

20  
18

COMMUNITY  
REPORT



**Evolution**  
MINING

## Evolution's Community Principles guide our behaviour at all times

- Everyone plays a role in building positive Community Relations.
- We consider our community impact with each decision that we make.
- We want every interaction with our community stakeholders to be positive and aligned with our values.
- We listen to and communicate regularly with our stakeholders about the things that matter to them, in an honest, timely and transparent way.
- We work closely with our stakeholders, we share ideas and we look for opportunities to collaborate.
- We value our stakeholders, respect their beliefs, backgrounds and aspirations and we strive to achieve outcomes of mutual benefit.
- We strive to always leave a positive legacy, so our communities are better off overall for Evolution having been there.



Front cover: NAIDOC celebrations (Cawal Partnering Program funded event at Condobolin, NSW)

# WELCOME TO EVOLUTION'S 2018 COMMUNITY REPORT

## Social Responsibility

We believe we have an obligation to create shared value for all our stakeholders. This is measured as much by the superior returns we deliver to our shareholders as by the positive legacies we leave in our communities and the people whose lives we enrich.

We recognise that to protect and enhance our 'social licence' we must go above and beyond the requirements of regulation and legislation and continue to play our part in developing strong and sustainable communities.

## Giving back to our communities

Evolution invests in our communities in many ways, including sponsorship of local community events and organisations, provision of local emergency response support and partnering with our community stakeholders on sustainable community development projects. This Community Report highlights some of the initiatives that Evolution supported in 2018.

*This page: Kids celebrating Mt Carlton Family Day [Photo credit: Tella Photography]*

# Stakeholder perception survey



## SOCIAL LICENCE TO OPERATE

# ‘HIGH APPROVAL’

rating from stakeholders

In 2018 we completed our biennial Stakeholder Perception Survey, facilitated by Deloitte, to listen to our stakeholders and understand their interests and concerns.

Across our five operations we canvassed the views of 100 key stakeholders through in-depth interviews, and 300 randomly selected members of the public through short questionnaires.

Evolution would like to thank those who participated for taking the time to provide us with your feedback on what matters to you and your community.

## Our social licence score

By using the Stakeholder 360® research and engagement framework, a Social Licence score was able to be determined for Evolution. We received a score of 4.06 out of 5, rating us in the “high approval” category of social licence. This is a comparatively high level of social licence, with the mean score in over 2,000 cases of social licence studied globally being 3.391.

## What matters to our stakeholders

Stakeholders surveyed indicated they are strongly focused on:

- local economic impacts (eg employment, procurement)
- community investment
- community impacts (eg traffic, housing)
- environmental impacts (eg noise, biodiversity)

Planning for closure and the viability of communities beyond the mine is a very high priority for our stakeholders at all sites. We plan to increase our participation in regional planning, working together with local governments, local businesses and other stakeholders to help plan economic diversification and increase community resilience.

Local employment, local procurement and investment in our local communities remain high priority outcomes for our stakeholders and we will continue to focus on opportunities to optimise these three important areas of economic benefit.

## Responding to feedback

Each operation has developed a community plan with targeted actions to address feedback received and improve community outcomes. Face-to-face engagement is valued by our stakeholders and we will continue to prioritise this.

*We collaborate to implement projects that will continue to benefit the community beyond the life of the mine.*

# Sustainability projects

Evolution's sustainability projects are a key initiative supporting our commitment to always leave a positive legacy, so the communities in which we operate are better off overall for Evolution having been there.

Our Sustainability Projects include Shared Value Projects (SVP's) and Environmental Enhancement Projects (EEP's) that will deliver long-term, sustainable benefits for the community, lasting beyond the life of the mine.

## Shared value projects (SVP's)

Our SVP's support our communities to thrive and to be sustainable for the long term. They are particularly important for supporting the viability of communities following mine closure, an issue our stakeholders have told us is a very high priority.

- **Cowal, NSW - Somewhere Down the Lachlan - Regional Tourism**  
Partnership with Forbes Art Society and local Councils to develop a significant regional tourist attraction linking the Forbes, Lachlan and Bland Shires. This economic development initiative includes a sculpture trail along the Lachlan River, regular food and wine events that promote local produce to restaurants and consumers, and promotion of Indigenous and other local art through sales and art classes.
- **Mt Carlton, Qld - Indigenous Freight Business**  
Partnership with the Birriah People to establish a freight business, to be owned and operated by Birriah, which will consolidate freight in Townsville, deliver to our Mt Carlton operation and grow to service other businesses in the region. Supported by QUBE Logistics and other external partners, the initiative creates sustainable training, employment and profit opportunities for Birriah People.
- **Mt Rawdon, Qld - Mt Perry Men's Shed**  
Partnership to enhance the local Men's Shed facilities, including tools, equipment and infrastructure for their new shed. Men's Sheds enhance mental health, build mateship and strengthen community spirit. The larger, safer, more efficient work space enables more members to join, broadens the range of support services they can provide to the local and regional community, and increases the opportunities for local and regional youth to learn new trade skills and important life skills.



One of the sculptures along the "Somewhere Down The Lachlan" tourism trail



Mt Perry Men's Shed

# Sustainability projects

- Cracow, Qld - **Cracow Community Caravan Park**  
Partnership with Banana Shire Council to expand the Heritage Centre Caravan Park from 3 serviced sites to 11. Ownership will transition from Evolution to the Cracow Community Centre, a not-for-profit community co-operative. This will enable increased tourism in Cracow, provide potential for new local business opportunities and generate a sustainable income stream for the local community.
- Mungari, WA - **Hannans Primary School - Sensory Nature Play Area**  
Partnership to create a natural outdoor play area providing opportunities for children from the school and nearby community organisations to develop a range of skills and senses that are vital for physical and brain development.
- Qld - **QMEA Partnership**  
Partnership with Queensland Minerals and Energy Academy (QMEA) to deliver educational programs to local schools near our Queensland operations that equip students with skills they will need for the future, particularly for careers in science, technology, engineering and maths (STEM). Aligned with the school curriculum, the program also provides professional development for local teachers to help them deliver the digital technology curriculum (mandatory from 2020).



