



SUSTAINABLE DEVELOPMENT REPORT 2018

Part of the Rio Tinto Group

RioTinto

BELL BAY ALUMINIUM

A historical black and white photograph showing two men in a smelter. One man is on the left, looking down at a large, glowing, rectangular ingot being held by a pair of tongs. The other man is on the right, looking at the ingot. In the foreground, there are several other large, rectangular ingots stacked on a wooden surface. The background shows industrial machinery and a large circular fan or vent.

ABOUT BELL BAY ALUMINIUM

The first aluminium smelter in the Southern Hemisphere began operation in 1955 at Bell Bay in Northern Tasmania.

The beginnings of this important Tasmanian industry go back as early as 1927 when the Minerals and Power Concessions syndicate of London selected Bell Bay as the most suitable site in Australia to build an aluminium factory due to the anticipated availability of cheap hydro power and the existence of a nearby location for a deep-water port. However, it wasn't until 1945, with the formation of the Australian Aluminium Production Commission under the *Australian Aluminium Industry Agreement Act 1944*, that the idea was placed on a firm footing.

The Bell Bay smelter, known as Bell Bay Aluminium (BBA), operates as part of Rio Tinto's Pacific Operations group and is a wholly owned subsidiary of Rio Tinto.

*Historical image of casting ingots
at the Bell Bay smelter*

SUSTAINABLE DEVELOPMENT

With a commitment to continuous improvement, sustainable development is integrated into all aspects of our business and is reinforced by our policies on health, safety, environment, communities, diversity and inclusion, transparency and business integrity.

We use a range of tools, procedures and management systems to ensure our operations are appropriately managed to maximise our contribution to sustainable development.

Our *2018 Sustainable Development Report* outlines key aspects of our business, people, health, safety, environment and community performance. The report is produced to help the Tasmanian community understand more about our operations, impacts and key improvement initiatives during 2018.

The *2018 Sustainable Development Report* is also available online at www.bellbayaluminium.com.au

Sustainable development
is integrated into all
aspects of our business.



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FROM THE GENERAL MANAGER



I started as general manager, Bell Bay Aluminium on Monday 16 April 2018.

I have close to 30 years' experience with the Rio Tinto Group, working in a variety of operational roles in Australia and New Zealand. From 2008-2010 I worked at Bell Bay as the site's Health,

Safety and Environment manager so it seems only fitting that some nine years later I have returned to take up this role. I pride myself on my skills in safety, leadership, business acumen and people development. Therefore I spent my first few weeks and months on site assessing opportunities, understanding critical issues, key priorities and the capability of our people to solve issues and take the smelter on an improvement journey.

Our safety performance during 2017 and 2018 has been disappointing, given I know what we are capable of. In 2017 we recorded eight injuries which required medical attention beyond first aid. This was repeated again in 2018, making it clear to me the first and most important piece of work for us at Bell Bay was to improve our safety performance.

In 2018 we embarked on a program of work that is delivering results and clearly demonstrates that we are serious about making a difference in our safety performance. Daily routines are based on quality pre-start toolbox meetings and department meetings. Safety and critical issues are escalated and managed from these meetings so we can support our team members to achieve desired results. We must clearly understand all aspects of our performance and the work that needs to be done each and every day.

We have mandated clear, visible and engaged leadership time in the field and clearly described what that work looks like and its purpose. This work is about adults leading adults and team mates looking out for team mates.

We have also focused on engagement with our employees across site to create a culture whereby we all work together to deliver great safety outcomes, where no one is harmed and where we enjoy the company of our colleagues and strive to improve all aspects of our work every day.

My focus has been on ensuring we are well resourced and capable of doing the right work in the right way and for these reasons we have made some significant changes.

The senior leadership team has changed since my arrival in Tasmania. A number of former Tasmanians have returned home with their families to join Bell Bay, senior leaders from our sister smelter, BSL, in Queensland, have moved south and I have promoted from within. I am grateful people have chosen to come home, relocate or take up the opportunity to invest their energy, skills and experience to support our site's future in Tasmania.

In addition to these changes we have reorganised larger departments on site to ensure we are offering the right leadership, we have the right team size and the right skills makeup within each team.

We have established a development program for leaders which focuses on succession plans and development opportunities. We have also extended this opportunity to the leaders of our principal contracting teams. The training and development opportunities will not stop here and have been well received.

We have a skilled and motivated workforce at Bell Bay. I am very proud to be leading our employees and the site while we transform our business for the future.

So much of our employee engagement is reliant on leaders being out in the field supporting their team members in improvement, endeavor and coaching. Our investment in this area is paying dividends and while there is still much work to be done in the safety and engagement space, we have started to deliver ongoing improvement.

We experienced a challenging year around process stability and lost opportunity from not managing workflow consistently. As a result we have spent a considerable amount of time reviewing capital and operations expenditure, as well as asset and maintenance strategies, with solid plans now in place for the future.

Bell Bay also faced challenging financial conditions, with considerable volatility in prices for aluminium and our key input materials. Impacts from tariffs, sanctions and supply disruptions drove some of this and volatile conditions are expected to continue for some time. The smelter remains vulnerable to fluctuations in aluminium and foreign currency markets which poses further challenges for the business. Significant efforts are ongoing and aimed at improving key aspects of the operation so as to mitigate some of these external forces. At the same time we are focused on building our asset and on-site capability so we are ready to capitalise on future opportunities when they arise. We will be investing in our assets with an optimistic view of what we can do in 2019 and beyond.

We continue to improve gender diversity in our workforce and have in 2018 delivered diversity and inclusion training to our senior leadership team. Lou Clark, principal advisor, Communities and Communication and Brett Robins, crew leader Power Supply, our site champions for diversity and inclusion are leading the work we need to do to become a more diverse and

inclusive business. We also want to ensure we understand aspirations and ambitions so we can develop succession plans that will see diversity at all levels of our business improve.

Aluminium is the fastest growing material input in the automotive industry. Manufacturers are striving to make vehicles more fuel efficient. Aluminium is now, more than ever, the metal of the future and Bell Bay is well placed to take advantage of future demand increases.

Reintegration back into Rio Tinto means we must earn the right through all aspects of our site's performance to be considered for future opportunities, including new markets and products.

We have a skilled and motivated workforce at Bell Bay. I am very proud to be leading our employees and the site while we transform our business for the future.

This is the first report I have authored as general manager. It outlines the key aspects of our 2018 business, employee, health, safety, environment and community performance. We produce this report annually to help the Tasmanian community and our key stakeholders understand more about our operations.

I encourage you to read the *2018 Sustainable Development Report* and welcome any feedback you may have on our performance. We would welcome any feedback on our report and encourage you to contact Lou Clark, principal advisor, Communities and Communication on lou.clark@riotinto.com or 03 6382 5129.

Kevin Taylor, general manager - Operations



BUSINESS PERFORMANCE

Aluminium is light, strong, flexible, noncorrosive and infinitely recyclable.

The majority of metal produced at Bell Bay is cast to customer requirements as pure aluminium or aluminium alloys to be used in the transport, construction, packaging and electrical industries.

