



OUR NEWS

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Foxleigh's Coal Handling and Preparation Plant.

Foxleigh acquisition boosts ACA's production and broadens product range

Christmas came early for Anglo Coal Australia (ACA) on Friday 21 December following the Company's successful 70% acquisition of Foxleigh mine, which is located adjacent to ACA's Capcoal operations.

ACA Chief Executive Officer (CEO) Seamus French said by acquiring Foxleigh (settlement due early next month), ACA's production capacity would be significantly boosted.

"Foxleigh will join existing ACA operations to lift our Australian annual production capacity to more than 32 million tonnes over the next two years," he said.

"This growth and expected synergies from the acquisition of Foxleigh, which adjoins our Capcoal operations will strengthen the long term future for ACA, particularly in the Bowen Basin.

"To further support this growth there will be ongoing exploration and feasibility studies of Foxleigh's tenements.

"Foxleigh has just over 200 employees and we have great respect for their work capabilities and practices. We are looking forward to welcoming them to Anglo and sharing with them the benefits of working for one of the world's finest mining and natural resource groups.

"Foxleigh provides ACA with a presence in the expanding ultra low volatile PCI (pulverised coal injection) coal segment of the global metallurgical

coal market. PCI coals are finding increasing application in steel making.

"Foxleigh not only has the capacity to produce up to 3.3 million tonnes of PCI coal annually, but also has a long term matching rail and port allocation for export through the Dalrymple Bay Coal Terminal.

"ACA looks forward to being in Joint Venture at Foxleigh with two leading international companies, POSCO and Itochu, in the successful operation and development of the Foxleigh mine," Mr French said.

Anglo American CEO Cynthia Carroll, said the addition of Foxleigh was in line with Anglo American's strategic commitment to further grow their coal business in Australia in order to meet forecast increases in global demand for coal, particularly in the Asia-Pacific region.

"Foxleigh's operations and undeveloped assets are located in one of the world's largest and best developed coal provinces, with which we are very familiar.

"I believe Foxleigh represents a valuable strategic and complementary addition to our portfolio of coal assets in Australia," Cynthia said.



Moranbah North records 30mt of saleable coal

On Wednesday 12 December 2007, Moranbah North's Coal Handling and Preparation Plant (CHPP) produced its 30 millionth tonne of saleable coal ahead of schedule.

This significant milestone was testimony to the hard work of the entire CHPP team since the Plant's commissioning in 1998.

Moranbah North General Manager, Tim Hobson said recent efforts by the CHPP team resulted in actual yield for 2007 being well above budget yield, particularly for the latter half of the year.

"Our actual yield for 2007 was 83% compared to a budget yield of 79.6% and this 3.4% above budget equalled 150,000 tonnes of 'free' coal," he said.

This yield improvement has been driven by a number of enhancements across our business, namely the organisational restructure of our CHPP, coupled with our underground longwall crews better managing their mining horizon," Tim said.



From the CEO

Welcome to the first edition of *Our News* for 2008 and a special welcome to all our new employees, especially to Foxleigh employees who we will formally welcome to ACA next month.

The new year has started well for ACA from both safety and production perspectives. In January we recorded zero lost time injuries (LTI) across ACA which is a positive result and indicates our unrelenting attention to Target Zero is paying dividends. Regrettably earlier this month we did incur an LTI and while this is disappointing it is a timely reminder that we all must remain committed to Target Zero by displaying strong safety leadership.

Our production performance for the month of January was disappointing with rain events severely impacting our mines. Our challenge over the next few months is to peg back these losses and get back on Budget at all operations by the end of March. The price outlook for our products is very positive and we need to take advantage of this by delivering to plan. It was pleasing to note that we achieved ahead of budget. As I move around our sites and meet with employees I'm encouraged by the quality work being done to realise the true potential of our

business. To help gain an accurate evaluation of our performance and how we are tracking against budget forecasts, great work is also being done with our Monthly Operating Plans (MOP). You can learn more about the crucial function our MOP plays for our business in the article featured on Page 4.

