



BELL BAY ALUMINIUM

PACIFIC ALUMINIUM

**TAKE A LOOK AT**

**THE BIG PICTURE.**

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2013 **SUSTAINABLE DEVELOPMENT** REPORT

## ABOUT **PACIFIC ALUMINIUM**

Pacific Aluminium's assets include smelter operations in Australia and New Zealand.

- Bell Bay Aluminium
- Boyne Smelters Limited in Queensland
- Gladstone Power Station in Queensland
- Tomago Aluminium in New South Wales
- New Zealand Aluminium Smelters Limited in New Zealand

The success of Pacific Aluminium is founded on our deep commitment to safety and operational excellence.

We pride ourselves on producing quality aluminium products, created by the best people in the industry.

Pacific Aluminium is also committed to operating sustainably, and our people are actively involved in the local communities in which we operate.

## **FRONT COVER**

Daniel Potter, in front of a poster of his mother, Rachael Potter at the Big Picture Tasmania campaign launch, 20 November, 2013.

*Our success is founded on our deep commitment to safety and operational excellence.*


## ABOUT **BELL BAY ALUMINIUM**

Located just south of George Town at the mouth of the Tamar River, the smelter produces around 189,000 tons of aluminium per annum. Our main metal products are ingot, block and T-bar.

Bell Bay Aluminium directly and indirectly employs more than a thousand Tasmanians and contributes \$690M per annum to Tasmania's Gross State Product.

Bell Bay was the first aluminium smelter built in the Southern Hemisphere, commencing production in 1955 as a joint venture between the Commonwealth and Tasmanian Governments.





*...we believe it is important  
that the Tasmanian  
community understand  
how we operate...*

## **BELL BAY ALUMINIUM AND SUSTAINABLE DEVELOPMENT**

With a commitment to continuous improvement, sustainable development is integrated into all aspects of our business, including our record of protecting people from harm, actively engaging with our communities and our ability to demonstrate sound environmental management practices and stewardship of our natural resources.

Our sustainable development report is produced annually. We produce and publish this report primarily for the Tasmanian community and interested stakeholders. We aim to make the report as transparent as possible as we believe it is important that the Tasmanian community understand how we operate and the challenges we face.

The 2013 Sustainable Development Report will be available on line at [www.bellbayaluminium.com.au](http://www.bellbayaluminium.com.au)



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# BELL BAY ALUMINIUM

PACIFIC ALUMINIUM

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THE BIG PICTURE.**

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## OUR COMMITMENT

WORKPLACE,  
ENVIRONMENT  
& COMMUNITY





## OUR COMMITMENT

# FROM THE GENERAL MANAGER

### Welcome and thank you for your interest in Bell Bay Aluminium's economic and social contribution to Tasmania in 2013.

Bell Bay Aluminium, in its various guises has been producing aluminium in Tasmania for 58 years. This has been no mean feat, particularly given the unprecedented upheaval and restructure that has taken place in the global aluminium industry in the last five years.

The Bell Bay aluminium smelter has largely been superseded by more modern and larger scale operations around the world. Nevertheless, the combination of our great people and our on-site technology has contributed to the smelter's continuing path to viability, albeit marginal given the current depressed pricing of aluminium in the world market.

The continuation of our track record of zero occupational illness for the third consecutive year is an outstanding result. Our safety results did not match 2012's record however, we still managed to finish the year with our second lowest number of recordable injuries<sup>1</sup>. Environmental performance continues to improve as we met or bettered most of our targets. We are a site nearing 60 years of operation and are typical of a facility of this age. So we are extremely proud of the inroads we have made to recycle and reduce our

hazardous waste to storage. In 2013, we focussed on reducing stockpiles of carbon and magnetic waste on site as well as recycling over 4,000 tonnes of spent cell liner at Railton Cement.

Our Health, Safety and Environmental performance continues to be a key determinant in the Bell Bay team's overall performance. A strong improvement focus remains as we do all we can to move to a workplace of zero harm.

Despite the impact of record low aluminium prices on our revenue in 2013, the record tonnes produced from a constant block of power helped bolster our financial performance.

Bell Bay Aluminium continues to be a significant contributor to the Tasmanian economy. We are a business bringing foreign currency to the State via the sale of metal, predominantly throughout Asia. This currency is converted into salaries and payments to suppliers and contractors, which in turn flow through to the Tasmanian community. Last year Bell Bay Aluminium paid \$49M in total salaries and spent \$247M with 326 Tasmanian businesses.

<sup>1</sup> Any work related injury that either needs treatment by a doctor over and above general first aid, prevents a person from performing all of their duties in their role on their next given shift or prevents a person from returning to site on their next rostered shift

## OUR COMMITMENT

Our continuing efforts to control our costs, also saw a limited international container service return to the Bell Bay Port in early 2013. With the establishment of the Swire Service we are able to freight almost half of our containers direct to Asia. A number of other Tasmanian businesses have been able to make use of this service for direct international imports and exports.

Our community contribution extends purely beyond the financial. We have actively participated in forums and taskforces, applying our intellect, business acumen and skills for the betterment of the Tasmanian economy. In many cases we did this as Bell Bay Aluminium representatives and in other cases in partnership with Nyrstar, Grange Resources and Norske Skog as a part of the Big Picture Tasmania consortium.

In 2013, we bought some closure to a little piece of the smelter's history. Since the early 1970s the smelter has owned and operated 'The Lodge' in George Town. Located on the Tamar River, 'The Lodge' provided off site accommodation for visitors to the smelter and hosted many employee and Christmas functions. In recent years it has been used as an off-site training and meeting facility.



With our focus firmly on the viability of our operation and producing quality aluminium safely, we made a decision in early 2013 to sell this iconic property. We were delighted that the property was bought by local George Town people who continue to operate 'The Lodge' as accommodation and a function centre.

I trust that you will find this report helpful to better understand our journey over the last 12-18 months as we continue to strive to be sustainable and contribute to Tasmania's future economic prosperity.