*Hannans Primary School - Sensory Nature Play Area*

## Environmental enhancement projects (EEP's)

Our EEP's create or sustain aspects of our natural environment and include natural resource management, protecting threatened species, removing weeds and pests, improving biodiversity and exploring innovative ways to reuse waste.



*Beginning extraction of typha weeds in the Burdekin waterways*



*Kalgoorlie-Boulder Urban Land Care Group Community Nursery Entrance*

- Mt Carlton, Qld - **Wetland rehabilitation**  
Partnership with North Queensland Dry Tropics to sponsor the Burdekin waterways environmental enhancement project. The project involves the extraction of weeds in the Kalamia Creek to reinstate an open body of wetlands, restore fauna diversity and improve farm productivity.
- National - **Wildlife rescue - online training courses**  
Partnership with WIRES (NSW Wildlife Information Rescue Education Services) to develop online training for volunteers in NSW, SA, QLD and WA. This initiative will improve access to training, reduce costs incurred by WIRES and the volunteers, and enhance the services provided.
- Cowal, NSW - **Malleefowl recovery in the Bland Shire**  
Partnership with the Lake Cowal Foundation and the NSW Government to support the revitalisation of the Malleefowl species in regional NSW, which are listed as endangered. This is part of a greater national program which is being led by the Commonwealth Government.
- Mungari, WA - **Land care and rehabilitation**  
Partnership with the Kalgoorlie-Boulder Urban Land Care Group to upgrade their nursery and expand communication programs for enhanced awareness of rehabilitation programs being undertaken
- Mt Carlton, Qld - **Coastal rehabilitation**  
Partnership with NQ Dry Tropics to work with traditional custodians, landholders and community groups to protect, maintain and restore threatened beach scrub in the Townsville Coastal Plain. Coastal beach scrubs protect coastlines from extreme weather impacts, provide habitat for rare and threatened species and are valued for their bush tucker.

## 5 NEW SHARED VALUE PROJECTS

BUILDING COMMUNITY RESILIENCE



*Malleefowl recovery project*

# Traditional Custodians and Cultural Heritage

**CULTURAL HERITAGE INCIDENTS: NIL**

**CULTURAL HERITAGE-RELATED INFRINGEMENTS: NIL**

**COST OF CULTURAL HERITAGE-RELATED INFRINGEMENTS: NIL**

We respect the role of the traditional custodians of the land on which we operate, and we value the partnerships we have built with them. We take our responsibility to protect and manage Cultural Heritage extremely seriously and we are working with our Indigenous partners to develop and deliver Cultural Awareness training at each operation to ensure we remain informed and respectful.

We are committed to partnering to advance the outcomes for Indigenous people and we have implemented various initiatives to support this, including our successful Shared Value Project with Gudjuda Reference Group Aboriginal Corporation, our Project Bridge collaboration with key supply partners and our establishment of the Birriah Freight business. We also provide scholarships for secondary and tertiary students, traineeships, apprenticeships and direct and indirect employment.

Whilst traineeships and entry level positions offer an important first step, we believe leadership development and promotion opportunities are critical for delivering sustainable outcomes. We are pleased that two Wulli Wulli trainees at Cracow were provided with full time positions in FY18.

## Charmaine - winner of the 2018 Exceptional Indigenous Person in Queensland Resources

We were proud to see Charmaine named the 2018 Exceptional Indigenous Person in Queensland Resources. Charmaine, a Wulli Wulli person, joined our Cracow operation in 2012 as Safety Administrator, quickly progressing to Administration Team Leader. Her leadership qualities, drive for delivering positive community outcomes and ability to act as a mentor and confidante to people at all levels saw Charmaine promoted to the Group Community Relations Advisor role in 2017.

In presenting the award, Queensland Resources Council Chief Executive, Ian Macfarlane, said, "Charmaine demonstrated aptitude, enthusiasm and an ability to build strong relationships with employees on site and is always willing to provide training and coaching to her peers."





## Braydon – Apprentice Fitter

Braydon commenced his career at our Mt Carlton operation in January 2014 as one of five trainees from the Birriah People. He completed a Certificate II in Resource Processing and was offered permanent employment, becoming a very competent processing operator.

Braydon developed a keen interest in maintenance, assisting the team in his spare time, and was awarded the position of Apprentice Fitter. Braydon is highly regarded by his colleagues, exemplified by one of our experienced Mechanical Fitters delaying his retirement to support Braydon through to completion of his apprenticeship. Braydon also stepped up to join the Emergency Response Team, became a mentor to his Indigenous colleagues and acted as a role model to other employees.

## Local emergency response

Evolution's highly trained and highly skilled emergency response teams (ERT) across our operations are ready at any time to respond appropriately to potential incidents, especially where lives may be at risk. The teams ensure they stay at the leading edge of emergency response practices and their readiness to assist the community in times of need means they are often first responders to community incidents, providing assistance until emergency authorities can arrive.

In 2018 our ERT's were first respondents to six off-site community emergencies including motor vehicle accidents, farm incidents, extreme weather events and fires.

