

McArthur River Mine
**Community
Benefits Trust**



ANNUAL REVIEW 2012

10 December 2012



Executive Summary

In the five years since the Trust's establishment in July 2007, \$8.9 million has been committed to 42 grants for programs implemented throughout the Gulf Region. Significantly though, the total value of the programs supported by the Trust is more than three times greater at \$32.5 million as on many occasions, the Trust contributes only a percentage of the total cost of the program undertaken.

Clearly the Trust has performed as expected as a catalyst for escalating investment in the social and economic development of the Gulf Region.

The outcomes generated by this investment have included:

- 66 more jobs held by Indigenous employees at MRM and the Indigenous workforce participation being sustained above the targeted 20% for two years
- Substantial increase in vocational education and training infrastructure within the Borroloola School as well as a successful incentive program which is helping to increase school attendance rates and education results
- Refurbishment of the Borroloola Rodeo grounds to support the expanded use of these facilities throughout the year as well as improve conditions for rodeo and gymkhana competitors
- Improved self sustainability of the Robinson River community with new equipment to enable local civil works as well as infrastructure support for pastoral interests and the community store and visitor accommodation
- Greater knowledge of fish stocks and recreational fishing patterns within the waters of the McArthur River and Gulf
- Improved facilities for the Wunala Creche, National Trust building in Borroloola
- Support for art and culture through the award winning Song People Sessions, the annual NAIDOC and Boonu Boonu Festivals, an international exhibition held by local artists and online marketing
- Improved environmental monitoring resources and support for the local Sea Rangers as well as support for ecotourism and development initiatives for the Indigenous Protected Area within the Sea Country.

Interestingly, the total amount allocated to grants equates to 110% of the funds committed by McArthur River Mine through its annual investments in the Trust. This is due to commitments to programs over a number of years to 2014. However, it also demonstrates the efficient application of funds invested in the Trust with administration costs averaging at less than 1% of the amount invested and easily accommodated by investment income.

The 2011/2012 financial year brought a number of changes for the Trust through:

- A new Director appointed by the Northern Territory Government
- The resignation of the Director representing the Gurdanji community, a position which remains vacant
- Changing personnel responsible for both the Secretariat and Project Officer roles
- Proposed increase in the Trust life associated with the proposed MRM Phase 3 Development Project which if approved by the Northern Territory Government would extend the life of the Trust from 2027 to 2038.

Grant support continued however with the Trust Board allocating \$1.36 million to 6 new grants targeting enterprise and job creation, environment, education and social and community development outcomes.

When tested against commitments and key performance indicators established under the Trust Deed and the Trust's own Annual Plan for 2012, the results illustrate that:

- MRM has continued to meet all compliance obligations for investment and reporting
- Obligations for community consultation and involvement have also been met with Project Officer visits within the community continuing on a regular basis and consultation programs related to the Northern Territory Government's Local Implementation Plan also utilised for input into Trust planning
- Percentage of annual funds committed is well above the 85% targeted at 110%
- Funding support has been provided to programs implemented across the region (with the exception of Robinson River in 2012) and in line with the priorities established under the Annual Plan
- Grant programs supported have achieved their objectives and key performance indicators in line with submissions and Funding Agreements.

This Annual Review provides a summary of the Trust's activities throughout the 2011/2012 financial year. Reports from grant recipients outline how the Trust continues to deliver tangible and substantial benefits.

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Cover illustration: The painting shown on the cover is by Borroloola artist Allan Baker. Allan is represented by the Waralungku Arts Centre in Borroloola, which is supported by McArthur River Mining. Waralungku Arts represents over 40 different artists from the Gurdanji, Mara, Garawa and Yanyuwa traditional language groups. Borroloola artists associated with Waralungku have been selected to show their work in the Telstra Indigenous Art Awards and are represented in the collections of major Australian art galleries.

1. MRM Community Benefits Trust

On 4 July 2007, McArthur River Mining (MRM) and the Northern Territory Government (NTG) entered into an agreement to establish the MRM Community Benefits Trust (the Trust) as a vehicle for delivering social and economic benefits to the Borroloola regional community.

Objectives

The Trust aims to:

- Facilitate ongoing sustainable development of the community and the region including community capacity building and local business enterprise development
- Build infrastructure within the community to a level that will facilitate the creation of local jobs, diversity of new enterprise, beneficial social activity and improved health outcomes
- Enhance the positive social and economic impact of MRM's mining operations on the community and the region as far as is reasonably practical
- Create jobs and training opportunities.

Commitments

The Trust is committed to supporting:

2. Employment, training and enterprise development generated both through MRM's mining operations and in the wider Borroloola economy including:
 - Fulfilling MRM's target to achieve 20% workforce participation by Indigenous people
 - The commitment to generate and support the establishment of one new local business per annum to supply a product or service to the mine
3. A community-based package of social and economic programs benefiting: enterprise and job creation; environment; education; social and community development; health; culture and art.

Trust Funding

The total value of MRM's commitment is in the order of \$32 million over the life of the mine, which is estimated to continue to 2027.

During 2012, MRM completed an environmental assessment for the proposed Phase 3 Development Project which would extend the life of mine from 2027 to 2038. Under the terms of the Agreement between MRM and the Northern Territory Government, the Trust has been established for the life of mine. Therefore subject to the final approval by the Northern Territory Government of this proposed project, the Trust's life would be extended accordingly.

MRM is currently committed to invest \$1.35 million per annum into the Trust for the Initial Period of the Agreement of eight years to October 2015. Financial investments will then be subject for review.

Charitable Purpose

The charitable purpose of the Trust is to provide:

- Grants, scholarships, bursaries and other assistance for education, vocational training and enterprise development
- Grants and other assistance for community infrastructure and community development, including the promotion of initiatives in the areas of health, law, arts, sport and culture.

Trustee Board

The Trustee Board comprises nine Directors whose roles are to manage the Trustee Company's business and affairs, authorise payments and appoint supporting officers. The Board members during the 2012 financial year have been:

- Two Directors nominated by MRM:
 - o Brian Hearne, Chief Operating Officer, Xstrata Zinc Australia (Chair)
 - o Col Fuller
- Two Directors nominated by the Northern Territory Government:
 - o Phil Anning, Regional Manager, Department of Regional Development, Primary Industry, Fisheries and Resources, July 2011 – September 2011
 - o Richard Austin, Director, Department of Housing, Local Government and Regional Services, September 2011 – December 2011
 - o John de Koning, Executive Director Department of Housing and Local Government, appointed December 2011
 - o Shirley MacPherson, (former) Chairperson, Indigenous Land Corporation
- One Director elected by Community Members
 - o Stan Allen
- Four Directors representing Indigenous Members:
 - o Tony Jack, Mayor, Roper Gulf Shire Council, Traditional Owner Garrawa
 - o Samuel Evans, Mara Traditional Owner
 - o Graham Friday, Yanyuwa Traditional Owner
 - o Frazer Baker, Gurdanji Traditional Owner (resigned December 2011) – please note the representative position on the Trust Board for this language group remains vacant.