Ray Mostogl  
General Manager - Operations







BELL BAY ALUMINIUM

PACIFIC ALUMINIUM

OUR **PURPOSE**  
PROUDLY TASMANIAN,  
**PROFITABLE**





## OUR PURPOSE

### PROSPERITY

**Our goal is to operate a profitable and viable business that produces quality aluminium products and provides a secure future for our employees and their families, our owners and the Tasmanian community.**

Directly and indirectly, we employ over 1,000 Tasmanians. Independent studies have demonstrated our contribution to Gross State Product is \$690 million per annum. In 2013, we injected \$247 million into the local economy purchasing goods and services from 326 local suppliers.

Performance Indicator	2011	2012	2013
Saleable metal produced (total tonnes)	182,241	187,158	189,423
Hot metal production	180,979	185,206	186,835
Sale of value added	90.9%	88.5%	85.8%
Capital investment	\$40.8 million	\$31.4 million	\$26.5 million
Total salaries paid	\$53.4 million	\$52.7 million	\$49.1 million
Government taxes and charges paid	\$4.5 million	\$4.6 million	\$4.4 million
Amount spent purchasing goods and services from Tasmanian suppliers	\$216 million	\$224 million	\$247 million
Number of Tasmanian suppliers	399	293	326



## OUR PURPOSE

# TAKE A LOOK AT THE BIG PICTURE

In November 2013, Tasmanian industries; Bell Bay Aluminium, Nyrstar, Norske Skog and Grange Resources, united to share stories of pride, innovation, a long history of providing jobs, buoying the Tasmanian economy and taking a whole lot of hard work to local and international markets.

The four companies and our employees wanted to highlight the significance of our operations. One of the aims of the campaign is to show people what we do and how much we contribute to the Tasmanian economy and our local communities. Many people don't see what goes on quietly behind the scenes to drive State productivity and local success. As part of the campaign we asked Tasmanians to "take a look at the big picture" and the role major industry plays in the state.

Collectively, Bell Bay Aluminium, Nyrstar, Norske Skog and Grange Resources are worth more than \$2 billion to the State's economy and account for more than 50% of the State's energy consumption. Our operations employ thousands of Tasmanians and support local suppliers, contractors and small businesses. We are responsible for half of Tasmania's exports by value.

Our industries have been part of the Tasmanian economic framework for many decades. Most of us came to Tasmania in an age when Hydro power was used as a strategic tool to attract new business and support economic development. Our industries add value with downstream processing, and jointly form a solid base for the State to leverage off to attract new business opportunities.

At The Big Picture launch in Hobart in November, Bell Bay Aluminium's General Manager Ray Mostogl said much of the impetus for the campaign came from employees. "Some of our workers worry that it seems to be easier to close a business in Tasmania than keep one going," he said.





OUR PURPOSE



I HELP MAKE PLANES.

TAKE A LOOK AT  
THE BIG PICTURE.  
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Hi, I'm Rachael. I'm a crane driver at Bell Bay Aluminium. I help to make aluminium cans, wheels, engine blocks, even planes! Big industries like ours are important to Tasmania. They employ a lot of people, use a lot of local contractors and suppliers and put a lot back in to the community.

For more information and surprising facts take a look at this website: [bigpicturetas.com.au](http://bigpicturetas.com.au)

Or visit us on Facebook: [facebook.com/BigPictureTas](https://facebook.com/BigPictureTas)



TAKE A LOOK AT

THE BIG PICTURE.

AND SPREAD  
THE WORD



[bigpicturetas.com.au](http://bigpicturetas.com.au)

*...we use state-of-the-art technology and are some of the most efficient producers in the world.*



TAKE A LOOK AT  
THE BIG PICTURE.  
[bigpicturetas.com.au](http://bigpicturetas.com.au)

You may know these people, or you may know someone that knows them. They are proud to work for some of Tasmania's largest employers, producing products that may surprise you. Big industries are important to Tasmania. They employ a lot of people, use a lot of local contractors and suppliers, and put a lot back in to the community.

Take a look at the big picture. Visit this website for more: [bigpicturetas.com.au](http://bigpicturetas.com.au)

Or visit us on Facebook: [facebook.com/BigPictureTas](https://facebook.com/BigPictureTas)



"There seems to be an acceptance that these industries are old. In fact we use state-of-the-art technology and are some of the most efficient producers in the world."

Great passion and deep pride is acknowledged by employees in The Big Picture campaign. The first stage of the campaign included a series of print advertisements, bus backs and television commercials showcasing employee stories and their work. Rachael Potter, Crane Driver at Bell Bay Aluminium who is the third generation of her family to work at the plant, is the face of Bell Bay Aluminium's television commercial. Derik Scher, Process Controller in Potrooms who has worked at the smelter for over 25 years features on a bus back and in posters.

The campaign will continue to run throughout 2014. We invite you to visit the website or show your support by liking our Facebook page.



## BUSINESS ACTION LEARNING TASMANIA

**Bell Bay Aluminium has been an active participant and leader in the Business Action Learning Tasmania (BALT) program since 2010. The program is a collaboration between local industries, Skills Tasmania, and the Department of Economic Development, Tourism and the Arts and is based on the Lean Action Learning process. The program promotes collaboration between companies across industry sectors to advance the performance of industry in the State and raise the skills of the Tasmanian workforce.**

Five companies participated in the 2013 program; Bell Bay Aluminium, CPT Engineering, TasFab Laser Services, Kempe Engineering George Town and ACL Bearing Company.

That the BALT program enables participants to achieve a nationally recognised qualification entirely by action learning is possibly unique in the world. The six 2013 program participants achieved a Certificate IV in Competitive Systems and Practices.

