



### IGO: MAKING A DIFFERENCE IN OUR COMMUNITY

IGO owns and operates the Nova nickel-copper-cobalt operation located in the Great Western Woodland, approximately 140km east northeast of Norseman. IGO is a proud Western Australian employer with approximately 300 employees, who work across our corporate office in South Perth, out in the field in exploration, and at Nova.

Our Company's purpose is Making a Difference, which was co-created by our employees. The raw materials we produce are used to for green technologies, such as in renewable energy and electric vehicle batteries.

IGO is also committed to making a difference with our host communities. We work hard to be a partner and employer of choice to all of our stakeholders and believe this can only be achieved by taking a collaborative approach.

Earlier this year we completed our first ever Social Impact Assessment (SIA) Study where Norseman and Esperance residents provided feedback about IGO's activities in relation to Nova and our exploration activities across the Fraser Range.

While most respondents associated IGO with mining and economic benefits, there remained an opportunity to proactively communicate more information about who we are and what we do. IGO is very proud to be launching this community newsletter in an effort to showcase how we are making a difference in our community.

A key focus of IGO's community development effort is the engagement of Traditional Land Owners and Aboriginal peoples. Our people engage cooperatively and with due regard for the feelings, wishes and beliefs of the Traditional Owners of the land on which the Nova Operation is located - the Ngadju people. IGO actively recognise that the Ngadju have been the custodians of this land for thousands of years and we acknowledge their distinct culture, beliefs and way of life.

IGO is proud of our support and involvement in the community also through our Corporate Giving program. In 2018 / 2019, IGO invested around \$500,000 in 48 different organisations or projects. Furthermore, over 100 of our employees volunteered with charitable organisations, participating in events to raise money for charity, and/or made personal cash donations that are matched dollar for dollar by IGO.

We do what is right - because we care. And because we want to be Making a Difference.

We welcome your feedback on the newsletter and story ideas by way of a Letter to the Editor. Please contact IGO's communications department located within the corporate office in South Perth on (08) 9238 8300 or by email at [IGOInsights@igo.com.au](mailto:IGOInsights@igo.com.au) in the corporate office in South Perth on (08) 9238 8300.





## ESPERANCE CARE SERVICES – M&M PROGRAM BUS

Have you seen the Esperance Care Services (ECS) Toyota HiAce commuter bus around town in Esperance? IGO proudly donated \$45,000 to ECS to purchase the vehicle with the intention that ECS would use it to make trips to local schools and residential homes in the region to collect at-risk children and transport them to ECS-organised after school activities as part of the M&M program.

The program aims to help at-risk children in the region. Since acquiring the bus, ECS has been able to expand the program as well as further assist in the delivery of additional important services, such as dropping off food hampers to those in need and transporting mobility-disadvantaged people, such as the elderly, on outings.

Volunteer-driven ECS' mission is to relieve hardship, suffering and poverty in the south east region of Western Australia. ECS provides excellence in emergency relief, advocacy and referral services to serve and support those experiencing poverty, hardship or suffering.

ECS runs a shop that provides affordable clothing and home furnishings for those in the community. ECS also serves the whole Esperance community through arranging donations of new and used goods to help the disadvantaged.



Antal and Jamillah at Nova Operations

## NGADJU VOCATIONAL TRAINEESHIP PROGRAM AT NOVA

In October 2018, IGO Nova Operations kicked off our Ngadju Vocational Traineeship program. IGO made a commitment to conduct this program via the Ngadju Mining agreement. We are dedicated to delivering employment, training and education initiatives to young Ngadju people.

Six Ngadju people will have the opportunity to come onboard at IGO for the 2-year traineeship program. Criteria for candidates to apply for the roles are:

- Must be of Ngadju heritage
- Must be 18 or older
- Be prepared to work FIFO / DIDO
- Undertake a Vocational Certificate of Training (VET) whilst learning "on the job"
- Successful completion of course modules is required to remain in the training program.

The trainees will grow personally and professionally, acquiring the tools and accreditations needed to kick start their careers. The program will allow trainees to be involved in many aspects of business operations at IGO. With staggered starts in the upcoming months, we will see training positions filled in the following departments:

1. Administration Traineeship
2. Logistics & Warehousing Traineeship
3. Processing Traineeship
4. Maintenance Traineeship
5. Occupational Health & Safety Traineeship
6. Geology Field Assistant Traineeship

Jamillah Green, Antal Close and Dre Johnson are the three latest Ngadju Trainees, and they have been working within the Logistics and Warehousing, Processing, and Exploration business units based at the Nova Operation. All three have said that they are learning a lot and remain committed to completing the Certificate Training. IGO provides support to all of our people, especially our trainees, vacation and graduate students, ensuring they receive support from their supervisors who offer guidance and help to their respective trainees.