To help celebrate the start of ACA careers for our new comers and to highlight the variety of employment options within our organisation it's fitting for this edition of *Our News* to focus on "ACA: Employer of Choice". As an ACA employee you are directly responsible for contributing to the success of one of the world's largest mining and natural resource companies.

Much work across our business is being undertaken to ensure ACA is leading the way with regards to employee retention and attraction. Our Women In Anglo Project is just one of our programs that is focused on contributing to ACA being the employer of choice. A big thank you to all our employees and their partners (some 322 of you) who responded to last year's Women In Anglo survey.

Your responses have helped develop practical and sustainable initiatives that will be introduced throughout our sites in the coming months to make it more appealing for women to work with ACA. Look out for a more detailed update on the Women In Anglo Project in the April edition of *Our News*.

Our 70% acquisition of Foxleigh just prior to Christmas was a significant achievement and marked an extension to our proud tradition of operating in the Bowen Basin. Our Foxleigh Integration Team is currently busy ensuring a smooth and successful transition of this quality asset to ACA.

I'm excited about what the future holds for ACA and Foxleigh and the synergies this acquisition provided us with.

ACA is a great place to work and learn, I trust that 2008 will be both professionally and personally rewarding for us all as we work together to optimise our business.

Kind regards

Seamus French
Chief Executive Officer
Anglo Coal Australia

Integrating Foxleigh into ACA

The smooth transitioning of the Foxleigh Mine into the ACA business is the key focus for members of the dedicated Foxleigh Integration Team which was formed soon after the announcement of the acquisition.

Headed up by Risk and Assurance Manager John Stormon, the team is comprised of representatives from various operational and functional roles throughout ACA as well as existing Foxleigh employees.

The Team's first aim is to develop and implement an Integration Plan for Foxleigh. The Plan will address the critical matters required for the operation's successful transition into the ACA business by adding immediate value where possible. The integration process is expected to occur over the next 12 months.

A number of employee information sharing sessions have already taken place with the Foxleigh employees at both the Brisbane office and at site, and these briefings are planned to continue until settlement is completed in the next month or so. The business will continue to operate as usual and it is not envisaged that the transition will greatly impact Capcoal and the Lake Lindsay transition.



Mining operations at Foxleigh.



(From left) Steve Faulkner, Ivan Budd, Rebecca Smith, Karen Vogler, Greg Rowan, Danny Doyle, Lisa Brownsdon, Michelle Brinkhoff and Liz Sanderson.

Spotlight on Safety and Health

Location: Level 5, Christie Centre, Brisbane

Number in our team: 10

Purpose of Safety and Health Improvement Group:

To provide specialist advice to all ACA activities on health and safety.

Our group also gives high level strategic input to ACA as well as practical support to our operations. Our group was set up by ACA to support the company to move to zero harm.

Groups we interact with:

We work with various groups internally and externally to ACA. Our key area of interaction is to support our operational sites and projects.

Our interactions extend to ACA executive leadership, external bodies such as the inspectorate, industry bodies. Within Anglo American our links to global functions are becoming stronger in line with Chief Executive Cynthia Carroll's expectations.

Trends and issues we monitor:

We monitor and present key health and safety performance on behalf of ACA. We manage the SiteSafe management system which records incident, injury data in addition to safety interaction data.

The group is also providing support to sites with the implementation of the Target Zero Action Plans.

Key projects:

Our key projects this year include the development of the health framework (which includes pandemic planning), Fatal Risk Standards implementation, safety management systems improvement.

Our biggest challenges in the next 12 months:

Our group was only established late last year and we are all committed to working in a team that adds value to ACA and ultimately helps us move towards zero harm. This has been the focus of the group in our first three months and we are making solid progress due to our increased engagement with our operations

Our challenge in 2008 will be the effective implementation of a number of new initiatives, as well as ensuring our existing systems are performing at their optimum level.