In 2018 Bell Bay produced 190,000 tonnes of aluminium and exported more than 75% of our product to international markets.





PERFORMANCE INDICATOR	2016	2017	2018
Saleable metal produced (total tonnes)	185,610	191,718	190,149
Hot metal production	182,463	186,847	188,993
Sale of value added	59.6%	79.9%	75.4%
Capital investment	\$24 million	\$37 million	\$34 million
Total salaries paid	\$47.09 million	\$46.43 million	\$50.18 million
Government taxes and charges paid	\$2.95 million*	\$4.42 million	\$4.82 million
Goods and services purchased from Tasmanian suppliers	\$159 million	\$179.68 million	\$194.37 million
Number of Tasmanian suppliers	313	300	300

*Payroll tax only. Does not include FBT, rates or land tax.



The first cast of block at the smelter since a short casting campaign in 2017 was completed on 18 January, 2018.

BELL BAY CASTS BLOCK AGAIN

The first cast of block at the smelter since a short casting campaign in 2017 was completed on 18 January, 2018 with five saleable blocks of S1100 alloy 560mm x 1410mm through the smelter's Varimold* station.

Block is a more complex product to produce and has not been a major part of the smelter's product mix for some years. Block orders continued throughout 2018, extending the casting campaign, which maximised efficiencies with more casts for each alloy and station change.

Casting of this product throughout the year progressed well with a relatively low level of scrap produced due to the quality of the recipes developed by Process Control Engineer Michael Bishop, the technical support provided by Paul Robinson from Pacific Technology Centre in Brisbane and the attention to detail of the vertical direct chill casting crews in Metal Products.

Block, also known as rolling slab is cast using vertical direct chill technology. Block can be up to six metres in length, range in size from 560 to 600 millimetres deep and 1100 to 1760 millimetres wide and weigh anywhere between eight to 17 tonnes. Block products contain a variety of alloys such as magnesium, manganese, chromium, titanium, copper, silicon and iron. The exact composition will depend on the final use of the product. Block is used to produce coils of sheet or foil depending on the desired end product. End products are used in a range of applications such as mobile phones, computers and tetra pack lining.

*Block is cast in either fixed or Varimold tooling. Fixed moulds do not change size however a Varimold can be changed to suit requirements thus minimising the amount of tooling required to cast a multitude of sizes.



CELEBRATING SMART TECHNOLOGY

On 7 February 2018, Bell Bay's autonomously guided vehicles (AGVs), marked their first anniversary of operation. They didn't even get to stop for a morning tea break!

From commissioning date to first anniversary of the AGVs, the variable size ingot casting facility at Bell Bay produced 42,918 tonnes of saleable product. During that time both AGVs operated at 97% efficiency, transporting approximately 41,630 tonnes and making an average 114 trips from the cast house to the warehouse each day.

Since commissioning in 2017, improvements have been made to both AGVs. They have been fitted with side curtain safety scanners and now have the ability to double stack half bundles at the facility and transport them to the warehouse, reducing the number of trips required.

Maintenance and operations teams are to be commended for their adoption of this new technology, their patience with teething problems and their out-of-the-box thinking when it comes to solving issues and suggesting improvements for our smart machines.

Maintenance and operations teams are to be commended for their adoption of this new technology.



Standard design carbon baking furnace and the next generation design at Bell Bay

BELL BAY TRIALS NEXT GENERATION BAKING FURNACE

Since 2014, Bell Bay has been working on a joint project with the Technology Research and Development division of Rio Tinto Aluminium, based in Voreppe, France, to deliver a new refractory design (also known as next generation or NG) for the site's carbon baking furnace (CBF).

The project formed after the smelter began exploring opportunities to increase its aluminium production by installing additional cells. After learning about the NG design through a similar project carried out in the Atlantic, the Bell Bay team was able to take these learnings and apply them to our own site. This involved a significant amount of collaboration over a three-year period, as trials and tests were undertaken at the Grande-Baie smelter in Canada.

In preparation for installation of the newly designed test section, 1,200 tonnes of brick was removed from sections 25–30 in the CBF in early November 2017. By December, approximately 117,000 new bricks had gone into the build of the test section, with the first fire cycle started on the same day the build was complete.

The NG section allows the smelter to produce 196 extra anodes for every fire cycle across the group, which translates to approximately 4,400 extra anodes each year (or a two per cent increase). Further, the trial allows CBF3 to produce the required number of anodes from a longer fire cycle or extra anodes on the same fire cycle. By running at a slightly lower fire cycle, the site is able to run a 30-year-old bake at a lower intensity, extending the system's life.

Additionally, gas consumption in the trial sections is 30% less than in the comparison sections – a major financial saving for the site and for sustainability of our natural resources.

A review of the project will be conducted in September 2019, which will explore potential for further application at Bell Bay and other Pacific Operations sites.





UTAS BUSINESS STUDENTS VISIT BELL BAY

In May 2018 the smelter hosted 19 students and three staff from the University of Tasmania's University College in Launceston. Students were studying a "Quality Management" unit as part of their Associate Degrees in Applied Business or Applied Science.

The principles and processes of quality management are the key elements that businesses like Bell Bay use to respond to market and customer needs and maintain business viability through improved efficiency, product quality and safety, and improvement of service delivery.

Students were seeking a broad experience of what this looks like in terms of a culture focused on quality and continuous improvement of products and processes in a large manufacturing organisation. The students toured various production areas and met with area specialists and technical experts. Students were tasked with completing an assignment based on their site visit and what they learned about quality management systems and tools used in the Bell Bay operation. Former Bell Bay employee Jodie Lee is the course coordinator of this unit for the University College.

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BUSINESS IMPROVEMENT PROFESSIONALS FORUM

On Friday 21 September, the smelter hosted a business improvement professionals' forum on site.

The inaugural forum was attended by 20 professionals from nine major manufacturers and suppliers based in Tasmania including South32 Temco, Nyrstar, Boags Brewery, Lion - Heritage Dairy, Norske Skog - Boyer, Petuna Seafood, TasRail and TasNetworks.

The day was kicked off by Bill Woodworth, specialist, Business Improvement with a compelling presentation on Bell Bay's business improvement programs. This was followed by an action learning activity where pathways to solutions for challenging and difficult problems experienced by the participating companies were explored. Business Action Learning Tasmania's Geneveive Cother facilitated this activity.

The forum was capped off with a tour of the smelter's operation.

There was general agreement among forum attendees that there is a need for this type of professional development forum for manufacturers in Tasmania with a plan to hold a second forum in 2019.

The forum was capped off with a tour of the smelter's operation.



PEOPLE

In 2018 Bell Bay employed 441 talented men and women and engaged more than 100 full-time equivalent contractors on site. Recognising that our employees are key to our future success, we have increased our focus on diversity and inclusion.



2018 PERFORMANCE INDICATORS	NO	TARGET	YES
Number of employees (FTE)*	441	421	
Percentage of female employees*		13.2%	13.7%
Percentage of female leaders*		No Target	14.6%
New graduates*		2	2
New first year apprentices*	2	3	
Total apprentices*		11	11
Total contractors (FTE)**	111	76	
Staff turnover*	8.4%	7%	

* As at end of 2018
** Contractors who reported as full-time equivalent on any given day, as at end of 2018



Congratulations to Jackie McKibben who received the highly commended award.

