



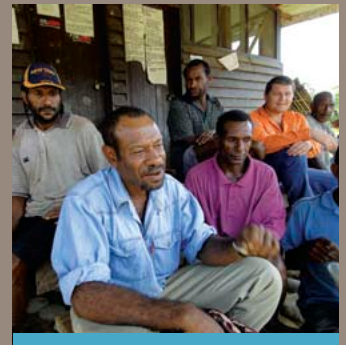
Frieda River Project
Sustainability Report 2007

Scope of this report

This report details the health, safety, environment and community (HSEC) performance of Frieda River Project from 1 January 2007 to 31 December 2007. The report is also available online at www.xstrata.com/corporate/commodities/copper/publications.

Please note all monetary values are expressed in US dollars unless otherwise stated.

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Xstrata at a glance

With an annual attributable production capacity of over one million tonnes, Xstrata Copper is the fourth largest global copper producer. Our operations and projects span eight countries: Australia, Argentina, Chile, Peru, Canada, the USA, the Philippines and Papua New Guinea. We also have a recycling business (Xstrata Recycling) with plants in the United States and offices in Canada and Asia. Headquartered in Brisbane, Xstrata Copper is one of the commodity business units within the major global diversified mining group Xstrata plc.

Xstrata plc is listed on the London and Swiss Stock Exchanges, with its headquarters in Zug, Switzerland. Xstrata's businesses maintain a meaningful position in seven major international commodity markets: copper, coking coal, thermal coal, ferrochrome, nickel, vanadium and zinc, with additional exposures to platinum group metals, gold, cobalt, lead and silver, recycling facilities and a suite of global technology products, many of which are industry leaders. The Group's operations and projects span 19 countries: Argentina, Australia, Brazil, Canada, Chile, Colombia, the Dominican Republic, Germany, New Caledonia, Norway, Papua New Guinea, Peru, the Philippines, Republic of Ireland, South Africa, Spain, Tanzania, the USA and the UK. Xstrata employs approximately 56,000 people, including contractors.

Frieda River Project

The Frieda River Project is located on the border of Sandaun and East Sepik provinces in Papua New Guinea (PNG), about 200 kilometres from the coast and 70 kilometres from the navigable Sepik River. It is a joint venture between Xstrata Frieda River Limited (73.7%), Highlands Frieda Ltd (16.4%) and OMRD Frieda Co Ltd (9.9%). The Frieda River Project currently employs more than 75 employees and contractors.

Map of Operations



Project Overview

To retain our equity, Xstrata Copper must complete a feasibility study of the Frieda River properties by January 2012. The Frieda River area hosts a cluster of copper-gold deposits including the large Horse-Ivaal-Trukai porphyry deposit and the high grade Nena deposit. A scoping study was undertaken on the project in 2007. This identified a project with a potential configuration as follows:

- Construction commences in 2012 and production in 2016;
- Open pit operations are situated at Nena and Horse-Ivaal-Trukai;
- Horse-Ivaal-Trukai is mined at 40 Mtpa for 26 years and Nena at 3 Mtpa for 20 years; and

- Two independent concentrators are constructed which produce a blended concentrate for export with an average payable copper metal content of 190,000 tonnes per annum and payable gold of 295,000 ounces per annum.

The scoping study confirmed the potential of the Frieda River Project but identified some issues to be resolved before the project could be moved to pre-feasibility stage. These include:

- confidence in the resource inventory to be lifted by in-fill drilling and, through this, provide more certainty in production rates; and
- the metallurgical options to be better understood to allow process options and products to be defined.

To ensure momentum of the project is maintained, we will commence survey work on selected infrastructure options. In addition, baseline environmental and social studies will continue to grow in frequency of sampling and the range of data collected. We will continue to facilitate the improvement of health and education services through discussions with, and support of, provincial government and other stakeholders. We will also continue to improve document control within the HSEC system. The cost of this programme in 2008 will be approximately \$25 million.

Executive General Manager's message

Xstrata Copper is committed to developing our projects within a framework of respect for the environment, the rights and traditions of our communities and the health and safety of our workers.



It is my pleasure to present the sustainability reports for 2007 for the projects that comprise Xstrata Copper's Project Development Division. These reports showcase our commitment to sustainable development in our project portfolio. We believe that these reports provide a vital source of information for our stakeholders about our achievements and challenges in the areas of health, safety, environment and communities (HSEC) from the earliest stage of project evaluation, long before projects become mining operations.

Xstrata Copper is today the world's fourth largest copper producer with annual production capacity of more than one million tonnes. The role of the Project Development Division is to contribute to Xstrata Copper's future growth by carrying out the necessary studies to advance the responsible development of new mines. In 2007, our project portfolio included:

- El Pachón, Argentina
- El Morro, Chile
- Frieda River, Papua New Guinea
- Tampakan, Philippines
- Las Bambas, Peru
- Energía Austral, Chile

We believe that our development strategy is achieving the results we strive for. Today, our growing understanding of our projects allows us to improve them, making them more viable within a framework of respect for the environment, the rights and traditions of our communities and the health and safety of our workers.

During 2007, we made significant progress in developing our projects. For example, Las Bambas and Frieda River completed scoping studies and are scheduled to enter the pre-feasibility stage in 2008. At Tampakan and El Pachón, pre-feasibility studies were advanced while a feasibility study was completed at El Morro. As such, we are moving closer to being able to take decisions on the future of each of these projects.

This process naturally brings with it challenges and difficulties that are particular to the situations and geographical settings in which we operate around the world. The vast range of sociopolitical, economic, historic, cultural and environmental factors that are present at each site demands a serious commitment from us to integrate, interact and involve ourselves with the communities among whom we work. This requires us to be flexible, to foresee changes and to adapt rapidly to them.

Against this background of change, 2007 saw three events of major significance for the Project Development Division and Xstrata Copper as a whole. In March, Xstrata Copper took control of a 62.5% stake in the Tampakan copper-gold project in the Philippines, which has become a project of strategic importance to the company's future growth.

In August, the Energía Austral hydroelectric power plant became the first non-mining project to join the division's pipeline. Located in southern Chile, we believe that Energía Austral could become a responsible contribution to the country's energy needs, given the growth in energy demand forecast by the authorities for the coming years.

Finally in December, the Las Bambas project, located in southern Peru, was transferred to the recently created Xstrata Copper Southern Peru Division, due to the significant synergies that can be made with the Tintaya mine and Antapaccay project in the same region.

One of our most important achievements during 2007 was the consolidation of community relations strategies at each of our projects. Today each project organisation includes a team dedicated to strengthening

and deepening relations with the community and stakeholders in general, an aim that has been achieved thanks to the huge amount of information collected through social baseline studies and consultation with the communities in question. Our aim is to establish, through frank and transparent communication from the earliest stage of the project, genuine alliances with our stakeholders to facilitate sustainable development.