Teams from across our operations meet regularly to hone their emergency response skills by competing in team challenges. Realistic emergency scenarios are set up and teams practice their response to these potentially confronting situations. Local residents and community organisations also participate in these events [see p15 - Mines Rescue Competition].

Evolution has agreements in place with various emergency services providers across Australia to deploy members of our ERT to assist in emergency situations, including natural disasters where we support the community during the emergency and in the clean-up that follows. Whilst our personnel are on the scene helping out, they work under the direct command of the emergency services.

### Sydney flood support

Our ERT provide valuable support in their local communities and also travel further afield to attend emergency situations if needed. An example of this was when Cowal's emergency response team were deployed in November to provide support during a severe weather event in metropolitan Sydney. As part of our partnership agreement with the NSW SES, four members of the Cowal emergency response team assisted with flood rescue operations and clean up activities, under SES command. Fortunately the team did not need to directly undertake a rescue but they were on stand-by if needed and stayed on to help members of the community repair storm damage and assisted with clean-up activities in the northern suburbs of Sydney. This is just one example of Evolution proudly working in partnership with the SES to support the wider community.



*Some of our team assisting at the recent Townsville emergency*



*Preparation for our Mines Rescue competition - 2018*

# Supporting our communities

Evolution has a policy to maximise local employment where possible, by employing people who live in and around the communities in which we operate. Three of our five operations are fully residential.

In 2018 more than half of employees across our five operations were from the local community, with many of the remainder hailing from the local region.

Wherever possible we also prioritise local procurement. We ensure our tender process enables local suppliers to participate and, importantly, work with many of them to develop their capability so they can compete and grow, not only at Evolution but in the broader marketplace.

In FY18 Evolution spent over A\$80M directly with businesses local to our operations.

Evolution seeks to be a value-adding member of the communities in which we operate. That's why we were proud to receive the following two acknowledgements from local government in the 2018 Australia Day Awards:



## Mt Perry: Community Event of the Year

Community Event of the Year Award for delivering various health initiatives to the local community including skin checks, flu injections, first aid training and hosting the Mt Perry Charity Ball that raised over A\$33,000 in 2017 (over A\$41,000 in 2018) to assist the prevention of suicide.

*Mt Perry Charity Ball - Community Centre*

## Coolgardie: Community Citizen of the Year

Community Citizen of the Year for our contribution to the community, which included two Shared Value Projects - construction of a sensory nature play area and bush tucker garden in Coolgardie Primary School, and a youth park in the community centre.



*Sensory nature play area - Coolgardie Primary School*



*Bush tucker garden - Coolgardie Primary School*

# Our People

## Inspired people creating Australia's premier gold company

We are always looking for further way to attract and retain the most talented people. We want people's time at Evolution to be a highlight of their career and we want our people and our communities to grow as we grow. We live our values of safety, accountability, excellence and respect; and together we are forging a company that's known for sustainable excellence.

### ABORIGINAL OR TORRES STRAIT ISLANDERS

4.32%

PERMANENT EMPLOYEES  
AS AT DECEMBER 2018  
*Evolution also indirectly employs ATSI people through registered training organisations and with contractors on site*

### TOTAL EMPLOYEES (DEC 2018)

1,331

TOTAL CONTRACTORS = 407

### OF OUR PEOPLE EMPLOYED AT OUR OPERATIONS

>50%

DIRECTLY FROM LOCAL COMMUNITY

### SCHOLARSHIPS (FY18)

>A\$120K

LOCAL AND INDIGENOUS

## Our Socio-Economic Contributions

We make significant contributions to local, regional and national economies directly through the payment of taxes and royalties to governments, as well as to our workforce and suppliers.

In FY18 we contributed A\$1.26B to the Australian economy and approximately A\$6B since Evolution formed in 2011.