FEMALE FINALISTS TAKE CENTRE STAGE

On Wednesday 30 May, industry representatives, politicians and business leaders joined 2018 *Women in Resources Tasmania Awards* finalists at Government House in Hobart to recognise their outstanding achievements in working to share the future of Tasmania's mining and resources sector.

Hosted by Her Excellency, the Governor of Tasmania, The Honourable Professor Kate Warner AC, the awards profile women in the Tasmanian resources sector, providing ambassadors and role models to attract more women to the industry.

Congratulations to Jackie McKibben who received the highly commended in the *Outstanding Tradeswoman, Operator or Technician* category.

For the past 10 years, Jackie has worked as a process operator at Bell Bay. This award recognises her achievements in breaking new ground for women in non-traditional careers as well as her resilience, achievement of goals and support for gender diversity.

Congratulations also to Elizabeth Russell graduate mechanical engineer who was selected as a finalist in the *Exceptional Young Woman in Resources* category.



Brad Buchanan - Apprentice

BELL BAY'S APPRENTICES RECOGNISED

Congratulations to Brad Buchanan, apprentice, Metal Products and Carbon Maintenance, who was shortlisted as a 2018 *Apprentice of the Year* finalist for the *Tasmanian Training Awards*.

The *Tasmanian Training Awards* are conducted annually by Skills Tasmania, Department of State Growth. The awards recognise the achievements of apprentices, trainees and vocational students who strive for the highest standards of knowledge and skills within their industry.

Brad is completing a Certificate III in Electrotechnology with TasTAFE and has worked at the smelter since 2015.

First-year auto electrical apprentice Luke Sawford was named Northern Tasmania's top first-year auto electrical apprentice at *TasTAFE's 2018 Automotive and Motor Body State-wide Awards*.

As a maintainer in Bell Bay's mobile equipment workshop, Luke is part of a close-knit team responsible for the maintenance of site vehicles and equipment. He already holds a Certificate III in Automotive Diesel and believes diversifying his trade at TasTAFE will complement what he is already learning in his role at Bell Bay.

Brad is completing a Certificate III in Electrotechnology with TasTAFE and has worked at the smelter since 2015.



Left to right

Back: Grant Macken, Jason Harris, Greg Turner, Mike Dunphy, Craig Sherrif, Trent Burke, Sam Tame, Junior Tahiri, Paul Marriner,

Front: Cassie Arnold, Ross Richardson, Dave Billings, John White, Tim Riggs, Leo Ruffo, Darren Moore, Mark Warren, Kevin Taylor

Gary started work at the smelter on Monday 7 December 1970, finishing up his last official working day on Thursday 6 December 2018.

TEAM MEMBER SERVICE CELEBRATED

In October 2018, Bell Bay hosted its annual service awards celebration at the new Peppers Silo Hotel in Launceston. General Manager Kevin Taylor welcomed more than 180 people to the event which recognised employees who had achieved 25, 30, 35, 40 and 45-year service milestones. Kevin and department managers presented gifts to employees in recognition of their service milestone.

As the oldest aluminium smelter in the Southern Hemisphere, perhaps it was no surprise that there were more than 7,400 years of combined service present at the event, with the average length of service sitting at 17 years.

In 2018 Bell Bay's longest-serving team member was Gary Axton, specialist, Commercial Services with 48 years of service, closely followed by Peter Zoon, crew leader with 47 years, Robin Axton, power controller, Kelvin Morrison, process operator and Tez Clark, advisor, Safety and Projects who are all about to click over 45 years of service in 2019.

Congratulations everyone, and thank you for all your hard work.



A FOND FAREWELL AFTER 48 YEARS

In December, Gary Axton specialist Commercial Systems retired after 48 years at Bell Bay. Gary started work at the smelter on Monday 7 December 1970, finishing up his last official working day on Thursday 6 December 2018—almost 48 years on the dot after his first day on the job.

Gary celebrated retirement with close colleagues at a morning tea on his anniversary, after enjoying a farewell dinner with the Brisbane-based Rio Tinto team.

Not only was Gary a valuable employee over the past 48 years, but his hard work and diligence greatly benefited Bell Bay and the wider Rio Tinto Group. In the words of some of his work colleagues, Gary's systems knowledge and experience was unmatched, he had a cool head, memory for detail and his back-catalogue of business information will be a huge loss to the business.

Many frequently relied on Gary for advice in his field of expertise, and he always reliably delivered well-thought-out advice with his thoroughness and warmth.

It has been a pleasure at Bell Bay and across Rio Tinto to work with Gary. While sad to see Gary leave, we wish him every success and happiness in retirement.



PEOPLE



Dr Vicki Gardiner - Engineering Australia, Steve Davy - Hydro Tasmania,
Lou Clark - Bell Bay Aluminium and Brett Smith - Caterpillar

DRIVING DIVERSITY IN ENGINEERING

Bell Bay has joined forces with the Tasmanian branch of Engineers Australia, Hydro Tasmania and Caterpillar to support female students considering a career in engineering through a scholarship program with the University of Tasmania.

The scholarships provide financial support and industry experience to young women in Tasmania who are entering their first year of a full-time engineering degree.

Females make up nearly 15% of Bell Bay's workforce. We recognise the significant benefit to be gained by increasing the diversity of our workforce and attracting high-quality employees across a range of roles including engineers.

Support of this scholarship provides opportunity, encouragement and goes some way to eliminating barriers to young Tasmanian women who want to participate in STEM education and engineering careers.

OUR FOCUS ON DIVERSITY AND INCLUSION

In February 2018, a number of our female team members travelled to Brisbane to attend a Pacific Aluminium 'Women in Leadership' workshop.

Our owner, Rio Tinto, recognises it needs to improve the diversity of its workforce and this is extended to its Australian and New Zealand smelting operations.

The aluminium industry is a challenging business to be in and we will only thrive by thinking differently and being more innovative. To do that, we will need a better gender balance and a more diverse and inclusive workforce. Currently 15% of Bell Bay's workforce is female so our focused initiatives for now are improving our gender diversity - it's where our largest diversity gap exists when you compare us to the communities we live in.

Increasing gender diversity is not only the right thing to do, it makes good business sense. Business management consultants McKinsey & Company studied 366 companies and found those businesses in the top quartile for gender diversity are 15% more likely to have financial returns above the average for their industry.

Bell Bay has commenced an inclusion and diversity project initially focused on increasing our gender diversity. This work is being led by site champions for diversity and inclusion, Brett Robins, crew leader, Power Supply and Lou Clark, principal advisor, Communities and Communication.



A photograph of three workers in an industrial setting. They are wearing white hard hats with red accents and dark blue work jackets with orange reflective stripes. The worker on the left is looking down at a document. The worker in the center is pointing at the document with a gloved hand. The worker on the right is also looking at the document. The background shows industrial structures and a clear sky.

HEALTH & SAFETY

Our highest priority is the health and safety of our employees, contractors, suppliers and visitors to our site. Improving our safety performance is a constant focus to ensure everyone goes home safely to their family after each shift.