In Health and Safety, during 2007 our Total Recordable Injury Frequency Rate (TRIFR) averaged 5.2 across all our projects. Our challenge in 2008 is to improve substantially on this figure as we strive to protect the safety of our workers and contractors.

Finally, reflecting the company's commitment to the environment, we are very aware of the importance that our communities place on issues such as water resources, global warming and the need to produce clean energy. While our projects do not generate a significant impact on their surroundings given they are at the early stages of study and evaluation, we are committed to establishing and implementing plans and programmes to preserve bio-diversity, use energy and water efficiently and reduce greenhouse gas emissions.

This report has been developed following the G3 guidelines of the Global Reporting Initiative (GRI), in line with Xstrata plc's membership of the International Council on Mining and Metals (ICMM). I hope that this 2007 Sustainability Report for the Frieda River project will help to improve the mutual understanding between the project and its stakeholders.

Peter Forrestal
*Executive General Manager
Project Development Division
Xstrata Copper*

General Manager's message

Establishing a new project is a challenging process, particularly in a remote location like north-west Papua New Guinea (PNG). 2007 signalled Xstrata Copper's first foray into PNG and the year has been an exciting, learning experience for the company and our new employees.



Xstrata Copper acquired an option on the Frieda River Project in August 2006 through the Falconbridge transaction. In January 2007, we elected to take up our option to earn 81.82% of Highlands Frieda Limited's share in the Frieda River properties which gave us management control of the project with 73% equity in the project at that time.

This inaugural Frieda River Project Sustainability Report outlines the steps we have taken to establish the standard HSEC systems implemented at each Xstrata Copper site and our performance against these standards. One of the greatest challenges we faced during the year was around safety; melding our systematic approach to safety with local culture and newly appointed staff who have variable levels of education. The workforce positively engaged in this process resulting in a good safety performance for the first year – a total recordable injury frequency rate of 14.

The main tasks faced by the Frieda River team were to define value in the project and to understand why, after almost 40 years since discovery, the project had not been put into production. An assessment was undertaken through a scoping study that was delivered in January 2008.

In an initial review we identified a number of strategic issues with the project and potential mitigating actions to be addressed in the scoping study. These included:

- unlocking the value of the metallurgically complicated Nena resource through ore characterisation, identifying opportunities and conducting appropriate metallurgical test work;
- lack of infrastructure in north-west PNG by assessing a range of options;
- limited resource inventory by exploring mid-stage targets adjacent to the current resources;
- environmental management in the headwaters of a pristine river system in a seismically active, high rainfall area by re-establishing quality baseline monitoring, integrating the data collected from baseline studies into conceptual engineering design, and maintaining a range of project execution options;
- recognising the strong links between people and land through building relationships in the project area, and identifying skills and service development opportunities; and
- working with local and provincial governments to re-establish community and government services in the area and exploring partnership options.

“This inaugural sustainability report outlines the steps we have taken to establish the standard HSEC systems implemented at each Xstrata Copper site ...”

The results of this work were largely positive. The addition of a pre-float to the concentrator circuit in the conceptual engineering design has lifted the final copper concentrate grade of Nena ores to be consistently more than 20%. The spread of infrastructure options has allowed a range of project configurations to be assessed.

Relationships have been built with the local communities and provincial and local level government. Through a combination of regular community meetings, establishment of the provincial government joint consultative committee, targeted surveys and general operations, improvements required to community services have been identified. Government now meets regularly with the community representatives in their villages. Environmental baseline studies, focusing on water quality, have commenced.

The Frieda River Project team has responded well to the introduction of HSEC systems. In 2007, the focus was on developing procedures appropriate to the task and work environment and then training staff in their use. Although much remains to be done, we have made a positive start.

This was my first year in Papua New Guinea and it was an exciting experience. I thank staff, landowners, community, government officials and other stakeholders for the warmth of their welcome and the understanding and support that was extended to me and my team. I look forward to working with you again in 2008 and to keeping you updated on our progress.

Dugi Wilson
General Manager
Frieda River Project

2008 HSEC Targets

We strive for continuous improvement in our health, safety and environmental performance and to sharing the benefits of our activities locally, so that we leave behind a positive legacy of stronger, more sustainable communities.

2008 HSEC Targets

Health & Safety	Community
Zero fatalities	Expand baseline social studies to include potential infrastructure sites
TRIFR < 27	Expand stakeholder information sessions to cover areas that may be effected by a potential operation as well as existing locations – on-site, at Vanimo, Telefomin, Wewak, Ambunti and Port Moresby
Improve document control within the HSEC system	Facilitate the improvement of health and education services through discussions with, and support of, provincial government and other stakeholders
Structured competency training introduced	Expand the adult literacy and numeracy training program to include more employees with courses delivered at regular intervals
Environment	
Expand baseline environmental monitoring to include biodiversity surveys and increased water monitoring	
Re-establish river gauging sites and weather stations	

Economic contribution

We are proud to play an important role in growing and sustaining Frieda River communities by generating employment opportunities, supporting local businesses, contributing to government taxes and charges and supporting community development initiatives.

Although still in the scoping study phase, the Frieda River Project plays an important role in the provincial economies of Sandaun and East Sepik provinces by providing employment opportunities for local people and business opportunities for local suppliers.

The project was sole funded by Xstrata Copper in 2007. The amounts reported below are for the complete project (100%) and not Xstrata Copper's equity in the project.

In 2007 Xstrata Copper contributed \$7.0 million to the PNG economy (see Table 1) through payments to our employees, contractors, suppliers and in government taxes and permit payments. Overall, this accounted for 70% of project expenditure.

The Frieda River Project also made a significant contribution to the local economy during the year by sourcing and purchasing, where possible, supplies and services from local companies.

In 2007, 61% of our contract expenditure (\$5,578 million) was provided to 10 local companies. All contracts valued at more than \$100,000 were formally tendered. We assessed tenderers against safety performance, technical ability to complete the scope of work, and cost. We also completed a risk assessment for each contract.

The Frieda River Project did not make any major infrastructure investments in 2007. However, we initiated infrastructure and community services surveys in partnership

with the Sandaun and East Sepik provincial governments to identify areas of need. AusAID provided support to the provincial governments on these surveys. We also conducted a desktop health study.

Type of expenditure	Expenditure (USD)
PNG remuneration	370,891
PNG sourced supplies	1,046,579.
PNG paid contracts and other expenses	5,578,842
Total PNG	6,996,312
Total project	10,021,386

Our approach to sustainable development

Our commitment to the principles of sustainable development is based on our belief that operating responsibly and to the highest international standards mitigates risks, creates opportunities and enhances our reputation and competitive position.