If you are interested in applying for a 2-year traineeship with IGO and fit the criteria listed, please get in touch with us at [igofurther@igo.com.au](mailto:igofurther@igo.com.au)



Nova Solar Farm

### SOLAR POWER ENERGISES NOVA

Energy continues to be one of the most significant cash expenses for mines while the cost of renewable energy continues to decline.

Adopting on-site solar generation offers numerous benefits, not only by way of cost savings but also taking steps to contribute to lowering greenhouse gas emissions and making a difference to a clean energy future. That is why in May 2019, IGO contracted Zenith Pacific to begin construction on site at Nova to build a 6.7 megawatt solar power station. Now complete and in operation, the Nova solar farm is a fully integrated commercial hybrid diesel-solar facility.

It is expected it will reduce costs and IGO's carbon footprint, with approximately 15 to 20 per cent of Nova's total energy requirements now to be met through solar energy.

IGO see adopting renewables as part of our social licence, and as we become leaders in our approach to adopting renewables, we hope to see the same attitude permeating through most, if not all, of our resources sector in the future.



### GOLD FEVER FESTIVAL

IGO was proud to be a sponsor the Norseman Goldfever Festival which was held in September 2019. The State Rockdrill Championships were also held at the same time, and from all accounts it got very competitive! You can check out all the action with the photos, and stay informed for next year's event, on the Norseman Gold Fever Festival Facebook Page: <https://www.facebook.com/pg/NorsemanGoldFeverFestival>

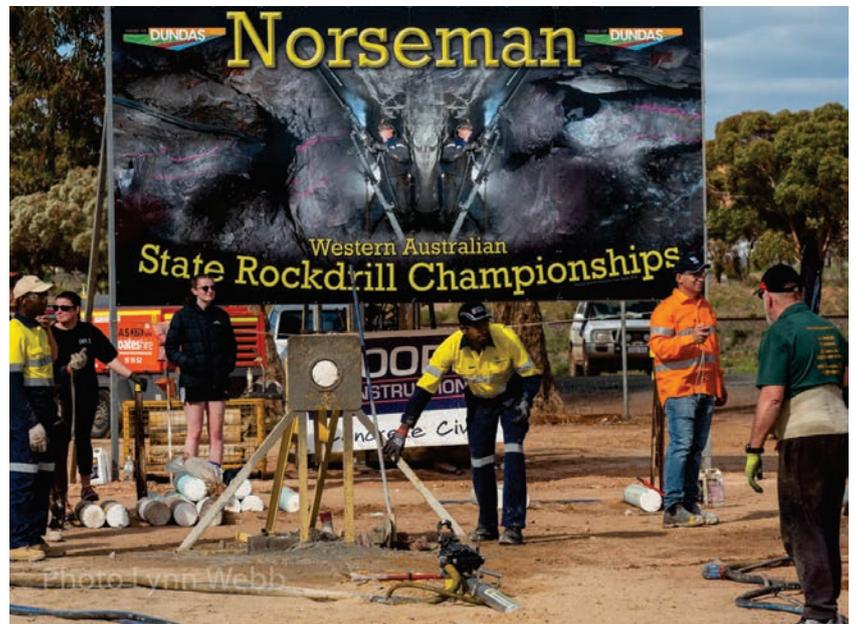


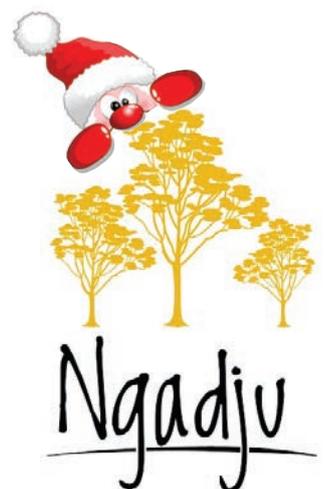
Photo: Lynn Webb

### NORSEMAN COMMUNITY CHRISTMAS PARTY 2019

IGO was proud to support the Norseman Community Christmas Party for 2018 and will again be a major sponsor for 2019. IGO and Nova have established a strong relationship with the Ngadju people of Norseman. It is great to see the community's spirit ignite! Last year's event was a great success for all involved.