### KEMPE ENGINEERING GEORGE TOWN BALT PROJECT

This project focused on reducing annual refurbishment costs for Bell Bay Aluminium's pot shells. The imperative with this project, was to reduce repair costs below the price of importing a new shell from China. The project team identified and implemented improvements to the de-lining process at Bell Bay, and improved work flow at Kempe Engineering. But the most significant saving related to the cathode tails that conduct electricity into the pot shell. The cathode tails were cut off and discarded as part of the de-lining process. The project team discovered that the discarded tails were being replaced by new tails from China. The project team identified an opportunity to recycle the old tails and after further investigation Kempe Engineering set up their business in order to recycle the tails. This achieved a \$100,000 per annum saving for Bell Bay Aluminium and \$150,000 worth of additional annual business for Kempe Engineering.



#### IMAGES FROM TOP

BALT program participants receiving their certificates.  
L-R : Brian Lockhart – BBA, Ian Hutchison – BBA, Leigh Edgerton – CPT Engineering, Duane Bird – Tas-Fab Laser Services, Ian Harris – ACL Bearing Company, Bill Woodworth (Facilitator) – BBA  
Absent: Nick Williams – Kempe Engineering George Town

Pot Shell Repair at Kempe Engineering, George Town

Examples of pot shell 'tails' previously discarded and now recycled at Kempe Engineering, George Town

## OUR PURPOSE

# EXPORT SHIP FOR SMELTER

**In February 2013, Bell Bay Aluminium announced an agreement with Swire Shipping for the provision of a direct, multi-purpose, international, ocean freight service between Asian ports and Bell Bay port. The six weekly service provides the smelter with vessels capable of carrying both breakbulk and containers from Bell Bay port to various locations in Asia.**

Following the withdrawal of the international container service in May 2011, Bell Bay Aluminium's containers had been routed via Melbourne before being shipped internationally. The loss of an international containerised shipping service direct from Bell Bay resulted in significant increases in costs, impacting on the smelter's viability.

In October 2012, Bell Bay Aluminium tendered for both breakbulk and container shipping services from Bell Bay port. The offer presented by Swire Shipping included the restoration of a direct, multi-purpose shipping service between Bell Bay and Asian ports, including Singapore.

The service has provided a short-term solution to the smelter's freight situation while allowing time for a longer-term solution for all Tasmanian exporters to be developed.

The Swire Shipping service accounts for almost half of Bell Bay Aluminium's containers, with the remaining containers still being shipped via Melbourne.

### IMAGES FROM TOP

Ray Mostogl, General Manager, Bell Bay Aluminium & Steve Clark, Country Manager – CNCo Australia, Swire Shipping

Media announcement, from left to right, Roger Broomhall, George Town Mayor, Peter Gutwein MP, Bob Gozzi, Tasmanian Exporters Group, Minister David O'Bryne, Steve Clark, Swire Shipping, Ray Mostogl, Bell Bay Aluminium, Geoff Lyons MP

Media announcement – Bell Bay Aluminium







BELL BAY ALUMINIUM

PACIFIC **ALUMINIUM**

# OUR **OPERATION**

RESOURCEFUL, RESILIENT  
AND **DETERMINED**

**TAKE A LOOK AT**

**THE BIG PICTURE.**

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**PEOPLE**

After achieving our safest year on record in 2012, our safety performance was not sustained in 2013 with 5 recordable injuries against a target of 3. Our health performance continued to exceed expectation with zero occupational disease recorded.

Performance Indicator	2012 actual	2013 target	2013 actual	Target met	2014 target	Notes
Number of recordable injuries	1	3	5	X	3	Work-related injuries to employees/contractors including strains, burns and leg injuries.
All injury frequency rate (AIFR)	0.18	0.61	0.96	X	0.6	
New cases of occupational disease	0	1	0	✓	0	
Number of employees (FTE)	485	491.8	468	✓	433.3	As at end 2013
Percentage of female employees	10.4%	11%	10.6%	X	11%	As at end 2013
New graduates	3	0	0	✓	0	As at end 2013
New first year apprentices	3	2	2	✓	2	
Total apprentices	16	13	12	X	12	
Total contractors (FTE)	83	73	71.2	✓	68	As at end 2013. Note, contractors reported as full-time equivalent but typically around 60 contractors are working at Bell Bay on any day.
Staff turnover	8.2%	7%	4.6%	✓	7%	

**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 Pacific Aluminium operations in Australia and New Zealand.

Pacific Aluminium 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

**What is occupational disease?**

An occupational disease is defined as an illness or disease that results from workplace exposure and lasts more than one shift.



## OUR OPERATION

### HEALTH PERFORMANCE

The continuation of zero occupational disease recorded for the third successive year was an outstanding result. Our continued focus on early medical intervention into injury and illness has helped ensure our workers come to work fit and healthy. Additionally, our rehabilitation case load reduced considerably from 12 cases at the beginning of 2013 to 8 cases by the end of 2013.

### FLU VACCINATIONS

In 2013, rather than requiring all employees to visit the Site's Medical Centre, we took the flu vaccination program to specific work areas on site. With improved service provision, this strategy resulted in an increase in the general uptake of employees, a record number of first timers being vaccinated and fewer experiencing significant respiratory illness. The program's objectives are to help prevent occupational asthma and to reduce absence and illness severity during the winter months. Heather Jensen, Occupational Health Adviser attended tool box meetings armed with information, flyers and posters in order to improve perceptions of the benefits of flu vaccinations and answer any questions or concerns employees may have had. Almost 40% of our work force was vaccinated in 2013.



### SAFETY - RACT HEADLIGHT CHECKS

In July, Bell Bay Aluminium's Site Vehicle Safety Sub Committee assisted RACT technicians to conduct vehicle headlight checks at Bell Bay. Over 70 employee, contractor and department vehicles, including a prime mover, took advantage of the RACT service offered. The data collected highlighted how important it is to ensure your vehicle's headlights work correctly.

Site Vehicle Safety Sub Committee members helped clean headlights and chatted with drivers while patiently waiting for the technicians to check over their vehicle. The RACT did a very thorough job and were able to resolve a number of issues for drivers.