(From left) Director Sustainable Minerals Institute Professor Chris Moran, Director Minerals Industry Safety and Health Centre Professor Jim Joy, Head of Safety Anglo American John Holt and Chief Executive Officer Anglo Coal Australia Seamus French proudly display the US\$1 million cheque.

Safety Chair at UQ proving a success

Anglo American's US\$1 million sponsorship of the Chair of Minerals Industry Safety Risk Management at the University of Queensland's Sustainable Minerals Institute announced last July is already delivering significant benefits to the resources industry.

Since internationally respected risk management expert, Professor Jim Joy's appointment to this Chair mid-last year, much progress has been made in the area of defining and developing leading safety risk management practices across Anglo American operations.

Anglo American Head of Safety, John Holt, who visited Anglo Coal's Australian operations last month, also toured the University of Queensland's Sustainable Minerals Institute to gain an insight into the innovative risk management work currently being undertaken by Professor Joy and his team.

"From the work I have seen and after speaking with Professor Joy, I'm extremely pleased and confident that the risk management work being completed at the Sustainable Minerals Institute will help deliver the significant improvement in safety performance that Anglo American is focused on achieving," John said.

As part of John's visit to the University of Queensland's Sustainable Minerals Institute, he along with Anglo Coal Australia Chief Executive Officer, Seamus French presented Professor Joy with the US\$1 million cheque.

Speaking on Anglo American's four-year partnership with the University of Queensland's Sustainable Minerals Institute, Seamus said Anglo's Australian operations were ideally located to receive optimum benefit from Professor Joy's work.

"Anglo Coal Australia has a renewed focus on safety performance and we recognise that effective management of risk is a key component to achieving our goal of Target Zero – zero lost time injuries and zero fatalities in 2008 and beyond.

"By having direct access to one of the world's leading thinkers on safety risk management in Professor Joy, we are looking forward to working with him to deliver an improved safety performance," Seamus said.

About the Minerals Industry Safety and Health Centre and Sustainable Minerals Institute

The Minerals Industry Safety and Health Centre (MISHC) is one of six Centres that comprise the Sustainable Minerals Institute (SMI), within the University of Queensland. MISHC is a leading provider of minerals industry safety and health risk management education. MISHC has thoroughly integrated risk management knowledge into the minerals industry undergraduate, postgraduate and continuing education programs across Australia and is now known as the pre-eminent centre for minerals industry risk management education. In addition to its educational role, MISHC has provided significant direct support to its industry partners.

ACA's MOP brings performance clarity

In an effort to provide ACA with greater accountability, clarity and drive achievement of budget deliverables, the Monthly Operating Plan (MOP) was kicked off in earnest at the start of the year.

ACA Commercial System Specialist, Brad Radisavljevic who along with Corporate Accountant Debra St Clair is responsible for producing the MOP said while ACA has always conducted short-term planning, the MOP provides a much more rigorous analysis of how the business is tracking to achieve targets.

"Working on a 12 to 18 month rolling cycle our MOP is developed each month using the latest available data to provide us with a clear direction on what is required to achieve our performance targets," he said.

"To put it simply, if we achieve our MOP each month, then we will achieve our profit.

"The MOP is the "how" we go about reaching our performance targets. It provides one accurate set of production and sales numbers that everyone at ACA is focused on achieving," Brad said.

Integral to the MOP is ACA's weekly review of key profit drivers, which presents a more in depth analysis of site performances.

"When a weekly review highlights a missed opportunity, actions are immediately assigned to the appropriate employee/s to ensure any potential losses are promptly recovered before the end of the month.

"Our MOP is very much forward focused and while it does review historical performance, it is most concerned with ACA's current and future performance to achieve targets," said Brad.

The MOP cycle commences with a review of the current position, risks and opportunities by a team comprising the Chief Executive Officer, Chief Financial Officer, General Manager Operations and General Manager Marketing & Transportation. High level direction is provided out of this review which sets the context for the Marketing Plan which then flows into the detailed site reforecast. The complete detailed reforecast is reviewed prior to month end and is frozen as the updated MOP.