Over 135 Ngadju people came together from far and wide, in the heart of Ngadju Country - Norseman. Entertainment was provided by the YMCA, there was an ice cream man, and of course, a visit from Santa!

We look forward to seeing many of you join us again, or if you were unable to go last year, we hope to see you this year!





## ESPERANCE AGRICULTURAL SHOW 2019

IGO was the major sponsor of this year's Esperance and districts Agricultural Show, which was held 18-19 October 2019 at the Esperance Greater Sports Ground.

This is the largest annual event in Esperance, which showcases and celebrates the best of rural Western Australia. The two-day, family-friendly event attracts up to 10,000 visitors annually. A wide range of local and commercial businesses exhibit as well as offering show bags, rides, livestock shows and an evening fireworks display.

IGO caps and water bottles were very popular and could be seen being used by many around the show but the cut-out cardboard loaders & trucks were a big favourite amongst the kids!

As IGO exports Nickel concentrate out of the Esperance port, it is integral to our values that we make a lasting difference within the communities we operate. IGO was represented at the show by Tess Lewis, Environmental Officer, Jon Chapman, Graduate Environmental Officer, and Talent Acquisition Advisors, Lara Brooke-Smith and Rebecca Pittman.

Over the two days, it was a great opportunity for our people to engage with the Esperance community, provide information about IGO and to show our support. Thank you to those who provided positive feedback, expressing your interest in IGO and the positive work our Company is doing within the wider Esperance community.



Circus Quirkus



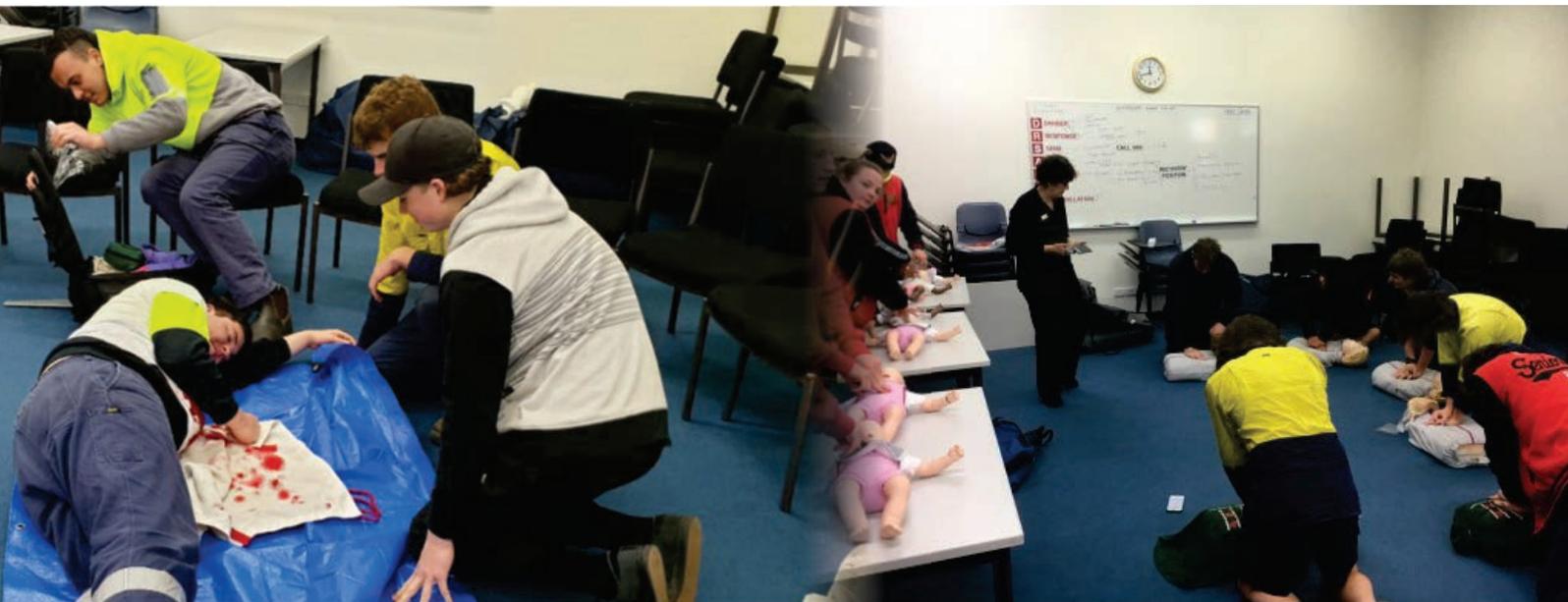
## ST JOHN AMBULANCE FIRST AID TRAINING IN ESPERANCE

During June to September this year, IGO supported the Esperance St John Ambulance sub-centre to provide First Aid in Remote Situations training to all year 11 and 12 students at Esperance Senior High School.