- 70 vehicles were checked
- 21 vehicles required RACT technicians to adjust the alignment of the headlights
- 8 vehicles had loose or incorrectly fitted bulbs—all were fixed
- 10 vehicles had opaque lens covers or lens glass which affected the quality of light for road usage—drivers received advice on polishing headlights
- 4 vehicles had a light/lens that the technicians recommended replacing
- 2 vehicles had a fog/driving light which had popped out of its socket
- 1 vehicle had a windscreen rubber issue that was fixed by the RACT Auto Glass technician
- RACT provided patch kits to drivers whose vehicles had small windscreen chips

SAFER VEHICLES SAVE LIVES.



## REDUCING THE RISK OF WORK RELATED INJURY

**Collection and return of VDC4 lifting chains with the crane required operators in Metal Products to manually lift the eye and chain off a shadow board. Alternatively they needed to bend and reach into a bin and lift the eye and chain out and then carry and place it onto a crane hook. Often these chains are very heavy. At worst a 50kg eye and chain had to be lifted off a shadow board hook requiring a two-person lift.**

Due to heavy lifting, the awkward position and close proximity to the crane hook, there was potential for hand injuries and back strain.

A new storage rack for the lifting chains at VDC4 in Metal Products was purpose built. This has improved the way the various size chains are stored and then placed on the crane hook. The crane hook now engages the oblong link when a particular lifting chain is required for use. When the chain is returned from use, the crane hook is then used to place the lifting chain back in the storage rack by disengaging the oblong link. No hand contact is required with the hook or lifting chain.

Bell Bay Aluminium's Tim Clark, Specialist Engineer, and Eric Collins, Electrical Processing Engineer, in collaboration with Eric Lawson from Fine Line Drafting were instrumental in developing this concept..

After successfully trialling the initial concept with assistance from crane driver Tony Parker, a complete storage rack was fabricated and installed.

After the installation of the new storage rack, commissioning trials were performed with the assistance of Tom Farrell, Process Operator and Dave Fraser, Process Controller.

This task is now HANDS FREE and performed safely.

This is an excellent safety improvement to eliminate the manual handling of chains. The design has already shown great transferability and has been introduced to other areas on site.



## WORKSAFE TASMANIA AWARDS

WorkSafe Tasmania Awards recognise Tasmanian businesses, organisations or individuals who are leading the way in work health and safety. In 2013, Bell Bay Aluminium submitted entries in the following Award categories:

- Best Solution to an Identified Workplace Health and Safety Issue
- Best Injury Management and Return to Work Program

We received Participation certificates for entries in the Best Solution to an Identified Workplace Health and Safety Issue. Bell Bay Aluminium was a finalist in the Best Injury Management and Return to Work Program.

Bell Bay Aluminium sponsored the 2013 Worksafe Tasmania Awards Presentation Lunches in Launceston and Hobart.

General Manager, Ray Mostogl addressed the Hobart presentation lunch on the importance of health and safety in the workplace.



WorkCover Tasmania's board member Dr Rob Walters with 2013 Worksafe Awards finalists from Veolia Environmental Services and VEC Civil Engineering and Bell Bay Aluminium's Louise Burt (far right), Hygiene and Health specialist.

## ALIGNING SAFETY WITH BUSINESS PERFORMANCE

Bell Bay Aluminium was a sponsor of the finalists' lunches at the 2013 WorkSafe Awards. *Workplace Issues*, published quarterly by Workcover Tasmania and Workplace Standards, invited Bell Bay Aluminium's Health, Safety, Environment, Communities & Human Resources Manager at the time, Ken Nolan, to share Bell Bay Aluminium's experiences of improving Work, Health and Safety (WHS) in the September issue of the magazine. This is the published article.

During difficult financial times, WHS performance can be adversely impacted by cost cutting. Workplaces often focus on improving productivity and commercial performance, while other areas — such as WHS — are less prominent.

Regardless of local, national or global market conditions, Bell Bay Aluminium keeps WHS at the forefront of our business and aligned to our key business drivers. This is critical to maintaining a strong focus on day-to-day safety by our workforce.

Since the late 1990s, we have used the business improvement tool, Lean Six Sigma in our operations — which delivers significant commercial and productivity gains. But WHS was managed independently of that system until 2009 when we decided to change this, and link our WHS performance to our site's key performance measures (KPMs) through our existing Toolbox Meeting initiative.

This meant completely re-designing the Toolbox Meeting process so safety and total business performance (including production initiatives) could be conveyed to the whole site.







The new process is applied at management level and cascades through to site leadership and operational teams.

Each level of our organisation now has similar, linked KPMs; the entire site understands our business needs and drivers while still retaining a logical alignment to each area's direct output. There is also a standardised process for monitoring KPMs.

At each Toolbox Meeting, team members:

- discuss and assess the safety performance of the previous shift, in accordance with the principles of our Lean Six Sigma system and results are tracked on a Team Safety Cross
- identify tangible controls for improving WHS for the upcoming shift
- discuss the area's critical production KPMs (which are similarly tracked using Lean Six Sigma), task allocations and critical business drivers
- identify a key safety initiative linked to their upcoming shift

The intent is to engage teams and team members with WHS initiatives and raise their WHS awareness in a meaningful way. And by identifying safety improvement opportunities from one shift that can be addressed by safety improvement actions on the next, we provide a continuous improvement strategy for WHS across the workforce.

So if any safety issues or concerns are raised, they are normally dealt with at the team level. Where this is not possible, they are escalated to the next level in our organisation for action.

And although production and performance KPMs are discussed at Toolbox Meetings, WHS is the first and last item teams discussed before they start their shift.

Each department has an information board that tracks initiatives, and those that require escalation flow up to our general manager's Site Information Centre. Senior managers in the Pacific Aluminium group that we are part of, including the chief operating officer, are kept abreast of all escalated issues on a weekly basis.