Frieda River Project base camp

Xstrata Copper has a long-term investment strategy in mining and processing operations and projects that provide the basic materials for social and economic development.

Although the lifespan of our activities is finite, we aim to fund skills, social development and economic benefits that outlive these activities in the regions in which we operate.

To protect and enhance our corporate reputation and ensure ongoing access to mineral resources, we aspire to the highest standards of business conduct as outlined in Xstrata's Statement of Business Principles.

We aim to create value for our stakeholders and contribute to a sustainable environment through investments that improve our performance efficiency, ensure the efficient use of resources such as water and energy, and maintain a safe and healthy project.

To ensure harmonious relationships with our stakeholders, minimise risk and secure an ongoing licence to operate, we aim to create mutual benefits for stakeholders, working in partnership with the various parties who have an interest in or are affected by our project.

In 2007, we revised our approach to sustainable development in line with the International Council of Mining and Metals' (ICMM) Sustainable Development Principles. As a result, we now have a systematic method of setting targets, monitoring performance and reporting (both internally and publicly) against targets in each of the key sustainability areas across the business.

"We aim to fund skills, social development and economic benefits that outlive our mining activities in the regions in which we operate."

Xstrata Copper's Definition of Purpose

We will maximise value for shareholders by successfully growing and managing an industry-leading portfolio of copper assets that deliver superior returns.

We will achieve this in a safe, environmentally and socially responsible way, in open partnerships between our people and with communities, governments and other stakeholders.

Our strategic objectives

- Injury-free, safe work environments;
- Recognised leadership in environmental performance;
- Reputation for social responsibility;
- Realisation of the full potential of our people;
- Achievement of the full capacity of our physical assets;
- Cost competitiveness through the cycles;
- Value creation through dynamic growth and continuous improvement; and
- Effective implementation of common key systems and strategies.

Our values

Our decisions and actions will demonstrate the following values:

- Honesty;
- Dependability;
- Respect;
- Confidence;
- Ingenuity;
- Courage; and
- Passion.



Winston Belupuna (right) talking to community leaders

Frieda River Project sustainable development initiatives

In order to build a meaningful sustainable development plan, the Frieda River Project conducted a number of baseline studies in 2007 to identify the existing social conditions and services in the project area. This work has included:

- a review of programmes run by other companies in PNG (conducted by the Centre for Social Responsibility in Mining, University of Queensland);
- an assessment of current health risks, and project and community medical needs should the project move to production (completed by Anodyne Services Australia);
- a health services survey in the Frieda River area (conducted in partnership with Sandaun Province; who were supported by AusAID Capacity Building Service Centre);
- a survey of the education services in the region (conducted by Coffey International Development through the AusAID Education Capacity Building Programme in support of Sandaun Province); and
- the collection of basic community information and community needs through community consultation including population numbers, levels of education and health issues.

The outcomes of these studies are discussed in more detail in our community section (see page 14). A joint consultative committee has been established with the Sandaun and East Sepik provincial governments and chaired by Peter Aibung, Provincial Planner for Sandaun provincial government.

Prepared in compliance with GRI

This report has been prepared in accordance with the Global Reporting Initiative's (GRI) Sustainability Reporting G3 Guidelines. As the world's most widely used sustainability reporting framework, these guidelines set out the principles and indicators for organisations to measure and report their economic, environmental and social performance.

In line with Xstrata's sustainability reporting, Xstrata Copper is using the G3 Guidelines to enable readers of our sustainability reports to benchmark our HSEC performance with respect to laws, norms, codes, performance standards and voluntary initiatives; and to compare our HSEC performance over time.

A GRI index detailing how the Frieda River Project has addressed the G3 Guidelines can be found at page 16 of this report. Because the project is still in the initial exploration phase some of the indicators contained within the G3 Guidelines are not material to our project. We have indicated in the GRI index where this is the case.

Quality assurance

The numerical data in this report has been verified both within the Xstrata Copper commodity business and the Xstrata Group. The data management and reporting systems in place for the collation and aggregation of data are subject to an annual assurance by an independent verifier.

Much of the qualitative, text-based data in this report was gathered via an Xstrata-wide sustainability survey. This data is reviewed by an independent external verifier as part of Xstrata's Corporate HSEC Assurance Programme.

"This report has been prepared in accordance with the Global Reporting Initiative's (GRI) Sustainability Reporting G3 Guidelines."

Principal memberships

Xstrata plays an active role in a number of significant international and national industry organisations and multi-stakeholder groups, through membership, funding, provision of expertise and participation in committees and working groups. These include our membership of the International Council of Mining and Metals (ICMM), and our support of the Extractive Industries Transparency Initiative (EITI).

Xstrata Copper plays a similar role in organisations that are copper-specific and those that are unique to geographical areas where Xstrata Copper is the only Xstrata commodity business in operation.

In Papua New Guinea, Xstrata Frieda River Limited is a member of the Chamber of Mines and Petroleum.

Precautionary approach

Xstrata Copper takes a precautionary approach to the environmental management of its global activities. We, therefore, use a comprehensive risk-based approach to manage the potential detrimental impacts of our activities. This approach means that even in the absence of evidence that environmental degradation is occurring or will occur, we take action to mitigate the possibility that it will.

Governance and management systems

We are committed to best practice in corporate governance, recognising that strong and accountable governance is directly linked to our ability to manage risk, seize opportunities and achieve optimal performance.



Henry Kuriar conducting a site induction for new arrivals at the Frieda River base camp

Governance structure

Xstrata is committed to the highest standards of health, safety and environmental performance, community co-operation and to the principles of sustainable development. The Xstrata HSEC standards and policies were developed around the ICMM principles of sustainable development and global leading practice management systems.

Xstrata Copper operates within the structure of Xstrata's global policies and HSEC management standards. This approach is supplemented by Xstrata Copper's own common systems and policies in the areas of safety and health, environment, community, risk management, human resources and sustainable development.

Our performance against these HSEC systems, policies and standards is monitored and evaluated by the Xstrata Copper HSEC Committee. The HSEC Committee meets monthly to address issues and review HSEC performance across the business unit's operations and projects. HSEC performance is reported to the Xstrata Executive Committee through the Xstrata Copper Board.

At the Frieda River Project, our work practices and systems – particularly around health and safety, financial management, human resources and environmental management

– are aligned to those of Xstrata Copper. In addition our senior managers receive training around corporate responsibility through the Senior Leadership Development course.

Engagement with provincial and local governments

Due to the isolation of the Frieda River Project, government presence at all levels and related services such as health, education, town planning, law and order in the area have been limited. Where appropriate, the project has been supporting provincial and local level governments to re-establish their presence in the area and ensure that the provision of services is sustainable.