2018 PERFORMANCE INDICATORS	NO	TARGET	YES
Number of recordable injuries (work-related injuries to employees or contractors)*	8	3	
All injury frequency rate	1.44	0.97	

- * 1 x knee injury
- 1 x burn to foot
- 1 x laceration to arm
- 1 x laceration to abdomen
- 1 x lacerated finger
- 1 x burns to buttock and face
- 1 x burn to finger
- 1 x impact to side of face

WHAT IS AN ALL INJURY FREQUENCY RATE?

The all injury frequency rate (AIFR) converts the number of recordable injuries into a number that enables comparison of our safety performance against previous years, as well as with other Rio Tinto operations around the world.

Rio Tinto defines a recordable injury as any work related injury that either:

- Needs treatment by a doctor, over and above general first aid
- Prevents a person from performing all of the duties of their role on their next given shift, or
- Prevents a person from returning to site on their next rostered shift.



PARTNERING WITH OUR CONTRACTORS ON SAFETY

A significant piece of work to support our contracting partners on the safety journey was rolled out in 2018 aimed at ensuring the smelter delivers safe outcomes each and every day.

Stemming from the Leading for Safety Program undertaken by leaders on site, General Manager Kevin Taylor explained the program has enabled the Bell Bay team to work with everyone in pursuit of safety improvement.

“We understand and appreciate we have a massive opportunity to better support our contracting partners by taking them on the safety journey so they too can use the same discipline and approaches to develop their respective teams,” Kevin said.

“This discipline and approach includes, for example, changing the way people prepare for work, changing how critical issues are resolved, improving usage and quality associated with risk assessment tools and ensuring capability in leader coaching to satisfy competency.

We expect our contractors to work safely at all times, use our systems and for their leadership to be accountable. We have recognised that in recent times, this work hasn’t been done in the most effective and respectful way. This is the first step to significantly change those processes and support our contracting workforce to join us on the journey.”

As part of regular routines, the Bell Bay team engage with contractor principals who will regularly attend site and interact with their own team members. This will enable the Bell Bay team and contractor principals to review their performance as leaders and as a group, and track achievements and opportunities for better safety outcomes.



Tim Grant, Dean Richardson, Jesse Alatimu, Phil Jamieson, Rob Leerson, Rodney Deacon, Craig Burrows and Tim Bowden

Bell Bay’s emergency response team finished second in surface search and rescue.

BELL BAY’S EMERGENCY RESPONSE TESTED AT ANNUAL COMPETITION

The annual Tasmanian Minerals Emergency Response Committee competition was held at the Cement Australia plant at Railton on the North West Coast in October.

The competition involved a range of emergency simulations such as search and rescue, fire management and first aid. Competing teams included Bell Bay Aluminum, Grange Resources, Bluestone, Cornwall Coal and MMG.

A sixth team was comprised of randomly selected members of other teams who had to pull together resources by borrowing from others.

Teams were given a 10 minute briefing prior to each scenario, and a chance to receive feedback afterwards. A number of adjudicators assessed the competitors while simulations unfolded.

About 50 competitors participated in the event, which was facilitated with help from about 40 volunteers. Grange Resources was named overall winner of the event while MMG placed second.

Bell Bay’s emergency response team finished second in surface search and rescue and third in the fire event.



HEALTH AND HYGIENE PERFORMANCE 2018

Bell Bay is committed to ensuring a safe and healthy work environment for our employees, contractors and visitors. With this in mind, the site's Occupational Health Centre provides a range of health and hygiene services. Health services include health promotion, health surveillance and injury management. Hygiene services include workplace monitoring and site support to reduce worker exposure to process health hazards.

In 2018 the site recorded nine first aid occupational illnesses, including blisters, musculoskeletal injuries and heat-related illnesses.

Throughout 2018, the hygiene team continued to support teams across site to understand sources of potentially hazardous exposures, and work with leaders to identify opportunities for improvement. In addition to routine monitoring programs, support was provided in the areas of overhead crane cabin air quality and contractor exposure assessments.

During 2018, 100% of paste used for ramming was pitch-free. This marked the success of trialling alternative pastes over many years, as well as a significant reduction in health risk for this workgroup.

The health surveillance program is driven by hygiene exposure assessments, with a focus on audiometric testing and spirometry. This program aims to assist with injury prevention strategies, and improve employee health at work and at home.

Injury management is also a key health program, supporting workers as they recover from any work-related injury to safely return to work. In 2018, 195 scheduled medicals were completed.

Throughout the year health campaigns and activities extended to providing information on hydration, heart health, diabetes, men's health including prostate, as well as offering skin checks to highlight the importance of early detection of sun damage. We also immunised 50% of our workforce with our free annual flu vaccination program.

As part of developing our mental health awareness, we have run training sessions for our Emergency Services teams, giving them a valuable skill set which they may be required to use during emergency response incidents. We also rolled out a voluntary mental health awareness program, made available to all employees. In 2019, we will launch our 'Peer Support' initiative, where volunteers will be selected and trained to provide support to other workers.

HPB Group continued to provide our popular wellness program to employees and contractors with individualised health assessments, health summary tracking, coaching and personalised support. Throughout 2018 HBP Group also played an active role in supporting work areas on site by conducting manual handling and ergonomic assessments and support.



Toll celebrated a milestone of 100,000 hours worked safely in their operation.

Janine Simmonds - Bell Bay Aluminium with the on-site team from Toll

TOLL CELEBRATES SAFETY MILESTONE

Toll celebrated a milestone of 100,000 hours worked safely in their operation on site at Bell Bay between 13 December 2011 and 19 June 2018.

During this period, Toll handled 40,615 containers and 212,297 tonnes of break bulk cargo. The team also overcame numerous challenges which included dealing with:

- break bulk VSI product
- break bulk t-bar
- containerised slab
- an office and crib room relocation on site
- reconfiguration of t-bar storage in the warehouse to accommodate changes in the cast house as well as transportation of multiple pieces of t-bar at a time

- the introduction of autonomously guided vehicles into Bell Bay's warehouse operations, and
- relocation of empty container storage.

Toll's shared commitment with key stakeholders to ongoing health and safety improvement underpins their core beliefs and values that all injuries are preventable and that no task is so important that it cannot be done without safety as a first priority.



TEAM MATES LOOKING OUT FOR EACH OTHER

Following the development and launch of the *Tasmanian Minerals, Manufacturing and Energy Council's Blueprint for Mental Health and Wellbeing* in 2017, Bell Bay has demonstrated its own commitment to mental health with the launch of our Peer Support Program as one of the site's signature projects.

The Peer Support Program is designed to provide real-time support for all employees by trained team members within site teams. It is not a replacement for Bell Bay's Employee Assistance Program – it is providing additional people that any employee can talk to when in need of support.

In 2018 the smelter delivered mental health awareness training to all of its 441 employees with the support of Rural Alive and Well (RAW). Following the completion of the mental health awareness training, expressions of interest were sought in late 2018 from volunteers across site to become peer supporters. Applicants were interviewed and evaluated for these roles.