Given that ACA's MOP was only introduced last month the process is still evolving, however one feature that is sure to remain constant is ACA's relentless focus on achieving budget performance.

Benchmarking performance at ACA mines

ACA's Operations Services team have been keeping a close eye on the performance of ACA's operating mines and how their performance compares to best practice in Australia and internationally.

Head of Operations Services, Ian Livingstone-Blevins said while performance benchmarking was not new to ACA, late last year greater emphasis was placed on the business realising the full benefits of consistently performing at best practice.

"Through our benchmarking we have looked at all the positive performance areas at all our mines, as well as identify those opportunities that will deliver significant value to our business," he said.

"For instance Callide's 101 Dragline is clearly leading the way when it comes to performance. It is ranked as the best performing dragline across Anglo American operations and in the world's top ninety-fifth percentile.

"However our analysis of Callide's other dragline (102 Dragline) which is a different model to Dragline 101 shows obvious room for performance improvement, due to its current world ranking of nine out of 62 draglines.

"If we raise the performance of Callide's 102 Dragline to be equivalent of the mine's 101 Dragline, then this will result in a further 2.5 million bank cubic metres of dirt being moved each year," Ian said.

While Operations Services completed benchmarking on draglines and truck and shovel performance at ACA's open cut operations, the team reviewed development and longwall cutting rates at the underground mines.

"At Moranbah North we estimate that if we improve our development cutting time to current leading practice then this will deliver the operation a further 6000 metres per year, while if we improve the cutting rate of the site's longwall to best practice this will generate a further 2.2 million tonnes per year.

"Our benchmarking has identified significant improvement opportunities that ACA can achieve and Operations Services is now working with all our operations to prioritise these opportunities and select those improvement areas that will deliver the biggest value to our business," said Ian.

Project pipeline

ACA's Projects and Engineering team (formerly known as Growth and Strategy) recently reviewed its project pipeline to determine the organisation's project focus for the next five years

Regional Manager Project Development, Rob Reeson said over the past few months workshops had been held within ACA to examine and prioritise all the projects currently under consideration.

"Using the Value Based Management approach we identified ACA's most significant and value-generating projects to be: Dawson expansion, Grosvenor, Saddlers Creek, Dartbrook, Moranbah South and Theodore projects," he said.

"Along with these projects that are located in the Bowen Basin, Hunter Valley and Dawson Valley, we are also continuing work on our prospects in the Surat Basin as well as considering other opportunities.

"Our immediate attention is to complete the Grosvenor feasibility study, the pre-feasibility work for Saddlers Creek and to develop options for Dawson that can be included in next year's business plan.

"We expect to have the Grosvenor's feasibility proposal submitted to Anglo American for approval by the middle of this year, and over the next few months we will finalise

the scope of works for Saddlers Creek pre-feasibility," said Rob.

To ensure the future success of ACA's projects, the Project and Engineering team and other ACA teams are also continuing to work on addressing critical issues, which include:

- stakeholder engagement
- rail and port access
- accommodation, water and power infrastructure; and
- exploration.

"We are in the process of developing work programs for each of our critical issues to ensure they don't impact on any of our projects.

Central to all ACA project approval phases is the stage gate process. Grosvenor is the first ACA project to be progressed using this discipline.

"Our stage gating process is a governance tool that is aimed at eliminating re-work that could potentially occur during the different stages of a project as well as ensuring the organisation understands and supports the project," Rob said.

The process involves ACA area experts (from outside the Projects and Engineering team) reviewing the quality of the work completed on a project to date and then evaluating the adequateness of work planned for the future.



Construction of the Moranbah North Power Station has commenced.

Powerful start to construction of Moranbah North's power station

Construction work is well underway on the Moranbah North Coal Mine Methane Power Station which when fully commissioned by Quarter 4 this year will improve ACA's power consumption efficiency plus strengthen the general power network in and around Moranbah.

ACA Project Manager – Infrastructure Development, Scott McEwan said while construction only started on 22 October last year, the Project team was delivering a solid safety performance.