Almost 100 students completed the training, which is especially important as many of them are acquiring their driver's licences and could one day find themselves in a first aid emergency in a remote location.

The feedback has been that the course was well received by all of the school staff and students involved. The students completed the following first aid training courses:

- First aid in remote situations
- First aid and basic emergency life support
- Cardiopulmonary resuscitation (CPR)



## KALGOORLIE CIRCUS QUIRKUS

IGO have supported the Circus Quirkus in Kalgoorlie for a number of years now. Circus Quirkus put on a circus show which is held at the Kalgoorlie Town Hall for the enjoyment of local families with special needs and disadvantaged children and teens who live in and around the Kalgoorlie area.

This is a great outing for those who want of circumstances would not be able to attend a show like this, without local business support. Additionally, funds raised from the event also benefit the Children's First Foundations smiles program, which aims to help disadvantaged children with cranio facial defects get the surgeries they require.





## DANDJOO DARBALUNG

In March 2019, IGO joined forces with our Tropicana Joint Venture Partner, AngloGold Ashanti Australia, our mining contractor Barminto, and fellow WA-copper producer Sandfire Resources, to support the Dandjoo Darbalung program with a three-year agreement.

The Dandjoo Darbalung program is a high calibre wrap-around residential program for aboriginal students to succeed at graduating with a qualification at a tertiary level across all five universities in Western Australia. The program focuses on fostering identity and belonging among the students and provides them with tailored academic support, leadership development, a mentoring program and aboriginal advisory council that support them to achieve success leading to full time employment and fulfilling career pathways.

The program has achieved significant results with a 90% retention rate and a 78% pass rate, year on year.

In September 2019, IGO also arranged for current students in the program to visit Esperance and Norseman to talk to the local High School students.

The Dandjoo Darbalung students shared their stories of their how they became university students, the experiences of being in university and the kinds of programs and classes they are studying.

Feedback from both the schools and the university program coordinators was very positive, expressing views that it was a valuable and enjoyable experience for everyone involved.

Another visit by Dandjoo Darbalung program participants to Esperance and Norseman will be planned for 2020.



*Dandjoo Darbalung Program Official Launch*



## MADALAH

MADALAH Limited is a not-for-profit organisation that offers Secondary and Tertiary education scholarships for Indigenous students from remote and regional communities to West Australia's leading boarding schools and Australian universities.

On 11 June 2019, IGO proudly hosted our inaugural Careers Day at St Catherine's College for year 10 to 12 MADALAH students, to encourage them to consider careers in mining.

Over 50 Indigenous students from the MADALAH program representing 10 different schools attended the event.

The students had the unique opportunity to explore the diverse range of career pathways available in the resources industry in a more interactive and fun way. The students rotated through seven different demonstrations and presentations led by IGO employees in various disciplines, including geology, finance, health and safety, environmental science and human resources.

IGO is also the major sponsor of the annual MADALAH Ball which takes place in August, in Perth, each year. The MADALAH Ball was established in 2016 and is designed to raise much-needed funds to assist in providing

more educational opportunities for Indigenous students in Western Australia.

This year the event helped raise funding for 38 additional scholarships.



*IGO Employees at the Madalah Ball 2019*



## IGO & TEACH LEARN GROW

The Teach Learn Grow (TLG) program provides one-on-one tutoring by university students who volunteer their time to tutor in remote schools. IGO has been working with TLG since 2013 to deliver the program to remote schools in the Goldfields area.

During the 2019 year, IGO supported the TLG program to visit Norseman District High School, Nulsen Primary School, Coolgardie Primary School and East Kalgoorlie Primary School. The program has had a significant and positive impact on the local communities.

In a 2018 impact report, 86 per cent of principals and teachers in these schools believe the program has led to a lasting improvement in mathematics

achievements among the students. Furthermore, 84 per cent of the students involved in TLG's Rural Program have improved their attitudes towards school; and 71 per cent of teachers saw an increase in class attendance by their students.