Overall this strategy aims to:

- ensure that services are based in existing population centres;
- prepare government for significant inward migration at provincial and local levels should the project proceed;
- identify synergies in infrastructure and service needs; and
- balance the influence and responsibilities of the Frieda River Project.

As part of our initial engagement process, through briefing sessions we introduced government officials to the Xstrata Copper organisation and the project team, discussed our business approach and have kept them up-to-date with our plans for the project. We held these information sessions in Vanimo (2), Wewak (2), Ambunti (1) and Port Moresby (4). Where appropriate, site visits were organised for government officials to enable them to engage with the community and the project management team.

During the year we also held a workshop for provincial and local government officials in Vanimo and Wewak to identify project stakeholders, potential issues and mitigating processes. We used the results of this workshop to develop our community relations scope of work for 2007.

The relationship with these officials has culminated in the formation of the joint consultative committee with the Sandaun and East Sepik provincial governments and chaired by Peter Aibung, Provincial Planner for Sandaun provincial government. The aim of this committee is to align government and company responses to the social issues and community services that may arise should the project move into construction.

Preliminary meetings were held in Wewak and at Frieda Strip. Current issues being addressed are the terms of reference of the committee, land ownership in the Frieda River area, and the results and recommendations of the health survey.

Engagement with national government was limited in 2007 due to the national elections. While the election was held in July, there was an extended period of electioneering prior to this date and several key appointments were only finalised in September 2007.

In line with Xstrata's Business Principles, the Frieda River Project did not provide financial or in-kind political contributions during the year.



The Frieda River Project consulted extensively with local communities during 2007 including Wameimin No.2 Village



Fuel arrives at Frieda strip using local canoe operators

Human rights

Xstrata's Business Principles contain our endorsement of the principles set out in the UN Universal Declaration of Human Rights and the International Labour Organisation conventions.

Our main areas of focus are protecting the rights of our employees and contractors to work for equal pay, to associate freely, to a safe and healthy work environment, to non-discrimination and fair treatment, and to legal rights. We also support the rights of employees, community members and other stakeholders to be treated with dignity in a manner that respects cultural heritage, traditions and norms.

We do not employ security personnel directly or through our contractors.

Indigenous rights and land ownership

Xstrata Copper respects the traditional rights and cultural heritage of Indigenous people, recognising that these people have a distinct ethnic identity and are often historically disadvantaged. We ensure that Indigenous and other historically disadvantaged groups are properly identified in stakeholder engagement. We structure our engagement activities in a manner that is culturally appropriate and facilitate the active involvement of Indigenous peoples in consultation, including capacity building initiatives where necessary or appropriate.

Land ownership – identifying the rightful owners of land – is a major issue facing the communities around the Frieda River Project.

At our request, the Sandaun and East Sepik provincial governments conducted a land investigation study which had been initiated by the project's previous managers but had not been finalised. During the year land officers interviewed clan leaders in their villages, genealogical charts were generated and boundaries between some communities were determined by government surveyors. Mediators were available to resolve some disputes between different communities. We assisted in this process by providing government officials with transport to attend landowner meetings and transport and accommodation to conduct the land investigation. Further work is required to finalise this sensitive issue.

Three formal meetings were held between the landowners from the seven villages that may be affected by the project's development, representatives of the provincial governments and project management. The aim of these meetings was to provide the community with information on the progress of the scoping study and to consult on areas of mutual concern. Initially the landowners were part of the Frieda Mine Landowner Association (FMLA), however the membership of the FMLA is now under review following the land investigation study.

No communities reside on the current mineral resources.

Child and forced labour

Xstrata's Business Principles uphold the elimination of all forms of forced or compulsory labour and stipulate that no form of child or forced labour will be tolerated. We report the age of our youngest employee or contractor on an annual basis and are audited through the internal audit risk management programme.

Corruption

Xstrata's Business Principles state that we do not offer, solicit or accept any form of inducement or bribe. Xstrata's internal audit function, supported by KPMG, takes into account identified fraud and compliance risks associated with our key business activities, including the ethical performance expectations contained in our Statement of Business Principles.

In addition, Xstrata Copper's Fraud Policy explicitly states that fraud – regardless of whether it is committed by employees or others – will not be tolerated. Immediate and serious action will be taken against those persons committing a fraud, irrespective of length of service or position. The fraud policy outlines the channels available for employees or others to safely and confidentially report fraud or other unethical behaviour that is contrary to the Xstrata Business Principles.

There were no incidences of corruption or unethical behaviour reported at Frieda River Project during the year.

Non-discrimination policy

In accordance with Xstrata's Business Principles, we do not tolerate any form of workplace discrimination, harassment or physical assault at Frieda River Project. There were no incidences of workplace discrimination, harassment or physical assault reported at Frieda River Project during the year.

Caring for our people

Ensuring the safety and health of our employees and contractors in the workplace is of primary importance to Xstrata Copper. We aim to operate with 'zero harm' to our employees and contractors and believe that all work-related illnesses and injuries are preventable.



To achieve our goal of zero harm we make our management accountable for safety performance, train our employees to improve their safety knowledge and skills, and make them aware that they have a responsibility to themselves, their family and friends to work and behave safely.

During 2007, the Frieda River Project has been progressively implementing HSEC systems and procedures that align with the Xstrata HSEC management standards and Xstrata Copper policies. Additional resources were allocated in late 2007 to accelerate this process which will be completed by mid-2008.

Safety performance

There were no fatal accidents at the Frieda River Project in 2007. The total recordable injury frequency rate was 14 which resulted from three restricted work incidents with a total of eight days' restricted work. There were no lost time injury incidents.

To help improve our safety performance and keep the focus on safety, our workforce is advised of safety initiatives and reminded of specific procedures that are pertinent for the day's activities at the beginning of the daily start work meetings.

A risk assessment is also conducted for personnel conducting new activities or moving to an uncontrolled site. These meetings are compulsory for all personnel on-site, including visitors.

The site management team meets daily to discuss operational and safety performance of that day and follow-up actions. The team also meets regularly as a safety committee to develop, monitor and manage the safety system. Safety performance of the project is discussed at the monthly project development management meeting.

New personnel or visitors must undergo a safety and risk assessment induction upon arrival to site, and these are conducted by site safety personnel.

“The Frieda River Project has been progressively implementing HSEC systems and procedures that align with the Xstrata HSEC management standards ...”

Emergency preparedness

To ensure we are prepared to manage an emergency, we maintain a formal emergency response procedure and medical evacuation plan on-site. Responsibilities in managing on-site emergencies are clearly identified. We also held emergency simulations during the year to test the rigor of our procedures and to give our employees first-hand experience at managing an emergency.