By adopting this process, the entire onsite team is provided with consistent communication and understanding of our key business drivers, including WHS. We continue to further develop and improve the Toolbox Meeting process to ensure it aligns with our overall business strategy. WHS remains a key component of this.

So perhaps, like us, there are two simple questions you can ask of your business and your workers:

- What did any of us do to work more safely on our last shift?
- What wasn't as safe on our last shift as it could have been?



## OUR OPERATION



## TASMANIAN MINERAL EMERGENCY RESPONSE COMMITTEE (TMERC) - COMPETITION

**The annual TMERC Mines Rescue Competition was held at Unity Henty Gold Mine near Queenstown on the rugged west coast of Tasmania in November.**

Bell Bay Aluminium's Emergency Response Team members, Brian Cottnam, Rob Leersen and Iain Nixon were joined by new members Chad Clark, Tony Burr and Andy Kendal.

The team competed strongly in most events, finishing in the top five teams in fire fighting, road crash rescue and theory.

### IMAGES FROM TOP

Left to right, Tim Grant, Team Manager, Andy Kendal, Chad Clark, Rob Leersen, Tony Burr, Brian Cottnam, Iain Nixon & Tim Bowden, Team Official

Bell Bay Aluminium's Emergency Response Team participate in Breathing Apparatus training at the Australian Maritime College training facility at Bell Bay





## BELL BAY ALUMINIUM ANNUAL SERVICE RECOGNITION

**Bell Bay Aluminium hosted its Annual Service Function in November 2013 at the Boathouse in Launceston.**

Employees who achieved a service milestone of 10 years or greater in 2013 were invited to the Service Function.

Past and present employees who have previously achieved 25 years' service are also invited to attend.

General Manager, Ray Mostogl and respective department managers attended and presented gifts to employees in recognition of their service milestone.

### 40 YEARS

Adrian Hepburn  
John Parsons

### 35 YEARS

David Logan  
Stephen Pryer  
Roye Rickinson  
Shane Coleman

### 30 YEARS

Raymond Crisp  
Craig Cashion  
Linley Aikman  
Franz Bezemer  
Paul Goldfinch  
Peter Morley  
Stef Wegerbauer  
Geoff Ellerton  
Steven Richardson  
Michael Hampton  
Ross Richardson

### 25 YEARS

John White  
Grant Macken  
Junior Tahiri  
Terry Jones  
Nigel Keane  
Tim Riggs  
Craig Sherriff  
Tony Strauss  
Larry Venn  
Ian Jarman  
Jon Sawford

### 20 YEARS

Jason Harris  
Darren Moore  
John Young  
Chris Kilby  
Sam Tame  
Aub Henricks  
Gary Wilson  
Mark Wyley  
Damian Glover  
Robert Kaye

### 15 YEARS

Brendon Archer  
Brett Scott-Aitken  
Matthew Stuber  
Joe Bodis

### 10 YEARS

David Pearton  
Stephen Morcom  
Stephen Condric  
Donny Jones  
Gary Reynolds  
Sam Duncan  
Phillip Northeast  
Tony Gardner  
Dean Curtis



BELL BAY ALUMINIUM

PACIFIC ALUMINIUM

OUR **FUTURE**  
AGILE AND **SUSTAINABLE**

**TAKE A LOOK AT**

**THE BIG PICTURE.**

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## ENVIRONMENTAL MANAGEMENT

While there were two incidents of non-compliance against our Environmental Protection Notice in 2013, we sustained our reductions in site fluoride emissions and met our water and energy use targets. We continue to focus on our commitment to recycle and reduce our hazardous waste to storage.

Performance Indicator	2012 actual	2013 target	2013 actual	Target met	2014 target	Comments
Non-compliance with environmental permit conditions	2	0	2	X	0	<ul style="list-style-type: none"> <li>E. coli reading from main drain water discharge above compliance limit</li> <li>Total particulate from Potlines dry scrubber above compliance limit</li> </ul>
Number of community complaints	0	0	1	X	0	Refer to community feedback on page 29
Total on site greenhouse gas emissions (tonnes CO <sub>2</sub> -e per tonne aluminium produced)	1.77	1.79	1.76	✓	1.79	
Total energy use (gigajoules per tonne of aluminium produced)	72.5	72.43	71.81	✓	71.45	
Energy efficiency (DCkWh per kilogram of aluminium produced)	14.41	14.31	14.21	✓	14.10	
Total fluoride emissions (kilograms of fluoride per tonne of aluminium produced)	0.81	0.95	0.85	✓	0.90	Sustained 2012 fluoride emissions results in 2013
Waste to landfill (tonnes per month)	41.2	14.0	15.0	X	13.5	Target missed by 0.5
Fresh water usage (kilolitres per tonne of aluminium produced)	0.78	0.83	0.65	✓	0.80	

- X A grab sample from the main drain discharge point taken on 15 May 2013 returned an E. coli reading above the regulatory limit. The incident investigation determined that a large rainfall event contributed to the above limit reading. Implemented measures to prevent further incidents of this kind included:
- Installation of flow meters on sewage pumps to monitor flow; and
  - Scoping and budgeting for a replacement sewage treatment system.

- X A total particulate stack test sampled on 9 May 2013 returned a reading above the regulatory limit. The incident investigation determined a malfunctioning particulate monitor contributed to the result. Implemented measures to prevent further incidents of this kind included:

- Updating preventative maintenance schedules and practices related to the particulate monitors on the Potlines scrubber; and
- Updating process control response plans related to particulate monitors on the Potlines scrubber.

- ✓ In 2013, we only missed our target for waste to landfill by 0.5 of a tonne. In 2013, we recycled 4,195 tonnes of aluminium dross and 4,050 tonnes of SCL was recycled at Railton Cement. We continue to focus on opportunities to further reduce waste to landfill.

- ✓ Annual total fluoride emissions were 0.85 kgF/tAl. Although this was slightly higher than the best ever result of 0.81 kgF/tAl achieved in 2012, it represents a continuation of the step change improvement in emissions seen since 2011.