An external service provider will be chosen to help deliver peer support and mental health first aid training to volunteers. This training will provide volunteers with the tools to be confident and skilled in supporting the health and wellbeing of their colleagues. Additionally the training will equip volunteers with strategies to also look after themselves.

As part of the Peer Support Program, 11 volunteers will be trained as peer supporters and another nine will be trained in mental health first aid.



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ENVIRONMENT & COMMUNITY

Bell Bay Aluminium has a long and proud history in Tasmania of supporting our community. We are committed to building enduring relationships built on mutual respect, actively working collaboratively and in partnership with our community to make a real difference in our community.



2018 PERFORMANCE INDICATORS	NO	TARGET	YES
Non-compliance with environmental permit conditions	2	0	
Number of community complaints	1	0	
Total reported greenhouse gas emissions (CO ₂ e/tAl)	4.47	4.04	
Total on site greenhouse gas emissions (tonnes CO ₂ -e per tonne aluminium produced)		1.92	1.92
Scope 2 greenhouse gas emissions using default emissions factor for state electricity grid (Tonnes CO ₂ -e per tonne aluminium produced)			2.5
Direct greenhouse gas emissions by source: GHG from process emissions GHG from natural gas GHG from other fuels and sources			92% 7% 0.5%
Total energy use (Gigajoules per tonne of aluminium produced)	73.36	72.81	
Energy efficiency (DCKWh per kilogram of aluminium produced)	14.54	14.41	
Total fluoride emissions (kilograms of fluoride per tonne of aluminium produced)	0.86	0.85	
Waste to landfill (tonnes per month)	14.1	13	
Fresh water usage (kilolitres per tonne of aluminium produced)	0.81	0.74	
AS/NZS ISO 14001 compliance		Recertification from 2004 to 2015	Certified compliant

NOTES

• Bell Bay Aluminium’s greenhouse gas (GHG) emissions are calculated using an agreed methodology approved by the Intergovernmental Panel on climate change. The methodology calculates the tonnes of carbon dioxide equivalents (CO₂-e) produced by the smelter from the consumption of fuels such as diesel, natural gas and petrol, carbon anodes, electrical energy use and the generation of perfluorocarbon (PFC) gases.

The smelter has two measures of greenhouse gas emissions: ‘on-site’ and ‘total’. On-site emissions include sources that the smelter has a direct influence over, such as fuel use, rate of carbon consumption and PFC generation. Total emissions include all on-site sources plus electrical energy use.

The site achieved an on-site GHG efficiency of 1.92tCO₂-e/tAl in 2018 which was in line with the GHG efficiency in 2017 of 1.92tCO₂-e/tAl

The smelter achieved a total GHG efficiency of 4.4tCO₂-e/tAl, compared with 3.8tCO₂-e/tAl in 2017. This result was driven by a change increase in the emission factor for consumption of electricity purchased within the Tasmanian grid.

In 2018 Bell Bay Aluminium’s total energy efficiency was 73.4 GJ/tAl which was comparable with the 2017 result of 73.9 GJ/tAl.

• Bell Bay Aluminium’s reported annual total fluoride emission efficiency in 2018 was 0.86kgF/tAl, a reduction on the 2017 result of 0.91kgF/tAl. This was driven by an improvement in the dry scrubber performance.

- Bell Bay Aluminium consumed 152,191kL of water in 2018, an efficiency of 0.81 kL/tAl, which was above the 0.74 kL/tAl internal target. The higher result can be attributed to a number of water infrastructure leaks which have since been repaired.
 - Bell Bay Aluminium continues to manage its waste arisings in a manner that avoids, where practicably possible, disposal in landfill. This strategy aims to reduce generation and take advantage of reuse, recycling and energy recovery opportunities. A total of 170 tonnes of general waste was sent to landfill during the reporting period from 1 January to 31 December 2018. While this figure was higher than reported in 2017, the data trend is a reduction in general waste to landfill.
 - Miscellaneous medical waste from the smelter’s occupational health centre was the only hazardous waste disposed of in controlled landfill during 2018. This amounted to 25 kilograms of medical waste.
- ✗ From 1 January to 31 December 2018 the smelter recorded two non-compliances to its Environment Protection Notice (EPN 7047/2).

A flow proportional sample collected from the main drain discharge point from 9am on 19 March to 9am 20 March 2018, returned a soluble fluoride concentration of 51 mg/L compared to a compliance limit of 45 mg/L.

A contributing factor to the non-compliance was a fault with the south drain pump station that meant the warning alarm system failed.

Corrective action has been taken to repair the pump station components, including the separation of the warning alarm systems from the pump circuit.

A flow proportional sample collected from the main drain discharge point in the 24 hours prior to 8:22am on 1 June 2018 returned elevated contaminants, including an ammonia concentration of 0.85 mg/L, compared to a compliance limit of 0.7 mg/L. Subsequent sampling identified that the contaminate

levels within the storm water discharge were above the relevant compliance limit.

Investigations determined contributing factors to this issue included the saturation of the wetlands treatment system and process and management of material handling. Actions taken to address the root cause of this issue included:

- taking sediment samples of vegetation and water within the wetlands to assess effectiveness, followed by the implementation of a maintenance strategy.
- a direct eco-toxicity assessment of stormwater discharge

✗ Bell Bay Aluminium received one community complaint during 2018. This was a repeat complaint from 2017 in relation to visible alumina dust during ship unloading at the wharf. This event was investigated and the community member involved provided feedback. Actions to address the issue of visible alumina dust include:

- purchasing of two new alumina grabs that are designed for unloading of fine bulk materials (effectively dustless) and,
- improvements in wind shielding and dust collection on the alumina hopper at the wharf.

The new alumina grabs arrived from Germany in late 2018 and commissioning work is underway. Both improvement projects will be completed in 2019.

Additionally, the site received a number of inquiries in relation to the impact of noise from the western side of the Tamar Estuary. In response to these inquiries and discussions with relevant stakeholders including the Environmental Protection Authority and neighbouring industry who also received the same inquiries, the smelter has begun a process of replacing narrow spectrum reversing alarms on its fleet of vehicles that operate on night shifts with broad spectrum alarms.



During this audit the site successfully transitioned to AS/NZS ISO 14001:2015

SUSTAINABLE WASTE AND EMISSIONS MANAGEMENT

Bell Bay Aluminium underwent a recertification audit of its Environmental Management System in August 2018. During this audit the site successfully transitioned to AS/NZS ISO 14001:2015. While several opportunities for improvement were noted during the audit, recertification was a significant milestone for the smelter. Improvement actions from the audit have been developed and tracked through the smelter's Health, Safety and Environment management system.

The smelter is committed to actively achieving environmental best practice through waste and emissions minimisation and by implementing effective mitigation and management strategies. This has been demonstrated over recent years with the reuse of waste materials such as spent cell lining and aluminium dross. Our commitment also prioritises resource recovery over landfill and aims to reduce generation and take advantage of reusing, recycling and energy recovery opportunities wherever possible.

Recycling

The site continued its extensive waste recycling program during 2018.

Recycled non-hazardous waste items include cardboard, paper, co-mingled waste, scrap metal and bulka bags. Hazardous materials included spent cell lining, aluminium dross, miscellaneous chemicals and waste oil.