Workplace health and safety

Due to the relative isolation of the Frieda River Project area and the limited availability of many government services, including medical centres, we have established a medical clinic on-site and there is either a doctor or a trained nurse on duty at all times.

In addition to the medical clinic, the Frieda River Project conducts a health education programme for employees as part of the weekly toolbox meetings. The programme covers topics such as personal hygiene and housekeeping, malaria prevention and treatment, first aid, the use of personal protective equipment (PPE) to prevent diseases such as respiratory disorder, and emergency response.

A risk assessment conducted by a medical consultancy group identified that mosquito-borne diseases, such as malaria, are a significant risk for Frieda River. To manage this risk all buildings are screened, at the camp each bed has a mosquito net, grass is cut regularly, the camp area undergoes fogging (spraying with insecticide), all staff and contractors complete pre-employment medicals, and staff handling food receive specific inoculations.

Community health

The Frieda River Project's medical team spends around a third of its time providing support to the community. This includes treating patients at the on-site clinic, providing advice over the radio, visiting patients in their village if required, providing and administering medicine and, in emergency cases, evacuating a patient and their guardian to an appropriate health centre or hospital.

There were five community medical evacuations during the year. On recovery, the patients and their guardians were transported back to their villages. Project staff also delivered community health and education sessions during routine visits to the local village covering topics such as the causes and prevention of serious diseases.

During the year we also arranged for health officials from Sandaun Province, supported by a representative from AusAID Capacity Building Service Centre (CBSC), to join our medical team to conduct a survey of health and medical services in the seven villages within the immediate project area. As a direct result of the baseline health survey and the support of CBSC, the Sandaun provincial health advisor is developing a health programme under the heading Annual Activity Plan (AAP).

HIV/AIDS awareness

Xstrata's approach to HIV and AIDS recognises that the disease, its contributing factors and impacts require an integrated, sustainable approach, incorporating workplace and community initiatives and addressing contributing actors in addition to direct testing and treatment services. This approach aims to:

- address contributing factors to the spread of the disease, both those associated with the mining industry and wider community issues;
- encourage 100% of employees, contractors and their partners to take up voluntary testing for HIV;
- encourage 100% of HIV positive employees and family members to take up free treatment;
- empower people to take individual responsibility for their health and eliminate the stigma associated with HIV and AIDS;
- engage traditional healers, peer educators and community outreach champions to promote safe sex, voluntary resting and treatment;
- support initiatives to address the impacts of HIV and AIDS on communities; and
- work together with government, NGOs, specialists and other companies to broaden our impact area as far as possible and ensure long-term sustainability for our programme.

At the Frieda River Project, we engaged a professional social worker with experience in HIV/AIDS programme development in PNG to commence HIV/AIDS education. Project staff made presentations and led discussions with employees on-site and with the community in their villages to commence the education process. Two one-day workshops were held on-site.



Dr Henry Kuriar conducting a medical clinic in the community

Employment

In 2007, the Frieda River Project revised its workforce practices in line with Xstrata Copper's HSEC policies and practices. In consultation with the local community, the project also changed its employment strategy from offering many short-term roles (job cycling) to providing increased training and more substantial roles to a reduced number of people, thereby improving opportunities for employees' skills development.

When recruiting, the Frieda River Project gives preference to people from local communities within the immediate project area. Second preference is given to people from within the district, then Sandaun and East Sepik provinces. More than 96% of our employees are PNG nationals.

In 2007 the project employed, on average, 75 staff and 24 contractors. Most of the contractors were employed by the project's drilling contractor and at least half of these workers were from the local district. Of the 16 professional staff employed by the project (see Table 2), seven were PNG nationals.

Training

The Frieda River Project is committed to building the capacity of its workforce through employee training and skills development. Due to the limited education opportunities available to local communities, our employee training programmes have focused on improving critical skills such as literacy and numeracy, as well as leadership and supervisory skills.

In 2007, we commenced on-the-job training with an initial focus on safety, first aid, accountability and health awareness.

Adult literacy and numeracy training was delivered to 24 staff selected from the Frieda River communities during a three-week intensive programme (see the community case study on page 15). Staff members were initially assessed through a structured process to determine their level of education. They were divided into three groups and taught over a block of 14 days. The programme was well received and as a result it will be expanded in 2008.

In addition, two of our geologists were briefly seconded to Xstrata Copper's Ernest Henry Mine in North Queensland, Australia, to learn the company's operating procedures. We also



Safety is always the first agenda item at the daily start work meetings at the Frieda River base camp

Table 2: Frieda River scoping study – professionals employed

Brisbane-based Xstrata Copper	PNG-based XFRL	Contractors
<ul style="list-style-type: none"> ■ General Manager ■ Project Manager ■ Environmental Superintendent ■ Administration Advisor 	<ul style="list-style-type: none"> ■ Geologists (3) ■ Doctor ■ Nurse (HEO) ■ Safety Officer ■ Community Affairs Co-ordinator 	<ul style="list-style-type: none"> ■ Camp Superintendent ■ District Geologist ■ Social Development Co-ordinator ■ Engineering Manager ■ Community Relations Manager

provided six months' on-the-job training to an undergraduate student from the University of Papua New Guinea as part of his geology degree.

Diversity and opportunity

Xstrata seeks to employ a diverse workforce, to benefit from a varied range of skills, backgrounds and perspectives. We employ people based on the skills and experience required for each particular position, without discrimination according to gender, race, age, sexual orientation, religion, nationality or any other factor.

Due to the broad range of roles at the Frieda River Project, we employ people with diverse skill levels from those who have no formal education to those with tertiary education. Apart from nationality, the only diversity indicator that we track is gender.

In 2007 all four Xstrata Frieda River Limited company directors were men, and one was a Papua New Guinean national. We employed eight male and three female professional staff, and 27 male and one female fixed-term supervisors. All fixed-term, non-supervisory employees were men, with 98 male and one female casual employees.

Labour relations

Within Xstrata Copper there are examples of various workplace relations models, including individual agreements and collective bargaining agreements, reflecting the circumstances of any given site and Xstrata Copper's devolved management structure.

All employees are free to join a union of their choice. Labour relations are a fundamental responsibility of operational management and we seek to have a direct relationship between our employees and line management founded on quality leadership, effective communication, mutual respect and trust.

We consult with employees in advance of any significant operational change. At Frieda River there is no formal notice period; however, progress reports are provided to employees at least every six weeks. Where significant change is planned, discussions are held with community leaders and provincial government officials through the quarterly liaison meetings and with employees at daily meetings at least four weeks prior to the change occurring.

