbon footprint," she said.

"ACA's safety priority of Zero Harm was maintained during the 400-day construction period for this power station, with not a single LTI for employees or contractors involved," Cynthia Carroll said.

"This project highlights Anglo's commitment to reducing our carbon footprint."



Innovation



Safety



Collaboration

ACA unveils new fatigue monitoring technology



SmartCap inventor Dr Daniel Bongers with AAPlc Chief Executive Cynthia Carroll, unveiling the new technology at Moranbah North.

While in Australia, AAPlc Chief Executive Cynthia Carroll, along with the Minister for Mines and Energy, the Honourable Stephen Robertson MP, unveiled the SmartCap, exciting new technology to be introduced at ACA mines from December 2009 combating fatigue-related heavy vehicle driving incidents.

"The SmartCap looks just like a standard baseball cap, but it has the ability to measure brain-wave information to detect when the wearer is experiencing symptoms of fatigue and report this information back to the user and their supervisor," Cynthia Carroll said.

The first 50 SmartCaps will be rolled out at Dawson Mine from December 2009 followed by all other ACA operations by the end of 2010.

"Invented by CRCMining engineer Dr Daniel Bongers, the SmartCap is the first application of its kind to apply brain-monitoring technology to address the dangers of driver fatigue when operating heavy vehicles," Cynthia Carroll said.

The SmartCap collects fatigue information through microelectronics concealed within the cap and uses an independently-validated algorithm to identify when a danger limit is reached.

The operator will be able to track their fatigue levels throughout their shift via an in-cab display panel in the truck. Once a danger level has been reached, a warning message is sent from the operator's cap to the display panel, alerting them of the need to stop, rest and refresh. An alert will also be sent to the control room to notify their superintendent.

The tool has been developed by CRCMining as part of an Australian Coal Association's Research Program (ACARP) funded project.



Innovation



Safety



Callide's Maintenance Team has eliminated 90 defects in recent months, which has led to increased equipment availability (Pictured: Callide's Boundary Hill operations).

Defect Elimination Process:

- Identify defects;
- Assess and prioritise defects;
- Determine root causes;
- Define actions;
- Implement actions; and
- Measure outcomes.

ACA collaborates on Defect Elimination to share results



Accountability



Collaboration



Innovation

In recent months Capcoal's Grasstree Mine and Callide Mine have delivered significant cost savings through their application of the Defect Elimination process, leading to increased equipment availability and solutions being engineered to eliminate defects identified in machinery.

Over the last ten week period, Capcoal's Grasstree Maintenance Team has made fantastic progress in reducing unplanned maintenance rates from 40% to just 7%, meaning there has been a significant reduction in unexpected work for the team.

In addition, their machinery availability has improved from 65% to 82%, a maintenance saving of A\$34,000 per year in parts.

Regional Manager Maintenance Steve Dick said increased ownership over defect elimination from trades people through to senior management has led to 125 defects being identified by Callide's Maintenance Team, with 90 of those now being eliminated.

"A defect causes inadequacy or failure, erodes value, reduces production, compromises Health, Safety, or the Environment, or creates waste for ACA," Steve said.

"Our objective is to identify these defects that cause our machines to be out of service or prevent us from operating at full capacity in some way, and find solutions that will prevent that defect from reoccurring.

"All our sites are contributing to the positive outcomes of the defect elimination process by regularly assessing defects occurring in the raw materials from the manufacturers, their design, how we operate and how we maintain materials," Steve said.

Schools Tree Day

On Friday 7 August 2009 Dawson Environmental Officer Layla Tucker and Graduate Environmental Officer Chris Irving organised a tree planting day at Dawson Mine for a group of year seven Moura State School students as part of Schools Tree Day.

"Students visited the mine with their teacher and principal to plant a range of native shrub species seedlings sourced from the not for profit nursery group, Callide Valley Landcare Association," Layla said.

"These species included sticky hopbush (*Dodonaea viscosa*), long leaved mat rush (*Lomandra longifolia*) and various bottlebrush species (including *Melaleuca phoeniceus*).

"Local business AMCOR Excavations also got involved in the good environmental cause, by generously donating their time to prepare some selected areas surrounding the mine's main administration building for the students to plant their seedlings.



Moura State School Students on site at Dawson on 7 August 2009.

"The experience allowed students to learn more about native tree species, their importance in the local environment and also the role they play in mine site rehabilitation," Layla said.

Schools Tree Day is a special National Tree Day event which aims to engage school students in learning the important role of trees in our environment.

After the students had set aside their gardening gloves for the morning, they were taken on a mine tour to gain a greater understanding of the mining process at Dawson.