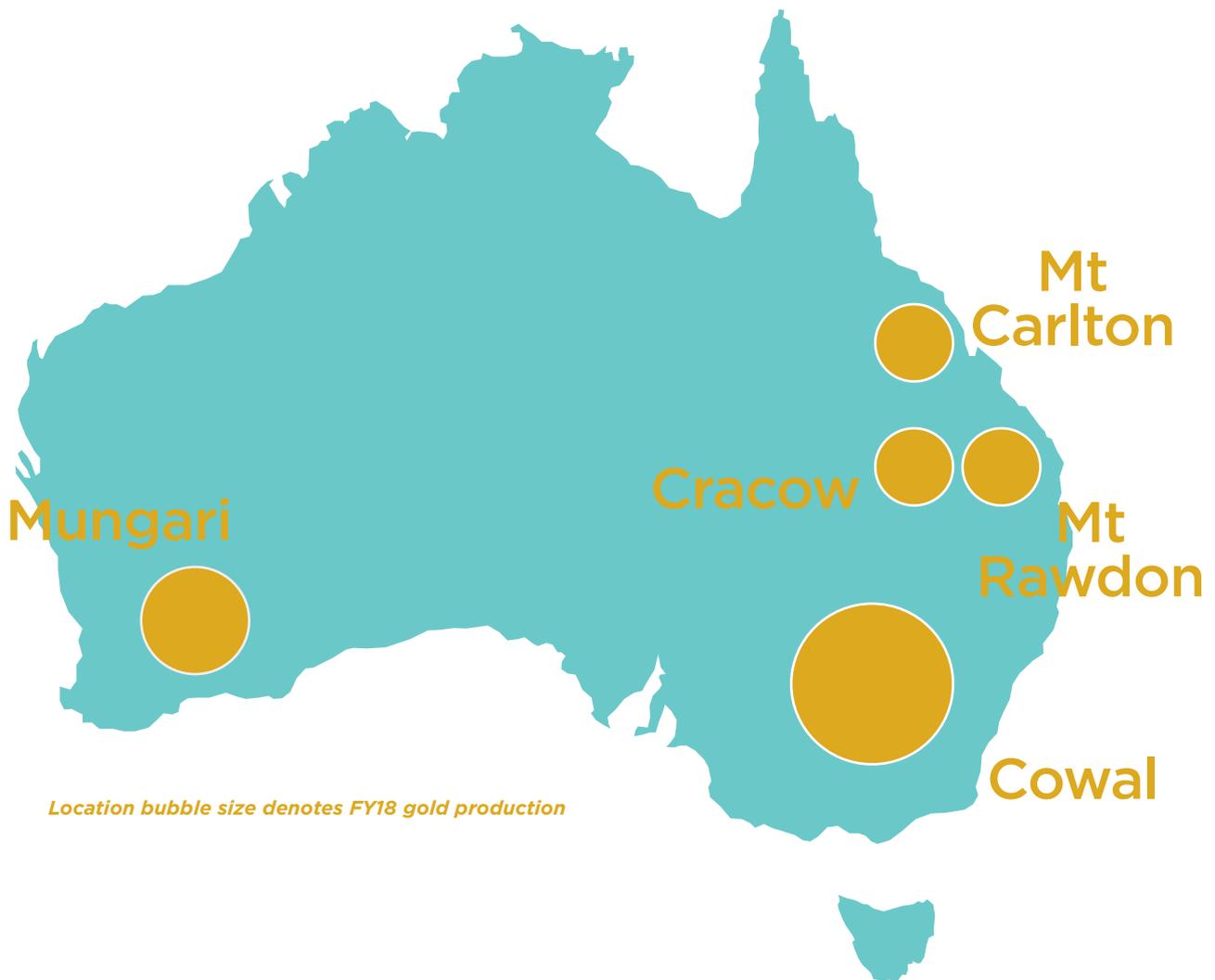
A\$80M

DIRECT SPEND WITH LOCAL ORGANISATIONS

>A\$1.26B

CONTRIBUTED INTO AUSTRALIAN ECONOMY

## Our operations



*We are committed to investing in our communities, and we believe we have an obligation to create shared value for all our stakeholders.*

*This is measured as much by the positive legacies we leave in our communities and the people whose lives we enrich as by the superior returns we deliver to our shareholders.*

# Cracow

## Theodore Fishing Competition

Evolution once again proudly supported the annual Theodore Fishing Competition and sponsored the inaugural 'Fred Dodd Memorial Trophy', presented to the winner of the biggest yellowbelly. Fred, a former long-term employee of Cracow, sadly passed away suddenly in 2017 so it was an honour to sponsor this perpetual trophy that, fittingly, was won in its first year by Fred's daughter, Juanita.

The overwhelming success of the 2017 fishing competition saw the Chamber of Commerce exceed fundraising expectations, allowing them to invest in initiatives that facilitate sustainable fishing for years to come. The Chamber partnered with the Moura Fish Stocking Group to release 20,000 yellowbelly fingerlings into Theodore's Dawson River in March.



*Fred Dodd's daughter, Juanita, with the inaugural Fred Dodd Memorial Trophy for biggest yellowbelly*

*"It's great to know we are helping to achieve long term, sustainable benefits for both the Theodore community and the Dawson River." - Cracow Commercial Manager*

**Evolution was invited to join the Chamber of Commerce and Moura Fish Stocking Group to release 20,000 yellow belly fingerlings into the Dawson River at Theodore**



## Cracow Horse Sports

Cracow Horse Sports, in conjunction with the Cracow Community Centre, were up and going again in 2018, holding a Horse Sports and Team Penning Day. The event had not been run in two years and was a much-needed boost for the community, bringing over 200 people to town. Competitors and spectators hailed the event a great success, enjoying various horse sports, an obstacle course and Team Penning competition.

Lions Club catered the event, successfully raising funds for their community initiatives.

"Rain [before the event] caught us off guard and really put us under pressure. When we put the call out for help, you [Evolution] were there, and we really appreciate the support. It's not just the financial contribution, it's the lighting plants, the assistance with mowing and your attendance, that contributed to our success." Mal Walker, Cracow Community Centre and Cracow Horse Sports Association



**Cracow Horse Sports and Team Penning Day [Photo credit - Nicky Poole]**

# Cracow

## Theodore State School Site Visit

Cracow hosted Theodore State School students for a site tour and educational experience, kicking off the first school engagement connected with our QMEA partnership (see p6).

The team at Cracow delivered presentations to the students about their specialist fields, explaining their role in the operation, the study path that got them into their field and what they love about the work they do.

Students toured Cracow's operational areas and maintenance departments, seeing core samples, 3D geological maps of large local areas, and a demonstration of the drones used on site. The tour ended on a high note with the visitors getting the opportunity to hold a sample of Cracow gold.

The group also visited the Cracow Heritage Centre to explore the museum and learn the history of gold mining in the region. The Heritage Centre is located in the centre of the community and is open to the public, attracting tourists year-round.



## Mines Rescue Competition

This year Cracow hosted the Evolution Mines Rescue Competition which brings competitors from our operations across Australia to compete in realistic emergency scenarios to test their skills. This year volunteers from the Theodore Men's Shed, medical students from the Theodore Medical Centre and other locals participated in a surprise mass casualty scenario that saw all teams working together to contain a mock truck collision with a bus.

Local emergency services participated in the exercise, including Theodore Police and Queensland Fire and Emergency Services from Theodore, Moura and Gladstone. Orica and Freney First Aid were also involved, with Freney adjudicating, coaching and applying moulage to casualties.