The Trustee Board met four times during the financial year including the Annual General Meeting in December 2011 and one meeting held via email due to difficulties in finding a convenient date for a group meeting.

This Report

This report covers the operations of the Trust for the financial year ending 31 June 2012.

As required under the Trust Deed, this Annual Review includes:

- A summary of the Trust's activities
- The financial position of the Trust Fund
- Details of the distributions made by the Trustee for that financial year and the projects to which the distributions relate
- Impact on regional development, new jobs and community infrastructure.

2. Trust Activities

Governance

There have been two changes to the Board during the year:

1. The appointment of a new Director representing the Northern Territory Government. John De Koning has brought significant experience within the Northern Territory Government and specific understanding of the challenges within the Gulf Region through his most recent role based in Katherine. We thank previous nominee, Phil Anning for his long term contribution to the Trust.
2. The resignation of the representative of the Gurdanji community on the Board. The Gurdanji community have been invited to nominate an alternative Director. At the time of preparing this report, we understand there have been a number of discussions on this matter through MAWA and within the community. However, the final nomination has not yet been advised.

Management

Louise Beilby Appointed Secretariat

The Northern Territory Government has appointed Borroloola based, Louise Beilby, Remote Engagement Officer for the Department of Housing, Local Government and Regional Services, as the Secretariat of the Trust. Louise replaces Caryn Schoolmeester who left the position in December 2011.

Louise has extensive experience as within the Northern Territory Government in a number of departments and has been in her current position since 2008 responsible for the SIHIP Housing negotiations, Remote Housing Reform and Local Government Reform within the Gulf Region. Louise works closely with Government appointed Director, John de Koning to support the Trust with administration and financial management support.

Change in Project Officers

Unfortunately due to ill health, our long serving Project Officer, Jane Lawton, has taken a step back from this role she has held since October 2009.

In her place, highly experienced anthropologist and community engagement specialist Daniel Suggit has been appointed to the position of Project Officer. He is supported by Charlotte Smith who has been working with Jane in this capacity since January 2012. Jane remains connected as an adviser to Daniel and Charlotte.

Dan Tillman, who has partnered Jane in the Project Officer role, has left the position effective from 30 June 2012. We thank Dan for his contribution to the Trust.

Improvement initiatives

As a result of the experience of the transfer of information to these new officers of the Trust, the governance around both the Secretariat and Project Officer roles and responsibilities has been strengthened. Specific improvements have included:

- Establishment of a dedicated Trust Secretariat email address
- Review and improvements to information management systems
- Improved financial management systems to aid tracking and reporting functions
- Development and implementation of a procedure manual and associated templates.

Grants

Ongoing Programs

During FY2011/12, the Trust continued to provide funding support to various community programs approved in 2010/2011.

Date approved	Grant recipient	Focus	Description	Amount	Status
April 2009	King Ash Bay Fishing Club	Environment	Research program to examine the impacts of increased recreational fishing	\$214,172	Completed in 2011
December 2010	Li-Anthawirriyarra Sea Ranger Unit	Environment	Vehicle purchase and operational costs for 3 years to 2013	\$160,124	Ongoing
February 2011	Mabunji Aboriginal Resource Association Inc.	Environment	Engagement of consultant to undertake design plans for Borrooloola Beautification	\$26,940	Not commenced
February 2011	DET and Borrooloola School	Education	Strong Start, Bright Futures program supported for three years to FY 2014	\$1,012,000	Ongoing
2011	Barkly Regional Arts Inc.	Art and culture	Borrooloola and McArthur River Song People Sessions	\$79 288	Completed in 2011

One activity approved in 2010/2011 has not commenced: the Borrooloola Beautification project proposed by Mabunji Aboriginal Resource Association. We have been advised this project will not now be undertaken by Mabunji. The Board remains committed to the objectives of this grant and during the 2013 financial year, will seek an alternative proponent to take it on board.

Multipurpose Community Centre, Borrooloola

It has long been an objective of the Trust to establish a multipurpose community centre in Borrooloola for the benefit of the entire community. During consultation in 2009 in support of the 2009/2010 Annual Plan, the need for a multi-purpose community centre was identified. This supports the specific long term target of developing a safe community that offers a standard of living and lifestyle equivalent to recognised major regional centres.

The expressed need was to create a centre the whole community could access as a sports venue, meeting place, for community functions and activities such as an internet cafe/facility. There was a specific focus around sustainable youth programs and activities and opportunities to build a sense of community spirit in the region.

Community consultation during 2010, 2011 and 2012 for the Trust supported this need.

In December 2011, MRM was successful in securing a \$3.5 million grant from the Xstrata plc corporate social involvement fund to support the design and development of this community centre. This is in addition to a Northern Territory Government grant for \$440,000 to support the development of the project to bring the total amount of funding available to \$3.9 million.

Following agreement by the MRM Community Benefits Trust Board in June, all grant monies received for the development were deposited into a dedicated bank account established by the Trust for the purpose of supporting the centre's development. These accounts are audited annually by Ernst & Young and are managed under the governance structure of the Trust. A Project Control Group has now been established and planning as at 30 June had involved:

- Ongoing consultation with the community to refine the service delivery approach and inform design
- Work to confirm the preferred site within the community
- Preliminary discussions with a preferred architect.

In 2009/2010, the Trust gave in principle agreement to a grant of \$1 million for the development of the Multipurpose Community Centre. At this stage, this grant is not anticipated to be required to support the design, construction and fit-out of the centre. Any future decision on the Trust's commitment will be reviewed when and if detailed submissions for the application of this grant are received.

New Grant Submissions Approved

The Allocation and Investments Committee met 4 times and considered 10 grant submissions during the year. The Committee comprised of the Project Officer – Jane Lawton/Daniel Suggit; NTG Representatives – Phil Anning/ John de Koning, MRM Representative – Joanne Pafumi and 2 local Indigenous Directors – Graham Friday and Frazer Baker/Sammy Evans and 1 local Community Director – Stan Allen.

The status of grant applications received is reflected in the table on the following page.

Available reports on grants concluding in 2011 as well as those allocated in 2012 are provided in Appendix 1.

Grants Approved in 2011/12

Grant Recipient	Purpose	Focus	Program Value	Grant value	Status	Project description
Borroloola School Council	Breakfast program (3 years)	Education	\$150,000	\$150,000	Approved	Management of a breakfast program which is regularly serving around 80 students and adults daily and helping increase attendance at school.
Mabunji Aboriginal Resource Association Inc: : li-Anthawirriyarra Sea Ranger Unit	Barni-Wadimantha Awarra: IPA consultancy	Environment	\$93,500	\$58,500	Approved	Program to help action the Plan of Management developed in 2011 for the Yanyuwa country as an Indigenous Protected Area. Includes researching ecotourism opportunities, funding submissions and partnership development and strategic land and sea management planning.
Infofish	Barramundi Phase 2 project – King Ash Bay	Environment	\$162,900	\$ 116,600	Approved	Extension of the fish monitoring and tagging program conducted since 2009. This collects detailed information on fish stocks and the impact of recreational fishing in a broad region covering the McArthur River delta, coastal streams from Bing Bong to the Wearyan River and Sire Edward Pellew Islands. Expanded to include Golden Snapper as well as Barramundi.
McArthur River Mine	MRM Indigenous Training and Employment Strategy	Enterprise & Job Creation	\$1,750,809	\$593,195	Approved	Employment of 2 operator trainers to provide on-the-job training for Indigenous trainees and employees, support the intake of another 15-20 trainees in entry level positions, provide ongoing mentoring and support and buy a new bus to transport local employees from the mine to Borroloola.
James Cook University	Looking for Dugong project (3 years)	Environment	\$316,000	\$316,000	Approved	First scientific study of dugong and coastal dolphin in the Yanyuwa Sea Country. Monitors the habitat and supports the sea country plan.