The smelter continues to show a sustained reduction in site fluoride emissions and is committed to minimising total fluoride emissions.

- ✓ We met our 2013 water use targets.

- ✓ We are active custodians of the land surrounding the smelter, which is home to a number of threatened, endangered, vulnerable and rare animal species, plant and vegetation communities, including the endangered coastal paperbark.

- ✓ As part of our commitment to preservation of biodiversity in the Tamar region, we donated 7,000 trees to the Launceston and Tamar Valley communities in 2013. The trees were planted by local school students at three locations in Launceston and the Tamar Valley, assisted by Bell Bay Aluminium and Launceston City Council employees.

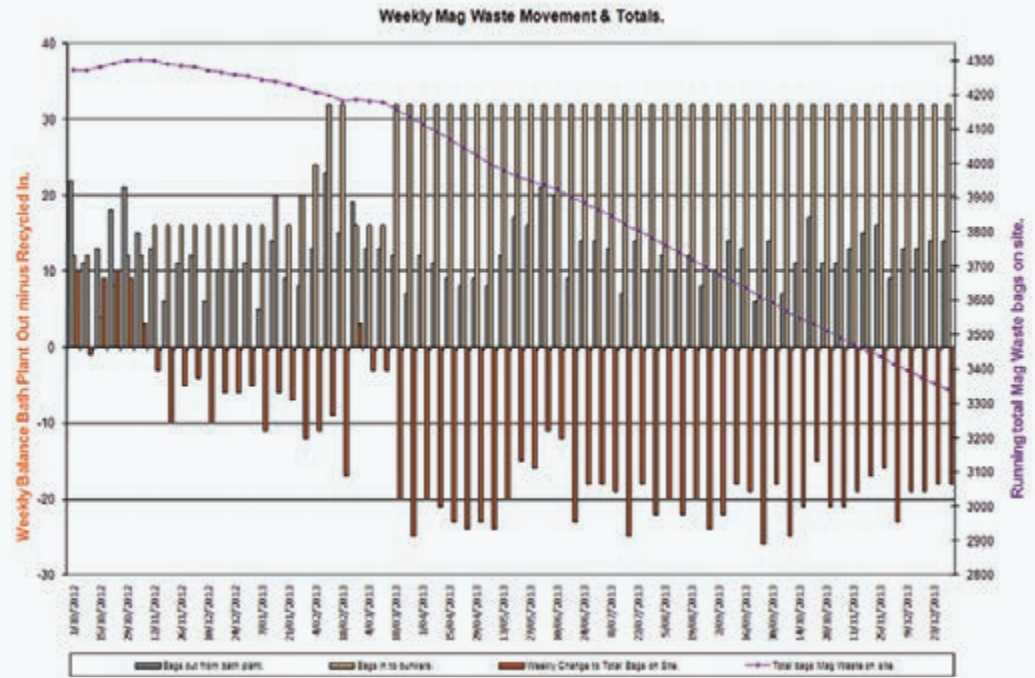
# RECYCLING MAGNETIC WASTE

**In April 2012, we commenced reprocessing magnetic separated bath.**

Magnetic waste comes from the Rodding Room’s bath plant. The bath plant recycles and blends anode cover material that comes back from Potrooms on top of spent anodes. As part of the recycling process, the material passes over magnetic separators and the non-magnetic material is returned to Potrooms as anode cover material and the magnetically separated waste is bagged and stockpiled. Magnetic waste has been stockpiled on site since the mid 1990s. With current available technology we have been able to commence re-processing this waste product.

Reprocessing involved the development of a new analytical procedure to monitor the iron content of this material on an ongoing basis to ensure that the metal purity was not impacted in the cast house. In 2012, approximately 538 tonnes of stored magnetically separated bath was reprocessed on site, however the overall stockpile increased.

Real progress was made in reducing the stockpile in 2013. The main driver was optimising the existing magnetic separators to enable the waste product to be concentrated when reprocessed. This led to a reduction in magnetic waste on site of 1,097 tonnes. As of December 2013 the site had a stockpile of 4,009 tonnes contained in 3,340 bulka bags. The system of recycling the magnetic waste has been firmly entrenched into our production processes (see Graph).



Since January 2013, there has been a net reduction of magnetically separated waste on-site of approximately 900 bags or a 25% reduction.

Using the current method of reprocessing, at project end, 1,000 bags will remain on-site. Our aim however is to reduce the stockpile to under 300 bags and we continue to identify opportunities that will enable this to occur.



## PLANTING THE FUTURE

### SCHOOLS JOIN BELL BAY ALUMINIUM TO FOSTER BIODIVERSITY

Over three days in October, nine schools in George Town and Launceston joined together with Bell Bay Aluminium to plant trees at Bell Bay, Rocherlea and Tailrace Park in Launceston.

Students from South George Town, Star of the Sea, Port Dalrymple, Rocherlea, Mayfield, Mowbray Heights, West Launceston and Trevallyn primary schools and St Anthony's Catholic school took part in the tree planting initiative which is part of Bell Bay Aluminium's biodiversity action plan.

Nearly 3,000 trees were planted at Bell Bay and 4,000 trees at Rocherlea and Tailrace Park in partnership with Launceston City Council. Plantings included black peppermint, silver wattle and black sheoak trees.

Over the last three years of the program more than 20,000 trees have been planted in Launceston and the Tamar Valley by Bell Bay Aluminium.





OUR FUTURE

# COMMUNITY COMMITMENT

**Bell Bay Aluminium has a long history of supporting the Tasmanian community.**

Working closely with the community, we develop and promote initiatives in education, environment, health and well-being, cultural and performing arts. These initiatives are designed to make a positive difference and create long lasting, high quality outcomes.