## Broncos v Capras Football Match

The Theodore Sports and Recreation grounds were buzzing with excitement in February in anticipation of the Broncos Vs Capras football match. The day kicked off with a free junior rugby league clinic and over 200 young enthusiasts attended the skills development clinic with NRL Queensland. Surrounding local League clubs played matches throughout the afternoon with the main event at 6pm. More than 3,000 people filled the grounds and helped raise over A\$45,000. Evolution is pleased to have supported the nine community groups who organised, set up, ran and packed up this major community-driven event. All money raised went back to these community groups.



*"Rain [before the event] caught us off guard and really put us under pressure. When we put the call out for help, you [Evolution] were there, and we really appreciate the support. It's not just the financial contribution, it's the lighting plants, the assistance with mowing and your attendance, that contributed to our success."*

*Mal Walker, Cracow Community Centre and Cracow Horse Sports Association*

# Mt Rawdon

## Mt Perry, Home of the Melbourne Cup

It was an exciting time for the Mt Perry community and our Mt Rawdon team this year with the announcement that the 2018 Lexus Melbourne Cup would be made from gold sourced from Mt Rawdon. This was the third year the iconic Australian sporting trophy was made from Evolution gold, and the first time the gold has come from Queensland.

The North Burnett Regional Council were successful in their bid to bring the Melbourne Cup back to its birthplace during its annual tour. Mt Perry were keen to showcase their community to the many visitors this brought to the region, including Victoria Racing Club representatives and former jockey and two times Melbourne Cup winner, John Letts, who accompanied the A\$200,000 trophy.



*Mt Rawdon team with the Melbourne Cup*

Members of the community got a chance to hold the trophy and hear stories about its contribution to Australia's cultural and historical heritage at various Mt Perry locations including the State School, Sport & Rec Art Gallery, Community Hall for the charity ball and Mt Rawdon mine tours. The last stop for the Cup was the Mt Perry Race Club Cup n Country Phantom Race day which was well supported by locals and visitors alike enjoying a day of fun and fashions on the field.

## Charity Ball for Prevention of Suicide

For many years Mt Rawdon has hosted a major fundraiser to support the Gin Gin Chaplaincy's work in the prevention of suicide. Following the success of the inaugural Mt Perry Charity Ball in 2017, which replaced the Truck Pull and raised A\$33,000, the Charity Ball has become one of the biggest events on Mt Perry's calendar.

While Mt Rawdon hosts the Charity Ball, its success is thanks to the many local charity organisations who contribute time or resources to the evening. The 2018 ball raised A\$41,000, a tremendous effort from everyone who attended and participated in the auctions and raffles. A big thank you to the 38 supply partners and local businesses who donated prizes.

The funding went towards training and awareness programs that assist the Gin Gin Chaplaincy to address the high rate of suicide in remote or rural areas, and its impact on families. 22 participants took part in an Applied Suicide Intervention Skills workshop in Mt Perry, learning how to identify and respond to signs that someone may need help, and building the skills and confidence to ask about suicide if concerned about someone's safety. The participants took part in group activities based on the ASIST model that provided practical skills that can be applied in the community and workplace.



*Mt Rawdon Operations Manager Dimitri with the Melbourne Cup at the Charity Ball*

## International Women's Day – Women in STEM Gin Gin High School

Mt Rawdon's Health and Safety Graduate, Addy, speaking at a Women in STEM presentation at Gin Gin State High School. The school and Andrea Bax, Youth and Development Officer of the Bundaberg Regional Council invited guests to speak about their experience as women working or studying in the fields of Science, Technology Engineering and Mathematics (STEM). All women gave inspiring presentations to the 80 female students.

Guest speakers included Dr Wendy Fasso, Senior Lecturer for the School of Education and the Arts at CQ University, and Kerry Dalton, coordinator for Waste and Recycling with the Bundaberg Regional Council. The students were left feeling motivated and inspired and used question time to learn more about the diverse range of career paths available to them.



*Guest speakers and Addy at Gin Gin High School*

# Mt Rawdon

## Supporting Mt Perry SES and North Burnett Regional SES Operations

Mt Rawdon purchased two Portable Pelican Lights and a Portable Projector for the North Burnett Regional SES Operations for training purposes. The portable lights will remove the need to cart around a generator and fuel, eliminating the risk of potential fires if called upon in the dry season.

## Mt Rawdon Community Mine Tours

Inclement weather did not dampen the spirits of 129 community members boarding their bus for the annual Mt Rawdon mine tours. Upon arrival, the groups were shown around the operation and heard about the mine's history and geological features that have made the operation so successful.

Further tours were held when the Melbourne Cup came to Mt Perry and participants took the opportunity to have their photo taken with the trophy at its birthplace.

That evening's community information function was well attended by local residents, Council and local businesses who heard from Mt Rawdon's leadership team about the mine's current and future activities.

## Indigenous trainees

In 2018 Mt Perry commenced a Beautification Project to spruce up their picturesque community, supported by the North Burnett Regional Council, Mt Perry Community Development Board, the Gidarjil Development Corporation and Evolution. The Gidarjil Development Corporation Landscaping and Horticulture trainees were engaged to undertake a large component of the project, including landscaping works around the Men's' Shed, drain clearing and stone pitching in eroding gullies, and establishing a native bush tucker garden. The project enabled the trainees to gain hands on experience and develop skills to support their completion of Certificate I in Conservation and Land Management, opening pathways to gain employment in the region. Evolution contributed to the purchase of a new bus for the Gidarjil Development Corporation to assist the trainees to move around the region and continue to participate in initiatives that enhance their traineeship outcomes.