Caring for our environment

Xstrata Copper strives for industry leadership in environmental performance and its operations and projects are required to meet and, where practicable, exceed relevant laws, regulations and standards.



We limit our environmental impacts through the efficient use of natural resources, by limiting or preventing pollution and by reducing waste. We manage biodiversity-related risks and seek to avoid, minimise or mitigate any negative affects on biodiversity caused by our operations.

In line with Xstrata Copper's Environment Policy, the Frieda River Project is committed to achieving the highest standards of environmental performance. In 2007 we recommenced baseline environment monitoring and consulted with local communities regarding our monitoring programme.

We also highlighted our environmental policies and approaches to our stakeholders during project briefings, and we have confirmed that we will not consider riverine tailings disposal. No environmental fines or penalties were issued to the Frieda River Project in 2007.

Energy

At the Frieda River Project we use two types of energy: diesel (power generation on-site) and aviation fuel (helicopters, chartered and commercial aircraft). In 2007 we consumed a total of 345.5 gigajoules of energy and travelled around 540,000 kilometres by commercial aircraft including fly-in, fly-out travel to site.

Changing our mode of transport for some supplies – from helicopter and large barges to smaller barges and motorised canoes – has helped us to reduce our overall fuel consumption. The breakdown of our energy consumption is provided in Table 3.

Due to the topography, high rainfall and isolation there are no roads and, therefore, no diesel or petrol-powered vehicles on-site.

Water

The Frieda River Project is located in a high rainfall area, and we currently do not measure water used, recycled or re-used. However, our usage is well below the run of the rivers and streams from which water is extracted.

We use water in our 80-person camp on-site and for running two diamond exploration drill rigs. The drilling operations recycle their water.

In August 2007 we began water quality baseline monitoring in rivers draining into the project area to approximately 60km downstream and on other rivers in the region as a control.

River gauging sites and weather stations established by previous operators were inspected and equipment was recovered for repair. Those repairs are now complete and the gauging and weather stations will be re-established in 2008. Baseline water monitoring will be expanded in 2008 to include a broader spread of sample sites, ground water and river sediment sampling.

Biodiversity

We recommenced baseline environmental monitoring in 2007 and plan to broaden the scope of monitoring in 2008. Once the baseline data has been collected, we will conduct a biodiversity risk assessment and, if required, determine appropriate mitigation strategies.

There are no areas of protected land within the Frieda River Project leases. We hold 463 square kilometres of land under exploration licence and we have cleared about 0.06 square kilometres for drill sites and infrastructure (camps, core yards) in 2007.

There are no national parks, UNESCO World Heritage Convention-sites, RAMSAR Convention of Wetlands of International Importance sites or UNESCO Man and Biosphere Reserves Programme sites within the Sandaun or East Sepik provinces. No IUCN species have been identified in the project area. Formal surveys will be completed as part of our baseline monitoring process.

Emissions

Xstrata Copper is committed to managing energy use and the emission of associated greenhouse gases. Energy used during project development is generally at low levels. The operation of generators at the camp and fuel for light aircraft and drilling programmes are the main energy-consuming



Frieda River on the Sepik Plain



Environmental officers inspect an old drill site

and greenhouse gas-producing activities. Normal 'housekeeping' energy efficiency programmes are encouraged at the Frieda River Project site.

The key to the effective management of greenhouse gases for a project is the design of the mining and processing operation, because once commissioned, these will require high energy inputs over decades of operation.

The Frieda River Project does not emit ozone depleting substances, nitrous oxides or sulphur oxides.

Waste

The Frieda River Project does not produce mining waste or hazardous waste, and its drilling muds are biodegradable. General waste is disposed to landfill and used batteries and obsolete computers are transported from site for disposal. No spills were recorded on-site during the year.

“We require that our environmental impacts are limited by the efficient use of natural resources, by limiting or preventing pollution and by reducing waste.”

Table 3: 2007 Direct Energy Consumption

	Kilolitre consumption	CO2-equivalent tonnes	Gigajoules
Diesel	121.6	328.32	4693.76
Aviation turbine	213.6	555.36	15,101.52
Petrol	10.2	25.5	348.84
Total	345.4	909.18	20,144.12

Caring for our community

We believe that the wellbeing of our employees, their families and the communities in which we operate is crucial to maintaining our social licence to operate.



- Conducting a survey of health infrastructure and services of the local villages with a health official from Sandaun Province, who was supported by a person from the Capacity Building Service Centre. The results of this survey are being used to develop actions aligned with national strategic plan. A follow-up survey has been conducted by a Sandaun Province health official and the company doctor to assess the level of child immunisation that has been undertaken.
- Conducting a survey of education infrastructure and services provided to the region by Coffey International Development, through the AusAID Education Capacity Building Programme in support of Sandaun Province. The survey report is being prepared.

In 2007 we spent about \$978,000 (almost 10% of operational expenditure) on community relations initiatives.

Sustainable communities

At the Frieda River Project we aim to assist in the development of sustainable communities through:

- development and use of appropriate skills and technologies;
- support for community educational health programmes;
- providing employment opportunities for local people;
- sourcing and purchasing from local companies;
- support for community projects; and
- handling matters in a spirit of trust.

In line with Xstrata Copper's Community Policy, our community relations practices are characterised by open and honest engagement with all our stakeholders through effective, transparent consultation and communication. We consult and communicate with stakeholders regularly in culturally appropriate and respectful ways, using materials that are easily understood

and provide feedback to issues raised in a similar way. We record, monitor and address community complaints. We establish fair and equitable processes for engagement with Indigenous and local communities including, where relevant, free prior informed consent.

Our community relations programme

In 2007 we established a Community Relations team in order to strengthen our relationships with landowners and other stakeholders of the Frieda River Project and to better respond to their issues and concerns. Throughout the year our community relations activities have focused on consulting extensively with key stakeholders on the project's progress and working with provincial and local level governments on areas of mutual interest. The government initiatives included:

- Re-establishing regular government contact with the Frieda River community;
- Land ownership studies including genealogical surveys of those communities that may be affected by an operation;

Stakeholder engagement and consultation

In 2007 we consulted extensively with all levels of government, local communities, non-government organisation (NGO) groups, and other key stakeholders, including:

- Wabia, Ok Isai, Paupe, Hotmin, Wameimin 1 and 2, and Fiyak (Amouramin) communities;
- Landowners;
- Frieda River Project staff;
- East Sepik Provincial Government;
- Ambunti (East Sepik) Local Level Government;
- Sandaun Provincial Government;
- Telefomin (Sandaun) Local Level Government;
- NGOs (Help Resources and Canadian Voluntary Service);
- Chamber of Mines and Petroleum;
- National Government Departments; and
- Interested Ministers and Members of Parliament.