“The Project has only incurred one First Aid Case (as at 8 January 2008) and this was for a relatively minor injury. The Project team is focused on achieving Target Zero – zero lost time injuries and zero fatalities,” Scott said.

Similar to the German Creek Power Station that officially opened in March last year, Moranbah North's power station will be owned and operated by Energy Developments Limited (EDL) with construction being managed by major contractor Clarke Energy.

“While ACA is responsible for supplying the site, services, access to the power network and gas, the Moranbah North Power Station project is very much a co-dependent venture between ACA and EDL, without either of these participants there would be no project,” Scott said.

“At 45 megawatts the Moranbah North Coal Mine Methane Power Station (once completed) will be larger than the 32 megawatt power station at German Creek, and due to a change in configuration it will use Jenbacher engines rather than the Caterpillar engines operating at German Creek.

“Powered by waste mine gas from Moranbah North mine the power station will export its power to the national electricity grid, which will enhance energy supply assurance to the mine and also for any future projects, such as Grosvenor.

ACA is in the process of registering the main 66KV feeder line for the Moranbah North mine as part of the national electricity grid. This process facilitates both export of power and the creation of greenhouse credits.

“At 45 megawatts the Moranbah North Coal Mine Methane Power Station will be larger than the 32 megawatt power station at German Creek.”

“Just prior to Christmas the Project team safely achieved the major milestone of bridging in a stub line to the 66KV feeder line. This was a complex task involving significant coordination and everyone involved in this job is to be congratulated on their effort,” Scott said.

The stub line will be connected to Moranbah North's power station prior to commissioning and the work already completed will result in no further disruption to the mine's power supply.

At full operation the Moranbah North Coal Mine Methane Power Station has the potential to reduce greenhouse gas emissions from ACA's Moranbah North mine by 1.4 million tonnes each year – equivalent to taking 300,000 cars off the road.

Repositioning of ACA

For the past 12 months much work has been achieved by ACA's External Affairs department, headed by Susan Johnston in repositioning the organisation, particularly with regards to enhancing the Company's government and industry body engagement.

Business Relations Advisor Shona Butler, who has been working with Susan on building sustainable relations with government and industry said one of the key focus areas for the External Affairs team was to work with government to help them better understand and support ACA business endeavours.

“By strengthening and maintaining our relationships with government, we have had input into various government policies on issues relating to our operations and the wider coal industry,” she said.

“In particular we have been working closely with both the Queensland and Federal governments on climate change and their carbon capture and storage legislations.

“Our active representation on mining industry groups, such as the Queensland Resources Council, News South Wales Minerals Council and the Australian Coal Association, has also ensured ACA's views form part of an industry wide position,” Shona said.

ACA's government engagement was further enhanced mid-last year during Anglo American Chief Executive Cynthia Carroll's visit to Australia.

“Cynthia met with numerous senior Members of Parliament, including current Prime Minister Kevin Rudd and current Queensland Premier Anna Bligh to discuss amongst other topics; infrastructure, ACA's growth prospects and climate change.

“It's clear that our increased interaction with government has also had the added benefit of strengthening ACA's profile as one of the country's leading mining companies, which helps build our capacity to be the employer of choice,” said Shona.

This year the External Affairs team will build upon its 2007 efforts by coordinating meetings between ACA Chief Executive Officer Seamus French and key government politicians and officials.

Stepping up engagement with the New South Wales government and as well as with the new Federal Government are also high on ACA's External Affairs agenda for 2008.

ACA scholarships attract future graduates

Well respected and much sought after amongst Australian university students, the ACA Scholarship Program has a proud history of supporting students in both a practical and financial sense.

Learning and Development Advisor, Victoria Breadsell who manages the ACA Scholarship Program said one of the most attractive features of the Program was its direct link to the company's Graduate Program.

"We recognise there is enormous benefit in developing mutually beneficial relationships early with those university students studying relevant disciplines to our business needs," she said.

"Through our Scholarship Program we are able to practically and financially support students who could potentially forge future careers with ACA.