North Burnett Regional SES accepting the portable projector



Local community attending Mt Rawdon Mine Tours



Trainees participating in the beautification project

*“The trainees should be very proud of the quality of the work they have undertaken and their contribution to the Mt Perry township.” Jamie Coad, Mt Rawdon General Manager*

# Mt Carlton

In 2018 the Burdekin Shire Council combined several pre-existing events to launch a new-look festival in partnership with the Queensland Government Department of Communities, Disability Services and Seniors. Designed to drive destination awareness and tourism, Sweet Days, Hot Nights was held in Home Hill over a week-long period of festivities. Evolution were proud to partner on this event, which also brought the strong cane growers' history to life, offering visitors and locals the chance to experience up-close the first fire of the cane harvest season, and watch the Australian Hand Cane Cutting Championships, a display of skills paying homage to the back-breaking work of cane cutters from years gone by.

## Birriah Freight

Evolution understands that business ownership is a key enabler for Indigenous self-determination. Under our Shared Value Project initiative, we created a freight business for the Birriah People to eventually fully own and operate. Birriah Freight Steering Celebrating the arrival of the new truck for the freight services which commenced in September, operating Monday to Friday between Bowen, Townsville and Mt Carlton. Training has also commenced for potential Birriah Freight employees.



*Birriah Freight Steering Committee member, Darren, and Mt Carlton Logistics Coordinator, Lance, celebrate the arrival of the new truck*

## 'Ignite Your Mind' Burdekin Readers & Writers Festival

Mt Carlton have supported the Burdekin Readers and Writers 'Ignite Your Mind' Festival for the last three years and are pleased to see the event growing each year. Attracting many of Australia's best authors, locals and visitors join in a weekend of storytelling, whilst enjoying the delights of the beautiful Burdekin region. Fiona at the dinner with Warren Mundine, Mt Carlton's sponsored author for 2018.



*Evolution employee Fiona with Warren Mundine*

## Special Children's Christmas Party

Mt Carlton were gold sponsors of the North Queensland Special Children's Christmas Party in Townsville. Supporting Ronald McDonald House, hundreds of people attended the event, including fifteen volunteers from the Mt Carlton team who assisted with the set up and activities throughout the two fun-filled days. The event supports special needs children and their families, including those affected by serious illness, physical or intellectual impairment, domestic violence or living in underprivileged circumstances. The festivities are aimed at putting a smile on these children's faces and creating special memories.



*Evolution employees at the North Queensland Special Children's Christmas Party*

# Mt Carlton

## Gumlu State School

Gumlu State School is a small primary school located halfway between Bowen and Ayr in North Queensland. The school is led by passionate Principal, Thomas Harrington, who has great pride in his community and is driven by seeing the students in this small school continue to achieve academic success. With the support of his dedicated teaching staff and a full-time teacher aide, Thomas is leading a school that is consistently achieving grades rivalling the larger and better resourced schools in the region. Engaging children in their early years of learning is the building block of positive educational outcomes. In 2017, with the support of Evolution, the school offered local children aged 4 the opportunity to attend a kindy program. Given the demonstrated success of this program, Evolution was pleased to fund a full-time teacher aide for 2018 to further build the school's capacity to deliver strong outcomes. The Mt Carlton team attend presentation evenings and other celebrations throughout the year and are proud to be working with Gumlu State School, supporting current and future students to learn and grow in the school's supportive and caring environment.



*“With your support they [the students] have been given the best possible start.” Thomas Harrington, School Principal*

## Obe Geia Challenge

Evolution is pleased to continue our support of the annual Obe Geia Challenge. In 2018 the hugely popular junior rugby league carnival returned to its home of Palm Island following the completion of upgrades to the local playing fields. Student participation in the games promotes healthy lifestyles and the importance of good school attendance, which is required to be invited to the event. The Palm Island community once again produced a great program of football, welcoming the visiting regional schools and all their supporters who watched the 12 regional primary schools compete for the 2018 trophy. Local Palm Island dancers performed a closing ceremony to farewell the players and spectators.



# Mungari

## Women's Leadership Forum

Mungari sponsored the 2018 Kalgoorlie Boulder Chamber of Commerce and Industry Women's Leadership Forum which recognises the significant contribution of women in the region to their workplace and the community. The leadership forum yet again attracted some inspirational speakers, including 2005 Australian of the Year, Dr Fiona Wood. The event shines a light on the important strategic position women play in the region's economy and is a conduit for higher representation of female leadership across the community.

The event aligns with Evolution's focus on encouraging career progression and supporting women to return to work. People from our operations and offices across Australia attended, including Dianne, People, Culture and Community Manager and some of the Mungari team who are passionate about the development of women into leadership roles in Evolution.



**Andrea (Evolution board member) and Bob (our COO) at the Women's Leadership Forum**

## World's Biggest Bunker

Ahead of the WA PGA Championship, professional golfers Daniel Fox (WA), Aaron Pike (QLD) and Ryan Lynch (VIC) did their best to avoid the world's biggest bunker. The par-3 hole measured 294 metre with a 46 metre elevation change from tee to green and the world's biggest bunker (Mungari's open pit) just metres away. 15 hours of video footage



**The green of the "World's Biggest Bunker"**



**Tee-off for the "World's Biggest Bunker"**

was captured by the PGA media team showcasing the Mungari White Foil open pit as the World's Biggest Bunker. The camera crew captured shots of the three visiting professional golfers doing their best to navigate the unique par 3. The final version of the World's Biggest Bunker promotional video was awarded the 'Best Visual Presentation' for the 2018 Australian Golf Media Awards.