Borrooloola Amateur Race Club	Major renovation and facelift of arena and backyard facility	Social and community development	\$131,100	\$131,100	Approved	Involves replacing aging fences around the arena, loading ramp and race to chutes and the sorting yards.
Nangala Project	Bunji Travel	Social and community development		\$150,000	Under consideration	Volunteer travel organisation establishment to help volunteers travel to the Gulf region to support community and youth initiatives.
Nova Peris Enterprises	Nova Peris Girls' Academy	Education		\$350,000	Under consideration	Proposed Girls Academy in Borrooloola designed to coordinate with school and provide life skills and academic support.
Bernie Redfern	Borrooloola Rent A Car	Enterprise and job creation		\$150,000	Denied	Private enterprise that does not comply with charitable objectives of the Trust.
The Smith Family	Breakfast program Celebrate School Experiential mentoring	Education		\$165,000 \$126,000 \$113,400	Denied Denied Denied	Duplicates other programs already underway within the community.

Allocation of Grants Approved

As described in the previous pages, six grants were approved this financial year to a total value of \$1.36 million. Of these:

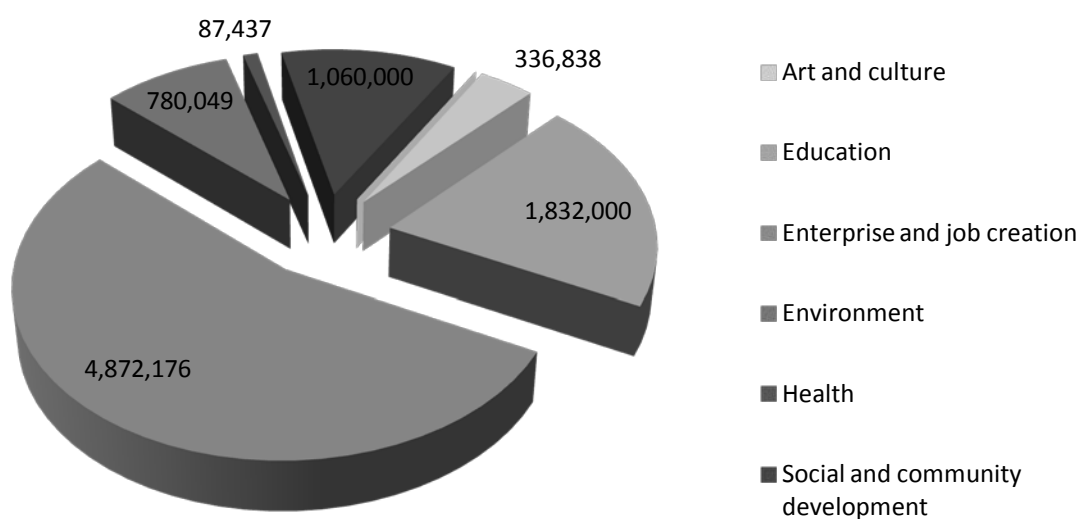
- 1 targeted enterprise and job creation for \$593,195 representing 43% of the total funds allocated this year
- 3 targeted environmental benefits totalling \$389,705 (36%)
- 1 focused on education for \$150,000 (11%)
- 1 for art and culture for \$131,100 (10 %).

The significant increase in support for environmental programs this financial year was pleasing as this was an investment category which had previously been underrepresented in the annual breakdown of grants approved. The breakdown below shows that 63% of the total investment in environmental programs since the Trust commenced in 2007 has occurred in the 2011/12 financial year.

An analysis of the grants committed during the five years between 2007 and 2012 has found a total of 42 grants valued at \$8.9 million.

The chart below reflects the breakdown of grants by focus area under the Trust's commitments.

Committed Funds by Focus, 2007 - 2012



This reflects that around half of all grants both by the number of grants committed and the amount committed in funding by the Trust have focused on enterprise and job creation activities. In all, 20 of the 42 grants committed representing 54.3% of the total grants funded have been for this purpose.

Education has been the second greatest area of focus reflecting the importance placed on education to support job creation in particular.

The focus area in which the Trust has committed the least funding is health. Despite the identification of specific health issues through annual consultation with the community and significant work by the Project Officers, this has been the area that has proved most difficult. This is primarily due to the need to attract external organisations to bring services to the Gulf Region and the need to therefore compete with other geographic regions for their attention.

The table below summarises the following indicators for each of the six focus areas:

- The number of grants supported in each focus area
- The total amount committed to each of these areas in grants approved by the Trust (including in principle grants to the Multipurpose Community Centre and Business Hub)
- The percentage of the total funds committed by the Trust to these grants
- The total cost of the programs supported by the grant
- The percentage of the total cost of the programs funded by the Trust (reflecting that in some occasions, the Trust has committed 100% of the cost of programs whereas in others, it has contributed to the overall cost and other funding sources have been utilised by grant proponents).

Interestingly, the total value of the programs supported by the Trust since its commencement is \$32.5 million. While the average appears low at 27.5%, this result is skewed by three large programs of activity which represent \$22.9 million, or 70% of the value of all programs supported:

- The Strong Start Bright Future program which has a total cost of \$10.6 million of which the Trust has committed \$1 million.
- The Multipurpose Community Centre which now has a defined development cost of \$4 million for which the Trust has committed in principle \$1 million.
- The MRM Indigenous Employment and Training Program which over 5 years has cost \$8.3 million to implement and to which the Trust committed \$2.4 million.

Analysis of grants by focus area, value and total cost

<i>Focus</i>	<i>No. grants</i>	<i>Total grant value</i>	<i>% of funds committed by Trust</i>	<i>Total cost of programs supported</i>	<i>% of total provided by Trust</i>
Enterprise and job creation	20	\$4,872,176	54.33%	\$14,998,850	32.5%
Education	4	\$1,832,000	20.43%	\$11,719,448	15.6%
Environment	6	\$780,049	8.70%	\$1,308,636	59.6%
Health	2	\$87,437	0.97%	\$87,437	100%
Art and culture	7	\$336,838	3.76%	\$405,251	83.1%
Social and community development	2	\$1,060,000	11.82%	\$4,060,000	26.1%
<i>Total</i>	42	\$8,968,500	100%	\$32,579,622	27.5%

Annual Plan Development

In the second half of FY12, the Trust's 2012/13 Annual Plan was developed. This document outlines the priorities and funding commitments for the year ahead and is developed in consultation with the community, government, and advisory committees.