- Cardboard – 20 tonnes
- Plastic - 2.7 tonnes
- Paper 4.3 tonnes
- Waste oil – 45,400 litres
- E-waste – 0.75 tonnes
- Light globes – 0.5 tonnes

Spent Cell Liner (SCL)

The smelter continues to recycle SCL through Cement Australia in Railton in North West Tasmania to be used as an alternative fuel in their cement kiln. The smelter sent 4,901 tonnes of SCL to Cement Australia in 2018 which exceeded new arisings by more than 1880 tonnes. This partnership allows the smelter to continue with its long-term strategy to reduce the on-site SCL stockpile over time.

Soderberg Anodes

Excavation of waste materials from a historic landfill in 2001 identified a quantity of old Soderberg anode material. This material was removed and stockpiled on-site for potential future reuse.

In 2015 a project was undertaken to clean this material to an acceptable standard so that it could be recycled within the Green Carbon anode pressing process. Approximately 150 tonnes of the material was sorted and mechanically cleaned and washed. Work continued to prepare this material for reprocessing through the Green Carbon plant during 2015.

From 2016 the Soderberg anode material has been recycled through the Green Carbon plant and incorporated into fresh anodes. As at the end of 2018, all of the excavated Soderberg material had been recycled.

Aluminium Dross

Aluminium dross is a mass of aluminium metal, aluminium oxide and impurities that form on the surface of molten aluminium as it oxidises. It is formed in the casting furnaces and is skimmed off the molten metal before the hot metal is cast into product.

The smelter produces approximately 3,600 tonnes of dross per year at a consistent rate of

300 tonnes per month. This hazardous waste was previously sold to an interstate metal recycler who recovered the metal from the dross. In 2015 the smelter engaged Inalco to build and commission a dross recycling facility on site.

Since 2015 the dross recycling plant has extracted metal from the aluminium dross material produced by the smelter and Kymera International's (formerly Ecka Granules) aluminium powder plant also based at Bell Bay.

During 2018, 2,713 tonnes of Bell Bay's dross, 69 tonnes of Kymera International's dross and 1,341 tonnes of other aluminium waste from the smelter was recycled through the plant. This resulted in the recovery of 1,590 tonnes of additional aluminium metal returned to the smelting process.

Noise Emission Monitoring

In 2018 Bell Bay Aluminium engaged a consultant to conduct noise emission monitoring, in compliance with the smelter's EPN 7047/2. Noise monitoring was conducted between 16 April to 5 May 2018 at nine locations in George Town, Beauty Point, Rowella, Bell Bay and the East Tamar. Monitoring results were found to be consistent with previous annual measurements and demonstrate that there is no indication of change in the smelter's environmental noise emission profile.



Importantly, students know that every tree they plant will have a positive impact on the future of the planet.

PRESERVING THE ENVIRONMENT WITH LOCAL SCHOOLS

With the assistance of local school students, Bell Bay Aluminium has planted more than 25,000 trees in the Launceston and Tamar Valley region over the past seven years.

Students from prep to year six from local schools Port Dalrymple, Star of the Sea and South George Town Primary School planted trees with us as part of our annual tree-planting on Thursday 13 September off Bridport Road.

Over 100 students from East Tamar, Invermay and Mowbray Heights Primary Schools joined with us, employees from the City of Launceston and Gill Basnett from Tamar Natural Resource Management to plant trees at the Rocherlea Recreation ground in the northern suburbs of Launceston.

Our annual tree planting initiative is an opportunity for students to learn about the importance of tree planting for the environment and their local community. Importantly students know that every tree they plant will have a positive impact on the future of the planet and will help to preserve the current environment in the Tamar Valley.

The smelter donates the trees which are grown by Forestry Tasmania to each planting activity. The activity is supported by City of Launceston and their employees who prepare the ground in Launceston for planting and local service clubs, the George Town Rotary Club and Lions Club of Kings Meadows who cook a barbecue for the hungry volunteers at the completion of each of the tree planting sessions.

In 2018 students planted oak, eucalypt, swamp paperbark and banksia trees.

ALUMINA UNLOAD IMPROVEMENTS

In 2017 the smelter received two community complaints relating to visible alumina emissions during separate unloads from the smelter's wharf. In 2018 we received a repeat complaint.

Sam Duncan, superintendent Environment and Analytical and Lou Clark, principal advisor Communities and Communication met with community members to discuss the smelter's measuring and monitoring of environmental impacts and ensure we proactively address their concerns.

In 2017 a series of improvements were made including:

- refining wind speed alarm controls
- fitting a camera at the wharf to give real time feedback during a ship unload to process controllers
- installation of continuous particulate monitors at three locations to assess potential impacts.

The smelter has purchased two new alumina grabs designed for unloading of fine bulk materials. The grabs arrived from Germany in late 2018 and commissioning work is underway.





ORCHESTRAL TREAT FOR GEORGE TOWN

The Tasmanian Symphony Orchestra (TSO) returned to George Town on Friday 23 March 2018 to perform a concert entitled *Mozart's Magic Flute* for 300 students from local schools Port Dalrymple and South George Town.

The concert was part of the TSO's state-wide education program supported by Bell Bay Aluminium as part of a longstanding partnership to enable local school students in George Town to experience the world of classical music.

In the lead up to the concert, both schools were encouraged to undertake a science fair style competition using the *Mozart Effect* as inspiration. The results were displayed on posters prior to the concert for judging by Bell Bay's principal advisor, Communities and Communication, Lou Clark.

Both schools were encouraged to undertake a science fair style competition using the *Mozart Effect* as inspiration.

SHOWCASING GEORGE TOWN'S BUSINESS EXCELLENCE

The George Town business community was shining bright at the *2018 George Town Chamber of Commerce Business Excellence Awards*.

Co-presented by Bell Bay Aluminium and South32 TEMCO, the awards showcased and celebrated the diversity of business in the George Town municipality.

Bell Bay has a long and proud history of supporting the Tasmanian community. It has proudly partnered with the George Town Chamber of Commerce as a presenting partner since the awards were established more than six years ago.

In 2018 the smelter partnered with neighbours South32 TEMCO for the first time to co-sponsor the awards. The partnership further cements Bell Bay's commitment and desire to work collaboratively with other businesses in the region, with an aligned goal to benefit the local community.

Winners were announced at an after-work function in George Town. Bell Bay's General Manager Kevin Taylor presented the *Entrepreneur of the Year* award to deserving recipient Greta John, owner and founder of unique local start-up Craft My Life.



Kevin Taylor - Bell Bay Aluminium and Greta John - Craft My Life



Bell Bay's support for the prize includes the \$3,000 *Bell Bay Aluminium People's Choice Award*.

Winner of Bell Bay Aluminium Peoples Choice Award Anna Van Stralen

RE-LAUNCH OF WOMEN'S ART PRIZE

The *Women's Art Prize Tasmania* is the state's only female art prize. Formally the *Material Girl Art Award* which the smelter had sponsored for 16 years, the re-launched art prize aims to inspire, facilitate and celebrate the development of professional and emerging female artists in Tasmania.