## Promoting STEM

Evolution continues to work closely with schools in the region to promote career opportunities within the local resource sector. These are an opportunity for Evolution people from all roles and levels share their career journey and explain the subjects needed to pursue various career paths. Examples include:

- Four students studying STEM subjects from schools across Kalgoorlie, and their teachers, were invited to attend the Women in Mining WA 10th Annual Summit
- Twelve first year mining engineering students from Curtin University visited Mungari as part of a roadshow across the Goldfields region
- Mine Geologist, Greg, attended the Christian Aboriginal Parents Directed School (CAPS) to judge their Science Fair. CAPS won the State Award in 2017
- For the fourth year, 25 year 12 students from La Salle College in Perth toured Mungari's open pit, processing and core yard and watched an emergency response training exercise. WA School of Mines brought their Virtual Reality units for students to experience virtual mine tours

# Mungari

## Kalgoorlie Hospital

Mungari donated A\$10,000 of medical equipment to Kalgoorlie Hospital Children's Ward, as well as three iPads for children faced with extended stays or regular visits.

The hospital purchased an AccuVein machine which has a special wavelength light that illuminates the vein, helping the nurse quickly find a vein to insert a needle. The Children's Ward had been using a bulky old machine that if needed, had to be fetched from the Maternity Unit in the middle of attempting to insert a cannula.

Kalgoorlie Hospital Operations Manager, David Bowdidge, said "Many children are afraid of needles but if they have to have them, they really want the least number possible. This equipment will reduce the pain and fear for those children by helping doctors and nurses get the needle in right the first time. We are extremely grateful for this generous donation."

Nursing Unit Manager, Claire, said "This is the latest technology and has made life for nurses and the children much easier. If children have to come back for more treatment, because of this machine their experience isn't as traumatic and their stress levels are greatly reduced. Now we have the other departments coming to borrow our machine!"



Children with iPads donated to Kalgoorlie Hospital

## Kambalda Ambulance



The new ambulance at St Johns, Kambalda

Kambalda St Johns is run entirely by volunteers who work an average of 1,200 hours a year attending car accidents. This does not include the extra hours they put in for training and staffing sporting events.

Mungari donated A\$10,000 towards a new ambulance to be housed at St Johns Kambalda, ensuring they have a reliable ambulance available to them for another ten years.

## St Barbara's Parade

The Parade is the showcase of the St Barbara's Festival, which recognises the contribution the mining industry has made to the Goldfields community and

pays tribute to miners who have lost their lives.

Thousands of people gather to watch the Parade where community organisations, schools, animals, prospectors, mining equipment and mines rescue demonstrations travel along historical Hannan Street.



Mungari's entrant at St Barbara's Parade

## Kalgoorlie Soup Kitchen

Mungari's Charity Golf Day raised A\$35,000 for the Kalgoorlie Soup Kitchen, feeding 9,000 people for 12 months, a third of those being children. This is the largest single donation the Soup Kitchen has ever received.

## Flexible Work

In 2018 Mungari launched an initiative to support women and men returning to work after having or raising children or anyone returning to the workforce after taking a career break. Flexible work arrangements enable working parents to return to work on family-friendly hours and helps strengthen diversity on site.

*'Evolution's Flexible Work Program has allowed me to return to work, while still being able to spend quality time with my one year old daughter. It has allowed me to be present for her milestones, while still having the opportunity to work towards a new career path.'*

Brooke - Trainee HSE Administrator



# Cowal

## Queen's Baton Relay

The West Wyalong community shared in the 2018 Gold Coast Commonwealth Games celebrations with the Queen's Baton Relay travelling through town.



*Inge being transported on her segment of the Commonwealth Games relay*

Cowal were invited to participate and proudly nominated Administration Officer, Inge, to represent them. Inge was nominated for the incredible role she plays in making Cowal a fun, friendly, safe and inclusive place to work and for her contributions to the broader West Wyalong community.

BK Hire provided one of their Bell B45E Articulated Dump Trucks to transport Inge along her segment of the relay, with BK Hire Operator & Truck Driver, Barney, a long-term West Wyalong resident, chosen to drive.

## Country Hope

The Cowal Employees Fundraising Committee (CEFC) manage vending machines on site, setting aside a proportion of every purchase for charity. In 2018 the beneficiary was Country Hope, who received A\$45,000.

"This would not be possible without the assistance of Bernardi's supermarket, West Wyalong, who supply the goods at cost price. Country Hope is a fantastic charity to be involved with and this money will help local families face the burden of a family member diagnosed with childhood cancer or other serious illness." Jo, CEFC Chair.



*Country Hope charity receiving their cheque from Evolution*

# Cowal

## Endeavour Scholarships

Cowal's Endeavour Scholarship Program assists local students in the Bland, Lachlan and Forbes Shires to meet the costs associated with attending university. Run by Cowal since 2006, \$15,000 is provided each year to four local schools: Red Bend Catholic College, Forbes High School, Condobolin High School and West Wyalong High School, who select the student recipients.



*Recipients of the Endeavour Scholarship Program*

## Ungarie RSL Dugout Meeting Room

Cowal supported the official re-opening of the Ungarie Returned and Services League sub-branch's refurbished Dugout Meeting Room at the Ungarie War Memorial Hall. The Ungarie sub-branch's dedication to this project from inception to completion honours the men and women from the Ungarie district who have served Australia from the Boer War through to the present day. The Dugout War Memorial contains photographs, memorabilia, and stories, a record of the district's military history for many years to come.