During the year, we held information sessions on-site, at Vanimo, Wewak, Ambunti and Port Moresby that covered all facets of the operation including updates on the progress of the scoping study. Next year we will expand our information sessions to cover areas that may be effected by a potential operation.

The most common issues raised at these meetings related to Xstrata's long-term commitment to the project, business opportunities for local suppliers, improving services to the community, and the project's environmental performance and its impact on the Sepik River and wetlands.

As outlined at information sessions, the Frieda River area contains one of the largest undeveloped copper and gold deposits in the region and, as such, is an important part of Xstrata Copper's growth strategy. At present, we are focused on progressing our extended scoping study and sustainable development programmes with local communities. Where possible we are sourcing supplies and services from local companies and these business opportunities will continue as the project develops.

In addition to providing healthcare support and adult literacy and numeracy training to local communities, we will continue to work with provincial and local governments to re-establish basic community services to this isolated area. Our aim is to empower local governments and communities to improve their social and economic wellbeing and ensure service delivery is sustainable in the long-term.

As the Frieda River Project develops we will undertake intensive surface, groundwater, and geochemical investigations of the water resources within the local and regional environments. These investigations will result in the implementation of management plans, developed in conjunction with government and community stakeholders, ensuring the long-term beneficial use of the water resources. The first of these studies commenced in August 2007 with a focus on water quality.

Community grievance

All community complaints are recorded in our complaints register, including what action is taken and by whom. We received one complaint in 2007, primarily relating to the behaviour of two of our staff and it was addressed within 18 days.



case study

Improving adult literacy and numeracy at Frieda River

The Frieda River Project adult literacy and numeracy programme was trialled in 2007 to address the limited level of education and skills in the communities around the project area. The 2000 PNG Census showed literacy rates of just 48.5% for people older than 10 years in the Sandaun and East Sepik provinces. The three-week programme received positive feedback from participants who saw the programme as an opportunity to improve their career potential.

"I've got a really big need to get more training with reading, writing and speaking English. I am very happy with Xstrata for starting the adult literacy and numeracy training course. I have a strong desire to get more education so that I can work as a mechanic or as a carpenter," said Thomas Nano, labourer from Wameimin 1 village.

"I am happy with Xstrata for introducing the adult literacy and numeracy training course and I would like to attend another course as the skills I learned are helping me to do my job," said Bill Kikimap, Pad crew leader from Wameimin 1 village.

Twenty-four employees participated in the programme which was facilitated by two Port Moresby-based International Education Agency (IEA) teachers and one from Ambunti. The programme was held at the Frieda River Project base camp in November. Participants came from the six villages that may be affected by the project and all except

one of them were able to read and write at a very basic level in Tok Pisin and basic English.

The programme was carried out in three stages: an initial evaluation, training and assessment. In the first stage potential participants were interviewed by the IEA team to gather data and background information about their personal profiles and to determine their ability to read, write and speak Tok Pisin and basic English. Individual education needs were then determined which allowed the participants to be placed into one of three groups: beginners, basic or primary.

Overall training focused on basic reading and writing skills, and was tailored to suit the local context and needs of the participants. Learning activities focused on familiar territory such as family life and community. A thematic approach was used to address cross-cutting community issues such as HIV and AIDS, health, safety and hygiene and local culture.

Assessments measured the learning achievement of the participants, evaluated the content of the lessons and their relevance to the participants' learning experience, and measured the effectiveness of the programme delivery.

To ensure the sustainability of the programme, a number of local people will be trained as adult literacy trainers who will assist the IEA trainers as counterpart trainers. Further courses will be conducted in 2008.

GRI index

The table below indicates where to locate information relating to GRI G3 indicators and principles in this report. As the Frieda River Project is still in the initial exploration phase, some of the indicators are not material to our project.

Indicator	Reporting Level	Location	Indicator	Reporting Level	Location	Indicator	Reporting Level	Location
Vision & Strategy			Economic Performance Indicators			LA3	n/a	–
1.1	✓	EGM Project Development Message, p.2	EC1	✓	Economic Contribution, p.4	LA4	n/a	–
1.2	✓	GM Project Report, p.3	EC2	✗	Not reported	LA5	n/a	–
Organisational Profile			EC3	n/a	–	LA6	n/a	–
2.1	✓	Introduction, Inside front cover	EC4	n/a	–	LA7	✓	Our People, p.9
2.2	n/a	–	EC5	n/a	–	LA8	✓	Our People, p.11
2.3	✓	Introduction, Inside front cover	EC6	✓	Economic Contribution, p.4	LA9	n/a	–
2.4	✓	Introduction, Inside front cover	EC7	✓	Our People, p.11	LA10	→	Our People, p.11
2.5	✓	Introduction, Inside front cover	EC8	✓	Economic Contribution, p.4	LA11	✓	Our People, p.11
2.6	✓	Introduction, Inside front cover	EC9	✗	Not reported	LA12	n/a	–
2.7	n/a	–	MM1	✓	Economic Contribution, p.4	LA13	✓	Our People, p.11
2.8	✓	Introduction, Inside front cover	MM2	✗	Not reported	LA14	✗	Not reported
2.9	✓	GM Project Report, p.3	Environmental Performance Indicators			MM12	✓	Our People, p.10
2.10	n/a	–	EN1	✗	Not reported	MM13	✓	Our People, p.10
Report Parameters			EN2 (MM4)	✗	Not reported	Social Performance Indicators – Human Rights		
3.1	✓	Introduction, Inside front cover	EN3	✓	Environment, p.12	HR1		Refer to Xplc 2007 Sustainability Report
3.2	✓	GM Project Report, p.3	EN4	n/a	–	HR2	✗	Not reported
3.3	✓	Introduction, Inside front cover	EN5	n/a	–	HR3	✗	Not reported
3.4	✓	Contact Details, Back cover	EN6	n/a	–	HR4	✓	Governance & Management Systems, p.8
3.5	✓	Our Approach to Sustainable Development, p.6	EN7	n/a	–	HR5	✓	Our People, p.11
3.6	✓	Introduction, Inside front cover	EN8	→	Environment, p.12	HR6	✓	Governance & Management Systems, p.8
3.7	✓	Our Approach to Sustainable Development, p.5	EN9	n/a	–	HR7	✓	Governance & Management Systems, p.8
3.8	n/a	–	EN10	→	Environment, p.12	HR8	n/a	–
3.9	n/a	–	EN11	✓	Environment, p.13	HR9	n/a	–
3.10	n/a	–	EN12	n/a	–	MM11	✓	Governance & Management Systems, p.8
3.11	n/a	–	EN13	n/a	–	Social Performance Indicators – Society		
3.12	✓	GRI Content Index, p.16	EN14	✓	Environment, p.13	SO1	✓	Community, p.14
3.13	✓	Our approach to Sustainable Development, p.6	EN15	✓	Environment, p.13	SO2	✓	Governance & Management Systems, p.8
Governance Structure and Management Systems			EN16	n/a	–	SO3	✗	Not reported
4.1	✓	Governance & Management Systems, p.7	EN17	n/a	–	SO4	n/a	–
4.2		Refer to Xplc 2007 Sustainability Report	EN18	n/a	–	SO5	✓	Governance & Management Systems, p.7
4.3		Refer to Xplc 2007 Sustainability Report	EN19	n/a	–	SO6	✓	Governance & Management Systems, p.7
4.4		Refer to Xplc 2007 Sustainability Report	EN20	n/a	–	SO7	n/a	–
4.5		Refer to Xplc 2007 Sustainability Report	EN21	n/a	–	SO8	n/a	–
4.6		Refer to Xplc 2007 Sustainability Report	EN22	✓	Environment, p.13	MM7	✓	Community, p.15
4.7		Refer to Xplc 2007 Sustainability Report	EN23	✓	Environment, p.13	MM8	n/a	–
4.8	✓	Our approach to Sustainable Development, p.5	EN24	n/a	–	MM9	n/a	–
4.9	✓	Governance & Management Systems, p.7	EN25	n/a	–	MM10	n/a	–
4.10	✓	Governance & Management Systems, p.7	EN26	✓	Environment, p.12	MM11	✓	Governance & Management Systems, p.8
4.11	✓	Our approach to Sustainable Development, p.6	EN27	n/a	–	Social Performance Indicators – Product Responsibility		
4.12		Refer to Xplc 2007 Sustainability Report	EN28	✓	Environment, p.12	PR1	n/a	–
4.13	✓	Our approach to Sustainable Development, p.6	EN29	n/a	–	PR2	n/a	–
4.14	✓	Community, p.14	EN30	n/a	–	PR3	n/a	–
4.15	✓	Community, p.14	MM3	n/a	–	PR4	n/a	–
4.16	✓	Community, p.15	MM4 (EN2)	n/a	–	PR5	n/a	–
4.17	✓	Community, p.15	MM5	n/a	–	PR6	n/a	–
			MM6	n/a	–	PR7	n/a	–
			Social Performance Indicators – Labour Practices and Decent Work			PR8	n/a	–
			LA1	→	Our People, p.11	PR9	n/a	–
			LA2	✓	Our People, p.11			