Other sources of information on community needs and priorities during 2012 were:

- outcomes of Local Implementation Planning Group meetings
- a comprehensive Social Impact Assessment conducted by MRM in the context of the proposed Phase 3 Development Project.

In 2012/13 the Trust will prioritise strategies which:

1. Proactively seek proponents to support long standing needs in the community as identified through previous consultation and which have not yet been able to be delivered by local organisations
2. Leverage investments in previous business planning projects supported by the Trust and see them through into action in order to achieve targeted outcomes for the community
3. Prepare the community for job and business opportunities arising from infrastructure and services to come as a result of the LIP.

After taking into consideration community and stakeholder feedback, recent developments within the region, the resources and funding available and Trust commitments, the following priorities were determined for 2012/2013.

Commitments	Priority
Enterprise and job creation	To support the development of a broader diversity of jobs within the region associated with proposed infrastructure projects: Borrooloola Business Hub; Multipurpose Community Centre; youth and/or student hostel; residential housing developments; alternative accommodation options in Borrooloola, e.g. motel road maintenance and improvement
Environment	Ongoing support for the implementation of the Barni-Wardimantha Awara strategy as a Yanyuwa <i>Caring for our Country</i> initiative following business planning funded by the Trust in 2012. Initial scoping of a land-based ranger development program with Gurdanji and other interested groups.
Education	Continue to support the investigation and establishment of a youth and/or student Hostel to be associated with the Borrooloola School.
Social and Community Development	To support community needs for improved: public and private housing options; public transport services; youth and recreation programs and facilities.

Health	Support the development of a range of health and wellbeing programs for the region: Women's Health Alcohol and other drugs Youth counselling, mental health and suicide prevention
Culture and Art	Building on the recent success of the <i>Song Peoples Project</i> , the Trust can explore with the community the development of a long term and sustainable cultural maintenance, performance and heritage program. Links to education, training and future employment outcomes for both young people and senior community members will be maximised. Potential program partnerships with relevant bodies such as AIATSIS in Canberra will also be explored.
MRM target of 20% workforce participation	Support the MRM Indigenous Pathways to Employment Strategy which, since first supported by the Trust in 2009, has generated 66 additional Indigenous employees at MRM.
One new local business per annum to supply a product or service to the mine	Ongoing priority to provide support for the business planning and establishment of a new business to be identified based on mine procurement needs.

3. Financial Position

The financial accounts for FY 11/12 are being audited and will be tabled at the AGM in December 2012.

The Trust has a significant surplus of unallocated funds from the 2012 financial year which is available for commitments in 2013.

Position as at 30 June 2012	
Cash-at-bank	\$5,229,173
Less approved grants for 2011/12 noted in Board minutes as having received approval	\$ 840,703
Net funds available	\$4,388,470

Unaudited accounts as at the end of June 2012 showed the following results in a Profit and Loss Statement:

Profit and Loss July 2011 to June 2012

Income	
Donations	\$1,834,000.00
Interest	\$123,583.07
Total Income	<u>\$1,957,583.07</u>
Gross Profit	<u>\$1,957,583.07</u>
Expenses	
Accounting Fees	\$4,533.00
Bank Charges	\$53.75
Travel & Entertainment	\$1,736.80
Funding Payments	\$1,119,470.32
Total Expenses	<u>\$1,125,793.87</u>
Net Profit / (Loss)	<u>\$831,789.20</u>

This position reflects that:

- MRM has continued to meet its funding commitments since the Trust's formation
- Administration expenses totalling \$6,323.55 remain low at 0.5% of the annual commitment donated by MRM
- The donations include both MRM's contribution and a donation of \$484,000 (including GST) by the Northern Territory Government towards the development of a Multipurpose Community Centre in Borroloola
- There is a healthy cash balance remaining which, in addition to the 2012 investment by MRM of \$1.35 million, provides a sound position for future commitments.

Financial and Non-financial Contributions

As required under section 10.3(b) of the Agreement between MRM and the Northern Territory Government for the establishment of the MRM Community Benefits Trust, the following provides details in relation to MRM's financial and non-financial contributions for the financial year 2011-12.

MRM Financial contributions - 1 July 2011 to 30 June 2012

Item	Description	Cost (\$)
Annual commitment	MRM's annual contribution to the Trust	\$ 1,350,000
Board travel costs	Flights and Accommodation costs	\$3,879
Total		\$1,353,879

While the NT Government provides secretariat support to the Trust as its non-financial contribution, MRM provides project officer, community relations and meeting support to the Trust's activities throughout the year:

MRM Non-Financial contributions - 1 July 2011 to 30 June 2012

Item	Description	Cost (\$)
Project Officer	Operational, travel and accommodation costs incurred by project staff.	\$163,709
Community Relations Support	Assistance in planning and co-ordination of the Trust's activities.	\$15,836
Meeting Support	Catering, transport and meeting costs incurred by Trust activities at MRM and in Borroloola	\$ 3,869
Total		\$183,414

4. Impact on the Community

Key Performance Measures

Key performance measures were established under the 2012 Annual Plan to assess performance against commitments and priorities.

Area	Measures	Status
Governance	Compliance obligations met for MRM investment	√
	Obligations for reporting met	√
	Obligations for consultation met	√
Investment	Percentage of available funds committed to grant programs >85% *Note: this is calculated as the grants approved this year (\$1.36 million) as a percentage of the annual MRM contribution (\$1.35 million). This situation (101%) reflects the cash balance carried forward from previous years.	√ 101%*
	Percentage of funding spent on administration costs <5%	√ 0.5%
	Spread of grant funding across the region	√
	Performance against priorities and needs	√
Project outcomes	Outcomes of grant investments based on project reports	See Appendix 1.

Legend:

- ✓ Delivered
- X Not progressed
- Work continuing

Action Against Community Priorities

The Trust Annual Plan for 2012 set out priorities for the community revealed through consultation. The following table summarises action taken against these priorities.

Focus area	2012 Annual Plan Priorities	Status	Action taken
Enterprise and Job Creation	Establish a Business Hub office through which economic support services and development programs are provided, particularly focused on establishing or developing local businesses to support the planned infrastructure development in the region.	→	<p>Location has been determined and flood studies conducted.</p> <p>Expression of Interest for JV partners has been distributed.</p> <p>Core working party established.</p> <p>Concept development completed identifying potential services to be offered.</p> <p>Infrastructure requirements confirmed eg. power, water.</p> <p>In principle funding agreed of \$1 million to begin concept development and to leverage funding from other sources.</p>
	Support for MRM Indigenous Pathways to Employment Strategy and Indigenous Traineeship program MRM target of 20% workforce participation.	√	Target of 20% was surpassed for the second year in a row as Indigenous workforce participation rate reached 23% in FY 2011/2012.
	Provide support for the business planning and establishment of a new business to be identified based on mine procurement needs.	→	MRM is continuing to liaise proposed new business, Carpentaria Earthmoving which was supported with grant funding for a business plan in 2011. MRM's local procurement with existing suppliers in the Gulf Region increased from \$7.2 million in 2010 to \$12 million in 2011.
Environment	Support for the implementation of aspects of the Barni-Wardimantha Awara Report as a Caring for our Country initiative.	√	The Trust allocated \$58,500 during 2011/12 towards a consultancy project to implement this report's recommendations.