IGO is very proud of the difference that TLG has been able to make in encouraging students from local and remote regions of the Goldfields Region to embrace school and have a more positive outlook on life.



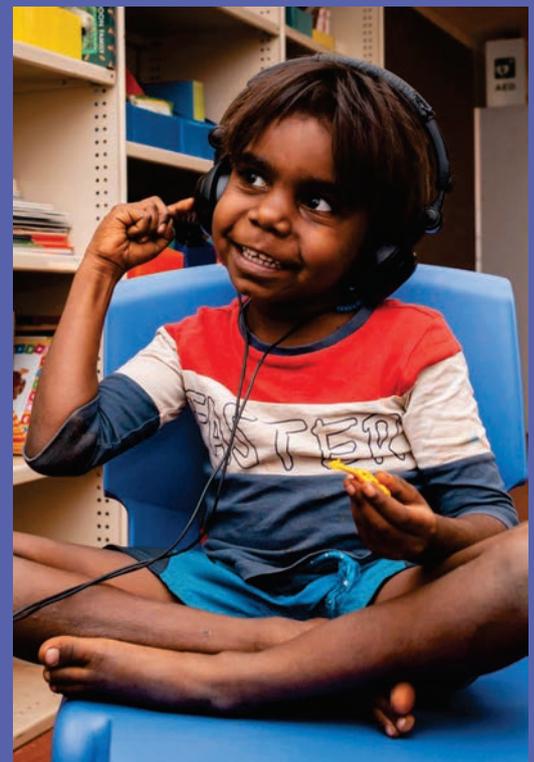
## EARBUS FOUNDATION WA

During 2019, IGO sponsored the Earbus Foundation of WA, a mobile ear health clinic which aims to reduce the incidence and impact of middle ear disease on Aboriginal and at-risk children. Aboriginal children suffer a disproportionate burden of ear disease compared to their non-Indigenous counterparts and the resulting hearing loss has lifelong impacts - if you can't hear, you can't learn!

Earbus mobile ear health clinics provide comprehensive ear screening, surveillance and treatment by deploying GP's, Audiologists, Nurses and ENT's who visit communities regularly and consistently. Children are seen by all healthcare professionals in one place at one time, so referral is quick and treatment is seamless.

IGO donated \$50,000 to fund the 12-month program in 2019, having the Earbus team visit schools in Esperance and Norseman, including Castletown Primary School, Esperance Primary School, Norseman District High School, Nulsen Primary School and Wongutha CAPS. This involved a four-day trip to the region during each of the school terms so local children received the attention they needed to ensure good ear health.

Immediately, it was clear that this would make a difference with encouraging results from just the first expanded trip. Many children between the ages of 0-4 were seen by the medical team which is important so that early intervention can be conducted to reduce the risk of middle ear disease. The program has boasted terrific engagement and consent from all the new schools and sites visited, with 339 children seen across the first four-day trip.





# MAKING A DIFFERENCE

## OUR PEOPLE ARE OUR GREATEST ASSET



Volunteering for OZHARVEST cooking for a cause

At IGO, our employees are our greatest asset. Our purpose was developed by our people and launched approximately a year ago in October 2018. Everything we do, our culture, how we work with each other in the business, how we engage with our external stakeholders, our strategy to be a globally relevant supplier of metals critical to clean energy, starts with our Purpose.

Some of the ways our people get involved in actively living Making a Difference is by attending the Esperance Agricultural Show to man the IGO booth, attending the Norseman Christmas Party to chat with local residents, and to take part in Company-organised community events, such as IGO Volunteer Day.

Annually, outstanding contributions by our people across the business are formally recognised with the IGO Awards. In 2019, one of the award winners was Matthew Spagnolo, processing manager at Nova. Matthew won, on behalf of the whole Nova team, for the collaboration he demonstrated both internally and externally in responding to the bushfire in February that came dangerously close to affecting the Nova operation. Leading Nova's Emergency Response Team, Matt proved his skill and capability by ensuring that everyone on site remained safe.

### COMING UP

Nova Work Experience Program & Community Presentation in Esperance - 12 December 2019

Ngadju / Norseman Christmas Celebration - 14 December 2019

Cannery Arts Centre Kickarts School Holidays Program - 7-24 January 2019

Australia Day Celebration in Esperance - 26 January 2020

For more information on IGO's community relations and Corporate Giving program, and how to apply, visit [www.igo.com.au](http://www.igo.com.au)



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