✓ fully reported → partially reported ✗ not reported n/a = not applicable

Glossary

AIDS Acquired immune deficiency syndrome.	GRI Global Reporting Initiative globally applicable Sustainability Reporting Guidelines to assist corporations in reporting on the economic, environmental, and social performance of their operations.	m³ Cubic metres.
Biodiversity An abbreviation of “biological diversity” and means the variability among living organisms from all sources, including land-based and aquatic ecosystems, and the ecosystems of which they are part.	HIV Human immunodeficiency virus.	Megalitre 1 megalitre = 1,000,000 litres or 1,000 kilolitres.
Business Principles Xstrata’s Statement of Business Principles sets out the ethical framework for the way we work globally.	HSEC Health, safety, environment and community.	ML Megalitres (1 ML = 1,000,000 litres).
Closure plan A formal document detailing a costed conceptual outline of how the operation will be closed, taking into account the options available to deal with prevailing social and environmental issues.	HSEC Assurance Programme An independent audit programme which assesses the systems and performance of Xstrata’s sites and commodity businesses against Xstrata’s HSEC Policy and Management Standards.	NGOs Non-governmental organisations.
CO₂-e Carbon dioxide equivalent is a standard metric by which greenhouse gases other than carbon dioxide are converted to CO ₂ equivalence to facilitate comparisons and quantification.	HSEC Committee Xstrata’s HSEC committee is a committee of the Board and the primary HSEC governance structure.	NO_x Oxides of nitrogen (nitric oxide and nitrogen dioxide).
Commodity business Xstrata’s activities are structured into global commodity businesses organised along commodity lines.	HSEC Management Standards A set of 17 standards which set out corporate performance expectations for each operation and against which sites and commodity businesses are independently audited through the Xstrata HSEC Assurance Programme.	Occupational illness Any abnormal condition or disorder, other than one resulting from an occupational injury, caused by exposure to factors associated with employment.
Community complaints and enquiries Any issue raised by a member of the community relating to the operation in question, whether resolved or not. This can relate to an enquiry or other incident or non-compliance.	ICMM International Council on Mining and Metals.	PPE Personal protective equipment.
EITI – Extractive Industries Transparency Initiative The Extractive Industries Transparency Initiative (EITI) aims to increase transparency in transactions between governments and companies in extractive industries.	IUCN The International Union for the Conservation of Nature and Natural Resources, also known as the ‘World Conservation Union’.	Recycled water Recycled/re-used water is water: <ul style="list-style-type: none">■ that has been used at least once in a process within the operation or at another operation within the organisation; and■ that would otherwise be part of a waste stream; and■ if not re-used, would require the input of raw water.
EMS Environmental Management System[s].	kg Kilogram (1 kg = 1,000 grams).	Red List IUCN Red List of Threatened Species.
Fatality A death resulting from an occupational injury or illness.	kL Kilolitre (1 kL = 1,000 litres).	Tailings and tailings dams The fine fraction of waste rock remaining after the mining and on-site processing of mineral resources. Tailings are piped into engineered impoundments known as tailings dams.
GJ Gigajoules (1 GJ = 1,000,000,000 joules).	km Kilometre (1 km = 1,000 metres).	TRI – Total Recordable Injuries Total recordable injuries a measure that includes all injuries other than first aid, ie: <ul style="list-style-type: none">■ Lost time injuries (including fatalities);■ Restricted work injuries; and■ Medical treatment injuries.
Global Compact The UN Global Compact is a voluntary corporate responsibility initiative to advance ten universal principles in the areas of human rights, labour, the environment and anti-corruption.	Land disturbed Land disturbed by operational activities.	TRIFR – Total Recordable Injury Frequency Rate Total recordable injury frequency rate = (LTI + RWI + MTI) x 1,000,000/hours worked.
GHGs Greenhouse gases.	Land rehabilitated Land disturbed by operational activities and then reshaped and revegetated.	Waste water discharged Total volume of effluent discharged to: surface water for irrigation; third parties for treatment; and rivers or oceans
	LTI Lost Time Injury an occupational injury or illness that results in days away from work.	
	LTIFR Lost Time Injury Frequency Rate = LTI x 1,000,000/hours worked.	
	Materiality Disclosing all information of significant concern to stakeholders for assessing our economic, environmental, and social performance.	



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