Education	Support the establishment of a Youth or Student Hostel for young people participating in education and training. This initiative was commenced in 2010/2011 and to date, a preferred site has been selected by the community.	→	Preliminary site options identified Liaison with relevant government departments and non-government agency providers is continuing.
Social and community development	Establish necessary infrastructure or support services associated with the Alcohol Management Plan's implementation.	→	The Borroloola Town Alcohol Management Plan is scheduled to be finalised by the Northern Territory Government in 2013.
	Progress the establishment of a Multipurpose Community Centre that can be utilised in the community for a range of activities including sports, meeting place, community functions and activities.	→	During 2011/12, Xstrata has committed \$3.5 million to this development and the NT Government a further \$440,000 to initiate the project. A Project Control Group has been formed and architectural work underway as well as ongoing consultation with the community .
Health	Identify and secure a service delivery organisation that can establish a Women's Health Program for the region.	→	Consultations with Borroloola Women's group, government and non-government agencies are continuing but this objective is proving difficult to fulfil due to the lack of availability of remote services for some programs and lack of consulting rooms in Borroloola for others.
Culture and art	Utilise existing or planned infrastructure to support the provision of cultural education facilities and art forms on a sustainable commercial basis. The aim is to help retain and respect the traditional Indigenous culture for the four language groups represented in the region. The particular focus is on educating youth, providing services to visitors and cross cultural training for new employees to the region.	→	A financially sustainable model for cultural heritage management, tourism and creative arts development has been drafted at the community level in Borroloola.

Legend:

- ✓ Delivered
- X Not progressed
- Work continuing

Appendix 1: Grant Reports

Northern Territory Department of Education & Borroloola School *Strong Start, Bright Future*

The *Strong Start Bright Future Borroloola Pathways to Employment Project* is a significant initiative that is now considered the break through project for a new way of educating and training remote students.

This project has done three things not done before in remote schools in one project:

- it brought a major industry into a close working and funding relationship with a school;
- it created a clear pathway that demonstrated to students that coming to school would give them practical skills that could then be useful in their life and employment; and
- it brought a full time trainer onto the Borroloola school staff.

The project began in July 2011 and the first year was designed to be a settling in year, and initial outcomes are:

- The presence of a full time trainer has seen 11 Certificate I achievements in the period from July to December 2012. These Certificate I achievements only occurred because of the full time trainer presence.
- The closer interaction between the school and the mine leading to a clearer pathway for students is impacting positively on how students see their future.
- The project can demonstrate success in supporting the efforts of the school in rewarding attendance. Overall attendance rates are trending upwards:

Gulf School Attendance data less than or equal to 80%: August 2011 – May 2012

	Aug-11	Sep-11	Oct-11	Nov-11	Dec-11	Feb-12	Mar-12	Apr-12	May-12
Borroloola CEC	51	71	66	54	50	104	120	60	101
Kiana River School	4	4	10	5	13	6	10	17	9
Robinson River School	29	16	20	23	39	37	52	47	58
Whole Group School	84	91	96	82	102	147	182	124	168

Although children in this program will not complete Year 10 until the end of the 2012 school year, Borroloola School students attended an induction on site in 2011, and have participated in two school tours of MRM.

McArthur River Mining
Indigenous employment and training strategy



Under the Trust Agreement between MRM and the Northern Territory Government, a commitment has been made to maximise the number of people from the Gulf Region gaining long-term employment directly in mining activities, and indirectly in activities conducted by sub-contractors and suppliers as well as in the wider regional economy. This includes action by MRM to achieve the target of 20% Indigenous employment across its workforce.

Between 2007 and 2012, MRM attracted 56% of the total grants invested in enterprise and job creation by the Trust and has been responsible for 87% of all new jobs created.

	Non-MRM proponents	MRM
Value of grants	\$1,437,581	\$1,801,430
% of total allocation to enterprise and job creation	44%	56%
Number of jobs created (net)	Estimated 5-10	66

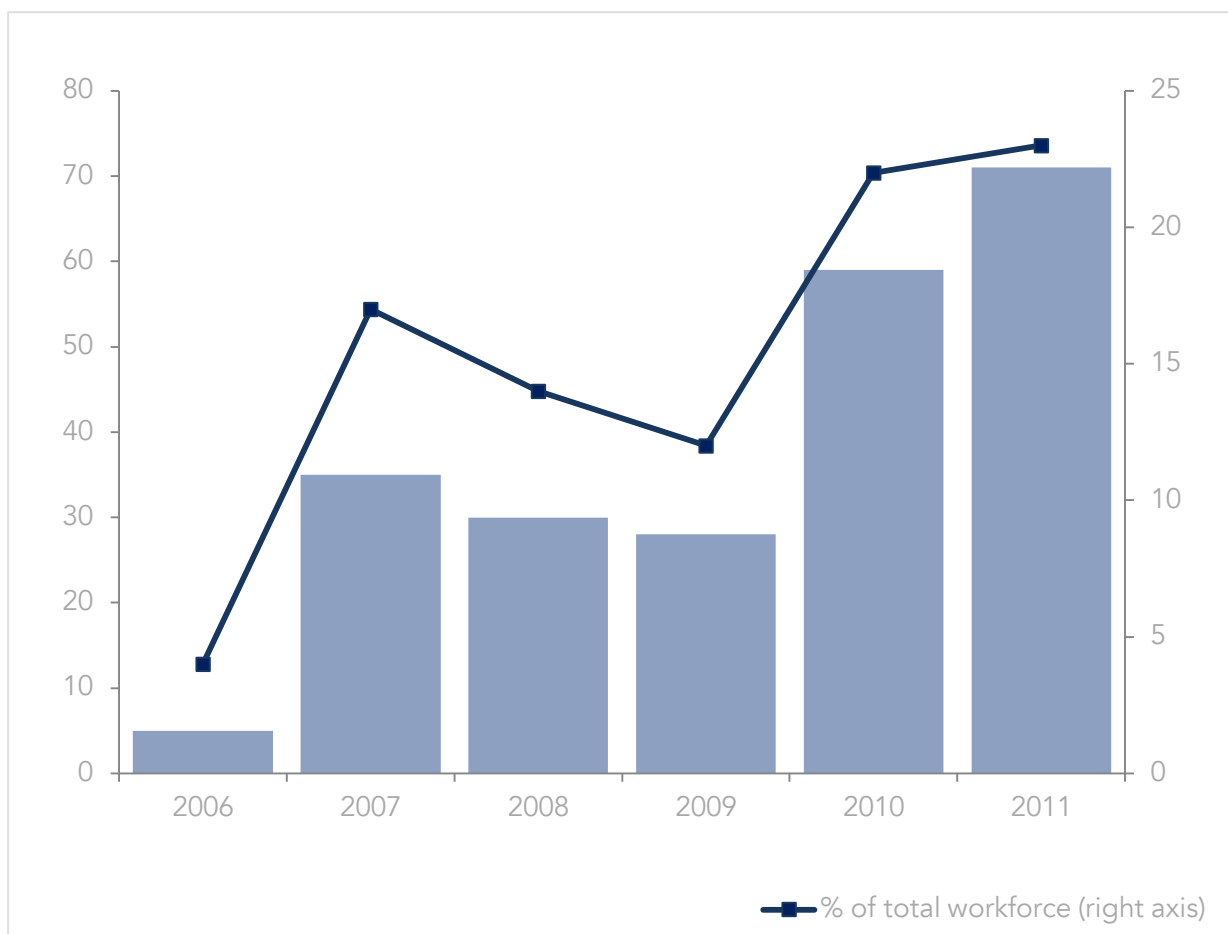
As at 30 June 2012, MRM had exceeded its target for the year with 76 Indigenous employees: 22% of the total mine workforce. The areas in which they are employed are summarised below and reflect that Indigenous people are now employed across all departments of the operation.