The art prize was re-launched in 2018 off the back of local and international research that recognises there is an imbalance of gender representation within the arts sector – particularly in art awards and competitions.

On Tuesday 16 October the art prize was officially launched by Her Excellency, Professor, the Honourable Kate Warner A.C. Governor of Tasmania, at the Academy Gallery, Inveresk in Launceston.

Bell Bay's support for the prize also includes the \$3,000 *Bell Bay Aluminium People's Choice Award*.

Paul Murphy is an emerging Tasmanian based artist, currently specialising in interpretive sculpture.

ART IN ALUMINIUM

Paul Murphy is an emerging Tasmanian-based artist, currently specialising in interpretive sculpture. With a background in architecture, Paul is particularly interested in the relationship we have with the built environment and the natural environment.

Paul approached the smelter in 2017 for sponsorship after he was invited to exhibit the next stage of his work 'Traces' at the 2018 *Lorne Sculpture Biennale* in Victoria. 'Traces' began as a site-specific work inspired and influenced by Lake Pedder in Tasmania.

Thanks to assistance from Janine Simmonds, specialist scheduler in Metal Products, we were able to provide Paul with 60 kilograms of alloyed aluminium ingot to produce the sculpture. Paul cast the aluminium in three segments. He then welded the segments together as the piece was so large and he had to develop a way to make the work hollow.

In March 2018 Paul's work, a 2.4 meter aluminium sculpture cast, was exhibited along the foreshore in Lorne Victoria where the Great Otway National Park meets the ocean.

Bell Bay subsequently provided Paul with additional alloyed aluminium ingot to produce his sculpture, 'Impression V', for the Bakhap Award for Sculpture, named after Thomas Bakhap, a man who had links with the Chinese community in Tasmania's north east. In May 2018 Paul's sculpture was announced as the winner of this award and is now in situ at Bridestowe Lavendar Estate.



Photo Credit: Aaron Claringbold



BELL BAY TIPS HAT TO NEWEST STEM CHAMPS

The 2018 F1 in Schools™ STEM Challenge National Final, Australia's biggest science, technology, engineering and maths competition, was run and won in Launceston by a group of students from Adelaide who went on to represent Australia at the F1 in Schools™ World Finals in Singapore in September 2018.

As a major financial and in-kind supporter for the past decade, Bell Bay Aluminium was instrumental in securing the national final for Tasmania for the first time.

Run in Australia by Re-Engineering Australia Foundation, the challenge inspires students to learn

about engineering, physics, aerodynamics, design, manufacture, marketing and branding, sponsorship, collaboration, leadership and teamwork and apply what they have learned in a practical, imaginative, competitive and exciting way.

Five Tasmanian teams were entered in the finals which featured Australia's "best of the best" in this competition. The all-girl team from Launceston's Queechy High School, 'Golden Diversity', won the event in 2017 in Adelaide and were on hand to congratulate new champions, "Horizon", who used space-age technology to design, make and race a miniature 80KPH F1 car.



SCHOOLS RACE FOR F1 CHAMPION TITLE

Teams from around Tasmania competed in Launceston on Tuesday 27 November in the 2018 F1 in Schools™ Technology Challenge Tasmanian Final.

The technology challenge is the world's largest and most technically complex science, technology, engineering and maths (STEM) competition.

In partnership with Bell Bay Aluminium, Re-Engineering Australia established this innovative program in Tasmania in 2007 as a way of introducing students to the world of STEM.

In 2018, TasNetworks joined the partnership to collaborate and establish a hub school in Hobart and co-present the Tasmanian Final with Bell Bay.

Teams of between three to five students from Years 6 to 12 use real-world three dimensional computer-aided design and computer-aided manufacturing technologies to design, test, manufacture and race miniature CO₂-powered balsa wood F1 cars. Using the same technology as currently used by the real F1 teams and vehicle manufacturers, the gas-powered cars are capable of speeds exceeding 80 kilometers per hour and can cover the track in less than 1.5 seconds.

This global competition is not just about fast cars. F1 in Schools™ is a holistic action learning program which focuses on developing long-term employability skills.

"This challenge goes beyond the required engineering prowess. Students have honed their skills in areas such as leadership, team building, project management, public speaking, marketing and collaboration," Lou Clark, principal advisor Communities and Communication, said.

Teams were assessed against set criteria by judges from Bell Bay Aluminium, TasNetworks, The Action Learning Institute and the University of Tasmania's Peter Underwood Centre.

Bell Bay's Jimmy Burton, Lance Pfeffer, Elizabeth Russell, Karen McCaffery, David Allen, Craig Brown and Nathan Clark, a 2011 F1 in Schools World Champion himself, participated as judges at this year's event.

Queechy High School's 'Celetas' took out the Development Class Championship. 'Cataflow', also from Queechy High School were crowned Professional Champions.

Using the same technology as currently used by the real F1 teams.



MONKEY BAA WORKSHOPS IN GEORGE TOWN

Well known theatre company, Monkey Baa, conducted 'Josephine Wants to Dance' workshops at the three schools in George Town on Monday 28 May. Based on the book by well-known Australian author Jackie French and illustrator Bruce Whatley, 'Josephine Wants to Dance' is a story about dreams, believing in yourself... and a dancing kangaroo.

The touring artist delivering the workshops was Sandra Eldridge. Sandie is a creative director and founding member of Monkey Baa Theatre Company and is one of the three visionary artists who created the company in 1997 and has been instrumental in developing Monkey Baa's national reputation of excellence.

Bell Bay was delighted to support the workshops as part of our Kids Accessing Theatre Partnership with Theatre North in Launceston. Students who participated in the workshops also attended Monkey Baa's performance in Launceston.

'Josephine Wants to Dance' is a story about dreams, believing in yourself... and a dancing kangaroo.

GRANTS BENEFIT LOCAL COMMUNITIES

In 2018 more than \$23,000 flowed to community organisations across Northern Tasmania from Bell Bay Aluminium's annual community grants program.

Projects selected by a group of employees to receive the 2018 community grants included uniforms and equipment for the Beaconsfield Mini League, assistance to purchase nipper boards for the Burnie Surf Life Saving Club, Tamar Natural Resource Management's biological monitoring for a citizen science project, personal protection packs for volunteer crew members at Tamar Sea Rescue and the George Town community's Bush Kinder and Wombat Walk Rejuvenation project.

Organisations that received community grants included:

- Launceston Legacy Inc
- Newstead Athletics
- Tamar Sea Rescue Services
- Burnie Surf Lifesaving Club Inc
- Veterans & Community Wood Centre Inc
- Hub4Health (St Helens)
- Port Sorell Surf Lifesaving Club
- George Town Community Hub
- Tamar Natural Resource Management
- Beaconsfield Mini League
- Northern Tasmania Table Tennis Association.

These grants enable organisations to purchase much-needed equipment or deliver specific support programs to the Tasmanian community.

The successful organisations received grants ranging from \$1,500 to \$2,000 at a morning tea and presentation in George Town in December.

The successful organisations received grants ranging from \$1,500 to \$2,000.