"While an ACA Scholarship recipient receives \$7,000 each year (based on acceptable academic performance) the provision of vacation employment during university holidays is even more valuable," Victoria said.

Applications for the 2008 ACA Scholarship Program will open on Tuesday 1 July 2008.

Resourceful academy support from ACA

As a foundation sponsor of the Queensland Minerals and Energy Academy (QMEA) that was established in November 2005, ACA is helping ensure today's Queensland high school students establish an early interest in the resources industry.

Manager Learning and Development, Michael Keep who is responsible for ACA's involvement in the QMEA, said through this partnership ACA had enormous opportunities to promote itself as the employer of choice for the mining sector.

"As a partner of the QMEA, ACA is working with more than 15,000 Queensland school students to educate them on the resources industry and show them first hand how exciting and rewarding it is to work in mining, especially with ACA," he said.

"Through our participation in QMEA, ACA is able to quickly identify and work closely with those students who show an early interest in mining, while at the same time encourage those students who are yet to consider the variety a career in mining does provide," Michael said.

The QMEA involves 19 state and private schools from across Queensland and its primary focus is to create pathways for young people to enter a career in the resources sector.



2008 Mechanical Engineering Graduates at Dawson Joshua Old and Phillip Keong are enjoying their new working environment.

Graduating into ACA

In today's ever-competitive labour market, especially for professionals, ACA was delighted to welcome 39 recent university graduates earlier last month.

Learning & Development Advisor, Victoria Breadsell who coordinates the ACA Graduate Program said while the majority of graduates were from Australian universities, this year's intake had somewhat of an international flavour with graduates also coming from China, Germany and the Netherlands to join ACA.

"It was pleasing to see our Grad Program attract such a high calibre of candidates both on a national and international scale," she said.

To coincide with ACA's 2008 graduate intake, the Graduate Program has been modified and has subsequently been reduced in duration from three years to two years.

"We conducted a review of our Grad Program last year and following feedback from existing and former graduates and after analysing business needs and market conditions, it was decided that our program would be condensed in time by 12 months," Victoria said.

"The primary focus for our Grad Program remains the same – to provide our graduates with quality training and exposure across the entire ACA business.

"During their two year Grad Program, our graduates will usually complete two 12 month secondments at different operations.

"The purpose of these secondments is to enable our graduates the opportunity to develop a broad base of experience in their profession, as well as a comprehensive understanding of the business and the mining industry.

"These secondments help our graduates make informed choices about their preferred

role and provide the best platform to commence their professional careers within ACA," said Victoria.

To ensure ACA graduates are successfully mentored and their career development monitored throughout the two year Program, Functional Committees, comprising of discipline experts have been established.

When recruiting for graduates, ACA is on the look out for future leaders or technical specialists.

"Our recruitment process focus on attracting graduates with the required qualifications and experience, plus those who have the personal core attributes to be a successful employee at ACA," Victoria said.

Applications for ACA's 2009 Graduate Program open on Saturday 1 March 2008.

ACA Grad Program Fast Facts

2008 Graduate Intake 39

ACA locations welcoming new graduates in 2008 Moranbah North, Capcoal Surface, Capcoal Underground, Dawson, Dawson Seamgas, Drayton, Callide and BCO.

2008 Graduate Disciplines Mining Engineering, Mechanical Engineering, Electrical Engineering, Minerals Process Engineering, Geology, Surveying, Safety, Environmental, Human Resources and Commercial.

Total number of current ACA Graduates 97 (including 2008 intake)

Managing talent across ACA

Following on from last year's first formal Talent Review in ACA, quality talent management is high on the business agenda.

Anglo Coal Head of Talent and Performance, Jo Tornos who co-ordinates annual Talent Reviews throughout Anglo Coal globally, said one of the benefits of undertaking such a review is that it provides a clear snapshot of the health of our business, and allows us to establish what we need to do to ensure that we have the right people in the right jobs and at the right time.