Department	Roles filled	Number of Indigenous employees
Administration	Carpenter, refrigeration mechanic, port operations, storeman, Maintenance Service Team (MST), Indigenous Employment Coordinator, Senior HR Advisor	20
Health, Safety, Environment and Community	Trainee environment technician	2
Processing	Apprentice fitter, apprentice electrician, laboratory	6

	technician, process operator	
Mining	Apprentice LV fitter, apprentice HV fitter, LV fitter, driller, blast crew, operator	47

The increase in Indigenous workforce participation since 2006 has been charted in the graph below. This demonstrates the success of a change in strategy which moved away from the approach in 2007 to engage large intakes of trainees as this proved hard to retain. In 2009, a new approach was launched which involved smaller intakes matched with real job opportunities and shorter training and transition times. Retention rates of Indigenous employees in 2011 matched that of non-Indigenous employees at MRM.

*Indigenous employees at MRM, 2006-2011:
the total number of Indigenous employees per year
and as a percentage of the total workforce*





The *Song Peoples Sessions* is an innovative Indigenous cultural maintenance and language preservation project that promotes collaboration between traditional and contemporary music and explores new forms of cultural expression through music. This project is a partnership between Barkly Regional Arts and the Winanjikari Music Centre (WMC) from Tennant Creek, in partnership with Mabunji's Waralungku Arts and the Li-Kurlurluwa Language Centre.

The project respects and celebrates the process of traditional singing and song to Indigenous cultural practices and its integral importance to traditional stories, customary law, connections to country, ceremony, dance, performing and visual arts. This is a pilot project that has prioritised the recording of both traditional and contemporary Indigenous language songs and music from the McArthur River and Borroloola region Indigenous peoples. The project has already supported and worked with over 20 traditional singers from Yanyuwa, Gurdanji and Garrawa language groups throughout the region. Activities included providing studio and remote community recording, as well as the collation of traditional song material, which has been recorded for archival purposes to be stored at AIATSIS and PARADESIC for access in perpetuity by Indigenous community members. The project has also supported contemporary Indigenous singer-songwriter Shellie Morris to return to her grandmother's country and region to collaborate with local traditional singers and Indigenous language interpreters.

The project culminated in the professional production and national and international commercial release of a CD recording. 500 CDs were produced with over 100 units sold at this time and 150 distributed by Shellie Morris to music industry professionals, potential future investors and interested philanthropic organisations.

The Song Peoples have performed at a number of significant events over the past year which has significantly raised the group's profile:

- National Indigenous Music Awards 2011
- Deadly Awards 2011

- Desert Harmony Festival, Tennant Creek 2011
- CD Launch, Borroloola June 2012
- Darwin Festival 2012
- Australian Performing Art Centres Associations Conference 2012
- Australasian World Music Expo 2012

In 2012, the Song Peoples also received significant recognition within the Australian performing arts community when they won the National Indigenous Music Award– for best traditional music.

KING ASH BAY FISHING CLUB
Barramundi & Golden Snapper Fish Monitoring Project



King Ash Bay provides access to a large system of rivers and channels including the McArthur River, Carrington Channel, Batten Creek and Crooked Creek. These all lead to the Gulf of Carpentaria approximately 30 kilometres downstream. King Ash Bay is renowned for its fishing and attracts thousands of fishermen and women to the area each year.

To ensure fish stocks are being sustainably managed, the Trust has funded the following fish tagging and monitoring project since June 2009:

- a two-year baseline survey to gather data relating to the status of the barramundi fishery with the McArthur River
- Providing results of the baseline study to the King Ash Bay community, McArthur River Trust Fund and the Northern Territory Government.

From 2011, the project was renamed to reflect the increased scope of the project in collaboration with the NT Department of Fisheries. The project has been expanded to include the tagging of Golden Snapper and also includes tagging being undertaken by the Li-Anthawirriyarra Sea Ranger under a separate project being funded by Caring for our Country through Territory NRM.

From June 2009 to July 2012, the following data is available from Phase 1 and Phase 2 of the monitoring program:

- Details of 2,926 fishing trips collected from boat ramp surveys and trip sheets

- Trailer counts on 794 days
- Tagging of 3,482 barramundi
- Tagging of 103 Golden Snapper

The current stage of this project (Phase 2) will continue through to December 2012.

BORROLOOLA SCHOOL COUNCIL

Breakfast Program



The program runs for school children from 7.00am - 8.30am and on average around 80 students participate each school day before classes begin. Two staff members plus on average two community members assist with delivering the program each day. The students must start their meal with fruit juice, cereal with milk and fruit before they move on to toast with vegemite or peanut butter.

Borroloola School has been funded to deliver the program over the next three years from the beginning of the 2012 school year to improve overall student attendance and participation rates.

BORROLOOLA AMATEUR RACE CLUB

Major renovation and facelift of arena and backyard facility

This project requires the proponent to obtain 3 quotations before works begin which will most probably occur in the dry season of 2013.

MABUNJI ABORIGINAL RESOURCE ASSOCIATION INC. with LI-ANTHAWIRRIYARRA SEA RANGER UNIT

Barni–Wadimantha Awarra: Indigenous Protected Area consultancy

Program commencement has been delayed while the scope was reviewed. Subsequently the program been the focus of an additional funding request to the Trust which was supported in the second half of 2012.

JAMES COOK UNIVERSITY

Looking for Dugong project

Program commencement has been delayed in 2012 while James Cook University representatives consulted with Traditional Owners over the brief and scope for study. Agreement has recently been achieved amongst all partners and it is anticipated that this program will commence early in 2013.

MABUNJI ABORIGINAL RESOURCE ASSOCIATION INC. with LI-ANTHAWIRRIYARRA SEA RANGER UNIT

Sea Ranger Vehicle Purchase

The two 4x4 Hilux Single Cab Tray Tops for which the Trust provided funding were delivered to Borroloola in February 2012. Also purchased was equipment for the vehicles: snorkel, winch, bulbar, spot lights, marine radio and aluminium tray back.