Over 250 people attended the official re-opening, from across the eastern states and were joined by the Hon Michael McCormack, Member for Riverina and Deputy Prime Minister, the Hon Steph Cooke, Member for Cootamundra, the Hon Tony Lord, Mayor of Bland Shire, and the Hon Jan Wyse, Deputy Mayor of Bland Shire.

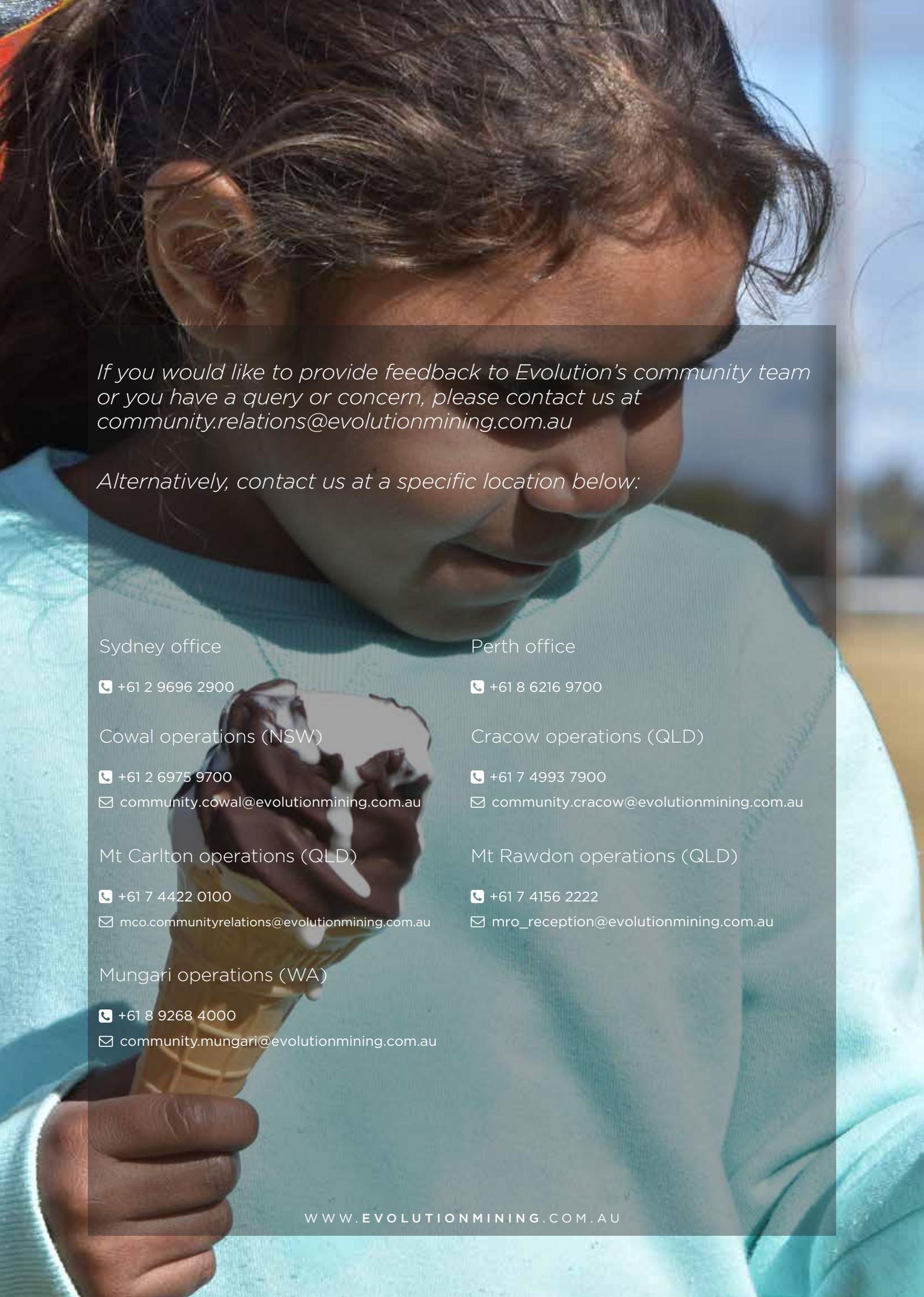


*Opening of the Ungarie RSL Dugout Meeting Room*

## Family Fun Days

Spectacular spring weather drew a large crowd of over 420 employees and their families to Cowal's Family Day. Visitors enjoyed panning for gold, touring the mine, climbing on large machinery, driving in the simulator, and some lucky visitors got to touch a real bar of Cowal gold!





*If you would like to provide feedback to Evolution's community team or you have a query or concern, please contact us at [community.relations@evolutionmining.com.au](mailto:community.relations@evolutionmining.com.au)*

*Alternatively, contact us at a specific location below:*

Sydney office

+61 2 9696 2900

Cowal operations (NSW)

+61 2 6975 9700

[community.cowal@evolutionmining.com.au](mailto:community.cowal@evolutionmining.com.au)

Mt Carlton operations (QLD)

+61 7 4422 0100

[mco.communityrelations@evolutionmining.com.au](mailto:mco.communityrelations@evolutionmining.com.au)

Mungari operations (WA)

+61 8 9268 4000

[community.mungari@evolutionmining.com.au](mailto:community.mungari@evolutionmining.com.au)

Perth office

+61 8 6216 9700

Cracow operations (QLD)

+61 7 4993 7900

[community.cracow@evolutionmining.com.au](mailto:community.cracow@evolutionmining.com.au)

Mt Rawdon operations (QLD)

+61 7 4156 2222

[mro\\_reception@evolutionmining.com.au](mailto:mro_reception@evolutionmining.com.au)