Care & Respect



Collaboration

ACA trainees and apprentices receive recognition

On Monday 28 September 2009 Moranbah North Mine's Grant Dixon received the Australian Careers & Employment (ACE) Trainee of the year award at the annual MRAEL (formally known as Mackay Region Apprentice Employment Limited) awards ceremony in Mackay.



1: Moranbah North Mine's Grant Dixon with his ACE Award. 2: ACA Operations Training Manager Steve Jones, Stakeholder Engagement Specialist Ian Wallace, Apprentice of the Year finalist Darren Wieden, Trainee of the Year finalist Patricia Rankin, Dawson Training Coordinator Louise Ivory and Moranbah North Mine Health & Safety Compliance Manager Ken Singer at the MiSkills Awards evening.

Moranbah North Training Superintendent Justin Murray said Grant beat a very high calibre field of trainees from across industries to win the acclaimed award, selected by a panel of judges due to his progress made completing his Certificate 3 in Underground Coal Operations.

"Grant's win was based on his strong work ethic, having successfully completed all training modules six months ahead of the scheduled end of his traineeship, and also on the positive feedback he had received from his supervisors," Justin said.

"We had some good exposure at the awards, with our school-based apprentice, Jacob Roberts, nominated as a finalist in the School-Based Apprentice of the Year."

"Although Jacob narrowly missed out on the top award, it is a credit to his determination and work ethic to make the final," Justin said.

MRAEL is part of a nation-wide network of group training organisations established to place young Australians in employment and train them for the future.

ACA's Capcoal Mine also had three finalists in the MRAEL Awards, Tony Boyd, Ryan Hansell and Bevan Richmond, with Capcoal supervisor Steven Henderson also nominated as outstanding Mentor of the Year by his apprentices to show their appreciation for his efforts.

ACA's MRAEL achievements follow the MiSkills award presentation evening on 25 September 2009, where Anglo was also well-represented by two finalists from Moranbah North Mine and Dawson Mine.

The Mining Industry Skills Centre (MiSkills) is a Queensland based, not-for-profit organisation that partners with industry and informs government to maximise the skills of workers in resources to assist in the sustainability of the industry.

Each year MiSkills holds an awards ceremony to acknowledge high-performing apprentices, trainees, trainers and organisations from all over Australia.

Apprentice electrician from Moranbah North Mine Darren Weiden was a finalist in the Apprentice of the Year category, and Dawson mother of six Patricia Rankin from Aboriginal Community Warrabinda was also a finalist in the Trainee of the Year category.

Both received finalist awards on the evening, with Patricia also taking home a Highly Commended award.

The recent industry recognition demonstrates the commitment ACA has to providing all employees with exceptional training support and diverse career development opportunities.

Drayton's dux apprentice

On 5 August 2009 ACA's Drayton Mine Mechanical and Boilermaking Apprentice and dux of his 2008 class, James Gardner took to the stage at a TAFE information session to praise ACA's supportive working and learning environment that has provided him with the flexibility to pursue two trades.

James, a second year Mechanical and Boilermaking apprentice at Drayton was selected to speak at the information session due to the excellent progress he has made at site.

In the Hunter Valley, all first year apprentices are put through an intensive six-month course at a mining skills centre prior to permanent full time work at site, enabling first year apprentices to fully grasp the theoretical and safety requirements of their chosen trade before they spend all their contact hours at work.

Drayton Human Resources Coordinator Kaicee Arndt attended the event and said during his speech, James made a special thanks to his Drayton supervisors for their encouragement and flexibility that enabled him to take on a second trade.

"The Head of Boilermaking at Muswellbrook TAFE Gareth Lloyd identified James' natural talent for Boilermaking while he was studying the compulsory module of the heavy vehicle mechanical course," Kaicee said.

"James then proposed the idea to our maintenance management team to take on the additional trade to expand his skill set even further."

"While it's outside his employment as a mechanical apprentice, our maintenance team were very supportive with the flexibility he required to be able to take on an additional trade on top of his full-time work," she said.

The evening incorporated an impressive presentation put together by the 23 2009 apprentices, four of which are placed at Drayton.



Drayton Maintenance Superintendent Ian Hunt, James Gardner, Kaicee Arndt and HR graduate Amanda Noffah at the information session.



Collaboration



Safety



Callide and Dawson's mine rescue teams at the competition day at Boundary Hill.

Dawson and Callide mine rescue challenge

In the lead up to this year's Open Cut Queensland Mines Rescue Challenge held in September at the BMA Saraji Mine, Dawson and Callide Mines' rescue teams participated in a competition.

Callide Mine rescue trainer Tom Everett worked with site emergency response coordinators Susan Loughnan and Justin Pokarier to set up a day of mock scenarios carried out at Boundary Hill on 7 August 2009.