The vehicles have been used extensively for a range of activities:

- Feral Animal Control/Eradication around both Borroloola and the Limmen Bight patrol areas including data collection on feral animal concentrations, movements and resulting ecosystem damage to support management plans. Around Borroloola, a focus on feral pigs has been considerably successful with traps erected around 'hotspots' such as Mingyarra Lagoon, Yamirri (Kangaroo Island) and Poison Creek. Rangers continue to experiment with trapping and eradication techniques.
- Weekly Patrols – enabling Limmen based Rangers to interact with both commercial and recreational fishers on a more consistent basis. At the same time, increased mobility has ramped up our capacity to actively monitor and manage visitor traffic and activities both on and off the water.
- Staff Training – ongoing liaison with Fisheries, AQIS and other government agencies has facilitated an increase in patrol activity and the scheduling of Certificate 3 training for selected rangers.

The purchase of two vehicles is reported to have boosted the capacity of the Sea Ranger Unit markedly, allowing them to deal more effectively with the issues identified above as well as a wider range of other management and monitoring concerns. The frequency and range of patrols has increased commensurably with joint Parks and Wildlife patrols scheduled and further collaboration with local police currently being negotiated.

Appendix 2: Grants committed 2007 – 2012

See the following spreadsheet which provides:

- Project name
- Project partner responsible for its implementation
- Focus area based on the priorities of the Trust
- Brief project description
- The year or years funded
- The total project cost
- The total amount funded by the MRM Community Benefits Trust

Project Name	Project Partners	Focus	Project Description	Commencement Date	Completion Date	Approved Project Costs	Full Funding Amount
2008 Borrooloola CEC	Borrooloola School	Education	<ul style="list-style-type: none"> Develop a facility that allows the School to provide quality educational outcomes and vocational experiences to meet the current and emerging needs of the community Grant funding supported the installation of equipment and fit-out of the building. 	2008	2008	404,448.00	110,000.00
2008 MARA Wunala Creche	Mabunji Wunala Crèche	Health	<ul style="list-style-type: none"> Provide necessary ablution facilities to ensure the health and wellbeing of the children while in care. 	2008	2008	11,275.00	11,275.00
2008 Borrooloola Amateur Race Club	Barrooloola Amateur Race Club (BARC)	Art and culture	<ul style="list-style-type: none"> Contribute to the sustainability of the area's culture Replace chutes which were 30 years old, in poor condition and dangerous to stock and competitors 	2008	2008	20,000.00	20,000.00
2008 MAC CAT Grader	Mungoorbada Aboriginal Corporation	Enterprise and job creation	<ul style="list-style-type: none"> Support the development of a self sufficient civil contracting business in Robinson River 	2008	2008	55,000.00	55,000.00
2008 MAC Self Propelled Smooth Drum Roller	Mungoorbada Aboriginal Corporation	Enterprise and job creation	<ul style="list-style-type: none"> Support the development of a self sufficient civil contracting business in Robinson River 	2008	2008	187,000.00	187,000.00
2009 MAC CAT 960 Loader	Mungoorbada Aboriginal Corporation	Enterprise and job creation	<ul style="list-style-type: none"> Support the development of a self sufficient civil contracting business in Robinson River 	2009	2009	74,000.00	70,400.00
2009 MAC Community Store Materials	Mungoorbada Aboriginal Corporation	Enterprise and job creation	<ul style="list-style-type: none"> Develop a new community store to replace the aging existing shop which has poor refrigeration capabilities and lacks space for growth. 		2009	1,500,000.00	145,960.00
2008 MAC Concrete Batch Plant	Mungoorbada Aboriginal Corporation	Enterprise and job creation	<ul style="list-style-type: none"> Expand the potential business opportunities serviced by the Civil Construction Team. 	2008	2008	90,000.00	70,000.00
2008 MAC Goat Herd Fencing	Mungoorbada Aboriginal Corporation	Enterprise and job creation	<ul style="list-style-type: none"> Build a fence to contain a herd of around 200 goats and protect them from dingo attack. 	2008	2008	20,000.00	20,000.00
2008 MAC Visitor Accommodation	Mungoorbada Aboriginal Corporation	Enterprise and job creation	<ul style="list-style-type: none"> Add a visitor accommodation and kitchen facility to a planned Government Business and Accommodation Centre and expand its potential uses. 	2008	2008	220,000.00	69,462.00
2008 MAC Concrete Agitator	Mungoorbada Aboriginal Corporation	Enterprise and job creation	<ul style="list-style-type: none"> Build a sustainable local operation that will give the community the resources it needs to conduct maintenance and construction activities. 	2008	2008	90,000.00	90,000.00
2009 MAC Breeding Bulls	Mungoorbada Aboriginal Corporation	Enterprise and job creation	<ul style="list-style-type: none"> Purchase 2 bulls and 10 cows for the Wandigulla Outstation to support the extension of their breeding and export business. 	2009	2009	11,000.00	11,000.00
2008 Airbourne Solutions R Baker Training	Greenlip Enterprises	Enterprise and job creation	<ul style="list-style-type: none"> Provide local Indigenous resident, Richard Baker, with the necessary training to gain his license and secure employment as a commercial helicopter pilot at Airborne Solutions. 	2008	2008	46,120.00	36,120.00
2010 National Trust Welfare Building Refurbishment	National Trust of Australia (Gulf Branch)	Health	<ul style="list-style-type: none"> Conduct necessary repairs to the museum's ablution facilities. 	2010	2010	76,162.00	76,162.00
2009 KABFC Barramundi Monitoring Program	King Ash Bay Fishing Club	Environment	<ul style="list-style-type: none"> Undertake a two year research program to examine the impacts of increased recreational fishing on barramundi fish numbers in the McArthur River near King Ash Bay. 	2009	2011	549,172.00	203,280.00
2010 Malandari Partnership Purchase of Store	Malandari Partnership	Enterprise and job creation	<ul style="list-style-type: none"> Upgrade to the supermarket security system Relocation of the Post Office to a separate new building Construction of a supermarket annexe for the sale of furniture and boat equipment Construction of a two bedroom accommodation unit for use by staff and visiting support personnel 		2010	4,263,000.00	543,000.00
2010 Multipurpose Centre	Roper Gulf Shire Council	Social and community development	<ul style="list-style-type: none"> In principle agreement has been given for a \$1 million grant to support the development of an indoor sports and recreational facility in line with identified community priorities. 	2012	2012	4,000,000.00	1,000,000.00
2009 MRM Employment and Training 08/09	McArthur River Mining (MRM)	Enterprise and job creation	<ul style="list-style-type: none"> Develop an effective and culturally appropriate framework for Indigenous recruitment, training and retention at MRM which encourages and motivates applicants within the local community Individually tailor training and career development programs for all employees <p>(This is 20% of the total initiative cost of \$2.9 million in 2008/2009)</p>	2009	2009	2,973,368.00	606,425.00
2010 MRM Employment and Training 09/10	McArthur River Mining (MRM)	Enterprise and job creation	<ul style="list-style-type: none"> Foster a supportive environment within the workplace, which eliminates racism and celebrates cultural diversity. <p>(This is 28% of the total initiative cost of \$2.1 million in 2009/2010)</p>	2010	2010	2,127,098.00	595,918.00