## COMMUNITY INVESTMENT

Bell Bay Aluminium community investment in 2013 included:

- Community Grants Program
- Community Partnerships with Launceston City Council, Re-Engineering Australia and F1 in Schools program and Theatre North Kids Accessing Theatre program
- Sponsorship Tasmanian Symphony Orchestra
- Sponsorship Governor's Environmental Scholarship
- Sponsorship UTAS Electronics and Computer Systems Prize
- Sponsorship TasTafe Apprentice Awards
- Sponsorship Tasmanian Science Talent Search Awards
- Sponsorship George Town on Show
- Sponsorship George Town Chamber of Commerce Business Excellence Awards
- Sponsorship Launceston Chamber of Commerce Business Excellence Awards
- Sponsorship Worksafe Tasmania Awards Lunch and Presentations
- Sponsorship Tasmanian Regional Arts Material Girl Awards and Exhibition
- Sponsorship Bell Bay Aluminium Junior Tennis Championships
- Sponsorship South Launceston Athletics Club
- Sponsorship Launceston Tornados Basketball team
- Sponsorship end of year School Prizes
- Sponsorship National Science Week at QVMAG
- Paid leave for employee involvement in community initiatives such as Try A Skills Day, F1 In Schools judging and National Science Week
- In kind support for employee mentoring and participation in various community and business organisations
- Donation of surplus equipment to community organisations including computers, batteries, office furniture
- Support for employee participation in health and wellbeing initiatives such as the Launceston Ten, Burnie Ten, White Lion and Police Charity Trust Golf Day and Launceston Aquatic membership
- The smelter also makes land and associated facilities available at minimal rent for community groups such as the George Town Golf Club, George Town Gun Club and George Town Pony Club
- We continue to maintain the Bell Bay Aluminium owned Lauriston Park as a private recreational area for community use

## COMMUNITY AND REGIONAL DEVELOPMENT

In 2013, Bell Bay Aluminium continued to actively participate in and contribute to taskforces and forums focussing on economic, social and environmental benefits and outcomes including:

**Department Infrastructure, Energy and Resources Freight Logistics Coordination Team** – membership

**TCCI Freight Logistics Committee** – membership

**Tasmanian Minerals Council Conference** – General Manager, Ray Mostogl, Presenter

**Big Picture Tasmania** – major partner

**DEDTA Partnerships for Business and Community Success: Business Ideas for Social Impact** – Community Relations Specialist, Lou Clark, Presenter

**DEDTA Lean Manufacturing Forums** – sponsorship

**Launceston Chamber of Commerce Federal Election Forum** – sponsorship

**Tasmanian Leaders Program Sustainability Linking Session** – General Manager, Ray Mostogl, Presenter

**TCCI, Launceston Chamber of Commerce, George Town Chamber of Commerce** – membership

**Tasmanian Minerals and Energy Council** – membership

**Tamar Estuary & Esk Rivers (TEER) program** – membership

## COMMUNITY **FEEDBACK**

**We welcome and encourage both positive and constructive feedback to assist us to improve the way we work. We take all complaints seriously and investigate each one in a timely and responsive manner.**

Remedial actions are taken where appropriate. All complaints are reported to the general manager and are recorded in the site incident reporting system.

In 2013 we received a community complaint related to fall out of fine dust particles that had settled on a number of vehicles in the George Town area. The complaint was investigated by our Environment and Analytical Superintendent. The incident investigation was unable to line up specific events on site that would have contributed to this fall out, partly due to the uncertainty around timing of the specific fall out and the fact that the sample provided did not definitively identify the source of the fall out.

### BELL BAY ALUMINIUM'S **COMMUNITY CONSULTATIVE COMMITTEE**

In 2013 Bell Bay Aluminium's Community Consultative Committee (CCC) met three times.

Membership of the Committee comprises a representative cross section of the George Town and Tamar Valley community. Ray Mostogl, General Manager and the Community Relations team meet regularly with the Committee on a formal and informal basis.

In 2013 Bell Bay Aluminium, Committee members and a number of key external stakeholders commenced discussions with a view to changing the Committee's strategic direction from its original purpose when it was established in 2008 of providing community feedback to the company on the performance of the smelter. Stakeholder consensus following these discussions was that the Committee should look at taking a more strategic approach to community and business development in George Town and the Bell Bay area with a view to determining what is the 'future state' for this region.

George Town's dependence on existing manufacturing activity for much of its employment and community prosperity does make it vulnerable to significant socio-economic shocks so it seems timely and prudent for Bell Bay Aluminium to begin developing a community driven strategy in collaboration with the Community Consultative Committee and other key stakeholders such as the George Town Council that plans for all possibilities over the next 10-15 years.

Throughout the year the Committee heard from guest speakers Tom Black, Chair of Regional Development Australia Tasmania and a former Northern Manager of the Department of Economic Development and Dr Tony McCall from UTAS who spoke about their experiences in regional economic development.