Tim Freeman, Mark Kolodziej, Carol Firth and Kevin Taylor

SMELTER SPONSORS MANUFACTURING AWARD

The *Launceston Chamber of Commerce Business Excellence Awards* revealed the best of the best in Northern Tasmanian businesses in October at their annual gala dinner at the Hotel Grand Chancellor.

These awards recognise outstanding business excellence demonstrated through an exhaustive process of nomination, progression through to finalist and ultimately to be judged as a winner.

Bell Bay Aluminium sponsors the Chamber's manufacturing award and in 2018 committed to a three-year sponsorship of this award. General Manager Kevin Taylor presented the 2018 manufacturing award to the managing director, Mark Kolodziej, Kolmark.

Based in Westbury, Kolmark Pty Ltd is Tasmanian owned. Their core business is specialised piping, industrial stainless steel, tank fabrication and mechanical projects. Kolmark Pty Ltd also won the *Business of the Year Award* – a true reflection of their outstanding business.

Kolmark Pty Ltd also won the *Business of the Year Award*.

PARTNERSHIP PROVIDES PLATFORM FOR TOURISM FUTURE

The George Town Mountain Bike Trail project is aimed at capturing the growing market of mountain bike trail enthusiasts who live in Tasmania as well as visitors to the state.

The trail network involves approximately 100 kilometers of trail alignments, covering a broad range of different trail experiences suited to the full range of rider abilities. The smelter owns a significant portion of the land (35.5 kilometers) required to develop the trails. Importantly, that land provides connectivity between the two main trail areas at George Town's Mount George and the Tipogoree Hills Conservation Area.

As a key stakeholder in the community and the project itself, Bell Bay has liaised with the George Town Council and other key stakeholders throughout the development of this project. The smelter also contributed financially to the development of the initial concept plan for the trails.

As part of that engagement, Sam Duncan, superintendent, Environment and Analytical and Lou Clark, principal advisor Communities and Communication have represented Bell Bay Aluminium on the George Town Mountain Bike Trail Reference Group since its establishment by Council in early 2018.

Note: In March 2019 the George Town Council received federal funding of \$4.4 million for this project.

The trail network involves approximately 100 kilometers of trail alignments.



COMMUNITY SUPPORT AND INVESTMENT

As well as buying locally where possible, Bell Bay also contribute to the Tasmanian community by providing financial and in kind support for initiatives that demonstrate a strong commitment to:

- sustainable development principles
- educational excellence, particularly in the fields of science, technology, engineering and maths
- building community capacity
- health and wellbeing
- arts and cultural diversity.

In 2018 we were proud to support:

- F1 in Schools™ STEM Challenge program
- Theatre North's Kids Accessing Theatre program
- Tasmanian Symphony Orchestra Mini TSO in George Town
- Governor's Environmental Scholarship
- UTAS Electronics and Computer Systems Prize
- Tasmanian Science Talent Search Awards
- UTAS Science Investigation Awards
- George Town Chamber of Commerce Business Excellence Awards
- Launceston Chamber of Commerce Business Excellence Awards
- Bell Bay Aluminium Junior Tennis Championships
- South Launceston Athletics Club
- Lilydale Pony Club
- George Town RSL sub-branch Anzac Day
- end-of-year school prizes
- annual tree planting days at George Town and Launceston with students from local schools and the Rotary Clubs of George Town and Kings Meadows.

- QVMAG's National Science Week
- Tasmanian Women in Resources Awards
- development of the concept plan for the George Town Mountain Bike Project
- paid leave for employee involvement in community initiatives such as F1 In Schools™ judging
- donations of surplus equipment including computers, batteries and office furniture to community organisations
- employee participation in health and wellbeing initiatives such as the Launceston Ten, Sally's Ride, White Lion and Police Charity Trust Golf Day and Launceston Aquatic membership.

With landholdings of approximately 2,000 hectares, the smelter is a significant private landowner in the Tamar Valley. While less than ten percent of the landholding is required for the smelter's operation, a large proportion of the landholding provides an environmental buffer zone. The remainder of the land and associated facilities are used by a range of community groups under lease at a minimal rent including:

- George Town Golf Club
- George Town Black Powder and Pistol
- Launceston Junior Motorcycle Club.

Bell Bay-owned Lauriston Park on the East Tamar Highway is provided and maintained by the smelter as a private recreational area for community use.

As well as buying locally where possible, we also contribute to the Tasmanian community through community partnerships and investment.



SUCCESS THROUGH COLLABORATION

The Bell Bay Advanced Manufacturing Zone (BBAMZ) is a story about forward-thinking leaders from all levels of industry, government and community, collaborating to secure a prosperous future for the George Town and Tamar Valley region.

Bell Bay is Tasmania's premier centre of manufacturing – exporting 59 per cent of Tasmania's manufactured goods. Occupying 2,500 hectares, it is Tasmania's largest industrial zone. Situated at the port of Bell Bay on the eastern shore of the mouth of the Tamar River, in northern Tasmania, it lies just south of George Town, 50 kilometres north of Tasmania's second-largest city, Launceston.

The BBAMZ subcommittee was established in 2015 and is currently chaired by Leigh Darcy, principal advisor Energy and Power Supply for Bell Bay Aluminium. It evolved out of the smelter's community consultative committee which had identified the need for an industry, rather than community-based group, to support economic growth and diversification in the George Town region.

BBAMZ brings like-minded businesses together who all want to see the Bell Bay zone prosper and grow. Members benefit by being part of a collective and collaborative group that also has direct engagement with local, state and federal government as well as community.

The wider community also benefits from the establishment of this organisation. When businesses are engaged and all are contributing to attracting new businesses to the area, the community is more confident.

In 2017 Susie Bower was employed as the project officer for BBAMZ. This part-time position is funded by member businesses, George Town Council and the Tasmanian Government with Regional Development Australia providing in-kind support.

Since 2017 BBAMZ has been instrumental in establishing a group training organisation in George Town, co-ordinating a Commonwealth-funded employment trial for long-term unemployed, as well as planning for a future jobs fair in the region. It has also developed a comprehensive brand strategy for businesses to market the manufacturing zone and contribute to the community.

Since establishment of the subcommittee BBAMZ members have reported a joint increase of 67 fulltime equivalent positions within their businesses.

The project is led by:

BELL BAY ALUMINIUM
SOUTH32 TEMCO
TIMBERLINK
FORICO
KEMPE ENGINEERING
CPT ENGINEERING
CAD PROJECT ENGINEERING
CONFAB ENGINEERING
ABRASIVE BLASTING & COATING
TASMANIAN ELECTRICAL SERVICES
TEMROL TECHNOLOGIES
EAST TAMAR MAINTENANCE
KYMERA INTERNATIONAL (ECKA GRANULES)
GLB CONSTRUCTION
TASPORTS
HARCOURTS EAST TAMAR
GEORGE TOWN COUNCIL
TASMANIAN GOVERNMENT
REGIONAL DEVELOPMENT AUSTRALIA











BELL BAY ALUMINIUM

Part of the Rio Tinto Group

RioTinto

PO Box 290, George Town
TAS 7253 Australia

T: +61 (3) 6382 5111

bellbaycommunityrelations@pacificaluminium.com.au

www.bellbayaluminium.com.au

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