"While the Talent Management process has been established in Anglo American for some five years, this process was only fully implemented throughout Anglo Coal's wholly owned regions last year, but already we are seeing positive effects," she said.

"The ACA Talent Review process is conducted on an annual basis and along with other regional reviews completed in South Africa, China and Canada feeds directly into the Anglo Coal global review that then feeds into the Anglo American review," said Jo.

Anglo Coal's Talent Reviews have numerous objectives including:

- effective succession planning
- identifying opportunities to match business needs with employee aspirations
- identifying development opportunities for employees.

"While the formal Talent Review is a major component of our overall Talent Management process, it is the action plans that these Reviews generate which is most important in delivering ongoing benefits to our people and ultimately our business.

"Since ACA's first Talent Review last year there has been good ACA representation on Anglo group development programs, such as our Management Development Program and our Advanced Management Program.

"Last October we also held the first Anglo Coal Global Development Centre where five young employees from South Africa and five from Australia came together in South Africa for a two-day intensive personal development program."

This course proved to be an excellent opportunity for young employees to share their knowledge and build networks, as well as gain detailed feedback on building their strengths and addressing their development needs. A similar program is tentatively scheduled to be held in Australia in the mid-year.

Initiating Anglo Coal's Graduate Mobility Program is another Talent Management focus area for 2008. This Program facilitates graduates from different Anglo Coal regions swapping positions with counterparts for short development periods.

ACA Principal Advisor Leadership & Personal Development, Karine Williams has been providing valuable and practical support to ACA management with regards to improving their understanding of Talent Management and assisting them in making the process work best for their operations.



Capcoal Mining Associates Dion Sanders and Jo Coppard at work.

Earning and learning with ACA's Associate Program

Declining numbers of experienced mining professionals earlier this decade prompted ACA to develop the Associate Program as a sustainable solution to ensure continuity of experience across the operations.

Victoria Breadsell, Learning & Development Advisor said the purpose of ACA's Associate Program is to train para-professionals on the job to support site operational employees.

"While working at our operations in meaningful mining and safety roles which are critical to our business, our Associates also study part-time to gain an Associate Degree in complementary disciplines," she said.

"With our Associate Program taking four years to complete, we welcomed eight new Associates onto the Program this year, which has resulted in a total of 31 Associates currently working across our three different streams; safety, surface and underground mining."

While the Associate Program is delivering on its aim to intensively train and develop employees in specialised roles, the Program has encountered a number of challenges.

"Like any new initiative, our Associate Program did encounter some teething problems, however we are addressing these issues based on feedback from key stakeholders," Victoria said.

ACA's Associate Program is conducted in partnership with the Central Queensland University and the Central Queensland Institute of TAFE.

"With our Associate Program taking four years to complete, we welcomed eight new Associates onto the Program this year ..."

Callide employees get WELL

Employees at ACA's Callide operation are being provided with the opportunity to improve their literacy and numeracy skills through the recommencement of the site's practical Workplace English Language and Literacy (WELL) program.

Callide's WELL program provides specialised one-on-one support to employees in an effort to improve their workplace communication skills.

Callide Training and Development Advisor Heather Steel said the WELL program was not only personally rewarding for employees, but also enormously valuable for the business.

"Effective communication across all levels of a workforce is a key component to ensuring a safe and efficiently run business," she said.

"Through the WELL program, our employees are improving their existing communication capabilities as well as developing new communication skills they use everyday at work and home."

Over the next year Callide's WELL program will focus on improving the quality of incident and hazard reporting, as well as assist those employees who are infrequent users of e-mail and Microsoft Office programs such as PowerPoint and Word.

"As part of our Target Zero focus we are endeavouring to better understand our incidents and to achieve this we are using the WELL program to drive our improvement of our capture and recording of safety incidents," Heather said.

Dawson gets set for SEAT 2

Work is well underway in preparing for Dawson's second community engagement program which will be delivered in a report to stakeholders by July this year.