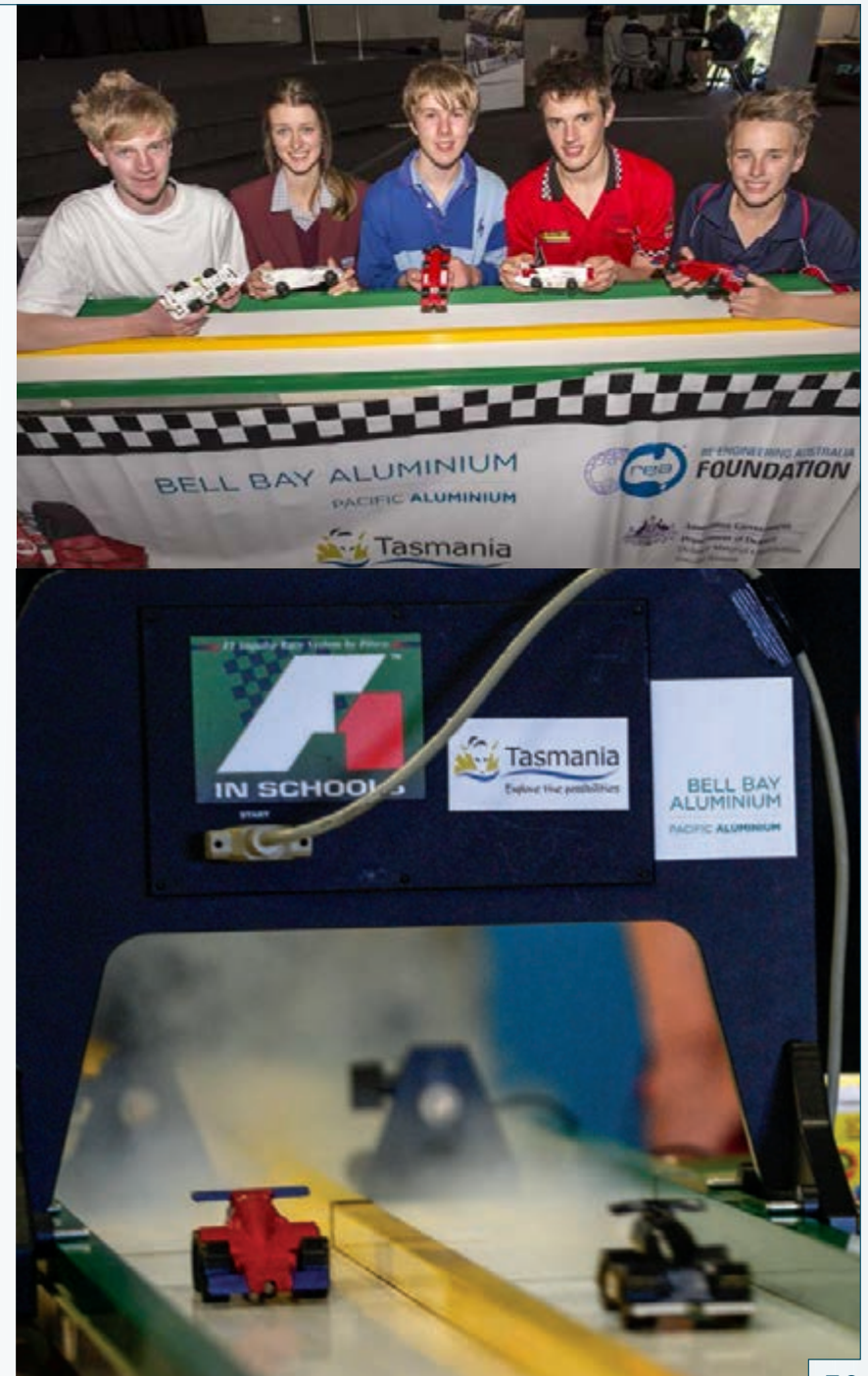


## GEARING UP FOR F1 IN SCHOOLS

**Bell Bay Aluminium helped establish F1 in Schools in 2008 and currently supports technology hubs in Launceston and Ulverstone as well as the State Final each year.**

F1 in Schools State Final was staged at the Tailrace Centre Riverside in October in partnership with Re-Engineering Australia.

This program provides aspiring engineers, designers and marketers with the chance to show off their skills using technology to create miniature gas powered formula one style cars. Teams were critiqued by 15 judges on a set of criteria which included car speed, technical portfolio, industry collaborations and verbal presentations.



# GEARING UP FOR F1 IN SCHOOLS

CONTINUED

Award Category	Class of Competition	Team Name	School
Champions	Cadet Class	GDM Racing	Ulverstone High School
	Development Class	Ninja Star Racing	Ulverstone High School
	Professional Class	Revved Up	Brooks High School
Fastest Lap Award	Cadet Class	GDM Racing (1.994)	Ulverstone High School
	Development Class	Red Storm (1.303)	Queechy High School
	Professional Class	Revved Up (1.288)	Brooks High School
Best Designed Car	Cadet Class	GDM Racing	Ulverstone High School
Best Engineered Design	Development Class	Ninja Star Racing	Ulverstone High School
	Professional Class	Revved Up	Brooks High School
Innovation	Development Class	Ninja Star Racing	Ulverstone High School
	Professional Class	Revved Up	Brooks High School
Best Team Portfolio	Development Class	Ninja Star Racing	Ulverstone High School
	Professional Class	Revved Up	Brooks High School
Best Team Marketing	Development Class	Zappz Racing	Prospect High School
	Professional Class	Revved Up	Brooks High School
Best Team Pit Display	Development Class	Ninja Star Racing	Ulverstone High School
	Professional Class	Revved Up	Brooks High School
Outstanding Industry Collaboration	Development Class	Ninja Star Racing	Ulverstone High School
	Professional Class	Revved Up	Brooks High School





## 2013 COMMUNITY GRANTS PROGRAM

Our grants program aims to provide financial support for not-for-profit and community organisations across the state. A presentation and morning tea for the successful grant recipients was held at Belles Café in George Town on Tuesday 30 July.

The successful grant recipients were:

**Friends of Exeter Farm High School** – to assist with purchase of a shipping container for secure equipment storage

**The Asthma Foundation of Tasmania** – to assist with delivery of a schools program

**Rotary Club of Tasman Peninsula** – to assist with purchase of a trailer to support local community activities following bushfires

**Life Without Barriers** – to assist with the creation of an accessible vegetable garden for clients

**Institute for Positive Change** – to provide support for promoting positive change in local communities



Back L-R: Les Hodge (Exeter High School Farm), Tony Chapman (Institute for Positive Change), Neil Andrews (BBA), Leigh Darcy (BBA), Maree Pinnington (Exeter High School), Donald Clark (Tasman Peninsula Rotary Club), Neale Forrester (BBA), Mark Williams (BBA)

Front L-R: Jeff Bendall (Life Without Barriers), Heidi Tucker (Life without Barriers), Sue Clark (Tasman Peninsula Rotary Club), Rowan Morphett (Exeter High School), Sara Redman (Institute for Positive Change), Lou Clark (BBA), Linda Samms (Asthma Foundation of Tasmania)

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