"The training day consisted of two major scenarios, the first involving search and rescue exercise incorporating breathing apparatus and the second a multi-drill exercise which showcased skills including fire fighting, protection and rescue from heights," Susan said.

"The objective was to get together and share the training, but there were many other benefits experienced."

"The mines rescue challenge provided us with the perfect platform to put our skills to the test while observing the other team's strengths and areas where they might operate differently," Susan said.

"It was positioned as a competition, but it became an information-sharing session, enabling us to collaborate, build relationships and trust, and develop the awareness that each other could be used as back up for a major emergency."

"With our two mines so close to each other, we have recently looked for ways to operate as one, and the benefits are endless when we don't work in silos and we start to live One Anglo," she said.

The Open Cut Queensland Mines Rescue Challenge was held at Saraji mine from the 18 September 2009, with competition entrant Dawson achieving:

2nd place: Team Skills Individual Practical Exercises;

3rd place: Road accident rescue;

3rd place: Team theory.



Care & Respect



Safety

Exploration team's Manual Task Workshops

ACA's exploration team have set their attention to a key element of their Target Zero Action Plan: eliminating injuries caused by performing manual tasks to minimise the risks to their people and the cost to the business.

The team is in the second year of a long-term Manual Task Risk Reduction Project led by ACA Exploration Manager Bernhard Heizmann, to address injuries sustained as a result of manual tasks, which are the source of the majority of the exploration team's injuries.

Bernhard said addressing the risks from manual handling has been part of exploration's key work plan since mid 2007.

"In July and August 2009 we held a series of workshops to increase awareness about correct manual handling procedures in conjunction with further risk assessments across all exploration locations in New South Wales and Queensland," Bernhard said.

Resource Manager Andy Willson said because manual tasks make up a large part of exploration work, there needed to be an increased awareness about how to assess the risk and work smarter, with a focus on having the right equipment and well planned work activities.

Following the awareness session, smaller workshops were then held to focus on specific tasks, quantify the risk, develop potential solutions and then assess effectiveness of the solution, essentially quantifying the risk reduction.

Over the next few months the focus will be on developing and implementing these engineering controls to eliminate the need for manual handling.



Gary Dennis from ErgoSolutions Pty Ltd with the NSW Drilling Crews discussing the mechanism of injury and how to assess the risk of performing manual tasks.



Safety

Capcoal focuses on Zero Harm

ACA's Capcoal surface operations are stepping up their safety interactions in a move to further develop an all-encompassing culture of Zero Harm and improve the overall safety performance at site.

Capcoal Safety Health Environment Manager Kieran Plasto said the targeted safety interactions address slipping safety trends that started to appear in the early part of 2009 by increasing employee awareness about the hazards and risks associated with the business operations.

"Capcoal's Open Cut and Underground employees achieved zero LTIs for the month of July 2009, and the safety team is working to build on this promising result," Kieran said.

"In recent weeks, all open cut and maintenance team members have taken some time out from their daily work, come together and had a frank and honest conversation with members of the Senior Leadership Team (SLT) about what safety

means to them and what can be done to make improvements.

"It's taking Visible Felt Leadership to a new and more engaged level," he said.

"The interactions empower the workforce to take stock and recognise what we need to do to reduce the dangers and likelihood of injuries at site, and take responsibility for making this better," Kieran said.

"Our objective of Zero Harm remains the same – we want to keep things simple and shift the mindset from doing things the quicker way to the safer way.

"Since 17 July 2009, we have stopped production on four occasions to catch all crews working different shifts, and got together for about four to five hours to have a conversation about safety."

The same conversations have also been had with CHPP workforce.

Topics to prompt the discussions have included:

- What are the things that help us or make us work safely at Capcoal?
- What has the potential to make us work unsafely or injure ourselves at Capcoal?
- What do we need to change?
- What will we do about safety going forward?

Kieran said interactions will continue in the near future with underground teams.

"Safety is the paramount Anglo value and globally we are taking steps across the group to ensure we continue to improve our safety performance."

– AAplc Chief Executive Cynthia Carroll



CHPP 7.5 YEARS LTI FREE

While AAplc Chief Executive Cynthia Carroll was on site at Capcoal on 29 September 2009, she took the opportunity to formally congratulate the 83 CHPP employees for their ongoing commitment to safety on the job, presenting each with a certificate for their success.

"We are celebrating a significant safety milestone today, with the CHPP team having achieved 7.5 years LTI-free," Ms Carroll said.

"Safety is the paramount Anglo value and globally we are taking steps across the group to ensure we continue to improve our safety performance.

"The achievement of the team here at the Capcoal CHPP helps Anglo move closer to our ultimate goal of Zero Harm," she said.

AAplc transport review committee visits ACA

In the week commencing 12 October 2009, AAplc's Transport Review Committee was in Australia to conduct an audit of ACA's transport management systems.