Using Anglo American's socio-economic assessment toolbox (SEAT) version 2, which has been internationally acclaimed, Community Development Officer Matilda Fairley said Dawson employees and community members were looking forward to once again developing a relevant and timely Community Engagement Plan.

"We hope to build upon our success and learnings from our 2005/2006 SEAT experience, when Dawson became ACA's first site to complete a community assessment and then develop a corresponding Community Engagement Plan," Matilda said.

"Similar to our focus in 2005/2006, the major aim in completing our current SEAT assessment is to identify the key social and economic impacts that Dawson needs to address and manage in our community.

"SEAT provides us with the platform on which to meaningfully engage with our local stakeholders and gain a greater appreciation of their issues, views and interests.

"Ultimately we will use the SEAT 2 process to help us determine our community's priorities, which we will then use to create a new Community Engagement Plan for Dawson," said Matilda.

Once a SEAT facilitator has been selected in the coming month, a broad range of stakeholders will be invited to participate in the community consultation process, which will involve one-on-one interviews and group workshops.

"The interviews will identify Dawson's key social and economic impacts (positive and negative), and for the first time to help with our long-term planning we will include issues raised by stakeholders on mine closure and completion plans," Matilda said.

Follow-up workshops are expected to be held to develop proposed solutions for all issues raised in the one-on-one interviews and initial group workshop.



Dawson Environment and Community Superintendent Jason Fittler and Community Development Officer Matilda Fairley prepare for Dawson's SEAT process.

The Dawson management team will also play an active role in the SEAT process by discussing issues raised, analysing suggested solutions and establishing a robust measurement and monitoring plan that includes key performance indicators.

Anyone interested in participating in the Dawson SEAT process should contact dawson.community@anglocoal.com.au.

Progressing times for Grosvenor and Moranbah South

Located towards the northern end of the coal-rich Bowen Basin, exploration and evaluation of ACA's Grosvenor and Moranbah South Projects is moving ahead at a solid rate.

Central to the progress of these two premium coking coal prospects has been regular interaction by the Project team with the local Belyando Shire Council and its Mayor Councillor Peter Freeleagus

Safety, Health, Environment and Community Manager, John Merritt who is directly involved with both Projects said ACA has in excess of 10 years exploration experience in the Moranbah region and is committed to keeping all stakeholders updated on the Projects.

"As part of our work with the Belyando Shire Council, ACA is a member of the Moranbah Growth Management Group which is working on developing a strategic plan for Moranbah which will include addressing key issues such as water supply and land for accommodation," he said.

"It's an exciting time to be involved in mining in the Moranbah region and our Grosvenor Project which is situated between ACA's Moranbah North operation and the township of Moranbah, is contributing to this excitement," he said.

"In July last year ACA applied to the Queensland State Government for a mining lease over the Grosvenor area, this application period usually takes two years and during this time we are busy conducting the Environmental Impact Study (EIS) for Grosvenor," John said.

Via the Environmental Protection Agency ACA recently sought stakeholder input into the Terms of Reference for the Grosvenor EIS.

"The Terms of Reference for the Grosvenor EIS determine the issues that ACA will address and we welcome all contributions from interested parties.

"As part of the Grosvenor Feasibility, a number of technical studies are being completed by various independent experts on subjects including; cultural heritage surveying, noise and dust, flora and fauna surveying. We expect all our technical studies to be completed in the next couple of months," John said.

By September 2009 it is expected that the completed Grosvenor Feasibility Study will be submitted for financial consideration to Anglo American's Chief Executive Committee, Investment Committee and to the Anglo Technical Division.

ACA's joint venture exploration program with Exarro at Moranbah South is continuing and following last October's agreement with Sunwater to supply the Project with water from the Eungella Dam located in the Mackay hinterland, another significant agreement was recently finalised with Arrow Energy.

"We entered into a Co-Development Agreement with Arrow Energy, which sets out the code of behaviour for both parties," said John

To view the latest Grosvenor Project Update visit www.anglocoal.com.au/wps/wcm/connect/AngloCoal/Our+Business/Our+Projects/Studies/Grosvenor



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