2011 Roper Gulf Shire- Borroloola Pool Consumables	Roper Gulf Shire Council	Social and community development	<ul style="list-style-type: none"> Cover the cost of consumable materials and utilities to support the operation as it develops its sustainability as a business enterprise. 	2011	2013	60,000.00	60,000.00
2010 Mabunji NAIDOC	Mabunji Aboriginal Resource Centre	Art and culture	<ul style="list-style-type: none"> Support the costs associated with the delivery of the NAIDOC festival program in 2010 as an important annual celebration of indigenous cultural heritage. 	2010	2010	5,500.00	5,500.00
2010 Mabunji Wunala Creche Fencing	Mabunji Aboriginal Resource Centre	Enterprise and job creation	<ul style="list-style-type: none"> Funding to replace existing perimeter fencing with a new safe and secure fence surrounding the Wunala Crèche. 	2011	2011	47,544.00	47,544.00
2011 Borroloola Amateur Rodeo Club Chutes Stage 2	Barroloola Amateur Race Club (BARC)	Art and culture	<ul style="list-style-type: none"> Purchase 3 new bucking chutes to improve safety for animals and riders and assist the sustainability of the event. 	2011	2011	23,450.00	23,450.00
2011 Little River Youth Diversion Program	Mabunji Aboriginal Resource Centre	Enterprise and job creation	<ul style="list-style-type: none"> Create a Juvenile diversion/life skills development for 13-16 year olds. 	2011	2011	52,095.34	52,095.34
2011 McArthur River Machine Hire	Waanyi Nation Aboriginal Corporation	Enterprise and job creation	<ul style="list-style-type: none"> Support to engage a consultancy to develop a viable business plan for the growth of a new enterprise to provide contract machinery operation. 	2011	2011	40,000.00	40,000.00
2011 Mabunji Li-Anthawirriyarr Sea Ranger Vehicles	Li-Anthawirriyarr Sea Rangers	Environment	<ul style="list-style-type: none"> Funding over three years for the acquisition of two vehicles and their maintenance costs to help caring for country initiatives of the Yanyuwa people. 	2,011	2011	160,124.00	160,124.00
2011 Mabunji/ ISA Landscaping	Mabunji Aboriginal Resource Centre	Environment	<ul style="list-style-type: none"> Covers the landscape design costs for the beautification of the town, in particular, the entrance to make the town welcoming to tourists, provide local job opportunities and build a sense of pride amongst community members. 	2011	2011	26,940.00	26,940.00
2011 DET Strong Start Bright Future	Department of Education and Training	Education	<ul style="list-style-type: none"> Contributes to a series of initiatives to be delivered in partnership between the Department, Borroloola School and MRM. Provides pathways toward education and training for all children through to employment and involves a frequent attender program, incentives for students, vocational education and training opportunities Also supports 10 school-based apprenticeships each year and improvements to Vocational Education Training. 	2011	2013	10,605,000.00	1,012,000.00
2011 Barkly Regional Arts - Song People Sessions	Barkly Regional Arts Inc	Art and culture	<ul style="list-style-type: none"> Innovative Indigenous cultural maintenance and language preservation project that is recording the traditional songs of the four local language groups and producing them into contemporary recordings for both archival purposes and the enjoyment of listeners. The process includes documenting Indigenous language and English transcriptions of all songs. 	2011	2011	142,201.00	79,287.67
2011 Barni-Wadimantha Awara	Mabunji Aboriginal Resource Centre	Environment	<ul style="list-style-type: none"> Develop small scall economic enterprises to provide an income stream and subsequent employment opportunities around appropriate environmental management activities 	2011	2011	93,500.00	58,500.00
2011 MRM Indigenous Training and Employment Strategy	McArthur River Mine	Enterprise and job creation	<ul style="list-style-type: none"> Supports the \$1.4 million extension of the Indigenous Employment and Training Strategy which is a specific commitment made by MRM in agreement with the NT Government as part of the Trust objectives. 		2011	1,411,816.00	599,057.00
2008 The Smith Family Learning for Life	The Smith Family	Education	<ul style="list-style-type: none"> Breakfast with a Mentor program Work observation and work placements Celebration of the new school building opening My time mentoring program 	2008	2012	560,000.00	560,000.00
2011 Mabunji Boonuu Boonu Festival	Mabunji Aboriginal Resource Centre	Art and culture	<ul style="list-style-type: none"> Support for the expansion of the 2011 NAIDOC Celebrations to include the Boonu Boonu Festival as the only traditional indigenous dance festival in the Northern Territory. 	2011	2011	33,000.00	27,500.00
2011 Mabunji Waralungku Arts Exhibition	Waralungku Arts Centre	Art and culture	<ul style="list-style-type: none"> Paintings, prints and wooden sculptures by at least 8 local artists will be featured in an exhibition commencing in July 2011 at the Rebecca Hossack Art Gallery in London. Funding support was to assist in airfares but also supports investment in marketing and website development. 	2011	2011	50,000.00	50,000.00
2011 Business Hub		Enterprise and job creation		2012	2012		1,000,000.00
Waanyi Nation Aboriginal Corporation	Waanyi Nation Aboriginal Corporation	Enterprise and job creation	<ul style="list-style-type: none"> Support to engage a consultancy to develop a viable business plan for the growth of a new enterprise to provide contract machinery operation. 	2010	2011	40,000.00	40,000.00

Barramundi Monitoring Phase 2	King Ash Bay Fishing Club Inc.	Environment	Collection of data on the status of Barramundi and Golden Snapperstocks and the impact of recreational fishing on the McArthur waterways.	2012		162,900.00	116,600.00
Community Conservation of Dugong and Dolphin in Yanyuwa Sea Country	James Cook University	Environment	Initiate a long-term study on dugong and coastal dolphin in Yanyuwa sea country to enable monitoring of habitat health in the marine environment	2012		316,000.00	316,000.00
2012 MRM Indigenous Training and Employment Strategy		Enterprise and job creation	<ul style="list-style-type: none"> • Employment of 2 operator trainers to provide on-the-job training for Indigenous trainees and employees, support the intake of another 15-20 trainees in entry level positions, provide ongoing mentoring and support and buy a new bus to transport local employees from the mine to Borroloola. 	2012	2012	1,750,809.00	593,195.00
Borroloola Amateur Race Club		Art and culture	<ul style="list-style-type: none"> • Refurbishment of the rodeo grounds including replacing aging fences around the arena, loading ramp and race to chutes and the sorting yards. 	2012	2013	131,100.00	131,100.00
Borroloola School Council		Education	<ul style="list-style-type: none"> • Management of a breakfast program which is regularly serving around 80 students and adults daily and helping increase attendance at school. 	2012	2014	150,000.00	150,000.00