Representatives visited the Brisbane office before heading to site as part of an independent peer review into ACA transport control systems, which cover traffic management, light vehicle and heavy vehicle operating protocols, pedestrian access and coal to port transportation.

The review is being conducted at all AAplc sites as a mechanism for best practice identification, shared learnings and the development of common practice procedures to ensure the safest procedures are applied across the Group.

ACA Head of Safety, Health and Environment Greg Rowan said the feedback from the committee had been extremely positive, and said the review provided an opportunity for ACA to demonstrate the safe practices already in place.

"The committee was particularly impressed with the passion, great communication and involvement of the workforce at the pre-shift briefing sessions," Greg said.

"We were also commended for our "can do" attitude to problem solving and the maturity and proactivity of our workforce."

The consolidated key review findings will be released in November 2009.

Middlemount welcomes new families



Integrity



Care & Respect

New families to the Middlemount community were warmly welcomed by ACA's Capcoal Management at a morning tea on Wednesday 26 August 2009.

New residents including parents with young families were introduced to each other at the event, giving them a first taste of the supportive community atmosphere encouraged at Middlemount, and a chance to meet the ACA team at Capcoal's Town Office.

Capcoal Human Resources Manager Tain Drinkwater said the morning teas are held about once a month to provide new residents with an opportunity to

make friends and start to feel settled in their new surroundings.

"The team at Town Office get everyone together soon after they move to town to ensure they are finding their way okay, meeting new people and given the chance to ask any questions they may have about ACA," Tain said.

"It's a really important part of establishing a sense of community and starting a two-way dialogue with our employees and their families to make sure needs are being met.

"A morning tea may seem like a small thing, but it can make a difference to ensuring Middlemount becomes an even better place to live."



Callide Mine brings One Anglo values to life

Anglo's Callide Mine superintendents and managers recently completed a two-day values awareness program comprising of a series of team building and self reflection activities.

Callide Human Resources Manager Sandra Thomson said the two-day workshop enabled each senior manager at Callide to gain a better understanding of the values, how to apply them through interactions with each other and an appreciation for the different ways people prioritise values.

"The group was spilt into teams to collaboratively solve problems, and it became obvious early on that team members were already demonstrating behaviours in line with the Anglo values of Safety, Care & Respect, Collaboration, Accountability, Integrity and Innovation," Sandra said.

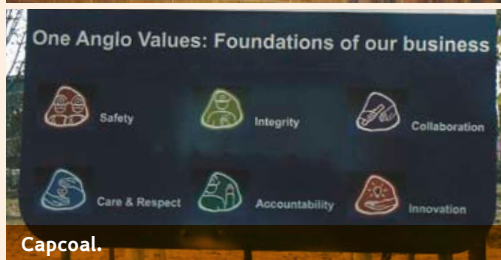
"The days consisted of activities requiring team work, such as canoeing as well as a theoretical component where each individual developed a values self-improvement plan for their personal awareness and development.

"The workshops acknowledged that our leaders must first take ownership and make the necessary changes to the way they carry out tasks to ensure they apply the values before they make expectations of others," Sandra said.

"Groups made decisions based on their values application and it was interesting to see who placed specific values higher up on their list, in terms of how they would immediately and instinctively react.



Callide Mining Manager Clarence Robertson leads the canoeing exercise with an emphasis on Safety, Collaboration and Care & Respect.



At other ACA sites, new signage is being introduced to incorporate the values and associated behaviours into every day activities.

"We came away from the exercise with clarity about what the values mean to each of us, and how to lead by example to encourage acceptance across the business," Sandra said.



Accountability



Care & Respect



Collaboration



Innovation



Integrity



Safety

Gold-class acclaim



Innovation

ACA's Principal Geotechnical Engineer – Underground Ismet Canbulat has received gold-class acclaim by snaring the Southern African Institute of Mining and Metallurgy's (SAIMM) annual award for the best published technical paper in their journal for 2008–2009.

Ismet travelled to South Africa in the week of 10 August 2009 to receive his gold medal at the SAIMM annual general meeting, which was presented to him by Andrie Mariana Garbers-Craig (President of the SAIMM) to acknowledge his research paper he published as part of his PhD: "Design of optimum roof support systems in South African collieries using a probabilistic design approach."

Ismet's research into roof support design and implementation was the stand-out paper from other published works as it focused on the designer making risk estimates regarding the reliability and risk of failure associated with a particular roof support design. Anglo Coal is currently investigating the implementation of the methodology presented in his paper.



Ismet Canbulat, Professor Van Der Merwe (University of Pretoria, co-author of Ismet's paper) and Andrie Mariana Garbers-Craig (President of the SAIMM).